

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 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 Jeremiasz Filipiak is a M. Eng. at Cornell University BSc Virginia Tech. He started his work at Comarch Inc. in 2013 as the CEO of the American subsidiary. His main responsibility lies in working with Fortune 10 and Fortune 500 customers in the USA and technology-oriented growth for Comarch across the Atlantic. In 2023, under his leadership, the company successfully completed the 6-year long project to build and open the main data center for the Comarch Group in the western hemisphere.

Arkadiusz Iłgowski is a graduate of Telecommunications at INSA Lyon (Institut National des Sciences Appliquées à Lyon) and EDHEC Business School, where he obtained an Executive MBA degree. He has been associated with Comarch since 2007, starting as a business solutions consultant in the telecommunications sector, serving clients of the company in France. In 2008, he was promoted to the position of business unit director in the ERP sector, responsible for the development of this business in the French market. In 2017, he was appointed Country Manager, overseeing the entire operations of Comarch Group in that market. He began his professional career at Capgemini in France, where he worked as a programmer. Arkadiusz Iłgowski is also a board member of companies within the Comarch Group operating in the French market. Since 2019, he has also been a Board Member of the Francusko-Polska Izba Gospodarcza (CCIFP) in France, which aims to promote and support Polish investors in France.

Tomasz Matysik completed his studies in Computer Science at the AGH University of Science and Technology in Krakow. He was a scholarship holder of the Minister of National Education. He has been with Comarch since 1995. He started as a programmer and then worked as an ERP system designer, as well as held positions of project manager for implementation projects and director of consulting in the public sector at Comarch. Currently, he is the director of the Warsaw branch of Comarch, as well as the president of the management board of CA Consulting S.A. and Comarch Polska S.A.

He led and supervised projects in institutions such as the Narodowy Bank Polski (National Bank of Poland), Ministry of Finance, Centrum Elektronicznych Usług Rozliczeniowych eService S.A. (Center for Electronic Settlement Services eService S.A.), Ministry of State Treasury, and Ministry of Foreign Affairs. He has extensive experience in implementing and managing complex IT and advisory projects.

Wojciech Pawluś is a graduate of full-time studies in foreign trade at the University of Economics in Krakow. He also studied at Wirtschaftsuniversität in Vienna, at VUB in Brussels and was active in the student organization AIESEC.

He has been associated with the Comarch Group since 2010. Previously, he gained extensive professional experience working for global companies in Germany, India and Thailand. He started working at Comarch as a business development manager operating in the Benelux region, and in 2012 he took the position of commercial director.

In 2014, he was promoted to the position of managing director responsible for the Benelux region (GBC Benelux). In the following years, the above region became the second largest foreign market in terms of revenues for the entire Comarch Group.

Wojciech Pawluś was awarded the Pole of the Year award in Belgium in 2015, and since 2019 he has been a member of the board of the Polsko-Belgijskia Izba Handlowa BEPOLUX (Polish-Belgian Chamber of Commerce).

He is also a member of the management board of other companies from the Comarch Group. With the appointment of the vice-president of the management board of Comarch S.A., Wojciech Pawluś will be additionally responsible for the UK and Ireland markets.

Michał Pruski graduated from the Warsaw School of Economics, in the field of Finance and Banking. He started his professional career in investment banking in 2003. He worked in international financial institutions in Warsaw, London, Frankfurt am Main and Singapore. Since 2012, he has been associated with the COMARCH Capital Group, initially in the R&D department of the FBU (Finance Banking and Insurance) sector. Since 2013, he has been living in Switzerland and is currently responsible for all operations of the COMARCH Group in the DACH Region. He is the president of the management board of Comarch Group Companies in Germany, Austria and Switzerland.

Marcin Romanowski graduated from the AGH University of Science and Technology with a degree in Electronics and Telecommunications. He has been associated with the Comarch Group since 2003. He started his career as a programmer, then continued as a team leader and scrum master, and in 2015, he assumed the role of director of the Digital Banking production center. For 16 years, he was responsible for implementing retail and corporate electronic banking systems in Poland and worldwide. In January 2019, he was appointed as the director of the e-Health sector, and on May 1, 2019, he became the CEO of Comarch Healthcare S.A. He is responsible for providing HIS-class systems, telemedicine products to the medical market, and oversees the operations of the iMed24 medical center.