

Asseco Group Annual Report

Annual Report
for the year ended 31 December 2015

ASSECO

Present in over

54

countries

7,256 mPLN

in sales revenues

20,961

highly committed
employees

366 mPLN

in net profit for
Shareholders of
the Parent Company

5,025 mPLN

in order backlog
for 2015

6th

largest software
vendor in Europe

President's Letter



PRESIDENT'S LETTER

**Dear Shareholders,**

It is my pleasure to present to you the report on business operations of Asseco Group for the year 2015. This was a very successful period for our Group. We have once again managed to generate record-high sales revenues which exceeded PLN 7.2 billion, increasing by 16% year on year. At the same time, the Group earned the highest operating profit in its history which amounted to PLN 745 million, improving by 17% in comparison with 2014.

The scale of Asseco Group operations was expanded by more than PLN 1 billion owing to the consistent implementation of our business strategy, involving both organic growth and new acquisitions. Asseco has become a global company. Today, we are present in more than 54 countries worldwide and employ 20+ thousand people. Our products have been recognized by the industry's leading research firms, such as Gartner, Forrester, and Celent.

During the last year, our business was strong across all of our geographical regions. The Israeli market continued to be one of the fastest growing segments of Asseco Group and generated nearly half of our total revenues. We decided to leverage on this potential and sold our local subsidiary Insseco to Sapiens, thus creating a competence center with a comprehensive focus on the insurance industry.

Some favourable trends were observed in the Central European market, where we have finalized several acquisitions in line with our earlier announcements. Concurrently, thanks to our vast experience and positive references, we gained significant contracts in the sectors of public administration and banking. Our South Eastern European operations made a good progress by boosting their revenues from proprietary software and services, which considerably improved their profitability. Sales of our payment and banking solutions recorded a double-digit growth.

Last year we took an important step to expand our business into distant emerging markets. Asseco Poland acquired a majority stake in Exictos, a Portuguese company which generates the bulk of its revenues from the African banking sector, in countries such as Angola and Mozambique. This creates an excellent opportunity for international distribution of reliable and innovative solutions developed by Asseco Poland.

We conducted several significant transactions also in Poland. Having taken over Unizeto Technologies, a local IT provider, as well as Infovide-Matrix, an IT company listed on the Warsaw Stock Exchange, we will be able to reinforce our leadership in the Polish market and reap the benefits of synergies. Asseco Data Systems (ADS), comprised of several local IT firms, has started its operating activities in 2016. It will be one of the major IT players in the Polish market, specializing in the supply of IT infrastructure. ADS is a good example of our efforts aimed at simplifying the organizational structure of the Group. To this effect, we also sold our German subsidiary Matrix42, and intend consolidate the competence of companies that have been taken over in Poland.

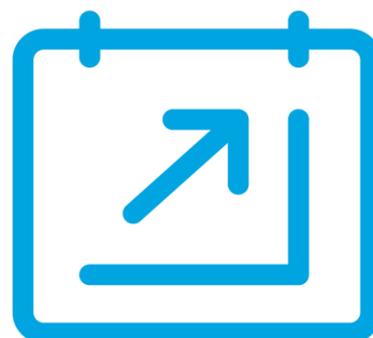
I believe that these initiatives will bring measurable benefits to our shareholders. Therefore, bearing in mind the strong fundamental position, good diversification and favourable future outlook of Asseco, we have recommended the distribution of PLN 250 million in dividends.

With best regards,

Adam Góral

Report on Operations

Asseco Group



REPORT ON OPERATIONS OF ASSECO GROUP

for the year ended 31 December 2015

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REPORT ON OPERATIONS OF ASSECO GROUP

for the year ended 31 December 2015

This Management Report on Operations has been approved for publication by the Management Board of Asseco Poland S.A. on 16 March 2016.

Management Board:

Adam Góral	President of the Management Board
Przemysław Borzestowski	Vice President of the Management Board
Andrzej Dopierała	Vice President of the Management Board
Tadeusz Dyrka	Vice President of the Management Board
Rafał Kozłowski	Vice President of the Management Board
Marek Panek	Vice President of the Management Board
Paweł Piwowar	Vice President of the Management Board
Zbigniew Pomianek	Vice President of the Management Board
Włodzimierz Serwiński	Vice President of the Management Board
Przemysław Sęczkowski	Vice President of the Management Board
Robert Smułkowski	Vice President of the Management Board

GENERAL INFORMATION ON ASSECO GROUP

Asseco Group

The parent company of Asseco Group (the “Group”, “Asseco Group”) is Asseco Poland S.A. (the “Company”, “Asseco”).

Asseco Poland (WSE: ACP) is the largest Polish information technology company listed on the Warsaw Stock Exchange. With a market capitalization exceeding PLN 4.7 billion (more than EUR 1.0 billion), the Company is included in the WIG20 index. It is also the largest company listed in the IT industry index WIG-Info.

Asseco Poland stands at the forefront of the multinational Asseco Group which is present, along with its subsidiaries, in more than 50 countries worldwide, including most of the European countries as well as Israel, USA, Japan, Canada, Russia and African countries. Asseco Group is the sixth largest European software vendor according to the Truffle 100 ranking for 2014 as well as the largest provider of innovative IT solutions in Central and Eastern Europe.

The Group’s companies are listed not only on the Warsaw Stock Exchange, but also on the NASDAQ Global Markets as well as on the Tel Aviv Stock Exchange.

Asseco Group is a unique combination of a software house and a service provider. It produces technologically advanced, top quality software that supports mission-critical business processes of enterprises in all key sectors of the economy. Revenues from proprietary software and services represent 80% of the Group’s total sales. Concurrently, more than 75% of Asseco Group sales are generated by its foreign operations.

Asseco Group is a unique federation of companies which are allowed a great deal of independence in making business based on their local competencies, while taking advantage of synergies arising from their cooperation within the whole Asseco Group.

Directions of development

Our **mission** is to build a reliable and profitable, global information technology company providing high quality software and services.

The strategy of Asseco Group is based on two pillars. The first is organic growth which is achieved through proprietary software and services, whereas the second one involves expansion through acquisitions.

Organic growth

Asseco Group’s strategy relies on sector-specific business expertise, which is supported by technological competence. The Group builds long-term trust-based relationships with customers, becoming their strategic business partner. Asseco leverages on the vast experience of its international affiliated companies to create a comprehensive portfolio of products satisfying the needs of thousands of its customers. The company wants to be perceived as a ‘one-stop shop’ and therefore, in addition to its own IT solutions and services, it also delivers infrastructure necessary for the proper operation of business applications.

Expansion through acquisitions

Asseco is interested in taking over companies that will either enhance its competence in individual sectors or provide an opportunity to enter new geographical markets. Asseco Poland has successfully implemented its acquisitions policy for many years, and nowadays is one of the most experienced market consolidators in Poland and abroad.

Asseco Poland values – our source code

Asseco Poland has come up with its own “source code” that lists the common values shared by Asseco employees. These values have been devised by all of our employees and are recorded in a formal document, which is effective across our organization.

Commitment – we are fully committed to each and every project and the success of our clients is our greatest satisfaction

Respect – we require trust, honesty and mutual respect both from ourselves and from others

Quality – we always maintain high quality standards in all of our activities

Professionalism – we continually upgrade our qualifications and are willing to share experience

Effectiveness – we are ambitious and consistent in striving to achieve our goals

Responsibility – we take full responsibility for our work and environment in which we operate

Company's Authorities

Management Board

During the year ended 31 December 2015, the Company's Management Board was composed of the following persons:

Management Board	Period of service
Adam Góral	01.01.2015 – 31.12.2015
Przemysław Borzestowski	01.01.2015 – 31.12.2015
Andrzej Dopierała	01.01.2015 – 31.12.2015
Tadeusz Dyrga	01.01.2015 – 31.12.2015
Rafał Kozłowski	01.01.2015 – 31.12.2015
Marek Panek	01.01.2015 – 31.12.2015
Paweł Piwowar	01.01.2015 – 31.12.2015
Zbigniew Pomianek	01.01.2015 – 31.12.2015
Włodzimierz Serwiński	01.01.2015 – 31.12.2015
Przemysław Sęczkowski	01.01.2015 – 31.12.2015
Robert Smułkowski	01.01.2015 – 31.12.2015



Andrzej Dopierała
Vice President
of the Management Board

responsible for
Infrastructure Division,
Data Processing Center,
and ICT Department



Tadeusz Dyrga
Vice President
of the Management Board

responsible for
Social Insurance Division,
Healthcare Systems
Division, and
Systems Maintenance
Division



Adam Góral
President of the
Management Board

responsible for
the development vision
and strategy of Asseco
Group



Rafał Kozłowski
Vice President
of the Management Board

Chief Financial Officer
responsible for Finance
Division of Asseco Group,
and Logistics Department



Przemysław Borzestowski
Vice President
of the Management Board

responsible for
Public Administration
Division,
Capital Market Division,
and Office for Protection of
Non-Public Information



Marek Panek
Vice President
of the Management Board

responsible for
Development Division
of Asseco Group,
and EU Projects Office



Paweł Piwowar
Vice President
of the Management Board

responsible for Energy
and Gas Industry Division,
Telecommunications
and Media Division,
Agriculture Division,
and Enterprises Division



Robert Smułkowski
Vice President
of the Management Board

responsible for
PKO Bank Division



Zbigniew Pomianek
Vice President
of the Management Board

responsible for
Commercial Banks Division,
Cooperative Banks Division,
Business Intelligence Division,
Compliance Department, and
Maintenance and
Development of Back-Office
Systems Department



Włodzimierz Serwiński
Vice President
of the Management Board

responsible for
Commercial Insurance
Division



Przemysław Sęczkowski
Vice President
of the Management Board
responsible for
Public and Investor Relations
Department, and
Marketing Department

Supervisory Board

During the year ended 31 December 2015, the Company's Supervisory Board was composed of the following persons:

Supervisory Board	Period of service
Jacek Duch	01.01.2015 – 31.12.2015
Adam Noga	01.01.2015 – 31.12.2015
Piotr Augustyniak	01.01.2015 – 31.12.2015
Dariusz Brzeski	01.01.2015 – 31.12.2015
Artur Kucharski	01.01.2015 – 31.12.2015
Dariusz Stolarczyk	01.01.2015 – 31.12.2015



