



Changes in the composition of the Bank's Management Board

Current report no. 80/2015 of 14 October 2015

Legal basis: Art. 56 (1) (2) of the Act on offering – current and periodical information

Contents of the report: The Management Board of Alior Bank S.A. (“Alior Bank”, “the Bank”) hereby informs you that on 14th October 2015 Mr Michał Hucal resigned as member and Deputy CEO of the Management Board responsible for the Development Division. Mr Michał Hucal will be acting as an Advisor of the Bank's Management Board until 31st December 2015.

Mr Michał Hucal decided to resign from his position held since February 2013 as member and Deputy CEO of the Management Board due to plans of further career development within an international corporation.

The Supervisory Board expressed gratitude to Mr Michał Hucal for his significant input in the development and building of the Bank's market position.

At the same time, as of 14 October 2015, the Bank's Supervisory Board appointed in the composition of the Bank's Management Board Ms Małgorzata Bartler and Ms Barbara Smalska entrusting them with the positions of Deputy CEO's of the Bank. Ms Małgorzata Bartler will be responsible for development of human resources strategy supervising HR Division. Ms Barbara Smalska will manage Technology and Development Division.

Małgorzata Bartler has over 20 years of experience in developing strategy and human resources management systems, gained in Polish and international companies in the following sectors: banking, telecommunications, brewery, entertainment and fuel. In addition to strategic planning, her qualifications cover a wide range of skills related to human resources management, including talent management and leadership development, succession planning, management by objectives and employee evaluation systems, training and development, recruitment and talent acquisition, employee engagement, employee relations, as well as change management and internal communications. Since 2014, Małgorzata Bartler has been HR Director at Alior Bank, where she was responsible for developing human resources management strategy based on three pillars: employee engagement, building the employer of choice position in the banking sector and implementing customer-oriented culture. In the years 2008-2014 she was HR Director of P4 - operator of the Play mobile network. Her work at Play has been repeatedly recognized with awards and distinctions, among others, three "Top Employers" certificates and "Best Employer of the Year" title awarded based on employees' survey. Previously, she held the position of HR Manager at Żywiec Group and Multikino S.A. In both companies she implemented recruitment, training and talent development, compensation and benefits strategies, as well as internal communication. Her professional career started at Shell, where she worked in the years 1994-1998. She graduated the

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Sąd Rejonowy dla miasta st. Warszawy
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KRS: 0000305178, REGON: 141387142
NIP: 1070010731
Kapitał zakładowy: 727 074 630 PLN
(opłacony w całości)

Zarząd w składzie:
Wojciech Sobieraj – Prezes Zarządu
Krzysztof Czuba – Wiceprezes Zarządu
Michał Hucal – Wiceprezes Zarządu
Joanna Krzyżanowska – Wiceprezes Zarządu
Witold Skrok – Wiceprezes Zarządu
Katarzyna Sułkowska – Wiceprezes Zarządu



Faculty of Management at the Warsaw University and postgraduate studies in Human Resources Management at the Warsaw School of Economics.

Barbara Smalska has 13 years of experience in development and implementation of business strategies and overall management of mass customer segment in the insurance sector and implementation of numerous consulting projects in banking and telecommunications. In the years 2013-2014 she was a member of the Management Board of PZU SA and PZU Zycie SA responsible for the mass customer segment of PZU Group. From 2008 to 2013 she was working for PZU as a Product Management Department Director and Managing Director for marketing and individual products in 2012-2013, responsible for various aspects of the Group's retail and SME clients segment management, in particular: products, marketing, sales and CRM. In the years 2010-2012, she also held the position of Managing Director for Mass Sales. In 2002-2008, Barbara Smalska worked for the Warsaw office of The Boston Consulting Group, participating in numerous projects in financial services and telecommunication industries in Poland and the CEE region, in the areas of: business strategy and operating models, sales organization, reorganization and cost optimization. In the years 2006-2008, as a Project Leader and Principal, she managed strategic projects for the biggest Polish banks, insurance and telecommunication companies, mainly in the field of business and distribution strategy in the retail customer segment. Since September 2014, Barbara Smalska is a member of the supervisory board of Link4 TU SA. Barbara Smalska graduated the Faculty of Physics at the Warsaw University and holds a Ph.D. degree in high-energy physics.

The appointed Members of the Bank's Management Board are not involved in any other activity outside the Bank that is competitive to the activity of the Bank and are not partners in any competitive partnerships or members of any bodies in a commercial companies or other competitive legal entities. The appointed Members of the Bank's Management Board are not registered in the Register of Insolvent Debtors maintained on the basis of the Act of 20 August 1997 on the National Court Register.

Legal basis: § 5 (1) (21), (22) of the Decree of the Minister of Finance of 19 February 2009 on current and periodic information disclosed by issuers of securities and conditions for recognizing as equivalent information required by the laws of a non-member state

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