Report on the representation of each gender in the company's governing bodies in Asseco Poland S.A. for 2025

D. MEASURES TAKEN TO ENSURE GENDER BALANCE IN THE COMPANY'S GOVERNING BODIES

There is a 10,000-character limit.

During the reporting period, the Company was not subject to the obligation to ensure gender balance in its governing bodies, as referred to in Article 90gc of the Act on Public Offerings. During this period, the Company did not have an adopted gender balance policy, nor did it take any specific measures aimed at achieving the statutory level of gender balance in its governing bodies.

E. REASONS FOR FAILING TO ACHIEVE THE TARGET AND AN EXHAUSTIVE DESCRIPTION OF CORRECTIVE ACTIONS TAKEN AND PLANNED (if applicable)

"Exhaustive" should be understood to mean a description that does not omit any of the actions taken by the company.

There is a 10,000-character limit.

During the reporting period, the Company did not achieve the statutory level of gender balance within its governing bodies. In 2025, the obligation to achieve the statutory target did not yet apply to the Company. The composition of the governing bodies was determined prior to the entry into force of the new regulations, and in selecting their members, the Company was guided primarily by the candidates' competences and professional experience.
During the reporting period, the Company did not undertake any specific remedial measures in this regard.
The Company plans to submit a draft gender balance policy to the General Meeting within the timeframe set out in the transitional provisions and to implement the statutory principles for the selection of candidates for the Company's governing bodies, taking into account both their qualifications and experience and the need to ensure gender balance.

F. Has the company adopted a gender balance policy in accordance with its statutory obligation, or are the principles regarding gender balance included in other internal company regulations? NO *please check the appropriate box)*

G. Does the company make its gender balance policy available on its website in accordance with the statutory obligation, or have other internal company regulations containing principles regarding gender balance been made available on the website? NO *(please check the appropriate box)*

H. SUPPLEMENTARY INFORMATION

Please provide information relevant to this report only if necessary.

There is a 5,000-character limit.

Note: Fields F, G, and H are optional

Template for an informational form regarding the annual report on the representation of each gender in the company's governing bodies and the measures taken to ensure gender balance in those bodies

Legal basis for the report: Article 90gi of the Act on Public Offerings and the Conditions for Introducing Financial Instruments to an Organized Trading System and on Public Companies

How to fill out the form

1. Worksheet "A. Company Information" - please fill in the identification details and the fiscal year in the cell highlighted in yellow. The current version of the form is designed for companies whose fiscal year coincides with the calendar year. **Companies whose fiscal year does not coincide with the calendar year are asked to adjust the formulas.**
2. Worksheet "B. Composition of Governing Bodies" - please enter the position and gender of each person on the Management Board or Supervisory Board during the reporting year, including the exact dates of assuming and ending the position. If a person still holds the position at the end of the year, leave the "End Date" field blank.
3. The "Status" column should be filled in with the value "Delegated from the Supervisory Board to the Management Board" if a member of the Supervisory Board was delegated during the given period to temporarily perform the duties of a member of the Management Board- the indicators will count such a person as holding an executive position during the delegation period.
4. The columns from "Effective Body" to the right are calculated automatically-please DO NOT edit them manually.
5. Worksheet "C. Ratios" is calculated automatically based on data from the "B. Composition of Governing Bodies" sheet. It does not require manual editing.
6. Worksheet "D-H. Measures and Reasons" - please describe the measures taken and (if applicable) the reasons for failing to meet the statutory target.
   Fields F, G, and H are optional.
7. Worksheet "I. Signatures" - please enter the information for the person or persons signing the report.

Color information

A yellow cell with blue font - a field to be filled in by the company.

Gray cell with black font - result calculated automatically based on a formula. Do not edit.

Calculation methodology

Time-weighted average method - takes into account the actual number of days each person served in their position during the year, which eliminates distortions resulting from the measurement date.
Note: The current version of this form is designed for companies whose fiscal year coincides with the calendar year; companies whose fiscal year does not coincide with the calendar year are asked to adjust the formulas

Statutory objective: the underrepresented gender should account for a percent as close as possible to 33 percent of all positions on the Management Board and Supervisory Board combined.

The underrepresented gender is the gender whose representatives hold no more than 49 per cent of the total number of positions on the company's governing bodies (the management board, supervisory board, or administrative board of a European company that has

How to submit the report

1) The report must be signed with a qualified electronic signature.

