

Mr Nuno Manuel da Silva Amado has a Business Degree from ISCTE (Instituto Superior de Ciencias do Trabalho e da Empresa) and attended the Advanced Management Programme at INSEAD (France).

From 1980 he worked in auditing (KPMG) and in international banks (Citibank, Deutsche Bank and Banco Santander) in Portugal. Between 2006 - 2012 he was Vice-Chairman of the Board of Directors and CEO of Banco Santander Totta (Portugal). From 2012 to 2018 he was Vice-Chairman of the Board of Directors and CEO of Banco Comercial Portugues (BCP), Portugal. Since July 2018 he has been Chairman of the Board of Directors of BCP.

Since 20 April 2012 Deputy Chairman of the Supervisory Board of Bank Millennium S.A.

Mr Miguel de Campos Pereira de Bragança has a Degree in Management and Administration from the Catholic University of Portugal and an MBA from INSEAD (France).

Started his career in 1989 in capital markets and investment banking, being since 1993 executive board member of Financial Institutions in Portugal, Brazil (Santander Brazil) and Great Britain (Abbey National). Between 2008-2012 he was Director, responsible for the Financial, Accounting and Management Control, Marketing and Products Areas, at Banco Santander Totta and Banco Santander de Negócios (Portugal). Since 2012 is Chief Financial Officer, board member and Vice-Chairman of the Executive Committee of Banco Comercial Português (BCP), Portugal.

Since 20 April 2012 he has been a Member of the Supervisory Board of Bank Millennium S.A. and since 2019 Vice-Chairman of the Board of Directors of Activobank.

Since 2018 Non-executive Director of SIBS, SGPS, SA and of SIBS Forward Payment Solutions, SA and Non-executive Director of the BofD of UNICRE- Instituição Financeira de Crédito, SA, as representative of Banco Comercial Português, SA.

Ms Olga Grygier-Siddons graduated from the University of Manchester, Computer Science and Accounting. She is also Fellow Chartered Accountant, Institute of Chartered Accountants of England and Wales.

After having graduated in Great Britain, she pursued her professional career in the advisory sector. In 1991, she joined PwC in the Corporate Finance area. In 1998, she was promoted to the position of Partner and was responsible for the delivery of diverse projects for the public and private sectors around the world. In 2004, she decided to relocate to Poland and in 2014, she assumed the position of Managing Partner for Central and Eastern Europe at PwC. For 15 years she was responsible for business development and overseeing projects in 29 countries, in a company with 12,000 employees. She became the first female member of the PwC Strategy Council which comprises 20 top leaders of the PwC Network.

She retired from PwC in 2019 and currently serves as a strategic advisor and Mentor.

Moreover, until today she performs among other the following functions: Member of the Supervisory Board of Zabka Group; founder and CEO of the Experiential Learning Hub - Villa Poranek.

Since 24 March 2021 Member of the Supervisory Board of Bank Millennium S.A.

Mr Alojzy Nowak in 1984 graduated from the Warsaw School of Economics; earned a Ph.D. in 1991 and Habilitation in 1995. Moreover in 1992 – as part of an annual scholarship from the A. Mellon Foundation - he studied economics at the University of Illinois at Urbana-Champaign, USA; in 1993, as a scholarship holder of the United Kingdom Government under the Know-How Fund, he studied banking, finance and capital markets at the University of Exeter; in 1996, as part of a semester scholarship from the German Government, he studied economics at Freie Universität in Berlin, and in 1997 as part of a semester scholarship of the Belgian Government, he studied international economics at the RUCA University in Antwerp.

In 2002 he became Professor of Economics.

He has won a number of prestigious awards, including the Rector's Award for Scientific Achievements (annually since 1997), Award of the Minister of Education for the book "Integracja europejska. Szansa dla Polski?" and the book „Banki gospodarstwa domowe - dynamika rozwoju”. Member of many scientific organizations and professional editorial boards of periodicals, among others "Foundations of Management" (member of the editorial board), "Journal of Interdisciplinary Economics" (editor-in-chief), "Yearbook on Polish European Studies", "Mazovia Regional Studies", "Gazeta Bankowa" and a reviewer in PWE SA Warszawa publishing company. For many years committee member of "Teraz Polska" Award and scientific council member of "Studia Europejskie". Author of over 300 publications in Poland and abroad.

He gained his professional experience working among others as Head of the International Business Relations Section at the Management Faculty, University of Warsaw, Head of National Economy Chair at the Management Faculty UW, Director of European Center at the University of Warsaw, Deputy Dean in charge of foreign cooperation at the Management Faculty, University of Warsaw, next as Dean at the Management Faculty, University of Warsaw and Vice-Rector for Research and Liaison, University of Warsaw. Since September 2020 he has become the Rector of the University of Warsaw. He is a lecturer at the University of Warsaw, and also in France, UK, USA, Russia, China and Korea.

