

Mr Michał Jaciubek is a graduate of the Radom University of Technology. He holds a Master of Science in Engineering degree from the Faculty of Electrotechnical Engineering, majoring in Electrical Engineering. He also completed a Postgraduate Course on Operation of Steam, Gas and Gas-Steam Power Plants and Combined Heat and Power Plants at the Faculty of Power and Aeronautical Engineering of the Warsaw University of Technology.

Professional experience:

- Since 1991, employed at Koźienice Power Plant; since 2008, as Duty Traffic Engineer.
- Since 2013, Member of the Supervisory Board of ENEA Wytwarzanie Sp. z o.o. elected by the Company's employees (including, since 2016, as Secretary of the Supervisory Board of ENEA Wytwarzanie Sp. z o.o.)

Selected training and courses:

The Institute of Business Law and Foreign Investments – Communication, Financial Audit and Company Law for Trade Union Representatives.

MatEdukacja – Negotiations, Conflict Resolution and Exerting Influence.

IBD Business School – Course for Supervisory Board Candidates, completed with a passed exam (2017).

Pursuant to the representation made, Mr Michał Jaciubek 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 Michał Jaciubek is not listed in the Register of Insolvent Debtors kept based on the act on the National Court Register.

Mr Maciej Mazur is a graduate of the AGH University of Science and Technology in Cracow, Faculty of Drilling, Oil and Gas, majoring in Mining and Geology, in the field of Drilling and Geoengineering. In 2016, he also completed a Postgraduate Course on Underground Mining at the AGH University of Science and Technology in Kraków. He has worked in the mining industry for over 13 years.

In 2005-2006, he worked as a Drilling Engineer Trainee underground at Śląskie Towarzystwo Wiertnicze “Dalbis” Sp. z o.o. In 2006, he started working in Lubelski Węgiel “Bogdanka” S.A. as a trainee, then an overman, a shift foreman, and now he is a branch foreman in the Bottom Drilling and Anchoring Division. Since November 2010, he has been an active mining rescuer.

In 2016, he obtained a licence to perform activities in higher traffic supervision in mining specialisation in underground hard coal mining plants.

In November 2015, he was elected Member of the Management Board of the “Kadra” Trade Union at Lubelski Węgiel “Bogdanka” S.A.

Pursuant to the representation made, Mr Maciej Mazur 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 Maciej Mazur is not listed in the Register of Insolvent Debtors kept based on the act on the National Court Register.

Mr Mariusz Pliszka holds a Master of Science in Electrical Engineering from Faculty of Telecommunications and Electrical Engineering at the University of Technology and Agriculture in Bydgoszcz. He also completed a Postgraduate Management Course at WSB University in Poznań.

Professional experience:

- Since 1986, employed in ENEA Capital Group and its legal predecessors in management and supervisory positions.
- Currently employed at ENEA Operator Sp. z o.o. as Director of the Grid Assets Department in Chojnice Distribution Region.

More important professional qualifications, training and courses:

- October 2013 – Training on Classified Information Protection at ENEA Operator Sp. z o.o.
- October 2010 – Preparation Course for the State Exam for Supervisory Board Candidates in State Treasury Owned Companies.
- March 2002 – Commercial Contract Execution – ALFA-CONSULTING Personnel Training Centre.

Pursuant to the representation made, Mr Mariusz Pliszka 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 Mariusz Pliszka is not listed in the Register of Insolvent Debtors kept based on the act on the National Court Register.

Mr Pawel Jabłoński is an attorney-at-law entered on the list of the Warsaw Bar Association. In 2010, he graduated in Law from the Faculty of Law and Administration of the Warsaw University. He worked, among others, in the Warsaw branch of Gide Loyrette Nouel, and then, from 2015, he ran his own attorney-at-law office providing services to businesses and natural persons. In his professional practice, he was dealing i.a. in matters related to property law, due diligence of power and heating companies, regulatory proceedings, and running civil litigations in matters related to the transmission service easement and correctness of power consumption measurements. Currently, he is Deputy Director of the International Project Coordination Department at the Chancellery of the Prime Minister. Since 2018, he has served as Member of the Supervisory Board of ENEA S.A., including in the years 2018 and 2019 as its Vice-President.

Pursuant to the representation made, Mr Paweł Jabłoński 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 Paweł Jabłoński is not listed in the Register of Insolvent Debtors kept based on the act on the National Court Register.

Mr Paweł Andrzej Korobłowski graduated in 1991 from the Faculty of Electrical Engineering at the Warsaw University of Technology with a Master of Science in Engineering degree, and in 1997 he defended his doctoral thesis, obtaining a doctoral degree in Technical Sciences. In 2002, he graduated from the Faculty of Management at the University of Warsaw. Since 2018, he has served as Member of the Supervisory Board of ENEA S.A.

From 1992 to 2018, Mr Paweł Andrzej Korobłowski worked at the state-owned company PKP Polish State Railways (from 2001 at PKP Energetyka), holding the positions of Strategy Office Director, Risk Management Office Director and Director for System Analyses, heading the Market Analyses Department. Since 12 September 2018, Mr. Korobłowski has been the Deputy Director of the Department of Power and Heat Engineering at the Ministry of Energy. In the past, Mr Paweł Andrzej Korobłowski was a member of the supervisory boards of the following companies: Telekomunikacja Kolejowa, PKP Informatyka and Elester-PKP.

