

Piotr Jeleński - President of the Management Board of Asseco South Eastern Europe S.A.

Manager with a broad experience in establishing new business in different countries including South-Eastern Europe and Turkey. He is managing international structure with over 1300 people operating in 12 countries.

Piotr Jeleński is President of the Management Board of Asseco South Eastern Europe S.A. since July 2007. He is managing Asseco South Eastern Europe Group and is responsible for overall strategy as well as daily development of all ASEEE Business Units and respective country operations. He is focused on organic growth supported by selective acquisitions.

Between January 2002 and June 2009 he worked as CFO of Softbank and following Softbank's merger into Asseco Poland, CFO of Asseco Poland and Board Member. His responsibilities included organizing financing, restructuring, managing M&A activities, introduction of new procedures and business processes. Major milestones included management and support in merger processes with three major Polish IT vendors (Softbank, Prokom and ABG).

Prior to that, since September 1996 till July 2001 Piotr Jeleński worked as Deputy Director for CA IB Financial Advisers and was responsible in the investment bank for project origination and execution in the area of mergers and acquisitions.

Piotr Jeleński is a graduate of Warsaw University, where he obtained a Master of Economics degree with a specialization in Organization and Management. He is also a graduate of Aston Business School in Birmingham, UK with Master of Business degree.

Miljan Mališ - Member of Management Board, Group Payment BU Leader

Mr. Miljan Mališ graduated from the University of Belgrade, the Faculty of Electrical Engineering and was awarded Bachelor of Science degree (B.Sc.).

Mr. Miljan Mališ has held the following positions:

- 1996 - 1998 - communications engineer in the IT company IBIS-SYS, Beograd, Serbia
- 1999 - 2004 - General Director Deputy and General Director of IBIS-SYS (company acquired by Siemens Business Services)
- March 2007 - 2008 - Managing Director Pexim Cardinfo d.o.o.
- July 2008 - until now - Asseco SEE Belgrade Director, Member of Management Board of Asseco South Eastern Europe

Miodrag Mirčetić - Member of Management Board, Group Banking BU Leader

Miodrag is a board member of Asseco South Eastern Europe, in charge of banking operations across the group.

He is in IT business since 1989. Started his career in IBISYS in Serbia, as a software developer, team leader and project manager. He was involved in planning, development and implementation of banking information system applications. Throughout his career, Miodrag has changed several generations of IT platforms.

In 1993, he went to Skopje - Macedonia, where he founded PEXIM Solutions Company jointly with several colleagues. In PEXIM, a new generation of applications for the field of banking was developed and an innovative market approach was created. Three years later, a customer base consisting of 6 banks was established and the rapid growth of PEXIM Company started.

In 1997, Miodrag returned to Belgrade in order to manage PEXIM in Serbia. At that time, PEXIM became a dominant player in the field of high quality solutions and IT infrastructure deployment for financial sector industries on the market.

In 2002, Miodrag was appointed CEO of PEXIM Group and he started managing companies in Serbia, Macedonia, Montenegro, Bosnia and Herzegovina, Bulgaria and Albania.

After Asseco SEE Group was established and Pexim, Antegra and Cardinfo companies merged, Miodrag became Asseco SEE Belgrade Director and Member of Management Board of Asseco South Eastern Europe.

Marcin Rulnicki - Member of Management Board, Chief Financial Officer

Marcin Rulnicki is Member of The Board and perform the duties of Chief Financial Officer of Asseco South Eastern Europe Group.

Marcin Rulnicki started his career in the Asseco Group in September 2009, as a Corporate Finance Manager at Asseco Poland. His responsibilities included financial aspects of international acquisitions and supervision over foreign companies operating within the Asseco Group. In his role Marcin

Rulnicki worked among others as a Member of the Asseco Group Board of Directors responsible for finance, Chairman of the Board of Directors of Formula Systems, Member of the Supervisory Board of matrix42 A.G. and Member of the Management Board of Asseco South Western Europe.

Since July 2008, he has also run an independent consulting business, which has participated in investment and restructuring projects.

From August 2006 to July 2008, Mr. Rulnicki served as Executive Officer of Zachodni Fundusz Inwestycyjny NFI S.A., an investment fund listed on the Warsaw Stock Exchange, where he was responsible for strategic and operational management of the fund (including restructuring of its group) as well as for communications with the capital markets.

Prior to that time, from 2002 to 2006, Mr. Rulnicki worked at Heitman Financial, a company specializing in the management of real estate investment funds, where he led the team responsible for financial SPVs investing in real estate in Central and Eastern Europe.