

### **Piotr Szymanek**

Graduated from the Faculty of Law and Administration at the University of Warsaw, is a legal counsel and completed postgraduate studies in Company Management on the European Market at the Warsaw School of Economics.

He is a lawyer and manager with extensive experience in management and restructuring of enterprises, including utility companies. He began his professional career as a legal counsel at Polski Bank Inwestycyjny SA and PZU SA. Then he served as Director of the Legal Division at Bank Współpracy Europejskiej and Polskie Sieci Energetyczne. From 2008 to 2013, he served as Vice President and Acting President of Polska Grupa Energetyczna S.A. where he was in charge of the group's consolidation and listing the company on the Warsaw Stock Exchange. Then, until 2016, he served as a Management Board member at Krajowa Spółka Cukrowa SA, where he was responsible for strategy and social dialogue. He also runs his own legal practice serving major players in the financial and construction sectors. Since 2019, he has worked as a legal counsel for the Marshal's Office of Mazowieckie Voivodship, serving the Departments of Corporate Governance, Investments and Digitalization. He handles key litigation for the Mazowieckie Voivodship Office. He served as a member and chairman of the Supervisory Boards of large companies in the utilities, food and medical sectors: PGE SA, PGE GIEK SA, PGE OBRÓT SA, Stoisław SA, Voivodship Hospital in Siedlce, and liquidator of the Mazovia Administration Center. He specializes in commercial law and new technology law.

According to the submitted statement, Mr. Piotr Szymanek 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. Piotr Szymanek is not listed in the Register of Insolvent Debtors kept pursuant to the National Court Register Act.

### **Monika Starecka**

She has served as Director of the Finance Division at Szybka Kolej Miejska Sp. z o.o. with its registered office in Warsaw. She supervises the areas of accounting, controlling, obtaining EU funds and accounting for them. Participates in activities aimed at improving the efficiency of the Company's operations and accelerating its growth.

Since 2019, she has been running a consulting company, Equinox Consulting, involved in providing financial and operational consulting services, soft skills training, coaching and mentoring sessions for business persons and members of governing bodies in various companies.

From 2014 to 2018, Monika Starecka served as a Management Board member and Chief Operating Officer at EY Poland (formerly Ernst & Young). She was in charge of all areas of business support: finance, marketing, human resources management, IT, legal, procurement, asset management and administration. She also participated in projects aimed at improving operational efficiency, boosting inclusiveness, supporting the development of women, increasing employee satisfaction and improving internal customer service.

From 2010 to 2014, she served as a Management Board member and Chief Financial Officer of the SMYK Group. She oversaw 15 companies based in 10 countries. She was responsible for the areas of finance, legal and internal control in all member companies of the SMYK Group based in Poland, Germany, Russia, Turkey, Ukraine, Romania, Czech Republic, Switzerland, etc. She was involved in the execution of various acquisition projects in Europe.

From 2008 to 2010, she served as Chief Financial Officer at Telepizza Poland. She was in charge of the areas of finance, human resources management, IT, investments and occupational safety and health in Telepizza's own and franchised restaurants and plants.

From 2002 to 2008, Monika Starecka worked as Director of the Finance Department at Vattenfall Heat Poland (formerly Elektrociepłownie Warszawskie). Moreover, she was a member of the project team dealing with the restructuring of the following areas: procurement, sales, strategic planning, non-productive asset management, finance and cash management.

From 2001 to 2002, she served as Chief Financial Officer at RTC Poland, an advertising agency filling a market niche.

From 1996 to 2000, she worked as an Experienced Consultant – Project Manager at Arthur Andersen in the Audit and Business Advisory Departments. Most of her clients were companies from the utilities and fuel sectors.

Since 2003, Monika Starecka has been a certified auditor. She holds an International Coach certificate issued by the International Coaching Community (ICC).

She earned a Master's degree from the Faculty of Management at the University of Warsaw, a postgraduate degree in Human Resources Management from Jagiellonian University and an Advanced Leadership and Management Programme from Oxford University.

According to the submitted statement, Ms. Monika Starecka 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. Monika Starecka is not listed in the Register of Insolvent Debtors kept pursuant to the National Court Register Act.

### **Michał Gniatkowski**

Graduated from the Faculty of Law and Administration at the Adam Mickiewicz University in Poznań (wrote his Master's thesis on "Redemption of shares and stocks" under the supervision of Professor S. Sołtysiński).

Legal counsel (since 2006) with experience earned in reputable law firms and consulting companies ("Big Four"), legal departments of corporations with foreign capital (food industry, timber industry), active participant in the work of chambers of commerce (supervisory body member in one such chambers) and business clubs. Arbitrator of the Court of Arbitration at the Wielkopolska Region Business Chambers and Organizations.

Completed the Postgraduate Program in Sports Marketing at the Warsaw School of Economics where he later taught.

