

# The Supervisory Board of Enea SA in 2017

## Composition of Enea SA Supervisory Board

On 27 December 2017, the Company received the notice of resignation of Ms Małgorzata Niezgoda from her function of Enea SA Supervisory Board Member effective as of 27 December 2017. Until that time, Ms Małgorzata Niezgoda had acted in her capacity as the Chairwoman of the Company's Supervisory Board. On 28 December 2017, the Extraordinary General Meeting of Shareholders of Enea SA passed a resolution on appointing Mr Stanisław Kazimierz Hebda a member of the Company's Supervisory Board. At the same time, the Extraordinary General Meeting of Shareholders appointed Mr Stanisław Kazimierz Hebda the Chairman of the Company's Supervisory Board.

## Stanisław Kazimierz Hebda

### Stanisław Kazimierz Hebda, Chairman of the Supervisory Board

**Date of appointment: 28 December 2017**

Stanisław Kazimierz Hebda is the General Director at the Ministry of Energy. He has over 28 years of professional experience, including 15 years on managerial positions. He is an appointed civil servant. As an expert in shareholder supervision over state-owned companies, he represented the State Treasury in many supervisory boards. He was a member of the Examination Board at the Ministry of the State Treasury for candidates to supervisory boards. Stanisław Kazimierz Hebda has graduated from the Main School of Planning and Statistics (present name: the Warsaw School of Economics). He studied at the Faculty of Production Economics (major: Economics and Organisation of Industry). He completed postgraduate National Security Studies (University of Warsaw), European Studies (University of Warsaw) and postgraduate Audit and Internal Control Studies (Vistula University). He was the Chairman of the Audit Committee at Korporacja Ubezpieczeń Kredytów Eksportowych SA. He has over 10 years of experience in diplomatic service as a former commercial consul in the Consulate General of the Republic of Poland in Munich and Cologne.

## Piotr Kossak

### Piotr Kossak, , Vice-Chairman of the Supervisory Board

**Date of appointment: 15 January 2016**

Piotr Kossak runs a legal practice in his own Law Firm of the Legal Counsel in Sandomierz specialising in privatisation issues, foundation and association law and companies law. During 2010-2012 he was connected with the University of Human and Life Sciences in Sandomierz - as a research associate and dean on the Faculty of Law and Administration. Piotr Kossak is a PhD of legal sciences within law. He received this degree at the Faculty of Law, Canon Law and Administration of John Paul II Catholic University of Lublin (KUL) in Lublin. He completed the legal training by the District Chamber of Legal Advisers in Kraków and

barrister's training by the District Bar Council in Kielce. In 2006 he was entered into the list of legal counsels in the District Chamber of Legal Advisers in Kraków, and in 2009 he was entered into the list of barristers of the District Bar Council in Kielce. Piotr Kossak satisfies the independence criteria for members of the Supervisory Board.

## Rafał Szymański

### Rafał Szymański, Sekretarz Rady Nadzorczej

**Date of appointment: 2 July 2015**

Rafał Szymański is an employee of the Ministry of Energy in the Supervisory Department. As part of his professional duties, he is responsible for i.a. ownership supervision over companies with Treasury shareholding. So far, he has been an employee of the Ministry of the Treasury, where i.a. he held the position of the Head of the Supervisory Department of power sector companies with Treasury shareholding. Rafał Szymański graduated from the University of Warmia and Mazury in the field of ecological engineering and completed Postgraduate Studies on the Operation of the Energy Market at the Warsaw School of Economics.

## Wojciech Klimowicz

### Wojciech Klimowicz, Secretary of the Supervisory Board

**Date of appointment: 2 July 2015**

Wojciech Klimowicz has been connected with Enea SA since 2003 and currently works in the Sales Department. Wojciech Klimowicz graduated from the Adam Mickiewicz University in Poznań with a Master's degree, Faculty of Social Sciences, majoring in Political Science (specialization: local government administration). He also completed Postgraduate Studies Statistical analysis of data in administration and business at the Faculty of Economics of the Poznań University of Economics.

