

**Report on Remuneration  
of Members of  
the Management Board  
and the Supervisory Board of  
**Asseco Poland S.A.**  
for 2023**

**ASSECO**

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## I. Introduction

This Report on Remuneration of Members of the Management Board and the Supervisory Board of Asseco Poland S.A. for 2023 has been prepared by the Supervisory Board of Asseco Poland S.A. pursuant to Article 90g of the Act of July 29, 2005 on Public Offering, Conditions Governing the Introduction of Financial Instruments to Organized Trading, and Public Companies (Journal of Laws 2023, item 825 as amended). The report presents a comprehensive overview of employment-related remuneration, including all benefits, regardless of their form, received and/or payable for 2023 for individual Members of the Management Board and the Supervisory Board in 2023, in accordance with Asseco Poland S.A.'s Remuneration Policy for Members of the Management Board and the Supervisory Board of Asseco Poland S.A., adopted by a resolution of the General Meeting of Shareholders of Asseco Poland S.A. on May 30, 2023.

The Remuneration Policy for Members of the Management Board and the Supervisory Board of Asseco Poland S.A. defines the bases, principles and procedures for determining, calculating and paying remuneration to Members of the Management Board and Members of the Supervisory Board. The solutions adopted in the Remuneration Policy are intended to contribute to the implementation of the business strategy, long-term interests and stability of the Company.

### **Information on consideration of the resolution of the General Meeting reviewing the previous report on the remuneration of members of the Management Board and the Supervisory Board.**

The General Meeting of Shareholders of Asseco Poland S.A. held on May 30, 2023, after reviewing the contents, gave a positive opinion on the Report on Remuneration of Members of the Management Board and the Supervisory Board of Asseco Poland S.A. for 2022.

## II. Definitions

Definition of terms used in the body of the Report:

1. "Report" - this report of the Supervisory Board of Asseco Poland S.A. on the remuneration of Members of the Management Board and the Supervisory Board of Asseco Poland S.A. for the year 2023.
2. "Company" - the Asseco Poland S.A. company seated in Rzeszów.
3. "Subsidiary" - a company included in the Asseco Poland S.A. Group.
4. "Group" - the international Group of Asseco Poland S.A.
5. "Management Board" - the Management Board of Asseco Poland S.A.
6. "Supervisory Board" – the Supervisory Board of Asseco Poland S.A.
7. "Division" - a separate organizational structure of Asseco Poland S.A. managed by a single Member of the Management Board.
8. "Policy" - the Remuneration Policy for Members of the Management Board and the Supervisory Board of Asseco Poland S.A., adopted by Resolution No. 29 of the General Meeting of Shareholders of Asseco Poland S.A. on May 30, 2023.
9. "Regulations" - Bonus Regulations for Members of the Management Board of Asseco Poland S.A. based in Rzeszów, adopted by a resolution of the Supervisory Board of Asseco Poland S.A. dated February 28, 2023, as amended.
10. "Settlement Budget Plan" - significant elements of the Company's and the Group's budget, adopted annually by the Supervisory Board in the form of a resolution as the basis for settling the variable remuneration of the Management Board Members in a specific financial year of the Company. In particular, the Settlement Budget Plan specifies the specific values of, respectively, Index I, Index II and EBIT Index analogous to the Company's stand-alone budget and the Group's consolidated budget.
11. "Act" - The Act of July 29, 2005 on Public Offering, Conditions Governing the Introduction of Financial Instruments to Organized Trading, and Public Companies (Journal of Laws of 2023, item 825 as amended).
12. "Indicator I" – a division's IV margin ratio, which is the difference between the revenue generated by the Division (sales revenues and internal billing revenues generated by the Division) and the expenses attributable to the Division (production costs, selling costs and general and administrative expenses).
13. "Indicator II" - the ratio of the margin IV of a Subsidiary supervised by a Management Board Member, which is the difference between the revenues and expenses of a Subsidiary, whereby if a Subsidiary supervised is the parent company of other Subsidiaries then Indicator II is the ratio of the consolidated margin IV of the capital group formed by these Subsidiaries.
14. "EBIT ratio" - the ratio of EBIT contributed to the Company's Group. It is the sum of the Company's EBIT and the EBIT values of its subsidiaries multiplied by the Company's percentage share in these subsidiaries, including consolidation adjustments, reported in the Settlement Budget Plan.

15. "Maximum remuneration" - the total amount of cash benefits that a Management Board Member may receive for the fiscal year from the Company and Subsidiaries for managing, providing services or supervising their business activities on the basis of a contract or resolution of a competent authority (excluding any discretionary bonuses awarded by the Supervisory Board by separate resolutions).

### III. The Company's strategy

The Company's strategy is focused on building stakeholder value over the long term. It is based on two main pillars: developing proprietary software and services, and increasing the scale of operations through acquisitions.

#### Organic development

The Company's organic growth strategy is based on providing proprietary software and IT services to customers in Poland and abroad. The Company's operations are based on sectoral business competencies simultaneously strengthened by technological competencies. In addition, the Company uses the best experience of the Group's entities to offer comprehensive solutions that meet the highest requirements of customers.

The Company's operations are focused on providing a wide range of proprietary solutions and IT services. The Company specializes in conducting the largest and most advanced IT projects in Poland, offering comprehensive solutions for entire sectors of the economy, and also sells standardized products for smaller entities. Relationships with customers are based on trust, focused on long-term cooperation and the Company's role as a strategic business partner.

In addition to its operations, the Company - as the controlling owner of the other Group companies - plays a key role in the Group. The Company sets the strategic directions of the Group, monitors and supervises their implementation, sets the internal rules of its operation and regulates the mutual relations between the entities that are part of the federation.

#### Growth through acquisitions

For years, the company has pursued an effective acquisition policy at home and abroad. Since 2004, Asseco has successfully carried out nearly 135 company acquisitions, repeatedly increasing the scale of operations and geographic reach. The Group is primarily interested in profitable entities with specialized and committed staff, wishing to grow further by joining a unique federation model or integrating with the Company. The purpose of acquisitions is to increase competence in key business sectors, enter new geographic markets or strengthen the Group's position in countries where it is already present.

#### Strategic goals in key areas

##### Market:

- Targeting the financial, health, corporate and government sectors, at home and abroad.
- Building and delivering software-based solutions in the Company's customers' business-critical areas.
- Aiming to build repeatable solutions for adequate margins while maintaining a competitive price level.

- Striving for a stable source of revenues derived from the maintenance and development services of the delivered software, by retaining in the Company and protecting the copyrights to the solutions it develops.
- Providing SaaS-based solutions based on proprietary software.

#### **Organization:**

- Business areas dedicated to serving various market sectors.
- Great diversity, a consequence of the different needs, specifics and development phases of each sector.
- Supporting all initiatives to exchange knowledge and experience between areas.
- A catalog of shared values and a vision, mission, strategy that can be detailed by business areas.
- Common backoffice processes for all areas to support business objectives.
- Investments in research and development.

#### **People:**

- Seeing people as the organization's greatest asset.
- High expertise and use of the team's potential.
- Investment in the development of high-level expert and sectoral competencies.
- Gathering knowledge and experience by maintaining a stable team.
- Promoting initiatives and innovative approaches.

#### **Corporate Social Responsibility (CSR):**

- Taking care of important social interests.
- Support of Polish sports.
- Outreach.
- Environmental protection activities.

# IV. Basic financial data of the Company and information about the change, on an annual basis, of the Company's results and the average remuneration of the Company's employees who are not members of the Management Board or the Supervisory Board, in 2023

Asseco Poland heads an international Group, present, through its subsidiaries, in 60 countries around the world: in most European countries, as well as in Israel, the US and African countries. The Asseco Group is one of the leading software producers in Europe and the largest provider of modern IT solutions in Central and Eastern Europe.

Asseco is a combined software and services company, a producer of technologically advanced, top-quality software that supports the most important business processes of companies and institutions in key sectors of the economy.

The Group operates under a unique model of federation of companies, which involves a high degree of business independence and the use of local competencies while building synergies across the Group.

An important role for the Asseco Group is played by strong product, sector and geographic diversification. This approach makes it possible to significantly offset the impact of negative market factors on the Group's operations. In 2023, the Group generated double-digit revenue growth in all segments and business sectors.

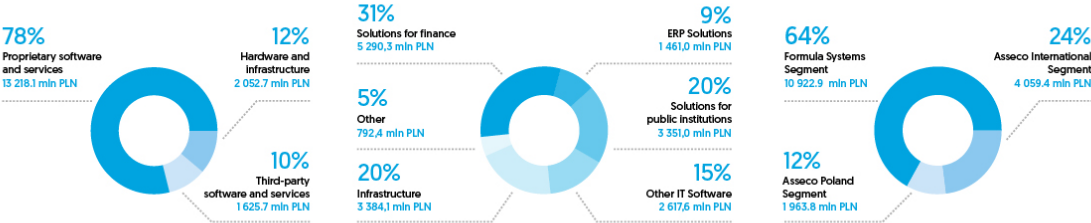
## Asseco Group in 2023



Stable business development of Asseco Group thanks to consistent implementation of the strategy



Strong diversification of revenues



In case of sales revenues by sectors, figures excluding consolidation adjustments.

The following table presents selected financial data of the Asseco Group for the 12 months of 2023 and the comparable periods of 2022, 2021, 2020 and 2019:

mPLN	2019	2020	Change 2020 / 2019	2021	Change 2021 / 2020	2022	Change 2022 / 2021	2023	Change 2023 / 2022
Sales revenues	10 671.0	12 192.8	14.3%	14 498.1	18.9%	17 370.1	19.8%	16 896.5	-2.7%
EBIT	974.6	1 214.6	24.6%	1 454.9	19.8%	1 793.9	23.3%	1 624.4	-9.4%
Net profit attributable to shareholders of the parent company	321.9	401.6	24.8%	467.6	16.4%	502.3	7.4%	482.8	-3.9%

Asseco Poland has been operating in the Polish market since 1991. It is the largest Polish IT company listed on the Warsaw Stock Exchange (WSE) in Warsaw, Poland. It is included in the WIG30 index. It is also the largest company in the WIG-informatyka sector index.