2) The signature must be provided by persons authorized to represent the company in accordance with the rules of representation.

3) The report must be submitted in two versions: a signed version and an editable version.

4) The report must be submitted by June 30 of each year, and if the report constitutes a separate part of the report on business operations referred to in Article 49 section 1 of the Accounting Act of September 29, 1994 - within 6 months from the end of the fiscal year to which it relates.

5) The first report must be submitted for the previous fiscal year by October 31, 2026.

6) The report, in both signed and editable versions, must be submitted to the government agency to which, pursuant to the Act of December 3, 2010, on the Implementation of Certain European Union Provisions Regarding Equal Treatment (Journal of Laws of 2025, item 1452, and of 2026, items 160 and 1034) has been entrusted with carrying out tasks related to the implementation of the principle of equal treatment - to the e-Delivery address (KPRM address: **AE:PL-91425-98565-UBWCH-28**) or by email to sprawozdanie.wob@kprm.gov.pl. The report should be addressed to the **Government Plenipotentiary for Equality.**

The Government Plenipotentiary for Equality, acting as the entity referred to in Article 18 section 2 of the Act of December 3, 2010 on the Implementation of Certain European Union Provisions Regarding Equal Treatment (Journal of Laws of 2026, item 1196) and obligated under Article 21 section 2 item 10 of the aforementioned Act to submit to the European Commission, every two years, a report on the representation of each gender in the governing bodies of companies referred to in Article 90gb section 2 of the Act of July 29, 2005 on Public Offerings and the Conditions for Introducing Financial Instruments to an Organized Trading System and on Public Companies (Journal of Laws of 2025, item 592, as amended; hereinafter: "the Public Offering Act") and the measures taken to ensure gender balance in those bodies, does not have the authority to provide a binding interpretation of the provisions of the Public Offering Act, nor is it authorized to impose the format of the report referred to in Article 90gi of that Act.
Accordingly ***, the information provided, including the form template, is for informational and guidance purposes only*** *and does not constitute a binding interpretation of the aforementioned provisions.*

A. COMPANY IDENTIFICATION DATA AND INFORMATION ABOUT THE REPORT

Reporting Year (Year N)	2025
Company Name (full name of the company)	Asseco Poland Spółka Akcyjna
KRS number	0000033391
NIP / REGON number	522-000-37-82 / 010334578
Registered office and address	14 Olchowa St., 35-322 Rzeszów
Listing market	GPW (*WSE*) – Regulated Market
Contact person (first name, last name, position)	Justyna Sowińska – Director of the Management Board Office
Email address / contact phone number	justyna.sowinska@asseco.pl; +48667660004
Date of report preparation	30.10.2026
Website address where the report was published immediately after its preparation	https://pl.asseco.com

Is this report a separate section of the company's report on business operations? NO *(please check the appropriate box)*

For reports included in the report on business operations, the form may still be used as a supplementary tool.

Note : The reporting year specified in this cell (B3) controls all calculations in the "B. Composition of Governing Bodies" and "C. Ratios" worksheets.

B. COMPOSITION OF THE COMPANY'S GOVERNING BODIES DURING THE REPORTING PERIOD (YEAR N)

Please list the position and gender of each person on the Management Board or Supervisory Board during the reporting year, including the exact dates of assuming and terminating the position. If a person still holds the position at the end of the year, leave the "End Date" field blank. The gray columns are calculated automatically based on the year specified in the "A. Company Data" worksheet.

