

Mr. Mariusz Damasiewicz

Mr. Mariusz Damasiewicz graduated from the Faculty of Physics and Applied Computer Sciences of the AGH University of Science and Technology in Kraków, having majored in Computer Physics. In 2014 and 2017, he completed postgraduate studies in Thermal Power Engineering and Industrial Control Systems, respectively. Since 2008, he has worked for the Połaniec Power Plant in the capacities of Unit Supervisor, Unit Operator, Operation Specialist and Head of the Strategy and Development Department. Currently, he serves as the Head of the Operations Department. Since 2021, he has been a Member of the Examination Committee issuing Qualification Certificates Authorizing the Operation of Equipment and Networks at Supervision and Operation Posts. A member of the Association of Polish Electrical Engineers and of the Economic Society of Polish Power Plants.

According to his representation, Mr. Mariusz Damasiewicz does not conduct any activity in any form that would compete with ENEA S.A., nor does he participate in any competing company as a partner in a civil or commercial law partnership or as a member of a governing body in a company and he does not participate in any competing legal person as member of its governing body. Mr. Mariusz Damasiewicz is not listed in the Register of Insolvent Debtors kept pursuant to the National Court Register Act.

Mr. Mariusz Pliszka

Mr. Mariusz Pliszka graduated from the Faculty of Telecommunications and Electrical Engineering of the Bydgoszcz Academy of Technology and Agriculture (currently: Bydgoszcz University of Technology), having majored in Electrical Engineering, and completed Postgraduate Management Studies at the WSB University in Poznań.

Professional experience:

- Since 1986, employed in the structures of the ENEA Group and its legal predecessors in managerial and supervisory positions.
- Currently works for ENEA Operator Sp. z o.o. as the Director of the Chojnice Distribution Region.
- Since 2019, a member of the ENEA S.A. Supervisory Board elected by employees.

Key qualifications, training and courses completed:

- December 1998 – acquired qualifications in the construction of electrical and power grids, installations and devices.
- October 2013 – training in the protection of inside information at ENEA Operator Sp. z o.o.
- October 2010 – preparatory course to take a state examination for candidates for members of supervisory boards in State Treasury-owned companies – Instytut Rozwoju Biznesu Sp. z o.o.
- course completed with a passed state examination at the Ministry of the State Treasury.

According to his representation, Mr. Mariusz Pliszka does not conduct any activity in any form that would compete with ENEA S.A., nor does he participate in any competing company as a partner in a civil or commercial law partnership or as a member of a governing body in a company and he does not participate in any competing legal person as member of its governing body. Mr. Mariusz Pliszka is not listed in the Register of Insolvent Debtors kept pursuant to the National Court Register Act.

Mr. Mariusz Romańczuk

Mr. Mariusz Romańczuk – graduated from the Faculty of Mining and Geoengineering of the AGH University of Science and Technology in Kraków, having majored as a B.Sc. in Mineral Deposit Mining and as an M.Sc. in Underground Mining. Completed postgraduate Executive Master of Business Administration studies at the Institute of Economics of the Polish Academy of Sciences in 2019 and "Value management in a mining enterprise" at the AGH University of Science and Technology in Kraków in 2020. Throughout his professional career, since 1989, associated with Lubelski Węgiel "Bogdanka" S.A. Since 2019, as the Head of the Blasting Technique Department. He has acquired his professional experience across all levels within the organizational structure, from a rank and file employee to a department head. In 2017-2020, he served as a member of the Lubelski Węgiel "Bogdanka" S.A. Supervisory Board elected by employees.

According to his representation, Mr. Mariusz Romańczuk does not conduct any activity in any form that would compete with ENEA S.A., nor does he participate in any competing company as a partner in a civil or commercial law partnership or as a member of a governing body in a company and he does not participate in any competing legal person as member of its governing body. Mr. Mariusz Romańczuk is not listed in the Register of Insolvent Debtors kept pursuant to the National Court Register Act.

Mr. Rafał Włodarski

Mr. Rafał Włodarski, a legal counsel with over ten years of experience in corporate and regulatory legal services for corporations from the power sector, involving the provision of support to companies in their day-to-day operations, transactions and deployment of innovative solutions by representing companies in precedent-setting proceedings.

