

## Zbigniew Jagiełło

President of the Management Board of PKO Bank Polski SA since October 2009, appointed for subsequent terms of office in 2011, 2014 and 2017. Before that, for almost 9 years he was President of the Management Board of Pioneer Pekao TFI SA. Within the global structure of Pioneer Investments he was also responsible for supervising distribution in the CEE region. In the second half of the 1990s, as Vice President of the Management Board, he participated in the process of establishing PKO/Credit Suisse TFI SA.

In his twenty years of working on the financial markets he was responsible, among other things, for:

- successfully steering PKO Bank Polski SA through a critical period of turmoil on the international financial markets, while strengthening the Bank's position as leader in terms of assets, equity and earnings in Poland and the CEE region;
- developing and implementing the PKO Bank Polski SA's strategy for the years 2010-2012 and 2013-2015, which resulted in a significant increase in assets and strong business efficiency gains as well as in increased interest in the company among domestic and international investors;
- adjustment of PKO Bank Polski SA to the requirements of the ever more competitive financial market through the increased attractiveness of its product offer and quality of its customer service;
- refocusing of the PKO Bank Polski SA Group's operational model towards its core activity of providing financial services.

He is actively involved in the development and promotion of high standards of operations of the financial market in Poland. He is a member of the Council of the Polish Bank Association and of the prestigious Institute International D'Etudes Bancaires, which brings together the international banking community. His previous functions included, among other things, that of Chairman of the Chamber of Fund and Asset Management.

He graduated from the Wrocław Technical University's Faculty of Computer Science and Management. He also completed Postgraduate Management Studies at the Gdansk Foundation for Management Development and the University of Gdansk, with an Executive MBA certified by the Rotterdam School of Management, Erasmus University.

He was awarded the Officer's Cross of the Order of Polonia Restituta by the President of the Republic of Poland, and the Social Solidarity Medal for promoting the idea of corporate social responsibility. He was Chairman of the Programme Council of the PKO Bank Polski's Foundation that was established on his initiative, in 2010.

Recipient of several awards and titles. He was selected CEO of the Year by the stock exchange journal Parkiet in 2011. He was awarded the Wektor 2011 and 2018 prize granted by the Polish Employers' Committee, and the Golden Banker prize in the Personality of the Year 2011 category. He was also a recipient of the Manager of the Year 2011, 2014 and 2016 awards in a competition organized by Gazeta Bankowa. In 2012, 2014 and 2015, Bloomberg Businessweek Polska singled him out as one of the Top 20 Managers in the Polish Economy. He was honoured by Bank – financial monthly – with the title of “Innovator of the Banking Sector 2012.” He also received the special award of “Man of the Year 2013” from Brief monthly and “Visionary 2013” from Dziennik Gazeta Prawna. In 2014, he received an honourable mention from Gazeta Finansowa as one of

the “25 Most Valuable Managers in the World of Finance.” In 2015, he received a medal from the Polish Chamber of Commerce (KIG) for supporting the development of economic self-government and entrepreneurship, and he was awarded an eDucat statuette by the Foundation for the Development of Non-cash Payments for his vision of the development of non-cash payments and the effective building of a coalition for the mobile payment standard. The industry service Mediarun.com recognized him as the most pro-marketing president, and the chancellery of Responsible Business Awards awarded him the title of Outstanding CEO Philanthropist. In 2017, he was awarded the Lesław A. Paga Prize for his contribution to the development of the Polish economy and promotion of high standards of operations of the financial market in Poland. In 2019, he was granted the titles of Personality of the Year in the Golden Laurel competition organized by Super Biznes and Finance Visionary in the “Banking and Insurance Leaders” competition; he was also granted the Bulls and Bears award by the stock exchange journal Parkiet and he was elected the most valuable CEO among the managers of listed companies in the ranking published by Rzeczpospolita daily.

