

*Appendix to Resolution No. 6 of the  
Supervisory Board of Asseco Poland S.A.  
dated March 23, 2021*

### **Report on remuneration of Members of Management Board and Supervisory Board of Asseco Poland S.A. for 2019-2020 period**

This Report on Remuneration has been prepared by the Supervisory Board of Asseco Poland S.A. (hereinafter: the "Company") pursuant to Art. 90g of the Act of July 29, 2005 on public offering and the conditions for introducing financial instruments to the organized trading system and on public companies (Journal of Laws 2020.2080).

The report presents a comprehensive overview of employment-related remuneration, including all benefits, regardless of their form, received for 2019 as well received and due for 2020 for individual Members of the Management Board and Supervisory Board in 2019 and 2020, in accordance with the Remuneration Policy for the Members of the Management Board and Supervisory Board of Asseco Poland S.A. adopted by the Company (the "Remuneration Policy"). The Remuneration Policy was adopted by a resolution of the General Meeting of Shareholders of Asseco Poland S.A. on May 27, 2020. The Remuneration Policy sets forth the basis, rules and procedures for determination, calculation and payment of remuneration to the Members of the Management Board and Supervisory Board. The solutions adopted in the Remuneration Policy are intended to contribute to the business strategy, long-term interests and stability of the Company.

During the period from January 1, 2019 to June 30, 2019, the composition of the Company's Management Board was as follows:

Adam Góral	- President of the Management Board
Andrzej Dopierała	- Vice President of the Management Board
Tadeusz Dyrga <sup>1)</sup>	- Vice President of the Management Board
Krzysztof Groyecki	- Vice President of the Management Board
Rafał Kozłowski	- Vice President of the Management Board
Marek Panek	- Vice President of the Management Board
Paweł Piwowar	- Vice President of the Management Board
Zbigniew Pomianek	- Vice President of the Management Board
Artur Wiza	- Vice President of the Management Board
Gabriela Żukowicz	- Vice President of the Management Board

<sup>1)</sup> On March 25, 2019, the Company received the resignation of Mr. Tadeusz Dyrga from the Management Board of the Company with effect from July 1, 2019. At the same time, the Supervisory Board, at its meeting on March 25, 2019, appointed Mr. Sławomir Szmytkowski to the Company's Management Board, to serve as the Vice President of the Management Board for a joint five-year term of office covering 2017-2021, effective July 1, 2019.

From July 1, 2019 to December 31, 2020, the composition of the Management Board remained unchanged and was as follows:

Adam Góral	- President of the Management Board
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Andrzej Dopierała - Vice President of the Management Board  
Krzysztof Groyecki - Vice President of the Management Board  
Rafał Kozłowski - Vice President of the Management Board  
Marek Panek - Vice President of the Management Board  
Paweł Piwowar - Vice President of the Management Board  
Zbigniew Pomianek - Vice President of the Management Board  
Sławomir Szmytkowski - Vice President of the Management Board  
Artur Wiza - Vice President of the Management Board  
Gabriela Żukowicz - Vice President of the Management Board

The composition of the Company's Supervisory Board from January 1, 2019 to June 30, 2020 was as follows:

Jacek Duch - Chairman of the Supervisory Board  
Adam Noga - Vice Chairman of the Supervisory Board  
Izabela Albrycht - Member of the Supervisory Board  
Dariusz Brzeski - Member of the Supervisory Board  
Artur Kucharski - Member of the Supervisory Board  
Piotr Augustyniak - Member of the Supervisory Board

On May 27, 2020, the General Meeting of Shareholders of Asseco Poland S.A. appointed Mr. Piotr Żak as the Member of the Company's Supervisory Board. The appointment became effective July 1, 2020.

As of July 1, 2020, the composition of the Supervisory Board has not changed and has been as follows:

Jacek Duch - Chairman of the Supervisory Board  
Adam Noga - Vice Chairman of the Supervisory Board  
Izabela Albrycht - Member of the Supervisory Board  
Dariusz Brzeski - Member of the Supervisory Board  
Artur Kucharski - Member of the Supervisory Board  
Piotr Augustyniak - Member of the Supervisory Board  
Piotr Żak - Member of the Supervisory Board

## **II. The total remuneration of the Members of the Management Board and the Supervisory Board divided into components referred to in Art. 90d paragraph. 3(1) of the Act and the mutual proportions between these components of remuneration.**

The members of the Management Board of the Company during the reporting period of 2019-2020 received cash

remuneration for the management of the Company consisting of two parts, i.e. the fixed part and the variable part.