He has acquired in-depth transactional experience in share deal and asset deal transactions as well as in establishing the terms of cooperation between shareholders (joint ventures) and conducting comprehensive due diligence involving the identification of legal risks related to commercial operations.

His area of expertise also includes providing legal advice to power sector companies and electricity consumers on current and planned legislation, in particular in relation to RES/CHP self-production, Corporate PPA and RES auctions.

Mr. Rafał Włodarski currently serves as Deputy Director of the 1st Supervision Department at the Ministry of State Assets and prior to joining the Ministry of State Assets he worked with Poland's leading law firms, where as a member of the Energy & Natural Resources, Corporate/M&A and Banking & Finance teams he participated in a number of key transactions on the Polish market exceeding the total value of PLN 10 billion.

He graduated from the Faculty of Law and Administration of the University of Warsaw and was admitted to the list of legal advisors in 2013 after completing the legal advisor's apprenticeship run by the Warsaw Bar Association.

According to his representation, Mr. Rafał Włodarski is also a member of the Supervisory Board of Grupa Lotos S.A., but this activity is not competitive to ENEA S.A., as well as does not conduct any activity in any form that is competitive to ENEA S.A., nor does he participate in any competing company as a partner in a civil or commercial law partnership or as a member of a governing body in a company and he does not participate in any competing legal person as a member of any of its governing bodies. Mr. Rafał Włodarski is not listed in the Register of Insolvent Debtors kept pursuant to the National Court Register Act.

Mr. Paweł Andrzej Korobłowski

Mr. Paweł Andrzej Korobłowski graduated from the Faculty of Electrical Engineering at the Warsaw University of Technology in 1991 with the title of Master of Science in Electrical Engineering and in 1997 he defended his doctoral thesis and obtained the diploma of Doctor of Technical Sciences. In 2002, he graduated from the Management Faculty at the University of Warsaw. Since 2018 he has been a Member of the ENEA S.A. Supervisory Board. From 1992 to 2018, Mr. Paweł Andrzej Korobłowski worked at the state-owned enterprise PKP (since 2001 in PKP Energetyka) holding the positions of Director of the Strategy Office, Director of the Risk Management Office and Director of System Analyses, managing the Market Analysis Department. From 12 September 2018 to 21 May 2020, Mr. Paweł Andrzej Korobłowski served as Deputy Director of the Department of Electricity and Heat at the Ministry of Energy, then at the Ministry of State Assets and the Ministry of Climate and Environment. Currently he is an employee of PKP Polskie Linie Kolejowe S.A. Mr. Paweł Andrzej Korobłowski was a Member of Supervisory Boards of the following companies: Telekomunikacja Kolejowa, PKP Informatyka and Elester-PKP.

According to his representation, Mr. Paweł Andrzej Korobłowski does not conduct any activity in any form that would compete with ENEA S.A., nor does he participate in any competing company as a partner in a civil or commercial law partnership or as a member of a governing body in a company and he does not participate in any competing legal person as member of any of its governing bodies. Mr. Paweł Andrzej Korobłowski is not listed in the Register of Insolvent Debtors kept pursuant to the National Court Register Act.

Mr. Tomasz Lis

Professor at the Katowice Business University, Ph.D. in economics, KBU Rector's Representative for the Correlation of Science with Business Practice, specialist, scientist and practitioner in accounting and corporate finance, founder of the University's Business Council.

Academic lecturer at undergraduate, graduate and postgraduate studies in the following subjects (among others): financial accounting, management accounting, financial analysis, financial reporting, consolidated reporting, controlling, legal forms of running a business. Mr. Lis has extensive experience in educating scientists and management specialists, has tutored several thousand university graduates and conducted several thousand training courses for public and private entities. He has participated in research and development projects for more than a dozen companies listed on the Warsaw Stock Exchange.

His activities in other academic centers have included domestic and foreign fellowships with addresses, lectures or training courses at the Brno University of Technology, MBA studies at the Silesian University of Technology, the Warsaw University of Life Sciences, the Warsaw Management University, the Kozminski University in Warsaw, and participation in hundreds of conferences and congresses.

