

Attachment to resolution 08/05/2024 of the Supervisory Board of Comarch S.A.

**Report of the Supervisory Board of Comarch S.A.
on Remuneration for 2023 and 2022**

Report of the Supervisory Board of Comarch S.A. on remuneration received by individual members of the management board and supervisory board of Comarch S.A. or due to individual members of the management board and supervisory board of Comarch S.A. in the last financial year, in accordance with the remuneration policy

This report has been prepared in accordance with the requirements of Chapter 4a Remuneration Policy and Remuneration Report of the Act of the 29th of July, 2005, on Public Offering, Conditions Governing the Introduction of Financial Instruments to Organized Trading, and Public Companies (hereinafter referred to as the "Act") and covers the period from 01.01.2022 to 31.12.2022 (2022 financial year) and from 01.01.2023 to 31.12.2023 (2023 financial year).

Remuneration policy for members of the Management Board and Supervisory Board of Comarch S.A. with its registered office in Krakow, was adopted by Resolution No. 37 of the 28th of June, 2022, of the General Meeting of the Company on the adoption of the "Remuneration Policy for Members of the Management Board and Supervisory Board of Comarch S.A." and is available on the Company's website at https://www.comarch.pl/files-pl/file_229/ZALACZNIK_do_uchwaly37_Polityka_wynagrodzen.pdf

(ENG: [annex_to_res_37_remuneration_policy_28-06-2022.pdf.pdf \(320x200\) \(comarch.com\)](#)).

The report was adopted by the resolution of the Supervisory Board no. 8/05/2024 of the 20th of May, 2024.

Pursuant to Art. 90g section 6 of the Act on Public Offering, the General Meeting adopts a resolution on the remuneration report. The resolution is of an advisory nature. The General Meeting of the Company, after reading the report on the remuneration of members of the Management Board and Supervisory Board of Comarch S.A. prepared by the Supervisory Board, for the years 2021 - 2022, audited by the statutory auditor UHY ECA Audyt Spółka z ograniczoną odpowiedzialnością Sp. k. with its registered office in Warsaw, adopted on the 28th of June, 2023, a resolution expressing a positive opinion as to the content of this report.

I. Composition and changes in the composition of the Management Board and Supervisory Board of Comarch S.A. in 2022 and 2023

1. Management Board of Comarch S.A.

Composition of the Management Board of Comarch S.A. as of the 1st of January, 2022

First name and last name	Position
Janusz Filipiak	President of the Management Board
Paweł Prokop	Vice-President of the Management Board
Andrzej Przewięźlikowski	Vice-President of the Management Board
Zbigniew Rymarczyk	Vice-President of the Management Board
Konrad Tarański	Vice-President of the Management Board
Marcin Warwas	Vice-President of the Management Board

Changes in 2022:

Management Board of Comarch S.A. informed in the current report no. [RB-8-2022](#) (ENG: [RB-8-2022](#)), that on the 28th of June, 2022, the Ordinary General Meeting of the Company adopted Resolutions No. 30, 31, 32, 33, 34 and 35 on the election of the Management Board of the Company. Mr Janusz Filipiak, Paweł Prokop, Andrzej Przewięźlikowski, Zbigniew Rymarczyk, Konrad Tarański and Marcin Warwas were appointed as members of the Management Board of Comarch S.A. for another term.

Management Board of Comarch S.A. as of the 31st of December, 2022

First name and last name	First name and last name	Position
Janusz Filipiak		President of the Management Board
Paweł Prokop		Vice-President of the Management Board
Andrzej Przewięźlikowski		Vice-President of the Management Board
Zbigniew Rymarczyk		Vice-President of the Management Board
Konrad Tarański		Vice-President of the Management Board
Marcin Warwas		Vice-President of the Management Board

Changes in 2023:

On the 10th of March, 2023, Management Board of Comarch S.A. informed in current report no. [RB-3-2023](#) (ENG: [RB-3-2023](#)) of the death of a Member of the Management Board of Comarch S.A., Mr Paweł Prokop. In connection with the above, as of the 10th of March, 2023, the mandate of Mr Paweł Prokop as Vice-President of the Management Board of Comarch S.A. expired. Paweł Prokop was a member of the Management Board of Comarch S.A. since 1996.