The terms and conditions for allocation, calculation and payment of the variable portion of remuneration to the Members of the Management Board shall be determined in the Bonus Regulations for the Members of the Management Board of Asseco Poland S.A. seated in Rzeszów, adopted by a Resolution of the Supervisory Board on February 16, 2017 (the "Regulations").

When appointing the Members of the Management Board, the Supervisory Board determined the basic elements of cash remuneration for each Member of the Management Board, including the amount of fixed and variable remuneration and the rules of dependence of variable remuneration on financial results. Fixed and variable remuneration amounts are presented in gross terms.

The members of the Management Board of the Company during the period 2019-2020 received fixed remuneration, paid monthly in the amount specified in the resolution of the Supervisory Board on the date of payment of remuneration to the employees of the Company.

The fixed portion of cash remuneration determined for the fiscal year did not exceed 12.00% (twelve percent) of the amount of the maximum total remuneration limit provided for that fiscal year. The maximum remuneration limit is determined separately for each Member of the Management Board and corresponds to the total fixed and variable remuneration that such Member of the Management Board received for performing his/her functions within the Company's Management Board as well as for performing his/her functions within the governing bodies of subsidiary companies of the Asseco Poland Group.

The members of the Management Board received variable remuneration during the reporting period, depending on financial performance and other business objectives resulting from the Company's business strategy. Variable remuneration dependent on financial results is due to a Management Board Member only when positive premises are met and there are no negative premises.

Positive premises:

1. A general indication of positive premises for the payment of variable remuneration, which must be met by the Management Board Member, is specified in the Agreement. Only the following may be specified as positive premises in the Agreement:
  - a) Indicator I - the margin IV indicator of the business unit supervised by a Management Board Member;
  - b) Indicator II - the margin IV indicator of the subsidiary supervised by a Management Board Member;
  - c) EBIT ratio - adjusted EBIT of the Asseco Poland Group for the Members of the Management Board who are involved in management of the Asseco Poland Group companies and are responsible for the Group's strategy.
2. In the event that the variable remuneration is dependent on the achievement of both premises set forth in Section 1 a/ and 1 b/, the calculation and payment of the variable remuneration is made for the sum of the premises.

Negative premises (bonus reducers):

- (1) Variable remuneration is not payable in the event of:
  - a) termination of the Agreement without notice due to the employee's fault in accordance with art. 52 of the Labor Code if the Agreement meets the conditions for including it in the category of employment contracts
  - b) failure to achieve the positive premise at the level specified in the budget plan for the unit supervised by the Board Member, taking into account the projections for that unit,
  - c) a material deterioration of the Company's financial standing caused by the actions of a given Management Board Member,
  - d) material breach of the statutory regulations and other resolutions of the Company's governing bodies by a

#### Management Board Member.

According to appendices regarding the bonuses for the Members of the Management Board, the Members are entitled to receive monthly advances on variable remuneration during the financial year in the amount corresponding to the value of 1/24 of the variable remuneration due to the member of the Management Board for 100% performance of the positive premise. In addition, the Supervisory Board established the right to advance payment of a portion of the variable remuneration, but not more than 90% (ninety percent) of its maximum value, provided for that financial year, in the event that the year-end performance forecasts indicate the realization of positive premises for the payment of variable remuneration at the level of budget assumptions. The occurrence of any negative premise shall preclude the accrual and payment of the Annual Task Bonus Advance for the month regardless of the occurrence of positive premise to any extent.

Full settlement and payment of the variable remuneration takes place after the close of the fiscal year for which such remuneration is accrued and paid on the basis of data from the financial statements confirmed by the auditor's report and, accordingly, on the result of the achievement of business objectives in accordance with the designated measure.