### **Rafał Antczak**

Economist and manager with more than 25 years of experience in international and domestic projects for companies in the financial and real economy sectors, governments and research institutions. He graduated from the Faculty of Economic Sciences at the University of Warsaw and a Comprehensive Course in Market Economics at the Joint Vienna Institute (1997). From October 2008 to January 2017, he was a Member of the Management Board of Deloitte Consulting S.A., responsible, among other things, for research, micro and macroeconomic projections, strategic and business consulting. From 2006 to 2008, he was Managing Director and Chief Economist of the PZU Group and Member of the Supervisory Boards of PZU Asset Management, PZU-Ukraina, PZU-Ukraina Ubezpieczenia na Zycie and UFG. In 2006-2008, active lecturer at the Faculty of Management and the MBA Programme of the University of Warsaw. In 1994-2006, economist with the Centre for Social and Economic Research CASE Science Foundation. Author of many publications on economics and market research. Since December 2018, member of the Supervisory Board of Centralny Port Komunikacyjny sp. z o.o., chairman of the Supervisory Board of PKO Leasing SA and PKO Faktoring SA.

### **Rafał Kozłowski**

Since 2012 he has been associated with PKO Bank Polski SA, where he was responsible, among other things, for launching the mortgage bank. Since the establishment of PKO Bank Hipoteczny SA, as President of its Management Board he was responsible for the development of the institution and quickly guided it to the top of the list of the largest mortgage banks in Poland. Under his management the bank quickly became the largest issuer of mortgage-covered bonds on the Polish market, and conducted the largest issues of Polish mortgage-covered bonds abroad.

Rafał Kozłowski is from Łomża. He graduated from the Warsaw School of Economics (faculty: Quantitative Methods and Information Systems) and the University of Warsaw and the University of Illinois, where in 2008 he completed his Executive MBA studies. He has been in the banking business since 1995. He worked at managerial positions in Powszechny Bank Kredytowy SA, Bank BPHPBK SA, Bank Pekao SA and PKO Bank Polski SA. He was also Finance Director and Member of the Management Board in the Corporation of European Pharmaceutical Distributors N.V. in Amsterdam, where he managed an international holding of 160 companies in Poland, Lithuania and the United Kingdom.

In the course of his professional career he engaged in the construction of banking strategies and budgets and their monitoring, preparing financial analyses and stock exchange reports, and preparing public offerings and acquisitions of foreign entities.

He is top class specialist in controlling, accounting and reporting, finance risk and mortgage banking.

He is a member of the Supervisory Board of Bank Pocztowy SA and Operator Chmury Krajowej sp. z o.o.

### **Maks Kraczkowski**

He graduated from the University of Warsaw's Faculty of Law and Administration. He obtained an Executive MBA diploma in the Management University (Wyższa Szkoła Menadżerska) in Warsaw and completed the Advanced Management Program 194 at the Harvard Business School.

He was Member of the Sejm in the 5th, 6th, 7th and 8th terms. As an MP he mainly engaged in economic and financial market topics. He was Chair and Deputy Chair of the Economic Committee of the Sejm (2005-2006, 2007-2015) and member of the Parliamentary Legislation Committee (2005-2011, 2015-2016). In the years 2015-2016 he was Deputy Chair of the Parliamentary Committee for Economy and Development.

He has many years of experience in establishing laws and knowledge of Polish and international business matters.

Currently he is Chairman of the Supervisory Board of KREDOBANK SA. Due to the changes in organizational structures, since 2 September 2019 he has also been responsible for supervising the operations of KREDOBANK SA.

### **Mieczysław Król**

Banker, finance specialist, manager, holder of an MA in economics, a graduate of the Warsaw School of Economics (the Faculty of Finance and Statistics) and the International School of Management. He completed his post-graduate studies at the Warsaw School of Economics (Collegium of Management and Finance).

He has been working in banking and finance for over thirty years. He has worked, among other things, at the National Bank of Poland. He was a director at PKO Bank Polski SA for many years. In 2006-2010, he was Director of the Audit Department at PKO Bank Polski SA and Chair of the Audit Committee at KREDOBANK SA; then, in 2011-2015, he was Director of the Audit Department at Bank Ochrony Środowiska SA in Warsaw. In 2006-2007, he was a member of the Supervisory Board of the Financial and Banking Centre in Warsaw. In 2007, he was Chairman of the Supervisory Board of Zakłady Chemiczne Organika Sarzyna in Nowa Sarzyna and of the Monument Preservation and Conservation Workshops. He has lectured at the Academy of Business Activity in Warsaw. He has authored many articles about banking and economics.

