

## Biographical notes of newly appointed members of the Supervisory Board PGE Polska Grupa Energetyczna S.A. - 31.01.2024

### **Ms Elżbieta Niebisz**

Ms Elżbieta Niebisz graduated from the Warsaw School of Planning and Statistics at the Faculty of Domestic Trade and holds a Master's degree in Economics. She completed postgraduate studies at the Warsaw School of Economics in "Development and Market Management in the Electric Power Industry". In 1991, she took a course and passed an examination before the Commission of the Minister of Ownership Transformations for candidates for members of supervisory boards of companies with State Treasury shareholding. She was a lecturer at courses for candidates for supervisory board members in companies with State Treasury shareholding in the field of economic and financial issues, restructuring of commercial law companies and practical aspects of functioning of companies with State Treasury shareholding. She participated, as an examiner, in examination committees of the Minister of Ownership Transformations and the Minister of the State Treasury, at examinations for candidates for supervisory board members in companies with State Treasury shareholding.

Ms Elżbieta Niebisz has many years of professional experience, including a long career in state administration and in the electricity sector.

From 1991 to 2005, she worked at the Ministry of Ownership Transformations, the Ministry of the State Treasury and the Energy Regulatory Office, holding the position of Department Director from 1995. While working at the Ministry of Ownership Transformations and the Ministry of the State Treasury, she managed the Departments of: Corporate Governance, Capital Companies and Corporate Governance II. The scope of activities of the managed Departments included: corporate governance and exercise of rights from shares and stakes owned by the Treasury in commercial law companies. Tasks carried out in the scope of ownership supervision included companies with Treasury shareholding in the following sectors of economy: electric power, mining, fuel, shipbuilding and maritime industries, construction, health resorts, media companies, i.e. TVP and Polskie Radio and regional radios, publishing and printing, KGHM, LOT and RUCH.

In 2002-2004, while heading the Corporate Governance Department II, Ms Elżbieta Niebisz coordinated the first consolidations in the electricity sector. As a result of the merger of distribution utilities, the following concerns were created: ENEA S.A., ENERGA S.A., ENION S.A. and EnergiaPRO S.A.

Between 1998 and 2001, she worked at the newly established Energy Regulatory Office, as Director of the Licensing Department. During this period, the Department, headed by Ms Elżbieta Niebisz, prepared and issued more than 4,500 concessions for all types of energy

activities, i.e. generation, transmission, distribution and trading of electricity, heat, gas and liquid fuels.

Between 2006 and 2019, Ms Elżbieta Niebisz worked in the electricity sector, holding the following positions at Group companies of Zespół Elektrowni Pątnów Adamów Konin S.A.: President of the Management Board of the electricity trading company PAK-VOLT S.A. in Warsaw, Vice-President of the Management Board of the power plant ZE PAK S.A. in Konin, Member of the Management Board of the lignite mines PAK KWB Konin S.A. and PAK KWB Adamów S.A. She also served as a member of the supervisory boards of the Group's subsidiaries: PAK Serwis Sp. z o.o., PAK Infrastruktura Sp. z o.o., PAK Górnictwo Sp. z o.o. and Elektrownia Pątnów II Sp. z o.o.

Ms Elżbieta Niebisz held the following positions on the supervisory boards of companies: Chairperson - CPN S.A in Warsaw, POLFA Tarchomin S.A in Warsaw, KGHM Polska Miedź S.A in Lubin, ARCUS S.A in Warsaw, Vice-Chairperson - Nadwiślańska Spółka Węglowa S.A. in Tychy, PZU S.A. in Warsaw, Secretary - Polimex-Mostostal S.A. in Warsaw, Member of the Supervisory Board - Polskie Sieci Elektroenergetyczne S.A. in Warsaw, WEDEL S.A. in Warsaw, POLLENA S.A. in Nowy Dwór Maz, Zakłady Chemiczne RUDNIKI S.A. in Rudniki near Częstochowa, Kieleckie Zakłady Wyrobów Papierowych S.A. in Kielce, Kielecka Fabryka Armatyr S.A. in Kraków, Zarząd Morskiego Portu Szczecin-Świnoujście S.A.

According to the declaration submitted, Ms Elżbieta Niebisz meets the criteria for independence as a supervisory board member.

