

CVs of the candidates for the Supervisory Board Members of Asseco Poland S.A.

Izabela Albrycht

A political scientist, the graduate of the Faculty of International and Political Studies at the Jagiellonian University, she also completed postgraduate studies in Public Relations at the Tischner European University, as well as professional trainings "Decision-making and Legislative Processes in the EU" and "Lisbon Treaty" in the European Parliament. She completed a course for Supervisory and Management Board Members certified by the Ministry of State Treasury and in the past she also sat on supervisory boards of local government units and state-controlled companies. She is the alumna of the US Department of State's International Visitor Leadership Program (IVLP) in NGO Management.

The President of the Kościuszko Institute since 2010, involved in public policy and decision-making in the area of digital transformation and security, including energy and digital security.

Since 2014, she has been the Chairperson of the Organizing Committee of the European Cyber Security Forum - CYBERSEC. Since 2020 she has been the member of the management board of DIGITALEUROPE, representing the Polish Chamber of Information Technology and Telecommunications and the largest Polish organizations of IT sector companies, as well as the member of the NATO Advisory Group on Emerging and Disruptive Technologies.

She served as the Chairperson of the 2nd term on 2016-2018, the member of the 3rd term in 2019-2021, and the member of the 4th term (since 2021) of the Council on Digitization - an advisory committee to the Minister of Digitization currently located in the Chancellery of the Prime Minister of the Council of Ministers, covering the topics of digital transformation, information society, data-driven economy, cyber security and new technologies (e.g. Artificial intelligence, 5G).

She has been the member of the Supervisory Board of Asseco Poland since 2017 and of ComCERT since 2019.

Izabela Albrycht has built a network of professional relationships within the digital change expert community. She was the member of the Global Future Council on Cybersecurity at the World Economic Forum in Geneva in 2019-2020. She is the co-founder of Women4Cyber, an initiative launched by the European Cyber Security Organisation (ECSO) in Brussels.

In 2017, she was included in the New Europe 100 Challengers 2017 list compiled by Financial Times Res Publica, Google and the International Visegrad Fund, and in 2019 she was included in Europe's 50 Most Influential Women in Cybersecurity list prepared by SC Media UK.

The co-author of reports, publications and analyses focusing on cyber security, EU policies and international relations. Her scientific and expert interests include such issues as: the EU institutional system, energy policy, strategic challenges of digital transformation and building a cyber security system, including, among others, public-private cooperation, education system, innovation. She also currently serves as the associate editor of the European Cybersecurity Journal.

Dariusz Brzeski

In 1988, he graduated from the Central School of Planning and Statistics (now the Warsaw School of Economics) and received a master's degree in economics. From 1988 to 1990, he worked as an Information Systems Implementation Specialist at Microsystem JGU.

From 1991 to 1994, he was the Director of Sales Network at InterAms. In 1995-1996 he served as the President of the Management Board of Towarzystwo Finansowo Leasingowe. From 1997 to 2000, he

was the major shareholder and President of Financial Management, a leasing company. From 1994 to 2009, he was the co-founder, major shareholder and President of the Management Board of ABG, a publicly listed IT company that merged with Asseco Poland in 2009. Since then, he has served on the Supervisory Board of Asseco Poland. He is also the main shareholder and Chairman of the Supervisory Board of FAMILIA Mortgage Fund.

Jacek Duch

The graduate of the Warsaw University of Technology, specializing in computer science, with extensive, long-term experience in both technical software engineering and management in international and Polish IT companies.

He started his professional career during his PhD studies by working at the software development center of Nixdorf Computer in Germany and later as a researcher at PSI AG in West Berlin. From 1978 to 1993, he worked for Digital Equipment Corporation (DEC), where he led projects in Munich, Vienna, and Paris, among other places. Since 1989, he oversaw the establishment of DEC subsidiaries in Central European countries, including Poland.

From 1993 to 1998 he managed Oracle Poland and subsequently served on the management boards of Prokom Software and Prokom Internet as well as on numerous supervisory boards, including those of Postdata, Bank Pocztowy, PVT and Asseco Group companies (Asseco South Eastern Europe, Asseco Germany, Matrix42 AG and others). He participated in the work of sector organizations: the American Chamber of Commerce, the Polish Chamber of Information Technology and Telecommunications, and the Polish Confederation of Private Employers.

