



Report of Asseco Poland S.A.

on non-financial information for 2021

asseco

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INTRODUCTION

We are presenting hereby the report of Asseco Poland S.A. (hereinafter "Company", "Parent Company", "Asseco Poland") on non-financial information for the year 2021 (hereinafter "report"), which includes non-financial information concerning the Company for the period from January 1, 2021 to December 31, 2021. The report has been prepared taking into account the provisions of the Accounting Act of September 29, 1994, the European Commission's guidelines on reporting non-financial information as well as the national Standards on Non-Financial Information (SIN) and the international guidelines of the Global Reporting Initiative (GRI).

The selection and description of the policies as well as the performance indicators presented in the report was made on the basis of the materiality criterion, taking into account the internal and external factors relating to the Company's operations. The main factors considered during the materiality assessment were:

- the sector in which the Company operates,
- its business profile and market environment,
- the extent of impact on the local community and environment,
- stakeholder expectations.

The data presented in the report are reviewed and updated at annual reporting periods and published regularly with the reports for subsequent fiscal years.

1. DESCRIPTION OF THE COMPANY AND ITS BUSINESS MODEL

Asseco Poland S.A.

Asseco Poland is a leading Polish IT company listed on the Warsaw Stock Exchange (WSE) and a parent company of the international Asseco Group. Asseco Poland combines the competencies of a software and services company and a producer of technologically advanced software. Both the Parent Company and the Group cooperate with companies and institutions from key sectors of the economy, including the power industry, banking, insurance, telecommunications, public administration and healthcare.

Asseco Poland operates the following management systems:

- ISO 9001:2015 (quality management system),
- ISO/IEC 27001:2013 (information security management system),
- ISO 22301:2012 (business continuity management system),
- ISO 14001:2015 (environmental management system),
- AQAP 2110:2016 (quality assurance system for design, development and production for suppliers of products and services to NATO countries) and AQAP 2210:2015 (requirements complementary to AQAP 2110 for software quality assurance),
- WSK certificate (system for conducting trade in goods and services of strategic importance).

These systems are certified to the standard in areas that are interested in obtaining such confirmation by an external entity.

Development strategy

Owing to the strategy focused on building expert competence and development of proprietary products, the Company has gained and maintained the position of a leader in the IT market in Poland, and thanks to the Group's growth, also of the largest provider of modern IT solutions in the region of Central and Eastern Europe.

Asseco Poland's strategy focuses on building long-term value for our stakeholders. It is based on two main pillars: developing proprietary software and services as well as scaling up through acquisitions.

Asseco Poland's organic growth strategy is focused on the provision of a broad range of proprietary IT solutions and services. The Company's operations are based on sectoral technological and business competencies. Asseco Poland offers comprehensive solutions for entire sectors of the economy, and also sells standardized products for smaller entities.

For many years Asseco Poland has pursued an effective acquisition policy at home and abroad. Since 2004, the Company has successfully completed over 115 acquisitions, repeatedly increasing the scale of its business and geographic reach.

In its acquisition activities, the Company focuses on increasing its competence in core business sectors, entering new geographical markets or reinforcing the position of the whole Asseco Group in countries where it has been already present.

Mission and vision

The mission of Asseco Poland is to improve the quality of life by providing solutions for people and technologies for business.

According to the vision:

- Asseco Poland wants to be reliable and fast, with the best product and service to support customers around the world in achieving their goals. Its employees form a competent, passionate team combining traditional values with modern operations,
- the Company is building an international group of technology companies whose federation model allows it to take advantage of local entrepreneurship and market knowledge, while the company's affiliation with the group increases its execution capabilities and credibility with demanding clients.

Strategic objectives in key areas

Marketplace

- targeting the financial, health, corporate and government sectors, at home and abroad,
- development and delivery of software-based solutions in areas of key importance to the Company's customers' business,
- striving to build recurring solutions to achieve appropriate margin levels while maintaining competitive pricing levels,
- striving for a stable source of revenues from the maintenance and development of supplied software, by retaining in the Company and protecting copyrights to the solutions it develops,
- providing SaaS solutions based on proprietary software.

Organization

- business areas dedicated to serving different market sectors,
- great diversity, as a consequence of the different needs, specificities and development phases of each sector,
- supporting all initiatives to exchange knowledge and experience between areas,
- a catalog of shared values and a vision, mission, strategy that can be detailed by business areas,
- back-office processes common to all areas to support business objectives,
- investment in research and development (R&D).

People

- viewing people as the organization's greatest asset,
- high level of expertise and utilization of team potential,
- investment in the development of high-level expert and sectoral competencies,
- accumulating knowledge and experience by maintaining a stable team,
- promoting initiative and innovative approaches.

Corporate social responsibility (CSR)

- taking care of important community interests,
- support of Polish sport,
- outreach,
- environmental protection activities.

Market position of the Company

Asseco Poland is the largest IT company in the country focused on sales of proprietary software and services. When analyzed by sectors, Asseco Poland is a leader or one of the leading suppliers in the key segments of its business operations.

The Company's strong market position has been confirmed in the latest Computerworld TOP200 report, which is a comprehensive survey of the Polish ICT market. Asseco Poland once again became the largest IT capital group operating in Poland, thus becoming a national leader in digitization. The company won in a total of five categories in this year's report.

Table 1. Asseco Poland in the Computerworld TOP200 ranking

Category	Ranking position
The largest IT capital groups operating in Poland - Leaders of digitization in Poland	1
The largest providers of IT solutions and services for the public administration and uniformed services sector	1
The largest providers of IT solutions and services for large companies and enterprises	1
The largest providers of custom software	1
The largest providers of servicing	1
IT companies with the highest net profit	2
Companies with the highest R&D spending	2
The largest providers of IT solutions and services for the healthcare sector	2
The largest providers of integration services	2
The largest suppliers of IT solutions and services for the banking sector	3
The largest providers of IT solutions and services for the telecommunications sector	3
The largest providers of IT services	3
The largest providers of IT solutions and services for the energy sector	4
The largest providers of Business Intelligence, Big Data and Data Discovery systems	4
IT companies with the largest workforce	5

Source: Computerworld TOP200, Ranking of IT and Telecommunications Companies, Edition 2021, ranking by sales generated in 2020.

Asseco Poland was also a leader in five categories of the ITwiz Best100 ranking, which is a list of the largest IT companies in Poland.

Table 2. Asseco Poland in the ITwiz BEST100 ranking

Category	Ranking position
Revenues of major IT capital groups 2020	1
IT companies with the largest sales to government and uniformed services in 2020	1
Companies with the largest sales to large companies in 2020	1
Companies with the largest revenues from the sale of maintenance services in Poland in 2020	1
Companies with the largest revenues from the sale of integration services in Poland in 2020	1
IT companies with the highest net profit in 2020	2
The largest companies with Polish capital selling their proprietary products and services in 2020	2
Companies with the highest revenues from the sales of IT services in Poland in 2020	2
Companies with the largest revenues from the sales of custom software in Poland in 2020	2
IT companies with the largest sales to the banking sector in 2020	2
Companies with the largest sales to the telecom sector in 2020	2
Companies with the largest sales of analytics and big data solutions in 2020	3
Companies with the largest sales to the healthcare sector in 2020	3
Companies with the largest sales to the energy sector in 2020	4
Companies with the largest CRM software sales in 2020	5

Source: ITwiz BEST100, Edition 2021, ranking by sales achieved for 2020.

Other awards and honors received in 2021:

- 1st place in the "Large Companies" category in the "Ethical Company" ranking prepared by the Puls Biznesu daily,
- 1st place in the ICT sector in the "Most Valuable Polish Brands" ranking prepared by the Rzeczpospolita daily,
- 1st place in the "IT@Bank" ranking prepared by the "Bank" financial monthly,
- 2nd place in the "Software Producers" category in the "Top Brand 2021" competition prepared by the Press magazine and Press Service,
- 3rd place in the ranking of "The biggest CIT payers" prepared by the Puls Biznesu daily,
- 3rd place in the ranking "Polish ambassadors" prepared by the Wprost weekly,
- 3rd place in the part conducted among institutional investors and analysts and 5th place in the part dedicated to individual investors in the "Best Investor Relations of WIG30 Companies" ranking prepared by the Parkiet daily and the Chamber of Brokerage Houses,
- ranked 3rd in the "Largest Polish Private Investors Abroad 2021" ranking compiled by the Forbes magazine,
- 3rd place in the "National Champions" ranking compiled by the Polityka Insight portal,
- Gabriela Żukowicz at the 5th place in the ranking of "100 Women in Business" prepared by the daily newspaper Puls Biznesu,

- 6th place in the ranking "Largest Polish private dividend companies 2021" prepared by the Forbes magazine,
- 11th place in the ranking of "100 largest Polish private companies" prepared by the Forbes monthly,
- 12th place in the ranking of "200 largest Polish companies" prepared by the Wprost weekly,
- Adam Góral at the 14th place in the "Valuation of Polish Managers" ranking prepared by the Parkiet daily and Martis Consulting,
- 21st place in the "List of 500" ranking prepared by the Rzeczpospolita daily,
- 40th place in the "TOP 500 CEE" ranking compiled by Coface,
- award in the "50 Most Influential People in the Polish Economy" competition for Adam Góral granted by the Dziennik Gazeta Prawna daily,
- award in the category "The Outstanding FinTech Innovator in Central and Eastern Europe for 2021" to Asseco Customer Intelligence in the "The Innovators 2021" competition organized by Global Finance,
- "Best Financial Innovation Lab" award for the Data Science & Artificial Intelligence team" in Global Finance's "The Innovators 2021" competition,
- award in the category "Comprehensive IT company solution dedicated to cooperative banking" for the Common IT Platform (WPI) in the competition "Cooperative Technology of the Year 2020" organized by the Polish Bank Association,
- the only Polish technology brand in the ranking "Europe 500 - The most valuable and strongest European brands" prepared by Brand Finance,
- The title of "Podkarpackie Enterprise of the 20-th century" awarded by the "Nowiny" daily newspaper,
- award for building Asseco Customer Intelligence system based on machine learning and artificial intelligence mechanisms, granted by Lendtech Foundation,
- the only IT company from Poland in the "World's Best Employers 2021" ranking prepared by the Forbes magazine,
- title of "Best Talent Acquisition Team" according to LinkedIn.

