

Members of the Board of ELEKTROTIM S.A. appointed on 20.04.2016 by the Supervisory Board of the Company - commencement of their term of office shall be as of the day of the Ordinary General Meeting of Shareholders of ELEKTROTIM S.A. endorsing the Financial Statements for 2015

Andrzej Diakun - President of the Board of ELEKTROTIM S.A.

Andrzej Diakun, re-appointed on 20 April 2016 for the President of the Board of the Company, by education is M.Sc. Engineer, Electrician - he graduated from the Wrocław University of Technology, Faculty: Electrotechnology, specialization: Power Engineering and Applied Automation.

The mandate of the President of the Board for the new term shall commence on the day of the Ordinary General Meeting of Shareholders of ELEKTROTIM S.A., endorsing the Financial Statements for 2015 and shall expire on the day of the Ordinary General Meeting of Shareholders of ELEKTROTIM S.A. endorsing the Financial Statements for 2018.

Moreover, Andrzej Diakun completed:

- post-graduate studies at Wrocław University of Technology, Faculty: Theory and Technology of Fire Protection;
- post-graduate studies organised by the Central Connecticut State University New Britain, Connecticut and the Centre for Continuing Education of the Wrocław University of Technology;
- Program of 270 hours in Business Practice, Communication, Finance, Marketing, Accounting, Management and Strategic Planning;
- course in improving managerial skills organised by the Canadian International Management Institute in Warsaw "Management 2000" as well as "Management II 2007";
- post-graduate studies at the Wrocław University of Technology, Faculty of Computer Sciences and Management, subject: International Investment Organization Procedures according to "FIDIC";
- post-graduate studies at the Wrocław University of Technology, Faculty of Computer Sciences and Management, in the field of Project Management;
- post-graduate Studies at University of Wrocław, Faculty of Law, Administration, and Economy, in the field of Economic and Trade Law;
- post-graduate studies at Wrocław University of Technology, Faculty of Electrical Engineering, in the scope of Smart Power Grids;
- course for the candidates to supervisory boards in state-owned companies.

Andrzej Diakun's professional experience:

- 1984-1985 Zakład Płyt Wiórowych [chipboard plant] in Szczecinek as a trainee
- 1986-1987 Młodzieżowa Spółdzielnia Pracy Unita [youth work cooperative] in Wrocław in the position of Fire Protection Specialist;
- 1987-1991 Okręgowy Zarząd Lasów Państwowych [regional board of state forests] in Szczecinek in the position of Building Technical Control Inspector, acting Electric and Communication Works Investor Supervision Inspector;
- 1991-1993 Zakład Produkcji Podłoża i Pieczarek [Casing Material and Mushroom Production Plant] in Sianów in the position of Production Plant Director;
- 1993-1994 TIM S.A. in Wrocław in the position of Marketing Department Manager;
- 1994-1995 TIM S.A. in Wrocław in the position of the Member of the Board and Technical Director;
- 1995-1998 TIM S.A. in Wrocław in the position of Proxy and Technical Director; and
- since 1999 ELEKTROTIM S.A. as the President of the Board, General Director.

From 1997 to 2002 Andrzej Diakun ran a business activity called "DAW" Andrzej Diakun in Wrocław.

Currently Andrzej Diakun acts as:

- Chairperson of the Supervisory Board of SONEL S.A. in Świdnica,
- Chairperson of the Supervisory Board of PROCOM SYSTEM S.A. in Wrocław,
- Chairperson of the Supervisory Board of ZEUS S.A. in Pruszcz Gdański,
- Chairperson of the Supervisory Board of MAWILUX S.A. in Łady near Raszyn.

The above-mentioned activity is not competitive in relation to the activity of ELEKTROTIM S.A.

According to the statement submitted to the Company, Andrzej Diakun does not run a business competitive in relation to ELEKTROTIM S.A. and is not a partner in any private partnership, partnership or a member of a joint stock company, and does not operate in any other competitive legal person as a member of its body.

According to the statement submitted to the Company, Andrzej Diakun is not listed in the Register of Insolvent Debtors maintained on the basis of an Act on The National Court Register.

Members of the Board of ELEKTROTIM S.A. appointed on 20.04.2016 by the Supervisory Board of the Company - commencement of their term of office shall be as of the day of the Ordinary General Meeting of Shareholders of ELEKTROTIM S.A. endorsing the Financial Statements for 2015

Sławomir Cieśla - Member of the Board of ELEKTROTIM S.A.

Sławomir Cieśla, re-appointed on 20 April 2016 for the Member of the Board, by education is M.Sc. Engineer, Electrician - he graduated from the Wrocław University of Technology, Faculty: Electrotechnology, specialization: Industrial and Municipal Power Engineering.

The mandate of the Member of the Board for the new term shall commence on the day of the Ordinary General Meeting of Shareholders of ELEKTROTIM S.A., endorsing the Financial Statements for 2015 and shall expire on the day of the Ordinary General Meeting of Shareholders of ELEKTROTIM S.A. endorsing the Financial Statements for 2018.

Moreover Sławomir Cieśla completed:

- post-graduate studies at Wrocław University of Technology, Faculty of Electrical Engineering in the scope of : - Computer Assisted Designing of Electrical Systems and Devices,
- course in improving managerial skills organised by the Canadian International Management Institute in Warsaw "Management 2006",
- post-graduate Studies at University of Wrocław, Faculty of Law, Administration, and Economy, in the field of Economic and Trade Law.

