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Report of the Supervisory Board of Asseco Business Solutions S.A. seated in Lublin on the Remuneration of Members of the Management Board and Supervisory Board for 2022

I. Introduction

This Report on the Remuneration of Members of the Management Board and Supervisory Board ("Remuneration Report") was prepared by the Supervisory Board of Asseco Business Solutions S.A. ("Company") pursuant to Article 90g of the Act of 29 July 2005 on public offering and the conditions for introducing financial instruments into organized trade and on public companies ("Act") (Journal of Laws of 2022, item 2554). The Remuneration Report offers a comprehensive overview of employment-related remuneration, regardless of its form and including all benefits, received or due to the individual Members of the Management Board and Supervisory Board in the year 2022, in accordance with the Remuneration Policy of the Management Board and Supervisory Board of Asseco Business Solutions S.A. adopted in the Company ("Remuneration Policy"). The Remuneration Policy was adopted by a resolution of the General Meeting of Asseco Business Solutions S.A. on 28 April 2020. The Remuneration Policy defines the grounds, rules and procedures for establishing, calculating, and disbursing remuneration to the Members of the Management Board and Members of the Supervisory Board of the Company with the aim of contributing to the Company's business strategy, long-term interests, and stability.

In 2022 the composition of the Management Board did not change and was as follows:

Wojciech Barczentewicz	President of the Management Board,
Piotr Masłowski	Vice-president of the Management Board,
Mariusz Lizon	Member of the Management Board.

In the period from 1 January to 31 May 2022, the Supervisory Board of the Company was as follows:

Rafał Kozłowski	Chairman of the Supervisory Board,
Adam Góral	Vice-chairman of the Supervisory Board,
Marcin Murawski	Member of the Supervisory Board,
Zbigniew Pomianek	Member of the Supervisory Board,
Romuald Rutkowski	Member of the Supervisory Board.

On 31 May 2022, the Ordinary General Meeting of Shareholders of Asseco Business Solutions S.A. appointed the following persons to the Supervisory Board of the Company for the next, new, joint, five-year term effective from 31 May 2022: Rafał Kozłowski, Adam Góral, Romuald Rutkowski, Zbigniew Pomianek, and Marcin Murawski. At a meeting on 8 June 2022, the Supervisory Board appointed Mr Rafał Kozłowski Chairman of the Supervisory Board and Mr Adam Góral Vice-chairman of the Supervisory Board.

Accordingly, in the period from 31 May to 18 August 2022, the Supervisory Board of the Company was as follows:

Rafał Kozłowski	Chairman of the Supervisory Board (from 8 June 2022);
Adam Góral	Vice-chairman of the Supervisory Board (from 8 June 2022);
Marcin Murawski	Member of the Supervisory Board;
Zbigniew Pomianek	Member of the Supervisory Board;

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Romuald Rutkowski Member of the Supervisory Board.

On 12 July 2022, the Extraordinary General Meeting of Shareholders of Asseco Business Solutions S.A. appointed Mr Artur Osuchowski new Member of the Supervisory Board of the Company (in order to complete the current five-year term, effective from 31 May 2022). The appointment became effective from the date of registration in the Companies' Register of the amendment to Article 13(2) of the Company's Articles of Association, adopted by Resolution No. 3 of the Extraordinary General Meeting of Asseco Business Solutions S.A. on 12 July 2022 (increasing the number of members of the Supervisory Board). The amendment to the Company's Articles of Association was noted by the registry court on 18 August 2022.

On the basis of the foregoing, in the period from 18 August to 31 December 2022, the composition of the Supervisory Board of the Company was as follows:

Rafał Kozłowski	Chairman of the Supervisory Board;
Adam Góral	Vice-chairman of the Supervisory Board;
Romuald Rutkowski	Member of the Supervisory Board;
Zbigniew Pomianek	Member of the Supervisory Board;
Marcin Murawski	Member of the Supervisory Board;
Artur Osuchowski	Member of the Supervisory Board.