Asseco Poland's business is focused on providing a wide range of proprietary solutions and IT services. The company specializes in managing the largest and most advanced IT projects in Poland, offering comprehensive solutions for entire sectors of the economy, as well as selling standardized products for smaller entities. Its solutions are used by more than half of Polish banks, the largest energy and telecommunications companies, companies operating in the broadly defined health sector, public administration at various levels: from local governments to central offices, as well as the uniformed services.

The following table presents selected financial data of Asseco Poland for the 12 months of 2023 and the comparable periods of 2022, 2021, 2020 and 2019:

mPLN	2019	2020	Change 2020 / 2019	2021	Change 2021 / 2020	2022	Change 2022 / 2021	2023	Change 2023 / 2022
Sales revenues	<b>816.0</b>	1 006.9	23.4%	1 099.0	9.1%	1 202.8	9.4%	1 380.1	14.7%
Margin II	<b>233.8</b>	286.0	22.3%	330.0	15.4%	339.1	2.8%	337.5	-0.5%
EBIT	<b>109.3</b>	158.1	44.6%	186.5	18.0%	192.2	3.1%	187.8	-2.3%
Net profit	<b>206.8</b>	265.6	28.5%	320.9	20.8%	340.6	6.1%	352.0	3.4%



## V. Information on the change in the annualized average remuneration of the Company's employees who are not members of the Management Board or the Supervisory Board

In its operations, the Company operates on the basis of extensive personnel resources, providing work/services on the basis of employment contracts or contracts of a nature similar to contracts of mandate, including with sole proprietors. Such a diverse employment formula allows for a flexible selection of personnel and quick response to the ever-changing labor market. It also makes it possible to adapt working conditions and remuneration to the tasks performed, in particular, to closely link the size of remuneration to the economic effects achieved by the Company.

The Company, while realizing business expectations, reacts at the same time to the changing conditions of the macroeconomic environment, adjusting its remuneration policy to it. The Company does not give inflationary increases, the remuneration levels of individual employee groups are based on nationwide remuneration reports analyzed on an ongoing basis. In 2023, the level of remuneration increases for all employee groups was about 9%.

The headcount given in the table below represents the average number of the Company's employees (who are not members of the Management Board or the Supervisory Board) - in salaried FTEs, i.e. employment in FTEs adjusted (reduced) by FTEs for which the Company does not pay remuneration (e.g., unpaid leave, maternity leave, others) and those receiving remuneration from contractual agreements (B2B).

The average remuneration was calculated as the quotient of the sum of remuneration accrued (and/or due) to employees who are not the Management Board or the Supervisory Board Members for the reporting period and the average number of employees employed by the Company during that period (who are not the Management Board or the Supervisory Board Members), calculated in accordance with the preceding sentence.

In calculating the average remuneration of employees, the basic remuneration received by employees for 2023 and the basic remuneration received and due (including overtime pay, sick pay, allowances for night work) and variable remuneration (awards, bonuses) - without fringe benefits - were taken into account.

Included in remuneration (basic and variable) are amounts due to employees for the reporting year (even if paid after the end of the reporting year). The above amounts are given in gross values in PLN thousand.

Table 1. Comparison of the average number of employees of the Company who are not members of the Management Board or the Supervisory Board and their remuneration from 2019 to 2023 (in PLN thousand)

	2019	2020	Change % 2019/2020	2021	Change % 2020/2021	2022	Change % 2021/2022	2023	Change % 2022/2023
average number of employees of the Company who are not members of the Management Board or the Supervisory Board	2 357	2 418	+2.6%	2 507	+3.7%	2 555	+1.9%	2 781	+8.8%
average annual remuneration of the Company's employees who are not members of the Management Board or the Supervisory Board	143	154	+7.7%	167	+8.4%	186	+11.2%	203	+9.1%

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

This Report provides a comprehensive overview of remuneration, including all benefits, regardless of their form, received by or due to individual Management Board and the Supervisory Board Members for fiscal year 2023, in accordance with the Policy. The Policy sets forth the bases, principles and procedures for determining, calculating and paying remuneration to Members of the Management Board and the Supervisory Board. The solutions adopted in the Policy should contribute to the business strategy, long-term interests and stability of the Company.

The bases, rules and procedures for determining, calculating and paying the remuneration of Management Board and the Supervisory Board Members are in accordance with the Remuneration Policy. In the case of the Management Board Members, they result from resolutions of the Supervisory Board and the applicable Regulations, while in the case of the Supervisory Board Members they result from resolutions of the General Meeting.

The method of calculation and payment of remuneration, including in particular variable remuneration, are in accordance with the principles adopted in the Policy.

Members of the Management Board, as well as the Supervisory Board, did not receive any remuneration (including monetary and non-monetary components) during the reporting period for managing the Company and serving on the management body and fulfilling the related contract (i.e., employment), or for serving on the supervisory body, other than as provided for in the Policy.

The variable remuneration of the Management Board Members depends on the financial performance of the Company, Subsidiaries and the Group. In accordance with the Policy, the

dependence on financial performance may relate both to the performance of the Company as a whole or the organizational units managed and supervised by a given Management Board Member and to the performance of the Group and/or Subsidiaries.

As the greater part of the remuneration of the Management Board Members is the variable part of remuneration dependent on financial performance and is paid in proportion to the Company's performance, this directly contributes to the achievement of the Company's long-term goals (which are to achieve increasingly better economic performance and thus maximize the Company's and the Group's net profits). The applied division of the cash remuneration of the Management Board Members into a fixed and a variable part, the amount of which depends on the Company's economic results and the results of its individual organizational units, significantly encourages the Management Board Members to take actions resulting in the achievement of the Company's and the Group's long-term goals, i.e. increasingly better economic results, while ensuring the stability of the Company's operations in the long term.

Criteria relating to the financial performance of the Company, Subsidiaries and the Group were applied in determining the variable portion of remuneration in accordance with the principles set forth in the Resolutions of the Supervisory Board, including the Settlement Budget Plan and the Regulations, and in the contracts forming the basis for the employment of the Management Board Members.

The members of the Management Board and the Supervisory Board received remuneration pursuant to the adopted Policy, which was calculated and paid by the Company in accordance with the principles of the Policy and the Company's internal regulations.

Determining a fixed lump sum remuneration for the Supervisory Board Members and an additional lump sum remuneration for the Supervisory Board Members who are also the Audit Committee Members, which takes into account the additional workload associated with the Committee's work (regardless of the number of meetings), provides a guarantee of stable functioning of the Supervisory Board as a supervisory body, where its Members, not being dependent on the financial result, will with due prudence and without unnecessary risks exercise supervision over the current activities of the Company and the Group, as well as the activities of the Management Board and its Members.

**The Management Board of  
Asseco Poland S.A.**

**asseco**

## COMPOSITION OF THE MANAGEMENT BOARD IN 2023

In 2023, the composition of the Management Board was as follows:

Adam Góral	- President of the Management Board
Grzegorz Bartler	- Vice President of the Management Board
Andrzej Dopierała	- Vice President of the Management Board
Krzysztof Groyecki	- 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
Karolina Rzońca-Bajorek	- Vice President of the Management Board
Artur Wiza	- Vice President of the Management Board
Gabriela Żukowicz	- Vice President of the Management Board

## RESUMES OF THE MANAGEMENT BOARD MEMBERS



### Adam Góral

#### President of the Management Board

He is responsible for the development vision and strategy of the Asseco Group and the Internal Audit Department.

The Founder and President of the Management Board of Asseco Poland. In 1991, he started developing COMP Rzeszów, which, after its listing on the Warsaw Stock Exchange (WSE) as Asseco Poland, became the leader of the Asseco Group's development in international markets.

He graduated from the Kraków University of Economics (majoring in economic cybernetics and computer science) and holds a doctorate in economic sciences. From 1979 to 1990, he worked at a branch of the Maria Curie-Skłodowska University in Rzeszów, initially as an assistant and ending his cooperation with the university as an assistant professor. In 1991-1993, he was involved in the Polish-American Project for the Construction of Entrepreneurship Institutes in Poland.

Between 1999 and 2006, he served as the Chairman or a Member of the Supervisory Board at the following companies: ABAS and COMP Soft, as well as Softlab, Softlab Trade, WA-PRO, Asseco Romania, Vistula & Wólczanka, ABG (formerly DRQ) and Asseco Systems.

He currently serves as the Chairman of the Supervisory Board of Asseco International, Asseco Central Europe, Asseco Western Europe, Asseco Data Systems and Asseco Cloud, as well as a Vice Chairman of the Supervisory Board of Asseco South Eastern Europe and Asseco Business Solutions. He is a member of the Supervisory Board of Asseco Enterprise Solutions and the Podkarpacki Business Club.

He is a Honorary Consul of the Slovak Republic and a Member of the Supervisory Board at the Podkarpacki Employers' Association).



### Grzegorz Bartler

#### Vice President of the Management Board

He is responsible for the Telecommunications and Media Division.

Grzegorz Bartler is a graduate of the Faculty of MIM at the University of Warsaw.

Grzegorz Bartler has more than 20 years of experience in managing strategic IT projects, primarily for companies in the telecommunications sector.

Since 2018, he has been working at Netia as a Member of the Management Board, the Chief Technology Officer. He is responsible for the areas of network, IT and security.

Since 2010 he has been associated with Polkomtel, as the Director of the Business Intelligence Department (between 2014 and 2015 he also held the same position at Cyfrowy Polsat), ensuring that IT solutions effectively support the implementation of the organization's strategy and the achievement of business goals. During this period, he consolidated the Business Intelligence area for Polkomtel and Cyfrowy Polsat, implemented regulatory (IFRS 15, RODO/GDPR) and transformation projects for the Cyfrowy Polsat Group.

