

According to the Company's knowledge, none of the members of the Management Board of Comarch SA conducts no competitive activities in relation to the activity of Comarch SA, does not function as supervisory or management bodies of companies which declared bankruptcy during his term of office, it is not entered in the Register of Insolvent Debtors maintained on the basis of the National Court Register Act.

Janusz Filipiak is the founder and CEO of Comarch SA. He holds a Professor's degree in telecommunications, which enables him to give his organization unique competitive features from functioning on the convergence of the academic and business worlds. This is one of the main sources which provides Comarch with its unrivalled level of innovation and competitiveness. Professor Filipiak has 30 years of experience in hi-tech industry. In the eighties he worked for France Telecom Laboratories (Paris) and held Scientist and Manager positions at Universities in Australia and the U.S. From 1991-1998, Professor Filipiak was the Head of the Telecommunication Department at the AGH University of Science and Technology (Kraków), and in 1991, he earned a Professor's Degree. He is the author of over one hundred publications in the domains of telecommunications and teleinformatics. He has written six books on teleinformatics (two of which were published in the U.S. and Western Europe), and still contributes to many specialist IT publications. The President of the Republic of Poland honoured Professor Filipiak with the Officer's Cross of the Order of Polonia Restituta. The national award was given for outstanding services in national economic development and achievements in charity and social activities. From 2015 he is an expert in appointed by the President of the Republic of Poland the National Development Council in the "economy, employment, entrepreneurship" section.

Marcin Dąbrowski as Director of the Telecommunications Division is responsible for realizing Comarch's vision of providing the telecommunications market with high-quality, flexible solutions adjusted to customer needs and strategies. Marcin's role is focused on ensuring that projects delivered for Comarch's telecom customers worldwide are realized in a timely and professional manner. He is involved in identifying new business opportunities, bringing Comarch software and services to market and providing strategic insight to customers in the communications industry. Marcin graduated in Electronics and Telecommunications, as well as in Computer Science at the Krakow University Of Science and Technology. He started working in Comarch in 2003 as an OSS software developer. Shortly afterwards he was promoted to team leader, and in 2007 he got appointed Department Director in Comarch OSS Business Unit, comprised of over 40 people in OSS R&D and implementation. Three years later, in 2010, he took responsibility for the OSS Business Unit as its director, managing over 350 people responsible for the production, implementation and maintenance of Comarch OSS software and managed services. He has held the position of Comarch Telecommunications Division Director and also Management Board Member Comarch SA since 2015.

Paweł Prokop graduated from the AGH University of Science and Technology in the Faculty of Electrical Engineering, Automatics and Electronics. He specialized in information technology and holds a Master of Science Degree. In 1995 he started working at Comarch SA and since 1996 he has been a member of the Management Board. In 2003 he became the Director of the Public Administration and Utilities Business Unit. He is also a graduate of the Executive MBA program organized by the Warsaw University of Technology Business School.

Andrzej Przewięźlikowski has an Engineering MBA and a Master's Degree in IT, he has been working at Comarch since 1998 – starting as a programmer and system designer. In 2003, he moved to the US where he worked as a solution manager – building BSS/OSS solutions for customers in both North and Latin America. Armed with the market knowledge he gathered during that period, he returned to Poland to work as product manager in the Telecommunications sector in the areas of real-time service control systems, business process management and self-service solutions. In 2005, he became a manager of Comarch's Strategic Research Center, where his main role was to create visions of new market areas and products, and coordinate Comarch's participation in research projects. Since 2006, he has also held the position of Chief Technology Officer of Comarch SA. At the end of 2007, he decided to move closer to the business side of IT and joined the Loyalty & Airlines Systems group in Comarch – taking the position of Application Consulting Director and transformed the organization to offer a wider range of products. Since 2015 Director of Financial Services Division and Management Board Member Comarch SA.

Zbigniew Rymarczyk graduated from the University of Economics in Kraków, where he specialized in management and marketing. His career at Comarch began in 2000 and he has been a member of the Management Board since June 2004. In 2000-2002 he held the post of Finance Director and Vice President of Comarch Internet Ventures SA and in April 2002 he became the President of the CDN SA Management Board. Prior to performing these functions, he was the Director of the Application Service Provider Center at CDN SA. He began his professional career as Finance Director and Chief Accountant at Krzysztof Kapera SA, an authorized Mercedes-Benz dealer and later became a member of that company's Management Board.

Konrad Taranski graduated in Finance and Banking from Kraków's School of Economics and also took post-graduate courses in Financial Management at the Vienna School of Economics, as well as in Economics and Real Estate Valuation from Kraków Polytechnic. He has worked at Comarch SA since 1999. He began as a Financial Analyst before becoming a manager in the Finance Department in 2001. In 2007 Mr. Taranski took up the post of Deputy Chief Financial Officer at Comarch SA and he is currently the acting Chief Financial Officer of Comarch SA.

Marcin Warwas is a graduate of the AGH University of Science and Technology in Krakow, where he specialized in telecommunications. He has been working for Comarch SA since 1996, where he was a member of the Network Systems Management Board. From 1997-1998 he was Director of the Comarch SA branch in Warsaw. In 1998 he began working as Sales Director, and was subsequently appointed Director of the Services Business Unit in 2007.