Management Board of Comarch S.A. informed in current report no. [RB-8-2023](#) (ENG: [RB-8-2023](#)), that on the 28th of June, 2023, the Ordinary General Meeting of the Company adopted resolutions no. 24, 25, 26, 27, 28 and 29 on the election of members of the Company's Management Board. Mr Janusz Jeremiasz Filipiak, Mr Arkadiusz Iłgowski, Mr Tomasz Matysik, Mr Wojciech Pawluś, Mr Michał Pruski and Mr Marcin Romanowski were appointed as members of the Management Board of Comarch S.A. until the end of the current term of office of the board, however, resolutions on their appointment have legal effect upon registration of amendments to the Company's Articles of Association adopted by the General Meeting of Shareholders on the 28th of June, 2023. On the 11st of July, 2023, the Management Board of Comarch S.A. received a decision of the District Court for Kraków-Śródmieście in Kraków, XI Commercial Division of the National Court Register of the 10th of July, 2023 regarding the registration of changes to the Company's statute adopted by the General Meeting of Shareholders on the 28th of June, 2023.

On the 25th of August, 2023, Mr Marcin Warwas, head of the Services sector, resigned from the position of Vice-President of the Management Board of Comarch SA, effective as of the 30th of November, 2023. Mr Marcin Warwas did not provide reasons for his resignation. The Company announced the details in current report no. [RB-13-2023](#) (ENG: [RB-13-2023](#)).

Due to the long-term indisposition of the President of the Management Board of Comarch S.A. Mr Professor Janusz Filipiak, the Supervisory Board of Comarch S.A. delegated PhD Anna Pruska, Mrs, a member of the Supervisory Board, to temporarily perform the duties of the President of the Management Board of Comarch S.A. The delegation took place for a period of one month from the date of adoption of this resolution, i.e. from the 2nd of October, 2023 to the 2nd of November, 2023. On the 31st of October, 2023 the Supervisory Board of Comarch S.A. decided to further delegate PhD Anna Pruska, Mrs, a member of the Supervisory Board, to temporarily perform the duties of the President of the Management Board of Comarch S.A. The delegation is for a period of two months starting from the expiration of the previous posting period, i.e., for the period from the 2nd of November, 2023 to the 2nd of January, 2024. The Company announced the details in current report no [RB-14-2023](#) (ENG: [RB-14-2023](#)) and [RB-15-2023](#) (ENG: [RB-15-2023](#)).

On the 5th of November, 2023, Mr Janusz Jeremiasz Filipiak resigned from the position of Vice-President of the Management Board of Comarch S.A. Mr Janusz Jeremiasz Filipiak did not provide reasons for his resignation. The Company announced the details in current report no [RB-16-2023](#) (ENG: [RB-16-2023](#)).

On the 17th of December, 2023, the Management Board of Comarch S.A. – in current report no [RB-19-2023](#) (ENG: [RB-19-2023](#)) - informed of the death of the Professor, President of the Management Board of Comarch S.A., Mr Janusz Filipiak. In connection with the above, as of the 17th of December, 2023, the mandate of Mr Janusz Filipiak in the Management Board of Comarch S.A. expired. Professor, Mr Janusz Filipiak was the cofounder, one of the main shareholders and long-time President of the Management Board of Comarch S.A.

Management Board of Comarch S.A. as of the 31st of December, 2023

First name and last name	Position
Anna Pruska	The member of the Supervisory Board delegated to temporarily perform the duties of the President of the Management Board
Michał Pruski	Vice-President of the Management Board
Konrad Tarański	Vice-President of the Management Board
Wojciech Pawluś	Vice-President of the Management Board
Arkadiusz Iłgowski	Vice-President of the Management Board
Tomasz Matysik	Vice-President of the Management Board
Andrzej Przewięźlikowski	Vice-President of the Management Board
Marcin Romanowski	Vice-President of the Management Board
Zbigniew Rymarczyk	Vice-President of the Management Board

Changes after the balance sheet date:

On the 3rd of January, 2024, the Extraordinary General Meeting of the Company adopted resolutions No. 7, 8 and 9 on the election of members of the Company's Management Board. PhD Anna Pruska, Mrs was appointed for the position of President of the Management Board, Mr Marcin Warwas was appointed for the position of Vice-President of the Management Board, Mr Marcin Kaleta was appointed for the position of Vice-President of the Management Board. PhD Anna Pruska, Mrs, Mr Marcin Warwas and Mr Marcin Kaleta were appointed to serve as members of the Management Board of Comarch S.A. until the end of the current term of office of the Management Board.

