



**Report
on remuneration
of members of Management
Board and Supervisory Board
of Asseco Poland S.A.**

for 2025

ASSECO

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I. Introduction

This Report on the Remuneration of the Members of the Management Board and Supervisory Board of Asseco Poland S.A. for the year 2025 was 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 of 2023, Item 825, as amended). The report provides a comprehensive overview of employment-related remuneration, including all benefits, regardless of their form, received and/or due for 2025 for individual members of the Management Board and Supervisory Board in 2025, in accordance with the Remuneration Policy for Members of the Management Board and Supervisory Board of Asseco Poland S.A., the updated version of which was adopted by a resolution of the General Meeting of Asseco Poland S.A. on May 14, 2025.

The Remuneration Policy for Members of the Management Board and Supervisory Board of Asseco Poland S.A. defines the basis, 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 Company's business strategy, long-term interests, and stability.

This report was adopted by Resolution No. 5 of the Supervisory Board of Asseco Poland S.A. dated March 31, 2026. The report is subject to review by an audit firm selected by the Company to the extent required by the Act, and subsequently, together with the review report, will be presented to the Company's General Meeting for the adoption of a resolution expressing an opinion.

Information on the adoption of the General Meeting's resolution expressing an opinion on the previous report on the remuneration of Management Board and Supervisory Board members.

The Ordinary General Meeting of Asseco Poland S.A., held on May 14, 2025, having reviewed the content, issued a positive opinion on the Report on the Remuneration of Members of the Management Board and Supervisory Board of Asseco Poland S.A. for the year 2024.

II. Definitions

Definitions of terms used in the Report:

1. "Report" – this report of the Supervisory Board of Asseco Poland S.A. on the remuneration of the Members of the Management Board and the Supervisory Board of Asseco Poland S.A. for the year 2025
2. "Company" – Asseco Poland S.A. with its registered office in Rzeszów
3. "Subsidiary" – a company forming part of the Asseco Poland S.A. Capital Group
4. "Group" – the international Asseco Poland S.A. Capital Group
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 unit of Asseco Poland S.A. headed by a single Member of the Management Board
8. "Policy" – the Remuneration Policy for Members of the Management Board and Supervisory Board of Asseco Poland S.A., adopted by Resolution No. 29 of the Ordinary General Meeting of Asseco Poland S.A. on May 30, 2023
9. "Bylaws" – Bylaws on Bonuses for Members of the Management Board of Asseco Poland S.A. with its registered office in Rzeszów, adopted by a resolution of the Supervisory Board of Asseco Poland S.A. on February 28, 2023
10. "Settlement Budget Plan" – key 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 Management Board Members in a specific fiscal year of the Company. The Settlement Budget Plan specifies, in particular, the specific values of Ratio I, Ratio II, and the EBIT Indicator, analogous to those in the Company's stand-alone budget and the Group's consolidated budget
11. "Act" – 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 2023, item 825, as amended).
12. "Ratio I" – the margin ratio IV of Division; this is the difference between the revenues generated by the Division (Sales revenues and internal settlement revenues generated by the Division) and the costs allocated to that Division (production costs, selling costs, and general and administrative costs)
13. "Ratio II" – the margin ratio IV of a subsidiary supervised by a Member of the Management Board; this is the difference between the subsidiary's revenues and costs, provided that if the supervised subsidiary is the parent company of other subsidiaries, then Ratio II is the consolidated IV margin ratio of the capital group formed by those subsidiaries
14. "EBIT Ratio" – this is the sum of the Company's EBIT and the EBITs of the subsidiaries multiplied by the Company's percentage ownership stakes in those subsidiaries, taking into account consolidation adjustments, as reported in the Budget Settlement Plan
15. "Maximum Remuneration" – the total amount of monetary benefits that a Member of the Management Board may receive for a fiscal year from the Company and its subsidiaries for

managing, providing services, or supervising their business operations pursuant to a contract or a resolution of the competent body (excluding any discretionary bonuses granted by the Supervisory Board through separate resolutions).

III. Company Strategy

The Company's strategy is focused on building long-term value for stakeholders. It is based on two fundamental pillars: the development of proprietary software and services, and scaling up operations through acquisitions.

Organic Growth

The Company's organic growth strategy is based on providing proprietary software and IT services to clients in Poland and abroad. The Company's operations are grounded in sector-specific business expertise, which is simultaneously reinforced by technological expertise. Furthermore, the Company leverages the best practices of entities within the Group to offer comprehensive solutions that meet the highest client requirements.

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

In addition to its operational activities, the Company—as the controlling owner of the other Group companies—plays a key role within the Group. The Company sets the strategic direction for the Group's development, monitors and oversees its implementation, establishes internal operating principles, and regulates the relationships between the entities within the federation.

Growth through acquisitions

For years, the Company has pursued an effective acquisition policy both domestically and abroad. Since 2004, at Asseco, over 160 company acquisitions have been successfully completed, significantly expanding the scale of its operations and geographic reach. The Group is primarily interested in profitable entities with specialized and committed employees who wish to further develop by joining a unique Federation model or integrating with the Company. The purpose of acquisitions is to enhance capabilities in key business sectors, enter new geographic markets, or strengthen the Group's position in countries where it is already present.

Strategic objectives in key areas

Market:

- targeting the financial, healthcare, corporate, and public administration sectors, both domestically and internationally;
- developing and delivering software-based solutions in areas critical to the Company's clients' businesses;
- striving to build repeatable solutions to achieve an appropriate margin level while maintaining competitive pricing;

- striving to secure a stable source of revenue from maintenance and development services for the software provided, by retaining and protecting the Company's copyrights to the solutions it creates;
- providing solutions based on proprietary software via the SaaS model.

Organization:

- business units dedicated to serving various market sectors;
- significant diversity resulting from the varying needs, specific characteristics, and stages of development of individual sectors;
- supporting all initiatives aimed at exchanging knowledge and experience between individual areas;
- a catalog of shared values, as well as a vision, mission, and strategy that can be further detailed by business areas;
- back-office processes common to all areas that support the achievement of business objectives;
- investments in research and development.

People:

- viewing people as the organization's greatest asset;
- high levels of expertise and leveraging the team's potential;
- investments in the development of high-level expert and sector-specific competencies;
- accumulating knowledge and experience by maintaining a stable team;
- promoting initiatives and an innovative approach.

Corporate social responsibility (CSR):

- caring for important social interests;
- supporting Polish sports;
- helping those in need;
- activities aimed at protecting the natural environment.

IV. Key financial data of the Company and information on changes, on an annual basis, in the Company's results

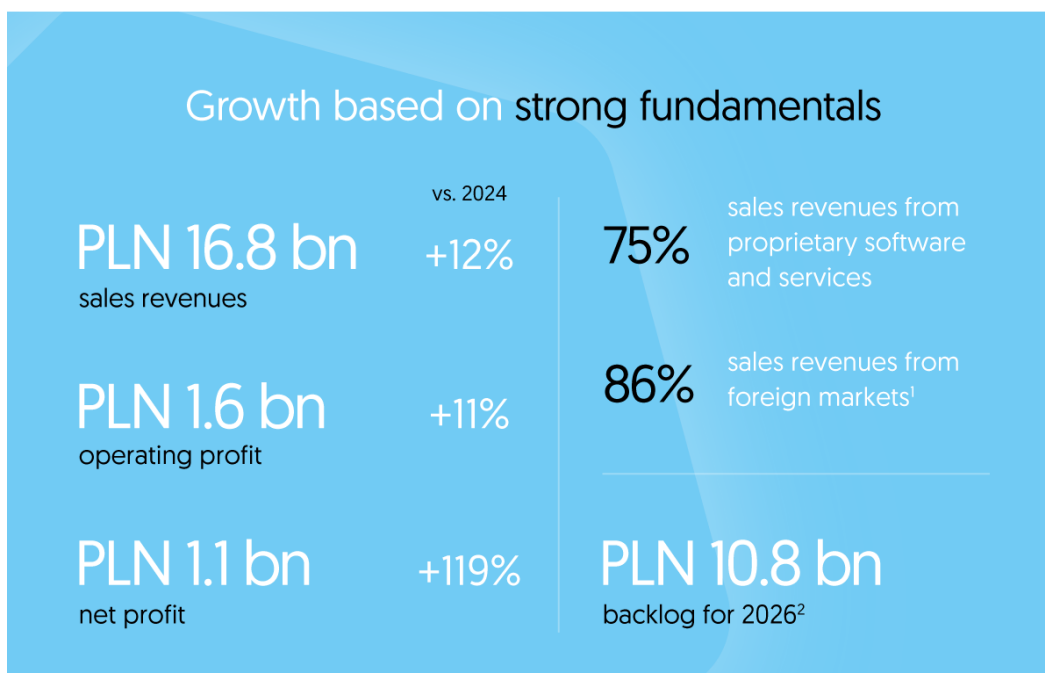
Asseco Poland heads an international Capital Group which, through its subsidiaries, is present in over 50 countries worldwide: in most European countries, as well as in Israel, the USA, and African countries. The Asseco Group is one of the leading software producers in Europe and the largest provider of modern IT solutions in Central and Eastern Europe.

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

The Group operates under a unique federation model, which ensures a high degree of business independence and leverages local expertise while simultaneously building synergies across the entire Group.

Strong product, sector, and geographic diversification plays a vital role for the Asseco Group. This approach significantly mitigates the impact of negative market factors on the Group's operations. In 2025, the Group grew steadily thanks to the consistent implementation of its strategy.

Asseco Group in 2025



+30 thousand
employees

Asseco companies
located in **+50** countries

13 new companies
in the Group³

¹ Foreign markets represented by the Formula Systems and Asseco International segments. ² Refers to proprietary software and services as at March 20, 2026. ³ Companies acquired in 2025.

The table below presents selected financial data of the Asseco Group for the 12-month period of 2025 and the comparable periods of 2024, 2023, 2022, and 2021:

mPLN	2021	2022	Change 2022/2021	2023	Change 2023/2022	2024	Change 2024/2023	2025	Change 2025/2024
Sales revenues	14 498.1	17 370.1	19.80%	16 896.5	-2.70%	15 009.8	-11.17%	16 779.8	+11.79%
EBIT	1 454.9	1 793.9	23.30%	1 624.4	-9.40%	1 458.0	-10.24%	1 615.0	+10.77%
Net income attributable to shareholders of the parent company	467.6	502.3	7.40%	482.8	-3.90%	519.9	+7.68%	1 138,7	+119,04%

In connection with the agreement for the sale of a majority stake in Sapiens International Corporation N.V. (“Sapiens”) by Formula Systems (1985) Ltd, the operations of the Sapiens Group were classified as discontinued operations. Accordingly, in accordance with the requirements of IFRS 5, individual line items of the income statement for the comparative periods were restated.

