

MANAGEMENT BOARD

Maciej Witucki

President of the Board and
Chief Executive Officer

Maciej Witucki graduated from the Electrical Department of the Poznan Technical University in 1991. Between 1992 and 1997 he undertook post graduate research in industrial system management at Ecole Centrale, Paris. In September 1997 he began working for Cetelem Bank: first in France, where he took part in the development of the business plan for Cetelem's Polish subsidiary; then in Poland, as a Member of the Management Board of Cetelem Polska Expansion S.A. In October 2001 he joined the Credit Agricole Group and in 2002 he became a Member of the Management Board of Polish retail bank LUKAS S.A., rising to the position of President and CEO in March 2005. He joined TP Group as President of the Board and Chief Executive Officer on 6 November 2006.

Jacek Kałaur

Board Member
(Human Resources)

A graduate of Warsaw University, Jacek Kałaur worked for PHZ Polservice, spending several years in its Algerian office. Back in Poland, he joined Coopers & Lybrand Management Consultants. In 1993 he was appointed Board Member and HR Manager of Kraft Foods Polska. He joined TP Management Board in 2005.

Benoît Mérel*

Chief Financial Officer

Benoît Mérel is a graduate of the Institut Commercial Supérieur in Paris, a qualified Certified Public Accountant and has completed a Postgraduate study in Institut d'Etude Politiques de Paris. He started his career in 1988 in Audit which included a two year assignment in Hong Kong where he turned around the finance organisation of the Asia Pacific Agence France Press headquarters. He joined France Telecom Group in 1994, holding various positions in the International Network Division until 1999. In 2000 he took over the France Telecom position of Head of Group Controlling. In September 2004, he was nominated Acting CFO of Equant – world wide business communication leader and a member of FT Group (New York Stock Exchange and Euronext Paris listed company). In August 2005, Benoît Mérel joined TP Group initially as deputy CFO and TP Group Controller. Then, in April 2006, he was appointed to TP Management Board.

*Resigned in Q1 2008

Pierre Hamon*

Board Member (Strategy, Development
and Business Market)

Pierre Hamon graduated from the Nancy School of Mining Engineering, the French Petroleum Institute (Economy) and HEC/CPA (Executive MBA). He started his career as a project engineer with Somdiaa. He joined Chronar Corporation, USA in 1982, where he became Head of International Marketing. In 1987, he became the President and CEO of Chronar France. He joined France Telecom in 1990 as Director of the Eurodisney project and Regional Operations. From 1993 he held the post of Business Strategic Marketing Director in the France Telecom Corporate Office, and from 1997 to 2003 he was successively FT's Indirect Sales Director, and Director of Sales to Business Customers. From April 2003 to April 2004, Mr. Hamon was Director of International operations of France Telecom and a member of the TP Supervisory Board. He joined TP Management Board in May 2004.

*Resigned in Q1 2008

Iwona Kossmann*

Board Member (Mass Market)

A graduate of the Warsaw School of Economics; she also completed postgraduate management and marketing studies at Erasmus University, Rotterdam.

Her career began in 1992. Ms Kossmann specialised in marketing and management. She worked as a product manager in Unilever Poland for over two years. From 1995 to 2001 she held various managerial positions in German, Hungarian and Polish branches of Coty. In 2000-2001 she was the marketing director of Coty Poland. She has been working in the telecommunications industry for six years. In 2001, she was appointed the Marketing Director of PTK Centertel, the 'Idea' network operator. In March 2005 she became PTK Centertel's CCO and Board Member. She joined TP Management Board in March 2007.

*Resigned in Q1 2008