Previously, he worked for more than 15 years at the SAS Institute, where, among other things, as the Director of Consulting for the Telco sector, he delivered a wide range of IT and BI solutions (including data warehouses, reporting and MIS systems, data integration solutions, analytical CRM systems). He also carried out projects for telecommunications companies outside Poland, as well as for companies in the public, financial or energy sectors.



### Andrzej Dopierała

#### Vice President of the Management Board

He is responsible for the International Organizations and Security Sector Solutions Divisions and the Infrastructure Projects Office.

Andrzej Dopierała is a graduate of the Warsaw University of Technology, the Faculty of Electrical Engineering, where he earned a master's degree in electrical engineering in 1988.

He began his career in the United States as a service engineer and as a service director for Hogan Technical Services, an industrial electronics equipment repair and maintenance company. From 1989 to 1991, he worked for a Canadian company that designs, manufactures and sells electronic equipment for the mining industry. From 1992 to 1993, he worked for Bull Poland and Digital Equipment Polska.

From January 1994 to February 2006, he worked at HP Poland, serving successively as: the Director of Marketing and Partner Channels (January 1994-May 1996), the Director of the Computer Products Division (May 1996-July 1998) and the President of the Management Board (July 1998 - February 2006). In 2006, he assumed the position of the President of the Management Board of Oracle Poland. From June 2006 to November 2007, he was the Director of Oracle Fusion Middleware in Central Europe. From September 2013 to June 2016, he served as a Vice President of the Management Board of Asseco Poland responsible for the Infrastructure Division, Data Processing Center and ICT Department.

Since January 4, 2016, he has been the Chairman of the Management Board of Asseco Data Systems, a company formed by consolidating six Polish companies from the Asseco Group and the Infrastructure Division from Asseco Poland. Since October 1, 2017, he has served as a Vice President of the Management Board of Asseco Poland. He is the Chairman of the Supervisory Board at ComCERT, Pirios and National Defence Systems, and a Vice Chairman of the Supervisory Board at Asseco Cloud.



### Krzysztof Groyecki

#### Vice President of the Management Board

He is responsible for the Health Care Division.

He graduated from the Silesian University of Technology in Gliwice, the Faculty of Automatics, Electronics and Informatics, where he earned a master's degree in engineering.

From 1981 to 1987, he was an assistant and senior assistant at the Institute of Computer Science of the Silesian University of Technology in Gliwice, and from 1987 to 1998, he was the founder and a co-owner and the President of the Management Board PiK Systemy Informatyczne Gliwice. Subsequently, in 1994-2000, he was the founder and a co-owner and a Member of the Management Board of PiK-Net, then in 1999-2001 he served as a Vice President of the Management Board of ComputerLand Health, and in 1999-2005 he was the General Manager of ComputerLand's Healthcare Sector. Between 2004 and 2006, he served as a Member of the Management Board of RUM IT. Between 2005 and 2008, he was a Board Proxy for ComputerLand Health Care and Sygnity. Between 2008 and 2010, he was the Director of the Healthcare Solutions Division at ABG. Since 2010, he has served as the Director of the Healthcare Division at Asseco Poland.

In addition, he served as a Member of the Supervisory Board at Clinika (2002-2003), Serum Software (2008-2010) and 3S - Śląskie Sieci Światłowodowe (2007-2013).

Since June 1, 2016, he has been a Vice President of Asseco Poland. He serves as the Chairman of the Management Board of Asseco Equator Software. He is the Chairman of the Supervisory Board at Krajowy Operator Chmury Medycznej (National Medical Cloud Operator) and a member of the Supervisory Board at Asseco Central Europe Magyarország Zrt.



### **Marek Panek**

#### **Vice President of the Management Board**

He is responsible for the Group Development Division and the EU Projects Office.

A graduate of the Faculty of Mechanical and Aeronautical Engineering at the Rzeszów University of Technology, where he received his Master of Engineering degree in 1994. In 1995, he started working at COMP, and from 1995 he worked at Asseco Poland (former COMP Rzeszów), passing successive levels of professional development from the position of a Marketing Specialist through the Director of the Sales and Marketing Department, up to the position of a Member of the Management Board in 2004-2007.

Since March 22, 2007 he has held the position of a Vice President of the Management Board of Asseco Poland. He holds managerial positions in the Asseco Group companies: the Chairman of the Management Board of Formula Systems, the Chairman of the Supervisory Board of Nextbank Software and Asseco Resovia. He is a Member of the Supervisory Board in the following companies: Asseco Lithuania, Asseco Central Europe, Asseco Innovation Fund and adesso banking solutions. He is also the Chairman of the Management Board of GSTN Consulting and a Member of the Management Board of Asseco International. Until December 2023, he served as a Member of the Supervisory Board at Sintagma.



### **Pawel Piwowar**

#### **Vice President of the Management Board**

He is responsible for the Energy and Gas Division and the ERP Project Office.

He is a graduate of the Faculty of Electronics at the Warsaw University of Technology, where he received a master's degree in engineering. In 1991, he joined Computerland, where he ended up as a Vice President of the Management Board.

Between 1998 and 2007 he served as the President of the Management Board of Oracle Polska, where from 2004 he was the head of the Baltic countries group in Oracle Central Europe: Czech Republic, Estonia, Lithuania, Latvia, Poland, Slovakia, Hungary. Between 2008 and 2010 he held the position of the 1st Vice President of the Management Board at ABG.

Since October 1, 2009, he has been employed by Asseco Poland as a Vice President of the Management Board.

The Chairman of the Supervisory Board of DahliaMatic, and a Member of the Supervisory Board of Pirios.



### **Zbigniew Pomianek**

#### **Vice President of the Management Board**

He is responsible for the Commercial Banks, Cooperative Banks, Business Intelligence, Capital Market and PKO BP divisions, as well as the Asseco Innovation Hub and Asseco Services.

A graduate of the Faculty of Construction and Environmental Engineering at the Rzeszów University of Technology. In 1990-1992, he was an assistant at the department. From 1992 he worked as an IT specialist at Jazcoop, and from 1993- 1995 at COMP.

He co-founded Asseco Poland, where he has worked since September 1995 successively in the positions of: the Director of Banking Services, the Deputy General Manager, the Director of the Software Division, the Director of the Commercial Banking Division and, since March 22, 2007, a Vice President of the Company's Management Board.

In 2000-2004, a Member of the Supervisory Board of GALKOM Computer Studio. From 2007 to 2009, the Chairman of the Supervisory Board of Anica System. From 2007 to 2015, he was a Member of the Supervisory Board of Postdata. He was also a Member of the Supervisory Board of ZUI Novum. Currently, he is a Member of the Supervisory Board of Asseco Business Solutions, Nextbank Software and adesso banking solutions and the Chairman of the Supervisory Board of Asseco Innovation Fund.





#### **Karolina Rzońca-Bajorek**

##### **Vice President of the Management Board**

As the Chief Financial Officer (CFO), she is responsible for the Company's Finance Division and the Finance Division of the Asseco Group, as well as the Shared Service Center Department.

Karolina Rzońca-Bajorek is a graduate of the Warsaw School of Economics, majoring in Finance and Accounting (specialization: Corporate Finance and Accounting). She started her professional career in 2009 in the audit department of Ernst & Young Audit Sp. z o.o., where she participated in audits of large corporate clients. From 2012 to 2014, she worked at Asseco Poland as a Finance Specialist in the Reporting Department of the Asseco Group. Then, in 2014-2015, she was a Stock Exchange Reporting Expert at PHZ Baltona. Since 2015, at Asseco Poland, she has been responsible, as the Director of the Reporting Department of the Asseco Group, for the process of periodic reporting and the implementation and application of a consistent accounting policy in Asseco Poland and Group companies. Since 2019, as the Director of the Financial Division of the Asseco Group, she has managed the area covering group processes in management accounting and controlling. She holds the FCCA title and the Certificate of the Minister of Finance authorizing her to provide accounting services. Since April 1, 2021, she has served as a Vice President of the Management Board at Asseco Poland. She holds the position of a Member of the Management Board at Formula Systems and a Member of the Supervisory Board at Asseco CEIT, a.s.



#### **Sławomir Szmytkowski**

##### **Vice President of the Management Board**

He is responsible for the Social Security, Systems Maintenance, Agriculture and Postal Divisions, the Government Administration Division and the Asseco Group Public Business Unit.

A graduate of the Civil Engineering Department of the Gdańsk University of Technology. Employed at Prokom Software successively in the IT Project Coordination Office (1996-2002) and as the Director of the Strategic Clients Department (2003-2007). Since the merger of Asseco Poland and Prokom Software in 2007, employed at Asseco Poland as the Managing Director (2007-2009). Since 2009, the Director of the Systems Maintenance Division. As of July 1, 2019, a Vice President of the Company's Management Board.



#### Artur Wiza

##### Vice President of the Management Board

He is responsible for the PR and Investor Relations and Marketing Departments.

A graduate of the University of Szczecin, he majored in Economic Cybernetics and Information Technology. He began his professional career in 1994 at Computerland, responsible for sales to corporate customers. Since 1997 he has been associated with the Polish branch of Hewlett-Packard Polska, where he was successively responsible for product marketing, SMB market development, marketing and cooperation with business partners. Since 2000, the Marketing Director of Hewlett Packard Polska responsible for Enterprise and Corporate markets. From 2002 to 2005, he was the Chairman of the Polish Board of Marketing Directors at The Conference Board. From September 2006 to March 2011, a Member of the Management Board of Getin Holding, responsible for marketing, external and internal communications and investor relations. He also served as the spokesman for the Getin Holding Group, Getin Noble Bank and LC Corp (now Develia). He was a member of the Supervisory Boards of Fiolet Powszechny Dom Kredytowy, Panorama Finansów, OOO Carcade based in Kaliningrad, SC Perfet Finance in Bucharest and LC Corp (now Develia).

Since 2012, the Managing Director at Asseco Poland responsible for the Corporate Communications Area (marketing, PR and investor relations). Since March 1, 2018, a Vice President of the Management Board of Asseco Poland.