Further, he worked and still works as: advisor to the Prime Minister, to the Minister of Agriculture, CEO of the University Sports Association in Poland and at the University of Warsaw, member of the NewConnect advisory committee at the Management Board of the Warsaw Stock Exchange, member of the Foundation Council of the National Bank of Poland, chairman of the Council of the Scientific of the National Bank of Poland.

Over the years he sat on supervisory boards of various institutions, including among others: PZU S.A, PTE WARTA S.A., PKO BP S.A., Cyfrowy Polsat S.A., ZE PAK S.A., JSW S.A., Chairman and Deputy Chairman of the Supervisory Board in EUROLOT S.A.

He was a member of the National Development Council appointed by President Andrzej Duda. Currently in the Council for Higher Education, Science and Innovation within the NRR. Since December 2018 he has been a member of the Scientific Council of the Institute of New Structural Economics at the University of Beijing, where he is among 22 outstanding scientists from around the world, including 4 Nobel laureates in the field of economic sciences.

Since 26 March 2018 Member of the Supervisory Board of Bank Millennium S.A.

Mr José Miguel Bensliman Schorcht da Silva Pessanha has a Master's Degree in Economics from Université Catholique de Louvain and a Master's Degree in Operational Research (academic portion) from Instituto Superior Técnico and also has a Licentiate Degree in Economics, Universidade Católica Portuguesa. He attended the PADE (Corporate Senior Management Programme) at Associação de Estudos Superiores de Empresa (AESE), the Eureko Program in INSEAD, he had a Scholarship from Invotan (NATO) and received a scholarship linked to the Award Joseph Bech, granted by the Government of Luxembourg for commitment to the European Union.

From 1982 to 1989 he worked as a financial services advisor - Banco Português do Atlântico, Banco Nacional Ultramarino, Banco Espírito Santo, Manufacturers Hannover Trust, between 1982 – 1995 he was Professor in charge of the courses of Statistics I and II and Econometrics - Universidade Católica Portuguesa. He was responsible for risk control, ALM, financial markets research and capital markets areas in the Financial Division – Banco Português do Atlântico, S.A. from 1989 to 1995 and Advisor to the Chairman of the Plan National Council from 1990 to 1993. Between 1993 and 2002 he was a Member of the Board of Directors of Corretora Atlântico - Soc. Financeira de Corretagem S.A. and of Servimédia – Sociedade Mediadora de Capitais, S.A. and Chairman of the Board of Directors of Servimédia - Sociedade Corretora S.A. and Head of the Assets and Liabilities Management Division of BPA (1995 – 1998), and of BCP (1998 – 2000). At Banco Comercial Português, S.A. he was Head for the "Year 2000" Project of Group BCP (1999 – 2000) and was responsible for the design, development and launching of the "cidadebcp" bank website (2000 – 2002). From 1998 to 2003 he coordinated the Investment Products Unit of Banco Comercial Português, S.A. From 2003 to 2015 he was the Group Risk Officer of Banco Comercial Português, S.A. In 2014 he was a lecturer responsible for the banking in a global context course at Universidade Católica Portuguesa.

Currently he is a Member of the Board of Directors and of the Executive Committee of Banco Comercial Português, S.A. ,Member of the Board of Directors of ActivoBank, Vice-Chairman of the Board of Directors and Chairman of the Audit Board of Millennium bcp Ageas Grupo Segurador, SGPS, S.A., Vice-Chairman of the Board of Directors and Chairman of the Audit Board of Ocidental - Companhia Portuguesa de Seguros de Vida, S.A. and Vice-Chairman of the Board of Directors and Chairman of the Audit Committee of Ageas – Sociedade Gestora de Fundos de Pensões, S.A. (formerly Ocidental – Sociedade Gestora de Fundos de Pensões, S.A.).

He is also Member of the Board of Directors and Chairman of the Audit Committee of BIM – Banco Internacional de Moçambique, S.A.(Mozambique) and Vice-Chairman of the Board of Directors and Chairman of the Audit Committee of Banco Millennium Atlântico, S.A.(Angola).

Since 26 March 2018 Member of the Supervisory Board of Bank Millennium S.A.

Mr Miguel Maya Dias Pinheiro graduated from Instituto Superior das Ciências do Trabalho e da Empresa (ISCTE) with a bachelor's degree in Business Organization and Management, having also completed a Senior Management Programme (PADE) at AESE, an Advanced Management Programme at INSEAD and a Corporate Governance Programme also at AESE.

From 1987 to 1990 he held commercial and financial functions in a SME company. Joined Banco Português do Atlântico in 1990, institution where he assumed functions in the corporate banking area and led the coordination of the Economic and Financial Research.

