

Ms. **Monika Starecka** has been serving as the Director of the Financial Division at PKP S.A. since April 18, 2024. From 2019 until April 2024, she was the Director of the Finance Division at Szybka Kolej Miejska Ltd., based in Warsaw, overseeing accounting, controlling, and the acquisition and settlement of EU funds. She participated in activities aimed at improving the company's efficiency and its development. On January 30, 2024, she was appointed to the Supervisory Board of ENEA S.A., and from February 2, 2024, she was seconded as a member of the Supervisory Board to temporarily perform the duties of the CEO of ENEA S.A. From March 1, 2024, to April 30, 2024, she was seconded to temporarily perform the duties of the Board Member for Corporate Affairs of ENEA S.A. Since 2019, she has been running her consulting firm, Equinox Consulting, which provides financial and operational advisory, soft skills training, and coaching and mentoring sessions for entrepreneurs and members of company management boards.

From 2014 to 2018, she served as a Board Member and Chief Operating Officer at EY Poland (formerly Ernst & Young). She was responsible for all business support areas, including finance, marketing, human resources, IT, legal matters, procurement, asset management, and administration. She also took part in projects aimed at improving operational efficiency, promoting inclusivity, supporting women's development, boosting employee satisfaction, and enhancing the quality of internal client service.

From 2010 to 2014, she served as a Board Member and Chief Financial Officer of the SMYK Group. She oversaw 15 companies located in 10 countries. She was responsible for finance, legal matters, and internal control in all SMYK entities, including those in Poland, Germany, Russia, Turkey, Ukraine, Romania, the Czech Republic, Switzerland, and more. She also participated in acquisition projects across Europe. From 2008 to 2010, she worked as the Chief Financial Officer of Telepizza Poland. She was responsible for finance, human resources, IT, investments, and health and safety in both company-owned and franchised restaurants, as well as Telepizza factories. From 2002 to 2008, she worked as the Finance Department Director at Vattenfall Heat Poland (formerly Elektrociepłownie Warszawskie).

She was also a member of a project team focused on restructuring areas such as purchasing, sales, strategic planning, non-production asset management, finance, and cash management. From 2001 to 2002, she served as the Chief Financial Officer at RTC Poland – a niche advertising agency. Between 1996 and 2000, she worked as a Senior Consultant – Project Manager at Arthur Andersen in the Audit and Business Advisory departments. Most of her clients were companies from the energy and fuel sectors. Since 2003, she has been a certified auditor. She holds a certificate as an International Coach from the ICC (International Coaching

Community). She completed her master's degree at the Faculty of Management at the University of Warsaw, postgraduate studies in Human Resources Management at Jagiellonian University, and the Advanced Leadership and Management Programme at the University of Oxford.

Ms. **Anna Ślęzak** is a graduate of the Faculty of Electrical Engineering at the Częstochowa University of Technology, as well as the Faculty of Economics and Sociology at the University of Łódź and the University of Economics in Krakow. In 2023, she defended her doctoral thesis at the Faculty of Environmental Engineering and Energy at the Tadeusz Kościuszko University of Technology in Krakow in the scientific field of environmental engineering, mining, and energy.

Anna Ślęzak has 30 years of professional experience in the energy and business sectors. She started her career at Zakład Energetyczny Łódź Teren S.A., where she served, among other roles, as Deputy Director of the Bełchatów Energy District and was responsible for the proper operation of the distribution network in the cities of Łódź, Zgierz, Pabianice, and surrounding municipalities, as well as in the territorial districts of the former Zakład Energetyczny Łódź Teren. She also worked at the Energy Regulatory Office in Warsaw in the Department of Energy Efficiency and Cogeneration as an Advisor to the President of the Energy Regulatory Office, and at the Ministry of Climate and Environment, where she was involved in implementing the 'Fit for 55' package directives into Polish law.

In August 2024, she took the position of General Director at PGE Distribution in the Łódź Branch, which covers the area of the Łódź Voivodeship, Holy Cross, Masovian, Silesian, and Greater Poland voivodeships.

In everyday practice, she combine technical and economic knowledge. Additionally, she has:

1. Accountant Certificate No. 51899/2011 issued by the Minister of Finance of the Republic of Poland,
2. Accounting Specialist Certificate obtained based on a professional exam passed before the Examination Board of the Association of Accountants in Poland.

