

APPENDIX

to the current report 28/2022 of 31 May 2022

Piotr Korzeniowski – Supervisory Board Chairperson

Piotr Korzeniowski was appointed to the Supervisory Board of ZUE S.A. for the first time in 2010. He was appointed to the Supervisory Board of ZUE S.A. for the current three-year term on 31 May 2022.

Piotr Korzeniowski graduated from the Faculty of Law and Administration of the Jagiellonian University in Cracow, with MA in law conferred in 2005. He has been a university teacher at Akademia Nauk Stosowanych w Tarnowie [Academy of Applied Sciences in Tarnów] since 2007.

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 an oath had been taken from him (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 – 31.05.2022: 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.

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. She was appointed to the Supervisory Board of ZUE S.A. for the current three-year term on 31 May 2022.

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 Energoelektronicznych 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 total vote 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. She has not been entered into the Register of Insolvent Debtors maintained on the basis of the Act on the National Court Register.

Agnieszka Klimas – Supervisory Board Member

Agnieszka Klimas was appointed to the Supervisory Board of ZUE S.A. for the first time on 21 January 2022. She was appointed to the Supervisory Board of ZUE S.A. for the current three-year term on 31 May 2022.

Agnieszka Klimas has got a secondary education. She graduated from the Secondary School No. II in Cracow. She also studied Middle and Far Eastern cultures for three years at the Faculty of International and Political Studies at the Jagiellonian University.

She has worked in the hospitality industry since 2008 and had various jobs at P.T. Hotel Warszawski sp. z o.o. in 2008-2009 and then at RT Hotels S.A. in 2011-2014. Ms. Klimas has been employed with HTI sp. z o. o. since 2014. She has held the position of Revenue Manager at the company since 2016 and her job is to maximize revenues through the proper price and sales policy and to manage and supervise e-commerce. Agnieszka Klimas has a lot of experience in international business. She can speak English, German and Chinese.

Agnieszka Klimas 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. She has not been entered into the Register of Insolvent Debtors maintained on the basis of the Act on the National Court Register.

Irena Piekarska-Konieczna – Supervisory Board Member

Irena Piekarska-Konieczna was appointed to the Supervisory Board of ZUE S.A. for the first time on 31 May 2022.

Irena Piekarska-Konieczna has got a university education. She graduated from the Faculty of Production and Industry Economics at Cracow University of Economics.

In 1977-1987, she was employed with Elektromontaż Kraków S.A. as Senior Inspector. In 1987-1996, Ms. Piekarska-Konieczna worked as Tax Inspector in the Treasury Office in Cracow and then as Tax Inspector in the Tax Inspection Office. After 1992, she managed the public companies inspection department.

In 1996-2002, Ms. Piekarska-Konieczna was a Manager of the Accounting Department at Mostostal Kraków S.A. In 2002-2003, she worked as Senior Accountant at Budimex Dromex S.A. In 2002-2011, she worked at Mostostal Kraków S.A., first as Chief Accountant and then as Economic and Financial Director. In 2012-2018, she was employed with Budimex S.A. as the Accounting Department Manager where she maintained the accounting records of Mostostal Kraków S.A.

Ms. Piekarska-Konieczna has a long-term experience in maintaining accounting records and preparing financial statements of construction and assembly companies and in tax settlements. She was also a member of the supervisory boards of Krakmos sp. z o.o. and Zarat S.A.

Irena Piekarska-Konieczna 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. She has not been entered into the Register of Insolvent Debtors maintained on the basis of the Act on the National Court Register.

Maciej Szubra – Supervisory Board Member

Maciej Szubra was appointed to the Supervisory Board of ZUE S.A. for the first time on 31 May 2022.

Maciej Szubra has got a university education. He graduated from the Faculty of Geo-Data Science, Geodesy and Environmental Engineering at AGH University of Science and Technology with a degree in Geodesy and Cartography. In addition, he has an MBA from Cracow School of Business at Cracow University of Economics (CSB CUE).

In 2017-2019, he worked as a consultant for Aecom Polska sp. z o. o. in connection with the Odra and Vistula River Basin Flood Project. He was a member of real estate and design teams and conducted social and economic research involving people affected by the project. He was also involved in the execution of the Real Estate Acquisition and Relocation Projects, technical concepts and the analyses of project economic efficiency.

At the same time, he cooperated with International Management Services sp. z o. o. As part of this cooperation, he prepared feasibility studies as well as technical concepts of spatial analyses and cartographic documents, and analysed strategic documents of state and self-government units.

He has been employed with UBS Business Solutions Poland sp. z o. o. since 2019 as Data Analyst where he has analysed competition among companies representing banking, power, sales, construction, real estate and transport sectors. The said analyses have been carried out based on demographic, spatial and financial data. In addition, he creates demographic models, regional exhibition models and competition models.

Mr. Szubra has technical and consultancy skills as well as experience in international business. He has a perfect command of English.

Maciej 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.