Ms Elżbieta Niebisz has stated that her activities outside PGE are not competitive in relation to activities of the Company and that she is not participating in a competitive company as a partner in a partnership, in a civil partnership or as a member of body of a capital association, and she is not participating in other competitive legal person as a member of its body.

Ms Elżbieta Niebisz has also stated that she is not registered in Register of Insolvent Debtors, being kept on the ground of Act on National Court Register dated August 20, 1997 (Dziennik Ustaw of 2019, item 1500 as amended).

### **Professor Eryk Kosiński, PhD**

Head of the Department of Public Economic Law, Faculty of Law and Administration, Adam Mickiewicz University, Poznan, Poland; Fulbright Fellow, James Baker Institute for Public Policy, Center for Energy Studies, Rice University, Houston USA (2023/2024); visiting professor at Ivan Kozedub National Air Force University, Kharkov, Ukraine; member of the Board of Directors of the Poznan Branch of the Polish Economic Society; LL. M from the University of

the State of New York, Albany, USA and Central European University in Budapest, Hungary (1992-1993); graduate of Asser College Europe, The Hague, Netherlands (1995); studied at Lourdes University, Sylvania, USA (1993-1994) and Case Western Reserve University School of Law, Cleveland, USA (1993); Santander Universidades Fellow at the Wharton School, University of Pennsylvania, Philadelphia, USA (2014);

2008-2009 President of the Military Property Agency in Warsaw; 2010-2011 Deputy Mayor of the City of Bydgoszcz; 2001-2014 lawyer; 2014-2021 legal advisor; lecturer at foreign universities (Russia, Iceland); author of numerous publications on energy law, public economic law, public finance, competition law, transport law, legal regulation of infrastructure investments, public procurement, public health law, legal regulation of free professions, gambling law, administrative proceedings.

Mr Eryk Kosiński has stated that his activities outside PGE are not competitive in relation to activities of the Company and that he is not participating in a competitive company as a partner in a partnership, in a civil partnership or as a member of body of a capital association, and he is not participating in other competitive legal person as a member of its body.

Mr Eryk Kosiński has also stated that he is not registered in Register of Insolvent Debtors, being kept on the ground of Act on National Court Register dated August 20, 1997 (Dziennik Ustaw of 2019, item 1500 as amended).

### **Ms Małgorzata Banasik**

Managing Partner of BWW Law Firm. Legal counsel with 20 years of experience in providing legal services to companies operating in the electricity, gas, district heating, RES, waste-to-energy (WtE) recovery and utilities sectors. She has also supported companies in the chemical and new technology sectors.

She has a comprehensive knowledge of the European and international energy market, including WtE, hydrogen and gas. She combines legal expertise with knowledge of the technical aspects of the projects in which she is involved.

From 2007 to 2015, she was actively involved in the liberalisation processes of the Polish gas market: creating an independent TSO, a national gas trading point (VTP) and introducing gas on the Polish Power Exchange. She implemented EU regulations into the Polish legal system, at the level of laws, regulations. She participated in the processes of unbundling of energy infrastructure and its transfer between energy companies.

In the period 2009- 2018, she was involved in the process of integration of gas markets in the Baltic Sea region, Central and Eastern Europe (CEE). She advised on projects ensuring the diversification of gas supply to Poland and the CEE region, including the construction of the

LNG terminal in Swinoujscie, the creation of a virtual and physical reversal in Mallnow, or interconnections with Denmark (Baltic Pipe) Lithuania and Slovakia.

Since 2012, she has been supporting MPEC Olsztyn in the energy transition process in the heating sector to move away from fossil fuels, including the construction of a Thermal Waste Processing Installation under the Public-Private Partnership formula. She has advised on numerous investment projects related to the construction of generation sources, including obtaining the legally required decisions and permits.

Actively involved in 2018 - 2021 in the transformation of the Ukrainian gas market and its integration with the EU, including connections to Poland, implementation of European regulations and standards. As a leader of the legal team, she co-founded the independent Ukrainian TSO.

In 2023, she advised on the unbundling process in Moldova.

She has represented the Firm's clients before the European Commission and the Energy Community on numerous occasions.

She also supports clients in capital transactions, mergers and acquisitions, transformations and restructurings.

She is currently involved in the creation of new investment opportunities under the public-private partnership (PPP) formula in the energy sector, including the RES market.