He also serves as the Chairman of the Supervisory Board of the Lewiatan Association of Digital Technology Employers and a Vice Chairman of the Board of the Polish Chamber of Information Technology and Telecommunications at the Polish Chamber of Information Technology and Telecommunications. A member of the Supervisory Board of Krajowy Operator Chmury Medycznej (the National Medical Cloud Operator) and the Secretary of the Supervisory Board of Asseco Cloud.



#### Gabriela Żukowicz

##### Vice President of the Management Board

She is responsible for the Legal Office and the Office of the Management Board, as well as the Departments of Human Resources, Personnel Administration, Compliance and Process Management, Internal Systems Maintenance and Development, Administration and Procurement. In addition, she serves as the Chief ESG Officer.

She graduated from the Faculty of Law at the Jagiellonian University in Kraków in 1998 and completed her legal training in 2002. She has worked at Asseco Poland since 1998, serving as the Director of the Office of the Management Board (October 2004 - December 2009), and since January 2010 as the Director of the Organizational and Legal Department. In addition, she served as the Company's Proxy from August 2012 to September 2017. Since October 1, 2017, she has served as a Vice President of the Management Board of Asseco Poland.

She is the Chairman of the Supervisory Board of Park Wodny Sopot, a Vice Chairman of the Supervisory Board at Asseco Innovation Fund, a Member of the Supervisory Boards at the following companies: Asseco Western Europe and Asseco Lithuania, and a Member of the Management Board at Formula Systems. She served as a Member of the Supervisory Board at Sintagma until December 2023.

## PRINCIPLES OF REMUNERATION OF THE MANAGEMENT BOARD MEMBERS

The rules for the remuneration of the Management Board Members are regulated in the Policy. According to the Policy, a Management Board Member may receive remuneration composed of two parts - a fixed part and a variable part, if the variable part of the remuneration is provided for in the employment contract.

Members of the Management Board are empowered not only by resolutions of the Supervisory Board, but are also employed on the basis of employment contracts concluded for an indefinite period with the possibility of their termination at a maximum of six months' notice, with the possibility of early termination of the contract for payment of equivalent severance pay (severance pay may also apply to termination of 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 the Company's individual organizational structures to an even greater extent than in the case of other employees, encourages the Management Board Members to undertake activities that result in the Company achieving increasingly better economic results, while ensuring the stability of its operations over longer periods. Members of the Management Board are covered by an additional non-competition agreement after termination of employment under the terms of generally applicable laws provided for employees.

Members of the Management Board are prohibited from competing after the termination of the employment relationship with the obligation of the Company to pay remuneration for this period, not exceeding 36 months, in an amount not exceeding the last remuneration received from the employment relationship.

The general terms of fixed and variable remuneration were established by the Supervisory Board at the time of the appointment of the Management Board Members for the next term, i.e. on March 23, 2021, and for Mr. Grzegorz Bartler on June 30, 2022.

The Supervisory Board, in appointing the Management Board Members, determined the basic elements of each Management Board Member's cash remuneration, including the amount of fixed and variable remuneration and the rules for the dependence of variable remuneration on financial performance. The amounts of fixed and variable remuneration are determined in gross amounts.

The terms and conditions for awarding, calculating and paying the variable remuneration for the Management Board Members for the fiscal year are set forth in the Regulations and the Settlement Budget Plan, which are elements of employment contracts.

In addition, the Supervisory Board may decide to grant a Management Board Member an individually determined additional variable remuneration due for the achievement of additional business objectives arising from the Company's business strategy.

## DESCRIPTION OF FIXED AND VARIABLE COMPONENTS OF REMUNERATION, AS WELL AS BONUSES AND OTHER MONETARY AND NON-MONETARY BENEFITS THAT MAY BE AWARDED TO MEMBERS OF THE MANAGEMENT BOARD, AND THE MUTUAL PROPORTIONS BETWEEN THESE COMPONENTS OF REMUNERATION

### Fixed remuneration

Members of the Company's Management Board in 2023 received a fixed remuneration, paid monthly in the amount specified in the Supervisory Board's resolution and employment contract on the date of payment to the Company's employees.

### Variable remuneration

The Management Board members received variable remuneration during the reported period, depending on the level of achievement of financial results, i.e. on the level of achievement of Indicator I, Indicator II or EBIT, whereby:

- The variable remuneration of the Management Board Member overseeing the Business Division depends on the Indicator I;
- The variable remuneration of the Management Board Member overseeing a subsidiary's business operations depends on the Indicator II;
- The EBIT Indicator determines the variable remuneration of the Management Board Members involved in the management of the Asseco Group's companies and responsible for the Group's strategy.

If the variable remuneration of a Management Board Member depends on the Indicator I and also on the Indicator II, the amount of variable remuneration is calculated and paid on the sum of these indicators.

- An indication of the specific Indicators on which the variable remuneration of individual Members of the Management Board depended during the reporting period can be found below in "*Table 2. Descriptions of criteria (business objectives), the adequate achievement of which entitles to receive variable remuneration (annual bonus) in 2023 (amounts in PLN).*".

The achievement of specific positive levels of financial performance is treated as a positive premise for the calculation and payment of variable remuneration. Variable remuneration is not due in case of negative premises, which are:

- Termination of the Agreement without notice through the fault of the employee under Article 52 of the Labor Code, if the Agreement meets the prerequisites for inclusion in the category of employment contracts;
- Failure to meet positive prerequisites at the level specified in the Settlement Budget Plan for the Division headed by the Management Board Member, taking into account forecasts for the Division;
- Significant deterioration of the Company's financial situation caused by the actions of the Management Board Member in question;
- Material violation by a Management Board Member of the statutory regulations and other resolutions of the Company's bodies;
- Exceeding the value of the Maximum Remuneration amount.

Variable remuneration is paid during the fiscal year, in the form of monthly advances on variable remuneration in an amount equivalent to the value of 1/24 of the amount of variable remuneration payable to a Management Board Member for 100% of the performance of the positive premise indicated for that Management Board Member, respectively, in the Settlement Budget Plan approved by the Supervisory Board in a specific fiscal year. 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 fiscal year, in the event that year-end performance forecasts indicate the realization of the positive premise for the payment of variable remuneration at the level of the budget assumptions. The occurrence of any negative premise shall exclude the accrual and payment of the variable remuneration advance for the month regardless of the achievement of positive premises to any extent.

Full settlement and payment of variable remuneration shall be made after the closing 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 basis of the result of the achievement of business objectives in accordance with the designated measure.

The annual settlement and payment of the total variable remuneration due to the Management Board Member shall be made within 30 days after receipt of the auditor's report on the Group's consolidated financial statements.

The Regulations also set out detailed rules for the possible refund of overpaid variable remuneration paid during the fiscal year in the form of advances.

If the Supervisory Board determines that the annual settlement of variable remuneration shows that there is no reason to pay the remuneration in full, or there are reasons to pay variable remuneration in a smaller amount in relation to the total amount of advances paid during the year, the Management Board Member will be required to return the overpaid amount of variable remuneration as a benefit received unduly.

The members of the Management Board, by virtue of their management of the Company and, if applicable, their leadership of the Division and their functions on the management body, did not receive any monetary or non-monetary remuneration from the Company other than that described above.

The Supervisory Board established separate rules for each Management Board Member regarding variable remuneration for 2023 and the Maximum Remuneration.

Table 2. Descriptions of the criteria (business objectives), the adequate implementation of which entitles to receive variable remuneration (annual bonus) in 2023 (amounts in PLN).

Name, function	Year	Description of criteria (business objectives) and type of remuneration	Weight	The lower limit for the implementation of the criterion	The upper limit for the implementation of the criterion (Maximum remuneration)
Adam Góral President	2023	Variable remuneration - % from EBIT Ratio	n/a	None	The total fixed and variable remuneration paid from the Company and Group companies could not exceed the amount of PLN 4,000,000
Grzegorz Bartler Vice President	2023	Variable remuneration - % from Indicator I	n/a	None	The total fixed and variable remuneration paid from the Company and Group companies could not exceed the amount of PLN 4,000,000
Andrzej Dopierała Vice President	2023	Variable remuneration - % from Indicator I	n/a	None	The total fixed and variable remuneration paid from the Company and Group companies could not exceed the amount of PLN 4,000,000
Krzysztof Groyecki Vice President	2023	Variable remuneration - % from Indicator I	n/a	None	The total fixed and variable remuneration paid from the Company and Group companies could not exceed the amount of PLN 4,000,000
Marek Panek Vice President	2023	Variable remuneration - % from EBIT Ratio	n/a	None	The total fixed and variable remuneration paid from the Company and Group companies could not exceed the amount of PLN 4,000,000
Paweł Piwowar Vice President	2023	Variable remuneration - % from the sum of Indicator I and Indicator II	n/a	None	The total fixed and variable remuneration paid from the Company and Group companies could not exceed the amount of PLN 4,000,000
Zbigniew Pomianek Vice President	2023	Variable remuneration - % from the sum of Indicator I and Indicator II	n/a	None	The total fixed and variable remuneration paid from the Company and Group companies could not exceed the amount of PLN 4,500,000
Karolina Rzońca-Bajorek Vice President	2023	Variable remuneration - % from EBIT Ratio	n/a	None	The total fixed and variable remuneration paid from the Company and Group companies could not exceed the amount of PLN 4,000,000
Sławomir Szmytkowski Vice President	2023	Variable remuneration - % from Indicator I	n/a	None	The total fixed and variable remuneration paid from the Company and Group companies could not exceed the amount of PLN 4,000,000
Artur Wiza Vice President	2023	Variable remuneration - % from EBIT Ratio	n/a	None	The total fixed and variable remuneration paid from the Company and Group companies could not exceed the amount of PLN 4,000,000
Gabriela Żukowicz Vice President	2023	Variable remuneration - % from EBIT Ratio	n/a	None	The total fixed and variable remuneration paid from the Company and Group companies could not exceed the amount of PLN 4,000,000

The Supervisory Board may decide to grant an individually determined variable remuneration to a Management Board Member. On February 28, 2023, the Supervisory Board, at the request of President of the Management Board Adam Góral, adopted resolutions regarding making the payment to the following Management Board Members:

- Krzysztof Groyecki - an additional bonus for 2022 in the amount of PLN 150,000 for the development and successful implementation of a strategy that opens a business perspective in the health sector for a 5-year period;

- To Paweł Piwowar - an additional bonus for 2022 in the amount of PLN 300,000 for the successful implementation of the project to implement the Central Billing System for PGNiG Obrót Detaliczny, which included a technological change of databases, the construction of new modules related to the expansion of functionality for gas customer billing and the migration of data from 47 billing systems for more than 7 million customers.

