

### ***Arnold R. Bahlmann PhD.***

Arnold Bahlmann is a senior advisor to Permira, one of Europe's largest private equity funds, and sits on its industrial advisory board. Transactions which he has arranged have involved SBS Broadcasting, of which he was a member of the supervisory board from October 2005 to July 2007, and ProSiebenSat 1. For more than 20 years he worked in various positions within Bertelsmann AG, starting in 1982 as Head of Strategic Planning of the Ariola Group, which later merged with RCA to create BMG, as President of Premiere GmbH, the German pay TV operator and as a Member of the Executive Board of Bertelsmann AG and Chief Strategic Officer responsible for major transactions, such as the sale of AOL Europe, Mediaways and Springer.

He ended his career at Bertelsmann AG in 2003 as President and Chief Executive Officer of Bertelsmann Springer and a member of the executive board of Bertelsmann AG. He also serves as a member of the supervisory board of YOC AG, a mobile marketing company, Senator Entertainment AG, Business Gateway AG, Freenet AG and Telegate AG. Previously, he has also served on the boards or supervisory boards of Haring Service Company, Debitel AG, Source Media Inc. and Germany 1 Acquisition Limited. He has been our member of the supervisory board since May 2005. He graduated from Cologne University, where he also obtained a doctorate.

### ***Rodolphe Belmer***

COO, CANAL+ Group Member of the Executive Board, CANAL+ Group

Born in 1969, Rodolphe Belmer graduated from the Hautes Etudes Commerciales (HEC) business school in Paris in 1992 and then worked for six years in the marketing department at Procter & Gamble France. In 1998, he joined McKinsey & Co. as Manager, where he lead consultancy projects in the media, retailing and consumer products industries. He joined CANAL+ Group in October 2001 as Director of Strategy and Development for CANAL+ Distribution before being appointed Marketing and Strategy Director for CANAL+ Group. He became COO of CANAL+ in November 2003 and was nominated VP, Content for CANAL+ Group in April 2005. In 2012, Rodolphe Belmer was promoted to COO of CANAL+ Group and Member of the Executive Board. In this position he is in charge of all the Group's pay and free-to-air TV operations in Metropolitan France.

### ***Michał Broniatowski***

Michał Broniatowski was appointed to the supervisory board on October 28, 2009.

He previously served as an independent director and independent member of the supervisory board of the ITI Group from 1994 to 2005, and as a member of the board of Onet from 2001 to 2005. From 2003 to May 2009 he was global services director and member of the board of Interfax International Information Group ("IIIG"), an international news and information company operating in Russia, former Soviet Union states, China and major countries in Central and Eastern Europe, and he is now Chairman of the Board of Interfax Central Europe Ltd, a sales company of IIIG. In 2002-2003 he served as a consultant at Telekomunikacja Polska SA, Poland's largest telecoms operator and at Edipresse Polska, the Polish branch of the Swiss publishing house Edipresse. From January 2001 to March 2002 he held the positions of ITI Management Vice-President and new media director within the ITI Group. From 1985 to end-2000 he worked at Reuters, a global news and information agency, where he started as a correspondent in Poland and left as a Manager in Russia and

CIS. Since July 2009 he has been the CEO of Polski Terminal Finansowy Ltd and Mount Tarango Ltd.

He graduated from the Department of Spanish Language and Culture (Iberystyka) at the University of Warsaw, and has undertaken further study at the University of Columbia, London Business School and University of Michigan.

### ***Pawel Gricuk***

Paweł Gricuk, is the President of PG Energy, a privately owned company investing in oil and gas assets, which he founded in 2010. He is also Chairman and Founder of PG Energy - Energetyka, a company providing electrical and telecommunication services to the power sector. From 2005 until 2010, he was the President of Petrolinvest S.A., the first Polish exploration and production company. Before, he worked at J.P. Morgan in London from 1993 to 2005 where he held various senior positions. He has been a member of the supervisory board since May 2005. He is an economics graduate from the University of Lodz and also graduated from the Beijing University of Foreign Studies in China.

### ***Sophie Guieysse***

VP, Human Resources, CANAL+ Group

Sophie Guieysse, graduated from the Ecole Polytechniques engineering school before holding senior positions in a number of ministries, mainly in the field of transportation, housing and urban planning. In 1997, she joined LVMH Group, where she was appointed executive VP, Human Resources, of the Watches and Jewelry division and, in 2001, of Sephora Europe, a leading retail beauty chain. In 2002, Sophie Guieysse was promoted to VP, Human Resources, for the whole LVMH Group. In 2005, she joined CANAL+ group, as Executive VP, Human Resources.

### ***Wojciech Kostrzewa***

Wojciech Kostrzewa is an economics graduate from the Kiel University in Germany. Between 1988 and 1991 he was employed at the Kiel Institute for the World Economy as a Research Economist. From 1989 to 1991 he was an adviser to the Polish Minister of Finance, Prof. Leszek Balcerowicz.

Between 1990 and 1995 he held the position of President of the Polish Development Bank. From 1996 to 1998 he was the Vice President of the BRE Bank Management Board and later, from May 1998 to November 2004, he was the President of the Management Board. Between January 2002 and November 2004, he was an Executive Member of the Regional Management Board of Commerzbank AG where he was responsible for all the operations of Commerzbank in Central and Eastern Europe.

From 1999 he is associated with the ITI Group as a Member of the Board of Directors. From January 2005 he fulfils the function of President and CEO. From 2005 he sits on the Supervisory Board of TVN S.A. and from 2007 is its Chairman.