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

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

The table below presents selected financial data for Asseco Poland for the period 12 months of 2025 and the comparable periods of 2024, 2023, 2022, and 2021:

mPLN	2021	2022	Change 2022/2021	2023	Change 2023/2022	2024	Change 2024/2023	2025	Change 2025/2024
Sales revenues	1 099.0	1 202.8	+9.40%	1 380.1	+14.70%	1 506.3	+9.14%	1 703.4	+13.08%
Margin II	330.0	339.1	+2.80%	337.5	-0.50%	415.4	+23.07%	551.2	+32.70%
EBIT	186.5	192.2	+3.10%	187.8	-2.30%	254.3	+35.39%	342.6	+34.75%
Net profit	320.9	340.6	+6.10%	352.0	+3.40%	339.0	-3.69%	432.7	+27.63%

V. Information on the year-over-year change in the average remuneration of the Company's employees who are not members of the Management Board or the Supervisory Board, in 2025

The Company operates based on extensive human resources, providing work/services under employment contracts or contracts similar in nature to service contracts, including with sole proprietors. This diverse employment model enables flexible staffing and a rapid response to the constantly changing labor market. It also allows for the adaptation of working conditions and remuneration to the tasks performed, in particular a close link between the amount of remuneration and the economic results achieved by the Company.

While meeting business expectations, the Company simultaneously responds to changing macroeconomic conditions by adjusting its remuneration policy accordingly. The Company does not grant inflation-based raises (indexation); salary levels for individual employee groups are based on nationwide salary reports analyzed on an ongoing basis. In 2025, the average increase in remuneration for all employee groups was nearly 9%.

The employment figure provided in the table below represents the average number of Company employees (excluding members of the Management Board and members of the Supervisory Board) in a given year — in paid positions, i.e., employment adjusted (reduced) by positions for which the Company does not pay remuneration (e.g., unpaid leave, maternity leave, others) and those receiving remuneration under contract agreements (B2B).

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

In calculating the average employee remuneration, the following were taken into account: remuneration received by employees for 2025, as well as received and due base remuneration (including overtime remuneration, sick remuneration, and night shift allowances) and variable remuneration (awards, bonuses)—excluding fringe benefits.

The remuneration (base and variable) includes amounts due to employees for the given reporting year (even if they were paid after the end of the reporting year). The amounts below are given in gross values in thousands of PLN.

Table 1. Comparison of the average number of Company employees who are not members of the Management Board or the Supervisory Board and their remuneration for the years 2021–2025 (in PLN thousand)

	2021	2022	% change 2021/2022	2023	% change 2022/2023	2024	% change 2023/2024	2025	% change 2024/2025
Average number of the Company employees who are not members of the Management Board or the Supervisory Board	2 507	2 555	+1.90%	2 781	+8.80%	2 889	+3.87%	2 956	+2.35%
average annual remuneration of the Company employees who are not members of the Management Board or the Supervisory Board	167	186	+11.20%	203	+9.10%	220	+8.83%	234	+6.31%

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

This Report provides a comprehensive overview of remuneration, including all benefits, regardless of their form, received by individual members of the Management Board and the Supervisory Board or due to individual members of the Management Board and the Supervisory Board for the 2025 fiscal year, in accordance with the Policy. The Policy sets forth the basis, principles, and procedures for determining, calculating, and paying remuneration to members of the Management Board and the Supervisory Board. The provisions adopted in the Policy should contribute to the implementation of the Company's business strategy, long-term interests, and stability.

The basis, principles, and procedures for determining, calculating, and paying remuneration to members of the Management Board and the Supervisory Board are consistent with the Remuneration Policy. In the case of members of the Management Board, they result from resolutions of the Supervisory Board and the applicable Bylaws, while in the case of members of the Supervisory Board, they result from a resolution of the General Meeting.

The method of calculating and paying remuneration, including in particular variable remuneration, is consistent with the principles adopted in the Policy.

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

The variable remuneration of Management Board members is dependent on the financial results of the Company, its subsidiaries, and the Group. In accordance with the Policy, the link to financial results may relate to both the results of the entire Company or organizational units managed and supervised by a given Member of the Management Board, as well as the results achieved by the Group and/or subsidiaries.

Since the majority of Management Board members' remuneration consists of a variable component dependent on financial results, and this is paid in proportion to the Company's achieved results, it directly contributes to the achievement of the Company's long-term goals (which are to achieve increasingly better economic results, and thereby maximize the net profits of the Company and the Group). The division of the cash remuneration of Management Board members into a fixed and a variable portion, the amount of which depends on the Company's economic performance and the results of its individual organizational units, significantly encourages the Management Board members to take actions that result in the Company achieving the long-term goals of the Company and the Group, i.e., increasingly better economic results, while ensuring the stability of its operations over the long term.

Criteria regarding the financial results of the Company, its subsidiaries, and the Group were applied in determining the variable portion of remuneration in accordance with the principles set forth in the Supervisory Board's Resolutions, including the Settlement Budget Plan and the Bylaws, as well as in the employment contracts of the Management Board members.

Members of the Management Board and the Supervisory Board received remuneration in accordance with 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.

The establishment of a fixed lump-sum remuneration for the Supervisory Board Members and an additional lump-sum remuneration for the Supervisory Board Members who are also members of the Audit Committee, which takes into account the additional workload associated with serving on the Committee (regardless of the number of meetings), ensures the stable functioning of the Supervisory Board as a supervisory body, where its Members, not being dependent on financial results, will exercise supervision over the day-to-day operations of the Company and the Group, as well as the activities of the Management Board and its Members, with due diligence and without unnecessary risks.

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

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COMPOSITION OF THE MANAGEMENT BOARD IN 2025

In 2025, the composition of the Management Board was as follows:

Adam Góral	– President of the Management Board
Grzegorz Bartler	– Vice-President of the Management Board
Tomasz Bendlewski ¹⁾	– Vice-President of the Management Board
Andrzej Dopierała	– Vice-President of the Management Board
Krzysztof Groyecki	– Vice-President of the Management Board
Rafał Kozłowski	– Vice-President of the Management Board
Marek Panek	– Vice-President of the Management Board
Paweł Piwowa ²⁾	– 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

^{1) 2)} On March 27, 2025, the Company received Paweł Piwowa's resignation from his membership on the Company's Management Board and from the position of a Vice-President of the Management Board, effective April 1, 2025, for personal reasons. At the same time, at its meeting on March 27, 2025, the Supervisory Board appointed Tomasz Bendlewski to the Company's Management Board to serve as a Vice-President of the Management Board for a joint five-year term covering the years 2022–2026, effective April 1, 2025.

BIOGRAPHIES OF MANAGEMENT BOARD MEMBERS



Adam Góral

President of the Management Board

The Founder and the President of the Management Board of Asseco Poland. He is responsible for the vision and development strategy of the Capital Group as well as the Internal Audit Division.

Since 1991, he has developed COMP Rzeszów, which, after being listed on the Warsaw Stock Exchange (WSE) as Asseco Poland, became the driving force behind the Asseco Group’s expansion into international markets.

A graduate of the Kraków University of Economics (majoring in economic cybernetics and computer science) and a Doctor of Economics. From 1979 to 1990, he worked at the Maria Curie-Skłodowska University branch in Rzeszów, initially as an assistant, and ended his tenure at the university as an associate professor. From 1991 to 1993, he was involved in the Polish-American Project to Establish Institutes of Entrepreneurship in Poland.

From 1999 to 2006, he served as the Chairman of the Supervisory Board 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. From 2001 to 2024, he served as a Honorary Consul of the Slovak Republic.

He currently serves as the Chairman of the Supervisory Board at Asseco International, Asseco Central Europe (Slovakia), Asseco Central Europe (Czech Republic), Asseco Western Europe, Asseco Data Systems, and Asseco Cloud, as well as a Vice-Chairman of the Supervisory Board at Asseco South Eastern Europe and Asseco Business Solutions. He is a member of the Supervisory Board at Asseco Enterprise Solutions, the Podkarpackie Business Club, and the Podkarpackie Employers’ Association.



Grzegorz Bartler

Vice-President of the Management Board

Since 2022, a Vice-President of the Management Board of Asseco Poland. He is responsible for the Telecommunications and Media Division, the ICT Division, the Information Security and Business Continuity Division, the Internal Systems Division, and the IT Asset Management Division.

A graduate of the Faculty of Management, Information and Mathematics at the University of Warsaw. He has over 20 years of experience in managing strategic IT projects, primarily for companies in the telecommunications sector. For over 15 years, he worked at SAS Institute, where, among other roles, 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, and analytical CRM systems). He also implemented projects for telecommunications companies outside Poland, as well as for companies in the public, financial, and energy sectors. He has been associated with Polkomtel since 2010 as the Director of the Business Intelligence Division; from 2014 to 2015, he held the same position at Cyfrowy Polsat, ensuring that IT solutions effectively supported the implementation of the organization’s strategy and the achievement of business objectives. During this period, he consolidated the Business Intelligence function at Polkomtel and Cyfrowy Polsat, implemented regulatory projects (IFRS 15, GDPR), and led the Cyfrowy Polsat Group’s transformation initiatives.

From 2018 to 2025, he worked at Netia as a Member of the Management Board and the Chief Technology Officer. He was responsible for the network, IT, and security divisions.



Tomasz Bendlewski

Vice-President of the Management Board

Since 2025, a Vice-President of the Management Board of Asseco Poland. Responsible for the Energy and Gas Division.

A graduate of the Poznań University of Life Sciences (1990) and a European Union scholarship recipient at FH Weihenstephan (1991–1992). From 1994 to 1999, he served as an expert and project manager for initiatives carried out under the Phare and USAID aid programs. He began his professional career at the Voivodeship Office in Poznań; from 1993 to 2005, he served on the Management Board and Supervisory Board of commercial companies involved in business consulting, IT, and the energy sector. He has been associated with Asseco Poland since 2006. Since 2009, he has served as the Director of the Energy and Gas Division. He is a co-author of numerous market studies, development strategies for energy companies, restructuring programs, and reports on the development of the energy market; he is also a member of the Steering Committees for several of the largest Polish IT projects implemented for the energy sector. In the energy sector at Asseco Poland, he is a co-author of the business development strategy for domestic and foreign markets and has overseen product development as well as their internationalization and globalization.



Andrzej Dopierała

Vice-President of the Management Board

A Vice-President of the Management Board of Asseco Poland since 2017. He is responsible for the International Organizations and Security Sector Solutions Division.