In addition, on February 14, 2024, the Supervisory Board, at the request of President of the Management Board Adam Góral, adopted resolutions regarding the payment to the following Management Board members:

- Krzysztof Groyecki - an additional bonus for 2023 in the amount of PLN 150,000 (in words, one hundred and fifty thousand) for the effective implementation of the business strategy, which resulted in very good financial results and strengthening the Company's position as a provider of IT solutions in the health care market.

- Paweł Piwowar - additional bonus for 2023 in the amount of PLN 100,000 (one hundred thousand) for the effective implementation of the business strategy, which resulted in very good financial results and strengthening the Company's position as a provider of IT solutions in the utilities market.

#### Total remuneration of the Management Board Members

In 2023, Members of the Management Board received cash remuneration for management of the Company consisting of two parts, i.e. a fixed part and a variable part.

The amount of total remuneration of Members of the Management Board is presented in this Report, broken down into the components referred to in Article 90d section 3 item 1 of the Act - i.e. fixed and variable components of remuneration, as well as bonuses and other fringe benefits, and the mutual proportions between fixed and variable components of remuneration.

The tables below show a summary of all the above components and the proportion for each Management Board Member receiving remuneration from the Company. The proportion between fixed remuneration (including pension expenses - PPE) and variable remuneration (including extraordinary allowances) given in the table below indicates the proportion of the following components to total remuneration.

Table 3. Cost recognition (settlement of 2022 bonuses and bonuses due for 2023) in PLN thousand gross.

name, function	year	fixed remuneration		variable remuneration	extraordinary allowances	retirement expenses	total remuneration [1+2+3+4+5]	proportion between fixed and variable remuneration - %
		basic remuneration [1]	additional benefits [2]	variable remuneration [3]	[4]	PPE employer contribution [5]		[(1+2+5) / (3+4)] %
Adam Góral President	2023	360	1	2 249	-	92	2 702	17/83
Grzegorz Bartler Vice President	2023	360	-	343	-	-	703	51/49
Andrzej Dopierała Vice President	2023	180	-	-	-	-	180	100/0
Krzysztof Groyecki Vice President	2023	360	-	1 546	-	66	1 972	22/78
Marek Panek Vice President	2023	180	1	829	-	36	1 046	21/79
Paweł Piwowar Vice President	2023	358	-	702	-	36	1 096	36/64
Zbigniew Pomianek Vice President	2023	360	1	2 484	-	100	2 945	16/84
Karolina Rzońca-Bajorek Vice President	2023	360	-	1 184	-	54	1 598	26/74
Sławomir Szmytkowski Vice President	2023	360	-	2 132	-	90	2 582	17/83
Artur Wiza Vice President	2023	360	-	1 184	-	54	1 598	26/74
Gabriela Żukowicz Vice President	2023	360	1	1 184	-	54	1 599	26/74



Table 4. Accrued (payable) remuneration for 2023 in PLN thousand gross.

name, function	year	fixed remuneration		variable remuneration	extraordinary allowances	retirement expenses	total remuneration [1+2+3+4+5]	proportion between fixed and variable remuneration - %
		basic remuneration [1]	additional benefits [2]	variable remuneration [3]	[4]	PPE employer contribution [5]		[(1+2+5) / (3+4)] %
Adam Góral President	2023	360	1	2 221	-	92	2 674	17/83
Grzegorz Bartler Vice President	2023	360	-	347	-	-	707	51/49
Andrzej Dopierała Vice President	2023	180	-	-	-	-	180	100/0
Krzysztof Groyecki Vice President	2023	360	-	1 541	-	66	1 967	22/78
Marek Panek Vice President	2023	180	1	818	-	36	1 035	21/79
Paweł Piwowar Vice President	2023	358	-	596	-	36	990	40/60
Zbigniew Pomianek Vice President	2023	360	1	2 466	-	100	2 927	16/84
Karolina Rzońca-Bajorek Vice President	2023	360	-	1169	-	54	1 583	26/74
Sławomir Szmytkowski Vice President	2023	360	-	2 113	-	90	2 563	18/82
Artur Wiza Vice President	2023	360	-	1169	-	54	1 583	26/74
Gabriela Żukowicz Vice President	2023	360	1	1169	-	54	1 584	26/74

Table 5. Remuneration paid (received) in 2023 in PLN thousand gross.

name, function	year	fixed remuneration		variable remuneration	extraordinary allowances	retirement expenses	total remuneration	proportion 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+5) / (3+4)] %
Adam Góral President	2023	360	1	2 264	-	92	2 717	17/83
Grzegorz Bartler Vice President	2023	360	-	326	-	-	686	52/48
Andrzej Dopierała Vice President	2023	180	-	-	-	-	180	100/0
Krzysztof Groyecki Vice President	2023	360	-	1 525	-	66	1 951	22/78
Marek Panek Vice President	2023	180	1	834	-	36	1 051	21/79
Paweł Piwowar Vice President	2023	358	-	682	-	36	1 076	37/63
Zbigniew Pomianek Vice President	2023	360	1	2 492	-	100	2 953	16/84
Karolina Rzońca-Bajorek Vice President	2023	360	-	1 192	-	54	1 606	26/74
Sławomir Szmytkowski Vice President	2023	360	--	2 202	-	90	2 652	17/83
Artur Wiza Vice President	2023	360	-	1 192	-	54	1 606	26/74
Gabriela Żukowicz Vice President	2023	360	1	1 192	-	54	1 607	26/74

The "additional benefits" column includes such fringe benefits as private medical care, the cost of development activities, as well as fringe benefits granted under the Company's Social Benefits Fund and accident and health insurance, among others. The cost of using a company car by a Management Board Member for private purposes is not included in "additional benefits" due to the fact that a Management Board Members pay a monthly lump sum for private car use.

Members of the Management Board in 2023 used company cars as a tool necessary for the performance of official duties on the same basis as other employees of the Company use company cars.

Members of the Management Board enjoy the aforementioned additional benefits on analogous terms to those enjoyed by the Company's employees (including on the basis of the provisions of the agreements concluded as the basis for employment, as well as other documents in force at the Company, e.g. bylaws, procedures, rules adopted at the Company, etc.).

In addition, the Management Board Members are covered by a collective D&O insurance taken out by the Company, which covers all the Management Board and the Supervisory Board Members together, so it is not possible to attribute tax income to a specific person, due to the possible change in the composition of the bodies during the insurance period. Given the above, the value of such insurance has not been attributed to any of the Management Board Members in the table above as one of the components of remuneration.

The Management Board members did not receive monetary or non-monetary benefits for the benefit of their loved ones.

The column "extraordinary allowances" includes such benefits as severance pay paid on termination of employment, retirement benefits, death benefits, non-compete remuneration, relocation expenses, entry fees for participation in associations, etc. - if they occurred during the reporting period.

#### **THE AMOUNT OF REMUNERATION FROM ENTITIES BELONGING TO THE SAME CAPITAL GROUP**

Remuneration of the Management Board Members received from the Group companies in 2023 is shown in the table below.

Items relating to fixed and variable remuneration received from subsidiaries registered outside Poland were converted into PLN at the average exchange rate calculated for a given fiscal year as the arithmetic average of exchange rates announced by the National Bank of Poland (NBP) on the last working day of each month. The average exchange rate of the euro for 2023 was: 4.5284, while the US dollar: 4,1831.

Table 6. Cost recognition (settlement of bonuses for 2022 and bonuses due for 2023) in PLN thousand gross.

name, function	Remuneration for 2023 from the Asseco Group companies, including:				Basis for payment of remuneration
	Due			proportion between fixed and variable remuneration % [1] / [2]	
	Fixed [1]	Fixed [1]	Fixed [1]		
Adam Góral President	184	0	184	100/0	Serving as Member of the Supervisory Board by appointment in the Companies: Asseco Central Europe CZ, Asseco Central Europe SK, Asseco Business Solutions, Asseco South Eastern Europe
Andrzej Dopierała Vice President	180	1 537	1 717	10/90	Acting as Member of the Management Board of Asseco Data Systems on the basis of an employment contract Serving as Member of the Supervisory Board by appointment in the Companies: ComCERT, Asseco Cloud
Marek Panek Vice President	487	1 377	1 864	26/74	Acting as Member of the Board of Directors at Formula Systems on the basis of appointment Acting as Member of the Supervisory Board on the basis of appointment in Asseco Central Europe SK and Asseco Central Europe CZ Acting as Member of the Management Board of Asseco International on the basis of appointment
Paweł Piwowar Vice President	0	83	83	0/100	Acting as Member of the Supervisory Board in DahliaMatic on the basis of appointment
Zbigniew Pomianek Vice President	48	0	48	100/0	Acting as Member of the Supervisory Board by appointment in Asseco Business Solutions
Karolina Rzońca-Bajorek Vice President	625	0	625	100/0	Acting as Member of the Board of Directors in Formula Systems on the basis of appointment Serving as Member of the Supervisory Board by appointment at CEIT Contract of mandate in Asseco International
Artur Wiza Vice President	453	0	453	100/0	Contract of mandate in Asseco International
Gabriela Żukowicz Vice President	603	0	603	100/0	Acting as Member of the Board of Directors in Formula Systems by appointment Contract of mandate at Asseco International

Members of the Management Board: Grzegorz Bartler, Krzysztof Groyecki and Sławomir Szmytkowski did not receive any remuneration for their functions in the Asseco Group companies in 2023.

