

Report of the Supervisory Board of Asseco Poland S.A. on its activities in the year 2019
("Report")

This Report of the Supervisory Board (the "Board") contains:

1. *Report on the assessment of the reports on operations of Asseco Poland S.A. and the Asseco Group in the financial year 2019, the assessment of the financial statements of Asseco Poland S.A. and the Asseco Group for the financial year 2019, as well as the assessment of the Management Board's proposal for the distribution of the net profit for the financial year 2019, prepared with the objective to be submitted to the General Meeting of Shareholders, in accordance with art. 382 § 3 of the Commercial Companies Code.*
2. Report of the Supervisory Board on its activities in the year 2019, including:
 - a) *Summary of activities undertaken by the Supervisory Board (the "Board") and the Audit Committee in the year 2019, including a self-assessment of the Board's work, in accordance with principle II.Z.10.2. of the "Best Practice for WSE Listed Companies 2016" (the "Best Practice").*
 - b) *Assessment of the fulfillment of disclosure obligations regarding compliance with the "Best Practice for WSE Listed Companies 2016", in accordance with principle II.Z.10.3. of the Best Practice.*
 - c) *Report on assessment of the rationality of sponsorship, charity or other similar activities conducted by Asseco Poland S.A., in accordance with principle II.Z.10.4. of the Best Practice.*
 - d) *Brief assessment of Asseco Poland S.A.'s standing in the year 2019, including an assessment of the internal control, risk management and compliance systems, and the internal audit function, in accordance with principle II.Z.10.1. of the Best Practice.*

1. Report on the assessment of the report on operations of Asseco Poland S.A. and the Asseco Group in the financial year 2019, the assessment of the financial statements of Asseco Poland S.A. and the Asseco Group for the financial year 2019, as well as the assessment of the Management Board's proposal for distribution of the net profit for the financial year 2019, prepared with the objective to be submitted to the General Meeting of Shareholders.

Assessment and examination of the financial statements by the Supervisory Board

The Supervisory Board of Asseco Poland S.A., acting on the basis of art. 382 §3 the Commercial Companies Code of September 15, 2000 (Journal of Laws of 2017, item 1577), §13 sect. 11 of the Company's Articles of Association, and chapter III §10 sect. 2 item d) of the Bylaws of the Supervisory Board, made an assessment of the stand-alone financial statement of the Company and the consolidated financial statement of the Asseco Group for the financial year 2019, both accompanied by opinions and reports of the certified auditor, as well as an assessment of the reports on operations of the Company and the Asseco Group in the financial year 2019.

The examination and assessment covered:

1. Stand-alone financial statement of Asseco Poland S.A. seated in Rzeszów, including:

- Statement of financial position made as at December 31, 2019, which shows the total assets as well as the total liabilities of PLN 5,235.7 million;
- Income statement for the period from January 1, 2019 to December 31, 2019, which shows the net profit of PLN 206.8 million;
- Statement of changes in equity for the period from January 1, 2019 to December 31, 2019, which shows a decrease in the total equity by the amount of PLN 57.4 million;
- Statement of cash flows for the period from January 1, 2019 to December 31, 2019, which shows a net decrease in cash and cash equivalents by the amount of PLN 96.1 million; and
- Supplementary information and explanatory notes.

2. Report on operations of Asseco Poland S.A. and the Asseco Group in the period from January 1, 2019 to December 31, 2019.

The examination and assessment also covered:

Consolidated financial statement of the Asseco Group, the parent company of which is Asseco Poland S.A., seated in Rzeszów, including:

- Consolidated statement of financial position made as at December 31, 2019, which shows the total assets as well as the total liabilities of PLN 14,597.9 million;
 - Consolidated income statement for the period from January 1, 2019 to December 31, 2019, which shows the net profit attributable to shareholders of the parent company amounting to PLN 322.4 million;
 - Consolidated statement of changes in equity for the period from January 1, 2019 to December 31, 2019, which shows an increase in the total equity by the amount of PLN 318.7 million (including an increase in the total equity attributable to shareholders of the parent company by the amount of PLN 44.7 million);
 - Consolidated statement of cash flows for the period from January 1, 2019 to December 31, 2019, which shows a net increase in cash and cash equivalents by the amount of PLN 334.9 million;
- supplementary information and explanatory notes.

