

1. Beata Daszyńska-Muzyczka - President of the Management Board

Beata Daszyńska-Muzyczka has been professionally active in the banking sector for over 25 years. From 1994 to 2016 she was employed at Bank Zachodni WBK (currently Santander Bank Polska) where she managed many divisions. She managed, among other things, the implementation of strategic projects, such as a new branch model or MiniBank24 electronic banking. She was responsible for the restructuring and optimization of banking processes. She managed the Logistics and Real Estate Division and she was the Chairwoman of the Supervisory Board of BZ WBK Nieruchomości. She was responsible for the project of transforming the organizational culture "Bank of the New Generation". She also headed the Business Partnership Division. In 2015, Beata Daszyńska - Muzyczka was appointed the Management Board Member of BZ WBK.

Beata Daszyńska-Muzyczka is the 20th president of BGK since the bank was founded almost 100 years ago. Together with other members of the management board, she prepared and implemented a four-year strategy for 2017-2020, which allowed BGK to focus more on the key areas of activity: financing and mobilizing capital for investments, export and enterprise development, supporting sustainable development, as well as efficient distribution of EU funds. Within four years, BGK's ability to mobilize capital for economic development increased fivefold. Additionally, the bank, while implementing its new strategy, strengthened its activity outside Poland and opened representative offices in London, Brussels, Frankfurt and Amsterdam. More are planned in the United States and Asia.

President Daszyńska-Muzyczka is also the originator and initiator of the establishment of the most important financial project in Central and Eastern Europe - the Three Seas Fund, and since 2019 she has been the chairwoman of its supervisory board. The aim of the Fund is to develop infrastructure in the countries of the Three Seas region by financing transport, energy and digital projects, which will support the integration and economic cohesion of the entire EU.

The bank itself has become one of the ten best-rated companies in Poland in the Ranking of Socially Responsible Companies and has won the TOP Employer title three times.

Beata Daszyńska-Muzyczka is a member of the College of the President of the Republic of Poland for International Policy, which is part of the President's International Policy Office. She is also a member of the Chapter of the Economic Award of the President of the Republic of Poland and the chairwoman of the program council of the Federation of Polish Entrepreneurs. She sits in the board of the Economic Award Forum Wizja Rozwoju, the program board of the ICAN Management Review Congress, and the Board of the Medical University in Wrocław.

Honored with many awards, incl. President Lech Kaczyński Promethean Prize, the Bank Manager of the Year 2018 by Gazeta Bankowa, she was also in the Top 10 Polish Managers of Forbes magazine. In 2021 she was recognized by Federacja Przedsiębiorców Polskich as the Economic Personality of the Year 2021. The same year she has been awarded by the President of Estonia Kersti Kaljulaid with the Order of the Cross of Terra Mariana for her contribution to deepening friendly relations with Estonia through her involvement in building the Three Seas Initiative.

A graduate of economic universities with a specialization in corporate finance management and the Advance Leadership Program at the ICAN Institute. She also graduated from the University of Cambridge - Judge Business School.

Privately, an aviation enthusiast, with a diploma of aircraft accessories mechanic. In the process of obtaining a pilot's license.

2. Paweł Nierada - First Vice President of the Management Board of Bank Gospodarstwa Krajowego

Paweł Nierada is a graduate of the Warsaw School of Economics (Faculty of Finance and Banking), MBA University of Minnesota, Carlson School of Management. He participated in a number of specialised courses on venture capital, corporate finance, M&A and capital markets.

He has got a long experience in investment banking and capital markets industry. He carried out numerous projects in the area of public and private markets (IPOs, bond and share issues, market analysis), M&A, strategic advice to large corporate entities as well as advice on privatisation (to the Ministry of Treasury and investors) in Poland and abroad.

He is an expert on energy as well as energy strategy and security of the Sobieski Institute in Warsaw.

Over the period 2007-2016 he was the Managing Partner at Rada Partners – a consulting firm in the field of strategic advice, capital markets and holistic approach to company management. In the years 2007-2012 he was the President of the Management Board of Silkroute Securities (Polska) Sp. z o.o., 2006-2007 - director at ERSTE Corporate Finance in Poland - ERSTE Bank Group, 2003-2006 - director of the Financial Advisory Team at Deloitte, 2000-2003 he held a managerial position at NM Rothschild Polska Sp. z o.o., 1997-2000 he was Senior Analyst in Natural Resources and Global Power Team at Credit Suisse First Boston (Europe).

He was a speaker at numerous conferences in Poland and abroad and provided commentaries on capital markets as well as fuel and energy sector for the media. He has got a status of Approved Person awarded by the British Financial Conduct Authority.

3. Włodzimierz Kocon - Vice President of the Management Board of Bank Gospodarstwa Krajowego

Włodzimierz Kocon has been involved in investment activities and the real estate market for over 20 years. He gained experience in managerial positions at PwC, Von der Heyden Group, APP Polska and Gerald Eve International. In the years 2007-2013 he was the director of the Real Estate Office at PZU Asset Management / TFI PZU and was responsible, inter alia, for real estate investments.

