

Information on Members of the Supervisory Board of Energa SA of the 7th joint Term of Office appointed on 16 June 2023

Ms. Paula Ziemiecka-Księżak – Chairperson of the Supervisory Board of Energa SA

Ms. Paula Ziemiecka-Księżak graduated from the Leon Koźmiński Entrepreneurship and Management College. In 1996, she began her employment with the Ministry of Treasury. She worked in departments responsible for the oversight of state-owned companies. She conducted oversight of companies in the motor transportation, marine transport, energy, mining and real estate sectors. Currently, she is the Head of the supervision division of the Department of Supervision II of the Ministry of State Assets. Her scope of duties comprises supervision of overall economic and legal issues associated with the activity of State Treasury-owned companies. Additionally, she gained experience related to supervision of operations of State Treasury-owned companies from 2002, by serving in supervisory bodies of such companies as SIP-MOT SA in Zamość, PKS Ostrołęka SA, Opakomet SA based in Kraków and PERN SA based in Płock. She has been the Chairperson of the Energa SA Supervisory Board since 12 November 2015.

Mr. Jarosław Piotr Dybowski – Member of the Supervisory Board of Energa SA

Mr. Jarosław Dybowski is an experienced manager with more than 20 years of management experience in companies with Polish and foreign capital. Graduate of the Gdańsk University of Technology, majored in Power Engineering. Graduate of a Postgraduate Management Course at the Warsaw School of Economics and Management Training Program for Eastern Europe at Lovanium International Management Center. Has been professionally involved in the power engineering sector since 1985. An active participant in strategic development processes of Polish and European energy. Co-author of Poland's first Power Engineering System Integrated Development Plan. Introduced new standards for trading in electricity based on EFET contracts. Negotiated long-term contracts for the modernization and development of manufacturing sources in Poland, including contracts in the Project Finance process. Has extensive expertise in the field of energy markets (electricity, gas, coal, certificates) in Poland and Central and Southern European countries. Co-developed and implemented strategies in the field of energy generation, trading and sales in many domestic and foreign companies.

Ms. Barbara Hajdas – Member of the Supervisory Board of Energa SA

Ms. Barbara Hajdas graduated from the Krakow University of Economics, with a degree in Economics and a major in Economy and Public Administration. She also completed an MBA postgraduate programme for financiers at Kozminski University in Warsaw. She has many years of experience in finance. From 2004 to 2018, she worked at the Industrial Development Agency as, among others, Deputy Director of the Financial Services Department. Since 2018, she has been with PKN ORLEN S.A. as Executive Director for Business Controlling, in charge of, among others, monitoring the Company's cost budget implementation, financial supervision over ORLEN Group Companies, and development of Investment and Financial Plans. For years, she was a Member of Supervisory Boards of numerous companies, most recently: Unipetrol a.s., Ruch S.A., ORLEN CUK Sp. z o.o., and ANWIL S.A.

Mr. Artur Szymon Michalski - Member of the Supervisory Board of Energa SA

Mr. Artur Michalski is a graduate of the Electrical Engineering Department at the Częstochowa University of Technology (1999). He graduated from specialist post-graduate programmes, including: Interuniversity Post-Graduate Programme of Natural Resources Assessment and Valuation offered by the Warsaw University of Life Sciences (SGGW) and the Warsaw School of Economics (SGH), the Post Graduate Programme on Natura 2000 Environmental Compensation (SGGW), the International Relations and Diplomacy Programme and the Post-Graduate Programme on Environmental Protection Policy - Ecology and Management. He also graduated from a Post-Graduate Master of Business Administration (MBA) programme. Between 2006 and 2008, he was the Vice-President of the