Between 1996 and 2007 he assumed several senior management positions within Banco Comercial Português (BCP) Group both in Portugal and Spain, namely head of the Corporate Banking Marketing Division of BCP, Coordinator of the Retail Banking network of NovaRede, CEO of Manager Land in Barcelona, head of Innovation and Commercial Division of BCP. From 2007 to 2009 he was Chief of Staff of the Chairman of the Executive Board of Directors of BCP.

In 2009 Mr Miguel Maya was appointed Member of the Executive Board of Directors of BCP, Member of the Board of Directors of Fundação Millennium BCP and Chairman of the Board of Directors of Banco ActivoBank, S.A.

Between 2012 and 2016 he was Chairman of the Board of Directors of Banco Millennium Angola, S.A and in 2016, following the merger of this institution with Banco Privado Atlântico, S.A. which resulted in the creation of Banco Millennium Atlântico, S.A., Mr Miguel Maya was appointed ViceChairman and Member of the Board of Directors of the new entity – position that he held until 2022.

From 2012 to 2019 Mr Miguel Maya was Chairman of the Board of Directors of Interfundos - Gestão de Fundos de Investimento Imobiliário, S.A.

Currently Mr Miguel Maya holds the following positions in BCP's Group governing bodies: Chief Executive Officer (CEO) and Vice-Chairman of the Board of Directors of BCP, Chairman of the Board of Directors of ActivoBank, S.A., Manager of BCP Africa, SGPS, Lda. and Member of the Board of Directors of Banco Internacional de Moçambique, S.A.

Since 21 May 2015 he has been a Member of the Supervisory Board of Bank Millennium S.A.

Mr Lingjiang Xu has a Bachelor's Degree in German from the Foreign Studies University of Beijing, a Master's Degree in World Economics from the Nan Kai University, Tianjin and a Master's Degree in Finance from the London Business School.

From July 1993 to February 1995 he worked as Desk Officer at the European Affairs Department of the Chinese Ministry of Foreign Trade and Economic Cooperation in Beijing. He was Third Secretary of the Commercial Office of the Chinese Consulate General in Hamburg from February 1995 to October 1998. Between October 1998 and February 2006 he was the Division Director of the European Affairs Department of Chinese Ministry of Commerce in Beijing. From February 2006 to January 2010 he was the First Secretary of the Commercial Office of the Chinese Embassy in London. In September 2011 he was elected Associate Director of Vermilion Partner LLP (London) (to March 2012). From March 2012 to December 2013 was Partner to RH Regent Investment Management Co Ltd (Shanghai). During the years of 2015 to 2017, he was Non-Executive Director of Luz Saúde, S.A. and Non-executive Director of Multicare – Seguros de Saúde, S.A., as well as Non-executive Director of the Board of Directors of Fidelidade Assistência – Companhia de Seguros S.A. From 18 October 2016 to 31 March 2017 he held the position of Non-executive Member of the Board of Directors of Chiado (Luxembourg) S.à.r.l. From November 2019 to December 2023, he held position as Non-executive Member of the Board of Directors of Luz Saude, S.A. Currently he is Non-executive Member of the Board of Directors, Member of the Committee for Nominations and Remunerations and Member of the Committee for Corporate Governance, Ethics and Professional Conduct of Banco Comercial Português, S.A. He is also Non-executive Member of the Board of Directors of Fidelidade - Companhia de Seguros, S.A., Chairman of the Board of Directors of Longrun Portugal, SGPA,S.A. Mr Lingjiang works as nonexecutive Chairman of the Board of the Directors at Longrun Portugal SGPA, S. A. from 23 November 2020 to 26 September 2024.

Since 26 March 2018 Member of the Supervisory Board of Bank Millennium S.A.

Agnieszka Kłos-Siddiqui graduated from the Faculty of Management at the AGH University of Science and Technology in Krakow. She is a certified auditor and a member of ACCA.

She has many years of managerial experience in the financial sector. In 2007 she started working at Provident Polska. During her carrier she managed the Business Development Office, as well as the Finance Department. From 2016, she was a member of the management board at Provident Polska and managed the Sales and Customer Service division.

January 2018 she took up function of Chairperson of Management Board and performed it till August 2024. She took up that position as the first woman and the first Polish woman.

Before joining Provident Polska, she gained her professional experience at Ernst & Young Audit Sp. z o.o., with which she was associated for over 8 years, and at the English company Greig Middleton, which deals with brokerage consulting and services.

She values diversity and actively supports women. She was the chairwoman of the "Direction: Business Woman" platform, operating at the "Employers of Poland" organisation, as well as the plenipotentiary of the management board of that organization, for equal treatment of women and men. At Provident Polska, she was the leader of the "Provident's Women's Power" project, which aims to strengthen women's involvement and help them develop their careers, as well as inspire them to be brave and "reach for more".

