

Professional background of the appointees to the Supervisory Board.

Krzysztof Kluza

Bank Director with Bank Gospodarstwa Krajowego (the only state-owned bank in Poland), responsible for product management and foreign trade support.

He has a Ph.D. in Economics from the Warsaw School of Economics, where he studied between 1993 and 1998. He graduated from two faculties: Finance & Banking and Economics. Between 1999 and 2000, as a Fulbright Scholar, he studied at the Columbia University in New York. He also won the Foundation for Polish Science scholarship for young scientists and the Top 10 award at the Warsaw School of Economics.

He has been professionally connected with the Warsaw School of Economics since 1997 – with the Treasury Department and Research Institute for Economic Development. Between 1998 and 2003, he worked at Bank Handlowy in Warsaw SA; his last position – Councillor to the President of the Management Board in the Department of Strategy, Development and Strategic Projects. Between 2003 and 2006 he worked at the Group PZU SA; his last position was Director of the Strategy and Projects' Office in PZU SA and PZU Życie SA. Member of Fasing SA supervisory board since 2009.

Grzegorz Kostrzyński

General Manager at Wiromet SA, company producing components for turbines and flow machines for the energy sector as well as hydraulic pumps, cylinders and chargers for the mining industry.

Graduate from the Mechanical-Technological Department at the Warsaw University of Technology. Between 1986 and 1989 he worked for OBR Koprotech – a design office specialised in compound and performance machine tools for the car and machine industries. Next, between 1990 and 1991, he worked as Project Engineer in Racar Technologies Inc – an American manufacturer of automotive plastics for General Motors Company. Between 1992 and 1995, he worked at International Finance Corporation – a consulting company for small and medium-sized companies providing consulting services also with financial transactions or privatising processes. Between 1996 and 2002, he worked as Investment Director for AIB WBK Fund Management Ltd – investment fund management company specialized in private equity and venture capital. Between 2002 and 2006, he was the Director of Finance and Administration, member of the Board at TP EmiTel Sp Ltd. (Telekomunikacja Polska S.A. Group). Between 2007 and 2008, he worked as the Financial Director at Opal Property Management and between 2008 and 2009, as the Financial Director at Stream Communications Ltd. Member and chairman of supervisory boards of numerous companies.

Andrzej Krämer

Senior Vice President at Danfoss A/S Residential Heating, Denmark – a global market leader in heating and air conditioning for homes and facilities.

Graduate of Warsaw University of Technology, Faculty of Sanitary Engineering. He began his professional career in 1989 with his own plumbing company. Then, in 1991, he started work at Danfoss where he is employed to this day. He advanced from Sales Director at Danfoss Poland, to become then General Manager for Danfoss Plumbing Controls in Sweden. From there, he moved to Denmark to become the Business Area Senior Director and subsequently, Vice President at Danfoss A/S Hydronic Balancing. Then, also in Denmark, he continued to Danfoss A/S, Residential Heating, where he worked as Vice President.

Paweł Wyrzykowski

President of the Management Board at Seco/Warwick – one of the world's leading producers of heat processing furnaces for metals.

Graduate of the Faculty of Foreign Trade of the Warsaw School of Economics. In 1992-1998, he worked for the Creditanstalt group in Vienna and Warsaw. In 1998, he was employed by the Pfeiderer AG group, a leading manufacturer of materials for the furniture industry. In 1998-2001, Mr Wyrzykowski held the position of Chief Financial Officer and member of the management board of Pfeiderer Grajewo S.A., to become president of the company's management board in 2003. Subsequently, he served as member of the management board of Pfeiderer AG of Neumarkt in Germany (2009-2011).