Member of the Board of the Wielkopolska Region Football Association and the Club Licensing Commission of the Polish Football Association.

Member of the Program Council of the Institute for the Development of Sports Infrastructure.

Cooperated with public sector entities, including in the following areas: training, public aid regulations and entity transformations.

Author and co-author of scientific publications.

### **Zbigniew Szymczak**

He is a manager with extensive experience in running service, production and commercial companies in the utilities, construction chemicals, timber and municipal sectors, including those with an equity stake held by the State Treasury. He has over 35 years of professional experience in developing comprehensive strategies for the development and restructuring of companies and for the optimization of processes to improve their profitability. He has created and implemented strategies for business development, sales to new markets, technological innovation and acquiring EU funds.

As President of the Wielkopolskie Elektrownie Wiatrowe i Wodne Sp. z o.o. Management Board, he oversaw business development of 22 MW and 96 MW wind farm construction projects.

Recently, he has been engaged in strategic consulting in the utilities and renewables sectors, including for companies involved in the construction of photovoltaic and wind farms and municipal biogas-fired plants.

He was the initiator and long-term coordinator of the “Green Energy – Konin” Energy Cluster. He authored and implemented the concept of a municipal multi-utility company which resulted, among other outcomes, in the construction of the largest photovoltaic farm in the water supply and sewage removal sector in Poland with a capacity of 2.18 MW at PWiK Sp. z o.o. in Konin (feasibility study, financial assembly, implementation and settlement of the project).

Co-author of the solution and co-author of the patent application entitled “Use of fly ash from the Pątnów Power Plant for mineral-asphalt mixtures for the binder layer and asphalt pavement substructure layer.”

He graduated from the Adam Mickiewicz University in Poznań where he earned his Master’s degree in political science, having majored in journalism. He also completed Postgraduate Studies in Local Government and Local Development at the University of Warsaw. Subsequently, as part of his postgraduate studies, he expanded his knowledge of economics and strategic business planning at the Poznań University of Economics and Business.

According to the submitted statement, Mr. Zbigniew Szymczak 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. Zbigniew Szymczak is not listed in the Register of Insolvent Debtors kept pursuant to the National Court Register Act.

## **Ewa Bagińska**

She graduated in law from the Nicolaus Copernicus University in Toruń, earned her doctorate and habilitation in civil law, and in 2015 the title of professor of legal sciences. She completed her judicial training in 1997. In 1995, she began her academic and research work at the Department of Civil Law and International Business of the Nicolaus Copernicus University in Toruń, first as an assistant lecturer, then as an assistant professor and then as an associate professor. Since 1 April 2007, she has worked at the Department of Civil Law of the University of Gdańsk, which she has been heading since 2012. She completed 6-months of studies at Utrecht University in 1994, a Fulbright Foundation Fellowship in 1998-1999 and a NATO Advance Science Fellowship in 2000-2001 at the Columbus School of Law of the Catholic University of America in Washington, D.C.

She specializes in liability law, insurance law, consumer law and State Treasury liability law, and has acquired significant academic and practical achievements. He has extensive experience as an expert witness for the State Treasury in international arbitration disputes and as an expert witness in international and national disputes. Having been involved in expert cooperation with the Polish Insurance Association, in 2012 she was elected to the Best Practice Council of the Polish Insurance Association.

She was a member of the former Civil Law Codification Commission and earlier of various teams within the Civil Law Codification Commission (2007-2010). She was a member of the State Committees for Legal Professional Examinations, the General Council of Higher Education (2010-2013) and the Legal Sciences Committee at the Polish Academy of Sciences (2015-2019).

Editor-in-chief of “Wiadomości Ubezpieczeniowe” [Insurance News], a member of the editorial board of “Państwo i Prawo” [State and Law]. Member of the International Academy of Comparative Law (Vice-President of the Board of Directors), the European Group of Tort Law, the European Law Institute (member of the Scientific Council), the European Center for Tort and Insurance Law and the Association of European Contract Law.

She has extensive experience in academic and teaching work. She has authored over 200 Polish and foreign publications in the fields of Polish and comparative civil law, including 7 Polish and foreign monographs. She has supervised young scholars (12 doctorates under her supervision, reviews in more than a dozen postdoctoral dissertations, more than 20 doctoral dissertations, reviews in procedures for granting the title of professor).

From 2001 to 2023, she participated in more than a dozen international projects funded by the Austrian Academy of Sciences, the Swiss National Foundation (SNF) and the EU Commission, resulting in various foreign publications, she also headed or executed research projects under NCN grants and an implementation project entitled Development of Road Innovations (NCBiR and GDDKiA, leader: Gdańsk University of Technology).

According to the submitted statement, Ms. Ewa Bagińska 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. Ewa Bagińska is not listed in the Register of Insolvent Debtors kept pursuant to the National Court Register Act.