The annual settlement and payment of all the variable remuneration due to a Member of the Management Board shall be made within 30 days after receiving the auditor's report on the audit of the consolidated financial statements of the Asseco Poland Group.

The Regulations also set out detailed rules for the refund, if any, of overpaid variable remuneration.

If the Supervisory Board determines that the annual variable remuneration statement shows that there are no premises to pay the remuneration in full or there are premises to pay the variable remuneration in a smaller amount in relation to the total sum of amounts paid in advance during the year, the Member of the Management Board shall be obliged to return the overpaid amount of variable remuneration as a benefit received unduly.

In both 2019 and 2020, there was no situation where the variable portion of the overpayment had to be repaid.

The Supervisory Board may decide to grant to the Management Board Member an individually determined additional variable remuneration due for achieving additional business objectives resulting from the Company's business strategy. The Supervisory Board of Asseco Poland S.A. on February 11, 2021, at the request of the President of the Management Board Mr. Adam Góral, adopted a Resolution on determination of additional remuneration for the Member of the Management Board Mr. Krzysztof Groyecki in the amount of PLN 250,000 gross for the effective performance of duties of Vice President of the Management Board responsible for the Health Care Division due to extraordinary circumstances resulting from the epidemic situation.

The Members of the Supervisory Board received only fixed remuneration during the 2019-2020 reporting period. The sole legal basis for remuneration of the Supervisory Board Members for their functions in the supervisory body was a resolution adopted by the Ordinary General Meeting of the Company on April 28, 2018. The resolution also established additional remuneration in the form of a fixed monthly lump sum for the Supervisory Board Members who are also the Audit Committee Members.

The members of the Supervisory Board did not receive variable remuneration, nor were they entitled to receive any other cash or non-cash benefits.

The Members of the Management Board, by virtue of their management of the Company and, as the case may be, their directorship of a Division and their functions on the management body, and the Members of the Supervisory Board, by virtue of their functions on the supervisory body, did not receive any monetary or non-monetary remuneration from the Company other than as described above.

The total remuneration of the members of the Management Board and the members of the Supervisory Board is

presented in this Report by components referred to in Art. 90d paragraph. 3 item 1 of the Act - i.e. fixed and variable components of remuneration, as well as bonuses and other additional benefits and mutual proportions between fixed and variable components of remuneration. The following table provides a summary of all of the above components and proportions for each Member of the Management Board and Supervisory Board receiving remuneration from the Company.

*Table 1: Remuneration of the Members of the Management Board and the Supervisory Board received and/or due from the Company in the reporting period - in PLN thousand gross*

Name, function	Year	Fixed remuneration		Variable remuneration	Extraordinary allowances	Retirement expenses	Total remuneration	Ratio between fixed and variable remuneration - %.
		Basic remuneration [1]	Additional benefits [2]	Variable remuneration [3]	[4]	PPE employer contribution [5].	[1+2+3+4+5]	[(1+2)/3]
Adam Góral President of the Management Board	2020	360	1	1909		65	2 335	16/84
	2019	360	1	1627		37	2 025	18/82
Andrzej Dopierała Vice President of the Management Board	2020	180	0	343		-2	521	34/66
	2019	180	0	286		0	466	39/61
Tadeusz Dyrga Vice President of the Management Board	2020	n/a	n/a	n/a	n/a	n/a	n/a	n/a
	2019	180	0	349		0	529	34/66
Krzysztof Groyecki Vice President of the Management Board	2020	360	1	750		35	1146	32/68
	2019	360	1	684		22	1067	35/65
Rafał Kozłowski Vice President of the Management Board	2020	180	0	906		31	1117	17/83
	2019	180	106	599		15	900	32/68
Marek Panek Vice President of the Management Board	2020	180	1	703		26	910	20/80
	2019	176	1	599		14	790	23/77
Paweł Piwowar Vice President of the Management Board	2020	360	0	1002		45	1407	26/74
	2019	360	0	500		17	877	42/58
Zbigniew Pomianek Vice President of the Management Board	2020	360	1	2 910		95	3 366	11/89
	2019	360	1	3 092		68	3 521	10/90
Sławomir Szmytkowski Vice President of the Management Board	2020	360	5	1951		64	2 380	16/84
	2019	180	0	162		10	352	53/47
Artur Wiza Vice President of the Management Board	2020	360	3	805		35	1203	31/69
	2019	360	4	599		18	981	38/62
Gabriela Żukowicz	2020	360	11	805		35	1211	32/68

