

CVs of Supervisory Board members

Mr. Zygmunt Solorz is one of the largest private investors in Poland, conducting business activities in various areas of the economy for almost 30 years. He is widely recognized. He was appointed to the position of Chairman of the Supervisory Board of the Company on June 24, 2021.

He is widely acknowledged as one of the most reputable, effective and successful Polish entrepreneurs, who build from zero the largest Polish private company based on Polish capital.

The greatest success and the crowning achievement of Zygmunt Solorz's business path is the creation of the largest Polish private company - Polsat Plus Group. Its members are: Cyfrowy Polsat S.A., Telewizja Polsat Sp. z o.o. (of which both Zygmunt Solorz is also the founder), Polkomtel Sp. z o.o. (operator of Plus mobile network operator), Netia S.A. and Interia Group that jointly form the largest media and telecommunications group in Poland and CEE.

Zygmunt Solorz focuses his activities in the media and telecommunications sector, but he is also active in the areas of energy production (ZE PAK S.A.), finance and banking (Plus Bank S.A.), real estate (Port Praski Sp. z o.o.) and air transport (the largest Polish private jet airline - Jet Story Sp. z o.o.).

Apart from the above-mentioned areas of business activity, Zygmunt Solorz is also involved in many different philanthropic activities. He is, inter alia, the originator and creator of Polsat Foundation, one of the largest non-governmental organizations in Poland, which helps in the treatment of sick children and supports hospitals and medical centers throughout the country.

In 2019, Zygmunt Solorz established the Association - Clean Poland Program. It is one of the elements of the implementation of Zygmunt Solorz's vision, the aim of which is to improve the condition of the natural environment in Poland, in particular air quality. The energy transformation of ZE PAK also fits into the implementation of this concept.

Zygmunt Solorz has many years of experience in working in the statutory bodies of commercial companies, he sits on the supervisory boards of several dozen entities, including the function of the Chairman of the Supervisory Board in such companies as: Telewizja Polsat Sp. z o.o., Polkomtel Sp. z o.o. or Interia Group.

Beside the activities mentioned above, Mr. Zygmunt Solorz does not conduct any activities competitive to the operations of the Company and its affiliates and is not a partner in any partnership under civil law or another type of partnership, or a member of a governing body of any incorporated company or any other legal entity which would be competitive to the Company. He is not entered into the Registry of Insolvent Debtors held by the Registry Court.

Mr. Marek Kapuściński joined the Company's Supervisory Board on October 1, 2016, and performed the function of Chairman since October 2016 until June 2021, while also serving as Member of the Remuneration Committee. In June 2021, he was appointed to the position of Vice-Chairman of the Supervisory Board of the Company. He graduated from the Faculty of Trade of the Academy of Planning and Statistics in Warsaw (currently: the Warsaw School of Economics) and completed postgraduate studies at SEHNAP in cooperation with Stern School of Business – New York University.

Until the end of September 2016, for over 25 years, he has been part of the Procter&Gamble team. From July 2011 as a General Manager and Vice President (that is a President of the Management Board/CEO) for nine key markets of the Central Europe, and before that – from January 2007 he was responsible for Poland and Baltic states. Currently, he is a Member of the Supervisory Boards of Bank Handlowy w Warszawie S.A. and Cydrownia S.A. and provides consulting services within the Essences Consulting Group. He is also involved in the activities of the public benefit organizations supporting the development of the young Polish culture and arts. Chairman of the Supervisory Board of Cyfrowy Polsat S.A. in the years 2016-2021.

Beside the activities mentioned above, Mr. Marek Kapuściński does not conduct any activities competitive to the operations of the Company and its affiliates and is not a partner in any partnership under civil law or another type of partnership, or a member of a governing body of any incorporated company or any other legal entity which would be competitive to the Company. He is not entered into the Registry of Insolvent Debtors held by the Registry Court.