He is the shareholder of Allterpower, Bioalter, Decsoft and R22. Currently, he is the Chairman of the Supervisory Boards of Asseco Poland, R22 and Decsoft and the Member of the Supervisory Boards of Asseco Data Systems, Asseco South Eastern Europe, Asseco International, among others. The member of the Audit Committee of Asseco Poland.

Piotr Maciąg

He holds a PhD in economics, specializing in accounting and corporate finance and banking. Lecturer in microeconomics, macroeconomics and international economic relations. The graduate of the Leon Koźmiński Academy of Finance and Accounting.

In 2019, he graduated from the International Management Teachers Academy of CEEMAN, the international association for the advancement of management. He gained professional experience as a financial analyst, among others in Polska Grupa Biogazowa S.A.. He specialized in developing long-term financial plans and profitability analyses for capital projects. From 2014 to 2020, he was a researcher at the Department of Economics at the Koźmiński University, where he taught micro- and macroeconomics and international economic relations. A visiting Professor teaching micro- and macroeconomics at the Hebei Finance University, China. As of February 2020, the President of the Management Board responsible for strategy and development of Asseco Resovia S.A.

Adam Noga

Full professor of economic sciences. From 1991 to 1992, he completed a short MBA at L'Universite du Quebec in Montreal. He received his PhD in economics in 1985, then his postdoctoral degree, associate

professor (the Warsaw School of Economics), and full professor in 2009. He was director of the Institute of Finance. Since 2005 he has been a professor and pro-rector at the Koźminski University. He has authored 5 and co-authored 18 books and over 100 scientific articles. He is also the first recipient of the Bank Handlowy Award for outstanding achievements in finance and economics.

From 1988 to 1989 he worked at the Ministry of Finance as a chief specialist. From 1991 to 1992, he taught at L'Universite du Quebec a Montreal. From 1996 to 1999, he served as the pro-rector for Teaching and Students at the Warsaw School of Economics. In 1995 he worked as an expert for the Ministry of Ownership Transformation. In 1996, he was the President's representative in public debates on privatization and universal enfranchisement. In 1996-1999 he authored reports on the privatization of the Polish economy. From 1998 to 1999 he was the member of the Supervisory Board of PTE Epoka. In 2003-2005 he was the Chairman of the Supervisory Board of the Polish Information and Foreign Investment Agency. From 2002 to 2005, he served as an advisor to the Deputy Prime Minister and Minister of Finance. He has been the editor of "Ekonomista" since 1987. In 1998-2006, he served as the Chairman of the Supervisory Board of Asseco Poland. He was the member of the Supervisory Board of Prokom Software. He was the member of the Supervisory Board of Kredyt Bank and its Vice Chairman since 2005. He sat on the Supervisory Boards of Warta TUiR and Warta UnŻ. He was the member of audit committees in Kredyt Bank (2000-2014), Warta TUiR and Warta UnŻ (2011-2013). He has served as the Vice Chairman of the Supervisory Board of Asseco Poland since January 2007.

Piotr Żak

He graduated with a degree in economics from Royal Holloway, University of London. He is also the graduate of the Faculty of Management at Warsaw University.

Since 2014, he has been active in business in Poland in the field of, among others, building and supporting start-up ventures. He focuses his activity on the modern technology sector, in particular creating and developing innovative projects related to the use of the potential of the Internet and traditional media, Internet entertainment, the use of data transmission in solutions, services and products aimed at individual and business customers. He also pursues his professional interests through the development and implementation of modern tools in the marketing communications of media and telecommunications companies. He is the founder of, among others, companies such as the rapidly growing e-sports company Frenzy, which has been producing broadcasts for Polsat Games since 2018, and Golden Coil, which operates in the field of marketing and Internet advertising.

Since March 2016 he has been sitting on the Supervisory Board of Telewizja Polsat, the leading broadcaster in the Polish television market, and since June 2018 he has been on the Supervisory Board of Netia, one of the largest Polish telecommunications operators, part of the Cyfrowy Polsat Group, where he currently serves as the Chairman. He has served on the Supervisory Board of Cyfrowy Polsat since June 2018. In April 2019, he was appointed to the Supervisory Board of Polkomtel, the Plus network operator. He has served on the Supervisory Board of Asseco Poland since July 2020. In July 2020, he was appointed to the Supervisory Board of Mobiem Polska. Since November 2020, he has served on the Supervisory Board of Grupa Interia.pl. In March 2021, he was appointed to the Supervisory Board of Asseco Cloud.