

**Management Board of TALEX S.A.:**

**Janusz Gocalek**

The President of the Management Board of TALEX S.A. and one of the three Founders of the Company.

Mathematician, he graduated from the WSP (now Pomeranian University) in Słupsk.

In 1990–1998, he served as the Director of the Przedsiębiorstwo Produkcyjno-Wdrożeniowe [Production-Implementation Company] TALEX Sp. z o.o. Then, after its transformation into TALEX S.A. in 1998, he became the President of the Company's Management Board.

In 1979–1990, he worked at the Institute of Construction Technology and Structures of the Poznań University of Technology, where he led the Data Processing Center. For more than 30 years of his scientific and professional career, he has been involved with information science. One of the initiators and founders of Wielkopolska ICT Cluster, he also serves as the Chairman of Polska Chmura [Polish Cloud] Association Council and is a Council Member of Lewiatan Wielkopolska Employer Association.

He coordinates the activities of the Management Board of TALEX S.A., represents the Company outside, and oversees the administrative departments of the Company.

Mr. Janusz Gocalek does not engage in any other business activities outside the Issuer's enterprise that would compete with the Issuer's business, nor does he participate in a competing entity as a partner in a general partnership, partnership, corporation, or as a member of a governing body of a competing legal entity.

Mr. Janusz Gocalek is not listed in the Register of Insolvent Debtors of the National Court Register.

**Jacek Klauziński**

Vice-President of the Management Board of TALEX S.A. since 1998 and one of the three Founders of the Company.

Computer scientist, graduate of the Poznań University of Technology.

In 1990–1998, he served as a Deputy Director of the Przedsiębiorstwo Produkcyjno-Wdrożeniowe [Production-Implementation Company] TALEX Sp. z o.o.

In 1981–1990 employed at the Institute of Construction Technology and Structures of the Poznań University of Technology.

He oversees the Company's finances and its retail and service activities; he also coordinates investments in the Company.

Mr. Jacek Klauziński does not engage in any other business activities outside the Issuer's enterprise that would compete with the Issuer's business, nor does he participate in a competing entity as a partner in a general partnership, partnership, corporation, or as a member of a governing body of a competing legal entity.

Mr. Jacek Klauziński is not listed in the Register of Insolvent Debtors of the National Court Register.

### **Andrzej Różga**

Vice-President of the Management Board of TALEX S.A. since 1998 and one of the three Founders of the Company.

Computer scientist, graduate of the Poznań University of Technology.

In 1990–1998, he served first as the Chief Specialist, then as a Deputy Director of the Przedsiębiorstwo Produkcyjno-Wdrożeniowe [Production-Implementation Company] TALEX Sp. z o.o.

In 1985–1990, he worked at Centrum Badawczo-Wdrożeniowe [Research & Implementation Center] Mercomp sp. z o.o., and Przedsiębiorstwo Produkcyjno-Wdrożeniowe [Production and Implementation Company] Komplex EFC.

His tasks include overseeing the departments of the Company involved in the creation and development of IT technologies.<sup>4</sup>

Mr. Andrzej Różga does not engage in any other business activities outside the Issuer's enterprise that would compete with the Issuer's business, nor does he participate in a competing entity as a partner in a general partnership, partnership, corporation, or as a member of a governing body of a competing legal entity.

Mr. Andrzej Różga is not listed in the Register of Insolvent Debtors of the National Court Register.

### **Rafał Szalek**

Member of the Management Board of TALEX S.A. since 2007.

Graduate of the Poznań University of Technology.

He completed the Executive Master of Business Administration at the Poznań University of Economy and Business, organized in cooperation with The Nottingham Trent University from the United Kingdom.

Associated with the Przedsiębiorstwo Produkcyjno-Wdrożeniowe TALEX Sp. z o.o. since 1992, after its transformation into TALEX S.A. served successively as the Retail Director, the Management Board Representative for Strategic Client Relations, and the Director of the Department of Strategic Client Relations.

He represents the Company in dealings with its key clients, in particular those from the banking sector.

Mr. Rafał Szalek does not engage in any other business activities outside the Issuer's enterprise that would compete with the Issuer's business, nor does he participate in a competing entity as a partner in a general partnership, partnership, corporation, or as a member of a governing body of a competing legal entity.

Mr. Rafał Szalek is not listed in the Register of Insolvent Debtors of the National Court Register.

### **Radosław Wesolowski**

Member of the Management Board of TALEX S.A. since 2010.

Computer scientist, graduate of the Faculty of Mathematics and Computer Science of Adam Mickiewicz University.

He completed the Executive Master of Business Administration at the Poznań University of Economy and Business, organized in cooperation with The Nottingham Trent University from the United Kingdom. Graduate of the Executive Power Academy management programmed organized by the ICAN Institute.

Involved with the Przedsiębiorstwo Produkcyjno-Wdrożeniowe TALEX Sp. z o.o. since 1996, and then with TALEX S.A. after the transformation.

In 2000, he was nominated as the Director of the Wrocław Branch of TALEX S.A. In 2001–2003 he served as the Member and President of the Management Board of Zachodnie Systemy Teleinformatyczne [Western ICT Systems], a subsidiary of TALEX S.A. Since 2004, he was the Director of the Silesia Region of TALEX S.A., then the Director of the Company's Department of Finance and Banking Sector Support since 2008.

His duties include the coordination of the Company's retail activities, he is also responsible for the Company's relations with its key clients, in particular those from the banking sector.