Moreover, in 2022, the Company maintained the Audit Committee within the Supervisory Board (taking account of the 8 June 2022 re-appointment of the same Audit Committee from among the Members of the Supervisory Board, the latter elected by the General Meeting of the Shareholders of the Company held on 31 May 2022 for a new, joint, five-year term covering the period from 31 May 2022) made up of the following:

Marcin Murawski	Chairman of the Audit Committee;
Rafał Kozłowski	Member of the Audit Committee;
Romuald Rutkowski	Member of the Audit Committee.

II. The total remuneration of the Members of the Management Board and the Supervisory Board broken down into the components referred to in Article 90d(3)(1) of the Act and proportions between these components

In the reporting period of 2022, the Members of the Management Board received remuneration consisting of two parts: fixed and variable.

The fixed (basic) remuneration of the Members of the Management Board was decided by the Supervisory Board (by a resolution) in the contracts of employment of the Members of the Management Board as payable on a monthly basis in the amounts clearly provided for in the contracts; it is paid on the day of payment of remuneration to the Company's employees.

The Members of the Management Board also took advantage of additional benefits available in the Company (e.g. private healthcare, Internet expenses) on the same terms as other Company employees.

In accordance with the Remuneration Policy, the fixed remuneration paid by the Company to the Member of the Management Board did not exceed 50.00 % (fifty percent) of the total remuneration provided for in a given financial year.

The variable remuneration of the Members of the Management Board depended, in accordance with the Remuneration Policy, on the Company's financial results.

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Detailed terms governing the establishment, calculation, and disbursement of the variable remuneration for Members of the Management Board were agreed on by the Supervisory Board (through a resolution) and provided in contracts concluded with each Member of the Management Board (i.e. employment contracts concluded between the Company and each individual Member of the Management Board). Accordingly, the variable remuneration for the individual members of the Management Board is calculated as the total of the minimum/fixed amount specified in the contract concluded with the Member of the Management Board and the amount tied to the net profit earned by the Company (calculated as % of the basis). When determining the terms of remuneration for a Member of the Management Board, the Supervisory Board indicated both the minimum/fixed amount as a component of the variable remuneration and the percentage values taking into account the dependence of the variable remuneration of the Member of the Management Board in relation to the Company's financial result (net profit). The amounts of variable remuneration are stated/set as gross amounts.

The contracts of employment of the Members of the Management Board provide for the option of advance payments towards variable remuneration (an annual bonus), pursuant to a resolution of the Supervisory Board adopted at the request of any Member of the Management Board. The final decision, including in particular the amount of the advance payment, is exclusively the Supervisory Board's.

The full settlement and payment of the variable remuneration of the Members of the Management Board takes place after the closure of the financial year for which such variable remuneration is due. This portion of the remuneration is paid on the basis of data contained in the Company's financial statements audited by a statutory auditor and following a relevant resolution adopted by the Supervisory Board.

In the reporting period, i.e. in 2022, the Members of the Supervisory Board were paid fixed monthly remuneration. The amount of the fixed remuneration was decided in a resolution adopted by the Ordinary General Meeting of Shareholders of Asseco Business Solutions S.A. held on 22 May 2017. An update of the terms of remuneration of Members of the Supervisory Board was adopted in a resolution by the Ordinary General Meeting of Shareholders of Asseco Business Solutions S.A. held on 31 May 2022. In addition to the fixed remuneration for the discharge of their duties in the Supervisory Board (it has remained unchanged), the Members of the Supervisory Board, who additionally sat on the Audit Committee, received an additional fixed monthly remuneration; the amount of this fixed remuneration was decided in a resolution adopted by the Ordinary General Meeting of Shareholders of Asseco Business Solutions S.A. held on 31 May 2022. The Members of the Supervisory Board are not paid any variable remuneration, nor are they entitled to receive other pecuniary or non-pecuniary benefits.

In the reporting period, members of the executive bodies (the Management Board and the Supervisory Board) were not paid remuneration other than provided for in the Remuneration Policy and listed in this Report (including cash and non-cash components) for the management of the Company and the performance of functions in their respective executive bodies as well as for the performance of the related contracts (i.e. contracts of employment) or for carrying a function in the Supervisory Body.

