

**President of the Management Board (CEO)**  
ZP

Oversees the following areas of the Company's operations:

- *strategic management and regulatory solutions*
- *relationships with the environment (stakeholders),*
- *legal support and investor relations*
- *risk management*
- *legal and internal audit*
- *security and compliance*
- *human resources development and social dialogue policy*

**Vice-President of the Management Board for Finance (CFO)**  
ZF

Oversees the following areas of the Company's operations:

- *finance and insurance policy*
- *controlling and planning*
- *analyses*
- *accounting and tax policy*

Additionally, until the **Vice-President of the Management Board for Commercial Affairs** is appointed, he oversees the following areas of the Company's operations:

- *electricity and property rights trading*
- *fuel trading*
- *portfolio management*
- *electricity trading*

**Vice-President of the Management Board for Asset Management and Development**  
ZM

Oversees the following areas of the Company's operations:

- *asset management*
- *research, development and innovations*
- *investment projects and programs*
- *Occupational Safety and Health (OSH)*

**Vice-President of the Management Board for Customer and Corporate Affairs**  
ZK

Oversees the following areas of the Company's operations:

- *corporate management*
- *human resources*
- *marketing strategy and customer relations*
- *IT systems functioning and management*
- *personal data protection*
- *procurement and administration*