

Financial Supervision Authority**Regulatory Filing No. 26/2026****Rzeszów, September 11, 2026****Appointment of Management Board Members for a new term**

The Management Board of Asseco Poland S.A. (the "Company") hereby informs that, at its meeting held on September 11, 2026, the Supervisory Board of the Company appointed the following persons to the Management Board of Asseco Poland S.A. for a new joint five-year term of office covering the years 2027–2031: Mr. Rafał Kozłowski as President of the Management Board, and Mr. Grzegorz Bartler, Mr. Tomasz Bendlewski, Mr. Andrzej Dopierała, Mr. Krzysztof Groyecki, Mr. Marek Panek, Mr. Zbigniew Pomianek, Mrs. Karolina Rzońca-Bajorek, Mr. Sławomir Szmytkowski, Mr. Artur Wiza and Mrs. Gabriela Żukowicz as Vice-Presidents of the Management Board.

The appointments will become effective as of January 1, 2027.

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Rafał Kozłowski

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 Graduate School of Business. 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 Veraudyt. From 2004 to 2006, he was the Director of the Treasury Division at Softbank, where he was seconded to serve as a Vice-President of Finance at its subsidiary Sawan. From 2007 to 2009, he served as the Director of the Controlling and Investment Division at Asseco Poland. From May 2008 to May 2012, he served as a Vice-President of Asseco South Eastern Europe. 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.

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.

Mr. Rafał Kozłowski does not conduct any business activity competitive with Asseco Poland, does not participate in a competing company as a partner in a civil law partnership, partnership, or capital company, and does not

participate in a competing legal entity as a member of its governing body. He is a shareholder in Trusense and Pagaspot, which conduct activities competitive with the Company.

Mr. Rafał Kozłowski has not been entered in the Register of Insolvent Debtors maintained pursuant to the Act on the National Court Register.

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Grzegorz Bartler

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.

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.

Mr. Grzegorz Bartler does not conduct any business activity competitive with Asseco Poland, does not participate in a competing company as a partner in a civil law partnership, partnership, or capital company, and does not participate in a competing legal entity as a member of its governing body.

Mr. Grzegorz Bartler has not been entered in the Register of Insolvent Debtors maintained pursuant to the Act on the National Court Register.

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Tomasz Bendlewski

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.

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

Mr. Tomasz Bendlewski does not conduct any business activity competitive with Asseco Poland, does not participate in a competing company as a partner in a civil law partnership, partnership, or capital company, and does not participate in a competing legal entity as a member of its governing body.

Mr. Tomasz Bendlewski has not been entered in the Register of Insolvent Debtors maintained pursuant to the Act on the National Court Register.

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Andrzej Dopierała

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 2026, he has been the Vice-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.

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

Mr. Andrzej Dopierała does not conduct any business activity competitive with Asseco Poland, does not participate in a competing company as a partner in a civil law partnership, partnership, or capital company, and does not participate in a competing legal entity as a member of its governing body.

Mr. Andrzej Dopierała has not been entered in the Register of Insolvent Debtors maintained pursuant to the Act on the National Court Register.

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Krzysztof Groyecki

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 Clinika (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.

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

Mr. Krzysztof Groyecki does not conduct any business activity competitive with Asseco Poland, does not participate in a competing company as a partner in a civil law partnership, partnership, or capital company, and does not participate in a competing legal entity as a member of its governing body.

Mr. Krzysztof Groyecki has not been entered in the Register of Insolvent Debtors maintained pursuant to the Act on the National Court Register.

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Marek Panek

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. Since 2016, he has served as the Chairman of the Supervisory Board of 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. From 2020 to 2026, he served as a Member of the Supervisory Board of adesso banking solutions. He is the President of the Management Board of GSTN Consulting and a Member of the Board of Director of Asseco International. Since 2025, he has served as General Manager of Asseco PST Holding and as Chairman of the Supervisory Boards of ComCERT.

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.

Mr. Marek Panek does not conduct any business activity competitive with Asseco Poland, does not participate in a competing company as a partner in a civil law partnership, partnership, or capital company, and does not participate in a competing legal entity as a member of its governing body.

Mr. Marek Panek has not been entered in the Register of Insolvent Debtors maintained pursuant to the Act on the National Court Register.

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Zbigniew Pomianek

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.

Since 2007, he has served as Vice President of the Management Board of Asseco Poland. He is responsible for the Commercial Banks, Cooperative Banks, Business Intelligence, Capital Markets, PKO BP and Asseco Services Divisions, as well as the Services and Consulting Division for the Financial Sector.

Mr. Zbigniew Pomianek does not conduct any business activity competitive with Asseco Poland, does not participate in a competing company as a partner in a civil law partnership, partnership, or capital company, and does not participate in a competing legal entity as a member of its governing body.

Mr. Zbigniew Pomianek has not been entered in the Register of Insolvent Debtors maintained pursuant to the Act on the National Court Register.

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Karolina Rzońca-Bajorek

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, 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.

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.

Mrs. Karolina Rzońca-Bajorek does not conduct any business activity competitive with Asseco Poland, does not participate in a competing company as a partner in a civil law partnership, partnership, or capital company, and does not participate in a competing legal entity as a member of its governing body.

Mrs. Karolina Rzońca-Bajorek has not been entered in the Register of Insolvent Debtors maintained pursuant to the Act on the National Court Register.

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Sławomir Szmytkowski

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.

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.

Mr. Sławomir Szmytkowski does not conduct any business activity competitive with Asseco Poland, does not participate in a competing company as a partner in a civil law partnership, partnership, or capital company, and does not participate in a competing legal entity as a member of its governing body.

Mr. Sławomir Szmytkowski has not been entered in the Register of Insolvent Debtors maintained pursuant to the Act on the National Court Register.

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Artur Wiza

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 Council of 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.

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

Mr. Artur Wiza does not conduct any business activity competitive with Asseco Poland, does not participate in a competing company as a partner in a civil law partnership, partnership, or capital company, and does not participate in a competing legal entity as a member of its governing body.

Mr. Artur Wiza has not been entered in the Register of Insolvent Debtors maintained pursuant to the Act on the National Court Register.

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Gabriela Żukowicz

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.

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.

Mrs. Gabriela Żukowicz does not conduct any business activity competitive with Asseco Poland, does not participate in a competing company as a partner in a civil law partnership, partnership, or capital company, and does not participate in a competing legal entity as a member of its governing body.

Mrs. Gabriela Żukowicz has not been entered in the Register of Insolvent Debtors maintained pursuant to the Act on the National Court Register.

Legal basis:

According to § 5 item 6 of the Regulation of the Minister of Finance dated June 6, 2025 on current and periodic information provided by issuers of securities and the conditions for recognizing as equivalent information required by the laws of a non-member state (Journal of Laws 2025, item 755)