A graduate of the Warsaw University of Technology, Faculty of Electrical Engineering, where he earned a Master of Science in Electrical Engineering in 1988. He began his professional career in the United States as a service engineer and as a service director at Hogan Technical Services, a company specializing in the repair and maintenance of industrial electronic equipment. From 1989 to 1991, he worked at a Canadian company specializing in the design, manufacture, and sale of electronic equipment for the mining industry. From 1992 to 1993, he worked at Bull Poland and Digital Equipment Polska. From 1994 to 2006, he worked at HP Polska, holding the following positions in succession: the Director of Marketing and Partner Channels, the Director of the Computer Products Division, and the President of the Management Board. In 2006, he assumed the position of the President of the Management Board at Oracle Polska. From 2006 to 2007, he served as the Director of Oracle Fusion Middleware in Central Europe. From 2013 to 2016, he served as a Vice-President of the Management Board of Asseco Poland, responsible for the Infrastructure Division, the Data Processing Center, and the ICT Division. From 2022 to 2025, he served as the Chairman of the Supervisory Board at National Defence Systems. From 2019 to 2025, he served successively as the President of the Management Board and the Chairman of the Supervisory Board at ComCERT.

Since 2016, he has been the President of the Management Board of Asseco Data Systems—a company formed through the consolidation of six Polish companies from the Asseco Group and the Infrastructure Division of Asseco Poland. Since 2025, he has been the President of the Management Board at ComCERT. He currently also serves as the Chairman of the Supervisory Board at Pirios and a Vice-Chairman of the Supervisory Board at Asseco Cloud.



Krzysztof Groyecki

Vice-President of the Management Board

Since 2016, a Vice-President of the Management Board of Asseco Poland. He is responsible for the Healthcare Division.

A graduate of the Silesian University of Technology in Gliwice, Faculty of Automation, Electronics, and Computer Science, where he earned a Master of Engineering degree. From 1981 to 1987, he served as an assistant and senior assistant at the Institute of Computer Science at the Silesian University of Technology in Gliwice. From 1987 to 1998, he was the founder, co-owner, and President of the Management Board of PiK Systemy Informatyczne Gliwice. From 1994 to 2000, he was the founder, co-owner, and a Member of the Management Board of PiK-Net. From 1999 to 2001, he served as a Vice-President of the Management Board of ComputerLand Zdrowie, and from 1999 to 2005, he was the General Director of the Healthcare Sector at ComputerLand. From 2004 to 2006, he served as a Member of the Management Board of RUM IT. Between 2005 and 2008, he was the Management Board Representative for Healthcare at ComputerLand and Sygnity. From 2008 to 2010, he served as the Director of the Healthcare Solutions Division at ABG. In addition, he served as a Member of the Supervisory Board at Klinika (2002–2003), Serum Software (2008–2010), and 3S – Śląskie Sieci Światłowodowe (2007–2013). From 2010 to 2024, he served as the Director of the Healthcare Division at Asseco Poland.

He currently serves as the President of the Management Board of Asseco Equator Software. He is the Chairman of the Supervisory Board at Krajowy Operator Chmury Medycznej and Infocomp, as well as a Member of the Supervisory Board at Asseco Central Europe Magyarország Zrt.



Rafał Kozłowski

Vice-President of the Management Board

A Vice-President of the Management Board of Asseco Poland since 2025. He is responsible for ERP and international operations, as well as the ERP Project Office.

A graduate of the University of Warsaw, where he earned a master’s degree from the Faculty of Organization and Management. He completed the Project Management Program organized by PMI, the International Accounting Standards Program organized by the Ernst & Young Academy of Business, and The Emerging CFO: Strategic Financial Leadership Program at Stanford GSB. From 1996 to 1998, he served as the Chief Financial Officer at Delta Software, and subsequently, from 1998 to 2003, as a Senior Manager at Veraudy. From 2004 to 2006, he was the Director of the Treasury Division at Softbank S.A., where he was seconded to serve as a Vice President of Finance. From 2007 to 2009, he served as the Director of the Controlling and Investment Division at Asseco Poland S.A. From May 2008 to May 2012, he served as a Vice President of Asseco South Eastern Europe S.A. During this period, he was directly involved in the acquisitions of companies forming part of the Asseco South Eastern Europe holding, as well as in the holding’s IPO on the Warsaw Stock Exchange (WSE). From 2012 to 2021, as the Vice President of Asseco Poland S.A. and CFO of the Asseco Group, he was responsible for financial management.

Since 2020, he has served as the President of the Management Board of Asseco Enterprise Solutions, responsible for the development of the ERP segment within the Asseco Group. From 2014 to 2024, he served as a Vice-President of the Management Board, and since 2024, he has served as the President of the Management Board of Asseco Western Europe. He serves on the Boards of Directors (BoD) of Formula Systems and Asseco International. He serves as the Chairman of the Supervisory Board of Asseco Business Solutions, Asseco Solutions (Czech Republic), Asseco Solutions (Slovakia), Asseco Solutions (Germany), GSTN Consulting, Aquapark Sopot, and Park Wodny Sopot. He is also a member of the Supervisory Board of Dahliamatic. Since 2025, he has served as the Executive Director at Asseco PST Holding.



Marek Panek

Vice-President of the Management Board

Since 2007, a Vice-President of the Management Board of Asseco Poland. He is responsible for the Capital Group Development Division and the EU Projects Office.

A graduate of the Faculty of Mechanical Engineering and Aeronautics at the Rzeszów University of Technology, where he earned a Master of Engineering degree in 1994. In 1995, he began working at COMP (now Asseco Poland), holding the following positions in succession: a Marketing Specialist, the Director of the Sales and Marketing Division, and a Member of the Management Board from 2004 to 2007. From 2016 to 2025, he served as the Chairman of the Supervisory Board at Asseco Resovia. From 2015 to 2023, he served as a Member of the Supervisory Board at the Lithuanian company Sintagma.

He currently serves as the Chairman of the Board of Directors at Formula Systems and the Chairman of the Supervisory Board at Nextbank Software. He is a member of the Supervisory Boards of the following companies: Asseco Lietuva, Asseco Central Europe (Slovakia), Asseco Central Europe (Czech Republic), Asseco Innovation Fund, and adesso banking solutions. He is the President of the Management Board of GSTN Consulting and a member of the Management Board of Asseco International.



Zbigniew Pomianek

Vice-President of the Management Board

Since 2007, a Vice-President of the Management Board of Asseco Poland. He is responsible for the following divisions: Commercial Banks, Cooperative Banks, Business Intelligence, Capital Markets, PKO BP, Asseco Services, as well as the Financial Sector Services and Consulting Division.

A graduate of the Faculty of Civil and Environmental Engineering at the Rzeszów University of Technology. From 1990 to 1992, he served as an assistant at that faculty. Since 1992, he has worked as an IT specialist at Jazcoop, and from 1993 to 1995 at COMP. He co-founded Asseco Poland, where he has worked since 1995, holding the following positions in succession: the Director of Banking Services, the Deputy CEO, the Director of the Software Division, and the Director of the Commercial Banks Division. From 2000 to 2004, he served as a Member of the Supervisory Board of Galkom Computer Studio. From 2007 to 2009, he served as the Chairman of the Supervisory Board of Anica System. From 2007 to 2015, he was a Member of the Supervisory Board of Postdata. From 2013 to 2018, he served as a Member of the Supervisory Board of ZUI Novum. From 2020 to 2026, he was a Member of the Supervisory Board of adesso banking solutions. He currently serves as a Member of the Supervisory Board of Asseco Business Solutions and Nextbank Software. He is the Chairman of the Supervisory Board of Asseco Innovation Fund. Since 2025, he has served as the Executive Director at Asseco PST Holding.



Karolina Rzońca-Bajorek

Vice-President of the Management Board

Since 2021, she has been a Vice-President of the Management Board of Asseco Poland. As the Chief Financial Officer (CFO), she is responsible for the Company's Finance Division, the Asseco Group's Finance Division, and the Shared Services Center.

A graduate of the Warsaw School of Economics, majoring in Finance and Accounting (specialization: Corporate Finance and Accounting). She began her professional career in 2009 in the audit Division at Ernst & Young Audit Sp. z o.o., where she participated in audits of major corporate clients. From 2012 to 2014, she worked at Asseco Poland as a Finance Specialist in the Asseco Group Reporting Division. Subsequently, from 2014 to 2015, she served as a Stock Exchange Reporting Expert at PHZ Baltona. Since 2015, as the Director of the Asseco Group Reporting Division, she has been responsible for the periodic reporting process and the implementation and application of a consistent accounting policy at Asseco Poland and the Group's companies. Since 2019, as the Director of the Finance Division of the Asseco Group, she has managed the area covering group processes in management accounting and controlling. She holds the FCCA designation and a Certificate from the Minister of Finance authorizing her to provide bookkeeping services. She currently serves as a Member of the Board of Directors of Formula Systems and a Member of the Supervisory Board of Asseco CEIT, a.s.



Sławomir Szmytkowski

Vice-President of the Management Board

A Vice-President of the Management Board since 2019. He is responsible for the following divisions: Social Insurance, System Maintenance, Agriculture and Postal Services, Government Administration, Justice Solutions, and the Asseco Group Public Business Unit.

A graduate of the Faculty of Civil Engineering at Gdańsk University of Technology. He was employed at Prokom Software from 1996 to 2002 in the IT Project Coordination Office, and from 2003 to 2007 as the Director of the Strategic Clients Division. From 2007 to 2019, he worked at Asseco Poland, successively holding the positions of the Managing Director and the Director of the System Maintenance Division.



Artur Wiza

Vice-President of the Management Board

Since 2018, a Vice-President of the Management Board of Asseco Poland. He is responsible for the PR and Investor Relations and Marketing Divisions.

A graduate of the University of Szczecin, he completed his studies in Economics, specializing in Economic Cybernetics and Computer Science. He began his professional career in 1994 at Computerland, where he was responsible for sales to corporate clients. Since 1997, he has been with the Polish branch of Hewlett-Packard Polska, where he successively held roles responsible for product marketing, SMB market development, marketing, and collaboration with business partners. From 2000, he served as the Marketing Director at Hewlett-Packard Polska, responsible for the Enterprise and Corporate markets. From 2002 to 2005, he served as the Chairman of the Polish Marketing Directors Council at The Conference Board. From 2006 to 2011, he served as a Member of the Management Board of Getin Holding, responsible for marketing, external and internal communications, and investor relations. He also served as the spokesperson for the Getin Holding group, Getin Noble Bank, and LC Corp (currently Develia). He was a member of the Supervisory Boards of Fiolet Powszechny Dom Kredytowy, Panorama Finansów, OOO Carcade based in Kaliningrad, S.C. Perfet Finance in Bucharest, and LC Corp (currently Develia). Since 2012, he has served as the Managing Director at Asseco Poland, responsible for the Corporate Communications Division (marketing, PR, and investor relations). He served as the Chairman of the Supervisory Board of the Lewiatan Digital Technology Employers' Association and as the Vice-Chairman of the Supervisory Board of the Polish Chamber of Information Technology and Telecommunications at the Polish Chamber of Information Technology and Telecommunications.

