

Paweł Dangel, member of the Supervisory Board of Bank Pekao S.A. since 10 September 1999.

He obtained the title of Master of Arts at the department of Staging Direction in the State Institute of Theatre Art in Moscow.

In the years 1980-1984 he worked as a theatre producer in Poland and since 1984 as a producer and lecturer in theatre schools in London.

He has wide experience in insurance and finance. He participated in many training courses devoted to management, insurance and finance.

Since 1986 he worked as a financial and insurance adviser for British insurance companies.

Between 1994 and 1997 he was Vice President of the Management Board and the Sales and Marketing Director in the Life Insurance Company: Nationale-Nederlanden Polska S.A.

Positions held in governing bodies of companies and other organisations:

Since 1997 he has been President of the Management Boards of Towarzystwo Ubezpieczeniowe i Reasekuracji Allianz Polska S.A. and Towarzystwo Ubezpieczeniowe Allianz Życie Polska S.A.

He is also Chairman of the Supervisory Board of PTE Allianz Polska S.A., Vice President of the Management Board of the Polish Association of Private Employers of Insurance Companies, Pension and Investment Funds at Polish Confederation of Private Employers 'Lewiatan'.

Mr. Paweł Dangel does not carry out activities competitive to the activity of Bank Pekao S.A.

Mr. Paweł Dangel is not listed in the Insolvent Debtors Register maintained in accordance with the Act on the National Court Register (KRS).

Alessandro Decio, member of the Supervisory Board of Bank Pekao S.A. since 19 April 2011, since 1 June 2011 Secretary of the Supervisory Board.

A graduate from the Department of Economics, Commerciale L. Bocconi University. He holds an MA from INSEAD. He has wide experience in banking.

Before joining the UniCredit Group in 2000, he held managerial positions in IMI International, Morgan Stanley International, McKinsey & Co. and in the European Bank for Reconstruction and Development (EBRD).

In June 2000, he started work in the UniCredit Group as the head of the Division responsible for foreign banks strategy, mergers, acquisitions, planning and Group control.

In October 2002 he was appointed Chief Operating Officer (COO) for Zagrebacka Banka within UniCredit Group. Between 2003 - 2005 he served as COO at Bulbank, a bank from the UniCredit Group operating in Bulgaria.

At the beginning of 2006 Mr. A. Decio was appointed Manager of UniCredit Group's Germany Integration Project. From July 2006 to July 2007 he served as Deputy Head of Integration Office.

In April 2007 Mr. A.Decio was appointed as Executive Director of Yapı Kredi, on 1 July 2007 he was appointed the COO, and as of 30 January 2009 he was appointed the Deputy CEO of Yapı Kredi.

As of 1 February 2011 Mr. Alessandro Decio has become Head of Family & SME Division in UniCredit.

Positions held in governing bodies of companies and other organisations:

Member of the Board of UniCredit Leasing S.p.A., Member of the Board of CNP UniCredit Vita S.p.A, Vice President of the Board of FinecoBank, Member of the Board of Directors of EFMA- European Financial Management and Marketing, Member of the Board of UBIS ScpA, Non-Executive Member of the Board of Borsa Italiana SpA – London Stock Exchange Group Holding (Italy).

Mr. Alessandro Decio does not carry out activities competitive to the activity of Bank Pekao S.A

Mr. Alessandro Decio is not listed in the Insolvent Debtors Register maintained in accordance with the Act on the National Court Register (KRS).

Roberto Nicastro, member of the Supervisory Board of Bank Pekao S.A. since 29 April 2010, Deputy Chairman of the Supervisory Board since 16 June 2010.

A graduate in business management at Bocconi University in Milan.

Before moving to UniCredit he worked as an investment banker in Salomon Brothers in London and then as a strategic consultant in McKinsey & Co. in Milan.

In May 1997 he moved to Credito Italiano to the position of Director of Strategy, Planning and Control. In October 2000 he became Director of the New Europe Division with the task of developing the leading position of the UniCredit Group in Central and Eastern Europe.

In 2003 he was appointed Director of the Retail Division of the UniCredit Group and CEO of UniCredit Banca, and in July 2007 Deputy CEO of the UniCredit Group.

Positions held in governing bodies of companies and other organisations:

As of 1 November 2010, he was appointed General Manager of the UniCredit Group with responsibility for the retail banking and SME, private banking and business in Central and Eastern Europe.

He is also a member of supervisory boards of UniCredit Bank Austria and UniCredit Bank Russia.

Since October 2009, Mr. Roberto Nicastro has been Chairman of the Board of Directors of EFMA (European Financial Management Association) in Paris. He is also a member of the Executive Committee of the Italian Banks Association and advisory boards of SDA Bocconi in Milan and of Alma School in Bologna.

Mr. Roberto Nicastro was Member of the Supervisory Board of Bank Pekao S.A. between 1999 – 2003.

Mr. Roberto Nicastro does not carry out activities competitive to the activity of Bank Pekao S.A

Mr. Roberto Nicastro is not listed in the Insolvent Debtors Register maintained in accordance with the Act on the National Court Register (KRS).

