

Candidates for Supervisory Board submitted by Shareholder

1) Adnan O. Ahmed is a Managing Director, Head of Human Resources for Europe, Middle East and Africa and Global Head of Recruitment for Citigroup, based in London. Prior to his current role, he was Global Head of CES Shared Services, based in NY. Adnan O. Ahmed joined Citi in July 2010.

Prior to joining Citi, Adnan O. Ahmed spent a seventeen year career at Morgan Stanley. After the first two years in NY, he spent the rest of his career in Asia, holding various senior positions including Head of Human Resources/Chief Talent Officer, and Chief Administrative Officer. Before joining Morgan Stanley in 1993, he worked at Mitsubishi UFJ Financial group in New York in Corporate Finance, Operations, Credit and Human Resources.

Adnan O. Ahmed has taught international management courses and lectured at educational institutions including INSEAD and the Hong Kong University. He has also been active in various non-profit organizations, including as a Board Member of the American Chamber of Commerce in Hong Kong, where he co-led a key initiative on Board Governance, and the English Schools Foundation (Hong Kong). He currently serves as a Board member of Temasek Management Services, a wholly owned subsidiary of Temasek Holdings, Singapore; Director, Supervisory Board of Bank Handlowy w Warszawie S.A. in Poland; and Director, Board of Citi Turkey.

He received his MBA degree from the A.B. Freeman School of Business at Tulane University (1990), and holds degrees in BSc Computer Science (Magna Cum Laude, 1988) and BA International Relations (Cum Laude, 1988), also from Tulane.

Adnan O. Ahmed has lived and worked in the United States, United Kingdom, Japan, Australia, Hong Kong, Indonesia, and Pakistan.

2) Zdenek Turek

Zdenek Turek currently oversees all of Citi's franchises in Western Europe (19 countries) and is also responsible for Citi's Corporate Banking business in Europe, Middle East and Africa. He is based in London.

Citi provides a broad range of services, including corporate and investment banking, transaction services as well as securities and capital markets products across the Western Europe Cluster, one of Citi's largest markets globally.

Until 2013 Zdenek served as CEO of Central and Eastern Europe and Citi Country Officer for Russia, based in Moscow. Citi's business in the Cluster covered eight countries across Central and Eastern Europe. From 2005 to 2008, Zdenek was Citi Country Officer for South Africa and Division Head for Africa with responsibility for the bank's business in the 16 countries where Citi has a presence.

From 2002 to 2005, Zdenek was Citi Country Officer for Hungary and also oversaw the Central European cluster of five countries including Hungary, Czech Republic, Romania, Slovakia and Bulgaria.

Zdenek joined Citi in 1991 in Prague, where he held a number of banking and corporate finance management roles before moving to Citi Romania in 1998 as Citi Country Officer.

Prior to joining Citi, Zdenek worked for the Central Bank of Czechoslovakia and A.I.C., a management consulting company.

Zdenek was born in Kolin, Czech Republic. He graduated with an MA in Finance and Banking from University of Economics, Prague in 1986. His further studies included the Advanced Management Development Program at the Wharton School of the University of

Pennsylvania in 1997 and the Executive MBA program at INSEAD, from which he graduated in 2010.

3) Shirish Apte was Co-Chairman of Citi Asia Pacific Banking until recently. From 2009-2011, he was Chief Executive Officer of Citi Asia Pacific, with responsibility for South Asia, including Australia, New Zealand, India and ASEAN countries. He was a member of Citigroup's Executive and Operating Committees.

Mr. Apte has more than 32 years experience with Citi, including as CEO of Central & Eastern Europe, Middle East & Africa (CEEMEA), and before that as Country Manager and Deputy President of Bank Handlowy w Warszawie S.A., Poland. Mr. Apte moved to London from India in 1993 as senior Risk Manager for CEEMEA before becoming Corporate Finance and Investment Bank Head for CEEMEA, including India.

Mr. Apte is a Chartered Accountant from the Institute of Chartered Accountants in England and Wales, and holds a Bachelor of Commerce degree. He also has an MBA from the London Business School.

4) Igor Chalupiec – Manager, Financier

Education:

In 1992, graduated from the Foreign Trade Faculty at the Warsaw School of Economics with a master's degree in economics. In 1994, graduated from the Faculty of Law and Administration at Warsaw University with a master's degree in law and administration.

Executive Career:

ICENTIS Capital, (2007 – present) – specialized in private equity transactions.

CEO, Executive Partner

ICENTIS Capital cooperated with Eton Park - a global, multi-disciplinary hedge fund formed in 2004 that currently manages a fund volume of approx. 13 billion USD, with the final stage of privatization and withdrawal of the RUCH company - a leading distributor of press and FMCG sector in Poland - from the stock exchange.

In 2007, Mr. Igor Chalupiec became an adviser to Mr. Jarosław Pawluk, who sold 75% shares of the logistics company CTL Logistics to The Bridgepoint Fund.

RUCH SA (2013 – present) – one of the largest press distributors and FMCG in Poland.

CEO

RUCH is the leading wholesaler and retailer of FMCG and press in Poland.

Under ICENTIS Capital's mandate from Eton Park (global, multi-disciplinary hedge fund formed in 2004), Igor Chalupiec was responsible for implementation and oversight over the restructuring and modernization of RUCH SA, first as the Chairman of Supervisory Board (September 2010 to June 2013) and now as the Chief Executive Officer (from June 2013).

Polish Oil Company PKN ORLEN S.A. (2004 – 2007) - Central Europe's largest company operating in the refinery and petrochemical sector.