No.	Position	Gender (F/M)	Primary Governing Body	Date of assumption of position in year N	Date of termination of position in year N (blank = until the end of the year)	Status	Effective body (calculated)	Effective end date (calculated)	Number of days in year N (calculated)	Included as at 31.12? (calculated)
1	President of the Management Board	M	Management Board	01.01.2025		Primary	Management Boar	31.12.2025	365	YES
2	Vice President of the Management Board	M	Management Board	01.01.2025		Primary	Management Boar	31.12.2025	365	YES
3	Vice President of the Management Board	M	Management Board	01.01.2025		Primary	Management Boar	31.12.2025	365	YES
4	Vice President of the Management Board	M	Management Board	01.01.2025		Primary	Management Boar	31.12.2025	365	YES
5	Vice President of the Management Board	M	Management Board	01.01.2025		Primary	Management Boar	31.12.2025	365	YES
6	Vice President of the Management Board	M	Management Board	01.01.2025		Primary	Management Boar	31.12.2025	365	YES
7	Vice President of the Management Board	M	Management Board	01.01.2025		Primary	Management Boar	31.12.2025	365	YES
8	Vice President of the Management Board	M	Management Board	01.01.2025		Primary	Management Boar	31.12.2025	365	YES
9	Vice President of the Management Board	M	Management Board	01.01.2025	31.03.2025	Primary	Management Boar	31.03.2025	90	NO
10	Vice President of the Management Board	M	Management Board	01.04.2025		Primary	Management Boar	31.12.2025	275	YES
11	Vice President of the Management Board	F	Management Board	01.01.2025		Primary	Management Boar	31.12.2025	365	YES
12	Vice President of the Management Board	F	Management Board	01.01.2025		Primary	Management Boar	31.12.2025	365	YES
13	Vice President of the Management Board	M	Management Board	01.01.2025		Primary	Management Boar	31.12.2025	365	YES
14	Chair of the Supervisory Board	M	Supervisory Board	01.01.2025		Primary	Supervisory Board	31.12.2025	365	YES
15	Vice Chair of the Supervisory Board	M	Supervisory Board	01.01.2025		Primary	Supervisory Board	31.12.2025	365	YES
16	Member of the Supervisory Board	F	Supervisory Board	14.05.2025		Primary	Supervisory Board	31.12.2025	232	YES
17	Member of the Supervisory Board	M	Supervisory Board	04.11.2025		Primary	Supervisory Board	31.12.2025	58	YES
18	Member of the Supervisory Board	F	Supervisory Board	14.05.2025		Primary	Supervisory Board	31.12.2025	232	YES
19	Member of the Supervisory Board	F	Supervisory Board	01.01.2025	31.10.2025	Primary	Supervisory Board	31.10.2025	304	NO
20	Member of the Supervisory Board	M	Supervisory Board	01.01.2025	14.05.2025	Primary	Supervisory Board	14.05.2025	134	NO
21	Member of the Supervisory Board	M	Supervisory Board	01.01.2025		Primary	Supervisory Board	31.12.2025	365	YES
22	Member of the Supervisory Board	M	Supervisory Board	01.01.2025		Primary	Supervisory Board	31.12.2025	365	YES
23	Member of the Supervisory Board	M	Supervisory Board	01.01.2025	31.10.2025	Primary	Supervisory Board	31.10.2025	304	NO
24	Member of the Supervisory Board	M	Supervisory Board	04.11.2025		Primary	Supervisory Board	31.12.2025	58	YES
25	Member of the Supervisory Board	M	Supervisory Board	04.11.2025		Primary	Supervisory Board	31.12.2025	58	YES
26	Member of the Supervisory Board	M	Supervisory Board	01.01.2025	31.03.2025	Primary	Supervisory Board	31.03.2025	90	NO
27	Member of the Supervisory Board	M	Supervisory Board	01.01.2025	31.03.2025	Primary	Supervisory Board	31.03.2025	90	NO

Note: Row 1 contains sample data illustrating the expected format-please replace it with the company's actual data.

C. RATIOS FOR THE UNDER-REPRESENTED GENDER

The calculations in this worksheet are fully automated based on data from the "B. Composition of Governing Bodies" worksheet. They do not require editing.

Time-weighted average method

The indicator takes into account the actual number of days each person served in their role during year N (column K in the "B. Composition of Governing Bodies" worksheet), eliminating the dependence of the result on the random date of measurement.

Description	Management Board	Supervisory Board	Total	%
Total person-days in year N	4380	3020	**7400**	
Total person-days – male (M)	730	768	**1498**	20,2%
Total person-days – female (F)	3650	2252	**5902**	79,8%

Percentage of the underrepresented gender (weighted average)	**20,2%**

Note: In accordance with the model adopted in the Act, the 33 per cent target is calculated collectively for the Management Board and the Supervisory Board (and not separately for each body). The ratios for individual bodies are provided for informational/guidance purposes only.

I. SIGNATURE(S) OF THE PERSON(S) AUTHORIZED TO REPRESENT THE COMPANY

First and Last Name	Gabriela Żukowicz
Position	Vice President of the Management Board

First and Last Name	Andrzej Gerlach
Position	Authorized Proxy

Qualified electronic signature