Vice President of the Management Board	2019	360	15	599		18	992	39/61
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Jacek Duch	2020	234					234	100/0
Chairman of the Supervisory Board	2019	234					234	100/0
Adam Noga	2020	156					156	100/0
Vice Chairman of the Supervisory Board	2019	156					156	100/0
Artur Kucharski	2020	150					150	100/0
Member of the Supervisory Board	2019	150					150	100/0
Dariusz Brzeski	2020	120					120	100/0
Member of the Supervisory Board	2019	120					120	100/0
Piotr Augustyniak	2020	150					150	100/0
Member of the Supervisory Board	2019	150					150	100/0
Izabela Albrycht	2020	120					120	100/0
Member of the Supervisory Board	2019	120					120	100/0
Piotr Żak	2020	60					60	100/0
Member of the Supervisory Board	2019	n/a					n/a	n/a

The amounts shown in the table above for 2019 relating to Management Board Member Tadeusz Dyrka include the remuneration received by him (or due to him) for the period in which he held his position in the Management Board in 2019, and the amounts for 2019 relating to Management Board Member Sławomir Szmytkowski include the remuneration received by him (or due to him) for the period in which he held his position in the Management Board in 2020.

The column "additional benefits" includes such additional benefits as, among others, private medical care, costs of development activities as well as additional benefits granted under the Company Social Benefit Fund and accident insurance. The members of the Management Board use the aforementioned additional benefits in accordance with the rules analogous to those enjoyed by the Company's employees (including on the basis of regulations in the concluded contracts constituting the basis for employment, as well as other documents in force in the Company, e.g. regulations, procedures, principles adopted in the Company, etc.).

The Members of the Management Board used company cars in 2019-2020 as a tool necessary for the performance of their duties on the same basis as other employees of the Company use company cars.

Neither the Members of the Management Board nor the Members of the Supervisory Board received any cash or non-cash benefits for their relatives.

The "Variable remuneration" column includes annual bonuses due to the Management Board Member for the reporting year (even if paid after the end of the reporting year) and additional bonuses for achieving business targets.

The column "Extraordinary allowances" includes such benefits as severance pay paid on termination of employment, retirement benefits, death benefits, non-competition remuneration, relocation expenses, association fees, etc. - if they occurred during the reporting period.

Items of remuneration paid (or/and due) in EUR were converted into PLN according to the following rules:

- 1) for fixed remuneration - according to the average exchange rate announced by the National Bank of Poland (NBP) on the last working day preceding the day of calculation of remuneration;
- 2) for variable remuneration - at the NBP selling rate prevailing on the last calendar day (i.e. on the balance sheet date) of the fiscal year for which the variable remuneration is due (annual bonus); this rate is based on the contract. These rates were, respectively:
  - as at December 31, 2020 – 4.6060;
  - as at December 31, 2019 – 4.3029.

### III. Remuneration from entities belonging to the same group

Remuneration of Members of the Management Board and Supervisory Board received from the Asseco Poland Group companies in the years 2019 and 2020 is presented in the tables below.

Table 2: Remuneration of the Members of the Management Board and the Supervisory Board in the reporting period received and/or due from Group Companies - in PLN thousand gross

Name, function	Year	Remuneration received for 2019 as well as received and due for 2020 from Asseco Group companies
		Total
Adam Góral President of the Management Board	2020	148
	2019	137
Andrzej Dopierała Vice President of the Management Board	2020	1768
	2019	1514
Rafał Kozłowski Vice President of the Management Board	2020	1535
	2019	1207
Marek Panek Vice President of the Management Board	2020	1406
	2019	1068
Zbigniew Pomianek Vice President of the Management Board	2020	48
	2019	48
Artur Wiza Vice President of the Management Board	2020	447
	2019	426
Gabriela Żukowicz Vice President of the Management Board	2020	447
	2019	426