Artur Kucharski
Member of the Supervisory Board



Dariusz Stolarczyk
Member of the Supervisory Board



Jacek Duch
Chairman of the Supervisory Board



Adam Noga
Vice Chairman of the Supervisory Board



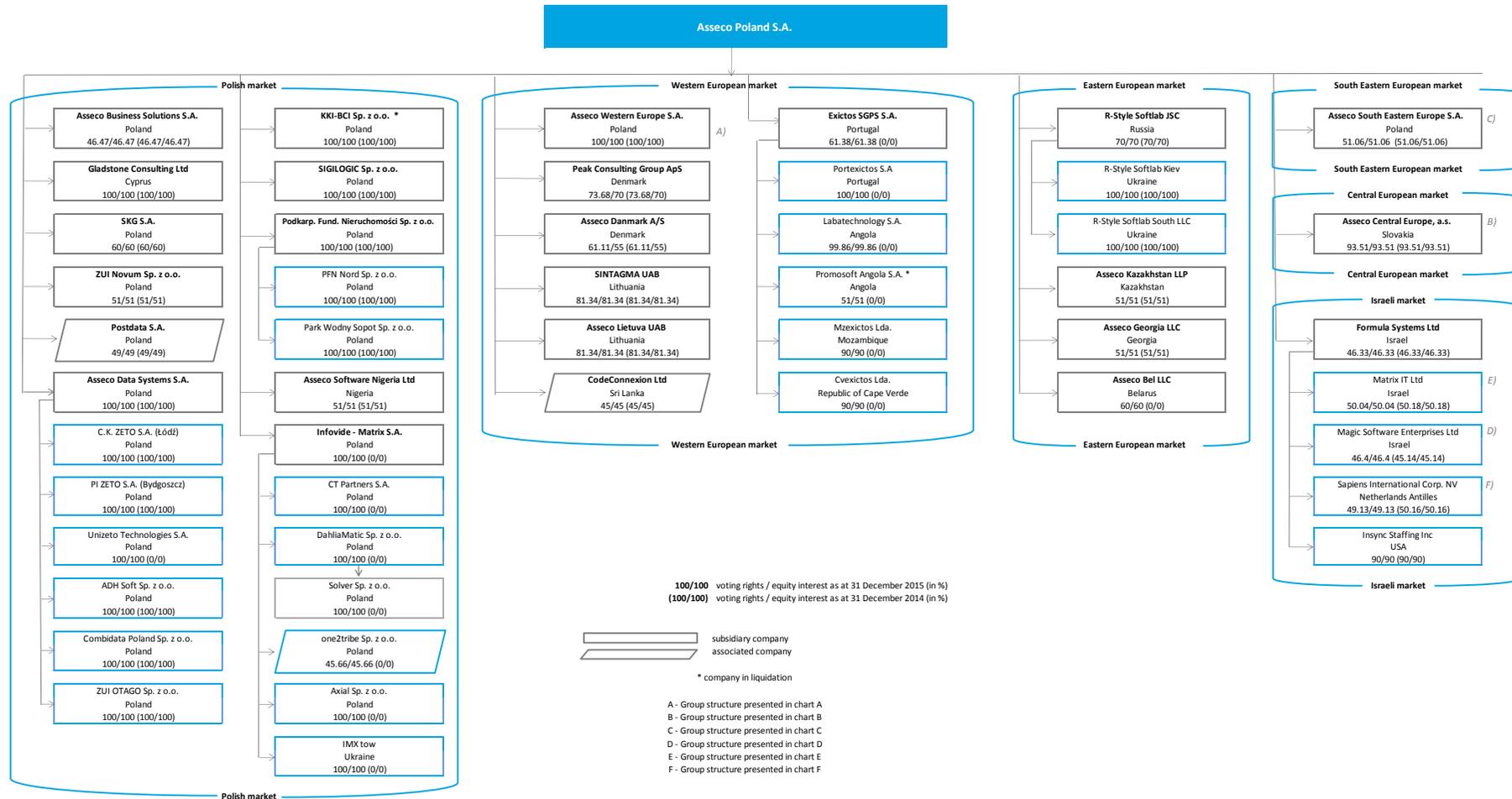
Piotr Augustyniak
Member of the Supervisory Board



Dariusz Brzeski
Member of the Supervisory Board

BUSINESS OPERATIONS OF ASSECO GROUP

Organizational structure of the Group



The complete organizational structure of the Group is presented in item IV of Supplementary Information to the consolidated financial statements of Asseco Group for the year ended 31 December 2015. Changes that took place in the Group's organizational structure during 2015 have been described also in item IV of Supplementary Information to the consolidated financial statements of Asseco Group for the year ended 31 December 2015.

Operating segments of the Group

Asseco Group has identified six geographical markets where the Group companies conduct their business operations, including Polish, Israeli, Central European, South Eastern European, Western European, and Eastern European markets.

Polish market

Asseco Poland S.A.

Asseco Poland (WSE: ACP) is the largest Polish information technology company listed on the Warsaw Stock Exchange. With a market capitalization exceeding PLN 4.7 billion (more than EUR 1.0 billion), the Company is included in the WIG20 index. It is also the largest company listed in the IT industry index WIG-Info.

Asseco Poland is a producer of state-of-the-art software that supports mission-critical business processes of enterprises in all key sectors of the Polish economy. Asseco's software applications are used by more than half of Polish banks, the largest insurance, energy and telecommunications companies, various healthcare institutions, local and central public administration bodies, as well as by the uniformed services.

Asseco Business Solutions S.A.

This company is listed on the Warsaw Stock Exchange (WSE: ABS). It delivers state-of-the-art IT solutions for enterprises irrespective of their industry, size or business profile. Asseco Business Solutions operates as Asseco Group's competence center responsible for ERP systems, software for SMEs, and outsourcing of information technologies. The company's product portfolio also includes mobile solutions, factoring systems as well as electronic data exchange platforms.

ADH-Soft Sp. z o.o.

This company develops professional software for the financial sector, especially for leasing and car fleet management (CFM) companies. It is a leading producer of programs and applications used by over 70% of leasing operators in the local market.

Asseco Data Systems S.A.

This company resulted from the merger of six Polish subsidiaries of Asseco Group, namely Unizeto Technologies S.A., ADH Soft Sp. z o.o., CK Zeto Łódź S.A., Combidata Poland Sp. z o.o., Z.U.I. Otago Sp. z o.o., and PI Zeto Bydgoszcz S.A. It is specialized in the provision of IT infrastructure as well as software and IT services for small and medium-sized enterprises.

Combidata Poland Sp. z o.o.

This company specializes in the organization and delivery of training courses, starting from the analysis of business processes, through the identification of learning needs, designing of educational process, to the realization of the adopted objectives. It offers classroom trainings, remote trainings, as well as self-developed e-learning courses utilizing its EDUPORTAL educational platform.

SKG S.A.

This company is a provider of software for customs agencies, retail trade sector, as well as for auditing and data analysis. Apart from its flagship software called Wrota Celne (a customs system) marketed in the SaaS model, SKG S.A. provides services of design and implementation of IT systems. The company's quality management system has been certified under ISO 9001:2008.

ZUI OTAGO Sp. z o.o.

This company is engaged in the development and implementation of software to support operations of local government bodies at various levels. It created the OTAGO Integrated Municipal Management System.

ZUI Novum Sp. z o.o.

This company is specialized in the production of information technology systems designed for cooperative banks. It operates as a developer of banking applications, ATM software, integrator and provider of automatic teller machines.

Unizeto Technologies S.A.

UNIZETO Technologies S.A. is an information technology company that has operated continuously since 1965. In 1998, the company established the first Polish public certification center to provide electronic signature services. The company serves numerous clients from the sectors of public administration, social security and healthcare, general business as well as individual clients.

Infovide Matrix S.A.

This company has vast experience in the Polish IT market and is a provider of highly specialized services for the sectors of public administration, banking, telecommunications, and energy.

Israeli market

Formula Systems Ltd.

Formula Systems is listed on the NASDAQ Global Markets (NASDAQ: FORTY) as well as on the Tel Aviv Stock Exchange in Israel. It is a holding company which owns shares in four IT companies (Matrix IT Ltd., Magic Software Enterprises Ltd., Sapiens International Corporation N.V., Insync Staffing Inc.) that are specialized in the production and supply of information technology solutions. Companies of the Formula Systems Group operate in the territories of Israel, USA, Canada, United Kingdom, Japan, Germany, Netherlands, France, Hungary, India as well as in 50 other countries.

Matrix IT Ltd.

This company is listed on the Tel Aviv Stock Exchange (TASE: MTRX). Matrix IT is an information technology market leader in Israel. Its key competencies include IT services, security solutions, outsourcing as well as integration of information systems to the client's order. The company is also engaged in the modernization and development of IT systems, providing the following services:

- development of dedicated IT systems;
- adaptation of software to the client's requirements;
- development and testing of software to ensure its high quality.

Matrix IT also acts as a distributor for the world's leading software manufacturers. It provides infrastructure solutions for computer and communication systems. The company is also engaged in hardware distribution and, through its subsidiary John Bryce, it runs training and qualification centers offering professional courses and trainings for IT personnel. Its offering is complemented with "soft" trainings, vocational education and capital market courses.

Sapiens International N.V.

This company is listed on the American NASDAQ (NASDAQ: SPNS) and on the Israeli TASE. It is a leading global supplier of IT systems for the insurance industry.

The Group's product portfolio features the following solutions:

- ALIS – comprehensive software solution for life, pension and annuity, and medical insurance products;
- IDIT Software Suite – comprehensive, component-based, core solution for insurance companies and financial

institutions operating outside the North American market;

- RapidSure – core, component-based insurance software for the US property and casualty insurance market;
- Reinsurance – software enabling insurers and brokers to handle all reinsurance activities on a single platform. The product ensures full support for controlling and reporting functions;
- Decision – business decision management software for financial institutions.

Magic Software Ltd.

This company is listed on the American NASDAQ (NASDAQ: MGIC) and on the Israeli TASE. Technologies offered by Magic Software accelerate the processes of building and deployment of business applications that can be easily adapted to current and future demands or integrated with the customer's legacy enterprise systems.

The company's products allow users to create business applications that support their existing IT resources to enhance business capabilities.

Magic Software provides services taking a *code-free* approach, allowing users to focus on business logic rather than on technological requirements. *Code-free* structure is a key operating feature of the company's products:

- Magic xpa – application development platform;
- Magic xpi – system and process integration suite.

Insync Staffing Inc.

Insync Staffing is a provider of consulting services and human resources outsourcing for the sectors of technology and professional services (i.e. accounting and finance, administration, customer service, healthcare, human resources management, or marketing services).

Central European market

Asseco Central Europe, a.s.

This company is listed on the Warsaw Stock Exchange (WSE: ACS) and is the parent of Asseco Central Europe Group. It provides comprehensive IT solutions and services for international financial institutions (Erste, Allianz, UniCredit, etc.), for the private sector enterprises, as well as for the public institutions of central and local administration. Its product portfolio comprises information systems for banks, insurance

companies and construction firms, card transaction systems, healthcare information systems, data warehouses, Business Intelligence and e-Commerce solutions, reporting systems, and turn-key projects.

Asseco Solutions

Asseco Solutions Group is comprised of three companies: Asseco Solutions CZK, Asseco Solutions SK, and Asseco Solutions AG, which are engaged in the provision of proprietary ERP solutions dedicated to small, medium-sized and large enterprises.

GlobeNet

This company is one of the leading vendors of IT systems for the healthcare sector in Hungary, including primarily hospitals and medical clinics. Its flagship product is MedWorkS, a system providing support for all operating processes performed by a healthcare institution.

Statlogics

This company is headquartered in Budapest and offers a variety of solutions dedicated to the consumer finance industry. Its flagship product is Credilogic, a system allowing to manage the full lifecycle of consumer loans and credits.

DanubePay

This company is a provider of IT solutions for payment cards, online payments, ATMs etc. It offers a comprehensive portfolio of products and services for authentication and transaction processing, acts as a partner in card issuing processes, and also develops own loyalty program systems.

InterWay

InterWay is engaged in the implementation of technologies and systems (including IDM, SSO, ECM, ERP, BPM, Cloud Computing), integration of e-commerce and SOA solutions, as well as in content management systems based on its own and third-party software.

Exe

This company is specialized in the provision of infrastructure services, localization services, as well as in the distribution of the related third-party software.

South Eastern European market

Asseco South Eastern Europe S.A.

This company is listed on the Warsaw Stock Exchange (WSE: ASE) and is the parent of Asseco South Eastern Europe Group. It was created by integrating the competence, experience, know-how, software solutions and customer base of many South Eastern

European companies, each being a leader in its market segment. From the beginning of its operations, it has focused on the development of proprietary IT solutions. Asseco South Eastern Europe runs its business operations in five major segments of the IT market: solutions and services for the banking sector, authentication solutions, supply, installation and maintenance of ATMs and POS terminals, software and services for the telecom sector, as well as integration services, supply and implementation of IT systems and hardware. Nowadays, this holding incorporates subsidiaries operating in the territories of Serbia, Croatia, Montenegro, Bosnia and Herzegovina, Kosovo, Moldova, Albania, Bulgaria, Romania, and Turkey.

Western European market

Asseco Spain S.A.

This company is a provider of IT infrastructure consulting services, security solutions, human resources management solutions, outsourcing services, as well as fully comprehensive IT support.

Valorista

This company is specialized in the provision of modern IT infrastructure as well as complementary services.

Necomplus S.L.

This is a provider of electronic payment solutions (POS), self-service solutions as well as professional Call Center technologies.

Asseco Lietuva UAB

The company is a leading producer of software and integrator of IT systems in Lithuania. Its main business lines include IT systems providing support in archiving, management of business processes, finances and EU funds, as well as software solutions for the insurance industry. The company's products and services are dedicated to a large extent to the public administration sector.

Asseco Danmark a/s

This company is a provider of high class consulting services and proprietary information solutions for the sectors of finance and biotechnology.

Peak Consulting Group ApS

This is a provider of high class consulting services in Scandinavia.