Management Board of the National Fund for Environmental Protection and Water Management, where earlier he held the function of the Supervisory Board Deputy Chairman. During that same period, he was the Chairman of the Supervisory Board of the Provincial Fund for Environmental Protection and Water Protection in Warsaw; he held that function again from December 2015 until 2022. In the past, he was an advisor to the Minister of Environment and the head of the Minister's political cabinet. More recently, he served as the Vice-President of the Management Board of Wodociągi Miejskie (the Municipal Water Supply Company) in Radom, and then the President of the Management Board of Zakład Wodociągów i Kanalizacji (Water Supply and Sewage Plant) in Sochaczew. During his career, he also worked as the Head of the Ecological Funds Division as part of the Environment Protection Office at the Warsaw City Hall and in Instytut "Pomnik - Centrum Zdrowia Dziecka" as organisational and technical specialist and the head of the Technical Supervision Department. Between 2000 and 2001, he worked in the Prime Minister's Office as an advisor to the Secretary of State, the Government Plenipotentiary for UN Climate Convention. He has been socially engaged in ecological organisations, such as Stowarzyszenie na Rzecz Zrównoważonego Rozwoju Polski (Association for Promoting Sustainable Growth of Poland). Since 2002, he has been involved in research carried out by the Laboratory for Environment Resources Assessment and Valuation (SGGW). His academic interests include accumulation of carbon by forests and soil (he is currently pursuing a doctorate degree in that area), as well as carbon absorption and use of environmental resources for the economic development of non-urbanised areas, and the utilisation of the UN Climate Convention and the instruments of climate policy for Poland's growth. He authored or co-authored about a dozen research papers. He completed multiple training courses and programmes on project management (amongst others) and a cycle of training courses addressed to the staff of institutions involved in the implementation of EU funds and to beneficiaries. He organised or co-organised multiple conferences and seminars, both domestic and international ones. In 2020, he was honoured by the President of the Republic of Poland with the Medal Commemorating the Centenary of Poland's Independence, and in 2022, he was awarded with the Bronze Cross of Merit. In 2016, he received the Badge of Honour from Minister of Environment, Professor Jan Szyszko, for his contribution to environment protection and water management. In 2016, he received the highest distinction from the General Director of the State Forests in Poland, notably Kordelas Leśnika Polskiego, or Polish Forester Cutlass, in recognition of his outstanding contribution and services to the forestry. Currently, as the Vice-President of the Management Board of the National Fund for Environmental Protection and Water Management, he supervises a division that is responsible for energy transformation, heat engineering, energy efficiency, as well as innovations and electromobility development.

Ms. Sylwia Kobyłkiewicz - Member of the Supervisory Board of Energa SA

Ms. Sylwia Kobyłkiewicz is a graduate of the Częstochowa University of Technology, where she majored in corporate finance management, corporate financial analysis and took post-graduate studies in the fields of tax and accounting. A graduate of Executive MBA at the University of Commerce and Services in Poznań. From 1992 to 1995 she performed management functions and worked as the Chief Accountant and served as a member of the Management Board in commercial companies. She also has extensive professional experience in government and local government administration, where she worked for more than 15 years. From 2001 to 2007, she worked at the Tax Inspection Office in Katowice and obtained a licence of a Tax Inspector. In 2014-2015, she provided consulting services in the area of finance and public procurement, administrative proceedings, as well as tax law for local governments in the Małopolskie voivodeship. At the beginning of 2016, she became acting Head of the Tax Inspection Office in Katowice, and then acting Head of the Tax Inspection Office in Kraków. In 2017, she became the Director of Audit and Security of ENERGA Wytwarzanie S.A. and then worked as the Director of Finance of ENERGA S.A. At PKN ORLEN S.A. she worked as the Director of the Office of Audit, Financial Control and Corporate Risk Management. Between May 2018 and October 2020, she was a Member of the Management Board for Finance of ORLEN Upstream Sp. z o.o., currently she is a President of the Management Board of this company. Sylwia Kobyłkiewicz has completed a number of

training courses organised by the Ministry of Finance. Winner of the competition of the Minister of Finance on income tax harmonisation in the light of the principles arising from EU directives.

