

Elżbieta Filipiak is a graduate of AGH University of Science and Technology in Krakow in the field of Metallurgy, with a specialization in Metal Physics and Metallography. She has also pursued postgraduate studies at the Warsaw School of Economics, in the field of Enterprise Finance Management, where she acquired an accounting degree. Between 1988 and 1989 she pursued a traineeship in the field of Chemical Engineering at the University of Adelaide in Australia. In 1990, she began her career as a sole trader. Mrs. Filipiak and her husband Janusz Filipiak are the founders and main shareholders of Comarch SA. She holds the majority of shares in Grupa EFI SA, where she is President of the Management Board. Elżbieta Filipiak fulfils managerial duties in several companies in the Comarch Group.

Maciej Brzeziński has received higher education in the field of Foundry at AGH University of Science and Technology in Krakow, where he conducted scientific research (PhD in the domain of Foundry). Between 1992 and 1995 he was President of the Management Board of RBS Katowice. Since 1993, Mr. Brzeziński has been President of the Management Board of Metimpex Kraków, a company that distributes technical articles. Since 1994, he has been working as President of the Management Board of Alwit Poland.

Robert Bednarski is a graduate of the Warsaw School of Economics, in the field of the Quantitative Research and Information Systems (1997-Master of Science of Economics). He has continued education at the Warsaw School of Economics at the Collegium of Business Administration (extramural doctoral studies). From 2001 to 2002 he pursued postgraduate studies in the Value Based Management in the Warsaw School of Economics. He has commenced as Foreign Trade Clerk in the Ministry of Finance. From 1997 to 2005 he was related to PKN ORLEN S.A., working as Finance Specialist, Manager of Corporate Treasury and then Director of the Finance Management Office. From 2005 to 2007 he was member of the Management Board and Financial Director in Basell Orlen Polyolefins where he was responsible for financial, tax, and IT coordination of an investment in development of the company's manufacturing capacity. From 2008 to 2010 he worked in Ciech S.A. as member of the Management Board responsible for finance and IT. Robert Bednarski was Vice-President of the Management Board for Economic and Financial Affairs in Boryszew S.A. from 2010 to 2012. When working in Polimex-Mostostal S.A., Robert Bednarski participated in the undertaking that aimed in reduction of costs and liabilities, as well reorganization of the organizational and personnel structure. There, he was Vice-President of the Management Board for Economic and Financial Affairs. Robert Bednarski was member of supervisory board in many companies, among others, LW Bogdanka S.A., P.A. Nova S.A., Janikosoda S.A., ORLEN Transport S.A. and ORLEN Deutschland AG. From 2014 he has been working as member of the supervisory board of PKM Duda S.A. and from 2016 he has been working as member of the supervisory board of Mennica Polska S.A. He is a member of the supervisory board of Comarch S.A. from 26th of June, 2014.

Danuta Drobniak graduated with a Master of Science in Industrial (Organization) Engineering from the AGH University of Science and Technology in Krakow. From 1982 to 1998 she held the position of Head of the Economics Department in Krakowska Fabryka Kabli, and in 2000 she was appointed Chief Accountant in the Department of Accounting at "Interfin" Accountants Association in Poland. In 2004, she took part in a seminar organized by The National Chamber of Statutory Auditors, Accountants Association in Poland and Accountants Association in France which was a joint Polish-French educational enterprise in the field of accounting and auditing (International Financial Accounting Standards 1, International Accounting Standards 16 and 38, 32 and 39, 36).

From 2004 to 2006, Mrs. Drobniak supervised the accounting services as well as personnel and payroll services for capital associations at Grupa Kapitałowa PAGED in Jasienica, Włocławek and Sędziszów Małopolski (in compliance with International Financial Accounting Standards 1, International Accounting Standards 16 and 38, 32 and 39, 36). Since 2003, she has been an Inspector of The National Supervisory Committee of The National Chamber of Statutory Auditors. Since 2011, she has been a treasurer in the Krakow Regional Department of The National Chamber of Statutory Auditors.

Since 2001, she has served as Chairman of the Board of AM Jesiołowscy - Finance Sp. o.o. and holds the position of Expert Auditor no. 9578. Mrs. Drobniak has executed numerous audits of the company's financial statements, European Union projects, and has supervised legal, organizational, financial and accounting affairs related to mergers, divisions and transferring of companies. She has compiled written opinions on the implementation of investment commitments and supervised the conduct of comprehensive accounting services for companies including legal and tax counselling.

Wojciech Kucharzyk is a graduate of AGH University of Science and Technology in Krakow in the domain of Electrical Engineering, Automation, Computer Science and Electronics. Between 1976 and 1991 he worked in a scientific capacity at the Institute of Electronics at AGH. In 1985 he also worked as a visiting Professor in the Electrical Engineering Department at Arizona State University in Phoenix, U.S. Since 1992, Mr. Kucharzyk has been managing a company that integrates tele-IT systems. He also deals with design engineering and implementations in the field of Customer Interaction Management. Between 1997 and 2002 he managed the Research and Development Center that undertook advanced IT projects for the American company e-Share Communications - a world leader in systems for Call Centers.

Anna Ławrynowicz completed her higher education in the field of Technology at the Poznan University of Technology (Department of Mechanical Engineering). In 1983, she received a PhD from the Poznan University of Economics. In 2007, she qualified as an Assistant Professor in the field of Economics at the Wrocław University of Economics. From the 15th December, 1978, to the 30th October, 2008, she worked at the Technical and Natural University in Bydgoszcz, and between 2000 and 2008, she also worked there as the Head of the Management and Marketing Laboratory in the Production Engineering Department, and later in the Faculty of Management. Between 1994 and 1996, she was a co-founder and member of the Management Board of Comarch, as well as the Director of Comarch's branch in Bydgoszcz. Between 1997 and 2003, she was the owner and Director of the Agency for Enterprise Development in Bydgoszcz. From 2005, she has been a member of The Operational Research Society in Birmingham, U.K. Between 2008 and 2012 she worked as an associate Professor at the Enterprise Institute in the Warsaw School of Economics. Since 2011, she has been a professor at the Department of Production Management at the Warsaw University of Technology. She has also been a member of the Emerald Literati Network, Bingley, United Kingdom since 2011. She is the author of over seventy publications, both in Poland and abroad, in the domains of Information Technology and Management.

Anna Pruska completed her higher education in the field of Finance and Banking at the Warsaw School of Economics and in 2002, she acquired a Master's Degree in Economics. Between 2001 and 2003 she studied macroeconomics at the Johannes Gutenberg University of Mainz, in Germany. In 2004, she obtained a certificate for the completion of studies in the field of International Economics and Economics of Development at the Geneva Institute of

International and Development Studies. She then began working in Comarch in Brussels, Belgium.

As the President of Comarch Software AG, between 2004-2008, she created the structures of the German subsidiary of Comarch in Western Europe, opening branches in Belgium (Brussels), Germany (Dresden, Frankfurt) and France (Paris, Lille), and later created corporate procedures which adhered to local legal regulations and best practice, and managed these branches. Her main duties involved Comarch brand management in Western Europe, business development as well as acquiring new customers from the telecommunication, services, finance, and banking sectors.

In 2008, Anna Pruska returned home to Poland and since then has successfully applied her knowledge and experience to her duties as president and vice-president of various management boards of companies from the services sector in Poland.