2. Supervisory Board of Comarch S.A

Supervisory Board of Comarch S.A. as of the 1st of January, 2022

First name and last name	Position
Elżbieta Filipiak	Chairman of the Supervisory Board
Andrzej Pach	Vice-Chairman of the Supervisory Board
Danuta Drobniak	Member of the Management Board
Łukasz Kalinowski	Member of the Management Board
Joanna Krasodomska	Member of the Management Board
Anna Pruska	Member of the Management Board

Changes in 2022:

The Management Board of Comarch S.A. informed in current report no. [RB-9-2022](#) (ENG: [RB-9-2022](#)), that on the 28th of June, 2022, the Ordinary General Meeting of the Company adopted Resolutions No. 24, 25, 26, 27, 28 and 29 regarding the election of the Company's Supervisory Board. Mrs Elżbieta Filipiak, Mr Andrzej Pach, Mrs Danuta Drobniak, Mrs Joanna Krasodomska and Mrs Anna Pruska were appointed to act as members of the Supervisory Board of Comarch S.A. for another term. Mr Robert Jasiński was appointed to the position of a Member of the Supervisory Board for the first time. The term of office of Mr. Łukasz Kalinowski expired on the 28th of June, 2022.

Supervisory Board of Comarch S.A. as of the 31st of December, 2022

First name and last name	Position
Elżbieta Filipiak	Chairman of the Supervisory Board
Andrzej Pach	Vice-Chairman of the Supervisory Board
Danuta Drobniak	Member of the Management Board
Robert Jasiński	Member of the Management Board
Joanna Krasodomska	Member of the Management Board
Anna Pruska	Member of the Management Board

Changes in 2023:

Due to the long-term indisposition of the President of the Management Board of Comarch S.A. Mr Professor Janusz Filipiak, the Supervisory Board of Comarch S.A. delegated PhD Anna Pruska, Mrs, a member of the Supervisory Board, to temporarily perform the duties of the President of the Management Board of Comarch S.A. The delegation took place for a period of one month from the date of adoption of this resolution, i.e. from the 2nd of October, 2023 to the 2nd of November, 2023. On the 31st of October, 2023, the Supervisory Board of Comarch S.A. decided to further delegate PhD Anna Pruska, Mrs, a member of the Supervisory Board, to temporarily perform the duties of the President of the Management Board of Comarch S.A. The delegation is for a period of two months starting from the expiration of the previous posting period, i.e., for the period from the 2nd of November, 2023 to the 2nd of January, 2024. The Company announced the details in current report no [RB-14-2023](#) (ENG: [RB-14-2023](#)) and [RB-15-2023](#) (ENG: [RB-15-2023](#))

Supervisory Board of Comarch S.A. as of the 31st of December, 2023

First name and last name	Position
Elżbieta Filipiak	Chairman of the Supervisory Board
Andrzej Pach	Vice-Chairman of the Supervisory Board
Danuta Drobniak	Member of the Management Board
Robert Jasiński	Member of the Management Board
Joanna Krasodomska	Member of the Management Board
Anna Pruska	The member of the Supervisory Board delegated to temporarily perform the duties of the President of the Management Board

Changes after the balance sheet date:

On the 3rd of January, 2024, the Management Board of Comarch S.A. informed in the current report no. [RB-3-2024](#) (ENG: [RB-3-2024](#)) - that on the 3rd of January, 2024, the Extraordinary General Meeting of the Company adopted resolution No. 6 on the election of a member of the Supervisory Board of the Company. Professor Maria Flis, Mrs, was appointed to the Supervisory Board. Professor Maria Flis, Mrs, was appointed to serve as a member of the Supervisory Board of Comarch S.A. until the end of the current term of office of the Supervisory Board.