Sławomir Cieśla has been working for ELEKTROTIM S.A. since 2000 where he acted as:

- 04.2000-12.2004 Designer Assistant/Construction Master,
- 01.2005-12.2007 Designing Workshop Manager,
- 01.2008-12.2011 Director of Electrical Systems Department,
- 01.2012-12.2013 Director of High Voltage Department,
- since 23.05.2013 Member of the Board, Director of High Voltage Sector

Since 06.10.2015 he acts as the President of the Board at Eltrako Sp. z o.o. with its seat in Gliwice - company being part of the ELEKTROTIM Group of Companies. The above-mentioned activity is not competitive in relation to the activity of ELEKTROTIM S.A.

According to the statement submitted to the Company, Sławomir Cieśla does not run a business competitive in relation to ELEKTROTIM S.A. and is not a partner in any private partnership, partnership or a member of a joint stock company, and does not operate in any other competitive legal person as a member of its body.

According to the statement submitted to the Company, Sławomir Cieśla is not listed in the Register of Insolvent Debtors maintained on the basis of an act by The National Court Register.

Members of the Board of ELEKTROTIM S.A. appointed on 20.04.2016 by the Supervisory Board of the Company - commencement of their term of office shall be as of the day of the Ordinary General Meeting of Shareholders of ELEKTROTIM S.A. endorsing the Financial Statements for 2015

Zbigniew Pawlik - Member of the Board of ELEKTROTIM S.A.

Zbigniew Pawlik, re-appointed on 20 April 2016 for the Member of the Board, by education is Engineer, Electrician - he graduated from the Wrocław University of Technology, Faculty: Electrotechnology, specialization: Industrial and Municipal Electrotechnology.

The mandate of the Member of the Board for the new term shall commence on the day of the Ordinary General Meeting of Shareholders of ELEKTROTIM S.A., endorsing the Financial Statements for 2015 and shall expire on the day of the Ordinary General Meeting of Shareholders of ELEKTROTIM S.A. endorsing the Financial Statements for 2018.

Moreover, Zbigniew Pawlik completed:

- course in improving managerial skills organised by the Canadian International Management Institute in Warsaw "Management 2008",
- post-graduate Studies at University of Wrocław, Faculty of Law, Administration, and Economy, in the field of Economic and Trade Law;
- Strategic Leadership Academy 2015, organised by ICAN Sp. z o.o. Zbigniew Pawlik acted as:
 - 1994 – 2001 Z.I.E. Alpom Częstochowa [electrical systems plant] – master, foreman since 2001 in ELEKTROTIM S.A., where he acted as:
 - 2001-2004 Production Engineer,
 - 2004-2007 Director of the Production Plant,
 - 2008-2012 Director of the Project Management Section,
 - 2013 Director of the Installation Section
- since 23.05.2013 Member of the Board, Director of the Installation Section

Currently, Zbigniew Pawlik acts as the Chairperson of the Supervisory Board at Eltrako Sp. z o.o. with its seat in Gliwice, at the company being part of the ELEKTROTIM Group of Companies.

The above-mentioned activity is not competitive in relation to the activity of ELEKTROTIM S.A.

According to the statement submitted to the Company, Zbigniew Pawlik does not run a business competitive in relation to ELEKTROTIM S.A. and is not a partner in any private partnership, partnership or a member of a joint stock company, and does not operate in any other competitive legal person as a member of its body.

According to the statement submitted to the Company, Zbigniew Pawlik is not listed in the Register of Insolvent Debtors maintained on the basis of an act by The National Court Register.

Members of the Board of ELEKTROTIM S.A. appointed on 20.04.2016 by the Supervisory Board of the Company - commencement of their term of office shall be as of the day of the Ordinary General Meeting of Shareholders of ELEKTROTIM S.A. endorsing the Financial Statements for 2015

Krzysztof Wójcikowski - Member of the Board of ELEKTROTIM S.A.

Krzysztof Wójcikowski, appointed on 20 April 2016 for the Member of the Board, is an Engineer by education - he graduated from Wrocław University of Technology, Faculty of Electronics and Telecommunication, speciality: telecommunication.

The mandate of the Member of the Board for the new term shall commence on the day of the Ordinary General Meeting of Shareholders of ELEKTROTIM S.A., endorsing the Financial Statements for 2015 and shall expire on the day of the Ordinary General Meeting of Shareholders of ELEKTROTIM S.A. endorsing the Financial Statements for 2018.

Moreover, Krzysztof Wójcikowski completed:

- post-graduate studies at Wrocław University of Technology, Faculty of Environmental Engineering in the scope of the Integrated Building Management System,
- post-graduate Studies at University of Wrocław, Faculty of Law, Administration, and Economy, in the field of Economic and Trade Law;

He is a member of the Polish Chamber of Security Alarm Systems and the Polish Electrical Installations Association.

Krzysztof Wójcikowski has been working for ELEKTROTIM S.A. since 2005 where he acted as:

- 03.2005 Trainee,
- 10.2005 Manager of Low Voltage Installations Department,
- 01.2008 Director of Low Voltage Installations Department,
- 01.2011 Director of the Installation Section,
- 09.2011 additionally, Director of the Local Branch in Katowice,
- 01.2012 Commercial Director of the Installation Section,
- 10.2014 Director of the Project Management Section,
- in 12.2014 he was appointed for the position of Proxy of ELEKTROTIM S.A.

According to the statement submitted to the Company, Krzysztof Wójcikowski does not run a business competitive in relation to ELEKTROTIM S.A. and is not a partner in any private partnership, partnership or a member of a joint stock company, and does not operate in any other competitive legal person as a member of its body.

According to the statement submitted to the Company, Krzysztof Wójcikowski is not listed in the Register of Insolvent Debtors maintained on the basis of an act by The National Court Register.