



Wojciech Dąbrowski – President of the Management Board

Mr. Wojciech Dąbrowski has been working as a manager in the energy sector for ten years. From November 2017 to February 2020, he was the President of the Management Board of the PGE Energia Ciepła S.A., where he completed the process of Polish heat industry asset integration, acquired by PGE Polska Grupa Energetyczna S.A. from the French company EDF. He created a strong business line within the PGE S.A. Capital Group. In 2019, he completed the process of heat assets integration, which was a part of a broader business initiative by the PGE Capital Group. From January 2016 to November 2017, he was President of the Management Board of the PGNiG Termika S.A., where he completed the process of acquisition in PEC Jastrzębie and SEJ Jastrzębie, strengthening the market position of PGNiG Termika. Between 2011 and 2016, he was Vice-President of the Municipal Heat Energy Company in Wołomin Ltd.

He graduated from the Faculty of Law and Administration at the University of Warsaw, where he was awarded a Master of Law degree. He later completed postgraduate studies at the Warsaw University of Technology, in the Faculty of Power and Aeronautical Engineering, in the area of steam exploitation, gas and steam-gas power plants, combined heat and power plants. Moreover, he is a graduate of the Leon Kozminski Academy of Entrepreneurship and Management, and he can boast a further degree from the University of Warsaw, in Management in Public Administration.

Mr. Wojciech Dąbrowski has many years of experience in management, both in central and local governments. His main area of focus was investment and legal consultation in the area of obtaining funds from the EU. He also led expert teams in the realization of investments. He supervised modernization and investment projects in the M&A area, as well as restructuring and development schemes in companies striving to improve their operations and profitability.

In 2019, he was appointed President of the PTEZ (Polish Association of Professional Heat and Power Plants) by the National Assembly of PTEZ Members. He is a member of the Management Board of the Polish Electricity Association (PKEE) and Regulating Committee (Komitet Sterujący) for scientific research and development in the sphere of security and national defense at the National Center for Research and Development.

He participates in public debates which are chiefly concerned with development within the energy sector, environment protection, waste management and energy security. He has advocated active cooperation with local governments and local heating distributors, which has contributed to the development of the local heat markets and consequently improved the cleanliness of the natural environment and quality of life in local communities. He has supported and promoted cogeneration technology as the most effective and environmentally-friendly means of producing electricity and heat. He has also taken part in a program for the development of support scheme for cogeneration.



Mr. Wojciech Dąbrowski has stated that his activities outside PGE are not competitive in relation to activities of the Company and that he is not participating in a competitive company as a partner in a partnership, in a civil partnership or as a member of body of a capital association, and he is not participating in other competitive legal person as a member of its body.

Mr. Wojciech Dąbrowski has also stated that he is not registered in Register of Insolvent Debtors, being kept on the ground of Act on National Court Register dated August 20, 1997 (Dziennik Ustaw of 2019, item 1500 as amended).



Ryszard Wasilek – Vice-President for Operations

Mr. Ryszard Wasilek graduated from the Faculty of Mechanical Engineering at the Szczecin University of Technology, and completed postgraduate studies District Heating and Heating of the Warsaw University of Technology, Faculty of Environmental Engineering.

Mr. Ryszard Wasilek has held the position in the Management Board of PGE since March 2016 – first as the Vice-President for Development, and since February 2017 as Vice-President for Operations. Earlier, he had been the President of the Management Board of a district heating company Przedsiębiorstwo Energetyki Ciepłej Sp. z o.o. in Stargard (2003-2016). In years 1994-2003 worked at KielArt Sp. z o.o. in Szczecin as CEO – Chairman and in years 1990-1994 Mr. Ryszard Wasilek served as the Deputy President of Stargard, responsible for economic policy.

Since 2016 Mr. Ryszard Wasilek has been sitting on the Board of Chamber of Commerce of Energy and Environmental Protection. Earlier he used to be a Member of the Council of the Stargard Chamber of Commerce (2004-2016), a Member of the Regional Council of the Polish Chamber of District Heating – North-Western Region (2010-2016), a Member of the National Council of the Polish Chamber of District Heating (2014-2016). In years 1993-1994 Ryszard Wasilek was also the President of the Western Pomerania Municipal Community “Euroregion Pomerania”.

Mr. Ryszard Wasilek has stated that his activities outside PGE are not competitive in relation to activities of the Company and that he is not participating in a competitive company as a partner in a partnership, in a civil partnership or as a member of body of a capital association, and he is not participating in other competitive legal person as a member of its body.

Mr. Ryszard Wasilek has also stated that he is not registered in Register of Insolvent Debtors, being kept on the ground of Act on National Court Register dated August 20, 1997 (Dziennik Ustaw of 2019, item 1500 as amended).



