

Members of the Supervisory Board of CIECH S.A. appointed by the Ordinary (Anula) General Meeting of CIECH S.A. on 24 April 2022

Mr. Sebastian Kulczyk

Work experience:

Since 2010 involved in the Kulczyk Investments Group, an international investment house. In Kulczyk Investments responsible for realization of strategic projects. Member of numerous supervisory boards. The founder of Manta Ray vc – a venture capital fund that provides support on an international scale for the top business talents concerned with developing ground-breaking technologies in the education system, biotech, health, infrastructure, and other areas. The initiator of InCredibles – an international mentoring program that has been developing and promoting the most innovative startups in Poland with global growth potential.

From 2009 to 2010 he worked at an investment bank, Lazard, in London. Experienced manager of companies from the e-business sector. He also worked in the department for digital media at SonyBMG, New York. For many years, he has invested in and developed new-tech ventures.

Education:

Graduate of the Faculty of Law and Administration at the Adam Mickiewicz University, Management and Marketing programme. Studied at the London School of Economics.

According to the submitted declaration, Mr. Sebastian Kulczyk is not a partner in any competitive civil or general partnership, nor an officer of any other competitive company or competitive legal entity. Mr. Sebastian Kulczyk does not conduct any other activity externally, remaining competitive to the Issuer's business. Mr. Sebastian Kulczyk has not been entered in the Register of Insolvent Debtors maintained pursuant to the Act on the National Court Register.

Mr. Sebastian Kulczyk doesn't meet the criteria of independence within the meaning of the Act of 11 May 2017 on Statutory Auditors, Audit Firms and Public Oversight, and within the meaning of Annex II to the European Commission Recommendation 2005/162/EC of 15 February 2005 on the role of non-executive or supervisory directors of listed companies and on the committees of the (supervisory) board, as well as the criteria described in the Code of Best Practice for WSE Listed Companies 2021.

Mr. Marek Kośnik

Work experience:

He works as a manager in technology and software companies. Before that he worked at a private equity fund – CVC Capital Partners – as a Senior Managing Director with responsibility for evaluating investment projects, supervising the portfolio and implementing digital strategies. In the past, he worked for such companies as Bain & Company, Terra Firma Capital Partners and McKinsey & Company. He has gained experience in building company strategies, investment processes, restructuring and digital transformations. An investor in new technologies projects.

Education:

A graduate of the Faculty of Management at the University of Warsaw and MBA studies at Harvard Business School.

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Mr. Łukasz Rędziniak

Work experience:

Attorney-at-law. Since 1996, a member of the District Bar Association in Warsaw. In 1990–1991, a research assistant at the Faculty of Law and Administration of the Jagiellonian University. Lawyer at Consoft Consulting Sp. z o.o. (1991-1992); attorney-at-law in an individual law firm cooperating with Dewey Ballantine Sp. z o.o. (1997-2000), lawyer at Dewey & LeBoeuf LLP (1993-2007), and a partner of this law firm since 2001. In 2007-2009, Undersecretary of State in the Ministry of Justice of the Republic of Poland. In 2009-2013 the managing partner of the office of Studnicki Płaszka Cwiąkałski Górski Sp. K. in Warsaw. In the years 2013-2020 a member of the Management Board of Kulczyk Investments S.A. In addition, in the years 2004-2007 and 2013-2020, a Member and Secretary of the Supervisory Board of Firma Oponiarska Dębica S.A.

Currently, a member of the management board of Kulczyk Privatstiftung, STK Properties Limited and Windrose Air Jetcharter GmbH. The Chairman of the Board of Directors of Serinus Energy plc and a supervisory board member of Autostrada Wielkopolska S.A., Autostrada Wielkopolska II S.A. and A2 Route Sp. z o.o.

Education:

Graduate of the Faculty of Law and Administration of the Jagiellonian University.

According to the submitted declaration, Mr. Łukasz Rędziniak is not a partner in any competitive civil or general partnership, nor an officer of any other competitive company or competitive legal entity. Mr. Łukasz Rędziniak does not conduct any other activity externally, remaining competitive to the Issuer's business. Mr. Łukasz Rędziniak has not been entered in the Register of Insolvent Debtors maintained pursuant to the Act on the National Court Register.

