

## Krzysztof Kaczmarczyk – Professional biography

A graduate of the SGH Warsaw School of Economics with a specialisation in finance and accounting, and former auditing student of the University of Warsaw, International Relations Faculty.

Between 1999 and 2008, he worked at Deutsche Bank in Poland, where he held inter alia the function of Deputy Director of the Equity Market Analyses Department and Equity Market Analyst for Central and Eastern Europe. In the period 2008 – 2010, he held different managerial functions in the TP S.A. Group, including Director of the Strategy and Development Division. Between 2010 and 2011, he worked at the Swiss investment bank - Credit Suisse in Poland. In the years 2012 – 2015, he acted as Vice President of the Management Board for Strategy and Development at Emitel – the leading operator of terrestrial radio and TV network in Poland.

At present, since 2015, an independent member of the Supervisory Boards of WSE listed companies and an Adviser to the Management Board of KGHM Polska Miedź S.A.

He gained over 10 years of supervisory experience by sitting on the supervisory boards of WSE listed companies, including: Action, Alta, Arteria, Braster, Best, BSC Drukarnia, Celon Pharma, Duon, Warsaw Stock Exchange, Graal, Integer, InPost, KGHM, LC Corp, Magellan, Polimex-Mostostal, Polish Energy Partners, Robyg, SARE, TIM, Wirtualna Polska, Work Service, 4fun Media.

Krzysztof Kaczmarczyk meets the criteria of independence referred to in Rule II.Z.4 of the document "Best Practice of WSE Listed Companies 2016".

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