

**Elżbieta Filipiak** - graduated from the AGH University of Science and Technology in Kraków in the field of Metallurgy specializing in Metal Physics and Metallurgy. Then she completed post-graduate studies at the Warsaw School of Economics in the field of financial management in the company and gained the accounting officer's rights. Elżbieta Filipiak has been the President of the Management Board since 2001 in Grupa EFI S.A. Elżbieta Filipiak also performs functions in several companies of the Comarch Group, is a member of the Business Chapter of the Jagiellonian University and a member of the Council of Polnische Kulturstiftung LIBERTAS in Switzerland. In the years 1988-1989 she completed an internship at the Faculty of Chemical Engineering at the University of Adelaide in Australia. In 1990 she started working on her own account. She is a co-founder of Comarch S.A. and a significant shareholder of the company. From the beginning of Comarch operations, she has been a member of the company's governing bodies.

Elżbieta Filipiak does not conduct any activity competitive to the activities of Comarch SA. She does not participate in a competitive company as a partner in a civil law partnership, partnership or capital company, nor does she participate in a competitive legal person as a member of its body. She is not entered in the Register of Insolvent Debtors maintained pursuant to the Act on the National Court Register.

**Danuta Drobniak** - graduated from the AGH University of Science and Technology in Krakow in the field of Organization and Management of Industry with the specialty of the Industry Organizer. Since 2001, she has been the President of the Management Board of A.M. Jesiołowscy - Finanse Sp. z o.o., is an Expert Auditor, number in the register 9578. Until June 2019, she was the inspector/controller of the National Supervisory Commission at the National Chamber of Statutory Auditors and is a member of the National Council of Statutory Auditors of the current term of office. In the years 1982 - 1998 she worked as the Head of the Economic Department at Krakowska Fabryka Kabli, then until 2000 she was the Chief Accountant in the Accounting Department of the Association of Accountants in Poland "Interfin" Sp. z o.o. (auditing company). In the years 2004-2006, Danuta Drobniak supervised the accounting and HR and payroll services for capital companies in the PAGED S.A. Capital Group, in branches in Jasienica, Włocławek and Sędziszów Małopolski according to International Accounting Standards and International Financial Reporting Standards. In the company A.M. Jesiołowscy - Finanse Sp. z o.o. Danuta Drobniak performs audits of financial statements of companies, conducts numerous audits of EU projects, oversees legal, organizational, financial and accounting works related to mergers, separation and transformation of companies, draws up written opinions on the implementation of investment commitments and oversees comprehensive accounting services for companies together with the provision of legal and tax consultancy for them.

Danuta Drobniak does not run a competitive activity in relation to the activities of Comarch SA. She does not participate in a competitive company as a partner in a civil law partnership, partnership or capital company, nor does she participate in a competitive legal person as a member of its body. She is not entered in the Register of Insolvent Debtors maintained pursuant to the Act on the National Court Register.

**Joanna Krasodomska** - habilitated doctor in the field of Economic Sciences, since 2016 employed as a University Professor at the Department of Financial Accounting at the University of Economics in Krakow (UEK). Her research interests focus on financial and non-financial reporting of companies, including in particular reporting on issues related to sustainable development, validation of this information and integrated reporting. She is an implementer of numerous research projects, author

and co-author of over 180 publications, promoter of diploma and doctoral theses, publishing reviewer of scientific works and reviewer in doctoral and habilitation proceedings.

Joanna Krasodomska is a registered accountant (no. 890), for many years she has been cooperating with the Association of Accountants in Poland, the District Branch in Krakow, where she currently sits on the Education Committee. In 2014-2020, she was the Accreditation Coordinator of the Association of Chartered Certified Accountants (ACCA) at the UEK Institute of Finance. She represents Poland in the European Accounting Association (EAA) and is a member of its Stakeholder Reporting Committee. He is also a member of the International Association for Accounting Education and Research (IAAER) and the Center for Social and Environmental Accounting Research (CSEAR). She is also a member of the Stock Exchange Issuers Association (SEG), the Finance and Accounting Association for Sustainable Development and Chapter Zero Poland.

Joanna Krasodomska does not run a competitive activity in relation to Comarch SA's operations. She does not participate in a competitive company as a partner in a civil law partnership, partnership or capital company, nor does she participate in a competitive legal person as a member of its body. She is not entered in the Register of Insolvent Debtors maintained pursuant to the Act on the National Court Register.

