

SEBASTIAN CHĘCIŃSKI

PERSONAL DATA

- Doctor of Economic Sciences
- business practices with many years of experience in corporate finance
- specialist in the area of raising capital
- academic teacher at the Poznań University of Economics and Business

EDUCATION

Uniwersytet Ekonomiczny w Poznaniu

[Poznań University of Economics and Business]

Faculty of Management | May 2018

PhD in management sciences

Uniwersytet Ekonomiczny w Poznaniu

[Poznań University of Economics and Business]

Faculty of Management | 2009-2014

Full-time doctoral studies

Uniwersytet Ekonomiczny w Poznaniu

[Poznań University of Economics and Business]

Faculty of Management | 2004-2009

Master's degree - *Capital Investments and Corporate Financial Strategies*

PROFESSIONAL EXPERIENCE

Poznańskie Centrum Fizjoterapii Funkcjonalnej Sp. z o.o. | 2020 –

President of the Management Board

Company responsible for the implementation of a project co-financed by the European Social Fund entitled "*Rehabilitation for you*"

Projekt inwestycyjny Sp. z o.o. | 2018 –

President of the Management Board

A special-purpose vehicle responsible for the implementation of the investment project entitled "*Construction of 0.499 kW agricultural biogas plant in Płomykowo*" and its operation

JMTP Solutions Sp. z o.o. | 2018 -

Member of the Management Board

Organized non-refundable financing for the production of innovative software for the commercial sector, sold R&D works to a trade investor

Zarząd Komunalnych Zasobów Lokalowych Sp. z o.o. | 2017-2018

Finance Unit Coordinator

Obtained an investment loan from the European Investment Bank, issued corporate bonds and organized non-refundable financing for the implementation of the programme for the construction of 2500 municipal flats

MS Food Sp. z o.o | 2016 - 2018

Member of the Management Board

- contribution of natural person's business to a capital company
- financial restructuring of existing activities
- buyout of property for investment
- organisation of repayable financing and subsidies for the investment in converting and equipping a production plant with fixed assets

Uniwersytet Ekonomiczny w Poznaniu | 2014 –

Assistant Professor

Department of Enterprise Resource Management

- research (area of interest: corporate investment activity, analysis of corporate operations, corporate and institutional restructuring, corporate governance, corporate valuation and corporate value management)
- lectures on financial and economic analysis, evaluation of economic profitability of investments, corporate restructuring, value management and institutional valuation

Kancelaria Doradztwa Gospodarczego Sebastian Chęciński | 2011-

Own business

- outsourcing in management
- raising capital
- financial and economic analyses of companies
- feasibility studies and business plans
- creation of business models of enterprises
- corporate restructuring

SKILLS	LICENSES
German: very good English: good Very good computer skills	Licensed to sit on supervisory boards of state-owned companies Driving Licence (B category)

I agree to the processing of my personal data contained in my CV insofar as this is necessary for the purposes of the recruitment process, in accordance with the Act of 29 August 1997 on the Protection of Personal Data (Journal of Laws 1997 No. 133 item 883).

Krzysztof Kwiatkowski is a graduate of the Poznań University of Economics and Business (formerly the Poznań University of Economics) - Faculty of Management - Econometrics and Statistics.

Professional experience:

- 2014 - 2020 - President of the Management Board of Elektrociepłownia "Będzin" S.A. in Poznań
- 1996 - 2020 - President of the Management Board of Energetyczne Towarzystwo Finansowo-Leasingowe Energo-Utech S.A.
- 1995 - 2004 - Member of the Management Board; Economic Director of PU "UTECH" Sp. z o.o.
- 1993 - 1994 - Member of the Management Board for economic affairs of the Zielonogórskie Zakłady Energetyczne PP in Poznań.
- 1989 - 1993 - Deputy Director for Economic Affairs, Zakład Energetyczny Poznań PP
- 1979 - 1989 - Trainee, clerk, specialist, head of the Commercial Customer Service Department

Krzysztof Kwiatkowski held the following functions in commercial law companies:

- 2008 - - Member of the Supervisory Board of ELPE Elektroprodukt Sp. z o.o. Kraków
- 2012 - - Chairman of the Supervisory Board of Power Engineering S.A.
- 2012 - 2016 - Member of the Supervisory Board of SGB Leasing Sp. z o.o.
- 2007 - 2015 - Member of the Supervisory Board of Apator S.A.
- 2007 - 2012 - Member of the Supervisory Board of Power Engineering S.A.
- 2007 - 2008 - Chairman of the Supervisory Board of BISE Atechnet Leasing Sp. z o.o.
- 2002 - 2007 - Member of the Supervisory Board of Przedsiębiorstwo Energetyki Ciepłej w Gorzowie Sp. z o.o.
- 2005 - 2006 - Member of the Supervisory Board of Huta Ferrum S.A.
- 2002 - 2006 - Member of the Supervisory Board of Fabryka Maszyn Górniczych PIOMA S.A. in Piotrków Trybunalski

Krzysztof Kwiatkowski does not conduct any activity competitive to the business of Elektrociepłownia "Będzin" S.A. He does not participate in any 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.

He is not listed in the Register of Insolvent Debtors maintained pursuant to the Act on the National Court Register.

Waldemar Organista is a graduate of the Poznań University of Technology and since 1983 an employee of this university - Institute of Civil Engineering.