Pursuant to the representation made, Mr Paweł Andrzej Korobłowski 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 Paweł Andrzej Korobłowski is not listed in the Register of Insolvent Debtors kept based on the act on the National Court Register.

Mr Piotr Mirkowski has served as Member of the Supervisory Board of ENEA S.A. since 2016, including in the years 2018 and 2019 as its Secretary. In 2009-2015, he was a Member of the Supervisory Board of Radpec S.A. In 2007-2015, he worked at RTBS “Administrator” Sp. z o.o. From 1998 to 1999, he was employed in Zakład Usług Technicznych Energetyki Ciepłej in Radom on the position of Operations Director.

In 1989-1998, he worked as Manager of the Heat Networks Department in Wojewódzkie Przedsiębiorstwo Energetyki Ciepłej (WPEC) in Radom.

Piotr Mirkowski is a graduate of the Radom Higher School of Engineering, majoring in Mechanical Engineering. He also completed a Postgraduate Course on Heating and Energy Auditing at the Warsaw University of Technology. He holds certificates of an ISO Auditor and ISO Representative.

Pursuant to the representation made, Mr Piotr Mirkowski 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 Mirkowski is not listed in the Register of Insolvent Debtors kept based on the act on the National Court Register.

Mr Roman Stryjski is a graduate of the Technical University Ilmenau. He holds a doctoral degree in Technical Sciences from the Technical University Ilmenau and a doctor habil. degree in Technical Sciences from the University of Halle-Wittenberg. Currently, he is a Professor of the University of Zielona Góra, Director of the Institute of Computer Science and Production Management. Previously, for many years he had been professionally connected with the Higher School of Engineering and the Higher School of Education in Zielona Góra, where he held the position of Vice-Rector for the Organisation and Development. He is a member of international scientific societies and advisory committees, the Polish Association for Energy Certification and the Committee of Organisation and Management Sciences of the Polish Academy of Sciences Branch in Poznań. Since 2016, he has served as Member of the Supervisory Board of ENEA S.A.

Pursuant to the representation made, Mr Roman Stryjski 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 Roman Stryjski is not listed in the Register of Insolvent Debtors kept based on the act on the National Court Register.

Pan Ireneusz Kulka is an experienced manager with many years of experience in business management. His area of expertise covers the broadly understood customer area including product development, sales, and customers services management in telecommunications and power industry. He holds a doctoral degree in Economics, and he also graduated from the IESE Advanced Management Program at the University of Navarra. Moreover, in 2013 he completed the International Directors Programme at INSEAD dedicated to members of supervisory bodies such as Supervisory Boards or Audit Committees, obtaining the “INSEAD Certificate in Corporate Governance”. Since 2018, he has served as Member of the Supervisory Board of ENEA S.A.

During his professional career, he has held, i.a., the following positions:

2014 - present Vice-President of the Management Board, TP Teltech Sp. z o.o. (Orange Group)

2008 - 2013 Vice-President of the Management Board, Energa Obrót S.A.

2007 - 2008 Marketing Director, Dell Sp. z o.o.

2004 - 2008 Sales Channel Director, Telekomunikacja Polska S.A.

1998 - 2004 Area Director, Netia S.A.

Pursuant to the representation made, Mr Ireneusz Kulka 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 Ireneusz Kulka is not listed in the Register of Insolvent Debtors kept based on the act on the National Court Register.

Mr Stanisław Kazimierz Hebda is a graduate of the Main School of Planning and Statistics (present name: the Warsaw School of Economics). He studied at the Faculty of Production Economics, majoring in Economics and Organisation of Industry. In 1992 – 1994, he attended Doctoral Studies at the Vienna University of Economics and Business. Since 2017, he has served as Member of the Supervisory Board of ENEA S.A.

He completed Postgraduate National Security Studies (University of Warsaw), European Studies (University of Warsaw) and Postgraduate Audit and Internal Control Studies (Academy of Finance). Currently, he attends a Power Engineering MBA Course at Lazarski University in Warsaw.

He has over 30 years of professional experience, including in managerial positions. In 1989 – 1997, he was an academic teacher at the Main School of Planning and Statistics and later at the Warsaw School of Economics in the Collegium of Economic Analysis. Since 1995, he has been professionally involved in state administration (Ministry of Privatisation, Ministry of Treasury, Ministry of Economy). He is an appointed civil servant. He has over 10 years of experience in diplomatic service. He was a commercial consul in the Consulate General of the Republic of Poland in Munich and Cologne.

He specializes in issues related to supervision and control in the public sector and change management. He has several years of experience related to ownership supervision over State Treasury-owned companies. He represented the State Treasury on supervisory boards of companies such as Huta Zawiercie S.A., PO “Modina” S.A., PN “Diament” Sp. z o.o., Poszukiwania Nafty i Gazu “Nafta” S.A., STOEN S.A., and KUKI S.A.

Currently, he serves as General Director at the Ministry of Energy.

Pursuant to the representation made, Mr Stanisław Kazimierz Hebda 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 Stanisław Kazimierz Hebda is not listed in the Register of Insolvent Debtors kept based on the act on the National Court Register.