Ms. Agnieszka Terlikowska-Kulesza – Member of the Supervisory Board of Energa SA

Ms. Agnieszka Terlikowska-Kulesza is a graduate of the Faculty of Agriculture of the Warsaw University of Life Sciences and postgraduate studies at the Warsaw School of Economics in finance and European economic and legal relations. In 1997, she started work at the Ministry of State Treasury, in the Department of Commercialisation and Direct Privatisation in the Tender Privatization Team. Between September 1997 and June 2002, she worked for the Privatisation Agency as the chief specialist and then as the Section Manager in the Tender Team. During that period, she oversaw and executed privatisation projects, verified economic and financial analyses and valuations of privatized companies with State Treasury holdings. Between July 2002 and June 2016, she was the chief specialist in State Treasury-owned corporate supervision departments at the State Treasury Ministry. She supervised companies from the ceramic, construction and vehicle transportation industries. In 2009–2016, she supervised chemical sector companies, including companies from Grupa Azoty S.A. From July 2016 to November 2019, she was employed as the chief specialist at the Energy Ministry where she supervised strategic companies in the mining sector (KGHM Polska Miedź S.A., PGNiG S.A.). Since December 2019 she has been the chief specialist in the Department of Supervision II at the Ministry of State Assets, where she performs ownership supervision and prepares ownership decisions in relation to supervised companies with State Treasury holdings. She gathered additional experience by serving in 2001–2016 in supervisory bodies of companies with State Treasury holdings such as: “Chłodnia Szczecińska” Sp. z o.o., Zakłady Ceramiczne “Bolesławiec” w Bolesławcu Sp. z o.o., Przedsiębiorstwo Komunikacji Samochodowej w Białymstoku SA, Przedsiębiorstwo Robót Drogowych Sp. o.o. w Mielcu, Przedsiębiorstwo Elektryfikacji i Robót Instalacyjnych “ELTOR-Warszawa” Sp. z o.o. w Wołominie. Since 2016, she has been a member of the Supervisory Board of ENERGA S.A. She has completed numerous trainings, including evaluating investment projects, company finances, valuations of capital companies.

Ms. Anna Barbara Ziobroń - Member of the Supervisory Board of Energa SA

Ms. Anna Ziobroń is a graduate of the Cracow University of Technology, where she completed a course in transport management and marketing, and holds a degree in IT and telecommunications systems from the University of Information Technology and Management. In addition, she completed the Executive MBA course at the IAE Aix-Marsellie Graduate School of Management. She has gained more than 20 years of professional experience in specialised and managerial positions in the private sector and in her own business. She also has extensive professional experience in local government administration, which she was involved with for 6 years. In 2017, she joined ENERGA S.A. as Marketing and Communications Director. At PKN ORLEN S.A., she held the position of Director of Sports Marketing, Sponsorship and Events Office, where she was responsible for developing the Group’s sponsorship strategy and segment-based management of sponsorship across the ORLEN Group at home and abroad. Currently, she is the Sport Marketing and Sponsorship Director in ORLEN Unipetrol Group. In parallel, since 2020, she has been on the Management Board of HC VERVA Litvinov, where in 2022 she took up the position of President of the Management Board.

She is a winner of many awards, including MP Power 2019 and the Polish Congress Patrons 2020.

Ms. Agnieszka Sylwia Żyro - Member of the Supervisory Board of Energa SA

Ms. Agnieszka Żyro is a graduate of the Academy of Bydgoszcz (currently the Kazimierz Wielki University in Bydgoszcz), majored in administration and MBA at the Poznań University of Economics and Business. Also graduated from post-graduate studies in accounting, economic analysis and controlling (Poznań University of Economics and Business) and integrated IT systems (Kozminski University), as well as the Human Capital Management Academy at IBD Business School Sp. z o.o. A

manager with many years of experience, especially in the field of managing energy companies. At the beginning of her professional career she worked for ENEA Serwis sp. z o.o. (1998-2017), where she developed the HR area and then became the Vice President of the Management Board for Human Resources. Since April 2017, the President of the Management Board of ENERGA Logistyka sp. z o.o. and since March 2018 the President of the Management Board of ANWIL S.A., a company of the ORLEN Group.

None of the above members of the Supervisory Board are engaged in any activities competitive to the business of Energa SA, participate in any competitive company as a partner of a partnership or as a member of a body of a corporation, or participate in any other competitive legal person as a member of its corporate bodies, neither is any of them listed in the Registry of Insolvent Debtors maintained pursuant to the Act on the National Court Register.