## Tadeusz Miłośz

### Tadeusz Miłośz, Secretary of the Supervisory Board

**Date of appointment: 2 July 2015**

Date of appointment : 2 July 2015 Tadeusz Miłośz has many years of professional experience on the area of power engineering and corporate governance. Since 1983 he has been associated with Enea SA and its legal predecessor, currently an employee of the Operational Management Department. Since 1997, he has been a member of numerous supervisory boards of commercial law companies. Tadeusz Miłośz has a university degree in team management and political science. In addition, he completed Postgraduate

## Sławomir Brzeziński

### Sławomir Brzeziński, Secretary of the Supervisory Board

**Date of appointment: 2 July 2015**

Sławomir Brzeziński has been connected with Enea SA since 2008. Currently, he holds the position of the Organisation and Investor Relations Department Director. Previously he was related to the International Fairs of Poznań. Sławomir Brzeziński is a graduate of the Faculty of Mechanical Engineering and Management at Poznań University of Technology. He also graduated Post-graduate studies at Poznań University of Economics in logistics and supply chain management and Poznań University of Technology, majoring in quality management..

## Roman Stryjski

### Roman Stryjski, Secretary of the Supervisory Board

**Date of appointment: 15 January 2016**

Roman Stryjski is a Professor of the University of Zielona Góra, Director of the Institute of Computer Science and Production Management. Formerly, he was professionally connected with the Higher Engineering School in Zielona Góra and the Pedagogical University in Zielona Góra for many years. Member of international scientific societies and advisory committees, the Polish Association for Energy Certification and the Committee of Organisation and Management Sciences of the Polish Academy of Sciences Branch in Poznań. Roman Stryjski is a doctor habil. of technical sciences of Martin Luther University Halle-Wittenberg.

## Piotr Mirkowski

### Piotr Mirkowski, Secretary of the Supervisory Board

**Date of appointment: 15 January 2016**

During 2009-2015 Piotr Mirkowski was a of the Supervisory Board of the joint-stock company Radpec SA. In 2007-2015 he was connected with RTBS "Administrator" sp. z o.o. From 1998 to 1999 he was employed in Zakładz Usług Technicznych Energetyki Ciepłej in Radom on the position of an Operations Director. During 1989-1998 he worked as Manager of the Heat Networks Department in Wojewódzkie Przedsiębiorstwo Energetyki Ciepłej in Radom. Piotr Mirowski is a graduate of the Radom School of Engineering, specialising in mechanical engineering. He also graduate from Postgraduate Studies at the Warsaw University of Technology in heating and energy auditing. He holds certificates of an ISO auditor and an ISO representative.

## Rafał Bargiel

### Rafał Bargiel, Secretary of the Supervisory Board

**Date of appointment: 15 January 2016**

Rafał Bargiel currently runs his own law firm of legal counsel, which provides comprehensive legal services to individual and corporate legal counsel clients. Since 1 September 2017, he has been working as a legal advisor in the Law Firm of Legal Counsel Rafał Bargiel in Bielsko-Biała. Previously, he ran his own barrister law firm. Rafał Bargiel obtained his Master's degree at the University of Silesia in Katowice at the Faculty of Law and Administration. He completed a barrister training by the District Bar Council of Bielsko-Biała.

## Paweł Skopiński

### Paweł Skopiński <sup>1)</sup>, Secretary of the Supervisory Board

**Date of appointment: 5 września 2016**

Paweł Skopiński is a legal counsel in the Ministry of Energy. Connected with the Legal Department in the Ministry of Treasury since 2004. During 2010-2016 he was a Legal Counsel in the Legal and Litigation Department of the Ministry of Treasury. Previously, he cooperated with renowned law firms on preparation of legal opinions. Paweł Skopiński graduated from the University of Warsaw, Faculty of Law and Administration in Warsaw. In 2009 he obtained the professional title of a Legal Counsel and was entered into the list of legal counsels of the District Chamber of Legal Advisers in Warsaw.

In 2017, no formalised diversity policy was implemented at Enea SA with respect to the Company's governing bodies and its key managers. The Company is exercising its efforts to ensure that the appointment of its governing bodies and key managers is each time conducted pursuant to the commonly binding legal regulations and preceded by a thorough analysis of the experience, competence, skills, and substantive preparation of each of the candidates, regardless of other, non-substantive criteria, including, without limitation, sex or age. In the Company's opinion, the abovementioned assessment criteria of the candidates for the abovementioned positions enable to choose the candidates who warrant the ability to pursue the Company's strategy and develop its activity.

1) On March 13, 2018 the Company received the resignation of Mr. Paweł Skopiński from the position of a Member of the Supervisory Board of Enea SA