## INFORMATION ON THE CHANGE, ON AN ANNUAL BASIS, IN THE REMUNERATION OF MEMBERS OF THE MANAGEMENT BOARD IN THE PERIOD 2019-2023

The following table presents information on the annualized change in the remuneration of the Management Board members over the past few years, enabling a comparison of these figures.

The following summary of remuneration, in order to allow comparison of these figures, takes into account total remuneration, i.e. base remuneration and variable remuneration received (or/and due) by individual members of the Management Board for a given reporting period for their positions on the Company's Management Board.

Table 7: Comparison of remuneration of Members of the Management Board over the last 5 reporting years (2019-2023) in PLN thousand gross for their positions in the Company's bodies.

	Total remuneration	Change	Total remuneration	Change	Total remuneration	Change	Total remuneration	Change
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	- in PLN thousand		2019- 2020 (%)	- in thousands of PLN	2020- 2021 (%)	- in PLN thousand	2021- 2022 (%)	- in PLN thousand	2022- 2023 (%)
	2019	2020		2021		2022		2023	
Adam Góral President	1 987	2 269	14.2	2 683	18.2	2 899	8.1	2 702	-6.8
Grzegorz Bartler Vice President	n/a	n/a	-	n/a	-	356	-	703	97.5
Andrzej Dopierała Vice President	466	523	12.2	371	-29.1	90	-75.7	180	100.0
Krzysztof Groyecki Vice President	1 044	1 110	6.3	1 777	60.1	1 656	-6.8	1 972	19.1
Marek Panek Vice President	775	883	13.9	1 036	17.3	1 117	7.8	1 046	-6.4
Paweł Piwowar Vice President	859	1 362	58.6	1 569	15.2	971	-38.1	1 096	12.9
Zbigniew Pomianek Vice President	3 452	3 270	-5.3	2 673	-18.3	2 898	8.4	2 945	1.6
Karolina Rzońca-Bajorek Vice President	n/a	n/a	-	992	-	1 694	70.8	1 598	-5.7
Sławomir Szymkowski Vice President	342	2 311	575.7	3 283	42.1	3 309	0.8	2 582	-22.0
Artur Wiza Vice President	959	1 165	21.5	1 579	35.5	1 701	7.7	1 598	-6.1
Gabriela Żukowicz Vice President	959	1 165	21.5	1 579	35.5	1 702	7.8	1 599	-6.1

## FINANCIAL INSTRUMENTS GRANTED OR OFFERED AND THE MAIN CONDITIONS FOR EXERCISING THE RIGHTS FROM THESE INSTRUMENTS

No financial instruments were granted or offered to members of the Management Board during the reporting period.

## INFORMATION ON THE USE OF THE OPTION TO REQUEST REIMBURSEMENT OF VARIABLE REMUNERATION COMPONENTS

During the reporting period, there was a situation of variable remuneration reimbursement by Management Board Member Paweł Piwowar in the amount of PLN 234,000. The need to refund the remuneration resulted from the final variable remuneration settlement for 2022 indicating an overpayment of variable remuneration advances paid in 2022, plus the additional bonus paid for 2022. The refund was implemented by withholding monthly advances on variable pay for 2023. This fact is reflected in Table 3.

**INFORMATION ON DEVIATIONS FROM THE PROCEDURE FOR IMPLEMENTING THE REMUNERATION POLICY AND DEVIATIONS APPLIED IN ACCORDANCE WITH ART. 90F, INCLUDING AN EXPLANATION OF THE RATIONALE AND PROCEDURE, AND AN INDICATION OF THE ELEMENTS FROM WHICH THE DEVIATIONS WERE APPLIED.**

There was no deviation from the Remuneration Policy during the reporting period.

**The Supervisory Board of  
Asseco Poland S.A.**

**ASSECO**

## COMPOSITION OF THE SUPERVISORY BOARD IN 2023

In 2023, the Supervisory Board functioned in the following composition:

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 Gabor	- Member of the Supervisory Board
Piotr Augustyniak	- Member of the Supervisory Board
Piotr Żak	- Member of the Supervisory Board
Piotr Maciąg	- Member of the Supervisory Board
Tobias Solorz	- Member of the Supervisory Board



## RESUME OF THE SUPERVISORY BOARD MEMBERS



### Jacek Duch

#### Chairman of the Supervisory Board

A graduate of the Warsaw University of Technology with a specialization in computer science with extensive, long-standing experience in both technical software engineering and management in international and Polish IT companies.

He began his career during his doctoral studies by working at Nixdorf Computer's software development center in Germany and then as a researcher at PSI AG in West Berlin. From 1978 to 1993, he worked for Digital Equipment Corporation (DEC), where he led projects in Munich, Vienna and Paris, among other places. From 1989, he oversaw the establishment of DEC subsidiaries in Central European countries, including Poland.

From 1993 to 1998, he headed Oracle Polska and then served on the Management Boards of Prokom Software and Prokom Internet and on numerous Supervisory Boards, including those of Postdata, Bank Pocztowy, PVT, Asseco Group companies (Asseco South Eastern Europe, Asseco Germany, Matrix42 AG and others). He participated in the work of industry organizations: the American Chamber of Commerce, the Polish Chamber of Information Technology and Telecommunications, and the Polish Confederation of Private Employers.

He is a partner/shareholder in R22, Allterpower, Bioalter, Rezydencje Świerkocin Sky Inwestycje. He currently serves as the Chairman of the Supervisory Boards of Asseco Poland, R22 and Decsoft, and a Member of the Supervisory Boards of Asseco Data Systems, Asseco South Eastern Europe, Asseco International, Cyber Folks, Defenselayers, among others.

A Member of the Audit Committees of Asseco Poland, Asseco South Eastern Europe and cyber\_Folks.

Jacek Duch has knowledge of the industry in which Asseco Poland operates.



### Adam Noga

#### Vice Chairman of the Supervisory Board

A full professor of economic sciences. From 1991 to 1992, he completed a short MBA at L'Universite du Quebec in Montreal. In 1985, he received a doctorate in economics, then a postdoctoral degree, an associate professor (School of Economics), and in 2009 the title of full professor. He was the director of the Institute of Finance. Since 2005, he has been a professor at the Leon Koźmiński Academy and its pro-rector. He is the author of 6 and a co-author of 20 books and more than 100 scientific articles. He is also the first recipient of the Bank of Commerce Award for outstanding achievements in finance and economics.

From 1988 to 1989, he worked at the Ministry of Finance as a chief specialist. From 1991 to 1992, he taught at L'Universite du Quebec a Montreal. From 1996 to 1999, he served as a Vice Chancellor for Teaching and Student Affairs at the School of Economics.

In 1995, he worked as an expert for the Ministry of Ownership Transformation. In 1996, he was a representative of the President of Poland in public debates on privatization and universal enfranchisement. From 1996 to 1999, he authored reports on the privatization of the Polish economy. From 1998 to 1999, he was a member of the Supervisory Board of PTE Epoka. From 2003 to 2005 he was the Chairman of the Supervisory Board of the Polish Information and Foreign Investment Agency (PAIiIZ). From 2002 to 2005 he served as an advisor to the Deputy Prime Minister and Minister of Finance. He has been editor of "Ekonomista" since 1987.

From 1998 to 2006, he served as the Chairman of the Supervisory Board of Asseco Poland. He was a member of the Supervisory Board of Prokom Software. He served on the Supervisory Board of Kredyt Bank, and was its Vice Chairman since 2005. He served on the Supervisory Boards of Warta TUiR and Warta UnŻ. He was a Member of Audit Committees in Kredyt Bank (2000-2014), Warta TUiR and Warta UnŻ (2011-2013).

Since January 2007, he has served as the Vice Chairman of the Supervisory Board of Asseco Poland.

He has knowledge and skills in financial reporting, as well as in the industry in which Asseco Poland operates.



**Izabela Albrycht**  
Member of the Supervisory Board

A political scientist, a graduate of the Faculty of International and Political Studies at Jagiellonian University, as well as post-graduate studies in Public Relations at the Father Józef Tischner European University. She has many years of expert experience in topics related to cyber security and new technologies, as well as international project management.

In October 2023, she assumed the position of the director of the Cyber Security Center at the AGH University of Science and Technology in Kraków. Since December 2021, she has been a member of the Security and Defense Council within the National Development Council in the Office of the President of the Republic of Poland. Since 2016, she has been a member of the Council for Digital Affairs, which is currently located at the Prime Minister's Office of the Council of Ministers. During the 2016-2018 term, she was its Chairman.

From 2020 to 2023, she was a member of the NATO Advisory Group on New and Disruptive Technologies, for which she received the Bene Merito honorary decoration of the Minister of Foreign Affairs of Poland.

From 2020 to 2023, she was a member of the Management Board of DIGITAL EUROPE as a joint representative of the Polish Chamber of Information Technology and Telecommunications (PIIT), the Digital Poland Association (ZIPSEE Digital Poland) and the National Chamber of Commerce for Electronics and Telecommunications (KIGEIT), currently with supports the activities of the organization within the Digital Resilience Executive Council.

She was the President of the Kościuszko Institute from 2010 until June 2021. She is a co-founder of the European Cyber Security Forum - CYBERSEC and the Chair of its Program Council.

In 2020, she initiated the Polish Cyber Security Cluster #CyberMadeInPoland, in which she serves as the Chair of the Advisory Board.

She is a co-founder of Women4Cyber, an initiative launched by the European Cyber Security Organization (ECSO) in Brussels. In 2017, she was named to the prestigious New Europe 100 Challengers list compiled by Financial Times Res Publica, Google and the International Visegrad Fund. In 2019, she was named one of Europe's 50 Most Influential Women in Cybersecurity ranked by SC Media UK. She was part of the 2019-2020 Global Future Council on Cybersecurity at the World Economic Forum in Geneva.

She has co-authored reports, publications and analyses focusing on issues related to the EU policies, international relations, cyber security and new technologies. She also currently serves as a deputy editor-in-chief of European Cybersecurity Journal.

