

Ms. Ewa Bagińska

She graduated in law from the Nicolaus Copernicus University in Toruń (“UMK”), 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 UMK’s Department of Civil Law and International Business, first as an assistant lecturer, then as an assistant professor and then as an associate professor. Since 2007, she has headed the Department of Civil Law of the University of Gdańsk.

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 and consumer law, among others. She boasts a significant body of academic and practical work in the field of State Treasury liabilities. She is an experienced expert witness for the State Treasury in international arbitration disputes as well as an expert in international and domestic disputes for large companies. She has served on the Commission for Legal Professional Examinations, has been a member of the Chief Council of Higher Education and a member of the Legal Sciences Committee at the Polish Academy of Sciences.

She has extensive experience in academic and teaching work. She has authored over 230 Polish and foreign publications in the fields of Polish and comparative civil law. She has supervised over a dozen doctoral candidates in law. She is the editor-in-chief of “Wiadomości Ubezpieczeniowe” and a member of the editorial board of “Państwo i Prawo.” 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 participated in more than a dozen international projects funded by the Austrian Academy of Sciences, the Swiss National Foundation (SNF) and the EU Commission, she has 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). She is currently a member of the Civil Law Codification Commission and serves on the Scientific Council of the Financial Ombudsman.

From January 2024 until the end of her term in 2026, she served as Chairwoman of the Enea S.A. Supervisory Board.

According to her representation, 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.

Ms. Monika Bartoszewicz

Core competencies:

- expert knowledge of Polish Accounting Standards (PAS) and International Financial Reporting Standards (IFRS),
- knowledge of financial statement auditing procedures,
- knowledge of the functioning of the internal audit function and controls,
- knowledge of laws and regulations applicable to public companies in Poland,
- experience in auditing the financial statements of the largest public companies with significant State Treasury shareholdings,
- experience in admission to trading of securities issued by companies listed on the Warsaw Stock Exchange.

Education:

Since 2004 – Certified Auditor – Polish Chamber of Certified Auditors,
1996-1997 – Executive MBA Program University of Bristol, Bristol, UK & École nationale des ponts et chaussées, Paris, France,
1989-1994 – Master's degree, Warsaw School of Economics, Foreign Trade Department.

Languages: Polish – native; English – fluent; Russian – advanced.

Professional experience:

1994-2020 – KPMG Polska
2007-2020 – Partner
2014-2019 – Management Board Member
2014-2019 – Head of the General Audit Department
2010-2014 – Head of the Industrial Goods unit in the General Audit Department

Other activities:

- Member, initiator and co-founder of KPMG Audit Committee Institute in Poland,
- Co-founder of the technical unit of KPMG Polish Professional Practice Desk,
- Member of the KPMG Polish Capital Market Group unit.

2007-2011 – Polish Chamber of Certified Auditors, Warsaw branch – Board Member,

- Since 2025, he has served as a member of the Enea S.A. Supervisory Board.

According to her representation, Ms. Monika Bartoszewicz does not conduct any activity in any form that would compete with that carried out by 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, nor does she participate in any competing legal person as member of its governing body.

Ms. Monika Bartoszewicz is not listed in the Register of Insolvent Debtors kept pursuant to the National Court Register Act.

Ms. Monika Starecka

Since 2024, she has held the position of Director of the Finance Division at Polskie Koleje Państwowe S.A. She is responsible for overseeing the financial and management reporting of the Company and the PKP S.A. Group as well as for accounting, planning, liquidity management (including debt collection), securing financing, the Company's insurance, and cooperation with financial institutions, rating agencies, tax offices, auditors, advisors and suppliers.

Since 2024, Ms. Monika Starecka has served as a member of the Enea S.A. Supervisory Board and the PKP Cargo S.A. Supervisory Board. She was temporarily seconded to serve as acting President of the PKP Cargo S.A. Management Board, Member of the PKP Cargo S.A. Management Board in charge of Finance, President of the Enea S.A. Management Board and Vice-President of the Enea S.A. Management Board in charge of Corporate Matters.

From 2019 to 2024, she served as Head of the Finance Division at Szybka Kolej Miejska Sp. z o.o. in Warsaw. Her responsibilities included overseeing the preparation of financial statements, accounting, tax settlements, planning, controlling, securing financing and the Company's insurance.