The federation model

The Asseco Group operates on the basis of a unique cooperation model – the federation model.

Asseco Poland, as the Parent Company, is a majority shareholder in the companies incorporated within it, but does not seek to hold 100% of shares. The companies which join the Asseco Group maintain a wide range of autonomy in their day-to-day operations; whereas, Asseco Poland sets the strategic directions of their development, establishes the objectives and supervises their achievement.

The company is primarily interested in profitable entities with specialized and committed staff. Furthermore, acquisitions by Asseco Poland aim to enhance our competence in the key sectors of business operations, enter new geographical markets, or strengthen the position of the whole Asseco Group in the countries where it has been already present.

Functioning in a federation model is based on mutual trust and clearly defined rules of cooperation.

This model of cooperation creates room for sales and cost synergies in the Group's operations. Its activities are geared towards the long-term improvement of the performance of its component companies.

Management structure

The General Meeting of Shareholders is the Company's highest authority and operates in accordance with the principles set forth in generally applicable laws as well as in the Company's Articles of Association.

The manner of functioning of the General Meeting is described in detail in the Bylaws of the General Meeting, adopted by the General Meeting of the Company on September 21, 2011. The Articles of Association and the Bylaws of the General Meeting of the Company have been published on the Company's website.

The description of the Management Board's, Supervisory Board's and Audit Committee's operations, apart from the scope explicitly described in mandatory provisions of law, has been included in the Management Board Bylaws and in the Supervisory Board and Audit Committee Bylaws, respectively for the Management Board and for the Supervisory Board, which have been published on the Company's website.

Management Board

The composition of the Management Board along with the division of responsibilities in 2021 is shown in the table below.

Table 3. Division of responsibilities among the Members of the Management Board of Asseco Poland

Member of the Management Board	Responsibilities
Adam Góral President of the Management Board	Vision and development strategy of the Capital Group Internal Audit Department
Andrzej Dopierała Vice President of the Management Board	International Organizations and Security Solutions Division Agricultural Insurance Division Infrastructure Project Office ICT Department
Krzysztof Groyecki Vice President of the Management Board	Health Care Division
Rafał Kozłowski ¹	Finance Division of Asseco Poland
Karolina Rzońca-Bajorek ² Vice President of the Management Board	Finance Division of the Asseco Group
Marek Panek Vice President of the Management Board	Capital Group Development Division EU Projects Office
Paweł Piwowar Vice President of the Management Board	Energy and Gas Division Telecommunications and Media Division ERP Project Office
Zbigniew Pomianek Vice President of the Management Board	Commercial Banks Division Cooperative Banks Division PKO BP Division Capital Market Division Business Intelligence Division Asseco Innovation Hub Data Processing Center ³ Operations Service Center ⁴ Asseco Services ⁵
Sławomir Szymtkowski Vice President of the Management Board	Social Insurance Division Systems Maintenance Division Agriculture and Postal Service Division Government Administration Division

¹ until 31.03.2021.

² as of 01.04.2021.

³ until 31.07.2021.

⁴ until 31.07.2021.

⁵ as of 1.08.2021 formed from the merger of the Data Processing Center and the Operational Services Center.

<p>Artur Wiza Vice President of the Management Board</p>	<p>Marketing Department PR and Investor Relations Department</p>
<p>Gabriela Żukowicz Vice President of the Management Board</p>	<p>Administration Department Human Resources Administration Department Legal and Organizational Department Human Resources Department Internal Systems Maintenance and Development Department Purchasing Department Compliance & Process Management Department</p>

On March 23, 2021, Asseco Poland received a letter from Rafał Kozłowski resigning as the Vice President of the Company's Management Board with effect from April 1, 2021. Rafał Kozłowski resigned following his decision to become fully engaged in the affairs of the Asseco Enterprise Solutions Group and to take over the position of the President of the Management Board in Asseco Enterprise Solutions, the parent company of that group.

At the same time, the Supervisory Board, at its meeting on March 23, 2021, appointed Karolina Rzońca-Bajorek to the Company's Management Board, to serve as the Vice President of the Management Board, effective as of April 1, 2021.

Apart from the above-mentioned change, no other changes in the composition of the Asseco Poland Management Board took place in 2021 or until the date of publication of this report.

Additionally, at its meeting held on March 23, 2021, the Supervisory Board passed resolutions on appointment of the Members of the Management Board of Asseco Poland for the new 5-year term of office spanning from 2022 to 2026. Adam Góral was appointed as the Member of the Management Board, the President of the Management Board, while the following persons were appointed as the Vice Presidents of the Management Board: Andrzej Dopierała, Krzysztof Groyecki, Marek Panek, Paweł Piwowar, Zbigniew Pomianek, Karolina Rzońca-Bajorek, Sławomir Szmytkowski, Artur Wiza and Gabriela Żukowicz. The appointment is effective January 1, 2022.

As of January 1 2022, the President of the Management Board, Adam Góral, assumed responsibility for the Telecommunications and Media Division, whereas as of March 1, 2022, Karolina Rzońca-Bajorek assumed responsibility for the newly established Shared Services Center Division.

Supervisory Board

During the reporting period, the Supervisory Board consisted of the following members:

- Jacek Duch – Chairman of the Supervisory Board,
- Adam Noga – Vice Chairman of the Supervisory Board,
- Izabela Albrycht – Member of the Supervisory Board,
- Piotr Augustyniak – Member of the Supervisory Board,
- Dariusz Brzeski – Member of the Supervisory Board,
- Artur Kucharski – Member of the Supervisory Board,
- Piotr Żak – Member of the Supervisory Board.

On May 20, 2021, Asseco Poland held its General Meeting of Shareholders, which determined the composition of the Supervisory Board for the term 2022-2026. Subsequently, at its meeting on January 11, 2022, the Supervisory Board elected its Chairman and Vice Chairman.

Accordingly, effective 2022, the Company's Supervisory Board is composed as follows:

- Jacek Duch – Chairman of the Supervisory Board,

- Adam Noga – Vice Chairman of the Supervisory Board,
- Izabela Albrycht – Member of the Supervisory Board,
- Piotr Augustyniak – Member of the Supervisory Board,
- Dariusz Brzeski – Member of the Supervisory Board,
- Artur Gabor – Member of the Supervisory Board,
- Piotr Maciąg – Member of the Supervisory Board,
- Piotr Żak – Member of the Supervisory Board.

Audit Committee

In 2021, the Audit Committee functioned as follows:

- Artur Kucharski – Chairman of the Audit Committee,
- Piotr Augustyniak – Member of the Audit Committee,
- Jacek Duch – Member of the Audit Committee.

Acting pursuant to Article 129 of the Act on Statutory Auditors, Audit Firms and Public Supervision and § 8 of the Bylaws of the Supervisory Board of the Company, the Supervisory Board assessed that the independence criteria were met by Piotr Augustyniak and Artur Kucharski, who both had knowledge and skills in financial reporting. Artur Kucharski's competence in financial reporting was confirmed by his professional career to date and his Association of Chartered Certified Accountants (ACCA) diploma. At the same time it was acknowledged that Jacek Duch had knowledge of the industry in which the Company operates, which was confirmed by the course of his professional career.

On January 11, 2022, the Supervisory Board held a meeting to decide on the composition of the Audit Committee:

- Artur Gabor – Chairman of the Audit Committee,
- Piotr Augustyniak – Member of the Audit Committee,
- Jacek Duch – Member of the Audit Committee.

The Supervisory Board, acting pursuant to Article 129 of the Act on Statutory Auditors, Audit Firms and Public Supervision and § 8 of the Bylaws of the Company's Supervisory Board evaluated the fulfillment of the requirements for the Audit Committee. Artur Gabor and Piotr Augustyniak meet the independence criteria. Additionally, Artur Gabor has knowledge and skills in financial reporting. Jacek Duch and Piotr Augustyniak have knowledge and skills in the industry in which the Company operates.

Internal control, risk management and internal audit systems

Asseco Poland has in place a system of internal controls comprising organizational and hierarchical structure, internal policies, procedures with embedded control mechanisms, and instructions that support effectiveness of the Company's operations. Business unit managers are responsible for the performance and operational efficiency of their subordinate teams, while senior managers are responsible for overseeing the activities of their subordinate units and the results of the processes they own. The internal control system is complemented by separate teams responsible for preparing financial statements and ensuring compliance with legal and other regulations.

The Company has a risk management system based on three lines of defense:

- operational management of risks arising from the activities of the entities,
- risk management by designated roles or units,
- activities of the internal audit unit – the Internal Audit Department.

All employees and co-operators of Asseco Poland are obliged to act in accordance with the internal rules and procedures as well as to perform their duties in accordance with the provisions of law. The Company's informational activities allow them to properly understand the compliance rules and apply them on a daily basis, both in their dealings with customers, suppliers and in mutual relations between employees. Consistency of processes, creation, maintenance and development of compliance policies is supervised by employees and coworkers of the Compliance and Process Management Department through the integrated management system functioning in the company.