She completed the course for Members of Supervisory and Management Boards, certified by the Ministry of the Treasury, as well as the professional training courses "Decision-making and Legislative Processes in the EU" and "Lisbon Treaty" at the European Parliament. She is an alumna of the prestigious the International Visitor Leadership Program (IVLP) of the US Department of State.

Since 2017, she has served as a Member of the Supervisory Board of Asseco Poland, in 2019 she became a Deputy Chairman of the Supervisory Board at ComCERT and in 2023 she became a Member of the Supervisory Board at National Defense Systems.

Izabela Albrycht meets the independence criteria set forth in Article 129 of the Act of May 11, 2017 on auditors, audit firms and public supervision, as well as those set forth in the principles of Best Practices for Companies Listed on the WSE 2021.

She also has knowledge and skills in the industry in which Asseco Poland operates.



**Piotr Augustyniak**  
Member of the Supervisory Board

He graduated from the University of Warsaw with a degree in English philology (1990) and management (1994).

From 1994 to 2011, he was associated with Enterprise Investors (EI). As a Partner of EI (2006-2011), he was responsible for monitoring, listing of companies on the WSE, transactions of sale of significant stakes of EI portfolio companies on the public and private markets. He represented EI as a Member of Supervisory Boards in the following public and private companies: Polfa Kutno, Energoaparatura, Elektrobudowa, Wizów, Sfinks, CSS, Bauma, Comp Rzeszów (now Asseco Poland), Agros Nova, Teta, Opoczno, AB, Siveco (Romania), STD Donivo (Slovakia), AVG Technologies (Netherlands).

In 2001, the President of the Management Board of Energoaparatura, seconded as part of his work at EI to restructure the company.

From 1993 to 1994, he worked at the Ministry of Ownership Transformation, successively as a project manager and the head of the privatization team. From 1992 to 1993, he worked at the Ownership Transformation Foundation at the Ministry of Ownership Transformation.

From 2012 to 2021, he was an independent member of the Supervisory Boards of WSE-listed companies: Mercor, Kopex, PZ Cormay and Ciech.

He is currently a Member of the Supervisory Board in Asseco Poland, Asseco Data Systems and Asseco International. A member of the Audit Committee of Asseco Poland.

Piotr Augustyniak meets the independence criteria set forth in Article 129 of the Act of May 11, 2017 on auditors, audit firms and public supervision, as well as those set forth in the principles of Best Practices for Companies Listed on the WSE 2021.

He also has knowledge and skills in the industry in which Asseco Poland operates.



**Dariusz Brzeski**  
Member of the Supervisory Board

In 1988, he graduated from the School of Planning and Statistics (now the Warsaw School of Economics) and received a master's degree in economics. From 1988 to 1990, he worked as an Information Systems Implementation Specialist at Microsystem JGU.

From 1991 to 1994, he was the Director of the Sales Network at InterAms. From 1995 to 1996, he served as the President of the Management Board of Towarzystwo Finansowo Leasingowe. From 1997 to 2000, he was a major shareholder and the Chairman of the Management Board of the Financial Management leasing company. From 1994 to 2009, he was a co-founder, a major shareholder and the President of the Management Board of ABG, a publicly traded IT company, which merged with Asseco Poland in 2009. Since then, he has served on the Supervisory Board of Asseco Poland. He is a Member of the Supervisory Board of Asseco Western Europe. He is also a major shareholder and the Chairman of the Supervisory Board of the Fundusz Hipoteczny Familia.

He has knowledge and skills in the industry in which the Company operates.



### Artur Gabor

#### Member of the Supervisory Board

A graduate of the Faculty of Economics at University College London and the Faculty of Law at the University of Warsaw. He completed the following professional courses: internship in paper and wood industry (the US Department of Agriculture), Corporate Management Course (the Italian Institute of Foreign Trade/ICE), International Accounting Standards (BDO, Warsaw, Poland), Enterprise Quality Management "Six Sigma Quality Green Belt Course", General Electric Capital, USA/UK, Advanced Management Programme (AMP) IESE Business School, Value Creation by Effective Supervisory Boards, Harvard Business School/IESE Business School. In addition, he participated in numerous courses and seminars on corporate governance and effectiveness of supervisory boards organized by the Polish Institute of Directors, the Warsaw Stock Exchange, the Ministry of the Treasury, the Gdańsk Academy of Banking, PwC and KPMG.

Since 2006, a Partner at Gabor & Gabor, Business and Investment Consulting. From 2005 to 2006, the Director of IBM's Financial Sector, Business Consulting Services. In 1998-2004, the Managing Director of Mergers and Acquisitions for Central Europe and Russia at General Electric Capital. From 1994 to 1998, the Managing Director for Poland of Credit Lyonnais Investment Banking Group. From 1990 to 1994, a Partner of Warsaw Consulting Group. From 1987 to 1990, the Director of Market Development of CHZ Paged. From 1986 to 1987, an Assistant at the Polish Academy of Sciences, the Institute of Economic Sciences.

A member of Supervisory Boards: 2001-2004, a Vice Chairman of the Board of GE Capital Bank; 2001-2004, a Member of the Board of GE Bank Mieszkaniowy; 2004-2005, the Chairman of the Board of Getin Bank; 2004-2005, a Member of the Board of Getin Holding; 2006- 2007, a Member of the Board of Polmos Lublin; 2004-2008, a Vice Chairman of the Board of Energomontaż Pódnoc; 2010-2017, an independent Member of the Board, the Chairman of the Audit Committee, the Chairman of the CSR Committee, a Member of the Strategy Committee of PKN Orlen; 2013-2015, a Member of the Board, the Chairman of the Audit Committee of Prime Car Management; 2015- 2020, an independent Member of the Board, a Member of the Audit Committee of Idea Bank; 2007-2019, an independent Member of the Board, the Chairman of the CSR Committee, a Member of the Audit Committee of Orbis; 2008-2019, an independent Chairman of the Board of Sphinx. From 2019, the Director, Chairman of the Audit Committee of the Management Board at Helix BioPharma.

A member of Economic Organizations: from 2003-2005, a Member of the Management Board of the American Chamber of Commerce; since 2005, a Member of the Standing Advisory Committee of the American Chamber of Commerce; since 2006, a Member of the Corps of Independent Board Members of the Polish Institute of Directors.

In 2022-2023, a Member of the Supervisory Board of CHJ S.A. From 2023, a Member of the Supervisory Board at SPHINX RESTAURANTS S.A.

An independent Board Member and the Chairman of the Audit Committee at Asseco Poland since 2022.

Artur Gabor meets the independence criteria set forth in Article 129 of the Act of May 11, 2017 on auditors, audit firms and public supervision, as well as those set forth in the principles of Best Practices for Companies Listed on the WSE 2021.

In addition, he has knowledge and skills in financial reporting.



**Piotr Maciąg**  
Member of the Supervisory Board

A doctor of Economics, a specialist in accounting and corporate finance and banking. A lecturer in microeconomics, macroeconomics and international economic relations. He graduated from the Koźminski University with a degree in finance and accounting. In 2019, he graduated from the International Management Teachers Academy at CEEMAN, an international association for management development. He gained professional experience as a financial analyst at, among others, the Polish Biogas Group. He specialized in developing long-term financial plans and profitability analyses of investment projects. From 2014 to 2020, he was a researcher at the Department of Economics at the Koźminski University, where he taught micro and macroeconomics and international economic relations. A Visiting Professor giving lectures on micro and macroeconomics at the Hebei Finance University in China.

Since February 2020, the President of the Management Board responsible for the strategy and development of Asseco Resovia. Since January 2022, he has served as a member of the Supervisory Board of Asseco Poland.

He has knowledge and skills in financial reporting.



**Piotr Żak**  
Member of the Supervisory Board

He graduated with a degree in economics from Royal Holloway, University of London. He is also a graduate of the Faculty of Management at the University of Warsaw.

Since 2014, he has been active in business in Poland in the field of, among other things, building and supporting start-up ventures. He focuses his activity in the modern technology sector, in particular, creating and developing innovative projects related to the use of the potential of online and traditional media, online entertainment, the use of data transmission in solutions, services and products aimed at individual and business customers. He also pursues his professional interests in the development and implementation of modern tools in the marketing communications of media and telecommunications companies.

Among other things, he is the founder of companies such as Frenzy, involved in the international execution of esports and gaming events, and, since 2018, the production of broadcasts for the Polsat Games program, which was sold at the end of 2021 to ESE Entertainment, a Canadian gaming and esports entertainment and technology group. He is also the founder and a co-owner of Golden Coil, an online marketing and advertising company.

Since March 2016, he has sat on the Supervisory Board of Telewizja Polsat, a leading broadcaster in the Polish television market. Since January 2024, he has been the Acting President of the Management Board of Telewizja Polsat and remains at the same time a Vice Chairman of the Supervisory Board. In June 2018, he was appointed to the Supervisory Boards of Cyfrowy Polsat, the parent company of the Polsat Plus Group, and Netia S.A., one of the largest Polish telecommunications operators included in the Polsat Plus Group. In April 2019, he was appointed to the Supervisory Board of Polkomtel, the Plus network operator. Since July 2020, he has served on the Supervisory Boards of Asseco Poland and Mobiem Polska, and since November 2020 he has also served on the Supervisory Board of Interia.pl Group. In May 2021, he was appointed to the Supervisory Board of Asseco Cloud. In March 2023, he was appointed to the Supervisory Board of ZE PAK. Since January 2023, he has served on the Supervisory Boards of Interia.pl, Liberty Poland and InterPhone Service. He serves on the Supervisory Boards of selected companies of the development company Port Praski and the energy companies of the PAK-POLSKA CZYSTA ENERGIA Group.

Piotr Żak has knowledge of the industry in which Asseco Poland operates.



