

Andrzej Marciniak

More than 25 years of experience in starting up, managing and restructuring companies in the energy, financial, manufacturing, IT, service and retail industries.

Successfully completed projects in corporate recovery, capital restructuring, M&As and investment processes, including at entities listed on the Warsaw Stock Exchange.

Extensive experience in managing owner-operated and listed business as well as those owned by investment funds.

Employment record

Since 2013: President of the Management Board at Ozen sp. z o.o.;

Production launch and sales development, production and sales activities in charcoal and power production, the largest and most modern production plant in the industry in Europe. Significant production efficiency boost. Manifold increase in sales. New products launched and new markets entered.

May 2013-August 2014: Vice President of the Management Board at Skystone Capital S.A.;

investment fund, restructuring of the company, equity transactions – sale of assets, including Ozen sp. z o.o. Company listed on the Warsaw Stock Exchange.

August 2007-March 2010: Vice President of the Management Board at Sygnity S.A.;

in charge of back office, including IT, and corporate supervision of the group. Restructuring of the company and the group, including through equity transactions: divestment of non-core areas, workforce downsizing, reduction of related expenses, turnaround of unprofitable projects. Company listed on the Warsaw Stock Exchange.

January 2006-May 2007: Initially acting President of the Management Board and then President of the Management Board at Enea S.A.;

Restructuring of the group, spin-off of the distribution system operator (DSO), vertical consolidation with Kozenice Power Plant. Preparing for the deregulation of electricity trading rules. Aligning the Company with European law requirements applicable to distribution system operators – SP ENEA was the only company which implemented the “large DSO” model. Acquisition of Kozenice Power Plant and its incorporation into the ENEA Group. Implementation of an efficiency improvement programme resulting in a remarkable enhancement in financial performance. Net profit up from PLN 35m to PLN 193m. FCFF up from PLN 187m to PLN 432m. Net working capital up from PLN -(81)m to PLN 210m. ROE up from 0.9 to 4.6. In 2006, the company ascended five positions in Newsweek’s ranking of Poland’s most valuable companies.

June 2002-June 2004: President of the Management Board at AVC Sp. z o.o.;

restructuring of the company.

December 1999-October 2000: President of the Management Board at Zakłady Przemysłu Odzieżowego VISTULA S.A. of Kraków;

Ensuring team stability during a process that involved change of ownership and management and workforce downsizing. Development and implementation of a new strategy, restructuring of production resources, introduction of a new store concept, building a sales network. Launch of the Lantier brand. Company listed on the Warsaw Stock Exchange.

September 1994-February 2004: Management cooperation with BB Investment Group.

September 1994-December 1999: President of the Management Board at Dom Maklerski BMT S.A.;

Development and implementation of the company's new strategy. Sevenfold increase in secondary market share. Leadership position in products for stock market investors and the IPO market (private companies). Awarded the title of "Best Brokerage in Poland 1995."

September 1995-March 1997: President of the Management Board at Dom Inwestycyjny BMT S.A.;

investment vehicle of Dom Maklerski BMT S.A.

June 1998-January 2000: Vice President of the Management Board at BB Investment Sp. z o.o.;

Participation in establishing the parent and organising the group as well as in developing and implementing an investment policy.

February 2001-February 2004: President of the Management Board at BMT Leasing S.A.;

management of leasing operations. In view of a crisis in the market for independent leasing companies, transformation into a RES investment fund.

1991-1994: President of the Management Board at Przedsiębiorstwo Leasingowe Uniservice Rent S.A.;

Establishment, organisation and then management of one of the first leasing companies in Poland.

1990-1991: Legal Consultant at Cooperative Bank of Szczaniec, Poznań Branch.

Membership of Supervisory Boards

July 2014-July 2017: Member/Chair of the Supervisory Board at Prestige S.A.

September 2009-April 2010 – Winuel S.A.; Sygnity Group – Member of the Supervisory Board;

June 2009-November 2010: Geomar S.A.; Sygnity Group – Member of the Supervisory Board;

February 2009-June 2009: Web INN S.A.; Sygnity Group – Chair of the Supervisory Board

November 2007-May 2010: Max Elektronik S.A.; Sygnity Group – Member and then Chair of the Supervisory Board;

November 2005-March 2006: Chair of the Supervisory Board at **ENEA S.A.** From January 1st 2006 to March 13th 2006 delegated to serve as President of the Management Board;

January 2003-June 2003: Member of the Supervisory Board at **Zakłady Przemysłu Odzieżowego VISTULA S.A. of Kraków;**

April 2002-December 2003: Chair of the Supervisory Board at **Prestige S.A.;**

November 2000-June 2001: Member of the Supervisory Board at **Zakłady Przemysłu Odzieżowego VISTULA S.A. of Kraków;**

November 1999-March 2001: Deputy Chair of the Supervisory Board at **Polskie Przedsiębiorstwo Wydawnictw Kartograficznych im. Eugeniusza Romera w Warszawie S.A.;**

June 1998-January 1999: Member of the Supervisory Board at **Bumar Waryński S.A. in Warsaw;**

November 1995-June 1999: Member of the Supervisory Board at **Art Marketing Syndicate S.A.;**

March 1996-June 2000: Chair of the Supervisory Board at **BMT Leasing S.A.;**

Education

1983-1989: Adam Mickiewicz University in Poznań, Master of Laws

Languages: English.