

According to the Company's knowledge, none of the members of the Comarch S.A.'s Management Board does not conduct operations competitive to Comarch S.A.'s activities, does not perform supervisory or managerial functions in entities that have been bankrupt during its term of office, does not participate in a competitive company as a partner in a civil law partnership, partnership or capital company; nor participates in a competitive legal entity as a member of its body, they are not entered in the Register of Insolvent Debtors maintained pursuant to the Act on the National Court Register.

Janusz Filipiak holds the title of Professor of Technical Sciences. He has been involved in modern technologies for over thirty years. He is cofounder of Comarch - the first knowledge-based company in Poland. Janusz Filipiak is an editor and author of magazines, a consultant for domestic and foreign institutions.

In the 90s he was a full professor at the AGH University of Science and Technology in Kraków. In 1979 he became a full professor at the AGH, where he headed the Department of Telecommunications for eight years, from 1991 to 1998. At 39, he received a professorial nomination from the President of the Republic of Poland.

Professor Filipiak is the author of six books in the field of ICT, three of them were published in the United States and in Western Europe, including: "Modeling and Control of Dynamic Flows in Communications Networks" (SpringerVerlag, 1988) and "Real Time Network Management" (North Holland , 1991). He has prepared over one hundred articles in the field of telecommunications and ICT, which have been published in many well-known specialist journals around the world, including "IEEE Transactions on Communications", "IEEE Journal on Selected Areas in Communications" or "Operations Research". He was the publisher of "Telecommunication Services for Developing Economies" (Elsevier, 1991).

He completed managerial training in Japan. He was a science consultant at France Telecom and was the director of the Teletraffic Research Center at the University of Adelaide (Australia). He conducted research projects in laboratories in the United States and Canada.

In 2004, Professor Filipiak was awarded by the President of the Republic of Poland with Krzyż Kawalerski Orderu Odrodzenia Polski (the Knight's Cross of the Order of Polonia Restituta) for outstanding services for the development of telecommunications and ICT, and in 2012 with Krzyż Oficerski Orderu Odrodzenia Polski (the Officer's Cross of the Order of Polonia Restituta) for outstanding services for the development of the national economy and for achievements in charity and social activities. In 2013, he received the IEEE Communications Society Distinguished Industry Leader Award 2012 for his contribution to the development of communication and information technology.

From 2015, he is an expert appointed by the President of the Republic of Poland in the National Development Council in the section "Economy, Work, Entrepreneurship". In 2016, Andrzej Duda, the President of the Republic of Poland, awarded Professor Janusz Filipiak special merits for Polish entrepreneurship, granting him the Individual Economic Prize of the President of the Republic of Poland. From 2019, he is the Chairman of the University Council of the AGH University of Science and Technology in Krakow.

Marcin Dąbrowski is a graduate of Computer Science and Electronics and Telecommunications at the AGH University of Science and Technology in Krakow. His job at Comarch S.A. started in October 2003 as a programmer. In the period from January 2006 to March 2007, he worked at Sabre Polska Sp. z o.o. as a programmer. From 2007, he was the head of an independent center in Comarch S.A. In 2010 he

became the director of the OSS Business Unit, while in 2015 he became the director of the Telecommunications Sector. On 24th of June, 2015, he was appointed by the General Shareholders' Meeting of Comarch S.A. for the position of the Vice-President of the Management Board of Comarch S.A. Marcin Dąbrowski is also a member of the management and supervisory boards of companies from the Comarch Group.

Paweł Prokop is a graduate of the AGH University of Science and Technology in Kraków in the field of: Information Technology. He also completed the MBA Executives program at the Warsaw University of Technology Business School. In Comarch S.A. has been employed since 1995. Since 1996, Paweł Prokop is a member of the company's Management Board. From 2003, he has been the director of the Public Sector. Paweł Prokop is also a member of the management and supervisory boards of companies from the Comarch Group.

Andrzej Przewięźlikowski graduated from the AGH University of Science and Technology in the field of IT and Polish Open University where he obtained the MBA title. He has been working at Comarch since 1998 - where he started working as a programmer. In 2003, he moved to the United States, where he worked as a Solution Manager - creating BSS solutions for clients in North America and Latin America. After gathering experience from those markets, he returns to Poland for the position of Product Manager in the telecommunications sector in the field of real-time telecommunications services control systems, process control and Self-Service solutions. In 2005, he was promoted to the position of director of the research and development center, which aims to create a vision of entering new markets and launching new products, as well as coordinating Comarch's participation in research projects. From 2006, it also includes the CTO position.

In 2007, he joined the Loyalty & Airlines group in the services sector, becoming the director of consulting, managing an international group of consultants in Central Europe, DACH and USA. Since 2009, he has been the head of the business unit of Loyalty & Marketing Solutions, combining responsibility for consulting with production management, maintenance, implementation and research and development in the area of Enterprise Marketing Management solutions for the retail and airlines sectors. On 24th of June, 2015, he was appointed by the General Shareholders' Meeting of Comarch S.A. for the position of the Vice-President of the Management Board of Comarch S.A. Andrzej Przewięźlikowski is also a member of the management boards and supervisory boards of companies from the Comarch Group.

Zbigniew Rymarczyk is a graduate of Management and Marketing at the University of Economics in Krakow. He has been associated with the Comarch group since 2000. From June 2004, he is a member of the board. In the years 2000-2002 he was the financial director and vice president in Comarch Internet Ventures S.A., and from April 2002 - the president of the management board of CDN S.A. Previously, he was the director of the ASP center at CDN S.A. In the years 1998-2000, in the company Krzysztof Kapera SA, ASO Mercedes Benz, he worked as the finance director and chief accountant, and then a member of the board. He started his professional career at KBR Auxilium as an accountant and assistant auditor. Zbigniew Rymarczyk is also a member of management boards and supervisory boards of many companies from the Comarch Group.

Konrad Tarański is a graduate of Finance and Banking at the University of Economics in Krakow. He completed post-graduate studies in financial management at the University of Economics in Vienna and in the field of economy and real estate appraisal at the Cracow University of Technology. Konrad Tarański has been employed at Comarch S.A. since 1999. Initially, he worked as a financial analyst, since 2001 as the head of the Finance Department. In 2007, he took the position of the deputy finance director of Comarch S.A. and served as the financial director of Comarch S.A. Since 2008 he has been

the Vice-President and Financial Director of Comarch S.A. Konrad Tarański is also a member of the management and supervisory boards of companies from the Comarch Group.

Marcin Warwas is a Telecommunications graduate at the AGH University of Science and Technology in Krakow. In Comarch S.A. Marcin Warwas has been working since 1996, when he started working as a member of the Comarch Systemy Sיעiowe Management Board. In the years 1997-1998 he was the director of the Comarch S.A. branch in Warsaw. From 1998, he worked as the sales director, and in 2007 he became the director of the services sector and the Vice-President of the Management Board of Comarch S.A. Marcin Warwas is also a member of the management and supervisory boards of companies from the Comarch Group.