Professional experience:

- since 1986 - Chairman of the Management Board of Przedsiębiorstwo Usługowe "UTECH" Sp. z o.o.
- 1985 - 1988 - Member of the Management Board of Expo-Service and Head of the Repair and Construction Department
- 1983 - 1985 - Head of Zakład Usług Budowlanych S.S.P. "Akademik"

Waldemar Organista held the following functions in commercial law companies:

— functions in the Supervisory Boards of the following companies:

- Elektrociepłownia "Będzin" S.A. – Deputy Chairman
- ETFL "ENERGO-UTECH" S.A. - Chairman of the Supervisory Board
- Power Engineering Transformatory sp. z o.o. - Member of the Supervisory Board
- "Power Engineering" S.A. in Czerwonak - Chairman and Deputy Chairman of the Supervisory Board
- Elpe Elektroprodukt - Chairman of the Supervisory Board
- Huta Szczecin - Member of the Supervisory Board
- Pioma Odlewnia Sp. z o.o. - Member of the Supervisory Board
- Fabryka Maszyn Górniczych PIOMA S.A. - Chairman of the Supervisory Board

Waldemar Organista is the majority shareholder in P.U. UTECH Sp. z o.o. and Gamawind Sp. z o.o. and the minority shareholder in G.K. BAU-Baltic Sp. z o.o.

Waldemar Organista is not involved in any activities competitive to the business of Elektrociepłownia "Będzin". He does not 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 legal person as a member of its body.

He is not listed in the Register of Insolvent Debtors maintained pursuant to the Act on the National Court Register.

Marcin Śledzikowski

LEGAL COUNSEL / DOCTOR OF LAW (COMMERCIAL LAW)

	Legal counsel with several years of experience gained in a reputable international law firm, where services for public and non-public companies, including those with foreign capital, were provided. Participant and arbitrator in the most complicated corporate disputes. Doctor of Law of the University of Wrocław with specialisation in commercial law. Author of nearly 100 articles and publications on commercial law and ownership supervision in capital companies. Author of the monograph entitled: "Legal effects of granting discharge to members of the management board of a limited liability company". One of the 30 most prospective lawyers in Poland under 35 years of age in the December 2019 "Rising Stars" ranking prepared by <i>Dziennik Gazeta Prawna</i> .	
CONTACT		
SKILLS		EXPERIENCE
<ul style="list-style-type: none"> • Conflict resolution • Expertise in commercial law and ownership supervision • Project management • Audits of contracts • Fast learner 	11/2012 - present	<p>legal counsel (until 1 Jan 2017 – trainee legal counsel) Kancelaria Prawna Schampera, Dubis, Zając i Wspólnicy sp.k. – Wrocław</p> <ul style="list-style-type: none"> • Day-to-day corporate consulting for private and public companies, including those with foreign capital • Participation in mergers and acquisitions (M&A) and numerous reorganisations of companies and their capital groups • Participation in and handling of complex and multithreaded corporate disputes, both on the part of the company and its shareholders • Preparation and negotiation of contracts for the largest entities from the automotive, food, manufacturing, IT/IP, chemical and construction sectors • Day-to-day consulting to investment funds on their capital investments
ADDITIONAL INFORMATION		
<ul style="list-style-type: none"> • Fluent in spoken and written English • One of the 30 most promising young generation lawyers in the "Rising Stars" ranking prepared by <i>Dziennik Gazeta Prawna</i> 	03/2020 - present	<p>Director of the Legal Department PPHU Komobex-Inel sp. z o.o. sp. k. – Częstochowa</p> <ul style="list-style-type: none"> • Analysis of compliance of the company's operations with the applicable legal regulations • Compliance audits • Day-to-day corporate consulting • Analysis of construction contracts and commercial relations with clients
<ul style="list-style-type: none"> • As an academic I am mainly interested in the rights of individual groups of shareholders in public companies and ownership supervision 		<p>EDUCATION</p> <p>2017 Doctor of Law (commercial law) University of Wrocław – Plac Uniwersytecki 1, 50-137 Wrocław</p> <p>2018 Post-Diploma studies in tax advisory services University of Economics in Wrocław – ul. Komandorska 118/120, 53-345 Wrocław</p> <p>2013 master of law University of Wrocław – Plac Uniwersytecki 1, 50-137 Wrocław</p>

Yours sincerely
Dr Marcin Śledzikowski, Legal Counsel

Waldemar Witkowski is a graduate of Poznan University of Technology - Faculty of Electrical Engineering.

Professional experience:

- 1992 - 2001 - President of the Board of the Hipolit Cegielski Housing Cooperative in Poznań
- 1985 – 2001 - President of the Management Board of the Spółdzielnia Pracy "Akademik"
- since 2005 - re-appointed President of the Management Board of the Hipolit Cegielski Housing Cooperative in Poznań

Waldemar Witkowski served as:

- 2001 – 2003 - second Deputy Governor of the Wielkopolska Region
- 2003 - 2005 - first Deputy Governor of the Wielkopolska Region
- 2006 - 2018 - Councillor of the Wielkopolska Diet
- Chairman of the Supervisory Board of the Spółdzielcza Korporacja "Spółnota Pracy" Spółdzielnia Osób Prawnych (Cooperative of Legal Persons)

Waldemar Witkowski is entitled to sit on Supervisory Boards of State Treasury companies.

Waldemar Witkowski does not conduct activity competitive to the business of Elektrociepłownia "Będzin" S.A. He does not 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.

He is not listed in the Register of Insolvent Debtors maintained pursuant to the Act on the National Court Register.