
CURRICULUM VITAE

Andrzej Kopec

Qualifications:

- 20 years of management experience, including: managing the finances of public companies and banks, operations on financial and equity markets, brokerage and investment products, and foreign operations
 - Experience in HR management.
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Career:

from July 2009 to the present day **Member of the Management Board of Zakłady Azotowe Puławy, responsible for company finances and trade union relations**

Main achievements and projects:

- Implementing International Accounting Standards and International Financial Reporting Standards, combined with implementing SAP system. The system includes all of the Company's business processes. The implementation was completed by launching all planned functionalities, and was awarded the title of the most interesting project by the economic monthly Nowy Przemysł and the portal wnp.pl.
- Based on the implementations, I restructured the financial division by reducing the number of posts by 20%.
- Modifying the planning methods and complementing them with annual rolling wave planning within a 10-year perspective, combining all of the company's operations in the areas of markets, investments and acquisitions, and allowing the company in Puławy to handle projects such as the energy project.
- Coordinating the Puławy-based company's acquisitions by working with consultants, verifying test and measurement results, and concluding a sale agreement. As a result, the company successfully acquired GZNF Fosfory and Azoty Adipol, which very well complement our strategy,
- Building partner relations with trade unions and resolving a labour dispute according to the terms proposed by the Management Board.

September 2006 - June 2009 **Member of the Management Board of DZ BANK Polska, approved by the Polish Financial Supervision Authority (KNF)**

1. Responsible for treasury operations, which were one of the bank's main income sources.
2. Finance Director and Chairman of the Management Committee for Assets, Equity and Liabilities (CALCO).
3. Supervising the Private Banking business unit.

Main achievements and projects:

- Redefining and implementing the bank's business strategy focusing on the sale of products on financial markets, implementing advanced tools for hedging against FX, interest rate and goods price risks.
- Ensuring liquidity buffers for the bank by integrating DZ Polska into DZ AG's global liquidity management programme.
- Developing and implementing business strategies for Private Banking based on three pillars: mortgage loans, structured products and foreign banking services in Switzerland.

August 2003 - June 2006 **Vice-President of Bank Gospodarki Żywnościowej, Finance Director until January 2005**

1. As part of the corporate structure, responsible for the equity markets division, including Treasury Department, Investment Banking, Brokerage Services Department, Department for Financial Institutions and a branch in Moscow.
2. Responsible for accounting and reporting to supervisory authorities as well as the bank's controlling and financial planning.
3. **Main achievements and projects:**
 - Providing financial information required in the process of increasing capital, leading to Rabobank becoming BGŻ's strategic investor.
 - Implementing a management information system, including a transfer pricing system for funds. Introducing a new financial planning procedure.
 - Properly organising treasury operations and transforming them into a profitable operating segment in the bank.
 - Developing and successfully implementing a strategy for the bank's equity investments and subsidiaries.
 - Revitalising BGŻ S.A.'s branch in Moscow.

October 2001 - July 2003 **➤ Adviser for Assets, Equity and Liabilities Management to the President of the Management Board of ING BSK S.A. Secretary of ALCO Committee, Deputy Director of the Accounting and**

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Reporting Department

- Responsible for the fund transfer pricing system in ING BSK and managing the bank's ledger. My main achievement was designing and implementing a tool for transferring the interest rate risk from the detail and corporate section of the bank's ledger to the ledger managed by the Treasury Department.

1993-2001

Director of the Treasury Department in Bank Śląski S.A., member of ALCO Committee. Worked in all posts in the corporate hierarchy, starting with junior dealer.

- Responsible for treasury operations, trade and sale of products on financial markets.
- Jointly responsible for merging the financial market divisions of ING and BSK.
- Project manager responsible for purchasing, designing and implementing Kondor + Reuters in the Treasury Department of Bank Śląski S.A. – a pioneering and successful implementation of this type of system in the Polish banking sector.

Education: 2008-2010 **Executive MBA programme at Gdańsk Foundation for Management Development and RSM, Erasmus University**

1988-1993 **Finance Academy under the Government of Russian Federation in Moscow, Faculty of International Economic Relations, Master's Degree in economy**

Work-related training courses and seminars:

October 2003 Education programme of the World Bank for the finance sector: Discussion and Analysis of Finance Sector Problems – seminar

November 2002 Euromoney training course: Managing Assets, Equity and Liabilities

September 1999 Lywood David Int. Ltd. & ISBF Katowice: Options Workshop

1997 **ACI U.K The Financial Markets Association: ACI Diploma**

June 1996 Euromoney training course: Advanced Derivatives

June 1995 Foreign exchange training course in PEKAO S.A.'s Paris Branch

January - April 1993 Training course in BRE Bank's Katowice Branch

Foreign language skills: English: good
Russian: good
German: basic