Eastern European market

Asseco Georgia LLC

This company is a provider of consulting and system implementation services for the banking and insurance industry companies as well as for the public administration. The company's operations are well diversified and include competence in software development, offering of proprietary ERP and CRM systems, solutions for insurance companies, software for schools and stores, as well as consulting services and implementation of third-party products. Asseco Georgia is one of the largest consulting firms in the Georgian IT market.

R-Style Softlab

R-Style Softlab is a Russian producer of software for the sector of banking and finance. It is specialized in three key areas: online banking and customer service systems, data warehouses and business intelligence systems, as well as core banking systems. It is an undisputed market leader, taking into account the number of its active clients (companies operating in Russia, Kazakhstan, Belarus, Uzbekistan, and other former Soviet republics). R-Style Softlab is headquartered in Moscow and also has branches in Bryansk, Vologda, Almaty, and Kiev.

Asseco Kazakhstan LLP

The company's operations include three business lines: information security, information management, and the newly launched cloud computing services. At present, it focuses primarily on the public sector clients as well as on large telecommunications and energy enterprises.

Information technology market and its future outlook

Development prospects of the global IT market

According to Gartner’s forecasts, in 2016 the global IT industry will grow by 0.6% to reach the total value of USD 3,536 billion. Concurrently, according to these same experts, in 2015 the market recorded the steepest decline in the history of their research, this is by 5.8%, which was caused primarily by the high exchange rate of the US dollar against other currencies.

In this year, the most dynamic growth is anticipated in the enterprise software market, by 5.3% to the level of USD 326 billion. A high increase of 3.1% is also expected in the market for IT services. Here the demand will be driven, among others, by the growing popularity of cloud-based services. Both the above-mentioned segments (IT services and software) constitute the core business of Asseco Poland and Asseco Group.

Whereas, the highest deterioration by 1.9% is expected in the sales of IT hardware, mainly due to the weak economic situation in countries such as Russia, Japan and Brazil, as well as high demand for low-budget phones in the developing countries.

Telecommunication services, which are the largest of the analyzed markets, are supposed to decrease by 1.2% to the level of USD 1,454 billion.

Forecast of global IT spending in 2016 (billions of USD)

Segment	2016	Change
Computer hardware	641	-1.9%
Data Center systems	175	3.0%
Software	326	5.3%
IT services	940	3.1%
Telecommunication services	1,454	-1.2%
Total	3,536	0.6%

Source: Gartner, January 2016

IT Market in Poland

As presented by Computerworld magazine in their latest TOP200 ranking, according to IDC estimates, in 2014 the Polish information technology market was worth PLN 57 billion, having expanded by 12.8%. This was almost three times more than the Polish GDP growth in this period. Concurrently, it was the third consecutive year of double-digit growth in the IT market, showing its high development potential for the future.

The largest customers for IT services and products are still the institutions of public administration which spent approx. PLN 3.1 billion for that purpose in 2014.

Sales to the commercial sector were not much lower and amounted to PLN 2.7 billion, increasing by 24.3%. The third largest client of IT companies was the telecommunications sector which purchased computer hardware, services and software for PLN 2.6 billion.

However, the fastest growth in IT purchases was observed in the healthcare sector, which reached nearly PLN 0.6 billion, increasing by 31.8%, as compared with an 11.3% improvement achieved a year ago.

Whereas, sales of IT companies to the utilities sector (excluding the energy industry) decreased by 11.1% in 2014 in comparison to 2013.

Company’s market position

Asseco Poland tops the rankings of IT vendors that are prepared by both Polish and international research institutes.

The following table presents the position of Asseco Poland in the Truffle 100 2015 ranking, which lists the largest European software vendors by the amount of sales of proprietary software and services generated in 2014.

Name of company	Country	Sales of proprietary software (in millions of EUR)
1. SAP	DE	17,243.9
2. Dassault Systems	FR	2,078.6
3. Sage	UK	1,539.5
4. Hexagon	SE	1,442.3
5. Wincor Nixdorf	DE	1,367.0
6. Asseco Poland	PL	1,193.3
7. Software AG	DE	835.6
8. DATEV	DE	790.7
9. Wolters Kluwer	NL	740.2
10. Misys	UK	639.2

Source: Truffle 100 ranking, 2015

In 2014, the Company achieved the second largest growth of proprietary software revenues among the top 10 vendors leading the ranking.

According to the latest available estimates of COMPUTERWORLD TOP200, Asseco Poland is the second largest IT group and the largest IT company in Poland in terms of net earnings, outperforming the runner-up in this ranking by 4.5 times. Asseco is also the biggest R&D spender in this market.

IT companies with the highest net earnings in 2014	Net profit (in millions of PLN)
Asseco Poland	290.3
Action	69.5
Capgemini Poland	52.4
AB	47.8
Ericpol	43.5
Comarch	41.0

Source: Computerworld; figures in millions of PLN

Again, according to COMPUTERWORLD TOP200 rankings, Asseco Poland held leading positions in terms of sales to individual sectors of the Polish economy.

Ranking of providers of software and services to the sector of	Ranking position
Public administration	1
Healthcare	1
Large companies and corporations	2
Banking	2
Energy industry	2
Financial institutions	3
Telecommunications	7

COMPUTERWORLD TOP200 2015, Ranking of IT and telecom companies by sales revenues generated in 2014

The next table presents the positions taken by Asseco Poland in the COMPUTERWORLD TOP200 rankings that compare leading companies operating in the Polish market by type of business.

Ranking	Ranking position
Producers of customer-tailored software	1
Providers of IT maintenance services	1
Providers of IT services	2
Providers of system integration services	6

COMPUTERWORLD TOP200 2015, Ranking of IT and telecom companies by sales revenues generated in 2014

Product portfolio and target markets

Product portfolio – competencies

Asseco Group companies provide software solutions tailored to meet the specific needs of our clients. We have strong expertise in the following four main areas:

- Dedicated solutions

Asseco Poland is the most experienced Polish IT company when it comes to the execution of large-scale and complex IT projects, implemented to individual customer needs. A good example of Asseco’s competence in this area is the IT project implemented for the Social Insurance Institution (ZUS), the largest in the history of our country. The Comprehensive Information System handles more than 24 million unique accounts and is used by over 30 thousand users on a daily basis. The Comprehensive Information System of ZUS won the main prize in the “eEurope Awards for eGovernment – 2005” competition, which was organized by the European Institute of Public Administration (EIPA), working under the auspices of the European Commission. The ZUS’s CIS was awarded for the creation of optimum environment for successful implementation of a public administration project.

- Comprehensive solutions for business sectors

We offer comprehensive IT packages that are customized to individual needs of large and medium-sized companies virtually from every sector of the economy. In this category, our product portfolio includes comprehensive systems dedicated to the banking sector (Asseco def3000), energy industry (AUMS), healthcare (AMMS), brokerage houses (Promak) as well as for the insurance industry (IDIT, ALIS).

- Standard software packages

We also provide standard software packages for thousands of small and medium-sized companies. With no need for customer-tailored products and at an affordable cost, tens of thousands of firms use Asseco’s out-of-the-box software to support their routine enterprise management functions. An example of a standard software package is Magic xpa, a platform for the creation and development of applications.

- Cloud computing solutions

Small and medium-sized enterprises can use our IT solutions available over the Internet. With a minimum of effort and cost and maximum benefits, our customers may take advantage of our knowledge and experience without investing large sums of money in IT infrastructure or a team of IT experts. Several hundred cooperative banks operating in Poland have decided to use cloud-based e-banking systems.

- Solutions designed to individual customer needs

Dedicated solutions
Comprehensive Information System – ZUS
Insurer – PZU
Clearance System – National Border Guard
Central Register of Vehicles and Drivers – Ministry of the Interior

- Solutions designed and developed for multiple large and medium-sized customers

Comprehensive solutions for business sectors
Asseco def3000 (banking)
Asseco Utility Management Solutions (energy industry)
Asseco Medical Management Solutions (healthcare)
Sapiens IDIT, ALIS (insurance)
OTAGO System (administration)
Promak (brokerage houses)

- Standard solutions for a large number of small and medium-sized customers

Standard software packages
Asseco WAPRO
Asseco HR
Magic xpi Integration Platform
Magic xpa Development Platform

- Solutions available for numerous customers over the Internet

Cloud computing solutions
def3000 REB / CEB (banking)
Asseco Mobile Touch (general business use)
abStore Wapro (e-commerce)
wrotacelne.pl (customs systems)

SELECTED PRODUCTS

Product portfolio – sectors

Asseco Group is specialized in the development of proprietary IT solutions for all sectors of the economy. Asseco's product portfolio is divided into three main sectors: banking and finance, public administration, and general business. Each of these sectors comprises a wide range of institutions that use our proprietary IT systems and services. Presented below is a selection of our IT solutions dedicated to individual sectors.

▪ Banking and Finance

Banks – production of Banking software is one of the key businesses of the majority of Asseco subsidiaries. Both regional and international expansion of our Group is largely dependent upon continuing improvement and further development of IT solutions tailored to meet the banking sector's growing expectations from information technology.

The Group's flagship product for the banking sector is *def3000*, a comprehensive IT system developed by Asseco Poland. In addition, we offer dozens of specialized ready-to-implement solutions, requiring only some adaptation to specific operations of a particular institution.

Comprehensive banking systems are also offered by other companies of our Group. Asseco Central Europe, marketing its proprietary StarBANK family solutions, has gained a strong position in the Slovak market for banking industry software. Asseco South Eastern Europe offers core banking systems, payment gateways, business intelligence solutions, and customer relationship management (CRM) solutions, and is engaged in the installation and maintenance of ATMs and POS terminals.

Insurance – Asseco Group is proud of its long-term cooperation with major international insurance companies. Among them are life and property insurance companies, insurance brokers, as well as insurance market regulators. Advanced solutions provided by Asseco are always adjusted to conform to applicable insurance regulations and ensure the highest levels of security.

The Group's portfolio features core insurance systems and a variety of specialized solutions, including billing and collection systems, applications supporting claim settlement processes, reinsurance, co-operation with agents, and detection of insurance frauds. We also provide tools allowing insurance companies to fulfill the requirements of Solvency II.

The Group's flagship insurance industry products are ALIS, IDIT, and INSIGHT systems which are offered by our Israeli Sapiens group.

Other Asseco companies are also specialized in the provision of proprietary IT solutions for insurance companies. Asseco Central Europe offers its StarINS software suite, whereas Inseco implements fully-fledged property and life insurance systems.

To complement the above described banking and insurance industry competencies, Asseco is a provider of all-in-one IT solutions for brokerage houses, as well as for leasing and factoring companies.

▪ Public Institutions

Central level – Asseco Group develops and implements software solutions for public administration in the areas that cannot be supported by ready-made tools. These are mostly complex systems with powerful functionality suitable for processing of large data volumes.

Asseco Poland has got vast experience in the execution of complex IT projects for the public administration. The largest information technology project in Poland – the Comprehensive Information System of the Social Insurance Institution – has been implemented by Asseco. Furthermore, Asseco developed the Central Register of Vehicles and Drivers for the Ministry of the Interior and Administration, Information System for the National Border Guard, as well as IT solutions for the Agency for Restructuring and Modernisation of Agriculture. As the only IT company of Central and Eastern Europe, we executed over 50 prestigious projects for the EU and NATO agencies.

Companies of Asseco Central Europe Group also have a long track of cooperation with the agencies of central administration. They have for years delivered high quality solutions and services, among others, for the Ministry of Finance, Ministry of the Interior, and the Supreme Chamber of Control in Slovakia.

Local governments – Asseco provides proprietary IT solutions for all levels of local administration bodies. A significant advantage of our software is that it can be easily integrated with specialized tools such as digital maps or metropolitan networks.

Within the Group, the company specializing in such solutions is ZUI OTAGO, which offers its proprietary OTAGO Integrated Municipal Management System.

Healthcare – Asseco Group continues to build its market leadership in the provision of IT solutions for all types of medical facilities. Our solutions are used by hundreds of major hospitals and most clinics in the CEE region. Asseco’s services include professional consulting on the design, implementation and maintenance of information systems for health insurance companies, and the provision of comprehensive solutions for hospitals and clinics. Asseco delivers patient service solutions, contract settlement systems as well as facility management solutions.