Enrico Pavoni, member of the Supervisory Board of Bank Pekao S.A. since 10 September 1999.

Since the beginning of his career he has been associated with the Fiat Group. He has been managing the interests of this Group in Poland since 1978. In 1992 he was a member of the negotiating team participating the process of privatization of Fabryka Samochodów Małolitrażowych in Bielsko-Biała. He coordinated the investments of the FIAT Group in Poland.

Since 1995, Mr. Enrico Pavoni has been President of the Management Board of FIAT POLSKA Sp. z o.o. under the competences entrusted by FIAT S.p.A. he coordinates and supervises all ventures of the Group undertaken in Poland. In all the initiated undertakings he performs various functions in supervisory boards and he sits in the management boards.

For 10 years (1992-2002) he performed the function of Vice Chairman of the Supervisory Board of FIAT AUTO POLAND S.A. Since 8 April 2002 he has held the position of President of the Management Board of FIAT AUTO POLAND S.A.

Enrico Pavoni has made great contribution to the development of the Polish-Italian economic relations.

Positions held in governing bodies of companies and other organisations:

President of the Management Board of Fiat Polska Sp. z o.o., President of the Management Board of Fiat Auto Poland S.A., President of the Management Board of Fiat Services Polska Sp. z o.o., President of the Management Board of Sadi Polska – Agencja Celną Sp. z o.o., President of the Management Board of Sirio Polska Sp. z o.o., Member of the Management Board of Gestin Polska Sp. z o.o., President of the Management Board of Związek Pracodawców Motoryzacji i Artykułów Przemysłowych, Vice President of Polish Confederation of Private Employers 'Lewiatan'.

Mr. Enrico Pavoni does not carry out activities competitive to the activity of Bank Pekao S.A

Mr. Enrico Pavoni is not listed in the Insolvent Debtors Register maintained in accordance with the Act on the National Court Register (KRS).

Prof. Leszek Pawłowicz, member of the Supervisory Board of Bank Pekao S.A. since 8 January 1998.

He completed the economic studies at the Gdańsk University in 1973.

Since the beginning of his professional career, has been associated with the Economics of Production Department of the Gdańsk University (currently Management Department), where he has gone through all the levels of scientific career. In 1977 he was awarded a PhD degree in economic sciences, and in 1988 a degree of assistant professor in economic sciences, and finally in 1993 a title of full professor at the Gdańsk University. Since 2003 he has been the Head of the Banking Faculty at the Gdańsk University.

Prof. L.Pawłowicz is an expert in the field of banking and the author of numerous dissertations and articles in this area.

Positions held in governing bodies of companies and other organisations:

Currently, prof. L. Pawłowicz is Director of the Gdańsk Banking Academy and Vice President of the Management Board of the Gdańsk Institute for Market Economy and President of the Supervisory Board of the Warsaw Stock Exchange. He also performs the functions of Member of the Board of BEST S.A., Member of the Program Council of the *Finansowanie Nieruchomości* (Real Estate Finance) quarterly, Member of the Supervisory Board of PKN Orlen.

Mr. Leszek Pawłowicz does not carry out activities competitive to the activity of Bank Pekao S.A

Mr. Leszek Pawłowicz is not listed in the Insolvent Debtors Register maintained in accordance with the Act on the National Court Register (KRS).

Laura Stefania Penna got a degree in Business Administration at Bocconi University, Milan, in 1989.

In January 1990 she started her career in the strategic consulting industry working for Accenture, where she remained till 1999 as Senior Manager for strategic services.

In November 1999 she joined Rolo Banca (an Italian bank then merged in UniCredito Italiano) as Head of *Planning and Control*.

In June 2001 she was appointed Head of *Group Planning* for UniCredit Group. She covered such position till October 2005, when she was given the Financial Controlling responsibility within the *Integration Office*, a unit set up to manage the HVB integration in the Group.

After leading, between November 2006 and March 2007, a specific strategic project in Leasing, in April 2007 she was appointed Head of *UniCredit Management Consultancy*, a highly specialized unit aiming at providing in-house high level strategic advisory to the Group.

Positions held in governing bodies of companies and other organisations:

Member of Board of Directors and of Audit Committee of UniCredit Business Integrated Solutions SCPA, Member of Board of Directors of Finecobank S.p.A., Member of Board of Directors of Koc Finansal Hizmetler AS, Member of Board of Directors of Yapi Ve Kredi Bankasi AS.

Ms. Laura Stefania Penna does not carry out activities competitive to the activity of Bank Pekao S.A

Ms. Laura Stefania Penna is not listed in the Insolvent Debtors Register maintained in accordance with the Act on the National Court Register (KRS).

Wioletta Rosołowska holds a Master's degree in Psychology and a Postgraduate degree in Journalism from the University of Warsaw. She also is INSEAD's Alumna (Senior Management Programmes) and a graduate of Harvard Leadership Programme.