Mr. Radosław Wesołowski does not engage in any other business activities outside the Issuer's enterprise that would compete with the Issuer's business, nor does he participate in a competing entity as a partner in a general partnership, partnership, corporation, or as a member of a governing body of a competing legal entity.

Mr. Radosław Wesołowski is not listed in the Register of Insolvent Debtors of the National Court Register.

### **Supervisory Board of TALEX S.A.:**

#### **Bogna Pilarczyk**

The President of the Supervisory Board of TALEX S.A.

Prof. dr hab. [Professor, PhD] in Economics. In 1970, earned a Master's degree at the Wyższa Szkoła Ekonomiczna in Poznań (currently Poznań University of Economy and Business), a doctoral degree in economics in 1974, then a postdoctoral degree. In 2001–2019, she was a full professor at the PUEB. She is currently employed as a professor at the State University of Applied Sciences in Leszno, involved in teaching and research.

She was a lecturer at the PUEB, supervised several hundred master's and 13 doctoral students of economics. In her research, she focuses on strategic management, marketing, and communication in business. She has been collaborating with business for many years, carrying out numerous research and implementation projects.

Ms. Bogna Pilarczyk does not engage in any other business activities outside the Issuer's enterprise that would compete with the Issuer's business, nor does he participate in a competing entity as a partner in a general partnership, partnership, corporation, or as a member of a governing body of a competing legal entity.

Ms. Bogna Pilarczyk is not listed in the Register of Insolvent Debtors of the National Court Register.

### **Witold Hołubowicz**

Member of the Supervisory Board of TALEX S.A.

Graduate of the Faculty of Telecommunications and Electronics of the Poznań University of Technology. He earned a doctoral degree in 1986 and a postdoctoral degree in 1993. In 1987–89, he was a visiting professor at the Brooklyn Polytechnic in the USA and, in 1991–96, a professor at the [former] international Polish–French College of New IT and Telecommunication Technologies in Poznań. Professor of Adam Mickiewicz University in Poznań. Lecturer at the Bydgoszcz University of Science and Technology.

Head of the Chair of Applied Information Science at the Faculty of Physics of AMU in Poznań since 2003.

In 1997–2017, served as the President of the Management Board of the ITTI sp. z o.o. company, active in the field of innovative ICT solutions.

Mr. Witold Hołubowicz does not engage in any other business activities outside the Issuer's enterprise that would compete with the Issuer's business, nor does he participate in a competing entity as a partner in a general partnership, partnership, corporation, or as a member of a governing body of a competing legal entity.

Mr. Witold Hołubowicz is not listed in the Register of Insolvent Debtors of the National Court Register.

### **Andrzej Kurc**

Member of the Supervisory Board of TALEX S.A.

Graduate of the Faculty of Civil Engineering of the Poznań University of Technology,

has been with the Company since September 1991. In 1992–1998, served as the President of the Management Board of TALEX Software sp. z o.o. After the merger of TALEX Software sp. z o.o. into TALEX S.A., he held the posts, among others, of the Director of the Department of Software, and the Director of the Projects Office. Currently employed by TALEX S.A. as the Project Management Team Leader.

Mr. Andrzej Kurc does not engage in any other business activities outside the Issuer's enterprise that would compete with the Issuer's business, nor does he participate in a competing entity as a partner in a general partnership, partnership, corporation, or as a member of a governing body of a competing legal entity.

Mr. Andrzej Kurc is not listed in the Register of Insolvent Debtors of the National Court Register.

### **Jacek Nowak**

Member of the Supervisory Board of TALEX S.A.

Graduate of the Faculty of Food Technology of the Agricultural School in Poznań (now Poznań University of Life Sciences). Affiliated with PULS since 1979. Earned the degree of Doctor of Agricultural Sciences at the aforementioned faculty in 1989, a postdoctoral degree in 2000, then was awarded the academic title of professor in 2007.

He is a member of the Program Council of the Wielkopolskie Centrum Zaawansowanych Technologii [Greater Poland Center for Advanced Technologies].

In 1987–1988, he stayed at Cornell University, USA, participating in the Fulbright Program, then in an OECD scholarship in 2003.

Mr. Jacek Nowak does not engage in any other business activities outside the Issuer's enterprise that would compete with the Issuer's business, nor does he participate in a competing entity as a partner in a general partnership, partnership, corporation, or as a member of a governing body of a competing legal entity.

Mr. Jacek Nowak is not listed in the Register of Insolvent Debtors of the National Court Register.

### **Małgorzata Poprawska**

Member of the Supervisory Board of TALEX S.A.

Graduate of the Poznań University of Economics and Business (a master's degree in economics). In 1991, she became a chartered accountant and then, after the regulations changed, was registered as a statutory auditor (No. 5796 in the National Registry of Statutory Auditors, KRBR).

She is a partner in “Poprawska i Kasztelan - Biegli Rewidenci Spółka Partnerska” [Poprawska & Kasztelan - Statutory Auditor Partnership] registered as an audit firm by Polska Agencja Nadzoru Audytowego [Polish Audit Supervision Agency].

Professionally involved mainly in the auditing of financial statements. In 1991–2003, she served as a vice-president, then president, of an accounting and auditing company.

Ms. Małgorzata Poprawska does not engage in any other business activities outside the Issuer's enterprise that would compete with the Issuer's business, nor does he participate in a competing entity as a partner in a general partnership, partnership, corporation, or as a member of a governing body of a competing legal entity.

Ms. Małgorzata Poprawska is not listed in the Register of Insolvent Debtors of the National Court Register.