The Internal Audit Department of Asseco Poland, operating in accordance with the international standards of professional auditing practice, evaluates the effectiveness of the Company's control environment, risk management and organizational governance. It performs scheduled audits, examining the controls of selected processes to see if they effectively mitigate risk. It also performs *ad hoc* audits, e.g. pre-implementation reviews – commissioned when major process changes are planned in the Company, in order to properly organize control systems before the implementation of the change, as well as – in special cases – explanatory proceedings. It independently reports to the Management Board and the Audit Committee of the Supervisory Board on the status of the control environment and risk exposure, effectively mitigating the negative impact of risk factors and threats on the Company's business.

2. EMPLOYEE ISSUES

Personnel policy

Due to the specific nature of the IT industry and the fact that the success of a company in this industry depends primarily on the knowledge and practical skills of its employees, issues related to employment, employee development and the creation of an appropriate work environment are of key importance to the long-term sustainable development of the Company.

As at December 31, 2021 Asseco Poland employed 2 301 persons, as compared with 2 347 at the end of the previous reporting period. Average employment during the period of 12 months ended December 31, 2021 taking into account salaried positions, i.e. employment in full-time jobs adjusted (less) for jobs for which the Company does not pay remuneration (e.g. unpaid leave, maternity leave, other), amounted to 2 245 versus 2 187 in the period of 12 months ended December 31, 2020.

Table 4. Employment by department as at December 31, 2021

Total employees	Production departments	Sales departments	Administrative departments	General management
2 301	1 891	111	289	10

The goal of the HR Policy is to provide the Company with competent and committed employees and associates, to care for their motivation, so that they can successfully achieve the Company's business objectives, as well as to provide them with development opportunities and a sense of professional stability through clear and transparent rules of operation.

The HR Policy of Asseco Poland is implemented in compliance with the provisions of law as well as internally applied procedures and standards. The basic documents of Asseco Poland regulating the above issues are: the Work Regulations, the Remuneration Regulations, the Regulations of Professional Appraisal and Development, the Regulations of Company Social Benefits Fund, the Personnel Policy, and the Code of Ethics and Business Conduct.

The recruitment process in Asseco Poland respects the principles of equal rights with respect to gender, origin, age, beliefs, and other factors concerning the diversity of candidates. Due to the specificity of the industry, in the recruitment process the greatest importance is attached to the practical knowledge

and qualifications of employees, which affects the selection of people with competencies best suited to a given position. Clearly defined criteria and objective evaluation of qualifications ensure that job applicants have an equal opportunity.

Table 5. Employment by gender as at December 31, 2021

Position type	Women	Men	Women share	Men share
Management Board	2	8	20%	80%
Other management personnel	63	189	25%	75%
Production	516	1 279	29%	71%
Non-production posts	188	56	77%	23%
Total employees	769	1 532	33%	67%

Table 6. Employment by age as at December 31, 2021

Total employees	Up to 30 years	31-40 years	41-50 years	51-60 years	Over 60 years
2 301	349	664	887	328	73

The average salary of women at the company is lower than the average salary of men. This is mainly due to the fact that a larger number of men have longer tenure with the company and a large number of male employees have more experience in the IT industry. In the workforce where industry experience and tenure for men and women are similar earnings levels are equal.

Table 7. Pay equity ratio in 2021*

Position type	Factor
Management Board	82%
Other management personnel	74%
Production	79%
Non-production posts	94%

* The equal pay ratio presents the ratio of the average pay of women to the average pay of men. It includes base salary and all other components such as allowances, bonuses and awards.

The primary form of employment in Asseco Poland is based on an employment contract. In addition, as at December 31, 2021, the Company had 355 employees working under a cooperative agreement, 94 employees working under a contract of mandate and 228 employees providing outsourcing services.

Table 8. People working under a contract of employment in 2021

Share of persons working under a contract of employment
77%

Asseco Poland provides the possibility of performing work through the use of electronic communication means and other means of individual remote communication. As a response to the risk related to the COVID-19 pandemic, Asseco Poland has implemented solutions that involve extensive use of remote work. The rules for remote working are set out in the Management Board communication and take into account health and safety and business continuity. The company regulated the hybrid model work system in the same way in 2021. There are no trade unions in Asseco Poland.

Table 9. Number of trade unions

Total number of registered trade unions
0

Evaluation and employee development

Employees and co-workers of Asseco Poland are subject to regular evaluation process.

The first evaluation of an employee is done during the probationary period and regularly thereafter on a quarterly or semi-annual basis. Employee evaluations are conducted to determine the extent to which assigned tasks are completed. As part of the employee/co-worker's annual evaluation, competencies, strengths, areas for development are assessed and a development plan is created.

The Company cares for the professional development of its employees by organizing and financing company-wide and individual development activities.

As part of the company-wide development activities, paths for specific competence groups are implemented, e.g. for managers. The developed competencies of employees support the achievement of business objectives and the implementation of new processes in the Company. In turn, individual development activities raise the qualifications and competence level of employees and include: substantive training, conferences, certifications, postgraduate and doctoral studies, language courses and individual development sessions.

Development activities are carried out by external entities or internal trainers, depending on the needs, and are conducted in stationary, remote form and through e-learning trainings.

Since 2020, Asseco Poland has employed an experienced psychologist, psychotherapist and business coach, providing support to all employees who report such a need. In addition to in-person work, the Company conducts workshops and webinars in the area of psychology. A series of psychology webinars were conducted in 2021 on topics including confidence building, positive self-image, stress resilience, and positive thinking. A total of 49 meetings were held across all webinar series, attended by 2 992 people (one person could attend more than one series).

In 2021, there was a significant increase in the number of employees trained resulting from, among other things, the implementation of four mandatory compliance training courses, including GDPR (RODO), information security, ethics, and psychological webinars. In 2020, the number of participants in all trainings reached 8 249, and the number in 2021 nearly tripled from the previous year.

Table 10. Development activities in 2021

Number of development activity topics completed	Number of training participants	Available budget 2021	Number of days of development activities per employee	Number of hours of development activities per employee
645	24 144*	PLN 7 889 459	3	23

* Asseco Poland employees could participate in more than one development activity.

Additional non-wage benefits

Apart from remuneration, employees of Asseco Poland are entitled to extra benefits, including:

- an extensive medical care package, to which each employee and co-worker has the opportunity to add, on very favorable terms, their family members (spouse/partner, children, parents),
- a cafeteria program implemented using a benefit platform characterized by a wide range of offers and the possibility of flexible use of funds,
- Multisport card, which can be ordered on the benefit platform,
- Employee Pension Plan (EPP) – a form of voluntary group retirement saving for retirement in which the employer fully finances the basic contribution (a certain percentage of the employee's salary) transferred to a specialized financial institution for management, and the employee pays only personal income tax on it. As an option, the employee may decide to make an additional contribution, which in the amount declared by them will be calculated and deducted from their salary,
- financial assistance to eligible persons in a particularly difficult life situation,
- cash or in-kind benefits granted in cases of emergency,
- physical recreation, including the purchase of race packages for sporting events,
- Christmas vouchers and electronic restaurant cards.

In early 2022, employees contracted in 2021 received a Total Rewards Statement for review. This statement provides information on the amount of salary and the amount of benefits an employee is eligible for. This initiative aims to show that salary is not the only benefit from work that Asseco Poland employees receive.

Engagement and satisfaction survey

Asseco Poland S.A. maintains a documented dialogue with employees in the form of implementing a periodic engagement and satisfaction survey. All employees of the company are invited to participate in the survey, as well as co-workers performing tasks based on contracts of mandate, contract of specific work and B2B. A second survey was conducted in 2021 with 86% of those invited participating. Issues covered in the survey related to various areas of the organization, including remote working and its effectiveness, satisfaction with Asseco's operations in relation to the COVID situation, growth opportunities, cooperation, information and communication flow, processes and procedures, and work-life balance. The results of the survey form the basis for prioritizing company-wide and local activities in individual business units. The 2021 survey confirmed the effectiveness of the measures introduced in the previous edition, as evidenced by a marked increase in both the total engagement rate and performance in each category.

Occupational health and safety (OHS)

The Company performs activities ensuring protection of health and life of employees and co-workers against threats occurring in the work environment. Asseco Poland conducts its business activities so as not to pose any risk of serious accidents to its employees and to third parties, applying the provisions and guidelines of the labour law and occupational health and safety. General assumptions of the OHS management system have been included in the OHS Management System Book. It describes the process for identifying hazards and assessing occupational risk in workplaces, taking into account the risks associated with the COVID-19 pandemic.

The organization of safe work is determined by the instructions in force at the Company related to working conditions and working environment, as well as the principles of safe workplaces described in the document "Ergonomics of Sedentary Work". The company also purchases ergonomic equipment.

In order to ensure compliance with legal requirements, inspections are carried out in the area of occupational health and safety and fire safety, concerning the use of buildings, premises, including technical facilities, workplaces, including compliance with regulations by employees/co-workers and other persons carrying out activities on the Company's premises.

The Company ensures that employees are trained in occupational health and safety before they are allowed to work and conducts periodic training in this area, training in first aid and fire protection.

Table 11 Health and safety training in 2021

Number of people trained before starting work	Number of employees trained on periodic training
295	1 045

Significant risks identified in the area of employee issues

Risk of increased labor costs

The most significant portion of the costs associated with the projects are salary costs. With such high level of human resource input, an increase in salaries may have a negative impact on the margins achieved on projects and consequently on the financial performance of Asseco Poland.

