Bratislava, 20 May 2022

# Management Board

**Asseco Business Solutions S.A. ul. Konrada Wallenroda 4C**

**20-607 Lublin**

**PROPOSAL OF CANDIDATES FOR MEMBERS OF THE SUPERVISORY BOARD**

Acting on behalf of Asseco Enterprise Solutions a.s., headquartered in Bratislava, Slovak Republic, a shareholder of Asseco Business Solutions S.A. (“Company”), holding 15,528,570 ordinary bearer shares representing 46.47% of the share capital of the Company, we hereby propose the following persons as candidates for the Members of the Supervisory Board of Asseco Business Solutions S.A. in the election to be held during the Ordinary General Meeting of the Company on 31 May 2022:

* Rafał Kozłowski
* Adam Góral
* Romuald Rutkowski
* Zbigniew Pomianek
* Marcin Murawski

Candidates’ CVs are attached hereunder.

Yours sincerely,

Asseco Enterprise Solutions, a. s. Ing. Petra Konárska

Attorney

# Rafał Kozłowski

Mr Kozłowski earned his master’s degree at the Faculty of Organization and Management, Warsaw University, in 1998. He completed the Project Management Programme by PMI in 2004, the International Accounting Standards Programme by Ernst & Young Academy of Business in the years 2005-2006, and The Emerging CFO: Strategic Financial Leadership Programme by Stanford GSB in 2019. From June 2012 to March 2021, he sat as the Vice-President of the Management Board and CFO of Asseco Poland S.A., and since August 2021, he has been a director in the Board of Directors of the Formula Systems Group listed on the Telaviv Stock Exchange and on NASDAQ. From May 2008 to May 2012, he was Vice-President of Asseco South Eastern Europe S.A., responsible for managing corporate finance. During this period, he was directly involved in the acquisition of companies from the Asseco South Eastern Europe holding, as well as conducting the IPO process for the same holding on the Warsaw Stock Exchange. Between 1996 and 1998, he was the CFO at Delta Software, and next, from 1998 to 2003, a Senior Manager at Veraudyt. In the years 2004-2006, he headed the Treasury Department at Softbank S.A., where he was also appointed VP Finance in the subsidiary Sawan S.A. From 2007 to June 2009, he led the Controlling and Investments Division at Asseco Poland S.A. In December 2016, he took the position of Member of the Management Board of Asseco Enterpise Solutions S.A., and in December 2020 he became President of the Management Board of Asseco Enterpise Solutions S.A. Vice-president of the Management Board of Asseco Western Europe, Member of the Management Board of Asseco International. Chairman of the Supervisory Board at GSTN Consulting and Vice-chairman at Park Wodny Sopot. He also acts as Member of the Supervisory Board in the following companies: DahliaMatic, Aquapqrk, and Asseco Solutions. Since 2021, Chairman of the Supervisory Board of Asseco Business Solutions S.A.

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# Adam Góral

Graduate of the University of Economics in Kraków (majored in economic cybernetics and information technology) and a holder of PhD in economics. In the years 1979-1990, he worked in the Rzeszów branch of Maria Curie-Skłodowska University in Lublin; he left the university as an assistant professor. In the years 1991-1993, Mr. Góral was involved in the Polish-American Enterprise Institute Development Project in Poland. Co-founder of Asseco Poland S.A. In 1995 he took up the position of Vice-President and CEO of Asseco Poland (formerly COMP Rzeszów); from 2004 until today, he has been serving as President of the Management Board. Between 1999 and 2006, Chairman of the Supervisory Board in: ABAS, COMP Soft, Softlab, Softlab Trade, WA-PRO, Asseco Romania, Vistula&Wólczanka, ABG (formerly DRQ) and Asseco Systems. From 2004 to 2018, Member of the Supervisory Board of Asseco Resovia, from 2008 to 2018 Chairman of the Supervisory Board of ZUI Novum. In 2007-2008, he was the President of the Management Board of Prokom Software and after 2009 appointed President of ABG where he had served until the company merged with Asseco Poland in January 2010. In addition, he sits as Chairman of the Supervisory Board of Asseco Central Europe, Asseco Western Europe, Asseco Data Systems, Asseco Business Solutions International, Asseco Cloud and the ARKA Gdynia Basketball Club, He is also the Vice-chairman of the Supervisory Board of Asseco Business Solutions and Asseco South Eastern Europe. Member of the Supervisory Board of Asseco Enterprise Solutions and of the Podkarpacki Business Club. Co-founder of the Higher School of Management in Rzeszów, the International School of Banking and Finance in Sandomierz. The Honorary Consul of the Slovak Republic. Serving as Chairman of the Management Board of Asseco Poland, he is responsible for the vision and strategy development for the Asseco Capital Group.