The Group’s flagship product is AMMS (Asseco Medical Management Solution), Asseco Poland’s comprehensive package of information systems designed to help manage large and medium-sized hospitals, polyclinics, medical centers, outpatient clinics and emergency departments. Asseco Central Europe also provides a proprietary healthcare information system, which is called Mediform. The Group’s portfolio for the healthcare sector is complemented with Hungarian GlobeNet solutions. Whereas, our Israel-based center of innovation develops pioneering IT solutions for the largest medical centers in the world. These include Tafnit, which meets the specific needs of hospital management.

- **General Business**

Telco & Utilities – Asseco Group offers comprehensive proprietary solutions, which are capable of handling multi-million customer databases and are customized for the specific needs of telecommunication, media, energy, gas and utility enterprises. Over a 20-year long presence of our solutions in this sector resulted in strategic partnerships with many major companies in Europe, which appreciate Asseco specialists’ in-depth professional knowledge and experience, just as the flexibility of our solutions.

Our product portfolio dedicated to the Telco & Utilities sector includes billing systems, fraud detection systems, sales and CRM applications, portal applications, data warehouses, BI tools, and many more. The product portfolio is supplemented with

technical infrastructure and asset management systems, and GIS/NIS solutions.

Asseco Poland has, for many years, been one of the key providers of billing systems to Orange Poland. Our software solutions are also used by other mobile and fixed-line telephony operators, as well as by media companies such as ITI Group. Moreover, our systems are utilized by major energy holdings operating in Poland, such as Tauron, PGNiG, Enea, and PGE.

At the same time, Asseco Central Europe specializes in technical infrastructure management systems for network enterprises, while Asseco South Eastern Europe delivers IT solutions to many leading telecom operators in the Balkans region.

ERP solutions – we offer a full range of state-of-the-art ERP systems for small, medium and large companies. All of them are fully integrated software packages designed to support enterprise management processes. Owing to their diversified functionality and module-based structure, our solutions can be utilized in virtually every industry. Moreover, the Group has departments specializing in the implementation, development and industry adaptation of ERP systems based on the technologies of Oracle, SAP and Microsoft.

One of the Group’s subsidiaries operating in the Polish market is Asseco Business Solutions (ABS), which specializes in ERP systems to support the management of small and medium-sized enterprises. Depending on the client preferred technology, ABS may offer Asseco SAFO based on Oracle technology, or Asseco SOFTLAB ERP using Microsoft technology.

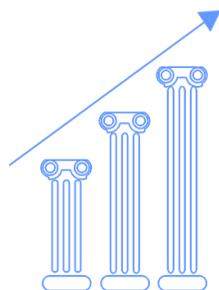
Asseco Central Europe developed a proprietary ERP solution which is implemented by its subsidiary Asseco Solutions. Strong ERP competence is also demonstrated by our subsidiary Asseco Solutions.

Furthermore, Asseco Group provides consulting and implementation services covering SAP, Oracle, and Microsoft Dynamics AX solutions.

Product portfolio – sectors

Banking and Finance

- Banks
- Insurance
- Brokerage houses
- Investment funds
- Leasing companies
- Factoring companies



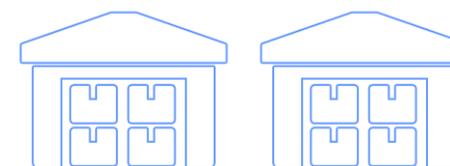
Public Institutions

- Central administration
- Local administration
- Healthcare
- International organizations
- Social insurance
- Uniformed services
- Education



General Business

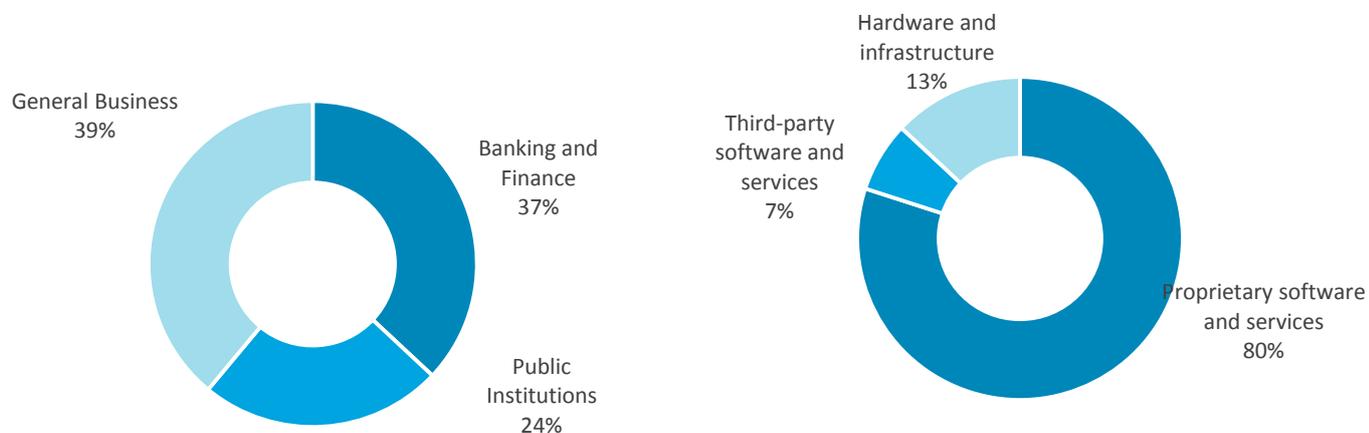
- Telecommunications
- Municipal utilities
- Energy industry
- Gas industry
- Manufacturing, trade and services
- FMCG
- Multimedia



Financial information

Structure of sales revenues of Asseco Group

Breakdown of sales revenues by products and sectors in the year ended 31 December 2015 and in the comparable period



Consolidated sales revenues by regions and sectors in 2015

	General Business	Banking and Finance	Public Institutions	Total **
Polish market	542.9	438.4	797.2	1,778.5
Israeli market	1,559.3	1,576.5	541.0	3,676.8
Central European market	284.7	91.2	273.4	649.3
South Eastern European market	75.9	365.2	46.1	487.2
Western European market	372.9	150.3	75.7	598.9
Eastern European market	2.4	98.0	5.6	106.0
Asseco Group*	2,829.4	2,688.5	1,738.3	7,256.2

* Figures after consolidation eliminations™

** Revenues generated in individual markets include sales to external customers as well as inter-segment sales

Summary and analysis of the financial results of Asseco Group

Presented below are the financial results for the year ended 31 December 2015 as well as for the comparable period of the previous year:

mPLN	12 months ended 31 Dec. 2015	12 months ended 31 Dec. 2014	Change
Revenues	7,256.2	6,231.9	16.4%
Proprietary software and services	5,782.6	4,998.9	15.7%
Gross profit/(loss) on sales	1,749.6	1,519.8	15.1%
Selling costs	(451.5)	(393.8)	14.7%
General and administrative expenses	(543.7)	(477.1)	14.0%
Other operating activities	(9.2)	(12.2)	(24.6%)
Operating profit	745.2	636.7	17.0%
Net profit attributable to Shareholders of the Parent Company	365.5	358.4	2.0%
EBITDA	1,007.7	892.5	12.9%

EBITDA = EBIT + depreciation and amortization

mPLN	3 months ended 31 Dec. 2015	3 months ended 31 Dec. 2014	Change
Revenues	2,196.0	1,832.6	19.8%
Proprietary software and services	1,602.1	1,428.7	12.1%
Gross profit/(loss) on sales	506.3	436.1	16.1%
Selling costs	(126.8)	(117.8)	7.6%
General and administrative expenses	(166.9)	(129.1)	29.3%
Other operating activities	(1.1)	(11.7)	(90.6%)
Operating profit	211.5	177.5	19.2%
Net profit attributable to Shareholders of the Parent Company	125.9	89.9	40.0%
EBITDA	274.0	245.6	11.5%

EBITDA = EBIT + depreciation and amortization

Presented below is the currency structure of our sales revenues in the period of 12 months ended 31 December 2015 and in the comparable period ended 31 December 2014:

	12 months ended 31 Dec. 2015	12 months ended 31 Dec. 2014
NIS (new Israeli shekel)	29.7%	29.7%
PLN (Polish zloty)	23.8%	26.6%
EUR (euro)	18.0%	16.7%
USD (American dollar)	14.9%	11.9%
CZK (Czech crown)	1.7%	2.0%
RON (new Romanian leu)	1.3%	1.8%
RSD (Serbian dinar)	1.6%	2.0%
GBP (British pound)	2.7%	2.1%
RUB (Russian ruble)	1.3%	1.6%
other currencies	5.0%	5.6%
	100.0%	100.0%

Profitability

The table below presents the key profitability ratios achieved by the Group for the year ended 31 December 2015 and in the comparable period:

	12 months ended 31 Dec. 2015	12 months ended 31 Dec. 2014	Change
Gross profit margin	24.1%	24.4%	(0.3) pp
EBITDA margin	13.9%	14.3%	(0.4) pp
Operating profit margin	10.3%	10.2%	0.1 pp
Net profit margin	7.9%	8.5%	(0.6) pp

Gross profit margin = gross profit on sales / sales
EBITDA margin = EBITDA / sales
Operating profit margin = operating profit / sales
Net profit margin = net profit / sales

In 2015, Asseco Group achieved a double-digit increase in sales and operating profit. This resulted from the dynamic growth of our foreign market operations, which generate more than 75% of the Group's total revenues. It should be noted that the value of minority interests is high mainly due to shares held in Formula Systems, which is included in our Israeli market. This translates into a significantly lower net profit attributable to Shareholders of the Parent Company. Our consolidated results were also influenced by foreign exchange rates, including in particular the considerable strengthening of the US

dollar and the high depreciation of the Russian ruble against the Polish zloty.

Liquidity

In 2015, our working capital increased by nearly 9%. The Group's liabilities grew faster than assets, which caused a slight decline in our liquidity ratios. Importantly, we achieved a very satisfactory level of cash conversion, which improved in comparison with 2014.

	31 Dec. 2015	31 Dec. 2014
Working capital (in millions of PLN)	1,872.5	1,722.1
Current liquidity ratio	1.8	2.0
Quick liquidity ratio	1.7	1.9
Absolute liquidity ratio	0.7	0.7
Cash conversion rate	100%	83%

Working capital = current assets - current liabilities

Current liquidity ratio = current assets / current liabilities

Quick liquidity ratio = (current assets - inventories - prepayments) / current liabilities

Absolute liquidity ratio = (cash + short-term bank deposits) / current liabilities

Cash conversion rate = FCF/adjusted EBIT

FCF = CFOBT - CAPEX

Adjusted EBIT = EBIT+PPA+SBP, where PPA means amortization charges on intangible assets recognized in purchase price allocation, and SBP means the costs of share-based payment transactions with employees

The total value of assets increased primarily as a result of higher trade receivables as well as higher amount of cash and short-term bank deposits, which reached approx. PLN 1.6 billion as at the end of the year.

Debt

As at the end of 2015, Asseco Group's debt was higher than a year ago. Our total liabilities increased by nearly PLN 1 billion, exceeding the level of PLN 3.7 billion. This was, among others, a consequence of new non-revolving loans and bank overdrafts taken by our Israeli market companies, as well as bonds issued by Formula Systems which amounted to PLN 223.7 million as at the balance sheet date, i.e. 31 December 2015. Furthermore, as a result of mergers and acquisitions carried out as part of our development strategy, we recognized higher liabilities for the acquisition of minority interests in subsidiaries.