The Company's management of the risk of an increase in labor costs consists of measures that reduce the likelihood of negative effects when wages change in the market. Asseco Poland mitigates this risk by monitoring the level of salaries in the market on an on-going basis, maintaining an appropriate structure of employment within particular levels of competence, and introducing indexation clauses into contracts with customers.

Risks associated with the possible loss of key employees

Asseco Poland'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. Significant demand for IT professionals and the actions of competitors may lead to the departure of key personnel, as well as make it difficult to recruit new employees with the appropriate knowledge, experience and qualifications. There is a risk that departure of key personnel will have a negative impact on the execution of IT projects carried out by Asseco Poland as well as on ensuring proper quality and range of services, which in turn might have a negative impact on the operations, financial position, financial performance and prospective development of Asseco Poland.

The Company manages the above risk by monitoring key – from the point of view of its operations – positions and ensuring appropriate motivation for employees. In addition to financial motivation based on, among other things, a performance-based bonus system, Asseco Poland also provides its employees with broad access to training and non-wage benefits, such as a social package or other benefits provided by the Company's Social Benefits Fund.

3. SOCIAL ISSUES

Asseco Poland, as a Polish IT company, operates in the common interest based on economic patriotism, creating added value for the Polish economy. It undertakes initiatives supporting Polish entrepreneurship and shapes the position of Poland in the international arena. It actively participates in official economic missions and also supports activities that promote domestic companies and products. It also willingly participates in nationwide

initiatives and public debates related to the promotion of Polish entrepreneurship, engaging, among others, in the project of *Dziennik Gazeta Prawna* "There is no freedom without entrepreneurship". The event features debates and discussions on the future of the Polish economy. Asseco Poland supports entrepreneurship also at the local level. It is one of the founders of the Podkarpacki Business Club, which has been promoting companies from this region for over 20 years. Today, the Club is made up of nearly 300 companies.

One of the principles adopted by Asseco Poland, stemming from the idea of economic patriotism, is to pay taxes in the place where revenues are generated. This means that Asseco Poland pays taxes in Poland, which is fair to the community and the country where the company sells its products and services. The company was ranked 3rd on the list of "Largest CIT payers" among technology companies with revenues exceeding EUR 50 million, prepared by *Puls Biznesu* based on data provided by the Ministry of Finance for 2020.

In 2021, Asseco Poland paid an income tax of **PLN 20.9 million** to the state budget

Activities in the area of corporate social responsibility are permanently inscribed in the Company's strategy. This activity began well before the coronavirus pandemic and will continue after the pandemic is extinguished.

In the face of COVID-19, Asseco Poland has undertaken a number of relief efforts since the beginning of the pandemic, many of which were introduced in 2020 and continued into 2021. The company is a leader in digitization in Poland and for over 30 years has been creating technologically advanced software for companies in key sectors of the economy, including healthcare or public administration.

Asseco Poland is one of the largest providers of IT solutions and services for the healthcare sector. It currently works with over 400 hospitals nationwide. On the other hand, the segment comprising physician offices, medium and small clinics and medical practices serves more than 9 800 locations (over 35 000 users), which is approx. 40% of the market. The company, in a consortium with Kamsoft, is responsible for the maintenance and development of the System for IT Support of National Health Fund Activities – SIWDzNFZ. In turn, the systems of Asseco Medical Management Solutions (AMMS) and mMedica ensure comprehensive support of healthcare processes. Using its many years of experience in the computerization of medical institutions, the Company develops its applications intended for patients: Medical Information (management of information provided by medical units), Medical First Aid Kit (medication management) and My Measurements (self-monitoring of health by patients). Thanks to the integration of My Measurements and Medical Information solutions, information about various health parameters of patients goes directly to the doctor's office and is recorded in the medical history. All of these solutions support healthcare stakeholders in the fight against the pandemic. Additionally, in 2021, the Company made donations to 106 hospitals totaling more than PLN 200 000.

In the public administration sector, last year the Company prepared IT systems of KSI ZUS and PUE Portal for tasks resulting from implementation of the Act on Special Solutions for Preventing, Counteracting and Combating COVID-19, Other Infectious Diseases and Crisis Situations Caused by Them. Furthermore, Asseco Poland prepared IT systems of KSI ZUS and PUE Portal for the implementation of the Polish Tourism Voucher Act. In addition, contracts were executed for the support of operation and maintenance of KSI ZUS and executive contracts under the framework agreement for modification and development of KSI ZUS software.

Among other things, in response to the introduction of remote learning in schools, the Company implemented the #AssecoForChildren charity campaign, which aimed to support the most needy students in accessing knowledge. It provided 300 laptops along with mobile internet access. The Podkarpacki Regional Branch of the Polish Red Cross was involved in the initiative, with the Mayor of Rzeszów and the Marshal of Podkarpackie Voivodeship as partners. The total funds donated by the Company for this action amounted to over PLN 730 000.

Asseco Poland educates and employs Polish programmers. The company organizes content-related events for IT professionals and students – Techbreakfast by Asseco. In 2021, 3 online technology meetings were held with a total of approx. 450 people. Among the elements of expertise exchange, a technology blog is successfully

developed. Material published on the blog in 2021 has received more than 21 000 views by nearly 19 500 unique users. Asseco Poland experts also share their knowledge on technology podcasts published on the channels: Spotify, Apple Podcast, Google Podcast, Radio Public and Breaker. The 16 materials published in 2021 were listened to approx. 1 000 times.

Asseco Poland regularly meets with students during Job Fairs and conferences organized by student organizations. Last year we were the main sponsor of the online event Warsaw IT Days. Additionally, we took part in an event organized by students of the Silesian University of Technology, during which we acted as a partner and sponsor. Our experts shared their knowledge at the Ya!vaConf conference, which is dedicated to professionals, and at the cyber security event – Hack Summit. The fourth edition of Hackathon by Asseco was held in October 2021. This edition, once again conducted in an online format, was attended by 35 teams consisting of 100 people, of which 4 teams continue their cooperation with the Company under the Asseco Innovation Hub innovation development program.

70% of interns from 6th edition of Asseco Starter program continue employment in Asseco Poland

The Company has a proprietary internship and graduate program designed to identify high-potential young people during a nationwide campaign. Trainees and graduates participate in rich development programs where they receive specialized and soft training. The sixth edition of the program enrolled 28 students in a 3-month internship and 22 students in a 9-month graduate program. A total of 180 interns and over 100 graduate students participated in the program over a 6-year period.

Community outreach activities include donations to support education, health services, and to help people with disabilities or who are excluded.

Table 12. Amount allocated for donations in 2021

Area	Amount [PLN]
Education	1 612 000
Health care	691 000
Social assistance	46 000
Sports	16 000
Total	2 365 000

Due to the warfare in Ukraine, the Company has joined in helping the people of this country. As at the date of publication of this report, Asseco Poland has contributed PLN 2 million for this purpose. The company has also established cooperation with non-governmental organizations and with the crisis staff of the Rzeszów City Hall and the City of Warsaw. In addition, the Company's employees have been involved in helping refugees. A special team has been set up to support the outreach activities they carry out.

The company supports Polish sport as the main sponsor of the Asseco Resovia Rzeszów volleyball team. Additionally, it sponsors Arka Gdynia Basketball Club. In 2021, Asseco Poland sponsored scientific conferences, mainly in the fields of energy and healthcare, and hackathons.

Table 13. Amount allocated to sponsorship in 2021

Area	Amount [PLN]
Sports	11 809 000
Conferences, hackathons	402 000
Total	12 212 000

The Company promotes physical activity among its employees through Asseco Active Team. This initiative consists in subsidizing sports activities of Asseco Poland employees. Standard forms of support are the enrollment fee and clothing costs. The company also organizes a sports challenge for employees every year. A charitable aspect has been included for the past 2 years. In 2021, 265 employees from 16 Asseco Poland locations traveled a total distance of nearly 130 000 km in two sport categories: cycling and running. Each kilometer of the route was converted into charitable zlotys, thanks to which the employees supported a foundation for the disabled.

Among the most important social projects conducted by Asseco Poland is the Christmas campaign "We bring help". Its purpose is to help those most in need and to motivate employees to get involved in these activities. Employees nominate selected organizations for financial support, including orphanages or single mother's homes, hospices, foundations supporting poor families. Beginning in 2019, employees may also submit environmental initiatives (100% environmentally focused and those that are part of assistance projects of a different nature, such as the introduction of waste segregation at a facility). Asseco Poland employees decide to whom and in what form they will provide support within a specially allocated budget. Since 2013, Asseco Poland has allocated a total of more than PLN 1.7 million for the campaign, and 2 000 people have participated in the project. These funds have helped more than 5 000 children and 130 families. In 2021 alone, funds totaling nearly PLN 120 000 were donated to 14 projects within the campaign.

The Company held its second internal Christmas auction during the 2021 holiday season. Employees displayed and auctioned off homemade cakes and preserves, home decorations, crafts and books, among other items. Thanks to the auction, all the money raised was donated to a foundation that helps sick and abandoned cats.

Since March 2020, Asseco Poland has a Crisis Staff, which coordinates all Company's decisions related to the pandemic and ensures their ongoing communication to employees. The staff meets periodically with the Management Board, reporting on the current outbreak situation and determining the actions taken, whereby all employees and associates have been allowed to perform their work remotely, including remote VPN access, increased data transmission limits, and replacement of PC stations with laptops. Employees performing their duties in the offices were provided with a safe environment for the performance of their work by, among other things, maintaining the required distance between workstations, being equipped with disinfectants, adapted to the situation cleaning procedures, conducting strict control of the entrance to the offices, stopping visits of third parties. Additional activities included organizing a campaign for voluntary vaccination of employees against COVID-19, providing tests for self-diagnosis and equipping employees going on business trips with personal protective equipment. Personal access to critical IT infrastructure was also minimized.