In the process of making such assessment, the Supervisory Board took into account the opinions issued by an independent certified auditor. In order to make its decision, the Supervisory Board also needed

to carry out an analysis using the results of work performed by the Audit Committee, including an analysis of the additional Report for the Members of the Audit Committee. Furthermore, the Supervisory Board performed additional verification work at the Company's seat and made inquiries to the Company's Management Board and independent auditors. Having conducted an in-depth analysis, the Supervisory Board concludes that the stand-alone financial statement of the Company and the consolidated financial statement of the Asseco Group for the financial year 2019, as well as the report on operations of the Company and the Asseco Group in the financial year 2019 are all in conformity with the accounting books and evidence as well as with the actual situation.

The Supervisory Board hereby recommends to the General Meeting of Shareholders to approve the financial statement of the Company and the financial statement of the Asseco Group for the financial year 2019, and the Management report on operations of the Company and the Management report on operations of the Asseco Group in the financial year 2019, as well as to acknowledge the fulfillment of duties in 2019 by all Members of the Management Board: Adam Góral, Zbigniew Pomianek, Andrzej Dopierała, Tadeusz Dyrka, Krzysztof Groyecki, Rafał Kozłowski, Marek Panek, Sławomir Szmytkowski, Paweł Piwowar, Artur Wiza and Gabriela Żukowicz.

Assessment of the Management Board's proposal for the distribution of the net profit

The Supervisory Board gave a positive opinion on the proposal made by the Management Board of Asseco Poland S.A. to distribute the Company's net profit for the financial year 2019 which amounted to **PLN 206,798,620.21** fully among the shareholders, i.e. for the payment of a dividend.

In addition, the Supervisory Board of the Company gave a positive opinion on the allocation of the funds accumulated on the reserve capital from the profit from previous years, amounting to **PLN 43,032,291.82** for the distribution to the Shareholders, i.e. for the payment of a dividend.

The total amount to be paid as a dividend, i.e. to be divided among shareholders, is **PLN 249,830,912.03**, i.e. **PLN 3.01** per share.

2. Report of the Supervisory Board of Asseco Poland S.A. on its activities in the year 2019

a) Summary of activities undertaken by the Supervisory Board and the Audit Committee in the year 2019, including a self-assessment of the Board's work.

The composition of the Supervisory Board and the Audit Committee

In 2019, the Supervisory Board of Asseco Poland S.A. was composed of the following persons:

| Supervisory Board | Period of service |
|--------------------------|--------------------------|
| Jacek Duch | 01.01.2019 – 31.12.2019 |
| Adam Noga | 01.01.2019 – 31.12.2019 |
| Izabela Albrycht | 01.01.2019 – 31.12.2019 |
| Dariusz Brzeski | 01.01.2019 – 31.12.2019 |
| Artur Kucharski | 01.01.2019 – 31.12.2019 |
| Piotr Augustyniak | 01.01.2019 – 31.12.2019 |

As at the date of the publication of this report, the composition of the Supervisory Board has not changed.

In 2019, the Audit Committee was composed of the following persons:

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

The Supervisory Board, acting pursuant to art. 129 of the Act on Statutory Auditors, Audit Firms and Public Oversight and §8 of the Bylaws of the Supervisory Board, assessed the fulfillment of requirements for the Audit Committee. The independence criteria are met by Mr. Piotr Augustyniak and Mr. Artur Kucharski, who at the same time has knowledge and skills in the field of financial reporting. Mr. Artur Kucharski's competence in financial reporting is confirmed by his professional career and membership in the Association of Chartered Certified Accountants (ACCA).

Mr. Jacek Duch has knowledge of the industry in which the Company operates, which is confirmed by the course of his professional career.

As at the date of the publication of this report, the composition of the Audit Committee of the Supervisory Board of the Company remained unchanged.

Fulfillment of the independence criteria

All Members of the Supervisory Board submitted appropriate statements of either meeting or failure to meet the independence criteria as defined in Annex II to the European Commission Recommendation 2005/162/EC of February 15, 2005 on the role of non-executive or supervisory directors of listed companies and on the committees of the (supervisory) board, as well as in the Best Practice for WSE Listed Companies 2016.

The Supervisory Board got familiar with the submitted statements and identified whether there exist any relationships or circumstances which may affect the fulfillment of the independence criteria by each Member of the Supervisory Board.

In accordance with their respective statements, the independence criteria have been met by the following Members of the Supervisory Board: Mr. Piotr Augustyniak, Mr. Artur Kucharski and Mrs. Izabela Albrycht. Furthermore, Mr. Artur Kucharski is also qualified in the field of accounting or financial auditing, pursuant to art. 86 sect. 4 of the Act of May 7, 2009 on certified auditors, their self-government, entities authorized to audit financial statements and on public supervision.