	31 Dec. 2015	31 Dec. 2014	1 January 2014
Total debt ratio	30.8%	25.4%	25.5%
Debt/equity ratio	15.1%	10.8%	9.2%
Debt/(debt + equity) ratio	13.1%	9.7%	8.4%

Total debt ratio = (non-current liabilities + current liabilities) / assets
Debt/equity ratio = (interest-bearing bank loans + debt securities + finance lease liabilities) / equity
Debt/(debt + equity) ratio = (interest-bearing bank loans + debt securities + finance lease liabilities) / (interest-bearing bank loans + debt securities + finance lease liabilities + equity)

Major events and factors with impact on our financial performance

Polish market

The following table presents the key financial results generated by our Polish market segment:

mPLN	12 months ended 31 Dec. 2015	12 months ended 31 Dec. 2014
Sales revenues*	1,769.1	1,677.2
EBIT	277.6	298.3
EBIT margin	15.7%	17.8%
Adjusted EBIT	295.5	316.5
Adjusted EBIT margin	16.7%	18.9%
EBITDA	365.7	390.6
EBITDA margin	20.7%	23.3%
CFO _{BT}	414.8	341.0
CAPEX	(61.7)	(46.0)
FCF	353.1	295.0
Cash conversion rate	119.5%	93.2%
Cash and cash equivalents at the end of period	122.1	199.9
Interest-bearing debt at the end of period	(280.2)	(233.5)
of which bank loans, borrowings and bonds issued	(167.7)	(108.8)
of which finance lease liabilities	(112.5)	(124.7)

* Segment's sales to external customers

EBIT = operating profit

Adjusted EBIT = EBIT+PPA+SBP, where PPA means amortization charges on intangible assets recognized in purchase price allocation, and SBP means the costs of share-based payment transactions with employees

EBITDA = EBIT + depreciation and amortization

CFO_{BT} = cash generated from operating activities (i.e. before income tax paid)

CAPEX = segment's capital expenditures for non-current assets

FCF = |CFO_{BT}| - |CAPEX|

Cash conversion rate = (FCF) / (adjusted EBIT)

In 2015, Asseco Group strengthened its leading position in the Polish IT market. In the banking sector, we continued our long-lasting cooperation with PKO BP, which is the largest bank in the region. Apart from working on the bank's core system, Asseco specialists successfully integrated the IT systems of PKO BP and Nordea Bank that are being merged. Asseco has also reinforced its position as a leading provider of software for cooperative banks. The def3000 core banking systems have been implemented for successive cooperative banks, including in Pabianice, Aleksandrów Kujawski, Pisz, Lipno, and Płońsk.

We completed the development of a new state-of-the-art product called Asseco Customer Banking Platform (Asseco CBP). This innovative solution follows the latest trend of omnichannel banking, allowing customers to use banking services via mini-applications which are available both on desktop computers and mobile devices. Our new solution has been already purchased and successfully

implemented at Bank Ochrony Środowiska and Deutsche Bank Poland.

In the public administration sector, we continued to work for the Social Insurance Institution (ZUS) in the scope of maintenance and upgrading of their Comprehensive Information System (CIS). The Company expanded its presence in the market for IT systems dedicated to agriculture. Last year, we signed a contract with the Agency for Restructuring and Modernization of Agriculture (ARiMR) to complete their Campaign 2015 project, which is meant to ensure the proper payment of financial subsidies for agricultural producers. Asseco also signed a framework agreement with ARiMR to develop and modify their IT systems that are utilized to serve 1.5 million agricultural producers.

The Company has also strengthened its leading position in the market for healthcare systems. Our flagship product called Asseco Medical Management Solutions (AMMS) has been chosen by a number of further hospitals as a result of which, at the end of the year, the system has been installed and running at more than 200 medical centers across the country. Asseco continued the e-Health project which is aimed at informatization of the Polish healthcare sector.

During the past year, Asseco Poland executed a number of projects for energy, telecommunications and other companies. In the third quarter, we completed the project of data migration into the central billing system AUMS EDO (Asseco Utility Management Solutions) at Tauron Group. We continued our long-term cooperation with Orange Poland, where we formally completed the implementation of AUMS billing system. Asseco Poland also carried out a portion of the "Internet for Mazovia" project.

Strong financial results for 2015 were also reported by Asseco Business Solutions (ABS), one of our Polish subsidiaries which specializes in ERP systems and Sales Force Automation (SFA) software. Its sales revenues increased by 5% year on year, while operating profit and net profit improved by 18% and 17%, respectively. The company made continuing efforts for the international expansion of its SFA product – Mobile Touch. Last year, ABS provided this solution for the first customers in Australia and Thailand. Mobile Touch has been also selected by well-known international corporations operating in the German market, such as Danone and L'Oréal.

The Group consistently pursued the strategy of consolidation of local IT players in the Polish market. In 2015, Asseco Group was joined by Unizeto Technologies. Asseco Poland conducted an effective tender offer and took over Infovide-Matrix, enriching its portfolio with broad competence and experience in IT services. As part of its strategy of building strong, uniform expertise centers, the company decided to separate its insurance business into Insseco which has been subsequently sold to Sapiens International, the second largest global provider of IT systems and services for the insurance industry. Furthermore, Asseco decided to merge several of its Polish market operations into one, big and strong company – Asseco Data Systems (ADS). ADS will operate as Asseco Group’s competence center for IT infrastructure as well as software and IT services for small and medium-sized enterprises in Poland.

Israeli market

The following table presents the key financial results generated by our Israeli market segment:

mPLN	12 months ended 31 Dec. 2015	12 months ended 31 Dec. 2014
Sales revenues*	3,648.5	2,951.0
EBIT	280.8	187.8
EBIT margin	7.7%	6.4%
Adjusted EBIT	356.5	258.1
Adjusted EBIT margin	9.8%	8.7%
EBITDA	397.7	286.6
EBITDA margin	10.9%	9.7%
CFO BT	398.9	218.4
CAPEX	(65.7)	(54.1)
FCF	333.2	164.3
Cash conversion rate	93.4%	63.7%
Cash and cash equivalents at the end of period	972.0	631.1
Interest-bearing debt at the end of period	(860.7)	(547.3)
of which bank loans, borrowings and bonds issued	(857.0)	(542.6)
of which finance lease liabilities	(3.7)	(4.7)

* Segment’s sales to external customers

EBIT = operating profit

Adjusted EBIT = EBIT+PPA+SBP, where PPA means amortization charges on intangible assets recognized in purchase price allocation, and SBP means the costs of share-based payment transactions with employees

EBITDA = EBIT + depreciation and amortization

CFO BT = cash generated from operating activities (i.e. before income tax paid)

CAPEX = segment’s capital expenditures for non-current assets

FCF = |CFO BT| - |CAPEX|

Cash conversion rate = (FCF) / (adjusted EBIT)

The Israeli market has been one of the fastest growing segments of Asseco Group. The year of 2015 was a very favourable period for all companies incorporated within the Formula Systems holding, representing this market.

Matrix IT, the largest of our Israeli market companies, strengthened its leading position in Israel. The company intensified its efforts in cloud computing solutions and services by promoting its proprietary CloudZone software. It has also commenced operations under a new brand – 8300, which offers IT products and services for business start-ups in a flexible model. The company generated particularly strong sales in the U.S., where it markets regulatory compliance, fraud prevention, and anti-money laundering software through one of its subsidiaries. Customers of Matrix IT include major banks and financial institutions in the U.S. In this country, the company also implemented a number of Business Intelligence solutions and built corporate portals.

Sapiens, the world’s second largest producer of software for the insurance industry, recorded a significant increase in its financial results. The company’s business has been effectively expanded by means of organic growth and new acquisitions. Following its acquisitions strategy, in 2015, Sapiens took over India-based IBEXI Solutions, an experienced team of 180+ employees working for 18 clients, including major financial institutions in India. Sapiens also acquired Insseco, a subsidiary of Asseco Poland, which is a provider of services for the Polish insurance sector. In both the above-mentioned countries, Sapiens intends to establish its regional centers of development.

In 2015, Sapiens entered into a number of new agreements. The largest ones included a 2-year contract signed with the company’s existing customer, a leading insurer in the U.S. market, to carry on working on the modernization of their IT systems. The new contract is estimated to be worth USD 30 million. The company’s DECISION solution has been chosen by another renowned insurance institution, which decided to change the adopted management methodology in favour of the approach offered by Sapiens (The Decision Model, TDM).

In addition, the company signed an agreement with a leading provider of medical insurance – Medical Protection Society. Products and services of this Israeli company have been also chosen by Tennessee Farmers Life Insurance Company, the largest provider of life insurance policies in the state of Tennessee, USA, as well as Wesleyan, an insurance society that provides services for doctors, dentists, lawyers, and teachers.

Magic Software demonstrated strong financial performance, as well. Magic Software pursued its strategy of organic growth, while actively looking for acquisition opportunities. In the last year, the company acquired 70% of shares in an Israel-based

firm specialized in the provision of IT services for large corporate clients and government organizations. The company launched a new version of its flagship solution called Magic xpa 3.0, enabling enterprises to build their own applications quickly and cost-effectively.

The company strengthened its presence in the Benelux markets by signing an agreement with Acuity, a leading provider of ICT services that has become the next distributor of Magic xpi integration platform. With the help of Magic's software, Japan-based Fukushima Bank has created its own Sales Force Automation (SFA) solution to run on iPads.

Central European market

The following table presents the key financial results generated by our Central European market segment:

mPLN	12 months ended 31 Dec. 2015	12 months ended 31 Dec. 2014
Sales revenues*	647.7	492.3
EBIT	63.1	50.3
EBIT margin	9.7%	10.2%
Adjusted EBIT	64.4	55.4
Adjusted EBIT margin	9.9%	11.3%
EBITDA	79.2	70.1
EBITDA margin	12.2%	14.2%
CFO _{BT}	107.3	101.0
CAPEX	(10.2)	(14.5)
FCF	97.1	86.5
Cash conversion rate	150.8%	156.1%
Cash and cash equivalents at the end of period	188.5	160.4
Interest-bearing debt at the end of period	(4.5)	(2.8)
of which bank loans, borrowings and bonds issued	(4.1)	(2.5)
of which finance lease liabilities	(0.4)	(0.3)

* Segment's sales to external customers

EBIT = operating profit

Adjusted EBIT = EBIT+PPA+SBP, where PPA means amortization charges on intangible assets recognized in purchase price allocation, and SBP means the costs of share-based payment transactions with employees

EBITDA = EBIT + depreciation and amortization

CFO_{BT} = cash generated from operating activities (i.e. before income tax paid)

CAPEX = segment's capital expenditures for non-current assets

FCF = |CFO_{BT}| - |CAPEX|

Cash conversion rate = (FCF) / (adjusted EBIT)

In 2015, Asseco Group achieved strong growth in the Central European market. In line with the earlier announced expansion through acquisitions, Asseco Central Europe Group (ACE) was joined by two new companies. The first one operates in the segment of web-based IT technologies, offering the services of

integration of IT solutions in the SaaS (Software as a Service) model. The second one is an integrator of modern IT solutions that are based mainly on Cloud Computing technologies.

The group expanded the scope of cooperation with its existing customers and signed a number of significant new contracts. It successfully completed the implementation of the citizens identification system (IS IFO) for the Ministry of the Interior in Slovakia, which is one of the key components of a broader project aiming at the creation of the country's eGovernment. ACE specialists also developed a brand new solution (RKIS) dedicated to the Slovak equivalent of the Supreme Chamber of Control. The system has been deployed in line with the agreed schedule. Another important project completed in the public administration sector involved the implementation of the National System of Qualifications (NSK), which has been designed to support vocational education. Many IT projects were also carried out for the Slovak Ministry of Finance.

In the Czech Republic, we completed the implementation of StarBUILD core banking system for Českomoravská stavební spořitelna, the biggest building savings bank in the country and one of the largest ones in Europe. We also signed an agreement with the Czech equivalent of the Social Insurance Institution for the development and maintenance of the information and communication module.

Some of Polish enterprises also decided to benefit from the vast, long-term experience of ACE. Last year we completed the implementation of a factory documentation system for Synthos Dwory, one of the largest manufacturers of chemical materials in Poland. This system has been designed on the basis of a high quality geographic information system called LIDS 7. The same solution was used for carrying out the "Internet for Mazovia" project, one of Poland's biggest initiatives involving the construction of high-speed Internet infrastructure. Owing to close collaboration with Asseco Poland, a solution developed by ACE has been deployed at the Agency for Restructuring and Modernization of Agriculture (ARiMR).

The companies incorporated within Asseco Solutions Group, which specializes in the provision of ERP solutions, also reported favourable results for 2015. Asseco Solutions provided its software licenses as well as consulting services, among others, for customers in German-speaking countries.