Mr. Józef Birka joined the Company's Supervisory Board in April 2015. He is an advocate and graduate of the Faculty of Law of Wrocław University. He has been associated with Telewizja Polsat S.A. since its inception, he was in charge of the function of the President of the Management Board of Telewizja Polsat during the first licensing procedure granting terrestrial license to broadcast the first independent countrywide TV channel in Poland. Since its establishment, he is a Member of the Board of the POLSAT Foundation, one of the largest non-governmental organizations operating in Poland.

Mr. Józef Birka has extensive experience of working in statutory bodies of commercial-law companies. He is a Member of the Supervisory Boards of Polkomtel Sp. z o.o., Telewizja Polsat Sp. z o.o. and Elektrim S.A. Between 2004 and 2006 he was also the Supervisory Board Member of Polska Telefonia Cyfrowa Sp. z o.o. He acted actively in the Association of Private Media Employers, incorporated into Polish Confederation of Private Employers "Lewiatan." He was honored by the Polish Bar Council with a medal "Commendable Service to the Advocates Bar."

Beside the activities mentioned above, Mr. Józef Birka does not conduct any activities competitive to the operations of the Company and its affiliates and is not a partner in any partnership under civil law or another type of partnership, or a member of a governing body of any incorporated company or any other legal entity which would be competitive to the Company. He is not entered into the Registry of Insolvent Debtors held by the Registry Court.

Mr. Jarosław Grzesiak was appointed to the position of Member of the Supervisory Board of the Company on June 24, 2021. He is the Managing Partner of the Greenberg Traurig Warsaw office. Jarosław Grzesiak is a graduate of the Faculty of Law of the Jagiellonian University and an advocate since 1995.

From 1999 to 2012 he was the managing partner of the Warsaw office of the Dewey & LeBoeuf law firm. Previously, from 1995 to 1999, he was the Director of the Legal Department of PepsiCo, Inc. responsible for Poland and CEE.

He has carried out a vast number of capital markets transactions, including issuances and public offers of shares and bonds, in Poland and international markets; mergers and acquisitions; private equity, as well as restructuring and privatization of enterprises. He was awarded the Golden Cross of Merit for his work on the development of the Polish economy and the capital market.

The most important international and Polish legal rankings: Chambers and Partners, IFLR, EMEA Legal 500, as well as Rzeczpospolita for over 15 years have recognized him as a leading lawyer in Poland in the area of mergers and acquisitions, capital markets, private equity as well as banking and finance. In 2011, American Lawyer awarded him the prestigious title of "Dealmaker of the Week". In 2018, he was named "Lawyer of the Thirty Years" by the Rzeczpospolita daily and the Polish Association of Legal Employers.

He is a board member of the Polish Association of Legal Employers, a member of the Polish Business Council, the Young Presidents' Organization and the American Chamber of Commerce. He sits on the Executive Committee of Greenberg Traurig, responsible for the most important decisions regarding the strategy of the law firm at the global level.

Beside the activities mentioned above, Mr. Jarosław Grzesiak does not conduct any activities competitive to the operations of the Company and its affiliates and is not a partner in any partnership under civil law or another type of partnership, or a member of a governing body of any incorporated company or any other legal entity which would be competitive to the Company. He is not entered into the Registry of Insolvent Debtors held by the Registry Court.

Mr. Marek Grzybowski was appointed as Member of the Company's Supervisory Board in July 2020, where he was also a Chairman of the Audit Committee. Associate Professor Marek Grzybowski PhD has been a member of the Faculty of Law and Administration of Warsaw University since 1977.

He has authored and co-authored numerous academic publications: monograph studies, commentaries to the Act on the Bank Guarantee Fund, professional journal articles, and judicial interpretations. His academic research interests relate in the main to public policy issues of banking law, including regulation and supervision of financial markets and bank deposit guarantee schemes.