In June 2012 he was appointed Member of the Supervisory Board of the Swiss Stadler Rail Group, the leading European producer of railway vehicles. Wojciech Kostrzewa is since 1995 a member and since 2015 Vice President of the Polish Business Roundtable. Between 2004 and 2007 he served as President of the Polish-German Chamber of Industry and Commerce. From 2007 he serves as Vice President of the Polish Confederation of Private

Employers" Lewiatan". He is also a member of supervisory boards of companies in Poland and abroad.

### ***Bertrand Meheut***

Chairman and CEO, CANAL+ Group

Bertrand Meheut has been Chairman and CEO of Canal+ Group since September 2002. After graduating from the Ecole des Mines, an engineering school, Bertrand Meheut held various positions in the industry, mainly in France and Germany, primarily in the life sciences sector. He spent most of his career at Rhône-Poulenc, which became Aventis after merging with Germany's Hoechst. He served as COO then as Chairman and CEO of Aventis CropScience, an Aventis and Schering subsidiary involved in agrichemicals and biotechnologies with sales of €4.5 billion and 16,000 employees. Bertrand Meheut was born in Rennes (Brittany, France) in 1951.

### ***Wiesław Rozłucki, PhD.***

Wiesław Rozłucki, Ph.D., is a consultant. He graduated from the Foreign Trade Faculty of the Warsaw School of Economics in 1970. He has a PhD in Economic Geography from the Polish Academy of Sciences and between 1973 and 1989, he worked there as a researcher. During 1979-1980 he studied, as a British Council scholar, at the London School of Economics. Between 1990 and 1994, he was an adviser to the Polish Minister of Finance, a director of the Capital Markets Department in the Ministry of Privatization of Poland and a member of the Polish Securities and Exchange Commission.

Between 1991 and 2006, during five terms, Dr. Rozłucki was the President of the management board of the Warsaw Stock Exchange. He was also the Chairman of the supervisory board of the National Depository for Securities and a board member of the World Federation of Exchanges and the Federation of European Securities Exchanges.

Dr. Rozłucki has been actively engaged in the corporate governance movement in Poland. He is the Chairman of the Programming Council of the Polish Institute of Directors, as well as Harvard Business Review Polska. He is also a member of supervisory boards of large public companies including Orange Polska and BPH Bank. He is also the President of the Supervisory Board of the Warsaw Stock Exchange and the Chairman of the chapter of the Economic Award of the President of the Republic of Poland. He runs a strategic and financial consultancy and acts as a senior adviser to Rothschild Polska and Warburg Pincus International.

### ***Bruno Valsangiacomo***

Bruno Valsangiacomo started his career in banking working with major institutions such as UBS Group (1972 to 1982) and Banque Paribas (1982 to 1991) for 20 years, acquiring a diversified know-how in corporate banking, restructurings, trade finance, M and A and real estate. In 1991, Bruno Valsangiacomo founded the advisory firm FFC Fincoord Finance Coordinators Ltd., Zurich, and became a successful independent entrepreneur with a key focus on emerging Poland. In the same year he joined Jan Wejchert and Mariusz Walter as a Founding Shareholder of ITI Group responsible for strategy, finance and legal aspects, M&A and Investors Relations. He has lead for the ITI Group a variety of complex transactions and initiatives, from start-ups, to joint ventures, financing's and IPO's. During the early years in emerging Poland he gained, in addition to media and entertainment, in depth experience in food and beverages, pharmaceuticals and other industries. Before becoming Executive

Chairman ITI Group in January, 2011 Bruno Valsangiacomo was its Vice Executive Chairman. He is a Member of various Group Supervisory Boards, among other Vice Chairman of TVN S.A.

Since 1994 Bruno Valsangiacomo leads a family owned business founded in 1945 by his father in law, under Tectus Holding S.A. Switzerland, with interests in a worldwide construction technology franchise (post tensioning systems and cable stayed bridges), construction materials and electronic hardness measurement equipment for concrete, metal and paper and other investments. He is among other Chairman of FFC Fincoord Finance Coordinators Ltd, BBR VT International Ltd., and Proceq S.A. and other companies in Europe and Asia.

### ***Piotr Walter***

Piotr Walter had been TVN Group's Vice-President of the Management Board and Head of Television Broadcasting since August 2009 till the end of December 2012. Since 1991 has been working within the ITI Group structures. In 1998 became Producer and Vice President of ITI Film Studio's Management Board. In 1999 was appointed Vice President of the Management Board in charge of Marketing and On-air Promotion. Between July 2001 and August 2009 was holding the position of President of the Management Board and General Director of TVN.

He graduated from Columbia College in Chicago and the International Institute for Management Development in Lausanne. He also studied at the University of Warsaw (Journalism) and at the Film School in Łódź (Film Directing).

### ***Aldona Wejchert***

Aldona Wejchert has been the Chairman of the supervisory board of Multikino S.A. since 2005. She is also Non-Executive Member of the Board of Directors of the ITI Group, Member of the TVN Charity Foundation Board „Nie jesteś sam” and member of the trust board of the National Museum in Warsaw. Between 1996 and 2005 she was responsible for the development of the first multiplex chain in Poland, Multikino Sp. z o.o. She is also a current Board Member of the Polish Academy of Gastronomy as well as Member of the Polish Business Roundtable.

She graduated from the Warsaw School of Economics and extended her business education at London Business School in the United Kingdom.