South Eastern European market

The following table presents the key financial results generated by our South Eastern European market segment:

mPLN	12 months ended 31 Dec. 2015	12 months ended 31 Dec. 2014
Sales revenues*	486.2	499.3
EBIT	52.6	46.0
<i>EBIT margin</i>	10.8%	9.2%
Adjusted EBIT	52.6	46.0
<i>Adjusted EBIT margin</i>	10.8%	9.2%
EBITDA	82.9	69.0
<i>EBITDA margin</i>	17.1%	13.8%
CFO _{BT}	84.3	76.8
CAPEX	(43.7)	(60.4)
FCF	40.6	16.4
Cash conversion rate	77.2%	35.7%
Cash and cash equivalents at the end of period	101.1	89.0
Interest-bearing debt at the end of period	(47.6)	(45.1)
<i>of which bank loans, borrowings and bonds issued</i>	(45.3)	(43.8)
<i>of which finance lease liabilities</i>	(2.3)	(1.3)

* Segment's sales to external customers

EBIT = operating profit

Adjusted EBIT = EBIT+PPA+SBP, where PPA means amortization charges on intangible assets recognized in purchase price allocation, and SBP means the costs of share-based payment transactions with employees

EBITDA = EBIT + depreciation and amortization

CFO_{BT} = cash generated from operating activities (i.e. before income tax paid)

CAPEX = segment's capital expenditures for non-current assets

FCF = |CFO_{BT}| - |CAPEX|

Cash conversion rate = (FCF) / (adjusted EBIT)

This market is represented by Asseco South Eastern Europe (ASEE), a company which is publically traded on the WSE. In line with the adopted development strategy, ASEE Group managed to boost its revenues from proprietary software and services, which accounted for 61% of its total sales in 2015. ASEE Group recorded a robust 18% growth in the amount of sales generated by its payment solutions segment, whose contribution to the group's total revenues increased from 27% in 2014 to 33% in 2015. In the last year, the payment solutions segment also improved its profitability by 1 pp to 16.8%, which was the best result from among all the three operating segments identified by this group. This segment generated more than a half of the group's operating profit. A considerable growth in sales, by nearly 13%, was achieved also by the banking solutions segment.

A number of new contracts were signed and implemented during the last year. In Serbia, where ASEE has very good references, the Group concluded a contract for the implementation of a core banking system, Experience Front End solution, iBank online banking system, and a reporting system at a newly-established bank.

ASEE continued to develop its business in Kosovo and Montenegro by attracting more customers to use the core banking solution developed by this company. Furthermore, the company signed a significant contract for the supply of an online payment gateway (NestPay) to handle transactions conducted in Turkey by one of the global payment operators. The same solution was also chosen by one of the largest banks in Serbia as well as by Maroc Telecommerce, the largest operator of e-payments in Morocco.

As part of expanding its operations in the segments of payment and banking solutions, ASEE signed a number of contracts for the supply of ATMs and POS terminals, including the supply of ATMs to Zagrebacka Bank, OTP Banka and KentBank in Croatia, the supply of 50 ATMs to the Kosovo branch of a large international bank, extension of the network of ATMs for NLB Tutunska Bank in Macedonia, as well as extension of the network of POS terminals for one of the leading banks in Slovenia.

In 2015, ASEE also managed to enter completely new markets. The company signed a contract with Credem, one of the largest banking groups in Italy, for the supply of online and mobile banking solutions (SxS/Mobile Token), as well as for the implementation of software for monitoring and prevention of frauds in payment transactions (InACT). Moreover, the company concluded a contract for the sale of a personal finance management solution (PFM) for an Italian bank.

Western European market

The following table presents the key financial results generated in the Western European market:

mPLN	12 months ended 31 Dec. 2015	12 months ended 31 Dec. 2014
Sales revenues*	598.7	498.3
EBIT	37.9	36.8
EBIT margin	6.3%	7.4%
Adjusted EBIT	42.7	39.7
Adjusted EBIT margin	7.1%	8.0%
EBITDA	55.1	53.2
EBITDA margin	9.2%	10.7%
CFO _{BT}	14.0	64.7
CAPEX	(9.7)	(17.4)
FCF	4.3	47.3
Cash conversion rate	10.1%	119.1%
Cash and cash equivalents at the end of period	199.1	120.3
Interest-bearing debt at the end of period	(65.2)	(28.7)
of which bank loans, borrowings and bonds issued	(63.5)	(28.7)
of which finance lease liabilities	(1.7)	-

* Segment's sales to external customers

EBIT = operating profit

Adjusted EBIT = EBIT+PPA+SBP, where PPA means amortization charges on intangible assets recognized in purchase price allocation, and SBP means the costs of share-based payment transactions with employees

EBITDA = EBIT + depreciation and amortization

CFO_{BT} = cash generated from operating activities (i.e. before income tax paid)

CAPEX = segment's capital expenditures for non-current assets

FCF = [CFO_{BT}] - [CAPEX]

Cash conversion rate = (FCF) / (adjusted EBIT)

Our key revenue driver in the Western European market is Asseco Spain Group which focuses on providing innovative IT infrastructure as well as complementary services. In 2015, we recorded a significant growth in sales in this market. This was due to the very favourable performance from our operations in Spain and Portugal, where our subsidiary Valorista, a distributor of infrastructure, achieved a several dozen percent increase in revenues.

Asseco Spain signed a new contract with one of the leading national and global banks to provide maintenance services on 20 thousand mobile devices. The company continued the project of supplying Apple mobile devices to one of the largest clothing manufacturers in the world, as well as for one of international producers of beverages. It has also started the implementation of the second phase of an agreement to deliver software for 2,500 automated parcel locker terminals to an international organization based in Spain. In addition, Asseco Spain began to lease modern Surface devices to one of the leading pharmaceutical distributors in Spain.

As part of this contract, the company provided trainings and was responsible for the software implementation on tablets.

A significant event that affected the results generated in the Western European market was the acquisition of 61.38% of shares in Portugal-based Exictos. By acquiring a majority stake in Exictos, Asseco is continuing its expansion into emerging markets in Africa. This transaction will also help strengthen Asseco's presence in the Iberian Peninsula region and boost the selling potential of Asseco software solutions dedicated to the financial sector in the markets of Europe, Africa, Asia and, in the future, also in South America.

As part of the process of streamlining the organizational structure of Asseco Group, in 2015 we decided to sell our subsidiary Matrix42, operating basically in the German market. Matrix42 delivers proven solutions that support the management of software and working environment at enterprises. Our shareholding in this company was sold in a management buyout transaction.

Asseco Danmark continued on the path of sustainable development by reinforcing its position in the market for IT solutions addressing the Solvency requirements. The company's flagship solution, SII Engine, attracted new clients based in Denmark as well as in other EU countries. The solution of Asseco Danmark is used by more than 50 clients from Denmark, Norway, Sweden, Finland, Romania, Greece, and the Baltic States. At the same time, this company is the number one provider of such solutions in Denmark.

Eastern European market

The following table presents the key financial results generated in the Eastern European market:

mPLN	12 months ended 31 Dec. 2015	12 months ended 31 Dec. 2014
Sales revenues*	106.0	113.8
EBIT	23.4	17.4
EBIT margin	22.1%	15.3%
Adjusted EBIT	26.8	22.6
Adjusted EBIT margin	25.3%	19.9%
EBITDA	29.6	25.4
EBITDA margin	27.9%	22.3%
CFO _{BT}	24.3	14.6
CAPEX	(0.7)	(11.9)
FCF	23.6	2.7
Cash conversion rate	88.1%	11.9%
Cash and cash equivalents at the end of period	17.0	23.1
Interest-bearing debt at the end of period	-	(0.5)
of which bank loans, borrowings and bonds issued	-	-
of which finance lease liabilities	-	(0.5)

* Segment's sales to external customers

EBIT = operating profit

Adjusted EBIT = EBIT+PPA+SBP, where PPA means amortization charges on intangible assets recognized in purchase price allocation, and SBP means the costs of share-based payment transactions with employees

EBITDA = EBIT + depreciation and amortization

CFO_{BT} = cash generated from operating activities (i.e. before income tax paid)

CAPEX = segment's capital expenditures for non-current assets

FCF = |CFO_{BT}| - |CAPEX|

Cash conversion rate = (FCF) / (adjusted EBIT)

This market is represented primarily by R-Style Softlab, a Russian producer of software for the banking sector. In 2015, the company recorded a significant increase in financial results; however, their contribution to Asseco Poland was heavily influenced by the depreciation of the Russian ruble.

In 2015, R-Style signed an agreement, among others, with Rosselkhoz Bank, Russia's sixth biggest bank, for the supply of online banking solutions for retail customers. Moreover, the company has successfully completed an internet banking project at Globex Bank and launched mobile banking services at Sberbank Kazakhstan. It also completed the project of implementing a core banking system for Eurasian Bank, its new client based in Moscow. Furthermore, the company completed an online banking project at Zemsky Bank and signed a new contract to build a data warehouse for a leading bank in Belarus.

The quality of software solutions and competence of R-Style Softlab have been recognized by Markswobb Rank&Report, a Russian banking industry analytical firm. Two online banking solutions implemented by that company have ranked in the top five projects assessed by Markswobb analysts.

Non-recurring events with impact on our financial performance

Non-recurring events with impact on our financial performance in the year 2015 were as follows:

- Sale of a business venture of Asseco Poland S.A. to its subsidiary Insseco Sp. z o.o., which has been described in section IV of the consolidated financial statements of for the period of 12 months ended 31 December 2015.
- In 2015, Asseco Poland S.A. decided to create an allowance for its trade receivables from Mostostal Warszawa, in the amount of PLN 7.7 million.
- Acquisition of Unizeto Technologies by Asseco Systems S.A. in February 2015, which transaction has been described in the current report no. 4/2015.
- Acquisition of a 61.38% stake in Portugal-based Exictos SGPS for EUR 21.48 million. This transaction has been described in detail in section IV of the supplementary information to the consolidated financial statements of Asseco Group for the period of 12 months ended 31 December 2015.
- Acquisition of 100% of shares in Infovide-Matrix S.A., a Polish IT company listed on the Warsaw Stock Exchange. This transaction has been described in our current report no. 28/2015 as well as in section IV of the supplementary information to the consolidated financial statements of Asseco Group for the period of 12 months ended 31 December 2015.
- Sale of subsidiary Matrix42 operating in the Western European market. This transaction has been described in section IV of the annual consolidated financial statements of Asseco Group for the period of 12 months ended 31 December 2015 as well as in the current report no. 24/2015.

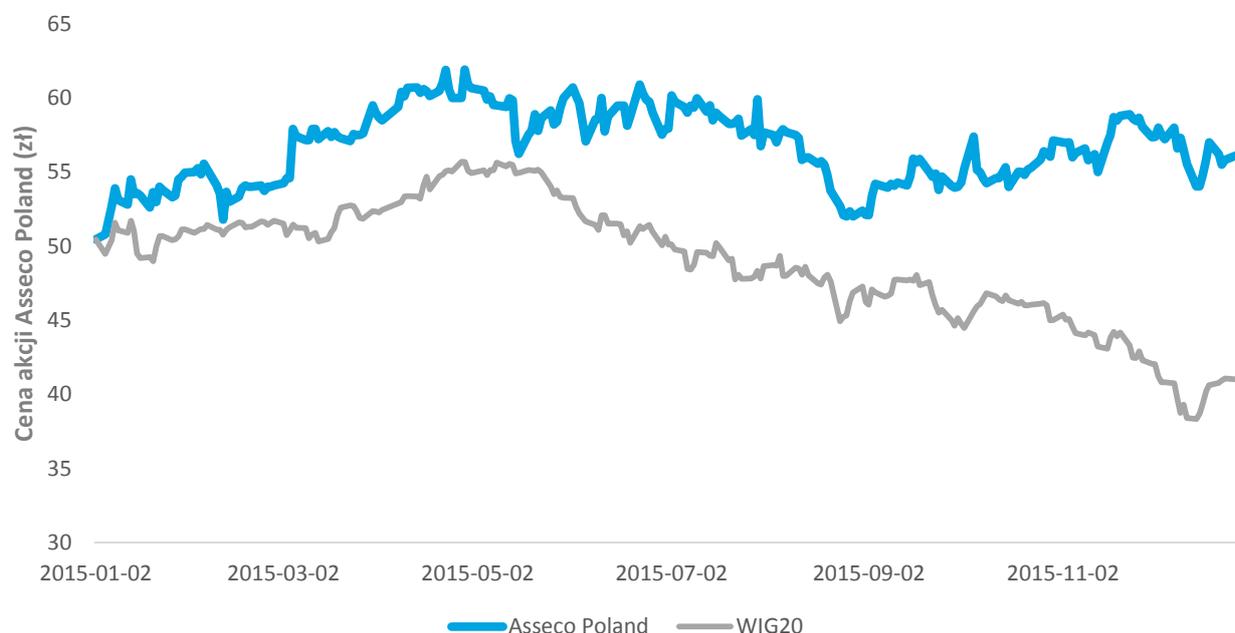
Significant events with impact on Asseco Group operations after 31 December 2015

- Significant events with impact on Asseco Group operations after the balance sheet date, i.e. 31 December 2015, have been described in detail in explanatory note 37 to the annual consolidated financial statements of Asseco Group for the period of 12 months ended 31 December 2015.