Mr. Tomasz Lis has been a long-term member of corporate authorities and consulting teams working for companies operating in the power sector, water and sewage management and municipal services. He has sat on Supervisory Boards and advisory teams of private and public companies, most recently in ENEA S.A. and Jastrzębska Spółka Węglowa S.A., where he was a member of the Transport Monitoring Team, a member of the Audit Team and a member of the Strategy Team. As part of his sole proprietorship, he has carried out assignments and performed orders for accounting, consulting and organizational deliverables for hundreds of businesses, including: PGE, ENERGA, ORANGE, BEŁCHATÓW, Elektrownia Połaniec, Białystok PGE Dystrybucja, Tauron, Elektrociepłownia Kraków, PKP, as well as Polish courts,

the State Labor Inspection Service, the Energy Regulatory Office, the Ministry of Finance, the Chancellery of the Prime Minister, the National Tax Administration. He has participated in projects executed with some of the largest consulting companies, including projects for international corporate groups. He has served as a regular advisor to network companies for which he has implemented reporting systems and accounting policies. He has been awarded the Medal of the Commission of National Education, the Medal for Long Service and other distinctions.

According to his representation, Mr. Tomasz Lis runs his own consulting company and is a shareholder in a civil partnership, but this activity is not competitive to ENEA S.A., as well as does not conduct any activity in any form that is competitive to ENEA S.A., nor does he participate in any competing company as a partner in a civil or commercial law partnership or as a member of a governing body in a company and he does not participate in any competing legal person as a member of any of its governing bodies. Mr. Tomasz Lis is not listed in the Register of Insolvent Debtors kept pursuant to the National Court Register Act.

Mr. Radosław Kwaśnicki

Mr. Radosław Kwaśnicki holds the academic title of a doctor of legal sciences and the professional qualifications of a legal counsel. He serves as a Senior Partner at the law firm RKKW – KWAŚNICKI, WRÓBEL & Partnerzy, which he founded in 2008. Prior to that, starting in 2001, he cooperated with domestic and international law firms.

He is an expert in company law, including corporate governance and corporate group law. He also specializes in disputes related to ownership issues, the capital market and he professionally serves in the capacity of chairman of general meetings in various companies. He advises on a variety of aspects pertaining to the creation and growth of family businesses (by establishing the rules of family governance, management and protection of private property) and high-net-worth individuals.

He is a judge of the Stock Exchange Court at the Warsaw Stock Exchange.

He also serves as a national and international arbitrator (including for the Court of Arbitration at the Polish Chamber of Commerce, the Court of Arbitration at the Polish Confederation Lewiatan and the Court of Arbitration at the Polish Bank Association). He adjudicated in the International Court of Arbitration at the International Chamber of Commerce (ICC) in Paris.

He has often been recommended, both on the domestic and international arena, including by the Rzeczpospolita daily in the Ranking of Law Firm (2021) in the “Company and commercial law” category (as in 2020) and earlier by the Global Law Experts, the European Legal Experts and Legal 500.

In 2014, he was ranked first in the Forbes Professionals contest.

He has acquired more than a dozen years of practical experience in discharging the function of a member or chairman of supervisory boards of domestic and international companies. In particular, in 2014-2019, he served as a member and then vice-chairman of the supervisory board of PKN ORLEN. Prior to that, he chaired the supervisory board of the Industrial Development Agency, sat on the supervisory boards of PGE Group companies, the supervisory board of PKP and of a number of companies with a majority stake held by private entities. Currently, he is an independent supervisory board member in public companies, including Sanok Rubber Company (designated by a foreign fund) and Creotech Instruments (as the supervisory board chairman).

He served as the Leader of the Team for Improving the Performance of Supervisory Boards and the Content Coordinator of the Corporate Governance Committee at the Ministry of State Assets. His work included the co-authorship of the so-called COVID Amendment to the Commercial Company Code of 2020 in the area of remote supervisory board meetings, management board meetings and e-shareholder meetings as well as a draft of the so-called Major Amendment to the Commercial Company Code of 2022 regarding, without limitation, corporate group law (“holding company law”) and improvements in the performance of supervisory boards.