The amount of the total remuneration of the Members of the Management Board and Members of the Supervisory Board is presented in this Remuneration Report broken down into components referred to in Article 90d(3)(1) of the Act, i.e. fixed and variable, bonuses and other additional (fringe) benefits, as well as reflecting mutual proportions between the fixed and variable remuneration components. The table below shows a list of all the above-mentioned components and proportions for each Member of the Management Board and Supervisory Board paid remuneration by the Company.

All the amounts given are gross.

Table 1: *Remuneration of Members of the Management Board and Supervisory Board in the reporting period received and/or due in PLN.*

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name and surname, function	year	fixed remuneration		variable remuneration (annual bonus) [3]	extraordinary allowances [4]	retirement expenses (PPK: employer's contribution) [5]	total remuneration [1+2+3+4+5]	proportion between fixed remuneration with retirement expenses (PPK) and variable remuneration (with extraordinary allowances) [(1+2+5) / (3+4)]
		basic remuneration [1]	fringe benefits [2]					
		Management Board						
Wojciech Barcentewicz, President of the Management Board	2022	420,000.00	2,997.00	3,511,438.00			3,934,435.00	11/89
Piotr Maślowski, Vice-president of the Management Board	2022	419,394.28	8,068.32	3,511,438.00		58,950.06	3,997,850.66	12/88
Mariusz Lizon, Member of the Management Board	2022	298,017.11	4,012.18	1,615,147.00			1,917,176.29	16/84
Supervisory Board								
Rafał Kozłowski, Chairman of the Supervisory Board	2022	100,216.67					100,216.67	100/0
Adam Góral, Vice- chairman of the Supervisory Board	2022	65,650.00					65,650.00	100/0
Marcin Murawski, Member of the Supervisory Board	2022	81,833.33					81,833.33	100/0
Zbigniew Pomianek, Member of the Supervisory Board	2022	48,000.00					48,000.00	100/0
Romuald Rutkowski, Member of the Supervisory Board	2022	64,916.67					64,916.67	100/0
Artur Osuchowski, Member of the Supervisory Board	2022	17,677.42					17,677.42	100/0

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The table above (column 3) shows the amounts of variable remuneration for the Members of the Management Board for the reporting period of 2022 (amounts due for the period). For each Member of the Management Board, approximately 93% of the variable remuneration due for 2022 is the pay received until the end of the reporting period and disbursed as advance payments.

The amounts of variable remuneration for the Members of the Management Board shown in the table above do not include the amounts actually paid in 2022 but due for 2021 after allowing for advance payments (ca. 7%) because these amounts were already included in the Remuneration Report for 2021 as due for that period; this rule also applies to previous reporting periods.

The amounts for 2022 shown in the table above and relating to: Artur Osuchowski, include the remuneration due and received by this Member of the Supervisory Board for the period of his engagement with the Supervisory Board in 2022.

The amounts for 2022 shown in the table above and relating to those Members of the Supervisory Board who were assigned to the Audit Committee: Marcin Murawski, Rafał Kozłowski, and Romuald Rutkowski, include additional remuneration for performing functions in the Audit Committee, due and paid to these Members of the Audit Committee for the period in which they were due, i.e. from 1 June 2022 (in accordance with the relevant resolution adopted by the Ordinary General Meeting of Shareholders of Asseco Business Solutions S.A. on 31 May 2022).

The proportion between the fixed remuneration (including retirement expenses - PPK) and the variable remuneration (including extraordinary allowance) given in the table above indicates the share of these components in the total remuneration.

The “fringe benefits” column includes such additional benefits as private healthcare services, Internet expenses, etc.. The Members of the Management Board take advantage of these fringe benefits on the same terms as other Company’s employees (including on the basis of their contracts of employment as well as other documents in force in the Company, e.g. regulations, procedures, rules, etc.).

The “fringe benefits” column also includes pecuniary or non-pecuniary benefits for the closest relatives of the Members of the Management Board; such benefits, if any, were awarded to each Member of the Management Board on the same terms as to the relatives of other Company’s employees (healthcare subscription plans for family members).

The table above lists the following fringe benefits offered in the reporting period to the closest relatives of the Members of the Management Board listed below (including healthcare subscription packages for family members):

- 1) Wojciech Barczentewicz in 2022 - of PLN 1,728.00,
- 2) Piotr Masłowski in 2022 - of PLN 3,638.40,
- 3) Mariusz Lizon in 2022 - of PLN 1,728.00.