She has been recommended in THE LEGAL500 EMEA - Energy and Natural Resources for 2019-2021.

Ms Małgorzata Banasik has stated that her activities outside PGE are not competitive in relation to activities of the Company and that she is not participating in a competitive company as a partner in a partnership, in a civil partnership or as a member of body of a capital association, and she is not participating in other competitive legal person as a member of its body.

Ms Małgorzata Banasik has also stated that she is not registered in Register of Insolvent Debtors, being kept on the ground of Act on National Court Register dated August 20, 1997 (Dziennik Ustaw of 2019, item 1500 as amended).

### **Mr Andrzej Rzońca, PhD**

Professor of the Warsaw School of Economics, chair of the Department of International Comparative Studies. Member of the Advisory Council of the Centre for Social and Economic research (CASE.) Member of the Society of Polish Economists (former chair.) Economic

strategist with experience from private sector (corporate and financial industries, including hedge funds), public sector (central bank, ministry of finance), international financial institutions (World Bank, European Central Bank) and NGOs (Civil Development Forum Foundation, CASE.) Member of supervisory boards. Former member of the Monetary Policy Council in the National Bank of Poland during the sovereign debt crisis in the Euro Area and the first war in Ukraine. Repeatedly awarded for innovative research. Holder of Citibank Foundation Kronenberg Prize and Polish Academy of Sciences Fryderyk Skarbek Prize (the two most prestigious Polish awards in economics.) Research interests: growth theory, monetary economics, public finance, economic transition.

Mr Andrzej Rzońca has stated that his activities outside PGE are not competitive in relation to activities of the Company and that he is not participating in a competitive company as a partner in a partnership, in a civil partnership or as a member of body of a capital association, and he is not participating in other competitive legal person as a member of its body.

Mr Andrzej Rzońca has also stated that he is not registered in Register of Insolvent Debtors, being kept on the ground of Act on National Court Register dated August 20, 1997 (Dziennik Ustaw of 2019, item 1500 as amended).

### **Mr Sławomir Patyra, PhD**

- Doctor of Law, Professor at Maria Curie-Skłodowska University in Lublin, specialist in constitutional law and legal adviser; does not belong to any political party;
- Head of the Chair of Constitutional Law at the Maria Curie-Skłodowska University and the Centre for Parliamentary Studies at the Institute of Legal Studies of the Maria Curie-Skłodowska University in Lublin;
- Author of nearly a hundred scientific publications, including three books [The juridical status of the Prime Minister in the light of the Constitution of 2 April 1997 (Sejm publishing house, Warsaw 2002); Mechanisms for rationalising the legislative process in Poland with regard to government bills (Adam Marszałek Publishing House, Toruń 2012); Constitution of the Republic of Poland. Commentary to Article 148 (Difin Publishers, Warsaw 2024) and more than a hundred legal opinions prepared, among others, for the Sejm, the Senate, the Ministry of Culture and National Heritage, the Ministry of Justice, the Supreme Chamber of Control, the National Chamber of Legal Advisers and the Association of Polish Judges "Iustitia". Within the scope of his scientific research he specialises in the issues of law formation, parliamentary law and the system of government, with particular emphasis on the Prime Minister and the Council of Ministers;
- Member of the Board of the Polish Constitutional Law Society, the Team of Legal Experts of the Stefan Batory Foundation and Head of the Team for State Structure and Justice of the Centre for Studies and Legislation of the National Council of Legal Advisers. From 2019 to 2023

- a member of the Team of Legal Advisers for the Review of the Constitutionality of the Law by the Speaker of the Senate of the 10th term;

- In 2021, he was a joint candidate of the Civic Coalition and the Polish People's Party - Polish Coalition for the office of the Ombudsman;

- From 2013 - 2018 - member of the Supervisory Board of the Lublin Science and Technology Park S. A. From 2014 to 2018: Chairman of the Supervisory Board of this company.

Mr Sławomir Patyra has stated that his activities outside PGE are not competitive in relation to activities of the Company and that he is not participating in a competitive company as a partner in a partnership, in a civil partnership or as a member of body of a capital association, and he is not participating in other competitive legal person as a member of its body.

Mr Sławomir Patyra has also stated that he is not registered in Register of Insolvent Debtors, being kept on the ground of Act on National Court Register dated August 20, 1997 (Dziennik Ustaw of 2019, item 1500 as amended).

