

Mirosław Kowalik

Nominated to the position of the President of the Management Board of Enea S.A. as of 7 January 2016.

Connected with the power sector for over 20 years, holding managerial positions on an operating and strategic level. In 2015 he managed **SNC Lavalin Sp. z o.o. Polska** as the Vice-President of the Board and Business Development Director. During 1995-2015 he worked on various managerial positions for **ALSTOM Power** Group, recently on the position of the Marketing and Sales Director. As a member of the top management in Alstom Group in Poland he co-developed the growth plans and strategies of the Group's power sector and was responsible for obtaining new investment projects within conventional and renewable energy. He managed and coordinated the cooperation with the key participants of the energy projects' investment process in Poland and developed the commercial relations with the key players of the energy market in the Czech Republic, Romania and in the Balkans. During 1995-1998 he worked for ABB concern, starting with the position of the automation system developer (Control and Measurement Instruments and Automation), to later hold managerial positions in the commercial area of Zakład Serwisu ABB Polska, where he developed and implemented the service and service products sale strategy within the Polish energy sector.

He is a graduate of the the Faculty of Electrical Engineering at the Gdynia Maritime University. He graduated from a managerial study - MBA (Rotterdam School of Management programme in cooperation with University of Gdańsk and Gdańsk Foundation for Management Development) obtaining the degree of Executive Master of Business Administration. He also completed a postgraduate study in Corporate Finance Management in the Warsaw School of Economics. Currently, he is undergoing the doctoral study - Executive Doctor of Business Administration in the Polish Academy of Sciences, Institute of Economics.

He attended numerous trainings, e.g.: Advanced Quality Management Programme, Six Sigma Development Programme, Power Plant Sales Engineer Technical Training, PP-SETT

in Switzerland and Germany, Project Planning & Control Programme, Mountaineer Leadership Programme, Business Leaders Development Programme.

Pursuant to the representation made, Mr. Mirosław Kowalik has not conducted any activities which are competitive towards the operations of the Company, is not a member of any competitive civil law company, partnership, or a member of any governing body of any competitive joint-stock company, and is not listed in the Register of Insolvent Debtors kept based on the Act on the National Court Register.