

## Leading software producer in Europe

- Focus on **proprietary software and services**
- Provider and developer of **core sector-specific software**
- Organic growth and through M&A, **+150 acquisitions** since 2004
- Asseco Group companies are listed on the **WSE, NASDAQ and TASE**

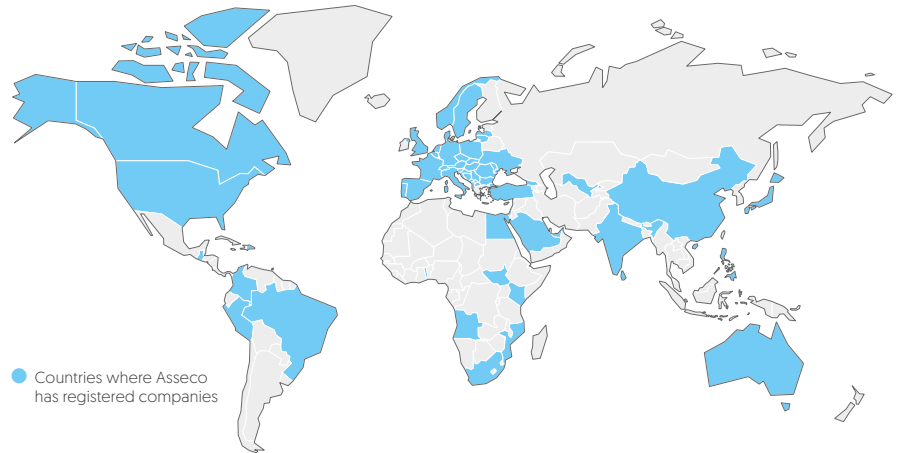
## Why Asseco?

- Robust business **diversification**
- **Strong** financial performance and **stable** liquidity position
- Attractive **dividend policy**

## Asseco's global presence

Asseco companies are located in **+60 countries**

**#1** in South Eastern Europe, Central and Eastern Europe and Israel



## Asseco in numbers

**+30 years**  
of experience

**34 thousand**  
employees

**+150**  
acquisitions since 2004

**PLN 17.1 bn**  
revenues in 2024

**79%**  
revenues from proprietary software and services in 2024

**PLN +3.5 bn**  
in dividends paid since 2004

## Consistently executed development strategy

Asseco's **strategy** is focused on building long-term **value for stakeholders**.

It is based on two pillars:

- development of **proprietary** software and services
- increasing the scale of operations through **acquisitions**

### Unique business model

#### Global Thinking

- Exchange of **knowledge** and **experience** across the Group
- **Quick adaptation** to market changes
- Leveraging **international brand and strong market position**

#### Local insight

- Access to **locally well-known** IT solutions
- Knowledge of **unique environment** of individual markets
- Access to **local teams of employees**

## Comprehensive market offering

### Dedicated solutions

- Intellectual property rights remain in the hands of customers
- Expert sector knowledge and experience allow to create customized solutions
- **Customers:** public institutions, enterprises

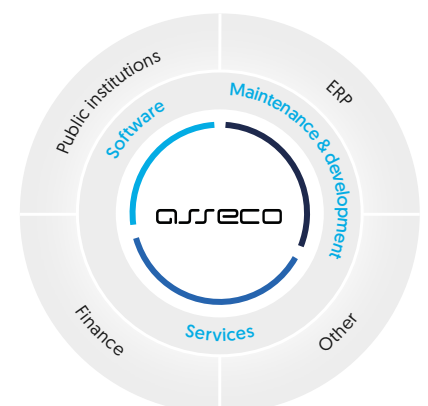
### Standard Packages

- Based on the intellectual property rights of Asseco
- **Customers:** large enterprises, SMEs

### Comprehensive solutions for sectors

- Based on intellectual property rights owned by Asseco
- Possibility of partial customization
- **Customers:** various sectors of the economy (among others: banking, finance, healthcare, energy, local administration)

**Solutions available in on-premises, cloud and hybrid models**



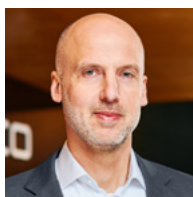
## Experienced management team



### Adam Góral

**Founder and CEO of the Asseco Group**

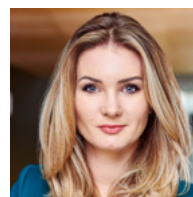
Leader of the Asseco Group for 33 years. Economic Personality of 2022. Awarded in the Forbes "50 after 50" list