He is an attorney-at-law and, since 1983, a member of the Warsaw Bar Association of Attorneys-at-Law. Between 1987 and 2000, he was a partner in the law firms: Consultor LC and T. Komosa, C. Wiśniewski, M. Grzybowski and Wspólnicy LP. In the years 2001-2003, he was partner at the international law firm Linklaters LP, and, until 2020, attorney-at-law and proxy representing the firm. In the period 1995-1999, he sat on the Board of Directors of the Bank Guarantee Fund and was elected President of the Board of Directors of the Bank Guarantee Fund for the term of 1999-2003.

In 2005, he was awarded the Golden Cross of Merit for service to the Polish banking system.

Since 1997, he has been editor-in-chief of "GLOSA" – a monthly law journal until 2005, subsequently a quarterly, published by Wolters Kluwer. In the years 1999-2007, he was an editorial board member of the "Bezpieczny Bank" (Safe Bank) quarterly, and its editor-in-chief between 1999 and 2003. He currently sits on the editorial board of The European Journal of Legal Education.

Since 2012, he has been deputy dean in charge of financial affairs of the Faculty of Law and Administration of Warsaw University.

In 2014, he was elected member of the Board of the European Law Faculties Association (ELFA), of which he is now president since April 2019.

Beside the activities mentioned above, Mr. Marek Grzybowski does not conduct any activities competitive to the operations of the Company and its affiliates and is not a partner in any partnership under civil law or another type of partnership, or a member of a governing body of any incorporated company or any other legal entity which would be competitive to the Company. He is not entered into the Registry of Insolvent Debtors held by the Registry Court.

Mr. Marek Grzybowski meets the independence criteria set forth in Article 129 item 2 of the Act of May 11, 2017 on Statutory Auditors, Audit Firms and Public Oversight and in principle II.Z.4 of the Best Practices 2016.

Mr. Alojzy Nowak was appointed as Member of the Company's Supervisory Board in June 2021. He graduated from the SGPiS in 1984 (currently: the Warsaw School of Economics); in 1991 he obtained a doctoral, and in 1995 - a PhD degree; and in 1992 studied economics at the University of Illinois in Urbana-Champaign, USA; in 1993 he completed studies in banking, finance and insurance at the University of Exeter in Great Britain; in 1996 he studied international economics at the Free University of Berlin, and in 1997 he studied international economics at RUCA (Antwerp). In 2002, he obtained the academic title of professor of economics.

He is a laureate of many awards and distinctions, including Rector's Awards for scientific achievements (annually since 1997), Awards of the Minister of Education for the book: "European integration. An opportunity for Poland?" and a book entitled "Banks and households – development dynamics". He is a member of numerous scientific organizations and program councils of journals, including, as a member of the editorial board: "Foundations of Management", "Journal of Interdisciplinary Economics", "Yearbook on Polish European Studies" and "Mazovia Regional Studies"; member of the "Gazeta Bankowa" Program Council; reviewer of PWE SA Warsaw. A long-standing member of the "Teraz Polska" Emblem Chapter and a member of the "European Studies" Scientific Council.

He gained knowledge and experience working, among others, as: the head of the Department of International Economic Relations at the Faculty of Management of the University of Warsaw, the head of the Department of National Economy at the Faculty of Management of the University of Warsaw, the director of the European Centre of the University of Warsaw, the deputy dean of the Faculty of Management at the University of Warsaw for International Cooperation, the dean of the Faculty of Management at the University of Warsaw and Vice-Rector for Scientific Research and Cooperation at the University of Warsaw. For 15 years he was also the head of the Department of Finance at the Kozminski University. Apart from the University of Warsaw, he also delivers lectures in France, Great Britain, USA, Russia, China, Korea, Germany, and Russia.