Summary of work performed by the Supervisory Board and the Audit Committee in the year 2019

The scope of work of the Supervisory Board

The Supervisory Board operates on the basis of the Commercial Companies Code, the Articles of Association of Asseco Poland S.A., Bylaws of the Supervisory Board, as well as in compliance with the "Best Practice for WSE Listed Companies".

In the reporting period, the Supervisory Board, bearing in mind the proper and safe operation of Asseco Poland S.A. and exercising utmost diligence, maintained continuing supervision over all areas of the Company's operations, including in the scope of risk management and internal control systems, acting directly by itself as well as through the Audit Committee.

In 2019, the Supervisory Board held five meetings. Most of these meetings were attended by all Members of the Supervisory Board, and any absence of a Member of the Supervisory Board was excused by the Chairman.

During the year 2019, the Supervisory Board actions focused on assessment of the Company's current financial performance, execution of the budget by the Management Board and analysis of the Company's strategy in all the areas of its operations, and in particular the consolidation and acquisition processes undertaken by the Company. The Supervisory Board was kept informed both about the most important events and decisions taken by the Management Board. The Management Board informed the Supervisory Board on a systematic basis about the feasibility of achieving the planned sales revenues as well as about actual performance of individual divisions operating within the Company. Individual goals and strategic plans of the Company were presented and discussed during the Supervisory Board meetings attended by the Management Board, and they won the Supervisory Board's approval. The Board also obtained detailed information and explanations on the results of operations in particular segments of the market, on the status and future outlook for cooperation with the key clients and contractors, implementation of new products, as well as on the efforts made in order to gain new clients.

On December 20, 2019, the Supervisory Board of the Company adopted amendments to the Bylaws of the Supervisory Board resulting from the amendment of the Act on Public Offering and Conditions of Introducing Financial Instruments to the Organized Trading System and on Public Companies.

In the Supervisory Board's opinion, the composition of the Board constitutes a premise to conclude that the Supervisory Board gave an assurance of proper performance of the assigned tasks in the reporting period. Members of the Supervisory Board are duly qualified to perform their supervisory duties by way of their education, knowledge and skills supported by many years of professional experience. Furthermore, the Supervisory Board composition is diversified in terms of age. Professional CVs of all Members of the Supervisory Board are posted on the Company's website.

The scope of work of the Audit Committee of the Supervisory Board

In 2019, the Audit Committee held seven meetings during which it performed the tasks specified in art. 130 of the Act on Statutory Auditors, Audit Firms and Public Oversight.

In order to properly fulfill the obligations imposed, the Audit Committee adopted the Work Plan of the Audit Committee for 2019, which defined the scope of tasks to be fulfilled during individual meetings of the Audit Committee scheduled for 2019. The tasks specified in the Work Plan have been fulfilled. The Audit Committee also decided to adopt and implement the Work Plan also in the following years.

During the meetings, the Audit Committee met with the auditing firm Ernst & Young Audyt Polska Sp. z o.o. Sp.k. prior to the publication of financial results for the year 2018 as well as for the first half of 2019. The representatives of the Auditor Ernst & Young Audyt Polska Sp. z o.o. Sp.k. presented the report summarizing the audit and review of the financial statements of the Company and the Asseco Poland Group as well as the additional report for the Audit Committee prepared pursuant to Article 11 of the Regulation of the European Parliament and of the (EU) Council on detailed requirements regarding statutory audits of financial statements of public-interest entities. All significant issues concerning those financial statements were discussed. For the purpose of an in-depth financial analysis, Chairman of the Audit Committee Artur Kucharski filed a request to the auditor to provide additional information, which was both presented at the meeting and made available to the members of the Audit Committee outside the meeting. Subsequently, the Audit Committee informed the Supervisory Board about the results of the audit and how the audit contributed to the integrity of financial reporting in the public interest entity and the role of the Audit Committee in the audit process. The Audit Committee verified the progress of the process of preparing the financial statements and

the effectiveness of key procedures ensuring that the financial statements as well as management and financial reports are properly prepared and contain reliable data.

The Audit Committee also verified the auditor's independence and agreed to the provision by the auditor and its network companies of non-audit permitted services for the Company and companies of the Asseco Poland Group. The auditor presented the Audit Committee with a summary list of all services. The list of services is included in the Additional Report to the Audit Committee.

