

### **Piotr Jeleński – President of the Management Board**

A manager with extensive experience in creating and developing companies in various countries, including the countries of Southeast Europe and Turkey. He is managing a group of companies with an international structure employing over 3,000 people, operating in 23 countries.

Mr. Piotr Jeleński is the President of the Management Board of Asseco South Eastern Europe S.A. (hereinafter referred to as "ASEE") since July 2007 and the President of the Management Board of Payten Holding SA (previously Payten spółka z ograniczoną odpowiedzialnością sp.k.) since January 2019. He is managing the Asseco South Eastern Europe Group. He is responsible for the overall strategy of the Group, the ongoing development of all ASEE business units and strategic operations in individual markets. It focuses on organic growth supported by selected acquisitions.

From January 2002 to June 2009, he worked as a financial director at Softbank, and after the merger of Softbank with Asseco Poland, as CFO and member of the Management Board of Asseco Poland. His responsibilities included organizing financing, restructuring, managing mergers and acquisitions, introducing new procedures and business processes. The greatest achievements are management and support in merger processes with the three largest Polish IT suppliers (Softbank, Prokom and ABG).

Previously, from September 1996 to July 2001, Piotr Jeleński worked as deputy director of CA IB Financial Advisers and was responsible in an investment bank for the creation and implementation of merger and acquisition projects. Piotr Jeleński is a graduate of the University of Warsaw, where he obtained a master's degree in economics with a specialization in Organization and Management. He is also a graduate of Aston Business School in Birmingham, UK with a Master of Business degree.

### **Michał Nitka – Member of the Management Board**

Mr. Michał Nitka started his career in the Asseco South Eastern Europe Group in August 2010, taking the position of Head of Group Controlling, where he was responsible for coordinating the work of the controlling department of the parent company. From January 2015, he worked as Group Controlling Director and was responsible for the controlling department in all companies of the capital group. The scope of his duties included, above all, the coordination of the work of controlling teams, the development and implementation of new processes and tools for management reporting, as well as financial support for operations and sales departments. From May 2021, he became a Member of the Management Board of Asseco South Eastern Europe S.A. and a Member of the Management Board of Payten Holding SA (previously Payten spółka z ograniczoną odpowiedzialnością sp.k.).

In the period from April to August 2010, he worked as a Financial Controller at Sita Polska Sp. z o.o., where he was responsible for the supervision of several companies within the capital group. In the period from January 2007 to April 2010, he worked as an auditor at Ernst & Young as a Senior Auditor, where he participated in the audit of large clients from the corporate sector, including companies listed on the stock exchange. Previously, he also worked in the audit departments of BDO Polska and Rewit Księgowi and Statutory Auditors. Mr. Michał Nitka graduated from the University of Gdańsk (Faculty of Management) with a specialization in Business Economics. Mr. Michał Nitka is a certified auditor.

### **Miljan Mališ - Member of the Management Board**

Mr. Miljan Mališ graduated from the Faculty of Electrical Engineering at the University of Belgrade and obtained the title of B.Sc. (Bachelor of Science). Mr. Miljan Mališ performed functions in the following entities:

- in the years 1996 - 1998; communication engineer in the IT company IBIS-SYS, Beograd, Serbia,
- in the years 1999 - 2004; Deputy CEO and then CEO of IBIS-SYS (company acquired by Siemens Business Services),
- March 2007 - until 2010; managing director of Pexim Cardinfo d.o.o.,
- July 2008 - to date; member of the Management Board of Asseco South Eastern Europe SA
- January 2018 - until now, managing director of PAYTEN d. o.o. Beograd - Novi Beograd
- June 2019 - until now, a member of the supervisory board of Chip Card a.d.
- January 2022 - to date, Managing Director of Afusion d.o.o. Beograd.

### **Kostadin Slavkoski - Member of the Management Board**

Mr. Slavkoski graduated from St. Cyril and Methodius in Skopje, North Macedonia, and obtained an electrical engineering degree in computer science and automation in May 1997. Mr. Slavkoski developed his professional career as an expert in the field of software development in companies of the Asseco South Eastern Europe S.A. capital group for over 20 years. In 2018, he became the President of the Management Board of ASSECO SEE dooel in North Macedonia. From 2009 to 2018, Mr. Slavkoski was a member of the management board of ASSECO SEE dooel in North Macedonia and led the operations of the Solutions segment in the banking sector. From 2017 to 2019, he was a Member of the Management Board of ASSECO SEE eood in Bulgaria, where he was also responsible for operations in the Solutions segment in the banking sector. In addition, he is responsible for the operations of the Solutions segment in the banking sector of ASSECO SEE companies in Albania and Kosovo. Previously, he worked as a unit manager of the central banking system in North Macedonia and Serbia, and also as a product manager, consultant and developer.