

**Rafał Kozłowski**

In December 2020, Mr Rafał Kozłowski was nominated President of the Management Board of Asseco Enterprise Solutions. 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 Tel Aviv 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.

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.