

Personal changes within the Management Board of ELEKTROTIM S.A. made on December 14, 2022, by the Supervisory Board of the Company

Mr. Artur Więznowski in the Management Board of ELEKTROTIM S.A. from 01/01/2022 appointed on 14/12/2022 to act as the President of the Management Board

Supervisory Board of ELEKTROTIM S.A. by the resolution of December 14, 2022, changed the function performed by Mr. Artur Więznowski within the Management Board of ELEKTROTIM S.A. and appointed Mr. Artur Więznowski as the President of the Management Board of ELEKTROTIM S.A. from December 14, 2022

Mr. Artur Więznowski, appointed on June 21, 2022 by the Supervisory Board of ELEKTROTIM S.A. again to act as a Member of the Management Board of ELEKTROTIM S.A., and from December 14, 2022, to act as the President of the Management Board of ELEKTROTIM S.A., he graduated from the University of Economics in Wrocław in the field of economics and production organization in 1991; in 1993 he completed postgraduate studies „Intensive Program in Business Management” at Limburg Business School in Belgium. In 1996 he obtained a doctoral degree awarded by the University of Economics in Wrocław in the field of finance.

Mr. Artur Więznowski worked (in order from the last places of employment), incl. as:
from 01.01.2022 Member of the Management Board, Financial Director at ELEKTROTIM S.A.
2019 - 2021 Member of the Management Board of Archicom S.A. and some companies of the Archicom Group
2019 - 2021 President of Archicom Asset Management sp.z o.o.
2016 - 2018 Vice President of PDH SA in Police
2009 - 2016 Managing Director of Huta Miedzi „Legnica”, a branch of KGHM Polska Miedź S.A.
2013 - 2014 President of the Management Board of Bipromet SA in Katowice
2005 - 2009 Chief Advisor to the Management Board of JZO sp.z o.o.
2003 - 2005 Member of the Management Board, Financial Director of ZL „Orzeł” S.A.
1996 - 2002 Vice-President for Finance at Aquakonrad S.A.

Other functions and responsibilities:

2022 Chairman of the Supervisory Board at ZEUS S.A. with its seat in Pruszcz Gdański, a subsidiary of the ELEKTROTIM Capital Group
2015 - 2016 Member of the Scientific Council of the Institute of Non-Ferrous Metals
2010-2013 and 2014-2015 Member of the Supervisory Board of Bipromet SA
2010 - 2015 Member of the PMP Steering Committee in the Głogów Copper Smelter
2007 - 2008 Member of the Supervisory Board of Finepharm sp.z o.o.
2007 - 2008 Member of the Supervisory Board of FD Kowary S.A.
2007 Member of the Supervisory Board of ZL Orzeł S.A.

The mandate of the Member of the Management Board began on the day of the Ordinary General Meeting of ELEKTROTIM S.A. approving the financial statements for 2021, i.e. on June 24, 2022 and will expire on the date of the Ordinary General Meeting of ELEKTROTIM S.A. approving the financial statements for 2024.

According to the statement submitted to the Company, audited by the Supervisory Board, Mr. Artur Więznowski does not perform any competitive activity in relation to ELEKTROTIM S.A., nor does he participate in a competitive company as a partner in a civil partnership, partnership or as a member of a body of a capital company, nor does he participate in any other competitive person or legal entity as a member of its governing body, except for holding the position of a Supervisory Board Chairman in ZEUS S.A. with headquarters in Pruszcz Gdański, i.e. a subsidiary of ELEKTROTIM S.A.

According to the declaration submitted to the Company, Mr. Artur Więznowski is not listed in the Register of Insolvent Debtors kept pursuant to the act on the National Court Register.

**Krzysztof Wójcikowski Member of the Management Board of ELEKTROTIM S.A. from
December 14, 2022**

Mr. Krzysztof Wójcikowski, appointed on December 14, 2022, as a Member of the Management Board of ELEKTROTIM S.A., is an engineer by education - he graduated from the Wrocław University of Technology, Faculty of Electronics and Telecommunications, specialty: telecommunications.

The mandate of the Member of the Management Board of Mr. Krzysztof Wójcikowski will expire on the date of the Ordinary General Meeting of ELEKTROTIM S.A. approving the financial statements for 2024.

Mr. Krzysztof Wójcikowski completed post-graduate studies:

- at the Wrocław University of Technology, at the Faculty of Environmental Engineering in the field of the IBMS Integrated Building Management System,
- at the University of Wrocław, Faculty of Law, Administration and Economics in the field of economic and commercial law,
- at the AGH University of Science and Technology in Krakow, Faculty of Computer Science, Electronics and Telecommunications in the field of cyber security.

He is a member of the Polish Chamber of Alarm Systems.

Mr. Krzysztof Wójcikowski works at ELEKTROTIM S.A. continuously since 2005, where he successively held the following positions:

- 03.2005 Trainee,
- 10.2005 Head of the Low Current Installations Department,
- 01.2008 Director of the Low Current Installations Department,
- 01.2011 Director of the Installation Division,
- 09.2011 additionally Director of the Katowice Regional Branch,
- 01.2012 Commercial Director of the Installation Division,
- 10.2014 Director of the Management Division,
- 06.2019 Director of the Special Division
- 01.2020 Director of the Low Currents Department,
- 01.2021 Director of the Security Systems Department and Commercial Director of the Division.

Mr. Krzysztof Wójcikowski was a Member of the Management Board of ELEKTROTIM S.A. from 08/06/2016 to 11/06/2019

From January 2021, Mr. Krzysztof Wójcikowski has been the President of the Management Board of OSTOYA-DataSystem Sp. z o. o. with its seat in Gdańsk, a company from the ELEKTROTIM Capital Group.

According to the statement submitted to the Company, Mr. Krzysztof Wójcikowski does not perform any activity competitive to ELEKTROTIM S.A., nor does he participate in a competitive company as a partner in a civil law partnership, partnership or as a member of a body of a capital company, nor does he participate in any other competitive legal person as a member of its body for except for the function of the President of the Management Board in OSTOYA-DataSystem Sp. z o. o. with its registered office in Gdańsk, i.e. a subsidiary of ELEKTROTIM S.A.

According to a statement submitted to the Company, Mr. Krzysztof Wójcikowski is not listed in the Register of Insolvent Debtors kept pursuant to the Act on the National Court Register.