II. The amount of the total remuneration broken down into components referred to in Art. 90d section 3 point 1 of the Act, and the mutual proportions between these remuneration components

1. Management Board of Comarch S.A.

Name and surname, position, duration of the employment contract, mandate contract, specific task contract or other contract of a similar nature	Year	Fixed remuneration			Variable remuneration		Extraordinary items	Pension expense	Total remuneration (fixed and variable)	Proportion of fixed and variable remuneration (fixed remuneration / variable remuneration)
		Base salary	Remuneration for performing the function of a management board member	Other items	One-year variable	Multi-year variable (long-term)				
Janusz Filipiak, President of the Management Board	2023	0.00	1,200,000.00	3,681.40	13,251,651.00	0.00	0.00	0.00	14,455,332.40	8.3% / 91.7%
	2022	0.00	1,100,000.00	3,136.36	17,289.00	0.00	0.00	0.00	1,120,425.36	98.5% / 1.5%
Anna Pruska, The member of the Supervisory Board delegated to temporarily perform the duties of the President of the Management Board	2023	0.00	206,000.00	631.20	0.00	0.00	0.00	0.00	206,631.20	100% / 0%
	2022									
Janusz Jeremiasz Filipiak, Vice-President of the Management Board	2023	205,000.00	32,000.00	1,262.40	0.00	0.00	0.00	3,075.00	238,262.40	100% / 0%
	2022									
Michał Pruski, Vice-President of the Management Board	2023	10,074.00	40,000.00	1,578.00	0.00	0.00	0.00	144.00	51,652.00	100% / 0%
	2022									
Konrad Tarański, Vice-President of the Management Board	2023	173,361.33	96,000.00	3,681.40	608,886.00	0.00	0.00	0.00	881,928.73	31.0% / 69.0%
	2022	173,281.33	88,000.00	3,136.36	273,505.00	0.00	0.00	0.00	537,922.69	49.2% / 50.8%
Wojciech Pawluś, Vice-President of the Management Board	2023	0.00	40,000.00	1,578.00	0.00	0.00	0.00	0.00	41,578.00	100% / 0%
	2022									
	2023	0.00	40,000.00	1,578.00	0.00	0.00	0.00	0.00	41,578.00	100% / 0%

Arkadiusz Iłgowski, Vice-President of the Management Board	2022									
Tomasz Matysik, Vice- President of the Management Board	2023	180,518.00	40,000.00	1,578.00	0.00	0.00	0.00	2,701.84	222,096.00	100% / 0%
	2022									
Paweł Prokop, Vice- President of the Management Board	2023	41,750.33	24,000.00	883.32	0.00	0.00	0.00	0.00	66,633.65	100% / 0%
	2022	166,588.00	88,000.00	3,136.36	0.00	0.00	0.00	0.00	257,724.36	100% / 0%
Andrzej Przewięźlikowski, Vice- President of the Management Board	2023	240,681.33	96,000.00	3,681.40	1,316,117.00	0.00	0.00	2,771.60	1,656,479.73	20.5% / 79.5%
	2022	221,268.00	88,000.00	3,136.36	810,087.00	0.00	0.00	0.00	1,122,491.36	27.8% / 72.2%
Marcin Romanowski, Vice-President of the Management Board	2023	167,474.01	40,000.00	1,578.00	0.00	0.00	0.00	2,505.00	209,052.01	100% / 0%
	2022									
Zbigniew Rymarczyk, Vice-President of the Management Board	2023	148,509.72	96,000.00	3,681.40	3,626,066.00	0.00	0.00	0.00	3,874,257.12	6.4% / 93.6%
	2022	150,176.80	88,000.00	3,136.36	3,447,067.00	0.00	0.00	0.00	3,688,380.16	6.5% / 93.5%
Marcin Warwas, Vice- President of the Management Board	2023	164,435.67	88,000.00	3,365.80	1,970,139.00	0.00	0.00	1,895.70	2,225,940.47	11.5% / 88.5%
	2022	149,441.33	88,000.00	3,136.36	2,386,183.00	0.00	0.00	0.00	2,626,760.69	9.2% / 90.8%

