

Mr Mirosław Kowalik has been connected with the power sector for over 20 years, holding managerial positions on the operating and strategic level. In 2015, he managed SNC Lavalin Sp. z o.o. Polska as Vice-President of the Board and Business Development Director. During 1999-2015, he held various managerial positions for ALSTOM Power Group, lastly as Marketing and Sales Director. During 1995–1998, he was connected with ABB. Mr Mirosław Kowalik is a graduate of the Faculty of Energy Engineering of the Gdynia Maritime University. He attended an MBA course (Rotterdam School of Management programme in cooperation with the University of Gdańsk and Gdańsk Foundation for Management Development), graduating with the degree of Executive Master of Business Administration. He also completed Postgraduate Studies of Corporate Finance Management at the Warsaw School of Economics. He has also completed many specialist product and management training courses, including most recently four-year part-time doctoral studies and two-year postgraduate Executive Doctor of Business Administration studies at the Institute of Economics of the Polish Academy of Sciences. Since 2016, he has served as President of the Board of ENEA S.A.

Pursuant to the representation made, Mr Mirosław Kowalik does not conduct, in any form, any activity competitive towards ENEA S.A. He does not participate in any competitive company as a partner of a civil law partnership or another partnership or as a member of a governing body of a public listed company and does not participate in any other competitive legal person as a member of its bodies. Mr Mirosław Kowalik is not listed in the Register of Insolvent Debtors kept based on the act on the National Court Register.

Mr Piotr Adamczak has been connected with the power sector for over 25 years. He commenced his professional career in Zakład Energetyczny Poznań. He managed the Market Organisation Department in EnergoPartner Wielkopolska. During 2002-2011, he worked in Energetyka Poznańska and, after the consolidation, in Grupa Energetyczna ENEA S.A., on the positions of the Office Manager, Division Manager and Department Director, he dealt with the centralisation and realisation of tasks within the wholesale trade in electricity, duties of a commercial and technical coordinator, commercial coordinator, and also commercial cooperation with RES. From 2011, he worked as Office Manager, and from 2013 as Trading Department Director in ENEA Trading, where he dealt with commercial activities on electricity markets, property rights to certificates of origin, emission allowances and commercial cooperation with RES for the account of ENEA Group companies. Mr Piotr Adamczak is a graduate of the Poznań University of Technology, majoring in Electrical Engineering at the Faculty of Electrical Engineering. He also completed Postgraduate Studies in Economic Problems of Power Sector Transformation at the Warsaw School of Economics, and Postgraduate Studies in Electricity Trade Management at the Poznań University of Commerce and Services. Since 2016, he has served as Vice-President of the Management Board of ENEA S.A. for Commercial Affairs. Since 2017, he has been President of the Executive Board of the Association of Energy Trading.

Pursuant to the representation made, Mr Piotr Adamczak does not conduct, in any form, any activity competitive towards ENEA S.A. He does not participate in any competitive company as a partner of a civil law partnership or another partnership or as a member of a governing body of a public listed company and does not participate in any other competitive legal person as a member of its bodies. Mr Piotr Adamczak is not listed in the Register of Insolvent Debtors kept based on the act on the National Court Register.

Mr Jarosław Ołowski is a graduate of the Warsaw School of Economics, majoring in Economic Policy and Finance. He completed Post-Graduate Studies at the Koźmiński University in Warsaw in the field of Tax Law, Finance, Business Law, and IFRS. Mr Jarosław Ołowski has over 20 years of experience in management, including strategic and operational management, and international financial management. He is a certified accountant, expert in the fields of: management accounting and controlling, international accounting standards, tax law, strategic management and international trade. During his professional career, he has served, among others, as Vice-President of the Management Board of ENEA Wytwarzanie Sp. z o.o. for Economic and Financial Affairs, President of the Management Board of Agencja Rozwoju Mazowsza S.A., President of the Management Board of Optimus S.A., Member of the Management Board of PKS Polonus w Warszawie S.A., Vice-President of Agencja Rynku Rolnego (Agricultural Market Agency), and CFO of the Courtaulds Packaging Division/Betts Poland.

Pursuant to the representation made, Mr Jarosław Ołowski does not conduct, in any form, any activity competitive towards ENEA S.A. He does not participate in any competitive company as a partner of a civil law partnership or another partnership or as a member of a governing body of a public listed company and does not participate in any other competitive legal person as a member of its bodies. Mr Jarosław Ołowski is not listed in the Register of Insolvent Debtors kept based on the act on the National Court Register.

Mr Zbigniew Piętka has been connected with the power sector for almost 40 years. From 2016, he was Deputy Director of the Maritime Office in Szczecin for Technical Affairs. From 2009 to 2014, he worked as an electro-technical officer at Polsteam (Polska Żegluga Morska), with which he had also been associated at the beginning of his career from 1981 to 1994. From 2007 to 2008, he was Vice-President of ENEA for Infrastructure. He also gained managerial experience in the Szczecin-Świnoujście Seaports Authority, where in 1994-2007 he was Head of the Energy Department – Main Energy Officer. Mr Zbigniew Piętka is a graduate of the Faculty of Electrical Engineering of the Szczecin University of Technology. He also completed Postgraduate Studies at the Warsaw University of Technology in the field of Energy Company Management in the Conditions of Development of Energy Markets. Since 2017, he has served as Vice-President of the Management Board of ENEA S.A. for Corporate Affairs.

Pursuant to the representation made, Mr Zbigniew Piętka does not conduct, in any form, any activity competitive towards ENEA S.A. He does not participate in any competitive company as a partner of a civil law partnership or another partnership or as a member of a governing body of a public listed company and does not participate in any other competitive legal person as a member of its bodies. Mr Zbigniew Piętka is not listed in the Register of Insolvent Debtors kept based on the act on the National Court Register.