

JACEK PODGÓRSKI

- A manager with 25 years of experience gained holding senior managerial positions at financial institutions and industrial companies
- Able to apply analytical skills in making strategic and other decisions with a proven track record of delivering long-term improvements in financial efficiency
- Focused on building goal-oriented multi-functional project teams, involving employees of all ranks
- Capable of effective change management and creating an engaging organisational environment, as confirmed by employee engagement surveys

Professional experience

Sanok Rubber Company S.A. – Deputy Chairman of the Supervisory Board and Member of the Audit Committee

June 2018 –

Anwil S.A., ORLEN Group – President of the Management Board, Chief Executive Officer – November 2014 – February 2018

Poland's leading and Europe's sixth largest manufacturer of polyvinyl chloride, with a capacity of 360,000 tonnes. The second largest manufacturer of nitrogen fertilizers in Poland and the eighth largest in Europe in volume terms, with output of approximately 1 million tonnes; currently, Anwil employs around 1,300 staff. The company's annual revenue is *ca* PLN 3bn.

Achievements during his term of office:

- restructuring of the Anwil Group through divestment of four subsidiaries, including service companies and companies not included in the company's long-term strategy; as a result, workforce at the Anwil Group fell from *ca* 3,000 to approximately 1,300 employees
- organisational changes were made to the company's structure to improve management efficiency
- work organisation was changed from a five-shift to four-shift system.

The organisational changes reduced overheads by several million złoty annually

- in 2015–2017, Anwil S.A.'s EBITDA rose to its highest level on record, of more than PLN 500m per year
- expenditure on plant upgrades doubled
- in 2017, for the first time ever the plant's operational availability exceeded 97%, making Anwil one of the most efficient companies in the industrial sector
- in 2017/2018, a tender procedure was held for extension of fertilizer production units and construction of a new granulation plant. Project value: *ca* PLN 800m

- employee engagement surveys were undertaken in 2015, 2016 and 2017. In 2017, the employee engagement index reached 56%, with overall employee satisfaction at 67%, which currently places Anwil among Poland's best employers.

During Mr Podgórski's term of office as President of the Management Board, the company's cooperation with trade unions, sponsored organisations (the Anwil Włocławek sports club, the Anwil for Włocławek Foundation) and local authorities was formally regulated.

Other activities:

Member of the Supervisory Board of Basell Orlen Polyolefins from November 2014 to February 2018; member of the PKN Orlen management team – Top 30; member of the Audit Committee of the Polish Chamber of Chemical Industry; representative of Anwil S.A. in Fertilizers EUROPE; panellist at the European Economic Congress, Polish Chemical Industry Conference and Executive Forum; mentor at the University of Łódź.

**Basell Orlen Polyolefins – Chief Financial Officer, Member of the Management Board
July 2007–November 2014**

Basell Orlen Polyolefins (BOP) is the region's largest manufacturer of polyolefins (LDPE, HDPE, PP) with a total sales volume of approximately 800,000 tonnes and annual revenue of about PLN 4bn. PKN Orlen and Lyondell Basell (LYB), Huston, Texas, each hold a 50% stake in BOP. The company has a headcount of around 400.

- represented PKN Orlen on the Management Board of BOP and in relations with LYB
- supervised BOP's settlements with shareholders under a JV agreement
- supervised the preparation of financial statements in accordance with Polish, international and American accounting standards, preparation of current and strategic financial analyses as well as tax and debt enforcement proceedings under administrative and civil law
- was responsible for IT security and development
- managed liquidity, currency and credit risks
- handled the refinancing of a syndicated credit facility (ca EUR 250m; Bank Pekao S.A., ING Bank S.A., Nordea Bank Polska S.A., BGŻ S.A.; legal advisor – Clifford Chance)
- handled the restructuring of a syndicated credit facility agreement (EUR 320m; Bank Pekao S.A., ING Bank S.A., Rabobank S.A., BNP Paribas, WESTLB AG, London Branch/WESTLB Bank Polska S.A., KBC Bank N.V., Kredyt Bank S.A., PKO BP, Societe Generale).

Orlen Asphalt sp. z o.o. – Chief Financial Officer, Member of the Management Board

January 2006–July 2007

Orlen Asphalt is one of the two major producers of road bitumens in Poland.

Finance, management and real property consultancy activities

September 2004– January 2006

Pekao Leasing sp. z o.o. – Vice President of the Management Board, Chief Financial Officer

March 2003– August 2004

One of Poland's largest providers of lease finance for the purchase of vehicles, equipment, real property and businesses.

Pekao Development sp. z o.o. – Vice President of the Management Board, Chief Financial Officer

October 1999– February 2003

A property developer involved in the execution of residential and commercial projects across Poland.

**Bank Pekao S.A., Head Office
Corporate Financing Centre – Deputy Director**

November 1997–September 1999

The Corporate Financing Centre was responsible for syndicated financing of companies, management of the bank's syndicated credit facility portfolio, financing of real property and companies above the limits available to other units of the Bank, preparation of security issues, secondary market and management of debt securities portfolio of companies and financial institutions.

In the period August 1998– November 1999, a member of the Supervisory Board of Wytwórnia Silników PZL-Mielec.

Petrobank S.A. (currently Bank Nordea S.A.)

August 1994–November 1997

Last position held: Head of Capital Investment Team

The team was responsible for investments on the bank's account in corporate stocks listed on the Warsaw Stock Exchange and debt securities issued by corporates and the State Treasury.

EDUCATION:

A post-graduate course in management at the University of Warsaw 2002

A Master's degree from the Faculty of Economics and Sociology of the University of Łódź
1983–1988

Securities Broker, Licence No. 1005

Various courses in finance, tax law and management

Foreign language skills: Very good command of spoken and written English.

I agree to the processing of my personal data for the purposes of the recruitment process (in accordance with the Personal Data Protection Act of August 29th 1997, consolidated text: (Dz.U. of 2016, item 922).

Jacek Podgórski