Jacek Duch	2020	120
Chairman of the Supervisory Board	2019	120
Artur Kucharski	2020	90
Member of the Supervisory Board	2019	90
Piotr Augustyniak	2020	60
Member of the Supervisory Board	2019	60
Izabela Albrycht	2020	30
Member of the Supervisory Board	2019	17

#### IV. Explanation of how total remuneration is consistent with the Policy, including how it contributes to the Company's long-term performance and information on how the performance criteria were applied

In its core business, the Company operates with extensive personnel resources, providing work/services under employment contracts or contracts of a nature similar to mandate contracts, including sole proprietors. Such a diverse employment formula enables flexible staffing and quick response to the ever-changing labor market. It also makes it possible to adjust working conditions and remuneration to the tasks performed, in particular to closely link the amount of remuneration to the economic effects achieved by the Company.

The Members of the Management Board are authorized not only on the basis of resolutions of the Supervisory Board, but also on the basis of employment contracts concluded for an indefinite period of time with the possibility of their termination at a maximum of six months' notice, with the possibility of earlier termination of the contract for an equivalent severance pay (the severance pay may also relate to termination of the appointment). The possibility of dividing the cash remuneration of the Management Board Members into a fixed and a variable part, the amount of which depends on the economic results of the Group and the results of particular organizational structures of the Company to an even greater extent than in the case of other employees (where the proportion between fixed and variable part of cash remuneration for the Company's employees is the reverse of the proportion for the Management Board Members and amounts to 85% of the fixed part and 15% of the variable part), encourages the Management Board Members to take actions resulting in achievement of better economic results of the Company, while ensuring stability of its operations in longer periods of time. The Members of the Management Board are covered by an additional non-competition agreement after termination of employment on the basis of generally applicable legal regulations for employees.

The Members of the Management Board are prohibited from joining competition after the termination of their employment, subject to the Company's obligation to pay remuneration for such period, not exceeding 36 months, in an amount not exceeding the last remuneration received under the employment relationship.

Determining a fixed lump sum remuneration for the Supervisory Board Members at a level taking into account the manner and level of remuneration throughout the Company guarantees stable functioning of the Supervisory Board as a supervisory body, because its Members are not directly dependent on the financial result of the



Company and can supervise the current activities of the Company and the Capital Group as well as the activities of the Management Board and its Members with due consideration and without undue risk.

The following Table 3 presents details of the variable remuneration - descriptions of criteria (business objectives), the appropriate achievement of which entitles to receive variable remuneration (annual bonus) in 2019-2020 (amounts in PLN thousand).

Name, function	Year	Description of criteria (business objectives) and type of remuneration	Weight	Lower bound for fulfilling criterion	Upper bound for fulfilling criterion
Adam Góral President of the Management Board	2020	Variable remuneration - % of EBIT	n/a	no	The total fixed and variable remuneration paid from the Company and Group companies could not exceed PLN 3,000,000
	2019	Variable remuneration - % of EBIT	n/a	no	The total fixed and variable remuneration paid from the Company and Group companies could not exceed PLN 3,000,000
Andrzej Dopierała Vice President of the Management Board	2020	Variable remuneration - % of sum of Indicator I and Indicator II	n/a	no	The total fixed and variable remuneration paid from the Company and Group companies could not exceed PLN 3,000,000
	2019	Variable remuneration - % of sum of Indicator I and Indicator II	n/a	no	The total fixed and variable remuneration paid from the Company and Group companies could not exceed PLN 3,000,000
Tadeusz Dyrga Vice President of the Management Board	2020	n/a	n/a	n/a	n/a
	2019	Variable remuneration - % of sum of Indicator I and Indicator II	n/a	no	The total fixed and variable remuneration paid from the Company and Group companies could not exceed PLN 3,000,000
Krzysztof Groyecki Vice President of the Management Board	2020	Variable remuneration - % of Indicator I	n/a	no	The total fixed and variable remuneration paid from the Company and Group companies could not exceed PLN 3,000,000
	2019	Variable remuneration - % of Indicator I	n/a	no	The total fixed and variable remuneration paid from the Company and Group companies could not exceed PLN 3,000,000