He currently serves as a Member of the Supervisory Board at Krajowy Operator Chmury Medycznej and as the Secretary of the Supervisory Board at Asseco Cloud.



Gabriela Żukowicz

Vice-President of the Management Board

Since 2017, a Vice-President of the Management Board of Asseco Poland. She is responsible for the Management Board Office, as well as the Legal, Human Resources, Personnel Administration, Process and Risk Management, Administration, and Procurement Divisions. Additionally, she serves as the Chief ESG Officer.

A graduate of the Faculty of Law at the Jagiellonian University in Kraków. In 2002, she completed her legal training. She has been associated with Asseco Poland since 1998, holding the following positions in succession: the Director of the Management Board Office and the Director of the Organizational and Legal Division. From 2012 to 2017, she served as the Company's Proxy. From 2016 to 2024, she served as the Chair of the Supervisory Board of Park Wodny Sopot. Until December 2023, she served as a Member of the Supervisory Board of the Lithuanian company Sintagma.

She currently serves as a Vice-Chair of the Supervisory Board at Asseco Innovation Fund. She is a member of the Supervisory Boards of Asseco Western Europe and Asseco Lietuva, as well as a member of the Board of Directors of Formula Systems.

RULES FOR REMUNERATING MEMBERS OF THE MANAGEMENT BOARD

The rules governing the remuneration of the Management Board members are set forth in the Policy. In accordance with the Policy, a Management Board member may receive remuneration consisting of two parts—a fixed portion and a variable portion—provided that the variable portion of the remuneration is stipulated in the employment contract.

Members of the Management Board are appointed not only on the basis of resolutions of the Supervisory Board but are also employed under employment contracts concluded for an indefinite term, subject to termination with a maximum notice period of nine months, while retaining the option of early termination of the contract upon payment of equivalent compensation (the compensation may also apply to the termination of appointment). The remuneration policy provides for the possibility of granting a member of the Management Board a severance pay in connection with the termination of the employment contract (agreement) in an amount not exceeding three-quarters of the annual average remuneration (fixed and variable components) due to the Management Board Member for the last three calendar years preceding the year in which the notice of termination of the employment contract (contract) was given to the Management Board Member.

The possibility of dividing the monetary remuneration of Management Board members into fixed and variable components, the amount of which depends on the Group's economic performance and the results of the Company's individual organizational units to an even greater extent than in the case of other employees, encourages the Management Board members to take actions resulting in the Company achieving increasingly better economic results, while ensuring the stability of its operations over the long term. Members of the Management Board are subject to an additional non-competition agreement following the termination of employment, in accordance with the generally applicable legal provisions applicable to employees.

Members of the Management Board are subject to a non-competition clause following the termination of their employment, with the Company obligated to pay compensation for this period, not exceeding 36 months, in an amount not exceeding the last remuneration received under the employment relationship.

The general terms and conditions of fixed and variable remuneration were established by the Supervisory Board upon 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, and on June 10, 2025.

When appointing the Management Board members, the Supervisory Board specified the basic components of each Management Board member's monetary remuneration, including the amount of fixed and variable remuneration and the rules governing the link between variable remuneration and financial results. The amounts of fixed and variable remuneration are specified on a gross basis.

The terms and conditions governing the granting, calculation, and payment of variable remuneration to members of the Management Board for the fiscal year are set forth in the Bylaws and the Budget Settlement Plan, which form part of the employment contracts.

In addition, the Supervisory Board may decide to grant a Management Board Member individually determined additional variable remuneration due for achieving 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 GRANTED TO MEMBERS OF THE MANAGEMENT BOARD AND THE RELATIVE PROPORTIONS BETWEEN THESE COMPONENTS OF REMUNERATION

Fixed remuneration

In 2025, members of the Company's Management Board received fixed remuneration, paid monthly in the amount specified in the Supervisory Board's resolution and the employment contract, on the date of payment of remuneration to the Company's employees.

Variable remuneration

During the reporting period, members of the Management Board received variable remuneration dependent on the level of achievement of financial results, i.e., on the level of achievement of Ratio I, Ratio II, or the EBIT Indicator, whereby:

- the variable remuneration of the Management Board member supervising the Business Division depends on Ratio I;
- the variable remuneration of the Management Board member supervising the business operations of a subsidiary depends on Ratio II;
- the variable remuneration of Management Board members involved in the management of companies within the Asseco Poland S.A. Capital Group and responsible for the Capital Group's strategy depends on the EBIT Ratio.

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

- The specific Ratios on which the variable remuneration of individual Management Board members depended during the reporting period are listed below in *"Table 2. Descriptions of criteria (business objectives/prerequisites) whose successful achievement entitles the recipient to variable remuneration (annual bonus) in 2025 (amounts in PLN)."*

Achieving specific, positive levels of financial results is considered a positive prerequisite for the calculation and payment of variable remuneration. Variable remuneration is not payable in the event of negative prerequisites, which are:

- termination of the Agreement without notice due to the employee's fault pursuant to Article 52 of the Labor Code, if the Agreement meets the criteria for classification as an employment contract;
- failure to meet the positive criteria at the level specified in the Budget Settlement Plan for the Division headed by the Member of the Management Board, taking into account the forecasts for that Division;
- a significant deterioration in the Company's financial situation caused by the actions of the relevant Member of the Management Board;
- a material violation by the Member of the Management Board of the provisions of the Articles of Association and other resolutions of the Company's governing bodies;
- exceeding the amount of the Maximum Remuneration.

Variable remuneration is paid during the fiscal year, in the form of monthly advances toward variable remuneration in an amount corresponding to 1/24 of the variable remuneration due to the Member of the Management Board for 100% fulfillment of the positive prerequisite specified for that Member of the Management Board in the Settlement Budget Plan approved by the Board in the specific fiscal year. Additionally, the Supervisory Board has established the right to an 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 fulfillment of the positive prerequisites for the payment of variable remuneration at the level of the budget assumptions. The occurrence of any negative prerequisite precludes the calculation and payment of an advance on variable remuneration for the month, regardless of whether positive prerequisites are met to any extent.

The final settlement and payment of variable remuneration takes place after the close of the fiscal year for which such remuneration is calculated and paid, based on data from the financial statements confirmed by the auditor's report and, accordingly, based on the achievement of business objectives in accordance with the designated metric.

The annual settlement and payment of the total variable remuneration due to a Member of the Management Board is made within 30 days of receiving the auditor's report on the audit of the Group's consolidated financial statements.

The Bylaws also set forth detailed rules for the potential repayment of any 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 no grounds for paying the remuneration in full or that there are grounds for paying variable remuneration in an amount lower than the total sum of advances paid during the year, the Member of the Management Board shall be required to return the overpaid amount of variable remuneration as an unduly received benefit.

The members of the Management Board did not receive any monetary or non-monetary remuneration from the Company, other than that described above, in connection with their management of the Company, their leadership of a Division (if applicable), or their service on the management body.

The Supervisory Board established separate rules for each Member of the Management Board regarding variable remuneration for the year 2025 and the amount of the Maximum Remuneration.

Due to changes in the composition of the Management Board, the remuneration presented in this Report refers to the period of service on the Management Board.

Table 2. Descriptions of the criteria (business objectives/ prerequisites) whose successful achievement entitles the recipient to variable remuneration (annual bonus) in 2025 (amounts in PLN).

First and last name, position	Year	Description of criteria (business objectives/ prerequisites) and type of remuneration	Weight	Lower threshold for meeting the criterion	Upper limit for meeting the criterion (Maximum remuneration)
Adam Góral President of the Management Board	2025	Variable remuneration - % of EBIT	n/a	none	The total fixed and variable remuneration paid by the Company and the Group companies could not exceed PLN 4 500 000
Grzegorz Bartler Vice-President of the Management Board	2025 ¹⁾	Variable remuneration - % of Ratio I	n/a	none	The total fixed and variable remuneration paid by the Company and the companies of the Capital Group could not exceed PLN 4 500 000
Tomasz Bendlewski Vice-President of the Management Board	2025	Variable remuneration - % of Ratio I	n/a	none	The total fixed and variable remuneration paid by the Company and the companies of the Capital Group could not exceed PLN 4 500 000
Andrzej Dopierała Vice-President of the Management Board	2025	Variable remuneration - % of Ratio I	n/a	none	The total fixed and variable remuneration paid by the Company and the companies of the Capital Group could not exceed PLN 4 500 000
Krzysztof Groyecki Vice-President of the Management Board	2025	Variable remuneration - % of Ratio I and Ratio II	n/a	none	The total fixed and variable remuneration paid by the Company and the companies of the Capital Group could not exceed PLN 4 500 000
Rafał Kozłowski Vice-President of the Management Board ¹⁾	2025	n/a	n/a	n/a	The total fixed and variable remuneration paid by the Company and the companies of the Capital Group could not exceed PLN 4 500 000
Marek Panek Vice-President of the Management Board	2025	Variable remuneration - % of EBIT	n/a	none	The total fixed and variable remuneration paid by the Company and the Group companies could not exceed PLN 4 500 000
Paweł Piwowar Vice-President of the Management Board	2025 ¹⁾	Variable remuneration - % of Ratio I	n/a	none	The total fixed and variable remuneration paid by the Company and the companies of the Capital Group could not exceed PLN 4 500 000
Zbigniew Pomianek Vice-President of the Management Board	2025	Variable remuneration - % of the sum of Ratio I and Ratio II	n/a	none	The total fixed and variable remuneration paid by the Company and the companies of the Capital Group could not exceed PLN 4 500 000
Karolina Rzořica-Bajorek Vice-President of the Management Board	2025	Variable remuneration - % of EBIT	n/a	none	The total fixed and variable remuneration paid by the Company and the Group companies could not exceed PLN 4 500 000
Sławomir Szmytkowski Vice-President of the Management Board	2025	Variable remuneration - % of Ratio I	n/a	none	The total fixed and variable remuneration paid by the Company and the companies of the Capital Group could not exceed PLN 4 500 000
Artur Wiza Vice-President of the Management Board	2025	Variable remuneration - % of EBIT	n/a	none	The total fixed and variable remuneration paid by the Company and the Group companies could not exceed PLN 4 500 000
Gabriela Źukowicz Vice-President of the Management Board	2025	Variable remuneration - % of EBIT	n/a	none	The total fixed and variable remuneration paid by the Company and the Group companies could not exceed PLN 4 500 000

1) Vice-President Rafał Kozłowski received variable remuneration from companies within the Asseco Group, as shown in Table 6

The Supervisory Board may decide to grant a Member of the Management Board individually determined variable remuneration.