Opinion on feasibility of investment plans

Asseco Group companies pay their trade payables, settle their compulsory state charges, and fulfil their investment obligations on a timely basis. Our companies maintain loan facilities at various banks in order to diversify their sources of financing. The companies pay their liabilities from current operating revenues which may be supplemented with third-party financing, in the form of short-term bank overdraft facilities, bank loans, borrowings, or capital contributions.

Asseco Poland S.A. in the capital market



	2015-01-02	2015-03-31	2015-06-30	2015-09-30	2015-12-30	Δ 12M
Asseco Poland S.A. (PLN)	50.45	59.00	57.91	54.01	56.80	12.6%
WIG20 (points)	2,309.39	2,395.9	2,317.84	2,066.37	1,859.15	-19.5%
WIG (points)	51,378.00	54,091.32	53,328.98	49,824.59	46,467.38	-9.6%
WIG-Info (points)	1,383.79	1,570.55	1,639.99	1,618.65	1,611.73	16.4%

In 2015, the price of Asseco Poland shares performed much better than the index of blue chips WIG20 and the broad market measured by WIG index. Over this period, Asseco shares appreciated by 12.6%, while both the WIG20 and WIG indices declined by 19.5% and 9.6%, respectively. The IT industry benchmark WIG-Info, in which Asseco Poland has a considerable share, recorded an increase by 16.4%.

Last year the Polish capital market remained under the influence of political factors, both local and international. In Poland, the most noteworthy events included the parliamentary elections and the changes introduced by the new ruling party.

On the global scale, investors focused on the falling prices of oil, weaker economic growth in China, the military conflict in Syria, as well as on the future of the European Union. The commencement of the new

financial perspective of the European Union for the years 2014–2020 was also a significant factor, especially for the stock prices of IT companies in Poland.

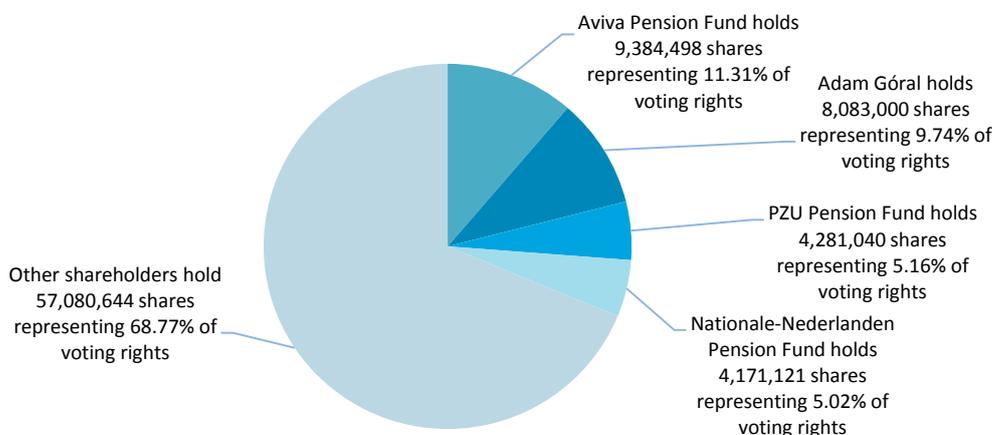
The market valuation of Asseco Poland might have been also affected by the acquisition of new companies as well as by the distribution of a dividend amounting to PLN 2.90 per share.

Company's stock information

Total number of shares	83,000,303
ISIN	PLSOFTB00016
WSE	ACP
Reuters	ACPP.WA
Bloomberg	ACP PW

Shareholder structure

Major Shareholders as at 31 December 2015



As at the date of publication of this report, i.e. on 16 March 2016, the Shareholders who, either directly or through their subsidiaries, hold at least 5.0% of total voting rights are as follows:

Shareholders as at 16 March 2016	Number of shares held	Percentage of total voting rights
Aviva Open Pension Fund ¹⁾	9,384,498	11.31%
Adam Góral, President of the Management Board ²⁾	8,083,000	9.74%
PZU Open Pension Fund ³⁾	4,281,040	5.16%
NN Open Pension Fund ⁴⁾	4,171,121	5.02%
Other shareholders	57,080,644	68.77%
	83,000,303	100%

1) In accordance with the current report no. 02/2012 of 5 January 2012

2) In accordance with the current report no. 51/2012 of 15 December 2012

3) In accordance with the current report no. 38/2010 of 2 June 2010

4) In accordance with the current report no. 21/2015 of 19 October 2015

As at 31 December 2015, the Shareholders who, either directly or through their subsidiaries, held at least 5.0% of total voting rights were as follows:

Shareholders as at 16 March 2016	Number of shares held	Percentage of total voting rights
Aviva Open Pension Fund ¹⁾	9,384,498	11.31%
Adam Góral, President of the Management Board ²⁾	8,083,000	9.74%
PZU Open Pension Fund ³⁾	4,281,040	5.16%
NN Open Pension Fund ⁴⁾	4,171,121	5.02%
Other shareholders	57,080,644	68.77%
	83,000,303	100%

1) In accordance with the current report no. 02/2012 of 5 January 2012

2) In accordance with the current report no. 51/2012 of 15 December 2012

3) In accordance with the current report no. 38/2010 of 2 June 2010

4) In accordance with the current report no. 21/2015 of 19 October 2015

As at the publication date of the prior report, i.e. on 13 November 2015, the Shareholders who, either directly or through their subsidiaries, held at least 5.0% of total voting rights were as follows:

Shareholders as at 16 March 2016	Number of shares held	Percentage of total voting rights
Aviva Open Pension Fund ¹⁾	9,384,498	11.31%
Adam Góral, President of the Management Board ²⁾	8,083,000	9.74%
PZU Open Pension Fund ³⁾	4,281,040	5.16%
Other shareholders	61,251,765	73.80%
	83,000,303	100%

1) In accordance with the current report no. 02/2012 of 5 January 2012

2) In accordance with the current report no. 51/2012 of 15 December 2012

3) In accordance with the current report no. 38/2010 of 2 June 2010

Shares held by the management and supervisory personnel

The numbers of Asseco Poland shares held by its management and supervisory staff are presented in the table below:

	16 March 2015	31 Dec. 2015	13 November 2015
Jacek Duch – Chairman of the Supervisory Board	31,458	31,458	31,458
Adam Góral – President of the Management Board	8,083,000	8,083,000	8,083,000
Tadeusz Dyrka – Vice President of the Management Board	3,710	3,710	3,710
Robert Smułkowski – Vice President of the Management Board	2,212	2,212	2,212

The remaining members of the Supervisory Board and Management Board did not hold any shares in Asseco Poland S.A. in any of the above-mentioned periods.

Discussion of significant risk factors and threats

Risk related to intensified competition

The Group's operations are under the pressure of intense competition both from local players and international IT corporations. Competitors with global reach are getting continually stronger as they have got faster access to innovative technological solutions, but also to cheaper sources of funds which makes it possible to finance large contracts more efficiently. It is not certain whether the increasing competition will have no significant adverse impact on the Group's operations, financial position, financial results and future development outlook.

Risk related to technological changes in the industry and development of new products

The IT sector is characterized by rapid development of new solutions and technologies, which shorten the lifecycle of products. Therefore, the future success of Asseco Group will largely depend upon our capability to incorporate the latest technological solutions into our products and services. In order to maintain the competitive advantage in this market, it is necessary to conduct research work and to invest in new products. Asseco keeps on monitoring the present information technology trends and develops and upgrades its business offer accordingly. However, there is still a risk that the market will receive new products, which will cause our products and services to become less attractive, and eventually not as profitable as expected. Additionally, it cannot be taken for granted that the new solutions which are, or will be, created or developed by the Group companies will satisfy the technological requirements, and whether they will be accepted positively by their potential users. Such circumstances might have a significant adverse impact on the operations, financial position, financial results and prospective development of Asseco Group.

Risk related to market saturation

Technological saturation that begins to emerge in the Polish banks and private enterprises may prompt them to focus their strategies on smaller or mid-size IT projects that would address their current needs only. Such circumstances might have a significant adverse impact on the operations, financial position, financial results and prospective development of Asseco Group.

Risk related to consolidation of the banking sector

The banking and finance sector is the place of ongoing consolidation processes. There is a risk that consolidators of this sector will force the acquired financial institutions to use their global IT solutions, which may slow down the process of gaining new contracts or even result in termination of already concluded contracts. Such circumstances might have a significant adverse impact on the operations, financial position, financial results and prospective development of the Group.

Risk related to carrying out of public tenders

Delays in finalization of the tendering procedures for delivery of IT infrastructure for the public administration may result in unstable revenues from this sector. If combined with unsatisfactory utilization of the EU funds granted for improving innovation at public offices, this might substantially reduce the local demand for IT services and thereby exert a negative impact on the operations, financial position, financial results and prospective development of Asseco Group.

Risk involved in gaining new contracts

It is characteristic of the IT business that most of contracts of Asseco Group are awarded under tendering procedures. Therefore, it is not certain whether the Group companies will be able to gain such new contracts that would ensure sufficiently high and satisfactory revenues in the future. These factors might have a significant adverse impact on the operations, financial position, financial results and prospective development of Asseco Group.

Risk related to the global macroeconomic situation

Development of the IT services sector is closely correlated to the overall economic prosperity. The main factors affecting financial results of Asseco Group companies include the pace of GDP growth, value of public orders for IT solutions, level of capital expenditures made by enterprises, as well as the rate of inflation in countries where the Group companies conduct their operations. These factors might have an adverse impact on the operations, financial position, financial results and prospective development of Asseco Group.

Risk of becoming dependent on the key customers

The implementation of contracts with key clients will heavily impact the level of sales revenues generated by Asseco Group in the coming years. It cannot be precluded that a potential loss of any major client, deterioration in the financial terms for provision of services, or potential compensatory claims would have a significant adverse impact on the operations, financial position, financial results and prospective development of the Group.

Risk of increasing cost of work

Salaries account for over 70% of costs related to the implemented projects. Taking into account such high human resource requirements, an increase in salaries would squeeze the margins achieved on projects, and consequently have an unfavourable impact on the Group's financial results.

In order to manage the risk of higher cost of work, Asseco Group takes a number of measures which can help reduce potential negative effects of rising salaries. Among other things, the Group (i) employs people in many geographical regions aiming to diversify that risk, (ii) continually monitors the level of salaries in the market not to be taken by surprise, and (iii) tries to maintain an appropriate structure of employment within particular levels of competence.

Risk related to offshoring

Development of information technology services provided offshore to the customers based in the countries where Asseco conducts direct business operations may eventually trigger off stronger competition in those markets. On the other hand, offshoring investments located in the countries where Asseco operates may bring about higher competition in the local labour markets. Such circumstances might have a significant adverse impact on the operations, financial position, financial results and prospective development of Asseco Group.

Foreign currency risk

The currency used by Asseco Group for presentation of its financial results is the Polish zloty (PLN). Moreover, functional currencies of the Group's foreign subsidiaries are the local currencies of the countries where they operate. Consequently, assets of such subsidiaries or groups need to be translated into PLN, and therefore their values presented in the consolidated financial statements may change as they remain under the influence of foreign exchange rates against PLN.