At an earlier stage in his career - as he himself says - "he liquidated the Censorship". In 2001-2003 he managed the construction project of a new office building on the site of the former Censorship building at Mysia Street in Warsaw. He is also a licensed real estate broker. Before taking up the position of vice-president of BGK, he was an independent real estate advisor.

In 2013 he worked at Bank Gospodarstwa Krajowego co-creating the concept of the Rental Housing Fund. He was one of the authors of the investment strategy of BGK Nieruchomości (asset manager of the above mentioned investment fund). He was also responsible for its implementation as the president of the management board. In 2016 he returned to BGK and was appointed the Vice-President of the management board. He was responsible for the Subcontracted activity division, including housing programs. Since 2020 he has been managing the sales of goods division. He is the vice-chairman of the Investment Committee of the Local Government Investments Fund FIZAN (managed by PFR).

He inspires others to commitment and activity with his own example. Young people participating in educational programs (including Bankowe Horyzonty) are introduced to the subject of finance and

banking. He teaches children from a Children`s Home how to ski. He also trained volleyball players (the lowest coaching rank).

He gets involved in the work to simplify language in the bank, sees great benefits from simplifying the language in everyday communication and above all – with clients. In January 2020, on behalf of BGK, he signed the declaration to simplify the formal language. In October of the same year he signed the declaration of the banks on communicative language standards prepared by the Polish Bank Association.

Passionate for sports, especially volleyball and skiing but also one-track vehicles. He has ridden on a motorbike across almost all of the Three Seas countries and across Belarus.

4. Przemysław Cieszyński - Member of the Management Board of Bank Gospodarstwa Krajowego

Przemysław Cieszyński gained professional experience at the number of managerial positions with Pepsico, Polcard and Polish Television. He was the president of the board of OT Port Gdynia (OT Logistics Group). He worked for the consulting companies Accenture and CII Group and he has been running his own company Raitaro for eleven years. At Accenture, he advised Polish and international corporations in the financial services industry. Raitaro specialized in restructuring and IT implementations, also in the interim management formula – for example as a CEO of Sokółka Okna i Drzwi. Since 2006 he represented financial investors on the supervisory boards of public companies, including: Wydawnictwa Szkolne i Pedagogiczne, Sygnity, Ciech, Yawal, Bomi, TC Dębica and Jastrzębska Spółka Węglowa.

One of his responsibilities at the management board level is distribution of the European funds in the form of financial instruments. The programs coordinated by the bank include regional operating programs, EU loans or national programs such as Entrepreneurial Eastern Poland - Tourism, First Business – Start-Up Aid programme or the Accessibility Fund. Thanks to the bank's activities and cooperation with financing institutions, the support goes to entrepreneurs, young people who want to run their own business, social economy entities, local governments, as well as housing communities and cooperatives.

Graduate of the Faculty of Computer Science and Management at the Wrocław University of Technology. He holds an MBA from Vanderbilt University in Nashville, TN (USA). A scholar of The Fulbright U.S. Student Program.

He was an active supporter of the anti-communist opposition in the times of the People's Republic of Poland. In the 1980's, among others activities, he was distributing independent publications of the Fighting Solidarity (Solidarność Walcząca) in Wrocław.

Privately he is fascinated by history and politics but he also likes to listen to music and cook. He actively practices downhill skiing.

5. Radosław Kwiecień - Member of the Management Board of Bank Gospodarstwa Krajowego, in charge of Risk Management Division

Radosław Kwiecień has been associated with financial sector throughout his whole professional life. Since 2001 he worked in managerial positions at Bank Gospodarki Żywnościowej (currently BGŻ BNP Paribas). In the years 2012-2016 he was responsible for the banking operations. At that time he was

also a member of the operational risk management and business continuity committee of the bank. He implemented banks' integration projects during the merger of two separate organizations. He launched new IT systems in the field of banking operations and he centralized management processes in the area of operations. He also introduced outsourcing model for many banking processes - the result of which was costs reduction and improvement in productivity, efficiency and quality of work.

A graduate of the Faculty of Economics at the University of Opole. He completed postgraduate studies in controlling and capital investments at the WSB University in Poznań, preparation and management of public-private partnership projects at the Warsaw School of Economics, as well as management studies at the Kozminski University. At the same University he has also obtained an Executive MBA diploma.

He likes to spend his free time actively. He is most fascinated by the mountains and he explores them hiking, skiing and cycling. His second passion is music, which he prefers to listen to in live, and that is why he often participates in concerts and festivals. Good literature accompanies him practically every day while listening to audiobooks on the way to work, running or cycling

6. Tomasz Robaczyński - Member of the Management Board of Bank Gospodarstwa Krajowego

Lawyer, graduate of the Faculty of Law and Administration, University of Warsaw. He has also completed a study course in art history without earning a degree (Institute of Art History, University of Warsaw).

He has worked for the Ministry of Finance since 1999. From 2018 till 2020, he has supervised the state budget, utilisation of EU funds and the funding of budget, economic and local government activities as Undersecretary of State. In the years 2007–2018, he was Director of the Paying Authority Department at the Ministry of Finance, which manages EU funds and supervises co-financing from the budget. Before that, in the years 2004–2007, he was in charge of one of the divisions within the department.

He has authored and co-authored numerous publications on public finance.