During the reporting period, the Members of the Management Board did not use Company cars; therefore, the costs of using Company cars are not included in the table above.

The “variable remuneration” (annual bonus) column includes annual bonuses due to each Member of the Management Board for the reporting year (even if paid after the end of that reporting year). The variable remuneration shown in the above table covers all the components described in the table contained in Part IV of this Report (including the minimum/fixed amount as a component of the variable remuneration and paid together with the variable remuneration, based on the terms specified for the calculation and disbursement of the variable remuneration).

The “extraordinary allowances” column includes benefits such as severance pay in the event of termination of employment, retirement benefits, death gratuities, non-competition fees, relocation costs, entry fees for membership in associations, etc. if such occurred in the reporting period. There were no such allowances in the reporting period.

III. Remuneration from members of the same capital group

NOT APPLICABLE – Asseco BS does not run a capital group (subsidiaries).

IV. Explanation of why the total remuneration is in line with the adopted Policy, including how it contributes to achieving its long term results by the Company and information on how the Company’s performance criteria are applied

The total remuneration of the Members of the Management Board and Members of the Supervisory Board of the Company is aligned with the Remuneration Policy adopted by the Company. The grounds, rules, and procedures of establishing, calculating, and disbursing remuneration for the Members of the Management Board and Members of the Supervisory Board are consistent with the provisions of the Remuneration Policy (and are provided for in the resolutions of the relevant Company bodies: in the case of the Members of the Supervisory Board, resolutions of the General Meeting, and in the case of the Members of the Management Board, resolutions of the Supervisory Board) and are included in the contracts of employment of each Member of the Management Board. The proportion of the fixed remuneration of the Members of the Management Board to the variable one, as well as the method of calculation and disbursement of the remuneration, including, in particular the variable remuneration (bonuses), comply with the terms of the Remuneration Policy.

In the reporting period, members of the executive bodies (the Management Board and the Supervisory Board) were not paid remuneration other than provided for in the Remuneration Policy (including cash and non-cash components) for the management of the Company and the performance of functions in their respective executive bodies as well as for the performance of the related contracts (i.e. contracts of employment) or for carrying a function in the Supervisory Body.

The variable remuneration of the Members of the Management Board of the Company depends on the Company’s performance (financial results). Pursuant to the Remuneration Policy, dependence on financial results may apply to the results of the entire Company or the organizational unit managed and supervised by the Members of the Management Board (pursuant to the terms set out by the Supervisory Board in those Members’ contracts of employment).

The variable component of the remuneration (annual bonus) is paid after the end of the financial year for which the remuneration is due and is calculated based on the financial statements adopted by the Supervisory Board and audited by a statutory auditor.

Given that the greater part of the remuneration of the Members of the Management Board is a variable component, which depends on the Company’s financial goals and is paid in proportion to the Company’s actual results, it directly contributes to the achievement of the Company’s long-term goals (i.e. achieving increasingly better economic results and raising the Company’s net profit). The division of remuneration of the Members of the Management Board into a fixed and variable component, the amount of which depends on the business results of the Company and the results of its individual organizational units significantly encourages the Members of the Management Board to take action towards achieving the Company’s superior business results while ensuring its stability in the long run.

The criteria for the Company’s financial result were applied to determine the variable component of remuneration in accordance with the terms set out by the Supervisory Board in the contracts of employment of the Members of the Management Board.

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The table below shows the detailed variable remuneration, including a description of business goals, the achievement of which guarantees variable remuneration (annual bonus) in 2022.