All members of the Management Board were appointed in 2022 by the General Meeting of the Company to perform their functions for a term of office lasting 3 years. Members of the Management Board appointed by the General Meeting of the Company in 2023 were appointed to serve until the end of the current term of office of the Management Board of Comarch S.A. All Members of the Management Board receive fixed remuneration for their function. All Members of the Management Board appointed by the General Meeting of the Company in 2022, apart from Janusz Filipiak, were also employed at Comarch S.A. on the basis of employment contracts concluded for an indefinite period and received fixed remuneration on this account. Members of the Management Board appointed by the General Meeting of the Company in 2023, apart from Wojciech Pawluś and Arkadiusz Iłgowski, are also employed at Comarch S.A. on the basis of employment contracts concluded for an indefinite period and receive fixed remuneration on this account. Anna Pruska, Wojciech Pawluś and Arkadiusz Iłgowski are employed in subsidiaries of Comarch S.A. on the basis of employment contracts for an indefinite period and receive fixed remuneration on this account. All members of the management board are covered by D&O insurance from the moment they take up management functions, the value of this benefit has been included under "other benefits". In accordance with the Remuneration Policy, variable remuneration of members of the Management Board of

Comarch S.A. depends on the achievement by the Company or the Capital Group or the sector managed by a member of the Management Board of certain criteria and goals in terms of financial results in a given financial year, therefore short-term remuneration is short-term (the settlement period does not exceed 12 months).

2. Supervisory Board of Comarch S.A.

Name and surname, position, duration of the employment contract, mandate contract, specific task contract or other contract of a similar nature	Year	Fixed remuneration			Variable remuneration		Extraordinary items	Pension expense	Total remuneration (fixed and variable)	Proportion of fixed and variable remuneration (fixed remuneration / variable remuneration)
		Base salary	Remuneration for performing the function of a management board member	Other items	One-year variable	Multi-year variable (long-term)				
Elżbieta Filipiak, Chairwoman of the Supervisory Board	2023	0.00	300,000.00,	0.00	0.00	0.00	0.00	0.00	300,000.00	100% / 0%
	2022	0.00	270,000.00,	0.00	0.00	0.00	0.00	0.00	270,000.00	100% / 0%
Andrzej Pach, Vice-Chairman of the Supervisory Board	2023	0.00	120,000.00,	0.00	0.00	0.00	0.00	0.00	120,000.00	100% / 0%
	2022	0.00	66,000.00,	0.00	0.00	0.00	0.00	0.00	66,000.00	100% / 0%
Danuta Drobniak, Member of the Supervisory Board	2023	0.00	120,000.00,	0.00	0.00	0.00	0.00	0.00	120,000.00	100% / 0%
	2022	0.00	66,000.00,	0.00	0.00	0.00	0.00	0.00	66,000.00	100% / 0%
Robert Jasiński, Member of the Supervisory Board	2023	0.00	72,000.00,	0.00	0.00	0.00	0.00	1,080.00	72,000.00	100% / 0%
	2022	0.00	36,000.00,	0.00	0.00	0.00	0.00	180.00	36,000.00	100% / 0%
Łukasz Kalinowski, Member of the Supervisory Board	2023									
	2022	0.00	35,000.00,	0.00	0.00	0.00	0.00	0.00	35,000.00	100% / 0%
Joanna Krasodomska, Member of the Supervisory Board	2023	0.00	120,000.00,	6,500.18	0.00	0.00	0.00	1,880.26	126,500.18	100% / 0%
	2022	0.00	66,000.00,	495.90	0.00	0.00	0.00	990.00	66,495.90	100% / 0%
Anna Pruska, Member of the Supervisory Board	2023	0.00	54,000.00,	537.91	0.00	0.00	0.00	0.00	54,537.91	100% / 0%
	2022	0.00	66,000.00,	320.00	0.00	0.00	0.00	0.00	66,320.00	100% / 0%

All members of the Supervisory Board were appointed in 2022 by the General Meeting of the Company to perform their functions for a term of office lasting 3 years. All members of the Supervisory Board appointed by the General Meeting of the Company in 2023 and 2024 were appointed to serve until the end of the current term of office of the Supervisory Board of Comarch S.A. All members of the Supervisory Board receive a fixed remuneration on this account.

III. An explanation of how the total remuneration complies with the adopted remuneration policy, including how it contributes to the long-term performance of the company

In accordance with the content of the Remuneration Policy for members of the Management Board and Supervisory Board of Comarch S.A. the amount of the basic remuneration of members of the Management Board of Comarch S.A. was determined by the Supervisory Board of Comarch S.A., taking into account the knowledge, experience and skills of members of the Management Board of the Company, market levels of remuneration for adequate positions, and the working conditions and remuneration of the Company's employees.

