

Jozef Klein

Jozef Klein graduated in Theoretical Cybernetics and Mathematical Informatics from the Mathematics and Physics Faculty of Comenius University in Bratislava. He has worked for Asseco Central Europe since 1996, first externally, and later as an internal employee in the position of Product and Project Manager for the field of DWH & BI. He has been the Chairman of the Board of Directors of Asseco Central Europe in Slovakia since 2002, and also the Chairman of the Board of Directors of Asseco Central Europe in the Czech Republic since 2009. At the same time, he holds the position of CEO in both companies. Since July 2017, Jozef Klein has served as the Chairman of the Board of Directors for Asseco Enterprise Solutions, in December 2020 he was appointed to perform the function of the Chairman of the Supervisory Board in that company. Since November 2017 he is President in Asseco International. Jozef Klein also acts as the Chairman of the Supervisory Board in companies of Asseco Solutions Group (developing activities in five countries) and all other subsidiaries of the Asseco Central Europe group. Since October 2009, he has also held an important position of CEO at the whole European group level of the Asseco Group. He won the EY Entrepreneur award of the Year TM 2016 in Slovak republic.

Adam Góral

He is graduate of the Kraków University of Economics (major: cybernetics of economics and computer science) with Ph.D. in economics. In 1979-1990 he worked at a branch of Maria Curie Skłodowska University in Rzeszów, initially as an assistant and then as an assistant professor. In 1991-1993 he was involved in the Polish-American Project of Building Enterprise Institutes in Poland.

He is co-founder of Asseco Poland. Since 1995 he served as Vice President and General Director of Asseco Poland (former COMP Rzeszów), and subsequently as President of the Management Board of that company from 2004 until today. In 1999-2006, he served as the Chairman or the Member of the Supervisory Board in the following companies: ABAS and COMP Soft, as well as Softlab, Softlab Trade, WA-PRO, Asseco Romania, Vistula & Wólczanka, ABG (former DRQ) and Asseco Systems. From 2004 to 2018 he was a Member of the Supervisory Board at Asseco Resovia, from 2008 to 2018 Chairman of the Board at ZUI Novum. In 2007-2008 he served as President of the Management Board of Prokom Software and after 2009 he was appointed as President of the Management Board of ABG until its merger with Asseco Poland in January 2010. Furthermore, he holds the positions of the Chairman of the Supervisory Board of Asseco International, Asseco Central Europe, Asseco Western Europe, Asseco Data Systems, Asseco Cloud, and Gdynia Basketball Club ARKA, as well as the Deputy Chairman of the Supervisory Board of Asseco South Eastern Europe and Asseco Business Solutions. He is the member of the Supervisory Board of Asseco Enterprise Solutions and the Podkarpacki Business Club. He is a co-founder of the Rzeszow School of Management, the International School of Banking and Finance in Sandomierz, and also he is the Honorary Consul of the Slovak Republic. Acting as the President of the Management Board of Asseco Poland, he is responsible for the development vision and strategy of the Asseco Group.

Jacek Duch

Jacek Duch graduate from the Faculty of Electronics at Warsaw University of Technology, M. Sc. Eng. in informatics. From 1975 to 1977 he worked for PSI AG in West Berlin. He also has many years of experience in software engineering and managing in international IT consortiums. In the years 1978 –

1993 he worked for Digital Equipment Corporation, and managed projects in Munich, Vienna and Paris among others. He also did scientific research for NixdorfComputer AG. Since 1989, he supervised building branches of Digital Equipment Corporation in Hungary, Czechoslovakia and Poland. He managed Digital Equipment Polska sp. z o.o. from 1992 to 1993 and Oracle Polska sp. z o.o. from 1993 to 1998. He was a member of the Management Board of Prokom Software from 1998 to 2004, and Chairman of the Management Board in Prokom Internet S.A. starting from 2000, where he was responsible for strategic projects, among others. He held the position of Vice-Chairman of the Supervisory Board in Postdata S.A., Chairman of Supervisory Board in Ready sp. z o.o., and the Secretary of Supervisory Board of Bank Pocztowy S.A. and Incenti (now Asseco Business Solutions). He has participated in industry organizations: American Chamber of Commerce, the Polish Chamber of Information Technology and Telecommunications, and Polish Confederation of Private Employers. He is the partner/shareholder of Allterpower, Bioalter, B88 International, Spider, Rezydencje Świerkocin SKY INWESTYCJE and R22. Currently, he serves as the Chairman of the Supervisory Boards of Asseco Poland, R22 and Decsoft, as well as the Member of the Supervisory Boards of Asseco Data Systems, Asseco South Eastern Europe, Asseco International, Cyber Folks, DEFENSELAYERS, among others. The Member of the Audit Committees of Asseco Poland, Asseco South Eastern Europe and R22.