Name and surname, function	Year	Description of criteria (business goals) and remuneration type	Weight	Lower limit of satisfying the criterion	Upper limit of satisfying the criterion
Wojciech Barczentewicz, President of the Management Board	2022	Net profit Variable remuneration (annual bonus) is calculated as: minimum/fixed amount provided for in the contract (PLN 100,000.00) + amount depending on the net profit earned by the Company (calculated as % of the above basis)	100%	no minimum amount of net profit that guarantees the annual bonus; the bonus is paid regardless of the amount of earned profit	- no upper limit, the bonus is calculated on the actual achievement of the goal (i.e. net profit earned)
Piotr Masłowski, Vice-president of the Management Board	2022	Net profit Variable remuneration (annual bonus) is calculated as: minimum/fixed amount provided for in the contract (PLN 100,000.00) + amount depending on the net profit earned by the Company (calculated as % of the above basis)	100%	no minimum amount of net profit that guarantees the annual bonus; the bonus is paid regardless of the amount of earned profit	- no upper limit, the bonus is calculated on the actual achievement of the goal (i.e. net profit earned)
Mariusz Lizon, Member of the Management Board	2022	Net profit Variable remuneration (annual bonus) is calculated as a fixed minimum amount/provided for in the contract (80,000) amount depending on the net profit earned by the Company (calculated as a % of the above basis)	100%	no minimum amount of net profit that guarantees the annual bonus; the bonus is paid regardless of the amount of earned profit	- no upper limit, the bonus is calculated on the actual achievement of the goal (i.e. net profit earned)

V. Information on changes, on an annual basis, to the remuneration, the Company's results and the average remuneration of the Company employees who are not Members of the Management Board or the Supervisory Board, in 2019-2022

The table below lists the items of remuneration of the Members of the Management Board and Supervisory Board, as well as showing the Company's financial results and the average remuneration of the Company's employees who are not members of the Company's governing bodies to enable the comparison of this data for recent years.

To enable effective comparison, the following list covers both fixed and variable remuneration (annual bonuses, awards) received (or/and due) in the indicated reporting period by the members of the Company's governing bodies and employees who are not Members of the Management Board and Supervisory Board.

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The figures on employment given in the table below shows the average number of Company's employees (who are not Members of the Management Board or Supervisory Board) in salaried FTEs, i.e. full-time jobs adjusted (reduced) by the number of FTEs for which the Company does not pay remuneration (e.g. unpaid leave, maternity leave, etc.).

The average remuneration was calculated as the quotient of total remuneration paid (or/and due) to employees who are not Members of the Management Board or Supervisory Board for the reporting period and the average number of employees of the Company in that period (other than Members of the Management Board and Supervisory Board), calculated as explained in the previous sentence.

When calculating the average remuneration of employees, the basic pay received (and/or due) by the employees (including overtime, sick pay, night work allowances, holiday allowances) and variable remuneration (awards, bonuses) were taken into account without fringe benefits.

The remuneration (basic and variable) includes amounts due to employees for the financial year (even if paid after the end of that year). All the amounts given above are gross.

The table below shows information only for the years 2019-2022. Because the Supervisory Board was not obliged to prepare remuneration reports for the previous years, the data for the previous years was omitted (in accordance with Article 90g(3) of the Act of 29 July 2005 on public offering and the conditions for introducing financial instruments into organized trade and on public companies).

Table: Comparison of remuneration and the Company's financial results over the last three financial years (2019-2022):

	remuneration (basic + variable (annual bonus) - in PLN		change in 2019-2020 (%)	remuneration (basic + variable (annual bonus) - in PLN	change in 2020-2021 (%)	remuneration (basic + variable (annual bonus) - in PLN	change in 2021-2022 (%)
	2019	2020		2021		2022	
Remuneration of Members of the Management Board							
Wojciech Barcentewicz, President of the Management Board	3,457,550.00	3,576,228.00	3.43%	3,745,913.00	4.74%	3,931,438.00	4.95%
Piotr Masłowski, Vice-president of the Management Board	3,457,550.00	3,576,228.00	3.43%	3,745,660.62	4.74%	3,930,832.28	4.94%
Andreas Enders, Vice-president of the Management Board	1,614,650.05	1,113,268.44	-31.05%	-	n/a	-	n/a
Mariusz Lizon, Member of the Management Board	1,701,897.00	1,755,303.00	3.14%	1,831,661.00	4.35%	1913164.11	4.45%
remuneration of Members of the Supervisory Board							
Jozef Klein, Chairman of the Supervisory Board	84,000.00	84,000.00	0.00%	37,100.00	-55.83%	-	n/a