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, Ms. 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.

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, Czechia and Switzerland.

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, Ms. Monika Starecka worked as Director of the Finance Department at Vattenfall Heat Poland (formerly Elektrociepłownie Warszawskie). She was a member of the project team dealing with the restructuring of the following areas: procurement, sales, strategic planning, 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.

Ms. Monika Starecka holds a certified auditor's license. She holds an International Coach and Team Coach certificate issued by the ICC (International Coaching Community) and has completed a mentoring course organized by Norman Bennett.

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 her representation, Ms. Monika Starecka does not conduct any activity in any form that would compete with that carried out by 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, nor does she 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.

Mr. Michał Cebula

Mr. Michał Cebula holds a master's degree in economics from the Faculty of Economics and Management at the University of Szczecin, having majored in human resource management. Moreover, he earned his bachelor's degree in German studies – language assistance, postgraduate studies in sports management, MBA studies at the Poznań School of Commerce and Services and postgraduate studies in coaching at the Warsaw School of Economics. He served in various roles, including as Deputy Director of the Department of Education and Sports at the County Office in Wałcz and the Marshal's Office of Zachodniopomorskie Voivodship.

Since 2017, he has been involved in the power sector. At Enea Operator, he began his professional career as an advisor to the company's Management Board, and then, until

December 2018, as Director of the Logistics and Procurement Department. From January 2019, he served as a logistics advisor to the Management Board.

From June 2019 to September 2025, he served as Enea Operator's Vice-President for Human Resources (the function he held as a representative of the company's employees).

Since December 2025, he has served as a member of the Enea S.A. Supervisory Board.

According to his representation, Mr. Michał Cebula 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. Michał Cebula is not listed in the Register of Insolvent Debtors kept pursuant to the National Court Register Act.

Mr. Adam Grzebieluch

Mr. Adam Grzebieluch holds a PhD in economic sciences with a focus on management. He completed the Master's degree in economics, specializing in accounting and finance, as well as engineering studies at the West Pomeranian University of Technology in Szczecin.

He is an experienced manager with expertise in sales, planning, financial reporting, controlling, corporate restructuring and project management.

He began his career in 1994 at Powszechna Kasa Oszczędności Bank Polski S.A, where he progressed from Inspector and Chief Accountant to Branch Deputy Director and Director and to Deputy Director and Director of the Regional Corporate Branch. From 2004 to 2008 he was Deputy Director and Director of the Regional Corporate Branch, responsible for organizing and overseeing subordinate units in the corporate banking and trade finance segment.

From 2008 to 2015 he served as Vice-President of the Management Board of Bank Ochrony Środowiska S.A. In this role, he oversaw support functions, accounting, settlements, IT as well as financial and operational risk. He also supervised the Central IT System Office and the Project Office, leading complex projects and implementations of IT and clearing systems in the bank. During his tenure, he served as Chair of the Investments and Costs Committee, Deputy Chair of the Operating Risk Committee and the Asset and Liability Committee. Later in his career, he was President of the Management Board of Poczta Polska Usługi Cyfrowe Sp. z o.o. „Envelo”, and an advisor to the Management Board of Poczta Polska S.A.

He currently works at the Ministry of State Assets as the Director of the Department of Economic Analyses.

He has over a decade of experience as Chair or Deputy Chair of supervisory boards of various joint stock companies. In 2000-2025, he served on the supervisory boards of Dom Maklerski Banku Ochrony Środowiska, Zachodniopomorski Regionalny Fundusz Poręczeń

Kredytowych, Zakłady Chemiczne „Police” S.A., Zakład Wodociągów i Kanalizacji Sp. z o.o., Fosfan S.A., BPS Leasing S.A., Szczecińskie Przedsiębiorstwo Autobusowe „Klonowica” Sp. z o.o. and other companies.

Throughout his career, he has completed dozens of specialist training courses in finance, accounting, risk, project review and evaluation, management, law, and other.

According to his representation, Mr. Adam Grzebieluch 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. Adam Grzebieluch is not listed in the Register of Insolvent Debtors kept pursuant to the National Court Register Act.

