



QUALITANCE

COMPANY LEADERSHIP

ADMINISTRATION BOARD, LEADERSHIP BOARD, ADVISORY BOARD



QUALITANCE QBS S.A. Joint-stock company

Registered under no. J40/265/2007, CUI RO20438413

Registered office & project site:

2 Dr. Staicovici Street, Opera Center II, 7th floor, Sector 5,
Bucharest

BOARD OF ADMINISTRATION

The administration of the company Qualitance QBS S.A is ensured by a Board of Directors consisting of:

- Radu Constantinescu, Chairman of the BoD
- Maria Popescu, member of the BoD
- Serban Chiricescu, member of the BoD

The members of the Board of Directors have a mandate of 2 years, with the possibility of renewal, starting November 26, 2019.

About the members of the Board of Directors

RADU CONSTANTINESCU - Chairman of the BoD

In 2003, Radu began his academic career at the Academy of Economic Studies in Bucharest. He debuted as a university trainer, reaching in 10 years a doctoral associate professor at the Faculty of Cybernetics, Statistics and Economic Informatics. Also, Radu was the director of 3 research projects funded by the European Commission and Fraunhofer Institute.

Radu is a graduate of the Faculty of Cybernetics, Statistics and Economic Informatics within the Academy of Economic Studies in Bucharest (2003), where he subsequently pursued the master's program in business informatics (2004) and obtained his doctorate in economic informatics (2008). Radu Constantinescu owns 50% of the total number of shares issued by the Company, respectively 50% of the total number of voting rights.

MARIA POPESCU - IT Services

Maria has been coordinating the technology outsourcing division of the company for almost 10 years. Through her extensive experience and strategic vision, Maria has helped the company build long-term and valuable partnerships with market leaders such as IBM and Sparkware. Maria has an overall experience of 15 years in Human Resources, and prior to QUALITANCE she worked as HR Manager and Consultant. During her time with QUALITANCE, Maria contributed as a HR Consultant and a Client Partner. She holds specialty certificates and qualifications with Romarketing and ASEBUSS (Romanian-American Business School). Maria Popescu does not currently hold shares in the Company.

SERBAN CHIRICESCU - Research & Development

Serban coordinates R & D initiatives. An architect of solutions and systems, Serban has 10 years of experience and an extraordinary training in the field of technology - from software development and integration to architecture and software infrastructure. Serban has been with the company for 5 years, previously holding consultancy roles in Architecture Infrastructure and Application Development. Serban Graduated from the Faculty of Automated Control and Computers within the University Politehnica of Bucharest. Serban Chiricescu does not currently hold shares in the Company.



The Board of Directors of Qualitance QBS SA operates in accordance with the provisions of the Articles of Incorporation and has the following main attributions:

- a) to establish the main directions of activity and development of the Company;
- b) to establish the accounting policies and the financial control system of the Company and to approve the financial planning of the Company;
- c) to supervise the activity of the directors;
- d) to prepare and submit to the Shareholders' General Assembly the annual report on the Company's activity;
- e) to organize the Shareholders' General Assembly and to ensure the implementation of the resolutions of the Shareholders' General Assembly;
- f) to prepare and update the Company's records, provided by the applicable legislation;
- g) to approve any expenditure or investment in a total amount of less than EUR 150,000/year, respectively less than EUR 50,000 per operation; this restriction does not apply if the respective expense or investment falls within the Company's budget approved for that year;
- h) to adopt any decisions regarding:
 - any of the matters delegated to the Board of Directors by the Shareholders' General Assembly and/or
 - any other matters that are not expressly reserved within the competence of the Shareholders' General Assembly, according to the applicable law.



LEADERSHIP BOARD

IOAN IACOB - Co-founder of QUALITANCE & Deputy General Manager

Ioan holds the position of Deputy General Manager and coordinates the business development and R&D division.

During the period prior to the establishment of QUALITANCE (2007), Ioan collaborated with Ubisoft, Gameloft, Blazent, Adobe and IBM. Within these companies, Ioan covered a variety of roles: from analyst in testing and developer in Java to engineer, consultant and director of software testing.