Variable remuneration of members of the Management Board of Comarch S.A. depends on the achievement by the Company or the Capital Group or the sector managed by a member of the Management Board of certain criteria and goals in terms of financial and non-financial results, including, among others, the level of financial result, the value of sales revenue, the value of new contracts concluded, the level of costs in a given financial year, implementation of goals in the field of research and development, in the field of human resources development, in terms of taking into account social interests, environmental protection, preventing and eliminating negative social effects of the Company's operations.

Both in 2023 and in 2022, the Supervisory Board set goals in terms of financial and non-financial results in such a way that, by linking to the financial and non-financial goals of the Company, they contribute to the implementation of the business strategy, stability and implementation of the long-term interests of the Company.

In accordance with the Remuneration Policy for members of the Management Board and Supervisory Board of Comarch S.A. the remuneration of a member of the Supervisory Board consists only of a lump-sum fixed remuneration, the amount of which is determined on the basis of a resolution of the General Meeting, with the provision that the Chairman of the Supervisory Board may receive remuneration higher than other members of the Supervisory Board, taking into account additional workload and liability for the function performed. The amount of remuneration for members of the Supervisory Board is determined by the General Meeting, taking into account the market levels of remuneration for adequate positions, the scale of the Company's operations and its financial situation. The amount of remuneration for members of the Supervisory Board

does not depend on the frequency of meetings of the Supervisory Board and its committees. Members of the Audit Committee of the Supervisory Board receive additional remuneration for their activities.

IV. Information on how the performance criteria have been applied

After the end of each financial year (2023 and 2022), the Supervisory Board assessed the implementation by members of the Management Board of Comarch S.A. criteria and goals in terms of financial and non-financial results, as well as set criteria and goals for the next financial year. The amount of variable remuneration for 2023 and 2022 depended on the financial result achieved by the Comarch Group and / or individual sectors managed by members of the Management Board of Comarch S.A. and the degree of implementation in a given year in individual sectors of goals in terms of the level of sales revenue, the value of signed contracts, as well as goals in the field of R&D and human resources development.

The performance criteria do not apply to members of the Supervisory Board.

V. Information on the change, on an annual basis, in the remuneration, company's results and the average remuneration of employees of this company who are not members of the management board or supervisory board, in the period of at least the last five financial years, in total, in a manner that enables a comparison

Annual change	2019 v. 2018	2020 v. 2019	2021 v. 2020	2022 v. 2021	2023 v. 2022	Remuneration in 2023
Change in the remuneration of members of the management board, in PLN						
Janusz Filipiak	2,410,247.03	3,505,466.17	6,464,467.08	-17,834,456.65	13,334,907.04	14,455,332.40
Anna Pruska					206,631.20	206,631.20
Janusz Jeremiasz Filipiak					241,337.40	241,337.40
Michał Pruski					51,796.00	51,796.00
Konrad Tarański	-53,463.09	253,055.99	762,735.31	-1,129,809.67	344,006.04	881,928.73
Marcin Dąbrowski	1,079,893.09	-1,323,351.19	-69,154.50			
Wojciech Pawluś					41,578.00	41,578.00
Arkadiusz Iłgowski					41,578.00	41,578.00
Tomasz Matysik					224,797.84	224,797.84
Paweł Prokop	-258.62	1,383.31	7,673.27	-15,493.98	-191,090.71	66,633.65
Andrzej Przewięźlikowski	153,410.13	121,239.32	1,146,083.98	-619,535.33	536,759.97	1,659,251.33

Marcin Romanowski					211,557.01	211,557.01
Zbigniew Rymarczyk	479,179.22	431,871.37	1,975,635.22	-1,552,616.94	185,876.96	3,874,257.12
Marcin Warwas	-999,996.15	1,408,870.60	348,907.62	-806,337.99	-398,924.52	2,227,836.17
Change in the average remuneration of employees of this company who are not members of the management board or the supervisory board						
in PLN	-16.7	580	469.49	1,034.66	678.62	10,965.97
%	-0.20%	7.10%	5.35%	11.18%	6.60%	