In 2007, Wioletta Rosołowska was appointed Board Member of Tchibo GmbH in Germany, with responsibilities for E-Commerce, FMCG Coffee and Retail Business of Tchibo in Eastern and Central European markets: Czech Republic, Estonia, Hungary, Latvia, Lithuania, Poland, Romania, Russia, Slovakia, Ukraine (2007-2009) and Turkey. In her

current role, Ms Rosołowska leads a multicultural team of high profile executives across both corporate and general management functions.

Prior to her appointment as Member of the Board, Ms Rosołowska served seven years (2000-2007) as General Manager of Tchibo Poland, with responsibility for strategy and operations (including manufacturing) in Poland, Estonia, Latvia and Lithuania. Throughout that period, Tchibo maintained a leading position in roasted coffee market in Poland and achieved double-digit sales growth. One of Ms Rosołowska's prominent achievements was the launching of retail business on the Polish market.

Ms Rosołowska started her career at Tchibo in marketing in 1993. She subsequently moved to sales and in 1998 was appointed to the position of Sales Director. In this role, she oversaw the development and implementation of sales strategy in Poland and Baltic States across all distribution channels.

Prior to joining Tchibo, Wioletta Rosołowska served as media manager at several advertising firms, including Saatchi & Saatchi and Young & Rubicam.

Positions held in governing bodies of companies and other organisations:

Board Member in Tchibo companies in Poland, Czech Republic, Romania, Slovakia and Hungary.

Ms. Wioletta Rosołowska does not carry out activities competitive to the activity of Bank Pekao S.A

Ms. Wioletta Rosołowska is not listed in the Insolvent Debtors Register maintained in accordance with the Act on the National Court Register (KRS).

Doris Tomanek got a degree in Macroeconomics at the University of Economics, Vienna in 1981.

Between 1975 and 1978 she started her career working in the banking industry with Creditanstalt.

In 1982 she joined Mobil Oil Austria AG, Vienna where she remained till 1988 when she moved to Coca Cola Group.

She remained in Coca Cola for 17 years, covering positions of increasing responsibility, becoming in the end Head of *Human Resources* in Coca Cola HBC, the Hellenic company managing Coca Cola operations in 28 countries in Southern and Central Europe.

In 2005 she joined UniCredit Bank Austria AG as Head of Human Resources.

In 2006 she was also appointed Head of *Human Resources CEE Division UniCredit Group*.

In 2008 she received the UniCredit Group Title of *Executive Vice President*.

Positions held in governing bodies of companies and other organisations:

Since May 2010 she is member of the Management Board of UniCredit Bank Austria AG, Head of *Human Resources Austria & CEE*, Member of the Supervisory Board of Uniocredit

Business Integrated Solutions Austria GmbH, Member of the Supervisory Board of Public Joint Stock Company Ukrotsbank.

Ms. Doris Tomanek does not carry out activities competitive to the activity of Bank Pekao S.A

Ms. Doris Tomanek is not listed in the Insolvent Debtors Register maintained in accordance with the Act on the National Court Register (KRS).

Prof. Jerzy Woźnicki, from 10 September 1999 to 19 January 2005 Deputy Chairman of the Supervisory Board of Bank Pekao S.A., from 20 January 2005 to 1 June 2011 Chairman of the Supervisory Board; and then Deputy Chairman of the Supervisory Board.

Prof. J.Woźnicki is a professor of technical sciences, connected with the Warsaw University of Technology where he has gone through all the levels of scientific career from assistantship to the position of a full professor. The scope of his research activity covers the issues of IT and the society of knowledge, innovation and the knowledge-based economy. He was the Dean of the Electronics and IT Faculty and then the Rector of the Warsaw University of Technology. He was also President of the Conference of Rectors of Academic Schools in Poland. He is also an originator and co-author of 'Code of good practices for universities'.

Prof. J.Woźnicki has been involved in business activities for many years. He was, inter alia, President of Softex Sp. z o.o., Vice Chairman of the Supervisory Board of PKN Orlen S.A., member of the Board of Innovation Centre FIRE.

During over 12 years of work in the Supervisory Board of Bank Pekao S.A., he has gained extensive knowledge and experience in the field of banking and the Bank's operation.

Prof. J.Woźnicki has been decorated by the President of the National Bank of Poland with a medal 'for merit to banking'.

Positions held in governing bodies of companies and other organisations:

Currently, prof. J.Woźnicki is President of the Polish Rectors Foundation and Director of the Institute of Knowledge Society, Chairman of the Organization and Legislation Committee of the Conference of Rectors of Academic Schools in Poland (CRASP) and Member of Presidential Board of CRASP. He is also a member of the Committee for Ethics in Science at the Presidium of Polish Academy of Sciences.

Mr. Jerzy Woźnicki does not carry out activities competitive to the activity of Bank Pekao S.A

Mr. Jerzy Woźnicki is not listed in the Insolvent Debtors Register maintained in accordance with the Act on the National Court Register (KRS).