

1. MICHAŁ KRUPIŃSKI President of the Management Board of Bank

Since June 2017 Michał Krupiński has been appointed to the Management Board of Bank Pekao S.A. to the position of the Vice President coordinating works of the Management Board, and since November 2017 – President of the Management Board.

He is Chairman of the Supervisory Board of Pekao Investment Banking S.A.

From January 2016 to March 2017 President of the Management Board of PZU S.A. From 2011 to 2016 President of the Management Board of Merrill Lynch Polska and head of investing banking for Central and Eastern Europe in Bank of America Merrill Lynch. He was responsible for overseeing and conducting mergers and acquisitions as well as private and public placement. He provided advisory services on asset management, investment policy and capital structure in the banking and insurance sector among others. Previously, from 2008 to 2011 he was an Alternate Executive Director - a Member of the Board of Directors in the World Bank in Washington. He was a joint decision-maker regarding IBRD loans and guarantees, IDA loans and guarantees, IFC, investment guarantees and the World Bank's strategy and policies. From 2006 to 2008 he was an undersecretary of state in the Ministry of the Treasury where he was responsible for ownership supervision among others. He oversaw the power sector consolidation program.

He holds a diploma from the Warsaw School of Economics. He has earned a diploma with honors in an expert course of study in economics at the Catholic University in Louvain. He completed the MBA program at the Columbia University Graduate School of Business and he also studied at Harvard University. In 2012 he was awarded the title of Young Global Leader by the Davos World Economic Forum. He was the winner of the 26th edition of the "Bank Manager of the Year 2017" plebiscite in the category of commercial banks, organized by Gazeta Bankowa.

He is fluent in English, French, German and Spanish.

2. MAREK LUSZTYN Vice President of the Management Board of Bank supervising Risks Management Division since July 2017

Since 22 years related to banking sector, including 18 years working for Bank Pekao Group. Member of the Supervisory Boards: Pekao Investment Banking S.A. and Pekao Leasing Sp. z o.o., Deputy Chairman of the Supervisory Board of Pekao Bank Hipoteczny S.A.

Till June 2017 he has worked in Unicredit SpA (Milan) as a Senior Vice President, with a global responsibility for market and traded credit risk management and a member of Unicredit Corporate and Investment Banking Markets; Executive Committee, in charge of risk management.

From 2010 till 2013 he has worked in Unicredit Bank AG (formerly Hypovereinsbank) in Munich, supervising market, counterparty credit and operational risks management. From 2008 till 2010, he was Unicredit's Global Head of Market Risk Architecture and Methodologies.

Previously, from 2000 till 2008 he has been Market Risk Trading Book Unit Head and subsequently Managing Director, Head of Financial Risk Department.

For 8 years he has been Member and then Secretary of the Supervisory Board of Pekao's equity brokerage house, CDM Pekao S.A.. He has started his professional career as a trader in Treasury Department of Bank Handlowy w Warszawie S.A.

He holds Ph.D. in Economic from Warsaw School of Economics, and he is also an alumnus of University of Illinois (Executive MBA) and INSEAD. In 2014 he has been named Future Leader in Global Finance by the Institute of International Finance.

3. TOMASZ KUBIAK Vice President of the Management Board of Bank supervising Financial Division since July 2017

Member of the Supervisory Boards: Pekao Leasing Sp. z o.o., Pekao Investment Banking S.A., Pekao Bank Hipoteczny S.A. and Pekao Investment Management S.A.

Since 17 years he has been working for Bank Pekao SA, starting his career in finance division in controlling area. For the last years, he held the position of Managing Director of the Department of Capital Allocation and Asset and Liability Management, responsible for managing the Bank's balance sheet, liquidity and capital.

Member of the Supervisory Board of Pekao Bank Hipoteczny SA in the years 2011-2015.

Graduate of the Warsaw University of Technology, Faculty of Technical Physics and Applied Mathematics. He holds CFA and PRM (Professional Risk Manager) certificates, was honored by Award of Merit by the international PRMIA organization, associating risk managers.