The above-mentioned activities were noticed and appreciated in the "Ethical Company" competition organized by *Puls Biznesu*, where Asseco Poland was one of the laureates in the "Large Companies" category. The company was recognized for, among other things, charitable and environmental actions, support of local communities and sports teams, and activities in the fight against the coronavirus pandemic.

Significant risks identified in the area of social issues

The risk of dissatisfaction with the reduction in the scope of actions carried out

The Company conducts numerous and extensive community and sponsorship activities. There is a risk that the abandonment of any of the current activities could lead to dissatisfaction on the part of employees and communities benefiting from the activity, and consequently damage the Company's image.

The Company manages risk through ongoing monitoring of its activities, their scale and image effects.

4. CLIMATE AND ENVIRONMENTAL ISSUES

Asseco Poland conducts business operations in the areas which are not subject to special environmental protection, i.e. Natura 2000 areas, landscape parks, areas of protected plant and animal species, floodplains. The Company's activity does not cause significant environmental impacts and does not pose a threat of a serious environmental accident.

The Company's environmental policies are set out in the Environmental Policy. The Company implements the Environmental Policy through an implemented and continuously improved environmental management system. The successful implementation of the system was certified by the Environmental Management System Certificate according to ISO 14001:2015 standard first issued in 2012. The system is audited annually to confirm compliance with the requirements. A supervision audit took place in September 2021, during which Asseco Poland confirmed that it has an ISO 14001:2015 compliant environmental management system.

The objective of the Company's environmental policy is to ensure sustainable development of the enterprise, including improvement of the environmental performance of its operations in such a way that its activities have a minimum negative impact on the environment and comply with the law and accepted standards of meeting environmental obligations. The Company's strategic objectives are to reduce CO₂ emissions in the area of electricity and to reduce the amount of paper used. The specific objectives are to reduce the carbon footprint of the vehicle fleet by investing in eco-fleet and to reduce the consumption of natural resources by extending the life cycle of electrical and electronic equipment.

The Environmental Policy was established and is maintained by the Management Board, and its assumptions are communicated to external stakeholders through a public website of Asseco Poland, as well as to the Company's employees through internal intranet portals where other information pertaining to the broadly understood environmental protection is also posted on a regular basis.

According to the assumptions of the System, the Company achieves environmental effects through:

- complying with legal requirements regarding environmental protection,
- identifying environmental objectives and implement actions to achieve them,
- implementing corrective actions when non-compliance with environmental requirements is identified,
- raising employees' environmental awareness and taking initiatives to increase their involvement in environmental protection activities,
- making demands and promoting pro-environmental attitudes in external customers.

Environmental laws and regulations

The Company continuously identifies and implements legal requirements and other requirements resulting from, among others, agreements and own commitments. Compliance with requirements is monitored and periodically evaluated. Records of regulatory requirements are maintained to document compliance for individual sites.

The Company has not been subject to monetary penalties for non-compliance with environmental laws and regulations in 2021.

Table 14. Total monetary value and number of fines for non-compliance with environmental laws and regulations

Total value of environmental penalties [PLN]	Total number of environmental penalties
0	0

Relevant stakeholders

The Company identifies internal and external stakeholders, their material needs, expectations and compliance obligations. Interested parties are defined separately for each business location. The main stakeholders relevant to the environmental aspects and legal requirements of the Company's operations are shown in the table below.

Table 15. Identified stakeholders in the area of environmental protection

Stakeholders	Commitments/expectations
Offices and institutions	carrying out statutory obligations
Recovery organizations	implementation of statutory and contractual obligations related to equipment, batteries and accumulators, packaging and products
Recipients of non-municipal waste	collection of waste other than municipal waste, including hazardous waste
Recipients of municipal waste	municipal waste collection and contractual obligations
Suppliers of water, electricity, gas, fuel	acting in accordance with contractual and statutory conditions
Customers	creating products and services tailored to customer needs and compliant with environmental requirements and raising environmental awareness
Investors	compliance with the requirements imposed on listed issuers
WSE	compliance with information obligations imposed on listed issuers
Neighbors	eliminating or minimizing the negative impact of their activities on the environment and living conditions, in particular with respect to noise emissions, emissions of pollutants into the air and water
Employees	providing appropriate working conditions, resources and information to the extent necessary for the proper fulfillment of environmental obligations and in terms of environmental initiatives undertaken.

Climate change and the impact on sustainable development

The Company identifies two types of environmental impacts:

- the impact of the Company's operations on the climate
- the impact of climate change on the Company's operations

The internal and external factors affecting the sustainability of the Company are determined separately for each of its business locations. A review of areas, related environmental aspects, impacts, and risks and opportunities is conducted at least annually.

The Company's impact on climate change is primarily related to the consumption of electricity in its own and leased buildings, the combustion of liquid and gaseous fuels in equipment and installations, the emission of greenhouse gases into the atmosphere during the operation of equipment and installations and in emergency situations, as well as the consumption of water and the generation of waste, mainly used electrical and electronic equipment.

All the presented ratios counted per employee in the area have been calculated on the basis of average workforce of Asseco Poland in the analyzed periods, taking into account salaried jobs, i.e. employment in full-time jobs adjusted (less) for jobs for which the Company does not pay remuneration (e.g. unpaid leave, maternity leave, other).

The calculation of percentage changes for the indicators presented was based on the values of the indicators before rounding.

Fuels and Energy

Asseco Poland constantly monitors the consumption of electricity, heat and fuels in its operations. The Company monitors the consumption of:

- electricity and gas used in owned and leased buildings
- liquid fuels used to power the cars in the Company's fleet
- diesel fuel in generator sets

In 2017, the Company conducted an energy audit to identify modernization measures and outline other energy efficiency measures. As a result, a number of measures were implemented, including replacement of energy-intensive equipment with much more energy-efficient equipment. The company is gradually implementing the process of replacing lighting in its buildings with LED lamps. An energy audit was conducted again in 2021. It included a series of activities related to the diagnostics of the company's energy management, on the basis of which possibilities of improving energy efficiency were presented and media flows were shown, along with highlighting the most energy-intensive areas. After analyzing the report, the company decided to implement an energy-saving solution for lowering the temperature at night in the building in Rzeszów, at 14 Olchowa St.

When purchasing equipment, the Company pays attention to the durability and energy efficiency of products – Asseco Poland has implemented a document entitled "Principles of purchasing energy-consuming equipment", which specifies the criteria for purchasing equipment for employees, indicating such equipment with higher energy efficiency.

The company systematically modernizes its vehicle fleet. Every year, it invests in new vehicles that meet higher EURO standards and purchases hybrid vehicles. It maintains periodic inspection monitoring and performs technical inspections and necessary repairs within required timeframes. It promotes eco-driving principles among the Company's employees, which contributes to reducing the amount of fuel consumed by company vehicles and indirectly reduces greenhouse gas emissions into the atmosphere.

The main actions taken at the Company in 2021 to minimize electricity and fuel consumption are:

- periodic replacement of LED lamps in the Company's own offices,
- replacement of vehicles with new ones that meet higher EURO standards and purchase of hybrid vehicles,
- purchasing equipment with higher energy efficiency,
- installing timers at water dispensers in kitchens,
- installation of motion sensors in toilets in the new building in Rzeszów.

Table 16. Energy and fuel consumption from non-renewable sources in the Company

Energy/fuel*	Unit	Year 2020	Year 2021	Change 2021 /2020
Electricity	MWh	8 560.07	6 444.24	-24.72%
Thermal energy	GJ	9 043.76	8 332.93	-7.86%
Gasoline	liters	31 4272.37	29 3059.75	-6.75%
Diesel	liters	25 711.69	25 681.56	-0.12%
Natural gas	m ³	49 170.16	140 977.83	186.71%

* Own compilation based on invoices and own records.

Table 17. Energy intensity index

Electricity consumption*	Unit	Year 2020	Year 2021	Change 2021 /2020
The Company's total electricity consumption	MWh	8 560.07	6 444.24	-24.72%
KPI: Electricity consumption /employee	MWh/employee	3.91	2.87	-26.60%

Reduced electricity consumption in 2021 is due to the ongoing pandemic and a reduction in the number of people working in offices. The increased consumption of natural gas is a result of the launch of the boiler room and the commencement of heating in the Company's newly commissioned building at 14 Olchowa St. in Rzeszów.

Table 18. Vehicle Fuel Burning Intensity Index

Fuel type	Unit	Year 2020	Year 2021	Change 2021 /2020
Diesel	liters	23 600.69	25 681.56	8.82%
Gasoline	liters	314 272.37	293 059.75	-6.75%

In 2021, fuel consumption was at the similar level as in 2020. This was a result of continued restriction on business travel and remote work for employees due to the extended pandemic period.

Water and wastewater

The Company has no manufacturing operations and does not use water for process purposes. The water supplied by the waterworks is used for domestic purposes only. All of Asseco Poland's properties are served by the city sewerage system; whereas, water supply and sewage disposal services are provided by water supply companies. Water is also not taken directly from surface water and wastewater is not discharged directly to water and land.

As part of the Environmental Management System, the Company monitors its water usage in an effort to minimize water consumption. It implements a number of measures to minimize water consumption: it raises employee awareness, increases emergency response, performs timely inspections, and installs flow restrictors in bathrooms.