**Tobias Solorz**  
Member of the Supervisory Board

He is a graduate of the Faculty of Management and Marketing at the University of Warsaw. He has many years of professional experience in the areas of telecommunications, finance and controlling. He started his professional career in 2003 at Telewizja Polsat. Between 2007 and 2008, he served as a Promotion Manager at Cyfrowy Polsat. In 2008-2010, he was a Member of the Management Board of Sferia, where he also served as the Director of Marketing, Advertising, Sales and Operations until March 2011. From November 2011, he served on the Management Board of Polkomtel, the operator of the Plus network, where he was the President of the Management Board from February 2014 to March 2019. Tobias Solorz also served on the Management Board of Cyfrowy Polsat from 2014 to 2019, initially as a Member of the Management Board, from December 2014 as a Vice President of the Management Board, and from 2016 to 2019 as the President of the Management Board.

Currently, Tobias Solorz holds supervisory positions in selected companies included in capital groups of companies listed on the Warsaw Stock Exchange, including the Cyfrowy Polsat group, the ZE PAK group. A Member of the Supervisory Board of Asseco Poland since October 5, 2022.

In addition, he is a Council Member of the Polsat Foundation, one of Poland's largest non-governmental organizations, which helps treat sick children and supports hospitals and medical centers across the country.

## DESCRIPTION OF FIXED AND VARIABLE COMPONENTS OF REMUNERATION, AS WELL AS BONUSES AND OTHER MONETARY AND NON-MONETARY BENEFITS THAT MAY BE AWARDED TO A SUPERVISORY BOARD MEMBER, AND THE MUTUAL PROPORTIONS BETWEEN THESE COMPONENTS OF REMUNERATION

### Fixed remuneration

In 2023, the Supervisory Board members received only a fixed remuneration.

The sole legal basis for remuneration of the Supervisory Board Members for their functions on the supervisory body was a resolution adopted by the Company's Annual General Meeting on May 30, 2023. The resolution also established additional remuneration in the form of a fixed, flat monthly gross amount for the Supervisory Board Members who are also the Audit Committee Members. The amount of remuneration is independent of the number of meetings of the Supervisory Board and the Audit Committee.

### Variable remuneration

The Supervisory Board members are not entitled to variable remuneration.

## INFORMATION ON THE USE OF THE OPTION TO REQUEST REIMBURSEMENT OF VARIABLE REMUNERATION COMPONENTS

Not applicable. Members of the Supervisory Board are not entitled to variable remuneration, so the possibility of claiming variable remuneration components was not exercised during the reporting period.

## THE AMOUNT OF THE TOTAL REMUNERATION OF THE SUPERVISORY BOARD, BROKEN DOWN INTO THE COMPONENTS REFERRED TO IN ART. 90D SECTION 3 ITEM 1 OF THE LAW AND THE MUTUAL PROPORTIONS BETWEEN THESE COMPONENTS OF REMUNERATION.

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 that described below.

Members of the Supervisory Board did not receive variable remuneration, nor were they entitled to receive other monetary or non-monetary benefits.

The total remuneration of the Supervisory Board Members is presented in this Report by components referred to in Article 90d section 3 item 1 of the Law - i.e. fixed and variable components of remuneration, as well as bonuses and other fringe benefits, and the mutual proportions between fixed and variable components of remuneration. The following Table presents a summary of all the above components and proportions for each Supervisory Board Member receiving remuneration from the Company.





Table 8. Amounts of fixed and variable remuneration in PLN thousand gross for Members of the Supervisory Board relating to the reporting period - 2023 (amounts due and received for the period).

name, function	year	fixed remuneration		variable remuneration	extraordinary allowances	retirement expenses	total remuneration [1+2+3+4+5]	proportion between fixed and variable remuneration - %
		basic remuneration [1]	additional benefits [2]	variable remuneration [3]	[4]	PPE employer contribution [5]		[(1+2+5) / (3+4)] %
Jacek Duch Chairman of the Supervisory Board	2023	252	10	-	-	-	262	100/0
Adam Noga Vice Chairman of the Supervisory Board	2023	167	-	-	-	-	167	100/0
Artur Gabor Supervisory Board Member	2023	161	-	-	-	-	161	100/0
Dariusz Brzeski Supervisory Board Member	2023	127	-	-	-	-	127	100/0
Piotr Augustyniak Supervisory Board Member	2023	161	3	-	-	-	164	100/0
Izabela Albrycht Supervisory Board Member	2023	127	4	-	-	-	131	100/0
Piotr Maciąg Supervisory Board Member	2023	127	-	-	-	-	127	100/0
Piotr Żak Supervisory Board Member	2023	127	-	-	-	-	127	100/0
Tobias Solorz Supervisory Board Member	2023	127	-	-	-	-	127	100/0

The "additional benefits" column includes such fringe benefits as private medical care and taxable reimbursement for the Supervisory Board attendance, among others.

Members of the Supervisory Board are covered by a collective D&O insurance taken out by the Company, which covers all members of the Management Board and the Supervisory Board together, so it is not possible to attribute tax income to a specific person, due to the possible change in the composition of the bodies during the insurance period. Given the above, the value of such insurance has not been attributed to any Supervisory Board Member in the table above as one of the components of remuneration.

The Supervisory Board members did not receive monetary or non-monetary benefits for the benefit of their closest ones.

Members of the Supervisory Board, by virtue of their functions in the supervisory body, did not receive any monetary or non-monetary remuneration from the Company other than that described above.

## AMOUNT OF REMUNERATION FOR MEMBERS OF THE SUPERVISORY BOARD FROM ENTITIES BELONGING TO THE ASSECO GROUP

Remuneration of the Supervisory Board Members received from the Asseco Group's companies in 2023 is presented in the tables below.

Items relating to fixed and variable remuneration received from subsidiaries registered outside Poland were converted into PLN at the average exchange rate calculated for a given fiscal year as the arithmetic average of exchange rates announced by the National Bank of Poland (NBP) on the last working day of each month. The average exchange rate of the euro for 2023 was: 4.5284, while the US dollar: 4,1831.

Table 9. Amounts of fixed and variable remuneration from the Group Companies in gross thousands of PLN for the Supervisory Board Members relating to the reporting period - 2023 (amounts due and received for the period).

name, function	Remuneration for 2023 from the Asseco Group companies, including:			Proportion between fixed and variable remuneration - % [1] / [2]	Basis for payment of remuneration
	Due				
	Fixed [1]	Variable [2]	Total [1] + [2]		
Jacek Duch Chairman of the Supervisory Board	138	-	138	100/0	Serving as Member of the Supervisory Board by appointment in the companies: Asseco South Eastern Europe, Asseco Data Systems
Piotr Augustyniak Supervisory Board Member	60	-	60	100/0	Acting as Member of the Supervisory Board by appointment in Asseco Data Systems
Izabela Albrycht Supervisory Board Member	30	-	30	100/0	Acting as Member of the Supervisory Board by appointment in ComCERT

Piotr Maciąg	180 <sup>1)</sup>	-	180	100/0	Acting as President of the Management Board on the basis of a management contract in Asseco Resovia S.A.
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1) net amount +23% VAT

Members of the Supervisory Board: Adam Noga, Artur Gabor, Dariusz Brzeski, Piotr Żak and Tobias Solorz did not receive any remuneration for their functions in the Asseco Group companies in 2023.

## INFORMATION ABOUT THE CHANGE, ON AN ANNUAL BASIS, IN THE REMUNERATION OF MEMBERS OF THE SUPERVISORY BOARD IN THE PERIOD 2019-2023

The following Table 10 presents information on the annualized change in the remuneration of the Supervisory Board Members for their positions on the Company's Supervisory Board over the past few years, enabling a comparison of these data.

Table 10. Information on the annualized change in the remuneration of the Supervisory Board Members for their positions in the Company's bodies over the past few years, enabling a comparison of these figures.

	Remuneration total - in PLN thousand		Change 2019-2020 (%)	Total remuneration - in PLN thousand	Change 2020-2021 (%)	Total remuneration - in PLN thousand	Change 2021-2022 (%)	Total remuneration - w tys. zł	Change 2022-2023 (%)
	2019	2020		2021		2022		2023	
Jacek Duch Chairman of the Supervisory Board	243	243	-	243	-	244	0,4	262	7.4

Adam Noga Vice Chairman of the Supervisory Board	156	156	-	156	-	156	-	167	7.1
Izabela Albrycht Supervisory Board Member	120	120	-	120	-	120	-	131	9.2
Piotr Augustyniak Supervisory Board Member	150	150	-	150	-	150	-	164	9.3
Dariusz Brzeski Supervisory Board Member	120	120	-	120	-	120	-	127	5.8
Artur Gabor Supervisory Board Member	n/a	n/a	-	n/a	n/a	150	-	161	7.3
Artur Kucharski <sup>1)</sup> Supervisory Board Member	150	150	-	150	-	n/a	-	n/a	-
Piotr Maciąg Supervisory Board Member	n/a	n/a	-	n/a	-	120	n/a	127	5.8
Piotr Żak Supervisory Board Member	n/a	60	n/a	120	100	120	-	127	5.8
Tobiasz Solorz Supervisory Board Member	n/a	n/a	-	n/a	-	30	n/a	127	323.3

<sup>1)</sup> Member of the Supervisory Board until December 31, 2021

#### **FINANCIAL INSTRUMENTS GRANTED OR OFFERED AND THE MAIN CONDITIONS FOR EXERCISING THE RIGHTS FROM THESE INSTRUMENTS**

Not applicable. No financial instruments were granted or offered to the Supervisory Board members during the reporting period.

#### **INFORMATION ON DEVIATIONS FROM THE PROCEDURE FOR IMPLEMENTING THE REMUNERATION POLICY AND DEVIATIONS APPLIED IN ACCORDANCE WITH ART. 90F, INCLUDING AN EXPLANATION OF THE RATIONALE AND PROCEDURE, AND AN INDICATION OF THE ELEMENTS FROM WHICH THE DEVIATIONS WERE APPLIED.**

Not applicable. There were no deviations from the application of the Remuneration Policy during the reporting period.

#### **ADDITIONAL EXPLANATIONS**

Not applicable

Warsaw, March 27, 2024

Based on the authorization of the Supervisory Board granted by Resolution No. 5 dated April 27, 2024.

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Jacek Duch

Chairman of the Supervisory Board