On February 18, 2025, the Supervisory Board, at the request of President of the Management Board Adam Góral, adopted a resolution regarding the payment to Management Board Member Sławomir Szymtkowski of an additional bonus for 2024 in the amount of PLN 200,000 (in words: two hundred thousand zlotys) for the effective implementation of the business strategy, which has resulted in very good financial results and the strengthening of the Company's position as a provider of IT solutions in the public administration sector.

On February 10, 2026, the Supervisory Board, at the request of Adam Góral, the President of the Management Board, adopted a resolution regarding the payment of an additional bonus for 2025 to Sławomir Szymtkowski, a member of the Management Board, in the amount of PLN 1 160 000 (in words: one million one hundred sixty thousand zlotys). The additional bonus was awarded for the exceptional financial results achieved by the entities supervised by the Member of the Management Board, which significantly exceeded the targets set out in the Company's Budget. The bonus was of a motivational nature and rewarded the Member of the Management Board's contribution to achieving above-average operating results, including the generation of added value for the Company, thereby confirming the effectiveness of management activities and the achievement of key strategic objectives.

Furthermore, the Supervisory Board, at the request of President of the Management Board Adam Góral, adopted a resolution regarding the payment of an Additional Bonus for 2025 (hereinafter the "Additional Bonus"), linked to the operating result contributed by Sapiens International for the year 2025, which was not included in the Group's EBIT ratio due to the recognition of this result as discontinued operations in connection with the sale of Sapiens International.

The bonus was awarded to the following Members of the Management Board (all amounts in PLN thousand, gross):

- Adam Góral – 115.71;
- Marek Panek – 42.63
- Karolina Rzońca-Bajorek – 60.90;
- Artur Wiza – 60.90;
- Gabriela Żukowicz – 60.90.

Total remuneration of Management Board Members

In 2025, Members of the Management Board received monetary remuneration for managing the Company consisting of two parts: a fixed portion and a variable portion.

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

The tables below present a summary of all the aforementioned components and their proportions for each Member of the Management Board receiving remuneration from the Company. The ratio between fixed remuneration (including pension expenses – PPE) and variable remuneration

(including extraordinary bonuses) shown in the table below indicates the share of these components in total remuneration.

Table 3. Expense recognition in 2025 (settlement of bonuses for 2024 and bonuses for 2025: paid in the form of advances and recognized in the results as a cost provision) in PLN thousand gross

First and last name, position	Year	Fixed remuneration		Variable remuneration	extraordinary allowances	pension expenses	total remuneration	ratio between fixed remuneration and variable remuneration - %
		base remuneration	additional benefits	variable remuneration		Employer's PPE contribution		[[1+2+5] / (3+4)]
		[1]	[2]	[3]	[4]	[5]	[1+2+3+4+5]	%
Adam Góral President of the Management Board	2025	360		3 138	116	126	3 740	13/87
Grzegorz Bartler Vice-President of the Management Board	2025	360		1 446		63	1 869	23/77
Tomasz Bendlewski Vice-President of the Management Board	2025	270		874		40	1 184	26/74
Andrzej Dopierała Vice-President of the Management Board	2025	179		-		6	185	100/0
Krzysztof Groyecki Vice-President of the Management Board	2025	360		1 450		63	1 873	23/77
Rafał Kozłowski Vice-President of the Management Board	2025	180		-		6	186	100/0
Marek Panek Vice-President of the Management Board	2025	174		1 156	43	48	1 421	16/84
Paweł Piwowar Vice-President of the Management Board	2025	90		745		29	864	14/86
Zbigniew Pomianek Vice-President of the Management Board	2025	360		3 564		137	4 061	12/88
Karolina Rzońca-Bajorek Vice-President of the Management Board	2025	360		1 652	61	73	2 146	20/80

Sławomir Szmytkowski Vice-President of the Management Board	2025	360	4 329	1 160	205	6 054	9/91
Artur Wiza Vice-President of the Management Board	2025	360	1 652	61	73	2 146	20/80
Gabriela Żukowicz Vice-President of the Management Board	2025	360	1 652	61	73	2 146	20/80

Table 4. Accrued (due) remuneration for 2025 (paid in the form of advances and recognized in the results as a cost provision) in thousands of PLN gross

First and last name, position	Year	Fixed remuneration		Variable remuneration	extraordinary allowances	pension expenses	total remuneration	ratio between fixed remuneration and variable remuneration - %
		base remuneration	additional benefits	variable remuneration		Employer's PPE contribution		[(1+2+5) / (3+4)]
		[1]	[2]	[3]	[4]	[5]	[1+2+3+4+5]	%
Adam Góral President of the Management Board	2025	360		3 037	116	123	3 636	13/87
Grzegorz Bartler Vice-President of the Management Board	2025	360		1 418	-	62	1 840	23/77
Tomasz Bendlewski Vice-President of the Management Board	2025	270		874	-	40	1 184	26/74
Andrzej Dopierała Vice-President of the Management Board	2025	179		-	-	6	185	100/0
Krzysztof Groyecki Vice-President of the Management Board	2025	360		1 396	-	61	1 817	23/77
Rafał Kozłowski Vice-President of the Management Board	2025	180		-	-	6	186	100/0
Marek Panek Vice-President of the Management Board	2025	174		1 119	43	47	1 383	16/84
Paweł Piwowar Vice-President of the Management Board	2025	90		735	-	29	854	14/86
Zbigniew Pomianek Vice-President of the Management Board	2025	360		3 493	-	135	3 988	12/88
Karolina Rzońca-Bajorek Vice-President of the Management Board	2025	360		1 599	61	71	2 091	21/79

Sławomir Szmytkowski Vice-President of the Management Board	2025	360	4 129	1 160	198	5 847	10/90
Artur Wiza Vice-President of the Management Board	2025	360	1 599	61	71	2 091	21/79
Gabriela Żukowicz Vice-President of the Management Board	2025	360	1 599	61	71	2 091	21/79

Table 5. Remuneration paid (received) in 2025 (resulting from the settlement of bonuses for 2024 and paid in the form of advances on bonuses for 2025 performance) in thousands of PLN gross

First and last name, position	Year	Fixed remuneration		Variable remuneration	extraordinary allowances	pension expenses	total remuneration	ratio between fixed remuneration and variable remuneration - %
		base remuneration	additional benefits	variable remuneration		Employer's PPE contribution		[(1+2+5) / (3+4)]
		[1]	[2]	[3]	[4]	[5]	[1+2+3+4+5]	%
Adam Góral President of the Management Board	2025	360		3 223	-	125	3 708	13/87
Grzegorz Bartler Vice-President of the Management Board	2025	360		591	-	33	984	40/60
Tomasz Bendlewski Vice-President of the Management Board	2025	240		788	-	36	1 064	26/74
Andrzej Dopierała Vice-President of the Management Board	2025	179		-	-	5	184	100/0
Krzysztof Groyecki Vice-President of the Management Board	2025	360		1 502	-	65	1 927	22/78
Rafał Kozłowski Vice-President of the Management Board	2025	165		-	-	6	171	100/0
Marek Panek Vice-President of the Management Board	2025	174		1 187	-	48	1 409	16/84
Paweł Piwowar Vice-President of the Management Board	2025	120		667	-	28	815	18/82
Zbigniew Pomianek Vice-President of the Management Board	2025	360		3 533	-	136	4 029	12/88
Karolina Rzońca-Bajorek Vice-President of the Management Board	2025	360		1 696	-	72	2 128	20/80

Sławomir Szmytkowski Vice-President of the Management Board	2025	360	4 090	200	163	4 813	11/89
Artur Wiza Vice-President of the Management Board	2025	360	1 696	-	72	2 128	20/80
Gabriela Żukowicz Vice-President of the Management Board	2025	360	1 696	-	72	2 128	20/80

The “Additional Benefits” column includes such additional benefits as, among others, private medical care, costs of development activities, as well as occasional additional benefits granted under the Company Social Benefits Fund (ZFŚS), and accident insurance. The cost of a Management Board member’s use of a company car for private purposes is not included in “Additional benefits” due to the fact that Management Board members pay a monthly lump sum for the private use of the car.

In 2025, Members of the Management Board used company cars as a tool necessary for the performance of their official duties on terms analogous to those under which other Company employees use company cars.

Members of the Management Board utilize the aforementioned additional benefits on terms analogous to those under which the Company’s employees utilize them (including pursuant to provisions in the employment contracts forming the basis of their employment, as well as other documents in force at the Company, e.g., Bylaws, procedures, and principles adopted by the Company, etc.).

Additionally, members of the Management Board are covered by a collective D&O (Directors and Officers) insurance policy taken out by the Company, which covers all Members of the Management Board and the Supervisory Board collectively; therefore, it is not possible to attribute taxable income to a specific individual due to potential changes in the composition of these bodies during the insurance period. In view of the above, the value of such insurance has not been attributed to any of the Management Board members in the table above as a component of remuneration.

Members of the Management Board did not receive monetary or non-monetary benefits for their immediate family members.

The “Extraordinary Allowances” column includes benefits such as special bonuses, severance pay upon termination of employment, retirement severance pay, death benefits, compensation for non-compete clauses, relocation costs, membership fees for associations, etc.—if they occurred during the reporting period.

AMOUNT OF REMUNERATION FROM ENTITIES BELONGING TO THE SAME CAPITAL GROUP

The remuneration of the Management Board members received from the Group’s companies in 2025 is presented 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 the given fiscal year as the arithmetic mean of the exchange rates announced by the National Bank of Poland (NBP) on the last business day of each month. The average exchange rate for the euro in 2025 was 4.2372 PLN, while that for the U.S. dollar was 3.7504 PLN.