Table 19. Water use intensity indicators

Water consumption*	Unit	Year 2020	Year 2021	Change 2021 /2020
The Company's total water consumption	m ³	14 361.08	7 090.98	-50.62%
KPI: Water consumption/employee	m ³ /employee	6.57	3.16	-51.89%

Lower water use in 2021 is a consequence of the pandemic and reduced office staffing. This is also a result of the separation of water consumption by subsidiaries that lease space in Asseco Poland's offices.

A direct result of water consumption is the discharge of wastewater. The Company aims to reduce the impact of discharged wastewater on the environment by using eco-friendly products (cleaning products) that contain fewer chemicals. It is also one of the criteria for selecting suppliers and service providers. Prior to releasing rainwater and snowmelt from parking lots into the sewerage system, Asseco Poland pre-treats the water in separators of oil-derivative substances and conducts regular tests of the quality of discharged water, the results of which in 2021 and in the previous years did not indicate exceeding the permissible levels of the measured parameters.

Greenhouse gas emissions

Greenhouse gas emissions in Scope 1, 2 and 3

Greenhouse gas emissions generated by the Company's operations mostly (71.8%) belong to Scope 2 and come from the generation of purchased electricity and heat. Scope 1 emissions, from gas combustion for building heating, fuel consumption in vehicles and generators, and incidental emissions from air conditioning and firefighting equipment, account for 16.3% of emissions. In 2021, the Company decided to expand the scope of its GHG emissions inventory to include a Scope 3 analysis of the carbon footprint associated with employee travel and waste transferred to customers, which represents 11.9% of emissions. Scope 3 does not include company car trips, as these emissions are fully described in fuel consumption in Scope 1.

The most important actions taken by the Company to minimize greenhouse gas emissions are:

- periodic and timely inspections of air conditioning and firefighting equipment
- replacement of vehicles with new ones that meet higher EURO standards and purchase of hybrid vehicles, performance of timely periodic inspections and technical tests and participation in eco-driving training
- purchasing equipment with higher energy efficiency

The direct and indirect greenhouse gas emissions emitted by the Company were summed to calculate the greenhouse gas emissions intensity.

Table 20. Scope 1, 2 and 3 greenhouse gas emissions

Emissions	Unit	Year 2020	Year 2021
Scope 1			
Emissions from fuel use in buildings and installations	MgCO ₂ e	105.28	289.60
Emissions from fuel consumption in transport vehicles	MgCO ₂ e	746.43	706.18
Emissions from accidental releases of HFCs into the atmosphere	MgCO ₂ e	40.71	205.95
Total Scope 1 emissions	MgCO₂e	892.42	1 201.74
Scope 2			
Emissions resulting from the purchase of electricity	MgCO ₂ e	6 154.69	4 498.08
Emissions resulting from the purchase of thermal energy	MgCO ₂ e	872.72	804.13
Total Scope 2 emissions	MgCO₂e	7 027.41	5 302.21
Total emissions from 1+2	MgCO₂e	7 919.83	6 503.95
Scope 3			
Emissions from water consumption	MgCO ₂ e	-	7.46
Emissions resulting from business travel (air and rail transport)	MgCO ₂ e	-	33.87
Emissions from employee overnight stays in hotels	MgCO ₂ e	-	74.75
Emissions from waste treatment	MgCO ₂ e	-	764.71
Total Scope 3 emissions	MgCO₂e	-	880.80
Total emissions from 1+2+3	MgCO₂e	-	7 384.75

Table 21. Emission intensity indicators

KPIS: Emissions	Unit	Year 2020	Year 2021
CO ₂ emissions of electricity/employee	MgCO ₂ /employee	2.81	2
CO ₂ emissions of thermal energy/employee	MgCO ₂ /employee	0.40	0.36
CO ₂ emissions of water consumption/employee	MgCO ₂ /employee	0.007	0.003

In addition to CO₂ emissions, CH₄ and N₂O gases are included in the 2020 and 2021 calculations.

Table 22. Other greenhouse gas emissions

Greenhouse gas	Unit	Year 2020	Year 2021
CH ₄	MgCO ₂	2.31	2.42
N ₂ O	MgCO ₂	2.73	2.75

Potential emergencies can also be a source of uncontrolled emissions. In this category, the Company sees the following potential environmental risks:

- fire or explosion,
- the aforementioned leaks of HFC refrigerants into the air from air conditioning equipment or from a fixed fire extinguishing unit,
- fuel leakage from vehicle fuel systems or from a power generator,
- gas leak.

The Company's handling of emergencies is described in the "Incident Management Policy" Regulations and the "Handling of Incidents" Procedure. Activities are primarily directed at preventing the occurrence of a potential accident. The Company minimizes risk through ongoing monitoring of fuel consumption, timely inspection and maintenance of equipment, periodic trainings, and raising employee awareness, thereby increasing the effectiveness of response to the aforementioned situations. Asseco Poland is also equipped with means to prevent spreading of contamination, such as sorbents.

Other than isolated refrigerant loss from air conditioning equipment in 2021 and prior years, there were no other environmental failures at the Company.

In 2021, the Company signed an agreement with the energy supplier, Tauron Group, to supply energy from less emissive sources (co-generation). With the signing of the aforementioned agreement, it will be possible to significantly reduce CO₂ emissions from energy between 2022 and 2024.

Sources of data and indicators

The data concerning fuel (gasoline, diesel) as well as natural gas consumption at the Company-owned buildings were used to calculate direct GHG emissions. Also included are fugitive emissions of HFCs from leaks in refrigeration and air conditioning systems. In contrast, electricity and heat consumption data were used to calculate indirect GHG emissions. Data on energy and fuel consumption came from invoices and internal records. HFC gas emissions were determined based on gas completions and a register generated from the Central Operator Registry database.

During the calculations, indicators developed by DEFRA – the Greenhouse Gas Conversion Factor Repository, the National Balancing and Emission Management Centre (KOBIZE) and the Energy Regulatory Office (URE), GHG Protocol were used. For HFCs, GWP100 factors were used in accordance with the Intergovernmental Panel on Climate Change (IPCC) report. Emission factors for electricity under the market-based method were assumed based on the averaged factor data on the National Center for Balancing and Emission Management website for the year 2020 published in December 2021. The emission factor for market-based thermal energy was taken from the averaged factor data on the ERO website. Business travel emissions data (air and rail) were provided by the service provider.

No biogenic greenhouse gas emissions were identified.

Raw materials and waste

At Asseco Poland, we strive to reduce the consumption of raw materials. For several years we have been using electronic document workflow, electronic signature and supporting implementation of such solutions at our clients.

In 2021, Asseco Poland continued its activities under the "Paperless Business" campaign, which consists of conducting activities aimed at reducing paper consumption by promoting and supporting the development of digital services. The Company continues the activities of the Association of the Clean Poland Program, an initiative of the Polsat Plus Group, which aims at educating the society and bringing closer the benefits

of an ecological lifestyle. In 2021, as part of the "Paperless Business" campaign, Asseco Poland launched an educational and information website biznesbezpapieru.pl (*paperlessbusiness*). It is the first portal of its kind devoted entirely to digitization, where entrepreneurs and consumers will find expert advice and practical knowledge about its various aspects. Companies will learn, among other things, how to effectively transfer traditional business processes to the digital world and what benefits this brings, how to use digital tools in various areas of life and how important cyber security is in this process. Educational activities are conducted through business media and social media sites. There are also training sessions for entrepreneurs in the form of webinars, as well as debates with experts. Asseco Poland has implemented a number of best practices promoting the minimization of paper documents and transition to electronic form.

In addition, Asseco Poland continues its activities within the framework of the Digital Poland Association, a non-profit industry organization which brings together the largest consumer electronics and IT companies operating in Poland. Together, the organizations want to promote digital solutions and build awareness of the opportunities that modern technologies offer in business.

Table 23. Paper consumption in the Company

	Unit	Year 2020	Year 2021	Change 2021 / 2020
Number of reams of paper used	pcs.	2 024	1 570	
KPI: Paper consumption /employee	pcs/employee	0.93	0.70	-22.43%
CO ₂ emissions of producing the material	MgCO ₂ e	7.07	5.49	
KPI: CO ₂ emissions of material production/employee	MgCO ₂ e/employee	0.0032	0.002	

In 2021, the Company reduced CO₂ emissions resulting from the production of basic material (paper) by 22.43%.

All waste generated by Asseco Poland is separately collected.

Municipal waste is collected in the manner specified in local regulations on maintaining cleanliness and order, and is taken back by communes on the basis of submitted declarations or by an entrepreneur entered in the register of regulated activities in a given locality on the basis of a civil-law agreement signed.

In order to make it easier for employees to segregate waste properly, all locations have been equipped with appropriate containers for waste segregation, each kitchen has been equipped with detailed instructions on how to deal with the selected waste fraction, and the garbage cans are marked with appropriate signs.

Non-municipal waste is stored in properly labeled storage areas and transferred to recipients that hold permits required by law for waste collection or processing and an entry in the BDO register for waste transport. Transfers are based on signed contracts or on one-time orders.

The Company is registered in the BDO register under number 000004848. Waste records are kept on an ongoing basis and reports on the waste produced are prepared in the required timeframes.

All waste equipment is sent to authorized waste collectors, who recover and recycle it.

Table 24. Management of non-municipal waste

Mass of waste [Mg]	Year 2020	Year 2021	Change 2021 / 2020
Mass of waste generated	15.23	38.36	148.22%
Mass of waste handed over to recipients*	17.26	38.09	117.55%
Weight of electrical and electronic equipment sent for recycling*	10.57	12.81	16.05%

The higher mass of waste generated in 2021 is related to the disposal of a large amount of office furniture during the decommissioning of the Gdynia office. The higher mass of transferred equipment in 2021 is due to including in the calculation the mass of generated waste which was not transferred in the previous calendar year.