Rafał Kozłowski Vice President of the Management Board	2020	Variable remuneration - % of EBIT	n/a	no	The total fixed and variable remuneration paid from the Company and Group companies could not exceed PLN 3,000,000
	2019	Variable remuneration - % of EBIT	n/a	no	The total fixed and variable remuneration paid from the Company and Group companies could not exceed PLN 3,000,000
Marek Panek Vice President of the Management Board	2020	Variable remuneration - % of EBIT	n/a	no	The total fixed and variable remuneration paid from the Company and Group companies could not exceed PLN 3,000,000
	2019	Variable remuneration - % of EBIT	n/a	no	The total fixed and variable remuneration paid from the Company and Group companies could not exceed PLN 3,000,000
Paweł Piwowar Vice President of the Management Board	2020	Variable remuneration - % of sum of Indicator I and Indicator II	n/a	no	The total fixed and variable remuneration paid from the Company and Group companies could not exceed PLN 3,000,000
	2019	Variable remuneration - % of sum of Indicator I and Indicator II	n/a	no	The total fixed and variable remuneration paid from the Company and Group companies could not exceed PLN 3,000,000
Zbigniew Pomianek Vice President of the Management Board	2020	Variable remuneration - % of sum of Indicator I and Indicator II	n/a	no	The total fixed and variable remuneration paid from the Company and Group companies could not exceed PLN 4,500,000
	2019	Variable remuneration - % of sum of Indicator I and Indicator II	n/a	no	The total fixed and variable remuneration paid from the Company and Group companies could not exceed PLN 4,500,000

Sławomir Szmytkowski Vice President of the Management Board	2020	Variable remuneration - % of sum of Indicator I and Indicator II	n/a	no	The total fixed and variable remuneration paid from the Company and Group companies could not exceed PLN 3,000,000
	2019	Variable remuneration - % of sum of Indicator I and Indicator II	n/a	no	The total fixed and variable remuneration paid from the Company and Group companies could not exceed PLN 3,000,000
Artur Wiza Vice President of the Management Board	2020	Variable remuneration - % of EBIT	n/a		The total fixed and variable remuneration paid from the Company and Group companies could not exceed PLN 3,000,000
	2019	Variable remuneration - % of EBIT	n/a		The total fixed and variable remuneration paid from the Company and Group companies could not exceed PLN 3,000,000
Gabriela Żukowicz Vice President of the Management Board	2020	Variable remuneration - % of EBIT	n/a		The total fixed and variable remuneration paid from the Company and Group companies could not exceed PLN 3,000,000
	2019	Variable remuneration - % of EBIT	n/a		The total fixed and variable remuneration paid from the Company and Group companies could not exceed PLN 3,000,000

*The amounts for 2019 shown in the table above relating to Management Board Member Tadeusz Dyrka include the remuneration received by him for 2019 for the period he served in the Management Board in 2019, and the amounts for 2019 relating to Management Board Member Sławomir Szmytkowski include the remuneration received by him in 2019 and received and payable for the period he served in the Board in 2020.*

#### V. Information about the change, on an annual basis, in the remuneration, performance of the Company and average remuneration of employees of this Company who are not members of the Management Board or Supervisory Board, for the period 2019-2020

The following table presents information on the change, on an annual basis, in the remuneration of members of the Management Board and members of the Supervisory Board, the Company's results and the average remuneration of the Company's employees who are not members of the aforementioned authorities over recent years to allow comparison of this data.

The following summary of remuneration, in order to allow comparison of these data, includes basic remuneration and variable remuneration received (or/and due) for the relevant reporting period by members of the authorities by virtue of their functions in the Company's bodies and by the Company's employees who are not members of the Management Board or Supervisory Board.

The number of employees shown in the table below is the average number of salaried employees of the Company (not being members of the Management Board or Supervisory Board) in a given year, i.e. employment in full-time jobs, adjusted (reduced) by jobs for which the Company does not pay remuneration (e.g. unpaid leave, maternity

leave, other) and those drawing remuneration from contractual agreements (B2B).