The Audit Committee was directly contacting and cooperating with the Director of the Internal Audit Department, namely Magdalena Jędrzejewska, who also attended three meetings of the Committee. The Committee received reports from the Director of the Internal Audit Department on the audits carried out in 2019 and information on the implementation of the audit plan for 2019 and other issues in the area of competence of the Internal Audit Department. The Audit Committee verified the development of the Internal Audit Department in the scope of supervision over the internal audit process in the Capital Group's companies.

The Audit Committee also met with Director of the Compliance and Risk Management Department Ewa Kwiatkowska-Łada. During these meetings, the Audit Committee verified such issues as:

a) the Company's exposure to individual risks, the methods of identifying and monitoring those risks and the actions of the Management Board in order to reduce their impact on the Company's operations. In order to reduce the risk level, the company has in place control mechanisms at the central and unit level;

b) the compliance of the Company's operations with the law and the effectiveness of non-compliance risk management.

At the end of 2019, the approach to risk management in the Company was also analyzed. The concept of improving the risk management process in the Company developed by the Compliance and Process Management Department will be presented at the meeting of the Audit Committee of the Supervisory Board in May 2019 and will take into account the following proposals:

- changes to the criteria and scale of risk assessment in the risk matrix;
- taking into account plans to deal with opportunities and risks;
- taking into account the so-called risk appetite in the methodology;
- taking into account materialized risks and experience gained so far in the assessment;
- use of information sources available in the company in the risk management methodology, such as key performance indicators.

The Audit Committee positively evaluates the functioning of internal control, risk management and supervision over compliance with the law, as well as the effectiveness of internal audit in the Company and the Asseco Group.

The Audit Committee considers the auditor to be independent and the audit to have been conducted in a proper and reliable manner.

During a meeting of the Audit Committee on October 16, 2017, in order to fulfill the duties imposed by the Act of May 11, 2017 on Statutory Auditors, Audit Firms and Public Oversight, resolutions were passed on the adoption of the following documents: the Policy for the Selection of the Certified Auditor and the Procedure for the Selection of the Certified Auditor, as well as the Policy for the Provision of Allowed Services. Subsequently, the documents were approved by the Supervisory Board on October 17, 2017.

On December 2018, the Supervisory Board, upon recommendation of the Audit Committee, adopted a Resolution on selecting Ernst & Young Audyt Polska Sp. z o.o. Sp.k. as the entity authorized to audit the semi-annual stand-alone financial statements of Asseco Poland S.A. and consolidated financial statements of the Asseco Poland Group for the period of 6 months ended June 30, 2019 and for the period of 6 months ended June 30, 2020, as well as to audit the annual stand-alone financial statements of Asseco Poland S.A. and annual consolidated financial statements of the Asseco Poland Group for the year ended December 31, 2019, as well as annual stand-alone financial statements of Asseco Poland S.A. and annual consolidated financial statements of the Asseco Poland Group for the year ended December 31, 2020.

In connection with the above, in 2019 both the Audit Committee and the Supervisory Board did not deal with selecting a certified auditor.

a) Assessment of the fulfillment of disclosure obligations regarding compliance with the “Best Practice for WSE Listed Companies 2016”.

The Supervisory Board familiarized itself on an ongoing basis with the reports published by Asseco Poland S.A. and hereby concludes that in 2019 the Company fulfilled its disclosure obligations properly, following the ‘comply or explain’ approach. The Company has confirmed adhering to all principles set forth in the Best Practice, except for Recommendation IV.R.2. and Principles I.Z.1.16., IV.Z.2., VI.Z.1., VI.Z.2., about which the Company informed in the “Statement on the Company’s compliance with the corporate governance recommendations and principles contained in the Best Practice for WSE Listed Companies 2016” that has been posted on the website of Asseco Poland S.A.

b) Report on assessment of the rationality of sponsorship, charity or other similar activities conducted by Asseco Poland S.A.

Asseco Poland S.A. continues to undertake initiatives in the field of corporate social responsibility (CSR), including sponsorship, charity and educational activities.

Sponsorship activities conducted by Asseco are primarily related to providing support to sporting events. Asseco Poland S.A. is the major sponsor of the volleyball team Asseco Resovia Rzeszów. The Company also supports Asseco Gdynia, one of the Polish basketball league teams.

In the area of sports, Asseco’s activities are arranged on the basis of long-term action plans and the following assumptions:

- support is provided to institutions;
- preference is given to cooperation under multi-annual programs with clearly identified goals;
- supported programs should enjoy wide public reception and be available through the media.