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Mrs. Natalia Scherbakoff

Work Experience:

A Senior Executive with a demonstrated history of working in the chemical, automotive, and composites industry. As Global Technology and Innovation Director at Trinseo (Switzerland), responsible for Research, Development, and Innovation Sustainability. Also supports key corporate growth initiatives such as M&A. A Board Member (Non-Executive) of Clayens NP and a Member of Forbes Technology Council.

Education:

Holds Ph.D. and M.Sc. degrees in Macromolecular Science from Case Western Reserve University (USA), Chemical Engineer title from Mauá Engineering University (Brazil) and MBA diploma from Getulio Vargas Foundation (Brazil).

According to the submitted declaration, Mrs. Natalia Scherbakoff is not a partner in any competitive civil or general partnership, nor an officer of any other competitive company or competitive legal entity. Mrs. Natalia Scherbakoff does not conduct any other activity externally, remaining competitive to the Issuer's business. Mrs. Natalia Scherbakoff has not been entered in the Register of Insolvent Debtors maintained pursuant to the Act on the National Court Register.

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Mr. Martin Laudенbach

Work experience:

From 2010 to 2017, he worked at Solvay Group. He oversaw the business activities of Solvay Group companies in the Asia-Pacific region. He was also a member of the Supervisory Board of Vinythai Public Company (listed on the Thailand Stock Exchange, Solvay Group) and prior the President of Solvay Polyamide & Intermediates (formerly Rhodia). From 2007 to 2009, he was the CEO of Almatris Group (leader in development, manufacture and supply of specialty alumina and alumina-based products). From 1988 to 2005, he worked for BASF Group, managing BASF's Fine Chemicals Division and the global automotive coatings business, among others. In addition to his broad insight into the chemical industry, he particularly draws on his extensive experience in leading businesses through deep strategic transformation in the face of market disruptions.

Education:

Graduate of the Business Administration Faculty of the University of Mannheim. He also completed the „Making Corporate Boards More Effective” course organized by Harvard Business School in Boston.

According to the submitted declaration, Mr. Martin Laudенbach is not a partner in any competitive civil or general partnership, nor an officer of any other competitive company or competitive legal entity. Mr. Martin Laudенbach does not conduct any other activity externally, remaining competitive to the Issuer's business. Mr. Martin Laudенbach has not been entered in the Register of Insolvent Debtors maintained pursuant to the Act on the National Court Register.

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Mr. Artur Olech

Expert in business process management. Currently, from May 2020, he is the co-founder and President (CEO) of HPI GMA sp.z o.o. - insurtech operating under the Trasti brand, i.e. a digital insurer created in JV with Triglav DD and Swiss Re.

Since October 2016 til 2020, he was the founder and President of hiPRO Sp. z o.o. (fintech). Until August 2016, he was the President of the Management Board of Pocztove Towarzystwo Ubezpieczeń Wzajemnych S.A. and Pocztove Towarzystwo Ubezpieczeń na Życie S.A. From November 1998 to February 2014, served in the Management Board of the Generali Group. From 2003 to 2008 he was a Member of the Management Board, then Vice-President of the Management Board responsible for life and pension insurances. In 2010, he was appointed as the President of the Management Board and he held this position until 2014. From 1997 to 1998, he served as Director of Volkswagen Bank Polska/Volkswagen Leasing Polska-Warszawa. From 1996 to 1997, he worked as analyst in the Polish Institute of Management (PIM Sp. z o.o.). Previously, worked for three years as a project manager in Fundacja CASE Consulting (Fundacja Centrum Analiz Społeczno-Ekonomicznych) in Warsaw.

In 2012 received a prestigious award for the best manager in the insurance industry (awarded by magazine „Wprost”). He was also responsible for the project "Procesy wyjścia w gospodarce w procesie transformacji" (Exit processes in transitional economy), prepared on behalf of the World Bank, under the supervision of Professor Leszek Balcerowicz.

Education:

Graduate of the Law Faculty of the University of Warsaw and of the Finance and Banking Faculty of the Warsaw School of Economics. He was studying also finance on the Wirtschaftsunivrsitat Wien. Completed numerous training courses for senior management, e.g. at the Harvard Business School, Kellogg School of Management and Chicago GSB.

According to the submitted declaration, Mr. Artur Olech is not a partner in any competitive civil or general partnership, nor an officer of any other competitive company or competitive legal entity. Mr. Artur Olech does not conduct any other activity externally, remaining competitive to the Issuer's business. Mr. Artur Olech has not been entered in the Register of Insolvent Debtors maintained pursuant to the Act on the National Court Register.

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