

Members of the Management Board of ELEKTROTIM S.A. appointed on June 21, 2022 by the Supervisory Board of the Company  
- beginning of the term of office on the day of the Ordinary General Meeting of ELEKTROTIM S.A. approving the financial statements for 2021

**Mr. Ariusz Bober**  
**President of the Management Board of ELEKTROTIM S.A.**

Mr. Ariusz Bober, appointed on June 21, 2022 by the Supervisory Board of ELEKTROTIM S.A. again to act as the President of the Management Board of ELEKTROTIM S.A., he is a Master of Science in Electrical Engineering by education. In 1990, he graduated from the Faculty of Electrical Engineering of the Lublin University of Technology, major: electrical power engineering, specialization: production and transmission of electricity.

Additionally Mr. Ariusz Bober graduated in 2002 from the Faculty of Organization and Management of the University of Warsaw, organized jointly by the University of Warsaw and the University of Illinois (International Management Center, English-language MBA program).

Mr. Ariusz Bober has construction qualifications to design and manage construction works, holds the PRINCE 2 certificate and other industry permissions. He also completed many training courses and specialist courses.

Mr. Ariusz Bober worked in turn:

1. in the years 1991 - 1995 at the ZWAR State Enterprise in Przasnysz, after transformation into ZWAR S.A. in Przasnysz; successively as: constructor, deputy head of the studio, senior specialist,
2. in the years 1996 - 1999 at ABB ZWAR S.A. in Warsaw; successively as: Head of the Marketing and Development Department, Project Director, Director of the Service Department, Director of the Station and Power Systems Department,
3. in 2000 at KROSS Sp. z o.o. in Przasnysz as President of the Management Board - General Director,
4. in the years 2001 - 2015 at ELEKTROBUDOWA S.A. as a Member of the Management Board - Director of the Branch of the Energy Distribution Company,
5. in 2016 at ENERGA Operator as the Director of the Network Asset Management Division,
6. in the years 2016 - 2018 at ELTAR ENERGY Sp. z o.o. as General Director, President of the Management Board,
7. in the years 2018 - 2020 at Trakcja PRKiI S.A. as Director of the Energy Division
8. from August 2020 at ELEKTROTIM S.A. as General Director, President of the Management Board.

Mr. Ariusz Bober served as a supervisory board member in companies under the Russian law KRUELTA Sp. z o.o. with headquarters in Sankt-Petersburg and WEKTOR Sp. z o.o. in Wotkinsk and served as a member of the Board of Directors of SAUDI ELEKTROBUDOWA CO Ltd. based in Riad. He was also a member of the supervisory board in the company - Polska Grupa Gospodarki Odpadami PGGO in Łódź.

Mr. Ariusz Bober is the Chairman of the Supervisory Board in a subsidiary of the ELEKTROTIM Capital Group, i.e. in PROCOM SYSTEM S.A. with its seat in Wrocław and a member of the Supervisory Board in a subsidiary of the Capital Group, i.e. in ZEUS S.A. with its seat in Pruszcz Gdański.

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The mandate of the President of the Management Board will start on the day of the Ordinary General Meeting of ELEKTROTIM S.A. approving the financial statements for 2021 and will end 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. Ariusz Bober 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 Member 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. Ariusz Bober is not listed in the Register of Insolvent Debtors kept pursuant to the act on the National Court Register.

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**Mr. Dariusz Kozikowski**  
**Member of the Management Board of ELEKTROTIM S.A.**

Mr. Dariusz Kozikowski, 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., he is a master of civil engineering by education. In 1987, he graduated from the Military University of Technology, major: civil engineering, specialization: power installations in construction.

Mr. Dariusz Kozikowski also graduated:

1. in 1994, postgraduate studies at the Wrocław University of Technology, major: Theory and Technique of Electric Shock Protection,
  2. in 2006, postgraduate studies at the Wrocław University of Technology, Faculty of Computer Science and Management, major: International Procedures for Organizing Investments according to „FIDIC”,
  3. in 2010, postgraduate studies at the University of Wrocław, Faculty of Law, Administration and Economics, in the field of Economic and Commercial Law,
  4. in 2017, postgraduate studies at the SWPS University in Wrocław, Master Class of Management - psychology of managerial activities,
- in addition
5. course of improving managerial skills, organized by the Canadian Institute of Management in Warsaw „Management 2008”.

Mr. Dariusz Kozikowski has electrical construction qualifications to design and manage construction works, as well as construction and building qualifications to manage construction works, holds a PM level D certificate according to IPMA and other industry permissions. He holds a security clearance up to the „SECRET” clause. He also completed many training courses and specialist courses.

Mr. Dariusz Kozikowski worked in turn:

1. in the years 1987 - 1992 in JW 2421 Wrocław (subsequently 32 Wojskowe Zakłady Budowlane in Wrocław) as: manager of electrical works - main power engineer,
2. in the years 1992 - 1999 in the Military District Board of Housing and Construction (change of name from 1997 to the District Infrastructure Board in Wrocław), successively as: Deputy Head of the Investment Supervision Department - supervision inspector, Head of the Municipal and Energy Economy Department
3. in the years 1999 - 2004 at the Military Office of Construction Projects in Wrocław as the Director of the Office
4. in the years 2004 - 2005 at Ośrodek Badawczo-Rozwojowe „KARKAS” Sp. z o.o. in Wrocław as an Engineer
5. in the years 2012 - 2014 he was a Member of the Management Board in a subsidiary of the ELEKTROTIM S.A. Capital Group. i.e. at MAWILUX S.A.
6. since 2005 at ELEKTROTIM S.A., where he was employed successively as: Director of the Installation Division, Commercial Director of the Installation Division, Project Director and Director of the Airport Systems Department, currently as the Director of the Special Division - the employment is still ongoing.

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The mandate of the Member of the Management Board will start on the day of the Ordinary General Meeting of ELEKTROTIM S.A. approving the financial statements for 2021 and will end 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. Dariusz Kozikowski 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.

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

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**Mr. Artur Więznowski**  
**Member of the Management Board of ELEKTROTIM S.A.**

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., 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.

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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 Member 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.