### Rafał Kozłowski

**CEO, Asseco Enterprise Solutions**

20 years of experience at Asseco. Member of the Board of Directors of Asseco International, CEO of Asseco Enterprise Solutions and Advisor to the President of the Management Board of Asseco Poland



### Karolina Rzońca-Bajorek

**CFO, Asseco Group**

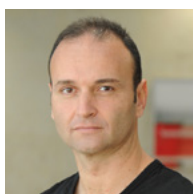
CFO of Asseco Poland and the Asseco Group. Highly experienced with 12 years of involvement at Asseco



### Jozef Klein

**CEO, Asseco International**

20 years with Asseco. Leader of the Asseco International segment for 6 years. Chairman of the Board of Directors of Asseco Central Europe



### Guy Bernstein

**CEO, Formula Systems**

Formula Systems leader for 17 years. For 15 years, the leader of the Formula Systems segment



### Piotr Jeleński

**CEO, Asseco South Eastern Europe**

21 years of experience with Asseco. Responsible for overall strategy in payment segment. Broad experience in establishing new ventures in different countries

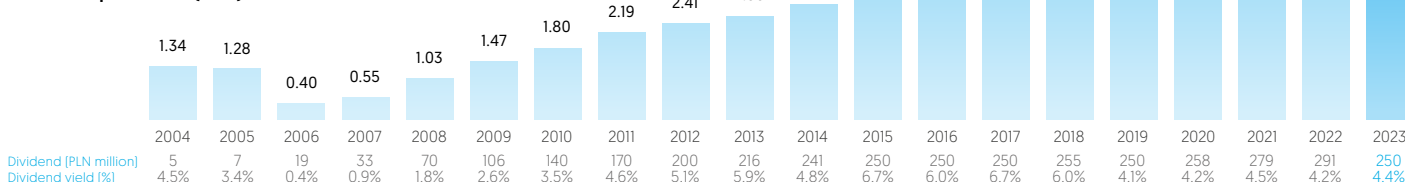
## Strong financial profile

Financial highlights (PLN million)	2021	2022	2023	2024
Revenues	14,498.1	17,370.1	16,896.5	17,132.0
EBITDA	2,200.7	2,686.8	2,498.8	2,621.6
EBITDA margin	15.2%	15.5%	14.8%	15.3%
EBIT	1,410.4	1,793.9	1,624.2	1,791.7
non-IFRS EBIT <sup>1</sup>	1,782.5	2,027.9	1,988.6	2,107.5
Non-IFRS EBIT margin <sup>1</sup>	12.3%	11.7%	11.8%	12.3%
FCF <sup>2</sup> (LTM)	1,352.2	1,535.0	2,334.5	2,131.7
<b>Profits attributable to shareholders of the parent company</b>				
Net profit	468	502	483	520
Non-IFRS net profit <sup>1</sup>	516	553	532	576
Net profit per share (PLN) <sup>3</sup>	5.63	6.05	5.82	6.26

1. Non-IFRS figures include adjustments for: the cost of amortization of intangible assets recognized under the combination settlement (PPA), the costs of share-based payment transactions with employees (SBP), and the revenues and costs resulting from the transactions of purchase and sales of companies (M&A) and the impact of hyperinflation. 2. FCF = [CFO BT]-[CAPEX]-[leasing expenses]. 3. Calculated on the basis of total shares, including treasury shares.

## Over PLN 3.5 billion in dividends paid out

### Dividend per share (PLN)



1. According to Art. 364 para. 2 of the Code of Commercial Companies, Asseco Poland S.A. does not exercise equity rights from treasury shares.

## Asseco on the capital market

Total number of shares	83,000,303
GPW ticker	ACP
Tickers: Reuters, Bloomberg	ACPP:WA, ACP:PW
Total shareholder return since IPO <sup>1</sup>	784%
Market cap <sup>1</sup>	PLN 13,305 million
Presence in indexes	WIG30, WIG30TR, mWIG40, WIG140, WIG, WIGdiv, WIG-Poland, WIG-informatyka, WIGTech, WIGTechTR

1. As at March 26, 2025. 2. Own shares purchased under the share buyback program announced on September 6, 2023.

## Shareholding structure