Annual change	2019 v. 2018	2020 v. 2019	2021 v. 2020	2022 v. 2021	2023 v. 2022	Value in 2023
Net profit of the Company						
PLN	7,978,000.00	22,381,000.00	-1,960,000.00	-10,642,000.00	24,757,000.00	92,163,000.00,
%	16.10%	38.80%	-2.45%	-13.64%	36.73%	
Net profit per shareholders of the Comarch Group						
PLN	74,230,000.00	15,785,000.00	2,407,000.00	-15,190,000.00	-7,240,000.00	100,608,000.00,
%	242.50%	15.10%	2.00%	-12.35%	-6.71%	
Operating profit of the Company						
PLN	-55,870,000.00	31,006,000.00	2,865,000.00	-57,132,000.00	57,058,000.00	67,316,000.00,
%	-62.50%	92.50%	4.44%	-84.78%	556.23%	
Operating profit of the Comarch Group						
PLN	55,840,000.00	48,178,000.00	-4,334,000.00	-39,621,000.00	-51,345,000.00	96,261,000.00,
%	63.80%	33.60%	-2.26%	-21.16%	-34.79%	
Revenue of the Company						
PLN	-14,402,000.00	47,703,000.00	68,047,000.00	143,178,000.00	101,647,000.00	1,312,273,000.00,
%	-1.50%	5.00%	6.81%	13.41%	8.40%	
Revenue of the Comarch Group						
PLN	67,804,000.00	99,330,000.00	90,396,000.00	231,566,000.00	-42,876,000.00	1,815,839,000.00,
%	5.00%	6.90%	5.88%	14.23%	-2.31%	

VI. The amount of remuneration from entities belonging to the same capital group within the meaning of the Act of the 29th of September, 1994, on accounting (Journal of Laws of 2022, pos. 1488)

1. Management Board of Comarch S.A.

Name and surname, position, duration of the employment contract, mandate contract, specific task contract or other contract of a similar nature	Year	Fixed remuneration			Variable remuneration		Extraordinary items	Pension expense	Total remuneration (fixed and variable)	Proportion of fixed and variable remuneration (fixed remuneration / variable remuneration)
		Base salary	Remuneration for performing the function of a management board member	Other items	One-year variable	Multi-year variable (long-term)				
Janusz Filipiak, President of the Management Board	2023	0.00	6,585,781.70	0.00	1,254,690.00	0.00	0.00	0.00	7,840,471.70	84% / 16%
	2022	0.00	7,289,638.88	5,043.72	2,680,740.00	0.00	0.00	0.00	9,975,422.60	73.1% / 26.9%
Anna Pruska, The member of the Supervisory Board delegated to temporarily perform the duties of the President of the Management Board	2023	134,759.48	5,988.74	12,482.64	0.00	0.00	0.00	0.00	153,230.86	100% / 0%
	2022									
Janusz Jeremiasz Filipiak, Vice-President of the Management Board	2023	0.00	843,648.12	160,702.79	0.00	0.00	0.00	0.00	1,004,350.91	100% / 0%
	2022									
Michał Pruski, Vice-President of the Management Board	2023	528,966.75	201,085.87	47,639.16	0.00	0.00	0.00	0.00	777,691.79	100% / 0%
	2022									
Konrad Tarański, Vice-President of the Management Board	2023	0.00	344,417.60	14,725.60	0.00	0.00	0.00	148.50	359,143.20	100% / 0%
	2022	0.00	350,665.55	13,915.16	0.00	0.00	0.00	0.00	364,580.71	100% / 0%
Wojciech Pawluś, Vice-President of the Management Board	2023	329,557.21	0.00	19,327.66	240,349.36	0.00	48,001.04	0.00	589,234.23	59.2% / 4 0.8%
	2022									
	2023	435,664.55	0.00	5,933.74	20,246.48	0.00	0.00	0.00	461,844.77	95.6% / 4.4%