She also teaches in the field of power engineering and energy efficiency. He is the creator of the innovative postgraduate program at Łódź University of Technology called 'Energy Transformation'.

Mr. **Bogusław Nadolnik** holds a master's degree in economics from the Warsaw School of Economics (Management and Marketing) and from the Institute of Organization and Management in Industry 'ORGMASZ' (Internal Audit and Control). He was a scholar of the first ECESP program funded by the United States Congress, carried out by Georgetown University in Washington D.C., USA. He graduated in Small Business Management at Kings River Community College – Reedley, California. He has participated in many national and international courses and trainings.

Mr. Bogusław Nadolnik held various managerial positions in public administration, supported not only by creating principles for managing State Treasury assets and corporate governance in state-owned companies, but also by working on supervisory boards and cooperating with local government units. From 1993 to 1994, he worked at the Gardening and Beekeeping Cooperative in Tarnów, focusing on marketing, and then until 1996, he was a specialist and acting Director of the Cabinet at the Ministry of Agriculture and Food Economy. In 1996, he served as Deputy Director of the Administrative and Budget Department at the Ministry of Ownership Transformations. From 1996 to 2004, he was Deputy Director of the Financial and Budget Department at the Ministry of State Treasury. Until 2006, he headed the Public Aid Office in that ministry. From 2007 to 2008, he served as Secretary of the Legionowo County.

In 2008, he served as Undersecretary of State at the Ministry of Agriculture and Rural Development, responsible for overseeing ARiMR, and then took the position of Deputy President of the Agency for Restructuring and Modernization of Agriculture. In 2013, he became an Adviser at the Ministry of the State Treasury and Director of the Department of Privatization Activities. From 2016 to 2018, he worked at the FAPA Foundation and the Polish Chamber of Banking as Director of the Cooperative Banking Development Team.

From 2019 to 2024, he served as the Director of Investments at the Management of Property of the Capital City of Warsaw.

Since April 2024, he has been working at the Ministry of Infrastructure as the Deputy Director of the Department of Ownership Supervision. He gained experience in ownership supervision by serving on the supervisory boards of companies such as Polimex-Cekop Ltd. – Warsaw, Bank Gospodarki Żywnościowej S.A. – Warsaw, Industrial Development Agency S.A. – Warsaw, Uzdrowisko Krynica Żegiestów S.A. – Krynica, Rolno Spożywczy Rynek Hurtowy S.A. – Radom, Polish Oil and Gas Company S.A. – Warsaw, ENERGA S.A. – Gdańsk, and Krajowa

Spółka Cukrowa S.A. – Toruń, where he represented the Minister responsible for State Treasury affairs.

Mr. **Piotr Babski** has been a Master of Law for over 10 years, actively working as a legal counsel. Since January 2019, he has been one of the managing partners of one of the largest law firms in the Łódź region, according to the annual Law Firm Ranking by Dziennik Rzeczpospolita. He practices mainly in the areas of business and commercial law, as well as providing legal support for mergers and acquisitions of companies.

Mr. Piotr Babski has served, and continues to serve, as Chairman, Vice-Chairman, and Member of supervisory boards of several companies in both the private and public sectors. Mr. Piotr Babski also serves as a member of the Committee on Professional Image and Information of the Regional Council of Legal Advisors in Łódź.

Mr. **Robert Stępień** is a graduate of the Faculty of History at the University of Warsaw and the Faculty of Political Science at the Aleksander Gieysztor Academy of Humanities. He also completed management studies at the University of Gdańsk and earned an MBA.

He began his professional career as a legal advisor at the Chancellery of the Prime Minister. He was the Chief Specialist for Media Cooperation at Österreich Werbung – the Austrian Tourist Information Center, President of the Warsaw Development Foundation, Deputy President of the Board of the Regional Fund for Environmental Protection and Water Management in Warsaw, board member and later President of MPR "Sarmatia" Ltd. He has also been a member of supervisory boards for many years, including the Palace of Culture and Science in Warsaw and the Mazovian Bródno Hospital.

He has been connected with the railway sector since 2012, taking on the role of Director of the Commercial Office at Koleje Mazowieckie. Since June 2017, he has served as the CEO of Koleje Mazowieckie.