### **Mr Andrzej Sadkowski**

Mr Andrzej Sadkowski was born and raised in the United States of America, where he graduated from Tufts University in Boston with a Bachelor of Arts degree in International Relations and Political Science. He came to Krakow in September 1989, where he completed a one-year programme at the Institute of Polonia Research of the Jagiellonian University. In addition, he graduated from the University of Illinois at Urbana-Champaign with a Master of Business Administration degree and from the University of Warsaw, where he obtained a Master's degree in Management and Marketing.

In the period from August 1990 to October 1994, he was associated with the Office of the Government Plenipotentiary for Ownership Transformations, the Ministry of Ownership Transformations and the Ministry of the State Treasury, acting, inter alia, as Plenipotentiary of the Minister of Ownership Transformations for Polonia and Deputy Chairman of the Ownership Transformations Foundation.

Between 1992 and 1995, he was the co-founder and Deputy Chairman of the State Agency for Foreign Investment (PAIZ).

In the period 1998-2000, Andrzej Sadkowski took an active part in the creation and implementation of pension reform, as an advisor to the World Bank, Director of the Task Team for the Implementation of Pension Reform and Advisor to the President of the Social Insurance Institution (ZUS).

Over the course of more than 30 years, Andrzej Sadkowski has held various management positions, including as President of the Management Board of Lottomerkury Sp. z o.o. and President of the Management Board of Towarzystwo Ubezpieczeń na Życie SAMPO S.A.. During the same period, he was a member of the supervisory board of, among others, NFI Kazimierz Wielki S.A., Nafta Polska S.A., PTE Sampo S.A., PTE Norwich Union S.A., Polskie Przedsiębiorstwo Wydawnictw Kartograficznych S.A. and Gerlach S.A.

For more than 20 years an entrepreneur in the medical-pharmaceutical industry and an investor.

Privately married for over 27 years, father of four children. Passionate about travelling and cooking.

Mr Andrzej Sadkowski has stated that his activities outside PGE are not competitive in relation to activities of the Company and that he is not participating in a competitive company as a partner in a partnership, in a civil partnership or as a member of body of a capital association, and he is not participating in other competitive legal person as a member of its body.

Mr Andrzej Sadkowski has also stated that he is not registered in Register of Insolvent Debtors, being kept on the ground of Act on National Court Register dated August 20, 1997 (Dziennik Ustaw of 2019, item 1500 as amended).

### **Mr Andrzej Kozyra**

Master's degree in law at the Faculty of Law and Administration of the Jagiellonian University - academic title obtained as a result of completing 5-year full-time Master's studies and defending his Master's thesis in 2003. Advocate and since 2008 the owner of a law firm - Kancelaria Adwokacka Andrzej Kozyra. He is also registered on the list of legal advisors kept by the Regional Chamber of Legal Advisors in Krakow. He has nearly 20 years of experience in providing legal assistance. He specialises in strategic legal advisory for private and public business entities, e.g. in projects related to the implementation of the investment process and in advising bodies of companies or cooperatives, including support for their supervisory boards. He served as a member of the supervisory board of a capital company for nearly 10 years. He provides legal assistance to a leading telecommunications operator. He has advised on and participated in amendments to the law on the investment process, participating, among others, in meetings of dedicated parliamentary committees or providing opinions on draft legislation. He has been a speaker and participated in many trainings, conferences and workshops on the investment process, commercial law, cooperative law, labour law, local government and administration and mediation. Experienced in managing a legal team. Author of a number of cassation appeals upheld by the Supreme Administrative Court in Warsaw,

including cases where the Supreme Administrative Court adopted resolutions in a 7-member composition. Participated in legal support in a multi-billion dollar transaction involving the sale of an organised part of an enterprise between telecommunications operators, including the sale of passive telecommunications infrastructure.

Mr Andrzej Kozyra has stated that his activities outside PGE are not competitive in relation to activities of the Company and that he is not participating in a competitive company as a partner in a partnership, in a civil partnership or as a member of body of a capital association, and he is not participating in other competitive legal person as a member of its body.

Mr Andrzej Kozyra has also stated that he is not registered in Register of Insolvent Debtors, being kept on the ground of Act on National Court Register dated August 20, 1997 (Dziennik Ustaw of 2019, item 1500 as amended).