# Michał Michalski

An expert with international operational experience in building the value of the energy sector companies. He has been associated with Polenergia Group since 2012, where he is in charge of supervising Polenergia's investment portfolio in the field of strategy and business development, photovoltaics, and above all wind energy. Since 2001, he has been associated with the Kulczyk Investments Group where he held the position of Investment Director within the private equity operations of the Group in the oil & gas and energy sector. He graduated from Poznań University of Economics with a degree in Foreign Trade and completed post-graduate Executive Studies in Finance organized by the Warsaw School of Economics. In 2001, he was awarded a Ph.D. degree at Poznań University of Economics on the theory of shareholder value.

# Tomasz Kietliński

With Polenergia Group since 2011. Since 2020, he has been a Member of the Board and Chief Financial Officer. In the previous years, he managed Corporate Finance and Controlling Department responsible for financial planning and management reporting in the Group. He also led many processes of obtaining debt financing and participated in numerous M&A transactions. Prior to joining Polenergia, he gained professional experience at PwC where he specialized in financial risk management consultations for the largest financial institutions and enterprises in Poland and auditing financial statements of leading financial sector companies. A Warsaw School of Economics graduate with a degree in Finance and Banking. Completed Canadian Executive MBA studies organized by the University of Quebec at Montreal and Warsaw School of Economics as well as postgraduate studies in financial institutions risk management. He holds the AMCT title and is a member of the British Association of Corporate Treasurers.

# Iwona Sierżęga

One of the few women in Poland in charge of managing the power sector companies. Active in the power industry for over 21 years. For several years, she served as CFO and then President of the Board and CEO of the 116 MW gas-fired CHP plant in Nowa Sarzyna being part of the Polenergia Group. Since 2019, she has been acting as a Member of the Management Board of Polenergia

S.A. in charge of supervising the Clean Fuels and Environmental Protection Division, where, among other things, new hydrogen projects are developed and sustainable business development operations are carried out. Since 2020, she has been a member of the Program Board of Global Compact Network Poland focusing on priority areas of the United Nations Global Compact such as human rights, environmental protection, labor rights, and freedom from corruption. A Cracow University of Economics graduate with a degree in finance and banking, postgraduate studies in accounting, and an MBA at Stockholm University of Business.

# Jarosław Bogacz

Since 2019, a Polenergia Group associate acting as President of the Board of Polenergia Obrót. Employed in the power industry for 20 years where between 2005 and 2019 he has held various positions, including Director in charge of wholesale trading at EDF Group in Poland and Business Development Director at ENGIE Group in Poland. From 2015 to 2016, he was Advisor to the Minister of Economy for Renewable Energy and the first Chairman of the Renewable Energy Billing Operator. A member of the Board of the Polish Association of Professional Heat and Power Plants and Association of Electricity Trading and the Economic Association of Polish Power Plants. A graduate of the Faculty of Electrical Engineering at the Silesian University of Technology in Gliwice. In 2019, completed his Ph.D. studies also at the Silesian University of Technology. In 2020, awarded a Ph.D. degree in Engineering and Technical Sciences at Silesian University of Technology.

# Piotr Maciołek

A Group associate since 2004. Since 2016, Chief Operating Officer at Polenergia Group in charge of leading, maintaining, and executing all operational projects. Between 2008 and 2016, responsible in Polenergia Group and PEP Group for developing and carrying out industrial and conventional power projects. In the years 2004 – 2008, a person responsible for finances of the largest biomass industrial power project implemented by PEP Group in Mondi Świecie paper mill. Long-term operational experience gained in companies such as Telekomunikacja Polska, Sony Music Entertainment Polska, and Master Foods Polska. A Faculty of Management graduate at the University of Warsaw. In 2001, awarded an MBA degree at the University of Minnesota as part of the WEMBA program run by the Warsaw School of Economics and University of Minnesota.

2