Table 6. Expense recognition in 2025 (settlement of bonuses for 2024 and bonuses for 2025: paid in the form of advances and recognized in the results as a cost provision) in PLN thousand gross

First and last name, position	Remuneration for 2025 from the Asseco Group companies, including:				Basis for remuneration payment
	Amount due			Ratio of fixed to variable remuneration % [1] / [2]	
	Fixed [1]	Variable [2]	Total [1] + [2]		
Adam Góral President of the Management Board	236	-	236	100/0	Serving as a Member of the Supervisory Board by appointment in the following companies: Asseco Central Europe CZ, Asseco Central Europe SK, Asseco Business Solutions, Asseco South Eastern Europe
Andrzej Dopierała Vice-President of the Management Board	180	2 116	2 296	8/92	Serving as a Member of the Management Board of Asseco Data Systems under an employment contract Serving as a Member of the Supervisory Board by appointment in the following companies: ComCERT, Asseco Cloud
Marek Panek Vice-President of the Management Board	503	1 376	1 879	27/73	Serving as a Member of the Board of Directors at Formula Systems by appointment Serving as a Member of the Supervisory Board by appointment at Asseco Central Europe SK and Asseco Central Europe CZ Serving as a Member of the Management Board of Asseco International by appointment
Rafał Kozłowski Vice-President of the Management Board	626	2 751	3 378	19/81	Serving as a Member of the Board of Directors at Formula Systems by appointment Serving as a Member of the Supervisory Board by appointment at Asseco Solutions SK, Asseco Solutions DE, Asseco Business Solutions, and Asseco Solutions CZ Serving as a Member of the Management Board of Asseco International by appointment Serving as President of the Management Board of Asseco Enterprise Solutions by appointment
Zbigniew Pomianek Vice-President of the Management Board	52	-	52	100/0	Serving as a Member of the Supervisory Board by appointment at Asseco Business Solutions
Karolina Rzońca-Bajorek Vice-President of the Management Board	581	-	581	100/0	Serving as a Member of the Board of Directors at Formula Systems by appointment Serving as a Member of the Supervisory Board by appointment at CEIT Contract of mandate at Asseco International
Artur Wiza Vice-President of the Management Board	424	-	424	100/0	Contract of mandate at Asseco International
Gabriela Żukowicz Vice-President of the Management Board	561	-	561	100/0	Serving as a Member of the Board of Directors at Formula Systems by appointment Contract of mandate at Asseco International

The other members of the Management Board did not receive any remuneration in 2025 for performing their functions in companies of the Asseco Capital Group.

INFORMATION ON ANNUAL CHANGES IN THE REMUNERATION OF MEMBERS OF THE MANAGEMENT BOARD IN THE PERIOD 2021–2025

The table below presents information on the annual change in the remuneration of the Management Board members over the past few years, enabling a comparison of these data.

To facilitate comparison of this data, the remuneration breakdown below includes total remuneration, i.e., base remuneration and variable remuneration received (and/or due) by individual Management Board members for a given reporting period in connection with their service on the Company's Management Board.

Table 7: Comparison of the gross remuneration of the Management Board members over the last five reporting years (2021–2025), in thousands of PLN, for serving on the Company’s governing bodies.

	Total remuneration – in thousands of PLN	Total remuneration – in thousands of PLN	Change 2021–2022 (%)	Total remuneration – in thousands of PLN	Change 2022–2023 (%)	Total remuneration – in thousands of PLN	Change 2023–2024 (%)	Total remuneration – in thousands of PLN	Change 2024–2025 (%)
	2021	2022		2023		2024		2025	
Adam Góral President of the Management Board	2 683	2 899	+8.1%	2 702	-6.8%	3 139	+16.2%	3 740	+19,1%
Grzegorz Bartler Vice-President of the Management Board	n/a	356	-	703	+97.5%	684	-2.7%	1 869	+173,2%
Tomasz Bendlewski Vice-President of the Management Board			-		-		-	1 184	-
Andrzej Dopierała Vice-President of the Management Board	371	90	-75.7%	180	+100.0%	180	-	185	+2,8%
Krzysztof Groyecki Vice-President of the Management Board	1 777	1 656	-6.8%	1 972	+19.1%	1 834	-7.0%	1 873	+2,1%
Rafał Kozłowski Vice-President of the Management Board			-		-		-	186	-
Marek Panek Vice-President of the Management Board	1 036	1 117	+7.8%	1 046	-6.4%	1 206	+15.3%	1 421	+17,8%
Paweł Piwowar Vice-President of the Management Board	1 569	971	-38.1%	1 096	+12.9%	1 628	+48.5%	864	-46,9%
Zbigniew Pomianek Vice-President of the Management Board	2 673	2 898	+8.4%	2 945	+1.6%	3 714	+26.1%	4 061	+9,3%
Karolina Rzońca-Bajorek Vice-President of the Management Board	992	1 694	+70.8%	1 598	-5.7%	1 828	+14.4%	2 146	+17,4%
Sławomir Szmytkowski Vice-President of the Management Board	3 283	3 309	+0.8%	2 582	-22.0%	4 169	+61.5%	6 054	+45,2%

Artur Wiza Vice-President of the Management Board	1 579	1 701	+7.7%	1 598	-6.1%	1 828	+14.4%	2 146	+17,4%
Gabriela Żukowicz Vice-President of the Management Board	1 579	1 702	+7.8%	1 599	-6.1%	1 829	+14.4%	2 146	+17,4%

FINANCIAL INSTRUMENTS GRANTED OR OFFERED AND MAIN TERMS AND CONDITIONS FOR EXERCISING RIGHTS UNDER SUCH INSTRUMENTS

During the reporting period, no financial instruments were granted or offered to Members of the Management Board.

INFORMATION ON THE EXERCISE OF THE RIGHT TO REQUEST THE RETURN OF VARIABLE COMPONENTS OF REMUNERATION

During the reporting period, no Member of the Management Board returned variable remuneration.

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

Due to the failure of the unit supervised by the Vice President of the Management Board to achieve the business targets on which the payment of variable remuneration for the supervising Member of the Management Board at Asseco Poland depends, the Vice President of the Management Board received only fixed remuneration.

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

ASSECO

COMPOSITION OF THE SUPERVISORY BOARD IN 2025

In 2025, the Supervisory Board consisted of the following members:

Jacek Duch	– Chairman of the Supervisory Board
Adam Noga	– Vice-Chairman of the Supervisory Board
Dariusz Brzeski	– The Supervisory Board Member
Artur Gabor	– The Supervisory Board Member
Tobias Solorz	– The Supervisory Board Member ¹⁾
Piotr Żak	– The Supervisory Board Member ¹⁾
Piotr Augustyniak	– The Supervisory Board Member ²⁾
Dagmara Cieśla	– The Supervisory Board Member ²⁾
Beata Czarnacka-Chrobot	– The Supervisory Board Member ²⁾
Piotr Maciąg	– The Supervisory Board Member ³⁾
Izabela Albrycht	– The Supervisory Board Member ⁴⁾
Christopher Siemiaszko	– The Supervisory Board Member ⁵⁾
Robin van Poelje	– The Supervisory Board Member ⁵⁾
Ramon Zanders	– The Supervisory Board Member ⁵⁾

¹⁾ On April 1, 2025, the Company received resignations from Tobias Solorz and Piotr Żak from their positions as Members of the Company's Supervisory Board, effective as of April 1, 2025.

²⁾ The Company's Annual General Meeting, held on May 14, 2025, in Warsaw, adopted a resolution to remove Piotr Augustyniak from the Company's Supervisory Board as of May 14, 2025. In addition, the Annual General Meeting adopted resolutions appointing Dagmara Cieśla and Beata Czarnacka-Chrobot to the Company's Supervisory Board, effective as of May 14, 2025.

³⁾ On October 7, 2025, the Company received a resignation from Piotr Maciąg from his position as a member of the Company's Supervisory Board, effective as of October 31, 2025.

⁴⁾ On October 10, 2025, the Company received the resignation of Izabela Albrycht from her position as a Member of the Company's Supervisory Board, effective as of October 31, 2025.

⁵⁾ The Extraordinary General Meeting of the Company, held on November 4, 2025, in Warsaw, adopted resolutions appointing Robin van Poelje, Christopher Siemiaszko, and Ramon Zanders to the Company's Supervisory Board, effective as of November 4, 2025.

BIOGRAPHIES OF SUPERVISORY BOARD MEMBERS



Jacek Duch

Chairman of the Supervisory Board

A Member of the Supervisory Board of Asseco Poland since 2007.

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

He began his professional career during his doctoral studies, working at the Nixdorf Computer software development center in Germany and subsequently as a research fellow 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 locations. Starting in 1989, he oversaw the establishment of DEC subsidiaries in Central European countries, including Poland.

From 1993 to 1998, he headed Oracle Polska and subsequently served on the Management Boards of Prokom Software and Prokom Internet, as well as on numerous Supervisory Boards, including those of Postdata, Bank Pocztowy, PVT, and companies of the Asseco Group (Asseco South Eastern Europe, Asseco Germany, Matrix42 AG, and others). He has 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 currently serves as the Chairman of the Supervisory Boards of Asseco Poland, cyber_Folks, and Decsoft, and as a member of the Supervisory Boards of Asseco Data Systems, Asseco South Eastern Europe, Asseco International, and Defenselayers. He serves as a Member of the Audit Committees of Asseco Poland, Asseco South Eastern Europe, and cyber_Folks. He is a partner and shareholder of cyber_Folks, Allterpower, and Bioalter.

Jacek Duch possesses knowledge and skills in the industry in which Asseco Poland operates.



Adam Noga

Vice-Chairman of the Supervisory Board

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

A full professor of economics. In 1991–1992, he completed a short MBA program at L'Université du Québec à Montréal. In 1985, he earned a Ph.D. in economics, followed by a postdoctoral degree, the title of associate professor (Warsaw School of Economics), and in 2009, the title of full professor. He served as the director of the Institute of Finance. Since 2005, he has been a professor at Koźminski University and its vice-rector. He is the author of 6 and a co-author of 20 books, as well as over 100 academic articles. He is also the first recipient of the Bank Handlowy Award for outstanding achievements in the field of finance and economics.

From 1988 to 1989, he worked at the Ministry of Finance as a senior specialist. From 1991 to 1992, he lectured at the Université du Québec à Montréal. From 1996 to 1999, he served as a Vice Rector for Teaching and Student Affairs at the Warsaw School of Economics. In 1995, he worked as an expert for the Ministry of Ownership Transformation. In 1996, he served as the representative of the President of the Republic 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 served as a member of the Supervisory Board of PTE Epoka. From 2003 to 2005, he served as the Chairman of the Supervisory Board of the Polish Information and Foreign Investment Agency. From 2002 to 2005, he served as an advisor to the Deputy Prime Minister and Minister of Finance. Since 1987, he has been an editor at "Ekonomista." 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 from 2005 he was its Vice-Chairman of the Supervisory Board. He served on the Supervisory Boards of Warta TUIR and Warta UnŻ. From 2000 to 2014, he was a member of the Audit Committee at Kredyt Bank, and from 2011 to 2013, a member of the Audit Committee at Warta TUIR and Warta UnŻ.

