

Tomasz Blicharski

Tomasz Blicharski has been with Żabka Group since 2011 and has many years of senior leadership experience across strategy, finance and business development within the Group.

Since February 2024, he has served as Group Chief Strategy & Development Officer, where he is responsible for shaping and executing the Group's strategy across all areas of its operations.

Beginning in 2015, he served as Vice President of the Management Board of Żabka Polska, including Vice President of the Management Board for Finance (from 2015) and Vice President of the Management Board for Finance and Development (from 2017). In 2021, he assumed the role of Managing Director of Żabka Future. During that time, he was responsible for transformation of the group's business model, development of new business segments, and creation of the digital convenience ecosystem. Previously, from 2011 to 2015, he served as a member of the Board of Directors of Żabka Polska's sole shareholder, responsible for overseeing Żabka's operations.

Prior to joining Żabka Group, Tomasz Blicharski built extensive experience in investment banking and private equity, both in Poland and internationally. He has worked with leading international institutions including ABN AMRO and BNP Paribas, as well as Procter & Gamble. From 2007, he served as a Director at Mid Europa Partners, where he was responsible for investments across Central and Eastern Europe, including Norican Group, Polskie Koleje Górskie and Żabka Polska.

In recognition of his contribution to digital innovation, he was named in the Digital Shapers ranking in the "Digital Transformation" category in 2018 and 2020.

He is a graduate of Stanford University and the Warsaw School of Economics.

Krzysztof Aniola

Currently serves as Head of Poland at CVC. Has over 15 years of experience in private equity investments, mergers and acquisitions, and company development across European markets, with a particular focus on Central and Eastern Europe.

Specialises in B2B software and SaaS, technology-enabled services, Internet of Things (IoT), and selected industrial technology segments. Has been involved in numerous platform and add-on acquisitions, as well as exit processes. Serves on the boards of portfolio companies.

Previously gained professional experience at international financial institutions and advisory firms, including Castik Capital, Mid Europa Partners, Credit Suisse, and McKinsey & Company.

Holds an MBA from Harvard Business School and Master's degrees in Computer Science and Applied Mathematics.