In addition, he held or still holds the functions of: an advisor to the prime minister, advisor to the Minister of Agriculture, Minister of Finance, president of the Academic Sports Association in Poland, as well as at the University of Warsaw, a member of the NewConnect advisory committee at the Management Board of the Warsaw Stock Exchange, a member of the Council of the National Bank of Poland Foundation, Chairman of the Scientific Council of the National Bank of Poland. Over the years, he was or has been a member of supervisory boards, including PTE WARTA S.A., PKO BP S.A., JSW S.A., PZU S.A., Bank Millennium S.A. He was the Chairman and Vice-Chairman of the Supervisory Board of EUROLOT S.A.

He is a member of the National Development Council, appointed by President Andrzej Duda.

In December 2018, together with 22 prominent economists from around the world – among whom there are 4 Nobel Prize laureates – he became a member of the Scientific Council of the Institute of New Structural Economics at the University of Beijing.

Beside the activities mentioned above, Mr. Alojzy Nowak does not conduct any activities competitive to the operations of the Company and its affiliates and is not a partner in any partnership under civil law or another type of partnership, or a member of a governing body of any incorporated company or any other legal entity which would be competitive to the Company. He is not entered into the Registry of Insolvent Debtors held by the Registry Court.

Mr. Alojzy Nowak meets the independence criteria set forth in Article 129 item 2 of the Act of May 11, 2017 on Statutory Auditors, Audit Firms and Public Oversight and in principle II.Z.4 of the Best Practices 2016.

Mr. Tobias Solorz was appointed as Member of the Company's Supervisory Board in June 2021. He is a graduate of the Faculty of Management and Marketing at the University of Warsaw.

He has many years of professional experience in the field of telecommunication, finance and controlling. He began his career in 2003 at Telewizja Polsat Sp. z o.o. Between 2007 and 2008 he held the position of Promotion Manager at Cyfrowy Polsat. Between 2008 and 2010 he was a Member of the Management Board of Sferia S.A., where he also served as Marketing, Sales and Operations Director. He has been a Member of the Management Board of Polkomtel Sp. z o.o., Plus network operator, since November 2011, where he held the position of President of the Management Board from February 2014 until March 2019. In the years 2014-2019 he sat on the Management Board of Cyfrowy Polsat S.A., first in the capacity of Management Board Member, then since December 2014 as Vice-President of the Management Board and from 2016 until 2019 as President of the Management Board.

Since 2019 he is a Supervisory Board Member in Polkomtel Sp. z o.o. and Telewizja Polsat Sp. z o.o., and from 2020 also in Group Interia Sp. z o.o. He is also a Member of Supervisory Boards of Liberty Poland S.A. and Polkomtel Business Development Sp. z o.o. Moreover, he is a Member of the Board of Polsat Foundation, one of the largest NGOs in Poland that helps to provide treatment for ill children and also supports hospitals and medical center across the country.

Beside the activities mentioned above, Mr. Tobias Solorz does not conduct any activities competitive to the operations of the Company and its affiliates and is not a partner in any partnership under civil law or another type

of partnership, or a member of a governing body of any incorporated company or any other legal entity which would be competitive to the Company. He is not entered into the Registry of Insolvent Debtors held by the Registry Court.

Mr. Tomasz Szeląg has been a Member of the Company's Supervisory Board since October 2016, where he was also Chairman of the Remuneration Committee and Member of the Audit Committee. He graduated from the National Economy Faculty of the Economic Academy of Wrocław, with major in International Economic and Political Relations specializing in Foreign Trade. He has been involved with Cyfrowy Polsat since 2009. In 2016 he was appointed a Member of Supervisory Boards of Polkomtel Sp. z o.o., Telewizja Polska Sp. z o.o. and ZE PAK S.A.

He has extensive knowledge and competence in the field of media and telecommunication, finance and banking as well as preparing and auditing financial statements.