He possesses knowledge and skills in the field of accounting and financial statement auditing, as well as in the industry in which Asseco Poland operates.



Dariusz Brzeski

Member of the Supervisory Board

A Member of the Supervisory Board of Asseco Poland since 2009.

A graduate of the Main School of Planning and Statistics (currently the Warsaw School of Economics), where he earned a master's degree in economics. From 1988 to 1990, he worked as an IT Systems Implementation Specialist at Microsystem JGU. From 1991 to 1994, he served as the Sales Network Director 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 the majority shareholder and President of the Management Board of the leasing company Financial Management. From 1994 to 2009, he was a co-founder, the majority shareholder, and the President of the Management Board of the publicly traded IT company ABG, which merged with Asseco Poland in 2009.

He currently serves as a Member of the Supervisory Board at Asseco Western Europe. He is also the majority shareholder and Chairman of the Supervisory Board of the Familia Mortgage Fund.

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



Artur Gabor

Member of the Supervisory Board

Since 2022, a Member of the Supervisory Board and a Member of the Audit Committee at Asseco Poland.

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

Since 2006, a Partner at Gabor & Gabor, Economic and Investment Consulting. From 2005 to 2006, the Director of the Financial Sector at IBM, Business Consulting Services. From 1998 to 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 at Credit Lyonnais Investment Banking Group. From 1990 to 1994, a Partner at Warsaw Consulting Group. From 1987 to 1990, the Director of Market Development at CHZ Paged. From 1986 to 1987, an Assistant at the Polish Academy of Sciences, Institute of Economic Sciences.

A Member of Supervisory Boards: 2001–2004, a Vice-Chairman of the Supervisory 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 Północ, 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 at PKN Orlen, 2013–2015, a Member of the Board, the Chairman of the Audit Committee at Prime Car Management, 2015–2020, an Independent Member of the Board, a Member of the Audit Committee at Idea Bank, 2007–2019, an Independent Board Member, the Chair of the CSR Committee, a Member of the Audit Committee at Orbis, 2008–2019, the Independent Chair of the Board at Sfinks. Since 2019, the Director and Chair of the Audit Committee on the Board of Directors at Helix BioPharma.

A Member of Business Organizations: 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 Members of the Supervisory Board of the Polish Institute of Directors. In 2022–2023, a Member of the Supervisory Board at CHJ S.A.

Artur Gabor meets the independence criteria set forth in Article 129 of the Act of May 11, 2017, on Statutory Auditors, Audit Firms, and Public Oversight, as well as those specified in the 2021 Code of Best Practices for Companies Listed on the Warsaw Stock Exchange (WSE).

Artur Gabor possesses knowledge and skills in the industry in which the Company operates.



Dagmara Cieśla

Member of the Supervisory Board

Chairwoman of the Audit Committee

Since 2025, a Member of the Supervisory Board and the Chair of the Audit Committee at Asseco Poland.

A graduate of the University of Economics in Katowice, where she earned a master’s degree in Banking and Investments, specializing in Finance and Investments. She holds the ACCA Practising Certificate for the United Kingdom and Ireland (Finance, Management, and Accounting of the Association of Chartered Certified Accountants), confirming her knowledge and experience in modern business management, auditing, managerial and financial accounting, risk management, strategic planning, and law and taxation.

For the past dozen or so years, she has been associated with one of the largest private investment houses in Poland. She served as a member of the Management Board responsible for finance, taxes, and controlling of companies in Poland and abroad. Her responsibilities included securing financing, effective planning of capital and operational structures, monitoring portfolio companies, and ensuring the financial and tax efficiency of investment projects (primarily M&A).

She began her professional career in the Audit, Risk, and Business Advisory Divisions of KPMG Polska and PwC Polska, holding managerial positions. She was responsible for leading projects related to the audit of both stand-alone and consolidated financial statements (with a significant proportion involving public companies). She also managed projects related to capital market transactions, work on prospectuses, and business consulting regarding processes, financial procedures, and budgets. She was responsible for verifying and improving internal control systems, conducting due diligence projects, as well as providing advisory services in investment processes (including acquisitions, company divisions, sales, restructurings, etc.).

Dagmara Cieśla does not engage in any business activities competitive to Asseco Poland S.A., does not participate in a competing company as a partner in a civil law partnership, a partnership, or as a member of a governing body of a capital company, and does not participate in any other competing legal entity as a member of its governing body.

Dagmara Cieśla meets the independence criteria set forth in Article 129 of the Act of May 11, 2017, on Statutory Auditors, Audit Firms, and Public Oversight, as well as those specified in the 2021 Code of Best Practices for Companies Listed on the Warsaw Stock Exchange (WSE).

She possesses knowledge and skills in the field of accounting or financial statement audits, as well as in the industry in which Asseco Poland operates.



Beata Czarnacka – Chrobot

Member of the Supervisory Board

A Member of the Supervisory Board of Asseco Poland since 2025.

A graduate of the Warsaw School of Economics, she earned a Master’s degree in Economics in 1991, specializing in economic cybernetics and computer science (with honors). She holds the following degrees: Habilitation (Economic Sciences, 2011), KAE SGH; Doctor of Economic Sciences (1998), KAE SGH. She holds the position of a professor at SGH.

Beata Czarnacka-Chrobot’s research and expert activities focus on business informatics and the economic aspects of software engineering. She specializes in the valuation of software products and IT investment processes, as well as in estimating the costs of IT projects. A particular area of her interest is the application of big data in business and information technology, as well as the use of artificial intelligence in economic practice.

A Professor at the Warsaw School of Economics, a specialist in business informatics and the economic aspects of software engineering. Since 2020, she has served as the Dean of the College of Economic Analysis at the Warsaw School of Economics and the Director of the Institute of Informatics and Digital Economy. She is the originator and a co-creator of Poland’s first master’s degree program in “Data Analysis – Big Data” (taught in Polish and English) and the director of the postgraduate program in “Data Engineering – Big Data.”

She is a member of the AI Lab SGH Council and serves in an advisory capacity for the National Center for Research and Development (NCBR) and the Polish Agency for Enterprise Development (PARP). She is a member of the Partners’ Council for the SHARE project (Survey of Health, Ageing and Retirement in Europe).

From 2014 to 2018, she was a member of the Scientific Policy Committee at the Ministry of Science and Higher Education, also serving as its chair (2014–2015). She serves on the Committee on Science Studies

of the Polish Academy of Sciences (terms 2015–2026), as well as on the boards of international innovation initiatives, including PLUS IP (Poland–U.S. Innovation Program). From 2012 to 2016 and 2016 to 2020, she served as the Vice Dean of the College of Economic Analysis at the Warsaw School of Economics (SGH).

She is the author of over 100 scientific publications and numerous expert reports on the valuation and cost estimation of IT projects for the public and private sectors. Her research interests focus on the applications of big data and artificial intelligence in the economy.

Beata Czarnacka-Chrobot meets the independence criteria set forth in Article 129 of the Act of May 11, 2017, on Statutory Auditors, Audit Firms, and Public Oversight, as well as those specified in the 2021 Code of Best Practices for Companies Listed on the Warsaw Stock Exchange (WSE).

Beata Czarnacka-Chrobot possesses knowledge and skills in the industry in which Asseco Poland operates.



Robin van Poelje

Member of the Supervisory Board

A Member of the Supervisory Board of Asseco Poland since 2025.

A graduate of the University of Groningen, where he earned a Master’s degree in Business Economics (1995), and Montpellier Business School, where he completed postgraduate studies in management and entrepreneurship (1996).

Since 2021, he has served as the Chairman of the Board of Directors and the CEO of Topicus.com, a company listed in Canada and operating in European markets. Under his leadership, the company has grown into one of the leading software groups offering solutions for vertical markets (Vertical Market Software), focusing on innovation, stable growth, and long-term shareholder value.

Concurrently, he served on the Board of Directors of Constellation Software Inc. (from 2018 to May 2025)—a global leader in software investment and development—and on the Board of Directors of Lumine Group (2022–January 2025), which specializes in telecommunications technologies. Since 2024, he has also served as the CEO of the Your. World platform, which supports the digital transformation of businesses in Europe.

Previously, for over a decade (2010–2021), he led Total Specific Solutions (TSS)—one of Europe’s largest software groups, focused on delivering solutions for the public, healthcare, and financial sectors. Under his leadership, TSS became part of Constellation Software, bringing to the Group unique expertise in building and scaling companies operating under the VMS model.

From 2000 to 2010, he was an investment manager at Strikwerda Investments BV, where he was responsible for overseeing a portfolio of technology and industrial investments in the Netherlands and Switzerland. He began his professional career in international corporate structures—at Danone (Royal Numico), where he served as a country manager for the Middle East and Africa markets, and previously gained experience in market analysis and technical management at Tooren & Van Poelje and Loading Systems.

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



Christopher Siemiaszko

Member of the Supervisory Board

A Member of the Supervisory Board of Asseco Poland since 2025.

A graduate of HEC Montréal, where he earned a Master of Science in Finance (2016). He also graduated from UQAM (Université du Québec à Montréal) with a Bachelor of Science in Actuarial Science (2014). Since 2020, he has served as the Director of Data and Analytics, Mergers and Acquisitions (M&A), and Strategy at Constellation Software (CSU) in Montreal. He is responsible for due diligence analysis in acquisition processes within the Vertical Market Software sector, supporting strategic decisions regarding the group’s global expansion.

From 2018 to 2020, he worked at CIBC Capital Markets as a Portfolio Strategy Specialist, where he conducted quantitative and fundamental analysis of stocks in the S&P/TSX and S&P 500 indices. Previously, at TD Bank Group (2016–2018), he participated in a rotational program across the Corporate Development & Treasury and , supporting M&A processes, interest rate risk modeling, and the valuation of asset-backed securities.

He also gained professional experience at Standard Life and Optimum Gestion Financière in Paris, as well as at Morneau Shepell in Montreal.

He possesses knowledge and skills in accounting and financial statement auditing, as well as in the industry in which Asseco Poland operates.



Ramon Zanders

Member of the Supervisory Board

A Member of the Supervisory Board of Asseco Poland since 2025.

A graduate of Hogeschool Haarlem (University of Applied Sciences), where he earned a bachelor’s degree in small business management and economics (1996).

Since 2014, he has served as the CEO of the TSS Europe group, overseeing the company’s operational and investment activities in the Netherlands, the Nordic countries, the DACH region, and Central and Eastern Europe. Within TSS Europe, he leads the group’s development in the Vertical Market Software (VMS) sector, overseeing acquisitions, integrations, and the growth of specialized companies across Europe.