Mr. Michał Kosmalski

Graduated from the Faculty of Telecommunications, Computer Science and Electrical Engineering at the Bydgoszcz University of Technology, having majored in Electrical Engineering, and of the Faculty of Mining and Geology at the Silesian University of Technology, having majored in Management and Production Engineering. He completed his postgraduate studies at the Manager’s Academy of the Poznań School of Banking and an MBA program at the Toruń School of Banking.

He has been professionally associated with the Enea Group (and its legal predecessors) since 1990. He has followed a full career path – from operational and technical positions to key managerial and executive roles. Currently serves as Distribution Region Director in Świecie.

A member of the Association of Polish Electrical Engineers (SEP). He is licensed to serve on the supervisory boards of companies with State Treasury shareholding.

According to his representation, Mr. Michał Kosmalski 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. Michał Kosmalski is not listed in the Register of Insolvent Debtors kept pursuant to the National Court Register Act.

Mr. Mariusz Romańczuk

A mining engineer, graduated from the Faculty of Mining and Geoengineering of the AGH University of Science and Technology in Kraków with a B.Sc. degree in Mineral Deposit Mining and a M.Sc. degree in Underground Mining. He completed an Executive Master of Business Administration program at the Institute of Economic Sciences of the Polish Academy

of Sciences and a postgraduate program in Mining Enterprise Value Management at the AGH University of Science and Technology in Kraków.

He has spent his entire professional career at Lubelski Węgiel Bogdanka S.A., the company he joined in 1989. He has followed a full career path – from an entry-level employee to Technical Director and Management Board Representative for Production. He currently serves as Chairman of the Inter-Company Organization of the Solidarity Trade Union.

From 2017 to 2020, he was a member of the Lubelski Węgiel Bogdanka S.A. Supervisory Board elected by employees. Since 24 June 2022, he has served as a member of the Enea 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. Michał Robert Toruń

Graduated from the Faculty of Mining and Geoengineering of the AGH University of Science and Technology in Kraków, having majored as an M.Sc. in Underground Mining. He also completed postgraduate studies at the AGH University of Science and Technology in Mining Enterprise Value Management.

Since 2006, he has been associated with Lubelski Węgiel Bogdanka S.A., where he has gained experience in operational supervision roles in the coalface and mining divisions. In 2018, he was entrusted the position of head foreman. He currently serves as the Head of the Underground Production Planning Department.

He boasts extensive experience in underground mining, production process organization, supervision of mining operations and production planning. Throughout his professional career, he has completed a number of industry-specific courses, having developed his technical, organizational and managerial skills. He is also experienced in working with teams and coordinating activities that require responsibility, organizational discipline and detailed knowledge of the mining sector.

According to his representation, Mr. Michał Robert Toruń 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. Michał Robert Toruń is not listed in the Register of Insolvent Debtors kept pursuant to the National Court Register Act.

Mr. Marcin Zieliński

Director of Sales and Development at Makarony Polskie S.A. and President of the MP Trade sp. z o.o. Management Board (Makarony Polskie Group). In the Company, he is responsible for sales, exports, business development, M&A projects and the supervision and operations of subsidiaries. Previously, he ran his own business providing consulting services.

From 2012 to 2015, he served as Vice-President of the Agencja Rozwoju Przemysłu S.A. Management Board, and from 2008 to 2012 as Director of the Department of Ownership Supervision and Privatization at the Ministry of the State Treasury. He has also worked at the Polish Financial Supervision Authority, the Ministry of Labor and Social Policy and PKO BP Brokerage House. From 2008 to 2014, he served on the supervisory boards of companies supervised by the State Treasury and ARP S.A., including as Chairman of the PGE Polska Grupa Energetyczna S.A. Supervisory Board from 2008 to 2013.

He is a graduate of the Faculty of Law at the University of Warsaw, Postgraduate Studies in Finance at the Warsaw School of Economics (SGH) and an Executive MBA from the Gdańsk Foundation for Management Development, the University of Gdańsk and the Rotterdam School of Management at Erasmus University.

He also serves as Vice-President of the Board at the Polish Chamber of Pasta, which is an industry organization of pasta manufacturers in Poland, and represents the Chamber in the Union des Associations de Fabricants de Pâtes Alimentaires de l'Union Européenne (UNAFPA).

According to his representation, Mr. Marcin Zieliński 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. Marcin Zieliński is not listed in the Register of Insolvent Debtors kept pursuant to the National Court Register Act.