Katarzyna Sułkowska graduated from the Cracow University of Economics, Faculty of Economics, Finance and Banking, specialisation in Banking with a master's degree, Pedagogical Studies at the Cracow University of Technology, and the Academy of Strategic Leadership at the ICAN Institute.

In the years 1997-1998 she worked at the Regional Chamber of Audit in Cracow in the Department of Information and Training. In 1998, she joined Citibank Poland in Warsaw where, until December 2001, she served as head of the Retail Debt Collection Department. In the years 2002-2007, she worked at BPH bank as the Managing Director of the Retail Debt Collection Department. From 2008, she worked as a Managing Director at Alior Bank, responsible for credit risk management. In 2012, she was appointed Member of the Management Board of Alior Bank S.A. responsible for risk, and in 2018 she was appointed Chairperson of the Management Board of Alior Bank S.A. She is the founder and CEO of Provenis, which she has been running since 2021, she also runs consulting activities.

Małgorzata Bonikowska - political scientist, Europeanist, member of Team Europe, President of the Center for International Relations – one of the oldest Polish think tanks specialising in foreign affairs, co-founder and President of the THINKTANK centre. She lectures at the European Centre of the University of Warsaw, is an assistant professor at the Vistula University and head of the M. Yunus Chair at the Korczak University. She studied in Poland and France (Sorbonne), graduated from two doctoral programmes (in Poland and abroad) and specialised studies at Columbia University in New York (political science and international relations, Fulbright scholarship).

In the years 1995–1998, she worked for TVP as a journalist, specializing in domestic and international journalism. In 1998, she became the director of the European Information Centre of the Office of the Committee for European Integration, creating among others, a network of regional centres and the government Programme for Informing the Public about the EU. In 2001-2007, she was an expert and then head of the Information and Communication Programme of the European Commission – first in Poland and later in Bulgaria. In the years 2007-2016, she worked for the government Centre for Human Resources Development as an advisor on EU affairs.

She is the author of over 150 publications, conducts didactic and scientific activities. She comments on European and international affairs in the Polish and foreign media.

Izabela Olszewska is a graduate of the Faculty of Finance and Statistics at the Warsaw School of Economics. She completed doctoral studies at the Faculty of Economic Sciences of the University of Warsaw, and obtained an MBA degree at the University of Economics and Humanities in Warsaw. She also completed the High-Performance Board Member programme, organised by renowned business schools – IESE Business School, University of Navarra and WHU Otto Beisheim School of Management.

She has been associated with the financial market, in particular the capital market, for over thirty years, initially as a financial analyst at the Capital Operations Centre of Bank Handlowy w Warszawie S.A., and since 1999 as an employee of Giełda Papierów Wartościowych S.A., where she has held various managerial positions in the area of strategy and business development. She cooperated with the banking sector, funds, brokerage houses, investors and entrepreneurs from various sectors of the economy. She was responsible for expanding the offer of financial instruments. From 2018 to 2024, she was a Member of the GPW Management Board, supervising the strategic and business area, ESG, investor relations, and corporate relations within the capital group.

She has experience in supervisory boards of companies. In particular, she was the Chairwoman of the Supervisory Board of Towarowa Giełda Energii S.A. and GPW Benchmark S.A., and in the supervisory board of BondSpot S.A. she was the Chairwoman of the Audit Committee. She was also a member of the Board of Directors of Aquis Exchange Ltd. with its registered office in London, acting as Non-Executive Director. In 2021-2024, she was a member of the University Board of the Warsaw School of Economics.

Recognised by the World Federation of Exchanges (WFE) in the Women Leaders 2023 ranking, and also awarded by Forbes in the prestigious "Responsible Leadership" category.

Anna Mankiewicz-Rębkowska is an accomplished senior banking executive with over 15 years of experience in top-tier banks and in strategy consulting gained in Asia, Australia and Europe. She specialises in retail banking and wealth management, digitisation and innovation and large scale transformations.

She began her career in strategy consulting working for The Boston Consulting Group first out of the Amsterdam office from 2009 and later transferring to Sydney in 2012. At BCG, she specialized in corporate strategy for financial institutions, transformations, and technology.

Between 2013 and 2020, she held various leadership roles at the Commonwealth Bank of Australia where she gained valuable experience in retail banking, sales channels, digitisation and innovation.

More recently, she was a member of the leadership team for retail banking and wealth management for the 18 Asian, European and Middle Eastern markets reporting into the Citibank regional office in Singapore. This role allowed her to build a strong background in customer segmentation, acquisition and retention, loyalty and digital banking. She had P&L accountability for Citigold and Citigold Private Client segments.

She holds dual master's degrees obtained from the Warsaw School of Economics in 2007.