Paweł Strączyński – Vice-President for Finance

Mr. Paweł Strączyński graduated from University of Economics in Wrocław, Faculty of National Economy, major: finance and banking and Master of Business Administration - Executive MBA, specialisation in management of medium and large enterprises.

Since November 2018 he has held position of the Vice-President of the Management Board of Zespół Elektrociepłowni Wrocławskich KOGENERACJA S.A. From April 2018 til February 2019, a Vice-President of the Management Board of ZOWER Sp. z o.o. (a company from the PGE Energia Ciepła S.A. group). From 2016 to 2018, Member of the Management Board of Przedsiębiorstwo Energetyki Ciepłej S.A., of Spółka Energetyczna "Jastrzębie" S.A., and of PGNiG Termika Energetyka Przemysłowa S.A. In the years 2010-2012, he was a Member of the Management Board of PROTEKTOR S.A., and then of the companies in Polska Grupa Biogazowa (the Polish Biogas Group). In 2005-2010, he was the finance director and proxy of the Polish division of Steinhoff International Holding. In the years 2002-2005, he was the Chief Accountant in the company ASP Polska sp. o.o.

Mr. Paweł Strączyński has stated that his activities outside PGE are not competitive in relation to activities of the Company and that he is not participating in a competitive company as a partner in a partnership, in a civil partnership or as a member of body of a capital association, and he is not participating in other competitive legal person as a member of its body.

Mr. Paweł Strączyński has also stated that he is not registered in Register of Insolvent Debtors, being kept on the ground of Act on National Court Register dated August 20, 1997 (Dziennik Ustaw of 2019, item 1500 as amended).



Paweł Cioch – Vice-President for Corporate Affairs

Doctor of Law, specializes in providing legal services to commercial law companies and public finance sector entities. For many years, he provided legal services to capital companies in the manufacturing, transport and construction industries, as well as local government units and organizational units of the State Treasury. Mr Cioch has experience in the implementation of corporate governance in capital companies. Since 2007, the owner of the Law Firm of Attorney-at-Law - dr Paweł Cioch, and since 2016 the Managing Partner of the law firm Cioch & Partnerzy. At the same time, since 2018 he has been the Legal Advisor of the Marshal of the Lublin Province. In addition, he is the Chairman of the Regional Development Council.

In 2007-2015, assistant professor at the Department of Civil Procedure at the John Paul II Catholic University of Lublin (KUL). He was also a lecturer at the College of Finance and Banking in Radom and the College of Entrepreneurship and Administration in Lublin in the field of securities law. From 2013, lecturer at the Bar Association of Attorneys-at-Law in Lublin in the field of civil proceedings.

A graduate of the Faculty of Law, Canon Law and Administration of the Catholic University of Lublin in 2003. In 2006 he completed a judicial apprenticeship completed with a judicial exam at the Court of Appeal in Rzeszów, as well as obtained a PhD in legal sciences at KUL and was registered on the roll of attorneys-at-law.

He is the author of several dozen scientific publications in the field of civil procedure law and commercial law, including monographs, articles, some comments to the Code of Civil Procedure and encyclopedic entries.

Mr. Paweł Cioch has stated that his activities outside PGE are not competitive in relation to activities of the Company and that he is not participating in a competitive company as a partner in a partnership, in a civil partnership or as a member of body of a capital association, and he is not participating in other competitive legal person as a member of its body.

Mr. Paweł Cioch has also stated that he is not registered in Register of Insolvent Debtors, being kept on the ground of Act on National Court Register dated August 20, 1997 (Dziennik Ustaw of 2019, item 1500 as amended).



Paweł Śliwa – Vice-President for Innovations

Mr. Paweł Śliwa graduated from Law and Administration Faculty at the Maria Curie-Skłodowska University in Lublin, branch in Rzeszów. He completed PhD studies on the Cardinal Stefan Wyszyński University in Warsaw. Completed attorney apprenticeship in Regional Bar Council in Rzeszów.

Mr. Paweł Śliwa has held the position of the Vice-President of the Management Board of PGE since March 2016. From March 1, 2016 till March 22, 2016 he held a position of the Supervisory Board member of PGE. From 2002 till March 2016 Mr. Paweł Śliwa ran a Law Firm in Gorlice. Since October 2010 a councilor in the legislative assembly of Małopolskie voivodship. In years 2005-2012 ran a Solicitor's Partnership in Gorlice. In years 2006-2007 he held the position of the Vice-Chairman of the Supervisory Board of Ruch S.A.

Mr. Paweł Śliwa has stated that his activities outside PGE are not competitive in relation to activities of the Company and that he is not participating in a competitive company as a partner in a partnership, in a civil partnership or as a member of body of a capital association, and he is not participating in other competitive legal person as a member of its body.

Mr. Paweł Śliwa has also stated that he is not registered in Register of Insolvent Debtors, being kept on the ground of Act on National Court Register dated August 20, 1997 (Dziennik Ustaw of 2019, item 1500 as amended).