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Rafał Kozłowski, Chairman of the Supervisory Board				47,126.00	n/a	100,216.67	112.66%
Adam Góral, Vice- chairman of the Supervisory Board	66,000.00	66,000.00	0.00%	66,000.00	0.00%	65,650.00	-0.53%
Marcin Murawski, Member of the Supervisory Board				26,926.00	n/a	81,833.33	203.92%
Zbigniew Pomianek, Member of the Supervisory Board	48,000.00	48,000.00	0.00%	48,000.00	0.00%	48,000.00	0.00%
Romuald Rutkowski, Member of the Supervisory Board	48,000.00	48,000.00	0.00%	48,000.00	0.00%	64,916.67	35.24%
Piotr Stępnik, Member of the Supervisory Board	48,000.00	48,000.00	0.00%	21,200.00	-55.83%	-	n/a
Artur Osuchowski, Member of the Supervisory Board						17,677.42	n/a
Company results							
net profit	73,438,748.45	76,405,707.58	4.04%	80,647,834.10	5.55%	85,285,940.27	5.75%
employment (Company's employees who are not Members of the Management Board or Supervisory Board)							
the average number of Company's employees who are not Members of the Management Board or the Supervisory Board	869	903	3.91%	946	4.76%	1006	6.34%
average remuneration (Company's employees who are not Members of the Management Board or the Supervisory Board)							
average remuneration of the Company's employees who are not Members of the Management Board or the Supervisory Board	112,908.13	118,049.44	4.55%	125,844.59	6.60%	128,089.67	1.78%

The table above includes Member of the Management Board Andreas Enders and data on his remuneration paid (or due) for the period of carrying a function in the Management Board of the Company in 2020 (i.e. for the period from 1 January to 28 August 2020).

The amounts given in the table above and relating to: Jozef Klein and Piotr Stępnik cover data on their remuneration paid (or due) for the period of carrying functions in the Supervisory Board of the Company in 2021 (i.e. for the period from 1 January to 9 June 2021).

The amounts given in the table above and relating to: Mr Rafał Kozłowski and Mr Marcin Murawski include data on their remuneration paid (or due) for the period of carrying functions in the Supervisory Board of the Company in 2021 (i.e. for the period from 9 June to 31 December 2021).

The amounts given in the table above and relating to the Member of the Supervisory Board: Mr Artur Osuchowski include data on his remuneration paid (or due) for the period of carrying functions in the Supervisory Board of the Company in 2022 (i.e. for the period from 18 August to 31 December 2022).

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Due to the fact that Mr Rafał Kozłowski and Mr Marcin Murawski assumed their functions in the Supervisory Board in 2021, and there is no comparative data available, information about changes to their remuneration on an annual basis for the period 2020-2021 is not disclosed (not applicable; n/a). Due to the fact that Mr Artur Osuchowski assumed his functions in the Supervisory Board in 2022, and there is no comparative data available, information about changes to his remuneration on an annual basis for the period 2021-2022 is not disclosed (not applicable; n/a).

VI. Awarded or offered financial instruments and main conditions for the exercise of rights under these instruments

Not applicable. In the reporting period, no financial instruments were awarded or offered to the Members of the Management Board or the Supervisory Board

VII. Information on exercising the right to request return of variable remuneration components

Not applicable. In the reporting period, no such rights were exercised.

VIII. Information on deviations from the procedure of implementing the Remuneration Policy

Not applicable. There were no deviations from the application of the Remuneration Policy in the reporting period.

IX. Additional explanation: information on inclusion of the resolution of the General Meeting on the opinion on the previous Report on the Remuneration of Members of the Management Board and Supervisory Board

Having examined its content, the Ordinary General Meeting of Asseco Business Solutions S.A. held on 31 May 2022 issued a positive opinion on the Report on the Remuneration of Members of the Management Board and Supervisory Board of Asseco Business Solutions for 2021.

Warsaw, 1 March 2023

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Rafał Kozłowski
Chairman of the Supervisory Board

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Adam Góral
Vice-chairman of the Supervisory Board

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Marcin Murawski
Member of the Supervisory Board

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Artur Osuchowski
Member of the Supervisory Board

.....
Zbigniew Pomianek
Member of the Supervisory Board

.....
Romuald Rutkowski
Member of the Supervisory Board