

Document with additional Information

Business

Business and Product Design

- designing digital products and services, prototyping and testing them

Technological Consulting

-technological audits, estimation of project costs, development of digital strategies, automation of software development processes, as well as consultancy in the use of public clouds

Enterprise Software

– software development in the areas of backend and frontend, mobile applications, data architecture

Embedded Software

– development of software for automation, creating communication solutions, applications for embedded devices

Artificial Intelligence and Machine Learning

– using AI and ML technologies in the design of digital solutions together with consultations regarding their functioning

Cloud Solutions

– migration to the cloud, cost optimization and delivery of software in the cloud

Optimization

– automation of software development, delivery and testing

Managed Services

– audits and acquisitions of IT systems, support and maintenance of operating systems, management and maintenance of servers, infrastructure optimization, data security.

New Categories (FY2022):

Cybersecurity

– penetration testing, threat modeling, code review, vulnerability assessment

E-commerce platforms development

– strategy and design, implementation and optimization, advanced system integration

Salesforce

– consultancy services and audits, B2B commerce cloud, sales cloud, service cloud, custom applications development

HMI development

– concept validation, HMI software development, porting to new platforms, performance optimization

Agile Consulting

– Agile methodology implementation

Industries it serves + some specific services

Automotive

- production of embedded software + design & implementation of processes related to Functional Safety
- mainly consists of software related to self-driving

Financial Services

- Solutions for loan processes and debt management, Fintech Software...

Industry 4.0

- Solutions for automation and communication of industrial devices

Geospatial Services (Geologic Services)

- Software for comprehensive processing of Geologic data (analysis and storage)

HR and Education

- Software for everything related

Healthcare & Life Sciences

- embedded software for medical devices, designs their communication and implements advanced algorithms to support accurate diagnostics performed by medical devices

Media

- Services relating to anything related to Media (Consulting for Media Tech, multiplatform app design...)

Robotics

- comprehensive design and implementation services Software for autonomous robot

Company structure:

| Name | Country | Share in capital | Consolidation Method |
|--------------------------|---------|-----------------------------|---|
| Spyrosoft Solutions S.A. | Poland | 50% | full consolidation |
| Spyrosoft LTD | UK | 85% | full consolidation |
| GOD Nearshore SE | Germany | 33% (worth around 1,7m PLN) | consolidated via Equity in Company (not in P&L) |
| Unravel S.A. | Poland | 67,5% | full consolidation |
| Spyrosoft Synergy S.A. | Poland | 52,5% | full consolidation |
| Spyrosoft Solutions doo | Croatia | 35% | full consolidation |
| Spyrosoft Solutions LLC | USA | 50% | excluded due to size |
| Spyrosoft Solutions GMBH | Germany | 50% | full consolidation |

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|-------------------------------------|---------|-------|--------------------------|
| Spyrosoft LLC | USA | 100% | excluded due to size |
| Spyrosoft eCommerce S.A. | Poland | 60% | full consolidation |
| Spyrosoft Solutions S.R.L. | Romania | 47,5% | full consolidation |
| Better Software Group S.A. | Poland | 60% | full consolidation |
| Better Software Services Sp. z o.o. | Poland | 60% | full consolidation |
| Better Software Norge AS | Norway | 60% | full consolidation |
| Spyrosoft India Private Limited | India | 75% | has not begun operations |
| Finin Sp. z o.o. | Poland | 100% | excluded due to size |
| Spyrosoft Connect S.A. | Poland | 80% | has not begun operations |

Management

Konrad Weiske - CEO

co-Founder

-20 Years of experience (including being board member in big IT-Services/Software company in Poland)

-Board Member of Intive (2014-2016) at Intive from 2011-2016

Wjciech Bodnarus

-CFO since 2017

-since 2013 in an IT-Services/Software Company

Slawomir Podolski

-COO since 2017

-worked in intive as Operations Manager, 2013-2017

-experience of around 15 years

Sebastian Lekawa

co-Founder

-ex-CEO and Founder of intive

-experience of 20 years

Krzysztof (Kuli) Kulinski

-on the supervisory board

-experience of 30 years in the field

Andrew Radcliffe

co-Founder

-CEO of UK Branche

-12 years of experience

Tomasz Pawel Krzesniak
-on the supervisory board
-no info found

Piotr budzynski
-on the supervisory board
-no info found

Jacques Lague
-on the supervisory board
-30 years of experience
-main focus US-Market

BARTŁOMIEJ LOZIA
-CEO BSG
-21 Years experience
-worked with most of the BSG guys in Unit4, for around 10-15years

WITOLD LEDER
CEO SPR solution
-It since 2006

ADAM PIETRASZEK
COO SPR solution
-internal Promotion
-IT since 2007

DANIEL SOKOLOWSKI
CSO (sales) SPR solution
-IT on/off since 2008

EMILIA SEKOWSKA
CMO (Marketing)
-Marketing since 2006
-No experience in IT

ANNA KOLODZIEJCZYK
CPO (People)
-HR since 2001
-No experience in IT

MARCIN ZYGA
CTO SPR S.A.
-Multi-Business founder / owner (all in IT, not related to SPR)
-IT since 2008

IGOR KORZINEK

CEO Croatia

-IT since 1999

-CEO experience since 2011 (still partial owner of the company he used to work at)

ANDRZEJ AKSEŃCZUK

CTO SPR Solutions

IT since 2012

PIOTR ANIOŁA

CEO - SPR Synergy

-IT since 1997

(co-founder synergy)

PIOTR WIERZBA

co-CEO, SPR Synergy

-It since 2006

(co-founder synergy)

MARIETA WĘGLICKA

CTO, SPR Synergy

-It since 2007

(co-founder synergy)

CEZARY KOŻON

CEO, SPR E-Commerce

-It since 2008

-(co-founder E-Commerce)

ŁUKASZ GAWROŃSKI

CTO, SPR E-Commerce

-It since 2009

-worked with CEZARY, in Fast white cat

SŁAWOMIR PIWKO

Co-CEO, BSG

-It since 1998

-worked with most of the BSG guys in Unit4, for around 10-15years

KRZYSZTOF MUSIAŁ

CTO, BSG

-It since 1999

-worked with most of the BSG guys in Unit4, for around 10-15years

REMIGIUSZ MORAWIECKI

COO BSG

-It since 1999

-worked with most of the BSG guys in Unit4, for around 10-15years

JACEK GWIZDAK

CSO, BSG

-Since 2004 in Sales

PRZEMYSŁAW STEMPIEŃ

CEO, BSG Norge

-IT since 2012