Artur Kucharski

He has over 12 years of experience as an independent supervisory board member, including in public companies listed on the Warsaw Stock Exchange. In this capacity he chaired the Audit Committees of 4 listed companies including a bank and participated in the work of Audit Committees in other companies as a member of the Audit Committee.

In addition, he has experience as a member of committees: Risk (bank), Nomination and Remuneration and Strategy and Development. Artur Kucharski is an engineer by training with 7 years of audit experience, 7 years of consulting experience and over 12 years of supervisory experience. In 1999 he received his ACCA diploma and MBA in 2011. Since January 2022 Member of the Supervisory Board of Asseco Data Systems S.A. Since June 2020 Member of the Supervisory Board of Budimex S.A. Since October 2017 Member of the Supervisory Board, Chairman of the Audit Committee, Member of the Risk Committee at Alior Bank SA. Since April 2016 Member of the Supervisory Board, Chairman of the Audit Committee at Asseco South Eastern Europe S.A. From July 2015 to July 2019 Member of the Supervisory Board, Member of the Audit Committee, Nomination and Remuneration Committee and Strategy Committee at Prime Car Management S.A.

From October 2011 to July 2017 Member of the Supervisory Board and from March 2016 Chairman of the Audit Committee of Zakłady Azotowe w Tarnowie - Mościcach S.A. (Grupa Azoty S.A.). From August 2010 to December 2021 - Member of the Supervisory Board and from March 2016 Chairman of the Audit Committee at Asseco Poland SA. From July 2010 to May 2013 Member of the Supervisory Board at Globe Trade Centre SA From February 2011 to March 2012 Member of the Supervisory Board at Hydrapres SA. From November 2011 to December 2012 Member of the Supervisory Board of Mostostal Zabrze Holding SA. From April 2010 to September 2012 - Kopex SA - Member of the Management Board, Strategy Director responsible for HR, Internal Audit and Strategy, and previously Vice-Chairman and Chairman of the Supervisory Board and Director for Structure Development, Organization and Internal Control Systems.

From April 2002 to April 2010 - PwC Polska Sp. z o.o., Warsaw, department: consulting, position: from Senior Manager to Director Responsibilities (types of projects): • Strategic consulting including issues such as: market analysis, assessment of competitive position of the company, defining strategic

options, financial analysis, selection of the optimal option, planning and implementation. • Operational consulting: restructuring, cost optimization, changing purchasing organizations, improving cash flow, improving efficiency of the use of working capital, project management and change management. • Consulting in the area of control and supervision in the following areas: assessment and improvement of internal control system, internal audit, projects of investigative nature (forensic), assessment of quality and correctness of functioning of statutory bodies and others. From September 1995 - March 2002 PricewaterhouseCoopers Sp. z o.o., Warsaw, department: Audit of financial statements, position: from Assistant to Manager.

Adam Pawłowicz

Manager with many years of experience in management of companies and capital groups, including listed companies. He implemented strategies of organic growth (network retail, fuel sector, B2B services), growth through M&A (a number of acquisitions in the security sector) and operational, legal and capital restructuring of companies. In his career to date, he has held the position of Vice-President of LOTOS Paliwa sp. z o.o. (the largest subsidiary of LOTOS Group), where he was responsible for all sales exceeding PLN 26,500 million annually.

He was also Vice President of Zadbano SA, Work Service SA, President of Grupa Konsalnet SA, President of RUCH SA and President of the State Agency for Foreign Investment SA. In 2006 he conducted the initial public offering of RUCH SA shares introducing the company to the Warsaw Stock Exchange. He cooperates with Venture Capital and Private Equity funds. Currently he is a member of the Management Board of Krakowskie Zakłady Automatyki SA. He is a professional member of supervisory bodies in private and public companies. He held this position in a number of key companies such as PKN Orlen, Telewizja Polska, Polish Press Agency, Gdańsk Economic Development Agency, Asseco Business Solutions. Currently he is a member of supervisory boards of Polregio, Krosno Glass and Black Pearls VC. Before starting his managerial career he worked as a television and newspaper journalist. He was a journalist of the News, the leader of Puls Dnia in TVP1, the host of the original program "Opinions". He co-created information programs in Telewizja Polsat, he was a presenter in Informacje Polsatu. He is the author of documentaries (e.g. about Zbigniew Herbert and other contemporary Polish writers), author of numerous television and press interviews, co-author (with Father Maciej Zięba OP) of a book about John Paul II. Adam Pawłowicz is a graduate of the Faculty of Polish Philology at the Jagiellonian University, an MBA graduate of the University of Calgary (Canada), and a postgraduate of management studies at the Warsaw School of Economics. He also completed the Advanced Management Program at the prestigious IESE Business School.

Areas of Expertise:

- Building company value through organic growth and M&A,
- Multi-channel sales management (wholesale B2B, own and franchise network)
- Execution of complex projects of strategic nature, requiring integration of activities of many divisions
- Building effective teams based on shared values and goals.