In 1998-2002, he was a councillor for the County [powiat] of Warsaw. He was Deputy Chairman of the Budget Committee and a member of the Audit Committee. In 2002-2014, he was a councillor for the City of Warsaw, where he was, among other things, Chairman and then Deputy Chairman of the Budget and Finance Commission and a member of the Health Commission. As part of his social activities, he managed the Social Board at the Father Jerzy Popiełuszko Hospital in Warsaw – Bielany.

He is a member of the Supervisory Boards of PKO Życie Towarzystwo Ubezpieczeń SA and PKO Towarzystwo Ubezpieczeń SA.

### **Adam Marciniak**

He has worked for PKO Bank Polski SA since 2011. In 2011-2017 Director of the Application Development and Maintenance Division of PKO Bank Polski SA; from 2011 to 2014, Vice-President of Inteligo Financial Services SA; until 2017 Member of the Supervisory Board of PKO Bank Hipoteczny SA; and currently Chair of the Supervisory Boards of: PKO BP Finat sp. z o.o. and Operator Chmury Krajowej sp. z o.o. Previously, he worked for Pekao SA as the Operating Director of the Electronic Channels Development and Management Office and the Director of the IT Department in the Central Brokerage Office of Pekao SA. He is Chair of the Executive Committee of the Electronic Banking Council of the Polish Bank Association. At the turn of 2015/2016 he co-created the Bankowe Centrum Cyberbezpieczeństwa (Banking Cyber Security Centre). Recipient of many industry awards and titles, including the title of Ambassador for Electronic Economy at the 10th Congress of Electronic Economy, and the CIO Diamond awarded by the jury of the 2015 CIO of the Year competition of IDG Poland SA. He won the special title of "Banking Market Innovator 2015" of Miesięcznik Finansowy BANK and the Nicholas Copernicus Medal awarded by the Polish Bank Association in 2016. He also won the title of "Leader of Digitization of the Banking Sector 2018" granted by Members of the Banking Technologies Forum in 2018 for achievements and projects completed within the PKO Bank Polski SA Group and for the banking sector as a whole. He graduated from the Military Technical Academy in Warsaw and the Warsaw Management University.

### **Piotr Mazur**

He is Vice President of the Management Board of PKO Bank Polski SA in charge of the Risk Management Area, upon the approval of the Polish Financial Supervision Authority granted on 8 January 2013. He graduated from the Faculty of Organization and Management at the Academy of Economics in Wrocław. He has more than 20 years of experience in banking; since 2000, he has been working as manager, mainly in charge of risk, restructuring and loans. He has worked for international financial groups operating in Europe, the USA and South America. He is a member of supervisory boards, creditors' committees, a member and chairman of key risk management committees. He participated in the development of the strategy of Bank Zachodni WBK SA, was directly responsible for risk management, the optimization of debt collection and restructuring processes, and cooperated with the regulators in Poland and abroad.

After graduating in 1991, he began his professional career in Bank BPH SA, in the area of loans. In 1992, he started work at Bank Zachodni SA, and then, after the merger with Wielkopolski Bank Kredytowy SA, he worked for BZ WBK SA. In the years 1992-2000 he was employed in the Department of Capital Investments, and then in the years 2000-2005 he was Director of the Department of Credit Quality Control. In the years 2005-2008 he was Director of the Business Intelligence and Risk Management Area, and in the years 2008-2010 – Deputy Chief Risk Officer. From January 2011 he was Chief Credit Officer and from March 2012 also Deputy Chief Risk Officer. Moreover, he was Chairman of the Loan Committee at BZ WBK SA, Deputy Chairman of the Credit Risk Forum, and Deputy Chairman of the Risk Model Forum.

## **Jakub Papierski**

He graduated from the Warsaw School of Economics. He has a Chartered Financial Analyst (CFA) licence.