In 2021, the mass of resold equipment accounted for 31.92% of all donated equipment. There is a noticeable percentage increase – 7.92% – in the mass of equipment resold compared to 2020.

Asseco Poland does not carry out its own collection, recovery and recycling of waste electrical and electronic equipment, batteries, accumulators, or packaging.

The above-mentioned statutory obligations are carried out by Recovery Organizations with which the Company has entered into agreements.

Key actions taken at the Company to minimize the amount of waste generated:

- working devices (laptops, computers, phones), after their scheduled period of use in the Company, are resold to employees for further use, which extends their useful life and indirectly reduces the amount of waste generated and the need for raw materials necessary to manufacture new ones,
- joining the "Paperless Business" campaign – conducting activities aimed at reducing paper consumption both within the organization and among its customers,
- lifecycle extension for new equipment purchased in 2021 and beyond. Increasing the useful life from 5 to 6 years for an additional monitor and increasing the minimum useful life for a mouse, keyboard, and headphones with microphone.

There are internal regulations in force at the Company defining the proper management of waste, e.g. the Procedure for management of waste other than municipal waste, detailed instructions for storing and handling the generated waste.

The Company's internal website provides materials, publications and detailed information on waste handling. Employees are also able to use the materials provided for their job duties and have access to subject-specific training. All information is available to every employee and is kept up to date.

Subcontractors performing work on the Company's premises are informed about the requirements related to proper waste management, and relevant environmental provisions are included in contracts and orders.

Environmental education

Asseco Poland has consistently undertaken measures to raise environmental awareness among its employees, co-workers, and external customers.

In-house training for employees is successively implemented. The Company's internal website, ECO BASE, is also updated on a regular basis. In 2021:

- as far as cooperation with suppliers is concerned, a document entitled "Environmental Requirements for Suppliers" has been placed on the Asseco Poland homepage,
- as part of initiatives related to increasing biodiversity, the Company has created a flower meadow next to the building on 14 Olchowa St. in Rzeszów. The Company, as part of its promotion of environmental initiatives, submitted the establishment of a floral meadow to the Responsible Business Forum's Good CSR Practices 2021 program,
- as regards the issues related to carbon footprint and CO₂ emissions, two trainings were held for selected departments within the Company and their content was made available on the Compliance Department training website and in ECO BASE,
- information was published in social media on pro-environmental initiatives undertaken at the Company, i.e. creation of a flower meadow, and information on reducing the amount of newspapers purchased.

The company also participates in the Clean Poland Programme with the "Business without paper" action and in the Digital Poland Association.

Suppliers

The primary environmental criterion for selection of a service/product provider is possession of legally required permits and registrations appropriate to the scope of its business, including registration in the Database of Products and Packaging and Waste Management (BDO) to the extent required, submission of appropriate declarations, and possession of qualification of persons, if required.

The company communicates the environmental conditions of cooperation to external customers on a company website, sets environmental requirements for suppliers, and evaluates them periodically. It inserts environmental provisions into contracts and requests for proposals and provides responses and clarifications.

The terms of cooperation with suppliers are described in documents: the Environmental Requirements for Suppliers of Products/Services with Environmental Aspects, the Terms and Conditions for Purchasing for Own Use, and the Terms and Conditions for Purchasing for Contracts.

EU taxonomy

The EU taxonomy is a classification system for environmentally sustainable economic activities.

According to:

- Article 8 of the EU 2020/852 Regulation of the European Parliament and of the Council of June 18, 2020 on establishing a framework to facilitate sustainable investment (Regulation 2020/852),
- Commission Delegated Regulation EU 2021/2139 of June 4, 2021 establishing technical eligibility criteria for determining the conditions under which an economic activity qualifies as making a significant contribution to climate change mitigation or adaptation, and whether that economic activity does not cause serious harm to any other environmental objective (Technical Eligibility Criteria),
- EU Commission Delegated Regulation 2021/2178 of July 6, 2021, supplementing Regulation 2020/852 by clarifying the content of the presentation of information on environmentally sustainable business activities to be disclosed by companies subject to Article 19a or 29a of Directive 2013/34/EU, and specifying the method to comply with this disclosure obligation (Disclosure Regulation),

Asseco Poland has conducted an analysis of the business activities carried out by the Company in 2021 in relation to the Taxonomy and has presented below the key indicators of the proportion of turnover, capital expenditures and operating expenses related to the activities qualified for the Taxonomy and those not qualified for the Taxonomy.

Analysis of activities qualified for the Taxonomy

Asseco Poland S.A. analyzed all of its economic activities against the indicated environmental objectives in the Taxonomy for the first two objectives to determine which ones could significantly contribute to climate change mitigation or adaptation.

The analysis was based on the business descriptions included in the Technical Eligibility Criteria, following a comprehensive review of the company's operations, with participation of experts in ESG, controlling and reporting areas of Asseco Poland.

Values of key indicators

Asseco Poland calculated the key indicators in accordance with the Disclosure Regulation based on its processes, existing reporting systems and the adopted assumptions.

To calculate the portion of revenues, capital expenditures and operating expenses that qualify for the Taxonomy, the Company used the methodology described in Exhibits 1 and 2 of the Disclosure Regulation. Activities qualified based on the Technical Eligibility Criteria but not material in 2021 in terms of revenues, capital expenditures or operating expenditures are not included in the indicators.

Key performance indicators related to turnover

Table 25. Percentage of turnover qualifying for the Taxonomy

Business	Turnover [PLN thousand]	Share in turnover [%]
A. ACTIVITIES ELIGIBLE FOR SYSTEMATICS	986 161	90%
8.1. Data processing; web site management (hosting) and related activities.		
8.2. Activities related to software, computer consultancy and related activities.		
B. ACTIVITIES THAT DO NOT QUALIFY FOR SYSTEMATICS	112 801	10%
Total (A+B)	1 098 962	100%

The ratio of revenues related to the operations classified into the Taxonomy was calculated by dividing the total amount of revenues from the operations classified into the Taxonomy by the operating income as disclosed in the profit and loss account in the Financial Statements of Asseco Poland S.A. for the year ended December 31, 2021.

Due to the transitional nature of the disclosures for 2021, including the lack of a comparative period and the lack of reporting on the alignment of activities with the Taxonomy, the following qualitative information has not been revealed:

- a quantitative breakdown of the numerator to illustrate key drivers of change in KPIs during the reporting period, such as contract revenue, rental revenue, or other revenue sources,
- amounts related to business activities consistent with the Taxonomy conducted for the Company's own use,
- qualitative explanations of the key elements of the changes in KPIs in relation to turnover during the reporting period.

Key performance indicators related to capital expenditures

Table 26. Percentage of capital expenditures (CapEx) eligible for the Taxonomy

Business	CapEx [PLN thousand]	CapEx share [%]
A. ACTIVITIES ELIGIBLE FOR SYSTEMATICS	65 471	94%
8.1. Data processing; web site management (hosting) and related activities.		
8.2. Activities related to software, computer consultancy and related activities.		
B. ACTIVITIES THAT DO NOT QUALIFY FOR SYSTEMATICS	3 887	6%
Total (A+B)	69 358	100%

The capital expenditures ratio of Asseco Poland related to the activities qualified for the Taxonomy was calculated by dividing the total capital expenditures related to the activities qualified for the Taxonomy by the total capital expenditures as disclosed in the financial statements of Asseco Poland S.A. for 2021, calculated according to the Taxonomy's definition that total investments include increases in:

- property, plant and equipment ("Property, plant and equipment" – Note 5.1 to the standalone financial statements of Asseco Poland for 2021),
- expenditures for research and development projects ("Software and licenses generated internally" – explanatory note 5.2 to the standalone financial statements of Asseco Poland for 2021),
- expenditures for other intangible assets (other "Intangible assets") – explanatory note 5.2 to the standalone financial statements of Asseco Poland for 2021),
- assets by virtue of right of use ("Assets by virtue of right of use" – explanatory note 5.3 to the standalone financial statements of Asseco Poland for 2021).

Due to the transitional nature of the 2021 disclosures, including the lack of a comparative period and the lack of reporting on the alignment of activities with the Taxonomy, the following qualitative information has not been revealed:

- significant changes that occurred during the reporting period with respect to the implementation of capital expenditure plans,
- the quantitative breakdown at the aggregate level of economic activity of the amounts included in the numerator,
- a qualitative explanation of the key elements of the changes in capital expenditure KPIs during the reporting period.

Key performance indicators related to operating expenses

Table 27. Percentage of Operating Expenses (OpEx) eligible for Taxonomy

Business	OpEx [PLN thousand]	OpEx share [%]
A. ACTIVITIES ELIGIBLE FOR SYSTEMATICS	47 363	97%
8.1. Data processing; web site management (hosting) and related activities.		
8.2. Activities related to software, computer consultancy and related activities.		
B. ACTIVITIES THAT DO NOT QUALIFY FOR SYSTEMATICS	1 460	3%
Total (A+B)	48 823	100%

As defined in the Disclosure Regulation, operating expenses considered for purposes of calculating the Company's operating expense ratio related to Taxonomy-qualified activities, defined as operating expenses in the numerator of the ratio and the sum of operating expenses in the denominator, include:

- non-capitalized costs related to research and development,
- building repair work,
- short-term rentals,
- maintenance and repair,
- any other direct expenses associated with the day-to-day operation of the long-lived assets by the Company or a third party contracted to perform activities necessary to ensure the continued and efficient operation of those assets.

