

Ms. Marzena Piszczek, PhD in economic sciences, works at the Cracow University of Economics. Specializes in the following areas: corporate governance, corporate finance, public finance. Cooperation with practice - major projects: implementation of modern budgeting methods; consolidation and restructuring of the Polish chemical sector, banking sector; implementation of economic standards for the nuclear sector in Poland, supervision over several dozen companies as Director of the Delegation of the Minister of State Treasury. Dr Piszczek held a number of positions: president of MARR SA, vicepresident of finance, chairwoman of supervisory boards of significant public companies in Poland such as PZU SA, PKO BP SA, Grupa Azoty SA; member of audit and nomination committees, among others. She has cooperated with ICMA, USAID, Open Society Institute. She worked as an expert for the Chancellery of the Prime Minister of the Republic of Poland and for the Chancellery of the Senate of the Republic of Poland. Independent member of the supervisory boards of public companies.

Mr. Michał Wnorowski, capital markets expert with 30 years of experience in investment management and corporate governance, effectively supporting the development of companies and institutions through a strategic approach and in-depth financial analysis. Member of the Association of Independent Non-Executive Directors. Currently independent member of supervisory boards and member of audit committees of listed companies: PKP Cargo, Polski Holding Nieruchomości, PolTreg, Medicalgorithmics, Ailleron, HiProMine and AB. Earlier served as a member of supervisory boards and audit committees of: EMC Instytut Medyczny, Polwax, Tower Investments, Alumetal, Arteria, Voxel, Develia, Robyg, Enter Air, Braster, Travelplanet.pl, Elektrobudowa, Armatura Kraków, ARM Property. He has been active on the capital markets since 1995. In 2012-2016 Investment Director, managing the PZU Group's Long-Term Equity Portfolio, where he was responsible for the largest investment projects in equities and coordination of investments in this asset class across the PZU Group. Previously, director of the analysis and corporate governance team in the PZU Group, responsible for the analysis and selection of companies for investment portfolios, and then supervision over portfolio companies. He has experience in the fields of investment project management, market analysis, business analysis and valuation, securities portfolio management as well as supervision over M&A projects. He is a graduate of the Warsaw School of Economics and Krakow University of Economics.

Mr. Jacek Męcina, for over 26 years he has been successfully combining academic activity with supporting Polish business in areas such as labor law, employment restructuring, optimization of organizational structures, and organizational and legal changes adapted to changing economic conditions. He has an excellent knowledge of the business environment and needs, as a representative since 2000 of the Lewiatan Confederation, the largest business representation in Poland.

Prof. Jacek Męcina's distinctive competence lies in planning economic processes in such a way that they not only meet the highest standards of economic and labor law, but also take place in dialogue and with respect for the interests of all parties—employers and employee representatives. Currently, Prof. J. Męcina is the head of the Department of Labor System and Labor Market. In 2020-2025, he was the representative for cooperation with the business environment – a lawyer, social politician, expert in the field of law and labor and labor relations, as well as employment and remuneration policy. His research interests focus on employment and labor market policy, labor law and collective labor relations, organizational and legal changes in companies, and the conditions for social dialogue at the company, industry, and national levels. His recent research and expert activities include the complexity of industrial policy and its impact on employment, investment support, the impact of digitization, robotization, and automation on the labor market, and investments in the quality of work in Poland. He is the author of over 100 books, articles, and studies.

Prof. Jacek Męcina's academic work was closely linked to economic realities. He was Deputy Director for Financial Affairs at the Institute of Labor and Social Affairs (1997-2000) and Director of the Institute of Social Policy at the University of Warsaw from 2016 to 2019. He combines his research passions with involvement in public service as a member of the Tripartite Commission for Social and Economic Affairs (since 2004), Deputy Minister of Economy (2005), and Secretary of State in the Ministry of Labor and Social Policy in 2012-2015. Currently a member of the Social Dialogue Council and Chairman of the Labor Law Task Force, advisor to the Board of the Lewiatan Confederation. For over 25 years, Prof. J. Męcina has been combining scientific activity with business activities as an advisor to the Lewiatan Confederation, supporting restructuring processes, implementing organizational changes, and actively participating in negotiations with social partners. He has collaborated with many economic entities from the industrial, automotive, aviation, and railway sectors, as well as banks, financial institutions, and insurance companies. He has extensive business and public experience, having previously served as Secretary of State and Undersecretary of State, Member of the Financial Supervision Authority, Chief Financial Officer, Chief Executive Officer;

Member of Supervisory Boards in the enterprise sector, including international companies DAS. S.A., domestic companies PZU Zdrowie, Wellcome Sp. z o.o., private companies, and Public Funds – PFRON. In his business activities, Prof. Jacek Męcina has collaborated with over 30 companies from various sectors of the economy, effectively implementing HR standards, cooperation with social partners, and restructuring or organizational change programs – including banks and insurance companies, the infrastructure sector – PKP S.A. Group, PKP Intercity S.A., PPL S.A., Wellcome Sp. z o.o., manufacturing companies – Fiat Autor Poland S.A. Solaris Sp. z o.o., Bridgestone Sp. z o.o., trading companies – RUCH S.A., Metro Group Sp. z o.o., Real Sp. z o.o., Auchan Polska Sp. z o.o., and many foreign companies from Germany, the UK, Japan, and the US.