He co-authored various textbooks, commentaries and publications on practical aspects of commercial law. He has issued over 600 publications, most of which concerned various aspects of company law.

He is involved in a variety of socially beneficial endeavors, including in the fields of culture and art. He has founded and cooperates with the Nova Ars Poloniae Foundation to support Polish artists. He served as the General Coordinator of the “We are together. We help” campaign, which during the first stage of the coronavirus pandemic coordinated the activities of more than 70 private companies in providing aid of a total value of over PLN 50 million.

According to his representation, Mr. Radosław Kwaśnicki is also a member of the Supervisory Board of G Inwestycje sp. z o.o. and Orlen Deutschland GmbH, but this activity is not competitive to ENEA S.A., as well as does not conduct any activity in any form that is competitive to ENEA S.A., nor does he participate in any competing company as a partner in a civil or commercial law partnership or as a member of a governing body in a company and he does not participate in any competing legal person as a member of any of its governing bodies. Mr. Radosław Kwaśnicki is not listed in the Register of Insolvent Debtors kept pursuant to the National Court Register Act.

Ms. Dorota Szymanek

Ms. Dorota Szymanek graduated from the Faculty of Canon and Secular Law of the John Paul II Catholic University of Lublin. She also completed postgraduate studies in real estate valuation at the Warsaw University of Technology. In 2009, she was entered in the list of legal counsels kept by the Regional Chamber of Legal Counsels in Warsaw.

She has extensive professional experience in the field of financial law. In 1998-2006, she worked in the Department of Indirect Taxes at the Ministry of Finance. In 2006-2009, she served as a counsel for the Office of the General Counsel to the Republic of Poland. Since 2009, she has worked for the National Bank of Poland – initially as Deputy Director of the Legal Department, and since 2016 as Director of the Legal Department.

Since 2010, she has been a member of the Legal Committee at the European Central Bank. Since 2016, she has served as Vice-Chairwoman of the Supervisory Board of the Central Securities Depository (Krajowy Depozyt Papierów Wartościowych S.A.). She has conducted numerous training courses for statutory auditors and accountants in the fields of tax law and financial law. She has participated in a number of domestic and international training courses and conferences (Federal Reserve Bank in New York, Federal Reserve Board, World Bank, International Swaps and Derivatives Association) in the fields of financial law and trading in financial instruments and securities.

According to her representation, Ms. Dorota Szymanek does not conduct any activity in any form that would compete with ENEA S.A., nor does she participate in any competing company as a partner in a civil or commercial law partnership or as a member of a governing body in a

company and she does not participate in any competing legal person as member of its governing body. Ms. Dorota Szymanek is not listed in the Register of Insolvent Debtors kept pursuant to the National Court Register Act.

Mr. Roman Stryjski

Mr. Roman Stryjski is a graduate of the Technical University of Ilmenau. He received his doctorate in technical sciences there and his habilitation at the University of Halle/Wittenberg. He is currently a professor at the University of Zielona Góra and, starting from 2019, Director of the Institute of Materials and Biomedical Engineering. Previously, for many years he headed the Institute of Information Technology and Production Management at the University of Zielona Góra. Before that, he was professionally associated with the Higher School of Engineering and the Higher School of Pedagogy in Zielona Góra, where he served, among others, as pro-rector for organization and development of the university. Member of international scientific societies and advisory committees, Polish Society for Energy Certification and the Commission of Organization and Management Sciences of the Polish Academy of Sciences Branch in Poznań. Since 2016, he has been a member of the ENEA S.A. Supervisory Board.

According to his representation, Mr. Roman Stryjski is also the President of the Management Board of Pro Tip sp. z o.o., but this activity is not competitive to ENEA S.A., as well as does not conduct any activity in any form that is competitive to ENEA S.A., nor does he participate in any competing company as a partner in a civil or commercial law partnership or as a member of a governing body in a company and he does not participate in any competing legal person as a member of any of its governing bodies. Mr. Roman Stryjski is not listed in the Register of Insolvent Debtors kept pursuant to the National Court Register Act.