**Andrzej Ryszard Pach** - professor of technical sciences, graduated from the Faculty of Electrical Engineering, Automatics and Electronics of the AGH University of Science and Technology in Krakow (AGH). Received the PhD degree in AGH in the discipline of telecommunications, and postdoctoral degree at the Faculty of Electronics of the Warsaw University of Technology. He is an academic teacher at the AGH Institute of Telecommunications (formerly the Telecommunications Department), whose head was in the years 1998 - 2016.

He is the author of over 250 scientific publications (including 6 books) in the field of modeling and analysis of computer networks and radio networks. He was on traineeships at CNET (France Telecom research center) and at the University of Catania (Italy). He actively participated, among others in the implementation of European projects of the 4th, 5th, 6th and 7th Framework Program. He managed many research projects. He was the technical editor of IEEE Communications Magazine (USA). A consultant in the field of modern telecommunications. He worked as an expert of the European Commission in the field of ICT in the evaluation of projects of framework programs. He was a member of the Evaluation Committee of Scientific Units in the years 2011-2014 and the chairman of the AGH Senate Science Committee in 2012-2016. In the years 2016-2020 he was the Vice-Rector for Science at AGH. He is a member of the Electronics and Telecommunications Committee of the Polish Academy of Sciences.

Andrzej Ryszard Pach does not run a competitive activity in relation to the activity of Comarch SA. He does not participate in a competitive company as a partner in a civil law partnership, partnership or capital company, nor does he participate in a competitive legal person as a member of its body. He is not entered in the Register of Insolvent Debtors maintained pursuant to the Act on the National Court Register.

**Anna Pruska** - doctor of humanities in the field of International Relations, completed her Master's studies in Finance and Banking at the Warsaw School of Economics, she defended her PhD at the Jagiellonian University. She completed post-graduate studies in Geneva, Switzerland. In 2004, she started working for Comarch in Brussels. As the president of the board of directors of the company, she was involved in creating the structures of a German daughter company in Western Europe,

opening branches in Belgium (Brussels), Germany (Dresden, Frankfurt am Main) and France (Paris, Lille), and in the next stage creating procedures corporate, corresponding to local legal and customary relations and management of these branches. Her tasks included building the brand awareness of Comarch in Western Europe, lobbying and business development as well as acquiring new clients in the telecommunications, ERP, finance and insurance sectors. In 2009, she started running her own business in the service sector. From 2013, she has been the president of the supervisory board of Comarch Swiss AG.

Anna Pruska does not run a competitive activity in relation to Comarch SA's operations. She does not participate in a competitive company as a partner in a civil law partnership, partnership or capital company, nor does she participate in a competitive legal person as a member of its body. She is not entered in the Register of Insolvent Debtors maintained pursuant to the Act on the National Court Register.

**Robert Jasiński** – graduated the University of Łódź. He holds the international ACCA certificate and the British CGMA certificate. He has been a CIMA Fellow since 2018.

He was engaged with UNI-Net as the Finance Director and a member of the Management Board from 1996-2001. Then, he was the Finance Director at Netia, the General Director at UNI-Net (Motorola joint venture) as well as the Director for Integration of Acquired Assets at EI-Net (2001-2005).

He held the position of the Group's Controlling IT& Network Director and the CTO advisor at Telekomunikacja Polska from 2006 to 2008. He cooperated with PKN Orlen from 2008 to 2018 where he was the Executive Director for Business Controlling, member of the Management Board for Orlen LIETUVA restructuring, member of the Management Board of Orlen Finance and Orlen Capital (Sweden), Vice President of the Supervisory Boards at: Orlen DEUTSCHLAND (Germany), Anwil (Poland), Orlen UPSTREAM (Canada), member of the Supervisory Board / Audit Committee at UNIPETROL (Czech Republic). He was a member of the Management Board of TRACK TEC S.A. from 2019 to 2020 (one year interim project). Since May 2022 the Independent Supervisory Board Member and the Secretary of Audit Committees at Seco/Warwick S.A.

Robert Jasiński does not run a competitive activity in relation to the activity of Comarch SA. He does not participate in a competitive company as a partner in a civil law partnership, partnership or capital company, nor does he participate in a competitive legal person as a member of its body. He is not entered in the Register of Insolvent Debtors maintained pursuant to the Act on the National Court Register.