Arkadiusz Iłgowski, Vice-President of the Management Board	2022									
Tomasz Matysik, Vice- President of the Management Board	2023	0.00	10,800.00	3,787.20	0.00	0.00	0.00	0.00	14,587.20	100% / 0%
	2022									
Paweł Prokop, Vice- President of the Management Board	2023	0.00	42,000.00	883.32	0.00	0.00	0.00	27.00	42,883.32	100% / 0%
	2022	0.00	159,900.00	3,405.18	240,000.00	0.00	0.00	0.00	403,305.18	40.5% / 59.5%
Andrzej Przewięźlikowski, Vice- President of the Management Board	2023	0.00	474,368.40	4,943.80	0.00	0.00	0.00	0.00	479,312.20	100% / 0%
	2022	0.00	169,534.65	883.32	0.00	0.00	0.00	0.00	170,417.97	100% / 0%
Marcin Romanowski, Vice-President of the Management Board	2023	75,000.00	9,900.00	3,787.20	0.00	0.00	0.00	1,125.00	88,687.20	100% / 0%
	2022									
Zbigniew Rymarczyk, Vice-President of the Management Board	2023	0.00	197,464.40	3,681.40	0.00	0.00	0.00	0.00	201,145.80	100% / 0%
	2022	0.00	315,527.80	3,699.62	0.00	0.00	0.00	0.00	319,227.42	100% / 0%
Marcin Warwas, Vice- President of the Management Board	2023	0.00	69,755.60	6,100.40	125,581.00	0.00	0.00	189.00	201,437.00	37.7% / 63.3%
	2022	0.00	152,516.00	4,288.50	0.00	0.00	0.00	0.00	156,804.50	100% / 0%

2. Supervisory Board of Comarch S.A.

Name and surname, position, duration of the employment contract, mandate contract, specific task contract or other contract of a similar nature	Year	Fixed remuneration			Variable remuneration		Extraordinary items	Pension expense	Total remuneration (fixed and variable)	Proportion of fixed and variable remuneration (fixed remuneration / variable remuneration)
		Base salary	Remuneration for performing the function of a management board member	Other items	One-year variable	Multi-year variable (long-term)				
Elżbieta Filipiak, Chairwoman of the Supervisory Board	2023	640,315.76	1,180,821.89	0.00	0.00	0.00	0.00	0.00	1,821,137.65	100% / 0%
	2022	658,237.32	1,212,811.25	0.00	0.00	0.00	0.00	0.00	1,871,048.57	100% / 0%

Andrzej Pach, Vice-Chairman of the Supervisory Board	2023	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
	2022	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Danuta Drobnik, Member of the Supervisory Board	2023	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
	2022	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Robert Jasiński, Member of the Supervisory Board	2023	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
	2022	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Łukasz Kalinowski, Member of the Supervisory Board	2023									
	2022	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Joanna Krasodomska, Member of the Supervisory Board	2023	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
	2022	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Anna Pruska, Member of the Supervisory Board	2023	323,779.34	18,241.20	37,990.58	0.00	0.00	0.00	0.00	380,011.11	100% / 0%
	2022	434,591.42	24,352.64	48,387.00	0.00	0.00	0.00	0.00	507,331.06	100% / 0%

VII. The number of granted or offered financial instruments and the main conditions for the exercise of rights from these instruments, including the price and date of exercise and their changes

Remuneration of Members of the Management Board and Supervisory Board of Comarch S.A. does not provide for remuneration based on financial instruments granted or offered to members of the management board or supervisory board.

VIII. Information on the use of the option to claim the return of variable remuneration components

In the financial years 2022 and 2023, the Company did not request the return of variable remuneration components from a Management Board Member or a Supervisory Board Member.

IX. Information on derogations from the procedure for implementing the remuneration policy and derogations applied pursuant to Art. 90f of the Act, including an explanation of the rationale and procedure, and an indication of the elements from which the exceptions have been applied.

In the period from the adoption on the 28th of June, 2022, by the General Meeting of the Company of the Remuneration Policy for Members of the Management Board and Supervisory Board of Comarch S.A. until the end of the reporting period on the 31st of December, 2023, there were no exceptions to the provisions of the Policy.

X. Information on pecuniary or non-pecuniary benefits granted to relatives

In 2022 and 2023, the remuneration of members of the Management Board and Supervisory Board of Comarch S.A. did not include cash or non-cash benefits granted to relatives, i.e. spouses, ascendants, descendants, siblings, relative by affinity in the same direct line or in the same degree, the adoption relationship and their spouses, as well as people living together.