The Company is engaged in programs aiming to prevent social exclusion, support the development of sports and youth education.

Social programs are implemented mostly with the voluntary support from the Company’s employees, and they include the provision of support to people at risk of social exclusion (sick or disabled persons) as well as the organization of targeted actions, for example, collections of various goods.

The Company’s social benefit programs are also addressed to students and graduates. They are provided with an opportunity to gain their initial professional experience and knowledge in the field of information technology by taking part in trainings and internships organized by Asseco. Moreover, the

Company cooperates with universities in an effort to support their teaching programs by offering professional and financial assistance.

The Supervisory Board considers the charity and sponsorship activities undertaken by the Company to be rational and socially beneficial, not only because they provide direct financial or in-kind support to people in need, including especially sick or disabled children living in an orphanage, but also make a positive contribution to the development of sports in Poland. The Supervisory Board believes that such an attitude builds a positive company image and inspires confidence to Asseco Poland S.A., also as an institution abiding by the principles of corporate social responsibility.

c) Brief assessment of Asseco Poland S.A.'s standing in the year 2019, including an assessment of the internal control, risk management and compliance systems, and the internal audit function.

This section of the Supervisory Board Report contains an assessment of the Company's standing which is provided by the Supervisory Board in accordance with the requirements of principle II.Z.10.1. of the "Best Practice for WSE Listed Companies 2019".

In order to make a proper assessment of the Company's standing in 2019, the Supervisory Board got familiar with and carefully analyzed, among others, the below mentioned parameters relating to the core business areas of Asseco Poland S.A.:

- sales revenues reached PLN 805.5 million in 2019;
- operating profit amounted to PLN 109.3 million, while the operating margin equaled 13.6%;
- EBITDA amounted to PLN 173.0 million, while the EBITDA margin equaled 21.5%;
- net profit amounted to PLN 206.8 million, while the net profit margin equaled 25.7%;
- total assets amounted to PLN 5,235.7 million;
- cash flows generated from operating activities before taxes amounted to PLN 210.3 million;
- cash conversion rate equaled 67.20%;
- debt/equity ratio equaled 1.7%.

The Supervisory Board positively evaluates the Company's activity, particularly:

- sales increase in the banking and finance sector, as a result of:
 - modifications to the systems in connection with the introduction of legal regulations, such as GDPR, STiR, Split Payment or AML;
 - handling long-term service contracts;
 - development and maintenance of the core IT system supporting transactions of PKO BP customers, interbank clearing system, as well as the system for management and settlement of debit cards;
 - conclusion of new agreements and annexes with BGK, BNP Paribas, Santander, Alior, Idea Bank and Aforti;
 - development activities of the "Bank out of the Box" (Asseco BooX) banking system, which enables launching a new bank in a short period;
 - handling central IT systems of over 200 cooperative banks, support of 120 banks in the area of modern Internet banking offered in the Software as a Service (SaaS) model;

- launch of the CUI.Ubezpieczenia, i.e. an omni-channel platform for selling and handling insurance. The first partner of the platform is AXA;
 - common solutions for cooperative banks of both Polish associations - 10 implementations of the Integrated Association Solution (ZRZ), which is implemented with SGB-Bank. Asseco is the author of a unique project - the Shared Information Technology Platform (WPI), carried out with the BPS Group banks;
 - launch of the new ePROMAK NEXT platform, which is one of the most modern trading solutions in this part of Europe;
 - work on the development of functionalities of the PROMAK family systems.
- Cooperation with public sector institutions.
- within the framework of services provided to the Social Insurance Institution (ZUS): re-contracting maintenance services of the Comprehensive Information System (KSI ZUS) and execution of the framework agreement for the modification and development of KSI software, launching a system for documentation exchange with nearly 15 thousand social security institutions from 32 EU/EFTA countries in ZUS, agreement for development and maintenance of the Client Portal and Service Bus (ESB) within the ZUS Electronic Services Platform;
 - agreement for the development and maintenance of the SIA system at the Agency for the Restructuring and Modernisation of Agriculture (ARiMR);
 - agreement with the National Health Fund for the maintenance and development of the National Health Fund's Business Support IT System – SIWDzNFZ;
 - amendment of the law regarding the obligation to keep a part of medical records in electronic form which translated into increased sales of the systems of Asseco Medical Management Solutions and mMedica to support large and mid-sized hospitals, clinics and medical centers. The systems are also ready to handle e-referrals, which will take effect from 2021. In addition, the Company signed further agreements for the implementation of e-Services related to patient service and provision of electronic medical records;
 - maintenance contracts of the implemented systems accounted for approx. 55% of revenues generated by the healthcare area;
 - cooperation of Asseco Poland and Asseco Data Systems with the National Cloud Operator. Under the signed framework agreements, they will provide integration services as well as proprietary software. The Asseco Group companies are among the five technology partners of the Polish Cloud Operator that started its operations.
- Services for the companies from the utilities sector:
- completion of the project for the implementation of new billing systems in Orange Poland;
 - conclusion of an agreement with Oracle Corporation, as a result of which Asseco's applications for the utilities sector are sold in the Oracle cloud;
 - new agreements with utilities sector clients, e.g. agreements with PGE Dystrybucja and PGE Systemy for the provision of maintenance and development services for HandelMax and EnergOS billing systems;