President & CEO

The largest company in Poland, which, among others, in 2005-2009 has adopted and successfully implemented a new strategy of the Group, by:

- radical restructuring of operations
- the company's transformation into a modern corporate state and the introduction of corporate governance rules and expand into other markets through the acquisition of the Lithuanian refinery Nafta Mozeikiu and the Czech petrochemical company Unipetrol, which meant that PKN ORLEN has become the largest oil company in Central Europe in terms of crude processing capacity.

Mr Igor Chalupiec was recognized as one of the best presidents (research carried out in 2005 by *INE PAN and Gazeta Parkiet* among analysts and investors) "to create the strategy, business development and communications."

Ministry of Finance (2003 – 2004)

Deputy Finance Minister, Deputy Chairman of Financial Services Authorities, Member of Financial Services Committee (Brussels)

He was responsible for:

- adapting Polish regulations in the financial sector to EU standards
- preparing and running "Strategies for Development of Polish Capital Markets – Warsaw 2010."

Main responsibilities:

- issues related to European integration
- issues related to the absorption of EU funds
- issues related to the financial market
- proper preparation of the financial market to enter the European structures during the Polish entry into the European Union
- cooperation within the framework of government with the Parliament and key institutions of the financial market: Narodowy Bank Polski (National Polish Bank), Securities and Exchange Commission, Insurance and Pension Funds Supervisory Commission, the Stock Exchange, which allowed for problem-free preparation of the Polish financial market for European integration

Mr. Igor Chalupiec is the author of the Agenda of "Warsaw City 2010" - the government's strategy for the capital markets.

Bank Pekao SA (UniCredit Group) (1995 – 2003)

Member and Deputy President of the Management Board

The main scope of duties included:

- corporate and investment banking,
- treasury operations,
- custody,
- investment management,
- investment funds and ownership supervision over the capital group and brokerage activity.
- participation in preparation and realization of the largest merger in Poland – the merger of four banks to form Pekao S.A. Group.

At Bank Pekao S.A., Igor Chalupiec was instrumental in shaping the dynamic growth of the institution across its main business lines. From 1999 to 2001 Bank Pekao S.A. doubled its Return on Equity to more than 22% and minimized Cost/Income ratio by 26 p.p. to less than 47%.

Hence, the objectives set out in the Bank's Value Creation Program have been implemented in most of the previous year.

Igor Chalupiec also participated in the process of Bank's privatization over the period: 1998 (IPO) followed by sale to strategic investor in 1999 when UniCredit Group acquired a controlling stake in the bank.

In 1999, the prestigious Polish weekly "Polityka" placed Igor Chalupiec in the "Leaders' Retinue" showing that within this environment of managers he was perceived (e.g. by head hunters) as a boss of the future.

CDM Pekao Brokerage S.A. (1991 – 1995)

Founder and CEO of CDM Pekao Brokerage

Igor Chalupec began his professional career in the early 1990s when Poland was undergoing system transformations. During this pioneer period, he was one of professionals taking part in rebuilding of Polish capital markets.

In mid 1991, as one of the first in the country, he obtained a brokerage license. The same year, he was commissioned with a task to create a brokerage house for Bank Pekao S.A., which was undergoing an overhaul to adjust to the market economy. Until 1995, he managed Centralne Biuro 3 Maklerskie of Pekao S.A. ("CBM") as the CEO. During that period, CBM became the largest brokerage house (1000 employees) in Poland.

Supervisory Boards:

Igor Chalupec is a well-known and highly respected member of the Polish financial scene. He is a member of company supervisory boards in:

- **Bank Handlowy SA (Citigroup)** (2009-present),
- **Budimex SA** (Ferrovial Agroman Group) (2007-present),
- **PZU Życie SA** (2008-2010),
- **Unipetrol** (2005-2007),
- **Warsaw Stock Exchange** (1995-2003).

and

- Member of the **Polish Business Roundtable**,
- Member of the **Economic Forum Programme Council** – organizer i.a. of an annual conference in Krynica often called "Davos of the East" (inter alia by "Le Monde" and "Le Soir"),
- Board Member of the **Institute of Public Affairs Foundation** - one of the leading Polish think-tanks and an independent centre for analysis and research, established in 1995,
- Board Member of the **Polish Institute of Directors**, the Polish corporate governance body,
- Member of the **Executive Club's Programme Council**, organization gathering Polish executives' community,
- Member of the **Chamber of Lesław A. Paga Prize**,
- Deputy President of the Management Board of the Polish Contract Bridge Association,
- Member of the Board of the "Women's Atelier" Foundation,
- Founder and Chairman of the Supervisory Board of the Foundation „Evangelical Educational Association”.

Prizes and awards:

Manager Awards winner

"For the rescue mission that led to the rescue of the largest Polish Distributor", Jury Awards of **Manager Magazine**, 26 April 2012

Awarded in 2011 the title of a Business Leader for acquisition and restructuring of Ruch S.A. and ranked No. 6 in **Forbes Magazine's** 20 Business Leaders in Poland. As Forbes wrote, the potential of Ruch S.A. chain stores as well as the need of restructuring the state-owned distributor were well known and even a few investors made attempts to take over the company, but it was Igor Chalupec who managed to close the deal. *Forbes' Business Leaders* is one of the most prestigious rankings in Poland.

Lesław A. Paga Prize winner

„For implementation of modern standards in Polish economy, vision, courage and determination in its realization and for great professionalism." Lesław A. Paga Foundation, 27 September 2007

WEKTOR Prize winner

„For skilful and extensive expansion of the company, as well as for strategic reinforcement of its values in world markets." Confederation of Polish Employers, 6 January 2006

HERMES Prize winner

„For outstanding services to reconstruction of the Polish capital markets." Warsaw Stock Exchange Board, 12 April 1996

Co-author of "Russia, oil, politics or the largest investment of PKN ORLEN", book about the acquisition of shares in Mazeikiu refinery.