

1, 2025 -

Mr. Maciej Posadzy

Appointed on December 23, 2024, to serve as the President of the Management Board starting January 1, 2025

Member of the Management Board of ELEKTROTIM S.A. since July 1, 2024

The Supervisory Board of ELEKTROTIM S.A., by resolution dated December 23, 2024, changed the position held by Mr. Maciej Posadzy within the Management Board of ELEKTROTIM S.A. and appointed him as the President of the Management Board of ELEKTROTIM S.A., effective January 1, 2025.

Mr. Maciej Posadzy, appointed by the Supervisory Board of ELEKTROTIM S.A. as a Member of the Management Board of ELEKTROTIM S.A. starting July 1, 2024, and **as the President of the Management Board effective January 1, 2025**, graduated from the Faculty of Electrical Engineering at Poznań University of Technology in 1999. He specialized in electrical engineering with a focus on power electronics and electric drives.

Additionally, Mr. Maciej Posadzy completed postgraduate studies in 2001 at Wrocław University of Technology in the field of business management. Between 2004 and 2005, he pursued a "Master of Business Administration" at the French Institute of Management in Warsaw, and from 2007 to 2008, he attended the "Management I" course at the Canadian Institute of Management in Warsaw.

Mr. Maciej Posadzy worked (in the order of his first positions):

- 1999 - 2000 at Technika Electra Sp. z o.o. in Poznań as the Sales and Logistics Director;
- TIM S.A. from July 2000, in the following positions:
 - 06.2000 – 08.2002 as Branch Director for Sales in Poznań,
 - 09.2002 – 12.2007 as Deputy Director for Commercial Affairs,
 - 01.2008 – 04.2010 as Director for Administration and Development,
 - 01.2008 – 04.2010 as Proxy for TIM S.A.,
 - 04.2010 – 05.2013 as Vice President of the Management Board, Operations Director,
 - 05.2013 – 06.2016 as Member of the Management Board, Operations Director;
- Rotopino.pl S.A. (TIM Capital Group)
 - 10.2011 – 01.2019 as Member of the Management Board;
- 3LP S.A. (TIM Capital Group) from 07.2016 to 05.2024 as President of the Management Board, Chief Executive Officer.

He has been working at ELEKTROTIM S.A. since July 1, 2024, as the Director of Organization.

Mr. Maciej Posadzy served as a Member of the Supervisory Board of Rotopino.pl S.A. from February 2019 to December 2020. He also served as a Member of the Supervisory Board of SONEL S.A. based in Świdnica from 2006 until June 2024.

Mr. Maciej Posadzy served as the Chairman of the Supervisory Board of PROCOM SYSTEM S.A. based in Wrocław from January 2023 to June 2024.

At ELEKTROTIM S.A., Mr. Maciej Posadzy served as the Chairman of the Supervisory Board from June 25, 2021, to June 25, 2024.

The mandate of Mr. Maciej Posadzy as the President of the Management Board will expire on the day of the Ordinary General Meeting of ELEKTROTIM S.A., which approves the financial statement for the year 2024.

According to the statement submitted to the Company, Mr. Maciej Posadzy does not engage in any activity that competes with ELEKTROTIM S.A., nor does he participate in any competing company as a partner in a civil partnership, a partnership, or as a member of the governing body of a capital company. He also does not participate in any other competing legal entity as a member of its governing body.

According to the statement submitted to the Company, Mr. Maciej Posadzy is not listed in the Register of Insolvent Debtors maintained pursuant to the National Court Register Act.