

APPENDIX to the current report 18/2019 of 6 June 2019

Mariusz Szubra – Supervisory Board Chairperson

Mr. Mariusz Szubra graduated from the Cracow University of Economics in 1991 with MA in Economics. Since 1995 he has been qualified to sit on the supervisory boards of one-member state-owned companies and companies with the State Treasury as a shareholder (Reg. No. 2176/95). In 2007, he completed a "Project Management – Knowledge of Modern Management" course and passed the certification examination at the International Project Management Association to hold the title of a Certified Project Management Association.

In 2010, he was appointed to the Supervisory Board of ZUE S.A. for the first time. On 6 June 2019, he was appointed to the Supervisory Board of ZUE S.A. for the current three-year term. He has held the position of the Chairman of the Audit Committee of ZUE S.A. since 18 October 2017.

Mariusz Szubra is an independent member of the Supervisory Board of ZUE S.A. in accordance with § 13.3 of the Company's Articles of Association.

Professional career:

His professional career began in 1990 when he joined the faculty of the Department of Econometrics and Operational Research at the Cracow University of Economics, where he worked until 2002. In 1996-1997, he was a Credit Risk Analyst at the Cracow branch of BIG Bank S.A. In 1997, he joined Agencja Rozwoju Miasta S.A., where he held the position of Chief Finance Officer and later Vice-President of the Management Board (until 2002). In 2001, he also held the position of the President of the Management Board of Miejski Zakład Torów, Sieci i Podstacji Trakcyjnych Sp. z o.o. In 2003, he was appointed to the position of the President of the Management Board of Vita Medical Instytut Stomatologii Sp. z o.o. and Invest-Eko-Konsulting Sp. z o.o., which he held until 2004 and 2007, respectively. He held the position of the Management Board Member at Spółdzielnia Mieszkaniowa LIPSKA w upadłości in the period 2003-2014.

Mariusz Szubra holds the position of the President of the Management Board of International Management Services Sp. z o.o. (he was a Vice-President between 2002 and 2017), a Vice-President of the Management Board of DAGNUS sp. z o.o. (he held the position of the President of the Management Board of Euro Innopark Sp. z o.o. between 2011 and 2017) and Financial Control Director (Deputy Financial and Economic Director between 2009 and 2011 and Financial Modelling Proxy between 2011 and 2019 at Miejskie Przedsiębiorstwo Wodociągów i Kanalizacji S.A. w Krakowie.

In addition, Mariusz Szubra held the following positions:

2017-present – Miejskie Przedsiębiorstwo Energetyki Ciepłej S.A. w Krakowie – Supervisory Board Member;
2012-present – ZUE S.A. – Supervisory Board Chairperson;
2014 – 2017 – Zakład Usług Specjalistycznych MPWiK sp. z o.o. (in liquidation since 1 September 2014) – Supervisory Board Member;
2014 – 2017 – Jałowcowa Góra sp. z o.o. – Supervisory Board Secretary;
2010 – 2012 – ZUE S.A. – Supervisory Board Vice-Chairperson;
2007 – 2007 – Polska Agencja Prasowa S.A. – Supervisory Board Member;
2004 – 2006 – Zakład Komunikacji Miejskiej sp. z o.o. w Gdańsku – Supervisory Board Vice-Chairperson;

2001 – 2003 – Miejski klub Sportowy CRACOVIA S.S.A. – Supervisory Board Vice-Chairperson;
2000 – 2001 – Miejski Zakład Torów, Sieci i Podstacji Trakcyjnych sp. z o.o. – Supervisory Board Vice-Chairperson;
1998 – 1999 – Zajezdnia Św. Wawrzyńca sp. z o.o – Supervisory Board Vice-Chairperson.

Mr. Mariusz Szubra does not participate in any competitive company as a partner of a civil law partnership or partnership or a member of the governing body of a corporation or another competitive legal person. He has not been entered into the Register of Insolvent Debtors maintained on the basis of the Act on the National Court Register.

Barbara Nowak – Supervisory Board Vice-Chairperson

Barbara Nowak was appointed to the Supervisory Board of ZUE S.A. for the first time on 6 June 2017. She has been a Member of the Audit Committee of ZUE S.A. since 18 October 2017.

Barbara Nowak graduated from the Faculty of Food Technology at the University of Agriculture in Cracow. She also completed post-graduate studies in sales marketing.

She started her professional career in 1981 at ZPC Wawel where she worked until 1986. Next, she was employed as a teacher at the Food School Complex in Cracow. In 1987, she began to work at Polskie Zakłady Zbożowe w Krakowie S.A. as Chief Quality Control Inspector.

In 1996–2002, she worked at Zakład Urządzeń Ergoelektronicznych Radiotech. She held the position of Financial Director from 2002 (i.e. since the transformation ZUE Radiotech into Zakłady Usług Energetycznych i Komunikacyjnych grupa ZUE S.A. (predecessor of ZUE S.A.) to 2013. She was a liquidator of PREFTOR S.A. in the period 2006-2008. She has been the Managing Director of ZUE S.A. since 2013. In addition, she was the Company's proxy between 2002 and June 2017.