In 2000-2003, he was an assistant at Foreign Trade Faculty of the Economic Academy of Wrocław. In May 2003 he received his PhD title for a thesis on hedging transactions used by world copper producers and went on to become a lecturer in the Faculty of International Economic Relations of the Economic Academy of Wrocław. Between 2003 and 2004 he also held a position of lecturer at the Wrocław School of Banking - at the Faculty of International Economic Relations. Parallel to his academic career Mr. Szeląg also developed his professional career gaining experience in managerial positions in the area of finance and investment. From 2003, he was Chief Specialist in the Currency Risk Department of KGHM Polska Miedź S.A., and then of the Market Risk and Analysis Department. In September 2004, he became Director of the Department. In December 2004, he became Director of Hedging Department of KGHM and held the function until March 2007. From April 2007 to June 2008 he worked as Director of Branch of Société Générale Bank in Wrocław. In July 2008, he took the position of Vice-president for Finance in Telefonía Dialog S.A., which he held until March 2009. In Telefonía Dialog S.A. he was responsible for finance, accounting, controlling, and budgeting management, and also owner supervision and capital investment, logistics and purchases, project management and IT.

From May 2009 until September 2016 he held the position of Member of the Management Board and Chief Financial Officer at Cyfrowy Polsat and was responsible for broadly understood finances in Polsat Group. In the years 2010-2016 Mr. Szeląg was Member of the Management Boards of numerous companies from Polsat Group, including Telewizja Polsat (October 2011-October 2014), INFO-TV-FM (July 2012-November 2016), CPSPV1 and CPSPV2 (April 2013-November 2016), Plus TM Management (April 2014-December 2016) and Polkomtel (September 2014-December 2016). He was also President of the Management Board of Cyfrowy Polsat Trade Marks Sp. z o.o. (2010-2016) and Telewizja Polsat Holdings Sp. z o.o. (2012-2016) and Member of the Supervisory Board of Plus Bank S.A. (2016-2018).

Beside the activities mentioned above, Mr. Tomasz Szeląg does not conduct any activities competitive to the operations of the Company and its affiliates and is not a partner in any partnership under civil law or another type of partnership, or a member of a governing body of any incorporated company or any other legal entity which would be competitive to the Company. He is not entered into the Registry of Insolvent Debtors held by the Registry Court.

Mr. Piotr Żak was appointed as Member of the Company's Supervisory Board in June 2018. He holds a graduate degree in economics from Royal Holloway, University of London. He also graduated from the Faculty of Management of the Warsaw University.

He has been pursuing business operations in Poland since 2014, among others in the area of establishing and supporting start-up enterprises. He focuses his activities on the high-technology sector, particularly on creating and developing innovative projects that exploit the potential of Internet and traditional media, Internet entertainment, and the use of data transmission in solutions, services and products addressed to individual and business customers. He pursues his professional interests also by developing and implementing modern marketing communications tools for enterprises from the media and telecommunications sector.



He is a founder of such companies as, among others, Frenzy Sp. z o.o., a dynamically developing entity from the e-Sports industry which since 2018 has been producing programs for Polsat Games, and Golden Coil Sp. z o.o., a company conducting operations in the field of marketing and Internet advertising.

Since March 2016 Mr. Piotr Żak has been a Member of the Supervisory Board of Telewizja Polsat and since June 2018 - a Member of the Supervisory Board of Netia in which he currently serves as Chairman. From June 2018 he is a Member of the Supervisory Board of Cyfrowy Polsat. In April 2019 he was appointed to the Supervisory Board of Polkomtel Sp. z o.o., the operator of Plus network. He has been on the Supervisory Boards of Asseco Poland S.A. and Mobiem Polska Sp. z o.o. since July 2020 and on the Supervisory Board of Grupa Interia.pl Sp. z o.o. since November 2020.

Beside the activities mentioned above, Mr. Piotr Żak does not conduct any activities competitive to the operations of the Company and its affiliates and is not a partner in any partnership under civil law or another type of partnership, or a member of a governing body of any incorporated company or any other legal entity which would be competitive to the Company. He is not entered into the Registry of Insolvent Debtors held by the Registry Court.