Also, between 2003-2004, Ioan taught as a university assistant at the Polytechnic University of Bucharest.

After 7 years of active collaborations with startups in Silicon Valley and large companies, in 2007 Ioan founded QUALITANCE together with Radu Constantinescu - the school colleague and his childhood friend.

Ioan graduated from the Polytechnic University of Bucharest (2003). Ioan Iacob owns 50% of the total number of shares issued by the Company, respectively 50% of the total number of voting rights.

RADU CONSTANTINESCU - Co-founder of QUALITANCE & General Manager

Radu holds the position of General Manager, coordinating the operations area (including delivery centers) and finance. Radu is also Chairman of the Board of Directors.

QUALITANCE Australia PTY LTD & QUALITANCE US INC.

MIKE PARSONS - General Manager

At QUALITANCE, Mike leads the product and service innovation division and coordinates teams in Australia and North America.

Until 2016, when he joined QUALITANCE, Mike created innovation and design projects in Silicon Valley. Mike's experience in advertising is huge - he has led leading agencies such as 215 McCann and MRM Partners, has collaborated with major brands such as VW, Hasbro, Philips, Xbox, Halo, HP, Microsoft, KLM Air France and has received numerous prestigious awards. - DA&D Pencils, Cannes Lion's, Effie's, TED. At Factory Agency, Mike led the product innovation and marketing program for market leaders such as Levi's, Nike, P&G and Wells Fargo.

Mike is also an advisor for Gradient - a smart digital marketing agency, as well as a number of Fortune 500 companies - Nike, Xbox, Levi's, Johnson & Johnson, News Corp and Breville.

An entrepreneurial spirit, Mike created LaunchPodium - one of the first experience design and storytelling startups in Silicon Valley, which in 2016 was acquired by QUALITANCE. Together with Chad Owen, Mike launched the podcast on innovation [Moonshots Podcast](#).

His experience in innovation, design thinking, lean startup and methodology Agile has been the subject of prestigious publications such as CNN and Financial Times, but also of many conferences on technology and innovation, where he was invited as speaker - iCEE.fest 2018, How To Web 2018 or Design Thinking Forum 2017.



ADVISORY BOARD

RADU CAUTIS – Chairman of the Advisory Board

As chairman of the Advisory Board, Radu holds weekly consulting sessions with QUALITANCE's executive team.

Founder of Medical Technology Venture Partners, Radu has over 15 years of experience in the field of biotechnology and medical technology. Currently, Radu advises and invests in start-ups.

In the past, Radu lead the Gambro division in South-East Asia and India, which in 18 months increased from 15 to 180 people. Within Gambro, Radu coordinated the launch of the latest generation hemodialysis technology - AK9 and headed the R&D, Marketing, Strategy and Development departments.

Together with his team, Radu coordinated the acquisition of Gambro by Baxter, which acquires the company in a \$ 4 billion transaction.

Radu holds a bachelor's degree in economics from Columbia University and a philosophy degree from Saint Mary's College.

TOM CHI

As part of Google[x], Tom coordinated the development of the Google Glass project and worked on many avant-garde projects, such as Google Cars and Project Loon.

GEORGE T. HABER

One of Silicon Valley's best-known serial entrepreneurs and strategists. George is an angel investor and expert in supporting the long-term and successful development of technology companies, but also in building startups with impressive successes. George is currently a member of the board of several companies - Zoran (Nasdaq: ZRAN), 3Dfx (Nasdaq: TDFX), Intervideo (Nasdaq: IVII), Class Data Systems, acquired by Cisco (Nasdaq: CSCO), Lucid, InterAKT acquired by Adobe (Nasdaq: ADBE), Bitdefender.

George graduated from Computer Science and Electrical Engineering at Technion - Israel Institute of Technology.

ROBERT NEIVERT

Investment partner at 500 Startups, a company that coordinates the Blockchain program. In parallel, Robert is COO in Private.Me and is an advisor for Cardinal Ventures, Stanford iFarm and Stanford Treehacks and 15 other start-ups.

Robert is a graduate of Stanford, Wesleyan and Santa Clara universities.