Barbara Nowak is the wife of Wiesław Nowak, the Company's Management Board President and CEO holding the shares carrying 62.53% of the voting rights at the Company's General Meeting.

Ms. Barbara Nowak does not participate in any competitive company as a partner of a civil law partnership or partnership or a member of the governing body of a corporation or another competitive legal person. He has not been entered into the Register of Insolvent Debtors maintained on the basis of the Act on the National Court Register.

Piotr Korzeniowski – Supervisory Board Member

In 2010, Piotr Korzeniowski was appointed to the Supervisory Board of ZUE S.A. for the first time. On 6 June 2019, he was appointed to the Supervisory Board of ZUE S.A. for the current three-year term.

Piotr Korzeniowski is an independent member of the Supervisory Board of ZUE S.A. in accordance with § 13.3 of the Company's Articles of Association.

Piotr Korzeniowski graduated from the Faculty of Law and Administration of the Jagiellonian University in Cracow, with MA in law conferred in 2005. In 2007-2011, he was employed as an assistant lecturer with Państwowa Wyższa Szkoła Zawodowa w Tarnowie [State Higher Vocational School in Tarnow]. He has worked at the School as a lecturer since 2011.

Piotr Korzeniowski is a member of the Cracow Bar Association. He completed a 3.5-year legal training organised by the Cracow Bar Association (2007-2011), passed the examination (2011) and was entered on the list of legal advisors after he had taken an oath (entry no. KR-1986). He runs his Law Office.

In addition, Piotr Korzeniowski has held the following position in the past five years:

18.10.2017–present: Member of the Audit Committee of ZUE S.A.

Mr. Piotr Korzeniowski does not participate in any competitive company as a partner of a civil law partnership or partnership or a member of the governing body of a corporation or another competitive legal person. He has not been entered into the Register of Insolvent Debtors maintained on the basis of the Act on the National Court Register.

Bogusław Lipiński - Supervisory Board Member

In 2002, Bogusław Lipiński was appointed to the Supervisory Board of ZUE S.A. for the first time. On 6 June 2019, he was appointed to the Supervisory Board of ZUE S.A. for the current three-year term.

Bogusław Lipiński is an electrician who completed the basic vocational training at the Miejskie Przedsiębiorstwo Komunikacyjne w Krakowie's Vocational School.

His professional career began at Miejskie Przedsiębiorstwo Komunikacyjne w Krakowie S.A. where he worked as a linesman and electrician in 1973-1978. In 1978-1979, he worked as a driver at the transportation unit of Zakład Rolno-Przemysłowy Igłopol. In 1979 he was the Head Maintenance Electrician at Huta im. Lenina of Kraków steelworks. In 1979-1996, he worked as a linesman at Miejski Zakład Torów, Sieci i Podstacji Trakcyjnych. In 1997-2000, he worked as an electrician and linesman at ZUE S.A.

In 2000-2017, Bogusław Lipiński was employed with ZUE S.A. as the Manager of Traction Works Unit. He retires since 2017.

In addition, Bogusław Lipiński has held the following positions in the past five years:

2006-2008 PREFTOR S.A. w likwidacji – Supervisory Board Member;

2001-2006 PREFTOR S.A. – Supervisory Board Member.

Mr. Bogusław Lipiński does not participate in any competitive company as a partner of a civil law partnership or partnership or a member of the governing body of a corporation or another competitive legal person. He has not been entered into the Register of Insolvent Debtors maintained on the basis of the Act on the National Court Register.

Michał Lis – Supervisory Board Member

In 2012, Michał Lis was appointed to the Supervisory Board of ZUE S.A. for the first time. On 6 June 2019, he was appointed to the Supervisory Board of ZUE S.A. for the current three-year term.

Michał Lis has a BA degree. He graduated from the Faculty of Management and Marketing at the Academy of Management and Banking in Cracow. The professional title of electronics technician was conferred on him by the Electrical Engineering School Complex no. 1 in Cracow.

He began his professional career in 2003 as a Trainee Electrician at ZUE S.A. In 2003–2006, he was a wireman at the Company. In 2006–2012, he was a Supervisor of the Track Maintenance Unit.

In 2012-2013, he was employed as Acting Manager of the Track Maintenance Unit. He has been the Head of the Lighting Maintenance Unit since 2013. Since 2019, he has been deputy director of the Infrastructure Maintenance Unit and deputy manager of the Lighting Maintenance Unit.

In addition, Michał Lis has held the following position in the past five years:

2011 – 2013: Prodeck Spółka z o.o. with registered office in Wieliczka – Shareholder;

2009 – 2011: Prodeck Sp. z o.o. with registered office in Wieliczka – Management Board Member.

Mr. Michał Lis does not participate in any competitive company as a partner of a civil law partnership or partnership or a member of the governing body of a corporation or another competitive legal person. He has not been entered into the Register of Insolvent Debtors maintained on the basis of the Act on the National Court Register.