Following Topicus.com’s IPO in 2021, he joined the Board of Directors of Topicus.com Coöperatief U.A., where he continues TSS’s mission as a long-term shareholder in software businesses, supporting their stable growth and operational independence.

Before assuming the role of the CEO of TSS Europe, he served for three years as the Managing Director at Yonder—a Dutch-Romanian software development company within the TSS group, specializing in software development for clients in the medical, financial, and public sectors.

Previously, he gained experience at international IT companies, including SAP Nederland and Perfect for People, where he led the company as the Managing Director for five years. He began his career in the 1990s at Bernhof Consulting Group (USA, Thailand) and Phoenix Enterprise Solutions in the Netherlands, where he held managerial positions in consulting and implementation projects.

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

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

Fixed remuneration

In 2025, Members of the Supervisory Board received only fixed remuneration.

The sole legal basis for the remuneration of the Supervisory Board Members for performing their duties 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, lump-sum monthly gross amount for the Supervisory Board Members who are also members of the Audit Committee. The amount of remuneration is independent of the number of the Supervisory Board and the Audit Committee meetings.

The Ordinary General Meeting held on May 14, 2025, adopted a resolution amending the remuneration rules, setting the following remuneration amounts (all amounts in PLN thousand, gross):

- Chair of the Supervisory Board – 22.8
- Vice-Chair of the Supervisory Board – 17.4
- Member of the Supervisory Board – 13.2

In addition, the General Meeting established additional remuneration for members of the Supervisory Board serving on the Audit Committee (all amounts in PLN thousand, gross):

- Chair – 7,
- Member of the Audit Committee – 5.

The changes took effect on June 1, 2025.

Variable remuneration

Members of the Supervisory Board are not entitled to variable remuneration.

INFORMATION ON THE EXERCISE OF THE RIGHT TO REQUEST THE RETURN OF VARIABLE REMUNERATION COMPONENTS

Not applicable. Members of the Supervisory Board are not entitled to variable remuneration; therefore, during the reporting period, the option to request the return of variable remuneration components was not exercised.

TOTAL REMUNERATION OF THE SUPERVISORY BOARD, BROKEN DOWN BY THE COMPONENTS REFERRED TO IN ART. 90D, SECT. 3(1) OF THE ACT AND THE RELATIVE PROPORTIONS BETWEEN THESE COMPONENTS OF REMUNERATION.

Members of the Supervisory Board did not receive any monetary or non-monetary remuneration from the Company for performing their duties on the Supervisory Board 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 amount of remuneration for the Supervisory Board Members is presented in this Report broken down into the components referred to in Article 90d(3)(1) of the Act — i.e., fixed and variable remuneration components, as well as bonuses and other additional benefits, and the respective proportions between fixed and variable remuneration components. The table below presents a summary of all the aforementioned components and proportions for each Supervisory Board member receiving remuneration from the Company.

Due to changes in the composition of the Supervisory Board, the remuneration presented in this Report refers to the period of service on the Supervisory Board.

Table 8. Amounts of fixed and variable remuneration in PLN thousand gross for Supervisory Board Members for the reporting period – 2025 (amounts due and received for this period).

First and last name, position	Year	Fixed remuneration		Variable remuneration	Extraordinary allowances	pension expenses	total remuneration	Ratio of fixed remuneration and variable remuneration - %
		base remuneration	additional benefits	variable remuneration		Employer's PPE contribution	[1+2+3+4+5]	[(1+2+5) / (3+4)]
		[1]	[2]	[3]	[4]	[5]		%
Jacek Duch Chairman of the Supervisory Board	2025	305		-			305	100/0
Adam Noga Vice-Chairman of the Supervisory Board	2025	194		-			194	100/0
Artur Gabor Member of the Supervisory Board	2025	209		-			209	100/0
Dariusz Brzeski Member of the Supervisory Board	2025	147		-			147	100/0
Piotr Augustyniak Member of the Supervisory Board	2025	49		-			49	100/0
Izabela Albrycht Member of the Supervisory Board	2025	162		-			162	100/0
Piotr Maciąg Member of the Supervisory Board	2025	121		-			121	100/0
Piotr Żak Member of the Supervisory Board	2025	33		-			33	100/0
Tobias Solorz Member of the Supervisory Board	2025	35		-			35	100/0
Dagmara Ciesla Member of the Supervisory Board	2025	109		-			109	100/0
Beata Czarnacka-Chrobot Member of the Supervisory Board	2025	99		-			99	100/0
Christopher Siemiaszko Member of the Supervisory Board	2025	25		-			25	100/0
Robin van Poelje Member of the Supervisory Board	2025	25		-			25	100/0

Ramon Zanders Member of the Supervisory Board	2025	25	-	25	100/0
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The “Additional Benefits” column includes such benefits as private medical care and taxable reimbursement of expenses related to participation in the Supervisory Board.

Members of the Supervisory Board are covered by a collective D&O (Directors and Officers) insurance policy taken out by the Company, which covers all members of the Management Board and the Supervisory Board collectively; therefore, it is not possible to attribute taxable income to a specific individual due to potential changes in the composition of these bodies during the insurance period. In view of the above, the value of such insurance has not been attributed to any member of the Supervisory Board in the table above as a component of remuneration.

The Supervisory Board members did not receive monetary or non-monetary benefits for their immediate family members.

In connection with their service on the Supervisory Board, members of the Supervisory Board 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 POLAND CAPITAL GROUP

The remuneration received by Supervisory Board members from companies within the Asseco Poland Capital Group in 2025 is presented 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 the given fiscal year as the arithmetic mean of the exchange rates announced by the National Bank of Poland (NBP) on the last business day of each month. The average exchange rate for the euro in 2025 was 4.2372 PLN, while that for the U.S. dollar was 3.7504 PLN.

Table 9. Expense recognition in 2025 (settlement of bonuses for 2024 and bonuses for 2025: paid in the form of advances and recognized in the results as a cost provision) in PLN thousand gross

First and last name, position	Remuneration for 2025 from the Asseco Group's companies, including:				Basis for remuneration payment
	Amount due			Ratio between fixed and variable remuneration and variable remuneration - %	
	Fixed [1]	Variable [2]	Total [1] + [2]		
Jacek Duch Chairman of the Supervisory Board	145	-	145	100/0	Serving as a Member of the Supervisory Board by appointment in the following companies: Asseco South Eastern Europe, Asseco Data Systems
Piotr Augustyniak Member of the Supervisory Board	23	-	23	100/0	Serving as a member of the Supervisory Board by appointment at Asseco Data Systems
Izabela Albrycht Member of the Supervisory Board	47	-	47	100/0	Serving as a Member of the Supervisory Board by appointment at ComCERT
Piotr Maciąg Member of the Supervisory Board	131 ¹⁾	-	131	100/0	Serving as the Chairman of the Supervisory Board at Asseco Resovia S.A. since October 31, 2025

¹⁾ net amount

The other members of the Supervisory Board did not receive any remuneration in 2025 for performing their duties in companies of the Asseco Capital Group.

INFORMATION ON ANNUAL CHANGES IN THE REMUNERATION OF SUPERVISORY BOARD MEMBERS FOR THE PERIOD 2020–2025

Table 10 below presents information on the annual change in the remuneration of the Supervisory Board members for performing their duties on the Company's Supervisory Board over the past few years, enabling a comparison of these data.

Table 10. Information on the annual changes in the remuneration of the Supervisory Board members for performing their duties on the Company's governing bodies over the past few years, enabling a comparison of these data.

	Total remuneration – in thousands of PLN	Total remuneration – in thousands of PLN	Change 2021–2022 (%)	Total remuneration – in thousands of PLN	Change 2022–2023 (%)	Total remuneration – in thousands of PLN	Change 2023–2024 (%)	Total remuneration – in thousands of PLN	Change 2024–2025 (%)
	2021	2022		2023		2024		2025	
Jacek Duch Chairman of the Supervisory Board	243	244	+0.4%	262	+7.4%	276	+5.3%	305	+10.5%
Adam Noga Vice-Chairman of the Supervisory Board	156	156	-	167	+7.1%	174	+4.2%	194	+11.5%
Izabela Albrycht Member of the Supervisory Board	120	120	-	131	+9.2%	138	+5.3%	162	+17.4%
Piotr Augustyniak Member of the Supervisory Board	150	150	-	164	+9.3%	162	-1.2%	49	-69.8%
Dariusz Brzeski Member of the Supervisory Board	120	120	-	127	+5.8%	132	+3.9%	147	+11.4%
Dagmara Cieśla Member of the Supervisory Board	n/a	n/a	-	N/A	-	n/a	-	109	-
Beata Czarnacka-Chrobot Member of the Supervisory Board	N/A	N/A	-	N/A	-	n/a	-	99	-
Artur Gabor Member of the Supervisory Board	N/A	150	-	161	+7.3%	168	+4.3%	209	+24.4%
Artur Kucharski Member of the Supervisory Board	150	n/a	-	n/a	-	n/a	-	n/a	-
Piotr Maciąg Member of the Supervisory Board	N/A	120	n/a	127	+5.8%	132	+3.9%	121	-8.3%
Christopher Siemiaszko Member of the Supervisory Board	n/a	n/a	-	N/A	-	n/a	-	25	-
Tobias Solorz Member of the Supervisory Board	N/A	30	n/a	127	+323.3%	132	+3.9%	35	-73.5%
Robin van Poelje Member of the Supervisory Board	N/A	N/A	-	n/a	-	n/a	-	25	-
Ramon Zanders Member of the Supervisory Board	N/A	N/A	-	N/A	-	n/a	-	25	-

Piotr Żak Member of the Supervisory Board	120	120	-	127	+5.8%	132	+3.9%	33	-75.0%
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FINANCIAL INSTRUMENTS GRANTED OR OFFERED AND MAIN TERMS AND CONDITIONS FOR EXERCISING RIGHTS UNDER SUCH INSTRUMENTS

Not applicable. During the reporting period, no financial instruments were granted or offered to Members of the Supervisory Board.

INFORMATION REGARDING DEVIATIONS FROM THE PROCEDURE FOR IMPLEMENTING THE POLICY ON REMUNERATION AND DEVIATIONS APPLIED IN ACCORDANCE WITH ARTICLE 90F, INCLUDING AN EXPLANATION OF THE GROUNDS AND PROCEDURE, AND AN INDICATION OF THE ELEMENTS FROM WHICH DEROGATIONS WERE APPLIED.

Not applicable. During the reporting period, there were no deviations from the Remuneration Policy.

ADDITIONAL EXPLANATIONS

Not applicable.

Warsaw, March 31, 2026

Pursuant to the authorization granted by the Supervisory Board in Resolution No. 5 of March 31, 2026

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Jacek Duch
Chairman of the Supervisory Board