Interest rate risk

Changes in the market interest rates may have a negative influence on the financial results of Asseco Group. The Group is exposed to the risk of interest rate changes primarily in two areas of its business activities: (i) change in the value of interest charged on loan facilities granted by external financial institutions, which are based on variable interest rates, and (ii) change in valuation of the concluded derivative instruments, which are based on the forward interest rate curve.

In order to manage its interest rate risk: (i) the Group tries to avoid taking loans based on a variable interest rate, and (ii) if the first precaution is not possible, the Group may conclude forward interest rate agreements.

Risk of changes in regulations and their interpretation

Frequent amendments, lack of cohesion and uniform interpretations of the provisions of law, concerning in particular the tax regulations, banking law, insurance law (inclusive of social insurance), public procurement law, personal data protection law, regulations pertaining to trading in securities and public offering, and commercial companies law, give rise to the regulatory risk occurring in the environment in which Asseco Group operates. The tax regulations and their interpretations are more than others prone to numerous changes. Practices of the internal revenue administration and the court judicature are not uniform in this domain. In the event the taxation authorities take a position that is different from our interpretation of tax regulations, the Group's operations, economic situation and financial results may be exposed to negative consequences thereof. Such risk may be materializing especially due to potential doubts expressed by the taxation authorities over the transactions the Parent Company conducts with its related parties. This might have a significant adverse impact on the operations, financial position, financial results and prospective development of the Group.

Risk of potential legal disputes concerning copyrights

Development of Asseco Group operations in the market of IT products depends to a large degree on ownership of intellectual property rights, especially copyrights to computer programs. Because of a variety of legal regulations pertaining to the protection of intellectual property that are applicable in the countries where Asseco Group operates, in some circumstances there may be doubts as to the effectiveness of transferring of copyrights in the software codes compiled by employees in favour of

their employers (Asseco companies). In order to prevent such situations, any employment contracts or other contracts under which employees provide their services to the Group companies must include adequate provisions to effectively assign such employee's copyrights in software to the Group companies.

Risk of losing the clients' trust

Operations of Asseco Group companies are to a large extent based on the customers' trust. Implementation of an IT system, which has critical importance for the customer's business, usually results in signing a long-term agreement with the system user. The quality of solutions and services provided to such clients determines their confidence in the Asseco brand. In the event the quality of delivered products and services was poor, our customers might lose their trust in Asseco, which might hurt our reputation in the market and make it impossible to continue successful business operations.

Risk of underestimation of the project cost

Most of Asseco Group's profits are derived from the execution of complex information technology projects carried out under long-term agreements with a predefined remuneration. Implementation of such projects requires very good planning both in terms of the schedule of work and the resources needed to provide the promised scope of the contract. Here the Group follows complex procedures, which on one hand facilitate the process of preparation of reliable plans and on the other hand prevent the incurrance of unexpected costs.

In order to manage the risk of the project cost underestimation, the Group applies the methods (either based on the world recognized standards or proved by own experience) for estimation of the project costs, preparation of work schedules, and identification of risks that may hinder timely, professional or financial performance under a contract.

Risk of concluding a contract with a dishonest customer

Asseco Group is exposed to the risk of defaulting contractors. This risk is connected firstly with the financial credibility and good will of customers to whom the Group companies provide their IT solutions, and secondly with the financial credibility of contractors with whom supply transactions are concluded.

Hence, the risk control measures usually consist in monitoring the timely execution of bank transfers and, if needed, sending a reminder of outstanding

payment. In the case of smaller clients, it is quite helpful to monitor their industry press as well as to analyze previous experience gathered by ourselves and by our competitors, etc.

Risk related to software licenses

Asseco Group utilizes IT software licenses granted under legal agreements concluded with the world's leading providers of utility software and thematic applications, such as Business Objects, HP, IBM, Microsoft, Oracle, and SAS Institute. With the help of such solutions and technologies, Asseco Group develops its most important products. Termination of any licensing agreements or limitation of our ability to use such software, especially of IBM and Oracle, might have a significant adverse impact on the operations, financial position, financial results and prospective development of Asseco Group.

Risk of inability to effectively integrate the taken-over companies or to achieve the intended rates of return on acquisitions or investments

Asseco Group implements the strategy of development through acquisitions of or capital investments in IT companies. Valuation of the future acquisitions or investments will depend on the market conditions as well as on other factors beyond the Asseco's control. It cannot be entirely precluded that the investor company may be unable to accurately estimate the values of undertaken acquisitions or investments. There is also a risk that earnings generated by the acquired or investee companies fall short of the initial estimates which might prevent us from achieving the rates of return that were originally expected from such transactions.

Risk involved in insufficient insurance coverage

Business activities conducted by the Group companies, including production and supply of software as well as implementation of integration projects, give rise to a risk of damages that may be incurred by the Group clients or their end customers as a result of defective operation or failure of the products delivered by Asseco, whether attributable to its negligence or not. The agreements concluded by the Group companies provide for contractual penalties in the event of non-performance or improper performance of obligations. Any claims for compensation in excess of the guarantee amounts under the carried insurance policies might have a significant adverse impact on the operations, financial position, financial results and prospective development of Asseco Group.

Risk related to losing the key personnel

Asseco Group's operations and development outlook depend to a large extent on the knowledge, experience and professional qualifications of its employees, who implement the IT projects. A substantial demand for IT specialists and the competitors' activities may induce the key personnel to leave our organization, and also make it quite difficult to recruit new employees with suitable knowledge, experience and professional qualifications. Still there is a risk that resignation by the key personnel would have a negative impact on the execution of IT contracts conducted by the Group companies, as well as on ensuring the required quality and range of services provided. This in turn might have a significant adverse impact on the operations, financial position, financial results and prospective development of Asseco Group.

Risk of business continuity

Occurrence of an emergency situation at one of Asseco Group companies may impair our ability to continue to provide services to our clients, which in turn may lead to delays, failure to comply with our obligations, claims for damages, or loss of reliability for our clients. Such circumstances might have a significant adverse impact on the operations, financial position, financial results and prospective development of the Group.

Risk of data leakage

As a result of deliberate actions of third parties or dishonest employees, as well as mistakes or carelessness of our employees or contractors, confidential data of the Group companies or of their clients may be disclosed to unauthorized persons. Such circumstances might have an adverse impact on the perception of Asseco Group by our clients, and consequently on the Group's operations, financial position, financial results and prospective development.

Risk of property damage

As a result of abuse or errors committed by employees of the Asseco Group companies, the Group may suffer damage to its property. Such circumstances might have an adverse impact on the Group's financial condition and business continuity, and consequently on the Group's operations, financial position, financial results and prospective development.

Personnel policy risk

The Group companies may incur costs in connection with legitimate or illegitimate claims filed by their employees on the grounds of discrimination, working conditions, etc. Such circumstances might have a significant adverse impact on the operations, financial position, financial results and prospective development of the Group companies.

OTHER INFORMATION

Opinion on feasibility of the Management Board financial forecasts for 2015

The Management Boards of Asseco Group companies did not publish any financial forecasts for the year 2015 or for subsequent financial periods.

Changes in the Group management policies

In 2015, the Group's management practices remained unchanged.

Agreements concluded by Asseco Group with its management personnel providing for payment of compensations if such persons resign or are dismissed from their positions

The Group companies did not conclude any agreements with their management officers that would provide for payment of compensations in the event such persons resign or are dismissed from their positions without substantial reason, or when they are dismissed as a result of a company merger by acquisition.

Remuneration of the management and supervisory personnel

The amounts of remuneration due to our management and supervisory staff have been disclosed in explanatory note 35 to the consolidated financial statements of Asseco Group for the year ended 31 December 2015.

Report on the policy of remuneration payable to the management and supervisory staff of Asseco Poland S.A. has been presented in the report on operations of Asseco Poland S.A. for the year ended 31 December 2015.

Information on the agreements known to the Issuer which may result in future changes of the equity interests held by the existing shareholders and bondholders

There are no agreements which may result in future changes of the equity interests held by the existing shareholders and bondholders.

Changes in capital relationships

Changes in the Group's equity relationships have been presented in item IV of the consolidated financial statements of Asseco Group for the year ended 31 December 2015.

Related party transactions

Related party transactions have been presented in explanatory note 29 to the consolidated financial

statements of Asseco Group for the year ended 31 December 2015.

Bank loans, borrowings, sureties and guarantees

Bank loans drawn, loans granted, as well as sureties and guarantees granted have been described in explanatory note 23 to the consolidated financial statements of Asseco Group for the year ended 31 December 2015.

Information on loans granted in 2015

Information on loans granted by Asseco Group companies during the financial year has been presented in explanatory note 15 to the consolidated financial statements of Asseco Group for the year ended 31 December 2015.

Off-balance-sheet items

The nature, purpose and value of significant off-balance-sheet items have been presented in the consolidated financial statements of Asseco Group for the year ended 31 December 2015.

Monitoring of employee stock option plans

As at the date of preparation of this report, the Company did not run any share-based employee incentive scheme.

Information on judicial proceedings where the value in dispute exceeds 10% of the amount of equity

At the publication date of this report, the Group companies were not a party to any proceedings pending before any court, arbitration authority or public administration authority, under which the value in dispute would exceed 10% of the Group's equity.

Remuneration of the entity authorized to audit financial statements

Information on remuneration due to the entity authorized to audit financial statements has been provided in explanatory note 34 to the consolidated financial statements of Asseco Group for the year ended 31 December 2015.

Agreement with the entity authorized to audit financial statements

The agreement with the entity authorized to audit financial statements, namely Ernst & Young Audyt Polska Sp. z o.o. sp.k. (formerly: Ernst & Young Audit Sp. z o.o.), to carry out audits of the separate financial statements of Asseco Poland S.A. and consolidated financial statements of Asseco Group drawn up for the year ended 31 December 2015 was signed on 27 July 2015.

Statements by the Management of Asseco Poland S.A. to the Annual Report

Statements made by the Management
Board of Asseco Poland S.A.
to the Annual Report for the year ended
31 December 2015



Statement made by the Management Board of Asseco Poland S.A. on the reliability of preparation of the consolidated financial statements of Asseco Group for the year ended 31 December 2015

The Management Board of Asseco Poland S.A. hereby declares that, to the best of its knowledge, the consolidated financial statements of Asseco Group for the year ended 31 December 2015 and comparable data contained therein have been prepared in compliance with the applicable accounting standards, namely the International Financial Reporting Standards as endorsed by the European Union.

Furthermore, the Management Board declares that the presented data give a true, reliable and fair view of the Group's assets, financial position and financial performance. The report on operations of Asseco Group provides a fair description of the development, achievements and economic position of the Group, inclusive of major risks and threats to its operations.

Adam Góral	President of the Management Board
Przemysław Borzestowski	Vice President of the Management Board
Andrzej Dopierata	Vice President of the Management Board
Tadeusz Dyrga	Vice President of the Management Board
Rafał Kozłowski	Vice President of the Management Board
Marek Panek	Vice President of the Management Board
Paweł Piwowar	Vice President of the Management Board
Zbigniew Pomianek	Vice President of the Management Board
Włodzimierz Serwiński	Vice President of the Management Board
Przemysław Sęczkowski	Vice President of the Management Board
Robert Smułkowski	Vice President of the Management Board

Statement made by the Management Board of Asseco Poland S.A. on the entity authorized to audit the consolidated financial statements of Asseco Group for the year ended 31 December 2015

The Management Board of Asseco Poland S.A. hereby declares that the entity authorized to audit the consolidated financial statements of Asseco Group for the year ended 31 December 2015, namely Ernst & Young Audyt Polska Sp. z o.o. Sp.k., seated in Warsaw, has been chosen in accordance with the provisions of the law in force. This entity as well as certified auditors, who audited these financial statements, satisfied the conditions for expressing an impartial and independent opinion on the audited annual consolidated financial statements, in line with the applicable regulations and professional standards.

Adam Góral	President of the Management Board
Przemysław Borzestowski	Vice President of the Management Board
Andrzej Dopierala	Vice President of the Management Board
Tadeusz Dyrga	Vice President of the Management Board
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