

Grzegorz Kinelski

Manager with thirty years of experience in the energy sector, obtained among others in public companies. Expert in energy, economics and corporate management. Electrical engineer, doctor of economic sciences specializing in energy and gas trade.

He began his career in the energy industry in 1994 at Górnośląski Zakład Energetyczny (Upper Silesia Power Company). Subsequently, Mr. Kinelski worked in key management positions, for Vattenfall (2000-2010), Tauron (2010-2013), Enea (2013-2016), PKP Energetyka (2017-2018) and Veolia Group (2018-2024), serving in the latter as a member of the management board of Veolia Energy Contracting Poland. He has extensive experience in corporate restructuring, implementation of strategies and management of complex projects and organizations. Significant achievements of Mr. Kinelski include the implementation of the strategy for the trading and customer service areas and the establishment and centralization of energy and gas trading in the Veolia Group, the centralization of energy and fuel trading and the creation of a shared services centre and the strategic acquisitions function in the Enea Group, the creation of energy trading and sales structures in PKP Energetyka (currently PGE Energetyka Kolejowa), as well as a number of implementation projects in the energy and gas area, optimization and creation of diverse sales and customer service channels.

Mr. Kinelski received a degree in electrical engineering from the Faculty of Electrical Engineering at the Silesian University of Technology in Gliwice, and a master's degree from the Faculty of Organization and Management of the same university, the management and marketing course (majoring in business management). In addition, he completed a Master of Business Administration (MBA) program at the Dominican University in Chicago, an international management and marketing course at Brno University of Technology, management and finance studies at the University of Economics in Katowice, as well as postgraduate studies in financial management and project management. He received the Doctor of Economic Sciences degree from the University of Szczecin.

A practitioner who integrates many years of professional experience with academic study. University lecturer, assistant professor at the Department of Management at the WSB University in Dąbrowa Górnicza. Author of more than 50 scientific publications on the topic of economics, management and quality. His research interests include processes related to sustainable development and decarbonization in the context of changes in efficiency and competitiveness of energy companies, as well as management of an organization with the use of cognitive technologies, networking and mobility.

President of the Management Board of PAEE, the Polish affiliate of the International Association for Energy Economics, a Cleveland-based organization of energy sector experts. He is a member of the Institute of Electrical and Electronics Engineers (IEEE), a New York-based international scientific and technical organization of professionals associated with the electrical and electronics industry and related areas. He is a member of the Polish Electricity Association, the Energy Trading Society and the Polish Economic Society.

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

Bartosz Krysta

Mr. Krysta is a PhD and an expert with 27 years of experience in developing trading and sales in energy companies. He specializes in district heating, asset optimization, portfolio management, wholesale electricity and related instruments, as well as controlling and risk management.

He began his career in 1997 at Górnośląski Zakład Energetyczny (Upper Silesian Power Company). Throughout his career, he set the directions of development of the trading and sales function in key companies in the energy market such as Vattenfall, Tauron, Enea and Veolia.

From 2001 to 2012, he worked for Vattenfall Sales Poland, holding management positions in controlling and sales portfolio and pricing. From 2012 to 2014, he headed the Valuation and Risk Measurement Office at Tauron Polska Energia, where he was responsible for implementing and developing an innovative trading risk measurement and control system.

From 2014 to 2016, he served as Member of the Management Board for Portfolio Management and subsequently as President of the Management Board at Enea Trading, directing the company's strategic and operational management. From 2017 to 2018, in Zarmen Energia he served as President of the Management Board and Managing Director, creating from scratch a trading organization for wholesale electricity transactions and transactions in related instruments.

From 2019 to 2024, he worked for the Veolia Group. At Veolia Energia Warszawa, he served as Management Board Member and Commercial Director. There, he was responsible for creating the concept and implementing the integration of trading areas across the Veolia Group, organizing and automating the connection process, as well as implementing risk management tools and developing commercial activities in respect to district heating projects and products.

Mr. Krysta is a graduate of the Silesian University of Technology and postgraduate courses in management of an electricity trading and distribution company. He received his doctoral degree in economics in 2010 from the Faculty of Finance and Insurance at the University of Economics in Katowice. He holds domestic and foreign certificates of training programs in energy, finance and management practices.

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

Marek Lelaćko

Mr. Lelaćko is an economist with many years of experience in strategy, finance and controlling. He is a practitioner in managing large and diverse teams and complex organizational structures, an expert in the areas of accounting, finance and controlling, and in developing and

implementing strategies, building management information systems, restructuring, reorganization, automating processes and managing projects.

He gained experience working for the international concern Vattenfall, cooperating with the CVC Capital Partners investment fund (investment in PKP Energetyka), and holding key positions in Polish power industry groups.

From 1998, he worked for more than 10 years for Vattenfall Distribution Poland, where he managed, among others, the controlling function. From 2009 to 2014, he worked for Tauron Dystrybucja as director of the Controlling Department, and acting director of the Finance and Accounting Department. From 2014 to 2016, he was the Management Board Member responsible for Financial Matters at Enea Operator, where he headed, among others, the finance, insurance, risk management, IT and logistics areas. From 2016 to 2024, he worked for PKP Energetyka (currently PGE Energetyka Kolejowa), where he headed the Controlling Department for more than 6 years and subsequently he supervised the energy sales area and the implementation of the Green Railway strategy.

Mr. Lełątko graduated from the Finance and Banking Faculty at the University of Economics in Katowice (specializing in accounting). He completed the Executive MBA program at the Stockholm University School of Business and the Cracow University of Economics. He also completed post-graduate studies in Corporate Finance Management at the University of Economics in Katowice and the CGMA Finance Leadership Program training (as part of his CIMA certification).

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

Dalida Gepfert

Ms. Gepfert is a manager with solid experience in management: building and restructuring organizations, implementing IT systems and improving the quality of services to customers across the entire value chain of the energy industry (generation, distribution, wholesale and retail).

She has been responsible for organizational processes, building the competencies of her colleagues, developing a knowledge- and accountability-based organizational culture, and for projects driving business efficiency and environmental transformation.

As an experienced leader with practical knowledge of finance, she is known for building transparent and sustainable business and social relations in Poland and internationally.

She started her professional career at Górnośląski Zakład Energetyczny (Upper Silesian Power Company). She gained experience in the Vattenfall Group (responsible, among other things, for the finance and controlling function in Group companies from 2000 to 2010), the PZU Group (managing the financial and accounting shared services centre from 2010 to 2013, as Director of the PZU Group's Shared Services Unit) and the Enea Group (serving as Vice President for

Finance from 2013 to 2016, responsible for the finance and controlling, risk management, insurance and IT functions).

From 2017, she oversaw the finance function at Veolia Energia Poznań, and from 2019 to 2022 she served as the company's president, overseeing strategic projects and change management. From 2022 to 2023, she was president of Veolia Energy Contracting Poland, responsible for, among other things, sales of energy, gas and heat and fuel logistics for the Veolia Group.

Ms. Gepfert is a graduate of the Finance and Banking Faculty of the University of Economics in Katowice. She completed an Executive MBA course at Stockholm Business School and the Cracow University of Economics. She also holds a diploma from Ernst & Young Academy of Business, IFRS and the title of Certified Public Accountant (CPA).

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