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# Zbigniew Pomianek

Graduate of the Faculty of Civil and Environmental Engineering, Rzeszów University of Technology. In the years 1990-1992, he worked as an assistant at the same faculty. In 1992 joined Jazcoop as an IT specialist; from 1993 to 1995, working for COMP in the same capacity. Co-founder of Asseco Poland SA; he joined in 1995 and has remained with the company ever since. He has held the following positions: head of Banking Services, Vice-director General, head of Software Division, head of Commercial Banks Division and Vice-president of the Management Board. In the years 2000-2004, Member of the Supervisory Board of GALKOM Computer Studio. In the years 2007-2009, Chairman of the Supervisory Board of Anica System S.A. In the years 2007-2015, Member of the Supervisory Board of Postdata. Today, Vice-President of Asseco Poland S.A. From 2013 to 2018, secretary of the Supervisory Board at ZUI Novum. He is a Member of the Supervisory Board of Asseco Business Solutions, Nextbank Software, Adesso Banking Solutions and the Chairman of the Supervisory Board of Asseco Innovation Fund and Asseco Services.

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# Romuald Rutkowski

Graduated from the Faculty of Mathematics, Physics and Computer Science, Warsaw University. During his studies, he was involved in the design and implementation of university IT systems. He also completed fellowships at Lund University (Sweden) and Humboldt University (Germany), as well as trainings at a software developer in Vienna (Austria) and in the computing centre of the Academy of Sciences in Budapest (Hungary).

In 1988 he started Simplex and in 2000 Softlab. For seven years, he was a partner in Softlab and sat as a Member of the Board. In 2006 his business entered the Asseco Capital Group. From 1 June 2007 to 30 June 2012, he was holding the position of Vice-president of Asseco Business Solutions. From 1 June 2007 to 30 June 2012, he was holding the position of Vice-president of Asseco Business Solutions. Today, Member of the Supervisory Board of Asseco Business Solutions S.A.

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# Marcin Murawski

He graduated from the Faculty of Management, Warsaw University, in 1997. He earned a master’s degree in financial management. In 1999, he entered for and passed ACCA exams. Member of ACCA since 2000. Since 2003, he been holding the ACCA Practicing Certificate (qualified as chartered accountant in the UK) and the KIBR (Polish Statutory Auditor No. 90053) and the CIA (Certified Internal Auditor) since 2005.

Since December 2012, he has sitting on a number of supervisory boards and audit committees of WSE-listed companies as an independent member. He chairs Audit Committees in the following companies: - GTC S.A. - real property – CCC SA - retail trade (until May 2019) – Apator S.A. - electro-mechanical industry – SecoWarwick S.A. - electro-mechanical industry. Mr Murawski is also an independent member of the Supervisory Board and Chairman of the Audit Committee in the following unlisted companies: - SANTANDER-AVIVA JV TU S.A. and SANTANDER-AVIVA JV TUNŻ S.A. An approved PID’s candidate (Polish Institute of Directors) for a member of supervisory boards and audit committees. Member of the Association of Independent Members of Supervisory Boards.

In the years 2005-2012, he was the DIRECTOR OF THE INTERNAL AUDIT DEPARTMENT in the GRUPA

UBEZPIECZENIOWA WARTA - KBC GROUEP NV (property insurance, life insurance, pension fund, KBC TFI, bancassurance). Secretary of Audit Committees at TUIR WARTA S.A. and TUNŻ WARTA S.A. In charge of, but not only, the management and development of the internal audit function at the WARTA Group.

Between 1997 and 2005, Mr Murawski was a manager in the Audit Department at Pricewaterhouse Coopers Sp. z o.o. He supervised, in particular: The auditing of financial institutions and other entities; statutory audits, special financial reviews, consultancy services for companies, financial reporting, taxation, internal control. From February 1997 to July 1997, he was a financial controller at TCH Components Sp. z o.o. where he oversaw the preparation and consolidation of financial statements.