- In addition, Asseco Poland acquired a 69.01% stake in ComCERT S.A., which is engaged in the provision of cyber security services, including identification of threats and incidents in cyberspace as well as support for its clients in situations of threat or security breach.

Favorable economic ratios achieved in 2019 are the basis for ensuring a safe position for the Company's operations in the next year.

Following an in-depth analysis of the financial statement and results of Asseco Poland S.A. for 2019, the Supervisory Board has made a positive assessment of the Company's financial condition and future business outlook.

The Supervisory Board, acting through its Audit Committee, monitors the following factors on a regular basis:

- a. the quality of the internal control system as well as adequate performance of its functions;
- b. the Company's exposure to particular risks, ways of identifying and monitoring those risks and actions of the Management Board in order to reduce their impact on the Company's operations. In order to reduce the risk level, the company has in place control mechanisms at the central and unit level;
- c. ensuring compliance of the Company's operations with the law and the effectiveness of compliance risk management.

The Company has a system of functional separation and division of tasks in the area of financial reporting. The Internal Audit Department adheres to the international standards for the professional practice of internal auditing. It assesses the effectiveness of the internal control, risk management and compliance systems. Having conducted the said supervisory activities and having made a reasonable assessment, the Supervisory Board provides assurance that the internal control system, treated as a whole, is compliant with the regulatory requirements. The Supervisory Board positively assesses the functioning of internal control, risk management and supervision of compliance with the law as well as the effectiveness of internal audit in the Company and the Asseco Poland Group.

With regard to the above, the Supervisory Board is hereby expressing its gratitude to the Management Board and employees of the Asseco Group for a consecutive year of their commitment and effective work. The Supervisory Board also appreciates the efforts made by the Management Board in order to gain a high position among IT companies in Poland as well as to strengthen the Asseco Poland brand awareness in the Polish market. These activities have also been reflected by awards and distinctions won by Asseco Poland S.A., especially as a producer of software.

Furthermore, due to the situation concerning the COVID-19 coronavirus, the Management Board informed the Supervisory Board that as at the date of approving this report, it has not completed the analysis and quantification of the impact that coronavirus COVID-19 may have on the future financial position and financial results of Asseco Poland S.A. This impact will depend on the development of the epidemiological situation in Poland and worldwide, as well as on actions to be taken by the Government of the Republic of Poland and legislative solutions that it will eventually introduce. As at the date of approving this report, the Management Board noted a limited direct impact of the virus on the Company's business operations, financial position and economic performance. Following the entry into force in Poland of the Act of March 2, 2020 on special solutions related to the prevention and control of COVID-19, other infectious diseases and crisis situations caused by them (Journal of Laws of 2020, item 374), and as a result of actions taken by the authorities in Poland, the Company has made efforts to enable the provision of the so-called remote work for the majority of employees in order to ensure the safety of employees, continuity of operations and uninterrupted provision of IT services for

our customers. As at the date of approving this report, the Management Board believes that the coronavirus situation may cause some delay in the implementation of those parts of IT projects whose initiation phases were scheduled for the first and second quarter of 2020. However, as at the date of publication of this report, all departments of the Company operate on an ongoing basis and fulfill their contractual obligations within the deadlines specified in the contracts.

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Jacek Duch
President of the Supervisory Board

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Adam Noga
Vice President of the Supervisory Board

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Piotr Augustyniak
Member of the Supervisory Board

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Artur Kucharski
Member of the Supervisory Board

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Izabela Albrycht
Member of the Supervisory Board

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Dariusz Brzeski
Member of the Supervisory Board