He started his professional career in 1993 in the consulting company Pro-Invest International. From 1995 to 1996, he worked for ProCapital Brokerage House and subsequently for Creditanstalt Investment Bank. In March 1996, he started work for Deutsche Morgan Grenfell/Deutsche Bank Research, where he was responsible for the banking sector in Central and Eastern Europe.

From November 2001 to September 2003, he worked for Bank Pekao SA as Executive Director of the Financial Division, directly supervising the financial and fiscal policy of the bank, management information systems, as well as the treasury and management of investment portfolios; moreover, he was a member of the Assets and Liabilities Management Committee in the Bank. In October 2003, he was appointed President of the Management Board of Centralny Dom Maklerski Pekao SA. In September 2006, he also took up the position of Deputy Chairman of the Supervisory Board of Pioneer Pekao TFI SA. From May 2009, he was acting President of the Management Board of Allianz Bank Polska SA and in October 2009 he became President of the Management Board.

From 2005 to 2009, he was Chairman of the Programme Council of the Capital Market Leader Academy established at the Lesław Paga Foundation and is now a member of the Programme Council.

He is a member of the supervisory boards of PKO Bank Hipoteczny SA, PKO Leasing SA, PKO BP BANKOWY PTE SA and KREDOBANK SA.

## **Jan Emeryk Rościszewski**

He graduated from the Faculty of Humanities of the Catholic University of Lublin, with an MA in history. He earned a DEA diploma from the Paris Institute of Political Studies (Institut d'Etudes Politiques de Paris) and holds an Executive MBA diploma. He completed various training courses in finance, insurance and management in France, Great Britain and Poland. He also has insurance broker's qualifications.

In 1990-1991 he worked in France for AXA Banque and AXA International, and in 1991-1993 for Groupe Azur. From 1993 to 1996, he was a Member of the Management Board of TU Azur Ostoja SA and TUnŻ Azur Życie SA. From 1996 he worked for BNP Paribas. In 1998-2016, he managed – as President of the Management Board – TUnŻ Cardif Polska SA. Simultaneously, in 2001-2016 he held the position of Director General of Cardif Assurance Risques Divers in Poland. He also performed the function of Deputy Chair of the Audit Committee of the Polish Chamber of Insurance. He was Chair of the Supervisory Board of Pocztylion-Arka PTE SA (1998-2016), Deputy Chair of the Supervisory Board of Pocztaowa Agencja Usług Finansowych SA (2000-2014), member of the Audit Committee of the Polish Chamber of Insurance (2012-2016), member of the Supervisory Board of BBI Development NFI SA (2011-2018), member of the Supervisory Board of PKO Leasing SA (2016-2018), PKO Faktoring SA (2017-2018) and PKO Bank Hipoteczny SA (2017-2019). Currently he is Chair of the Supervisory Board in the following PKO Bank Polski SA Group companies: PKO Towarzystwo Funduszy Inwestycyjnych SA, PKO Towarzystwo Ubezpieczeń SA and PKO Życie Towarzystwo Ubezpieczeń SA. He is Deputy Chair of the Supervisory Board of Bank Pocztowy SA.

From 1981 to 1983, he was active in the charity organization of the Primate's Committee for Help to People Deprived of Liberty. He is a Knight of Honour and Devotion of the Sovereign Military

Order of Malta, and has held the position of hospitaller of the Polish Association of the Sovereign Military Order of Malta. He is a member of PTHer and a member of the Warsaw Mountaineering Club. He was awarded the Officer's Cross of the Order of Polonia Restituta and Bene Merito of the Ministry of International Affairs for strengthening Poland's position on the international arena. He is author and co-author of historical books and articles on finance and management.

Moreover, the Bank hereby informs that according to the submitted statements none of the appointed persons conducts:

- any business competitive to the business of the Bank;
- participates in any business competitive in respect of the Bank as a partner in a partnership;
- is a member of a governing body of a company competing with the Bank or a member of any other governing body of legal person competing with the Bank;
- is registered in the Register of Insolvent Debtors.