

KINGA BANASZAK-FILIPIAK

SUMMARY

Kinga Banaszak-Filipiak is a manager with extensive professional experience in finance, investor relations, and corporate restructuring. She has played a key role in significant projects within the Polish capital market, including share issues, bond issues, and M&A transactions. She holds an Executive MBA from Aalto University School of Business and WSB in Poznań. Her project management experience encompasses rating processes, financing efforts (including the Eurobond market), commercial real estate transactions, and the restructuring of companies across various sectors such as construction, energy, mining, IT, apparel, and manufacturing. She gained her expertise at one of Poland's largest construction groups, whose parent company was listed on the Warsaw Stock Exchange and was part of the WIG20 index. During her tenure, she led the award-winning investor relations department, recognised for its exemplary conduct and communication with the investor community. Later, as CFO, she was responsible for executing the largest and most complex restructuring process of that time, resulting in a successful arrangement with creditors and the restructuring of PLN 3.2 billion in debt. Since 2015, she has leveraged her experience to advise companies on financial management and restructuring processes and has taken on interim management roles in restructuring and bankruptcy projects. In 2024, she earned her licence as a restructuring adviser.

EMPLOYMENT RECORD

August 2023–present: President of the Management Board, PBG Erigo Projekt Sp. z o.o.

Conducted the sale process of the Hampton by Hilton Hotel in Świnoujście

October 2022–present: Interim Manager, Sorbitower Sp. z o.o. w upadłości (in bankruptcy)

Responsible for property management, tenant relations, and sale support

July 2022–present: Interim Manager, Go Sport Polska Sp. z o.o. w upadłości (in bankruptcy)

Supported management processes and negotiations with shopping mall owners, coordinated work and processes necessary for the sale of bankruptcy estate components, post-sale activities, and the preparation and execution of sale and liquidation processes.

December 2021–March 2022: Vice President of the Management Board, RAFAKO ENGINEERING Sp. z o.o.

Member of the Supervisory Board delegated to temporarily serve as Vice President of the Management Board

November 2020–present: Vice President of the Management Board, Górecka Projekt Sp. z o.o.

Conducted the sale process of the Skalar Office Center office building in Poznań

January 2020–present: KFMT Sp. z o.o., Shareholder and President of the Management Board

Provided advisory services and oversaw customer relations and development

November 2019–present: Advisor, Commercial Proxy and Proxy Administrator, PBG S.A. w restrukturyzacji w likwidacji (in restructuring and liquidation)

Prepared the concept for company restructuring based on composition proceedings (*postępowanie sanacyjne*), supported the composition process, managed relations with financial creditors, optimised costs, facilitated group structure liquidation, and supported regulatory and financial reporting

September 2020–January 2021: Interim Manager, Europoles Sp. z o.o. w upadłości (in bankruptcy)

Supported the management and pre-pack sale of the business

June 2017–present: Shareholder and Board Member, FCS Księgowość Sp. z o.o.

Provided accounting services

January 2015–present: Shareholder and President of the Management Board, FCS Business Solutions Sp. z o.o.

Provided advisory services

September 2013–April 2014: Vice President of the Management Board for Finance, PBG oil and gas Sp. z o.o.

July 2005–September 2019: Financial Analyst, Investor Relations Manager, Head of Research, Head of Capital Market Communication, Head of Investor Relations and Spokesperson, Vice President for Finance (from October 2012 to December 2016), and Member of the Management Board (from December 2016 to September 2019) at PBG S.A.

Prepared financial forecasts for Group companies, supported corporate governance processes, and oversaw investor relations and communication with institutional and individual investors and capital market analysts from 2006. Participated in the preparation of transactions and raising of funds under successive SPOs, managed fundraising projects, supported the execution of equity transactions, and conducted the rating process to raise finance in the Eurobond market. From January 2011 to October 2012, a spokesperson for PBG. On the Management Board, she was responsible for conducting operational and financial restructuring, which concluded with an arrangement with creditors and the restructuring of PLN 3.2 billion in debt. Subsequently responsible for relations with financial creditors and supervising the performance of obligations under the company's restructuring documentation.

August 2004–June 2005: Assistant to the Management Board, Rybhand S.J.

February 2004–May 2004: Assistant to the Regional Director, Group 4 Sp. z o.o.

September 2000–October 2000: Trainee at the Office of the Committee for European Integration

August 1999–December 1999: Sales Representative, PTE Norwich Union S.A.

SUPERVISORY BOARD MEMBERSHIP

TESGAS S.A., Corporate Finance & IT Sp. z o.o., PBG oil and gas Sp. z o.o., Globe Group S.A., RAFAKO Engineering Sp. z o.o. (currently), RAFAKO S.A. (currently)

EDUCATION

2024: Ministry of Justice, Restructuring Adviser Licence

Passed the licence exam

2014–2015: Adam Mickiewicz University in Poznań

Postgraduate course: Bankruptcy Law

2010–2011: WSB Banking School in Poznań (currently WSB Merito University)

Postgraduate course: Equity Investments

2007–2009: Aalto University School of Business of Helsinki and WSB Banking School in Poznań

Executive MBA programme: EMBA Executive Management

2005–2006: WSB Banking School in Poznań

Postgraduate course: Management Control

2001–2003: Poznań University of Economics (currently Poznań University of Economics and Business)

Master's degree, Faculty of Management, International Relations

2001–2003: WSB Banking School in Poznań

Master's degree in Finance and Banking

1998–2001: WSB Banking School in Poznań

Bachelor's degree in Finance and Banking

LANGUAGES

English: very good, LCCI Certificate

Italian: basic, DI.L.IT course, International House, Rome

AWARDS IN INVESTOR RELATIONS AT PBG

- 1st place in the Best Annual Report 2010 competition, with an award for the best Directors' Report
- Golden Website Award for the best Investor Relations website of a listed company in Poland, presented by the Polish Association of Listed Companies
- Recognition in the '10 Out of 10' programme organised by the Polish Association of Retail Investors, which promotes effective communication and the highest standards in communication between listed companies and individual investors. PBG was among the ten companies invited to participate in the first edition of this programme
- Award in the 2009 European Investor Relation Benchmark Study, organised by Institutional Investor, for Best Investor Relations, Second Place, Building & Construction (Buy Side nomination)
- In the 2009 WarsawScan survey conducted by NBS Public Relations among 57 analysts and managers of Poland's largest financial institutions, PBG was recognised as the company with the greatest appeal to investors and the media, and received an award for best communication with investors
- 2nd place in the Best Annual Report 2009, with an award for the best Directors' Report
- Golden Website Award 2009 for the best Investor Relations website of a listed company in Poland, presented by the Polish Association of Listed Companies
- 2nd place in the Best Annual Report 2008, receiving awards for (i) best Directors' Report, (ii) report with best user value, and (iii) annual report with best online presentation
- In the 2008 WarsawScan survey conducted by NBS Public Relations among analysts and managers of Poland's largest financial institutions, PBG was awarded the prize as the company with the greatest appeal to investors and the media, and ranked third for its investor relations activities