4. MICHAŁ LEHMANN Vice President of the Management Board of Bank since July 2017

He supervises operations and services area covering i.a.: IT, operations, procurement, administration, real estate management and restructuring, insurance and other support functions. On behalf of the Management Board he is responsible for whistleblowing policy, anti-money laundering and counteracting terrorism financing policy, cyber security. He is Chairman of Pekao Financial Services Sp. z o.o.

He graduated from the Warsaw School of Economics with a degree in finance and banking. As a long-term employee of the Ministry of Treasury, he carried out tasks related to ownership supervision and commercialization of state-owned enterprises. As the Director of Ownership Supervision and Privatization, he was responsible for, among other things, the implementation of the Government Program for Power Engineering, one of which was the consolidation of the sector.

He was a member of the Accounting Standards Committee, which develops national accounting standards in Poland.

As Deputy Director of the Capital Group Management Department at PGE Polska Grupa Energetyczna S.A. he was involved in the restructuring of the group, took part in the creation of business lines and capital transformations.

He was the Managing Director of the Province of the Polish Hospitaller Order of Sts. John God, where he was responsible for preparing and carrying out the process of transforming provincial

hospitals into commercial law companies, developing and implementing the provincial business model, and establishing a corporate governance system.

Since January 2016, he was associated with the PZU Group, where as Corporate Managing Director he was responsible for the preparation and implementation of a new corporate and ownership supervision model. Involved in projects involving the acquisition and development of cooperation with Alior Bank S.A. and Bank Pekao S.A. and increase efficiency in the areas of support functions within the Group. He participated in the development and implementation of the Group's Strategy.

5. TOMASZ STYCZYŃSKI Vice President of the Management Board of Bank since July 2017

Tomasz Styczyński supervises business of SME Division.

Member of the Supervisory Boards: CDM Pekao S.A., Pekao Leasing Sp. z o.o., Pekao Faktoring Sp. z o.o.

Chairman of the Council for Micro, Small and Medium Entrepreneurs of Polish Banking Association.

Since 2001 he has been associated with Bank Handlowy w Warszawie S.A.

He was the Director of Corporate Banking responsible for managing the sales and branch structure. He was also the Director of Relations with Large Corporate Customers and Director of the Department Development and Acquisition in Corporate Banking.

He created development strategies, managed the acquisition process and was also responsible for the adequacy of the bank's offer in the area of enterprises. He coordinated efficiency and optimization projects. Previously he held the position of Director of the Corporate Center.

In addition, he was a Director in the Citibank N.A Executive Development Program in London, where he was responsible for implementing the International Desk in the CEEME countries.

He graduated from the Faculty of Finance and Banking and the Faculty of Management and Marketing at the Cracow University of Economics. Participant of several dozen national and foreign trainings in management, banking and finance.

6. MAREK TOMCZUK Vice President of the Management Board of Bank supervising of Retail Banking Division since August 2017

Chairman of the Supervisory Boards: CDM Pekao S.A. and CBB Sp. z o.o., Deputy Chairman of BIK S.A. and Member of the Supervisory Board of Pekao Bank Hipoteczny S.A.

He has 18 years of experience in the banking sector. For 10 years he has managed distribution networks in the areas of corporate and retail banking.

He graduated from the Faculty of Economics and International Relations at the Cracow University of Economics.

He started his career at Bank Handlowy in the area of Corporate Banking, where he was involved in sales of financial products and led sales teams. He then took the position of SME Sales Director at DNB Nord Bank.

As the Director of the Department of SME Networks at Kredyt Bank, he was responsible for the comprehensive management of the sales network. This significantly contributed to strengthening Kredyt Bank's image and brand awareness in the market. At the same time he actively participated in the work of the Bank's Management Board in creating a long-term strategy.

In addition, he participated in the work of preparing the merger of Kredyt Bank with Bank Zachodni WBK, where after the merger he assumed the post of Director of the Retail Macroregion. Within the Macroregion he managed a network of retail outlets.

In Raiffeisen, Polbank as a Managing Director of the Retail Banking Sales Network he successfully manages the supervised area. He is responsible for the Sales Network Management Department and the Franchise and Broker Network Department. At the same time, he is a Member of the Supervisory Board of Raiffeisen TFI and the President of Management Board of Raiffeisen Financial Services Polska Sp. z o.o.