The average remuneration was calculated by dividing the total amount of remuneration accrued (and/or due) to employees other than the Management Board or Supervisory Board members for the reporting period by the average number of employees employed by the Company during that period (other than Management Board or Supervisory Board members), calculated as indicated in the preceding sentence.

The calculation of average employee remuneration took into account employees' receipt for 2019 and base salaries received and due (including overtime pay, sick pay, night work allowances) and variable pay (awards, bonuses) - excluding additional benefits.

Remuneration (basic and variable) has included amounts due to employees for the reporting year (even if paid after the end of the reporting year). The amounts above are in gross amounts.

In the table below, information for 2019 and 2020 only is included - as the Supervisory Board was not required to prepare a remuneration report for the earlier years, data for the earlier years has been omitted (in accordance with Art. 90g para. 3 of the Act of July 29, 2005 on public offering and the conditions for introducing financial instruments to the organized trading system and on public companies).

*Table 4: Comparison of remuneration and Company performance over the last 2 reporting years (2019-2020):*

Year-on-year change	Salary: basic + variable (Annual Performance Bonus)	
	2018/2019 change	2019/2020 change
Remuneration of the Management Board Members		
Adam Góral President of the Management Board	+3.5%	+14.2%
Andrzej Dopierała Vice President of the Management Board	+16.8%	+12.2%
Tadeusz Dyrga Vice President of the Management Board	-66.6%	n/a
Krzysztof Groyecki Vice President of the Management Board	+37.4%	+6.3%

Rafał Kozłowski Vice President of the Management Board	+2.5%	+39.4%
Marek Panek Vice President of the Management Board	+2.0%	+13.9%
Paweł Piwowar Vice President of the Management Board	-38.6%	+58.6%
Zbigniew Pomianek Vice President of the Management Board	-1.3%	-5.3%
Sławomir Szmytkowski Vice President of the Management Board	n/a	+575.7%
Artur Wiza Vice President of the Management Board	+21.1%	+21.5%
Gabriela Żukowicz Vice President of the Management Board	-9.4%	+21.5%

Remuneration of the Supervisory Board Members		
Jacek Duch Chairman of the Supervisory Board	0%	0%
Adam Noga Vice Chairman of the Supervisory Board	0%	0%
Artur Kucharski Member of the Supervisory Board	0%	0%
Piotr Augustyniak Member of the Supervisory Board	0%	0%
Izabela Albrycht Member of the Supervisory Board	0%	0%
Piotr Żak Member of the Supervisory Board	n/a	n/a

The company's results		
The Company's net profit	+24.2%	+28.5%
EBIT of the Capital Group		
EBIT of the Capital Group	+22.3%	+24.7%

Employment (the Company's employees excluding the Members of the Management Board or Supervisory Board)

average number of employees of the Company who are not the Members of the Management Board or the Supervisory Board	+0.3%	+2.6%
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average salary		
average salary of employees of the Company who are not the Members of the Management Board or the Supervisory Board	+6.5%	+7.2%

The 2019 amounts shown in the table above relating to Management Board Member Tadeusz Dyrka include remuneration received by him in 2019 for the period he served in the Management Board in 2019, and the 2019 amounts relating to Management Board Member Sławomir Szmytkowski include remuneration received by him for 2019 and received and payable for the period he served in the Management Board in 2020. The amounts of the Supervisory Board Members' remuneration relate to the period of their service in the Supervisory Board in 2020.

#### **VI. Financial instruments granted or offered and principal terms of exercising rights from these instruments**

Not applicable. No financial instruments were granted or offered to the Members of the Management Board or Supervisory Board in 2019 and 2020.

#### **VII. Information on the use of the option to claim back variable remuneration components**

Not applicable. For the 2019 and 2020 periods, the option to request reimbursement of variable remuneration was not exercised.

#### **VIII. Information on derogations from the procedure for implementing the Remuneration Policy and derogations applied in accordance with Article 90f, including an explanation of the rationale and procedure, and an indication of the elements from which deviations have been made.**

Not applicable. There were no deviations from the Remuneration Policy in 2019 and 2020.

#### **IX. Additional explanations**

Not applicable.

*Jacek Duch*  
*Chairman of the Supervisory Board of Asseco Poland S.A.*