As defined by the Disclosure Regulation, expenses for energy, among others, have not been taken into account as they are not direct expenses related to the day-to-day operation of the property, plant and equipment.

Asseco Poland S.A.'s operating expense ratio associated with Taxonomy-qualified activities was calculated by dividing the operating expenses associated with Taxonomy-qualified activities by the total operating expenses.

Due to the transitional nature of the disclosures for 2021, including the lack of a comparative period and the lack of reporting on the alignment of activities with the Taxonomy, the following qualitative information has not been revealed:

- a quantitative breakdown of the numerator to illustrate the key drivers of change in KPIs for operating expenses during the reporting period,
- qualitative explanations of the key elements of the changes in KPIs for operating expenditures during the reporting period,
- other expenses related to the day-to-day operation of property, plant and equipment, which are included in the calculation of operating expenses in both the denominator and numerator.

Significant risks identified in the area of environmental and climate issues

Risk of non-compliance with regulatory requirements

One of the Company's significant identified environmental risks is the risk of non-compliance with regulatory requirements. Numerous and frequent legislative changes, including short *vacatio legis* and the need to meet statutory deadlines and ensure continuous compliance makes this aspect significant for the Company. Regulations relating to the protection of the environment and the use of natural resources are becoming stricter, requiring the Company to manage its operations more cross-cuttingly. If there are regulatory changes with a short implementation period related to environmental protection, there is a risk of not meeting the requirements on time. Materialization of this risk could affect the Company's financial results and image.

The level of risk is minimized by ensuring that the competencies of risk managers are raised, that legal and other requirements and guidelines are identified on an ongoing basis, that compliance is monitored and that corrective, amendatory and improvement actions are taken. As of 2020, the Company has a document entitled "Register of Corrective and Improvement Actions", which is subject to review by internal and external audits. The Company provides employees responsible for monitoring the law with the opportunity to receive specialized advice and consultation. The Compliance and Process Management staff monitors risks related to legal changes quarterly and keeps abreast of planned legal changes.

Risk of significant increase in electricity prices and electricity supply interruptions

The basic tools used by Asseco Poland employees are electronic devices which require electricity from external suppliers. Global warming processes observed on a global scale may cause an increase in the price of electricity, particularly that obtained from non-renewable sources, which will consequently contribute to a significant increase in the cost of doing business. Asseco Poland is also exposed to the risk of power supply interruptions due to possible failure of the network or a failure of the supplier.

The Company manages risk by ongoing analysis of its energy needs and implementation of measures to minimize energy consumption, including through gradual replacement of old, energy-intensive equipment with energy-efficient devices. In addition, the Company has a document entitled "Principles for the Purchase of Energy-consuming Equipment," which sets forth pro-environmental guidelines and criteria to be followed when purchasing equipment for employees. Additionally, server rooms are equipped with independent sources of electricity – generators that can be activated in case of failure.

Risk of poor waste management

Due to the nature of its operations, the Company does not generate production waste. The main types of waste generated by Asseco Poland are municipal waste and waste electrical and electronic equipment. Regardless of the scale of waste generated, there is a risk of mismanagement.

The Company minimizes the above risk by strictly applying and enforcing legal requirements in this respect as well as by setting specific requirements for suppliers. The rights of waste recipients are monitored on an ongoing basis and requirements related to proper waste handling are communicated to subcontractors and service providers. Numerous educational campaigns are conducted inside the Company – thematic trainings are implemented and numerous articles and materials are posted on the internal website. In addition, waste generation is minimized through the conscious and controlled purchase of needed assortments and the extension of product life cycles by reselling equipment to employees or donating it to those in need. In 2021, 573 monitors, 687 notebooks, and 217 computers were sold to employees.

5. ISSUES CONCERNING RESPECT FOR HUMAN RIGHTS

Human rights are enjoyed by every person, and their source is the inherent dignity of the human being.

It is a general principle of Asseco Poland to respect and observe human rights, including such issues as the right to freedom of association, right to safe working environment, prohibition of discrimination, prohibition of child labor, and prohibition of forced labor. Violation of any of the aforementioned principles would constitute a violation of the law and the Company's core values.

The Asseco Poland's policy related to respect for human rights is comprised of the following internal documents: the Code of Ethics and Business Conduct, the Compliance Policy, the Workplace Regulations, the regulations governing purchases for internal purposes and execution of contracts, and the Supplier Qualification Process.

The Code of Ethics and Business Conduct contains rules and standards of conduct and values concerning interpersonal relations, business relations and protection of the Company's image. Its main assumptions are based on the common values of Asseco Poland, which constitute the foundation of conduct of the Company and its employees. The Code also refers explicitly to the obligation to respect human rights and labour law, as well as the principles of equal treatment and anti-discrimination.

Values of Asseco Poland

Engagement

We are fully committed to every project, and the success of our customers gives us the greatest satisfaction.

Respect

We expect mutual respect from each other.

Quality

We set the bar high for the quality of everything we do.

Professionalism

We are constantly improving our qualifications and are happy to share our experience.

Effectiveness

We are ambitious and consistent in achieving our goal.

Responsibility

We take responsibility for our work and the environment in which we operate.

Human rights violations are abuse and should be reported to the Compliance Officer or the Ethics Committee.

Table 28. Cases of discrimination in 2021

Total number of confirmed cases of discrimination in the workplace
0

In addition to ensuring that human rights are respected internally, the Company also ensures that they are respected among its suppliers. Asseco Poland obtains statements from its suppliers, including a statement on respect for human rights. Any violation of compliance with applicable laws, including human rights laws, is grounds for non-cooperation or termination and placement of the supplier on the list of prohibited suppliers.

The Company applies due diligence procedures with respect to the issue of human rights among its suppliers. The Company confirms its compliance with the above rules by collecting statements from suppliers.

Significant risks identified in the area of respect for human rights

Risk of violation of human rights in the Company

As in any large organization, also in Asseco Poland there is a certain risk of human rights violations. Such risks may materialize through violations of dignity or discrimination among employees. A human rights violation situation at the Company would have negative reputational effects both inside and outside the organization.

The Company manages risk by ensuring clear and transparent rules of conduct towards its employees and by introducing regulations aimed at preventing potential violations in the area of human rights.

Risk of human rights violations among the Company's suppliers

Despite the Company's assurance of internal regulations guaranteeing respect for human rights, there is a risk of violations of these principles among suppliers. The use of human rights abusers would have a negative reputational impact on the Company and could also affect the morale of its employees.

The above risk is managed by obtaining declarations of respect for human rights from suppliers and ongoing observations during cooperation. Information on violation of human rights by a supplier may be sanctioned by the Company with termination of cooperation.

6. ANTI-CORRUPTION ISSUES

The anti-corruption policy at Asseco Poland is regulated by: the Bylaws of the Supervisory Board, the Bylaws of the Management Board, the Code of Ethics and Business Conduct, the Compliance Policy, the Vademecum on Counteracting Corruption and Conflict of Interest, the Bylaws of Obligations of a Listed Company, as well as the Purchasing Policy.

Anti-corruption prevention and control activities are implemented at various levels of the organization and are necessary to ensure its proper functioning. In accordance with the Company's Code of Ethics and Business Conduct, the Company does not condone the acceptance or provision of illicit benefits, any form of extortion or corruption, or the illegal trading of money. We at Asseco Poland work on the principle of zero tolerance for corruption.

Table 29. Cases of corruption in 2021

Total number of confirmed corruption cases
0

We conduct our business in compliance with the standards set forth in the Code of Ethics and Business Conduct, the Vademecum on Counteracting Corruption and Conflict of Interest, and the Work Regulations.

Asseco Poland takes care to observe the principles of ethics among its employees from the very beginning of their employment. Training is provided in this area during the adaptation block for newly hired employees and associates.

Table 30. Employees trained in compliance and ethics

Participation of employees who received "Compliance and Ethics" training as part of the adaptation block
95%

In addition to adaptive block training, mandatory e-learning courses on data protection, information security and cyber security are provided, as well as compliance training for all employees and associates. The mandatory training cycle is repeated every two years.

The Company has implemented communication channels dedicated to reporting violations, including those related to corruption and conflicts of interest. There is an anonymous whistleblower channel in force with full protection of the whistleblower from negative consequences of the report, which can be used by all employees, colleagues and third parties.

The Company's procurement process is designed to ensure transparency in supplier selection. As of 2019, the purchasing function at Asseco Poland is centralized and performed by the Purchasing Department, which consists of the Purchasing Office and the Logistics Office. The Company's purchasing policies have been established so that supplier selections are transparent and accountable.

Asseco Poland has in place documents defining the principles for cooperation with its suppliers, including the principles of purchase ethics, rules for qualification of suppliers, and General Terms and Conditions of Purchase. According to them, suppliers commit to act in accordance with the principles of fair competition and observe good business practices.

Significant risks identified in the area of counteracting corruption

Corruption risks

Asseco Poland manages the above-mentioned risk by implementing its procurement policies, preventing corruption and conflicts of interest, and improving employee awareness. Purchasing compliance is audited periodically by the Purchasing Office (as part of the second line of defense), and the purchasing process is audited by the Internal Audit Department in accordance with the audit plan established for the year (as part of the third line of defense).

The Management Board Members' signatures to the report of Asseco Poland S.A. on non-financial information for 2021:

Adam Góral	President of the Management Board
Andrzej Dopierała	Vice President of the Management Board
Krzysztof Groyecki	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
Karolina Rzońca-Bajorek	Vice President of the Management Board
Sławomir Szmytkowski	Vice President of the Management Board
Artur Wiza	Vice President of the Management Board
Gabriela Żukowicz	Vice President of the Management Board

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