

Appendix to Resolution No. 5 of the Supervisory
Board of Asseco Business Solutions S.A. of 29 February 2024

**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 2023**

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. 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 2023, 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 the period from 1 January 2023 to 31 March 2023, the composition of the Management Board of the Company was as follows:

Wojciech Barczentewicz – President of the Management Board
Piotr Masłowski – Vice-president of the Management Board
Mariusz Lizon – Vice-president of the Management Board

By resolutions of 28 March 2023, the Supervisory Board of Asseco Business Solutions S.A., having its registered office in Lublin, appointed three new Members of the Management Board for the current term of office covering the years 2019-2023 (and ending on 31 December 2023). The appointment took effect on 1 April 2023. The new appointees were: Jacek Lisowski, Renata Łukasik, and Rafał Mróz.

As a result, in the period from 1 April 2023 to 31 March 2023, the composition of the Management Board of the Company 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,
Jacek Lisowski Member of the Management Board,

Renata Łukasik Member of the Management Board,

Rafał Mróz Member of the Management Board.

In 2023 the composition of the Company's Supervisory Board did not change and 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,
Artur Osuchowski Member of the Supervisory Board,
Zbigniew Pomianek Member of the Supervisory Board,
Romuald Rutkowski Member of the Supervisory Board.

Moreover, the Members of the Supervisory Board of the Company established the Audit Committee as follows:

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 2023, the Members of the Management Board were employed under contracts of employment and were paid fixed and variable remunerations.

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, solely on the financial results of the Company or the organizational unit managed by a Member of the Management Board.

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).

Consistent with the above, during the reporting period, the Members of the Management Board received variable remuneration as determined by the Supervisory Board. It was contingent upon the level of achievement of relevant financial results, i.e. the level of Company's net profit or Margin IV of the organizational unit (Margin IV is the difference between revenues earned by an organizational unit and costs assigned to that unit, according to the terms adopted in the Company for the purposes of determining bonuses, however:

- Margin IV determines the remuneration of a Member of the Management Board who manages an organizational unit, including the Member who directly influences the financial results achieved by a given unit; this principle comes from the internally adopted organizational makeup of the Company, in which the sales and implementation functions of some product groups and production functions may be separated within one Business Division (and the managers of the units within a Business Division jointly drive the results of that Business Division);

- the variable remuneration of the Management Board Members responsible for the Company's strategy and managing more than one organizational unit depends on the Company's net profit .

Based on the Supervisor Board's decision concerning remuneration, 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). In such a case, 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).

Moreover, in cases where variable remuneration depends on the financial result of an organisational unit (and not on the financial result of the entire Company), the Supervisory Board determined the minimum (lower) limit for the achievement of the financial criterion, i.e. the minimum value of the financial indicator that makes an executive entitled to variable remuneration.

Table 2 (Part IV) puts together specific financial indicators on which the variable remuneration of individual Management Board Members depended in the reporting period.

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. In 2023 the Members of the Management Board took advantage of advances towards the annual bonus; the advances were paid following resolutions of the Supervisory Board adopted at the request of the Members of the Management Board, whereby the variable remuneration actually paid in the form of advances in 2023 to five Members of the Management Board did not exceed ca. 95% of the variable remuneration due to each of these Members for 2023. In the case of one Member of the Management Board, the part of the variable remuneration paid as advances amounted to ca. 99% of the variable remuneration due for the reporting period. The above situation concerned a Member of the

Management Board whose variable remuneration depends on the financial result of an organizational unit. The unit's result was slightly overestimated at the time of payment of the advance (December 2023). Due to the short period remaining until the full settlement of the variable remuneration, as well as given the fact that the exceeded prescribed maximum is within the limits of the variable remuneration due for the entire reporting period, this advance payment was not recognized as an undue and returnable benefit.

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 2023, 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 the fixed remuneration was established in the said resolution adopted by the Ordinary General Meeting of Shareholders of Asseco Business Solutions S.A. on 31 May 2022. The Members of the Supervisory Board do not earn variable remuneration, nor are they entitled to receive any other pecuniary or non-pecuniary benefits.

In 2023, pursuant to applicable law, three Members of the Supervisory Board decided to participate in the Employee Capital Plans (PPK) as part of the remuneration received for sitting on the Supervisory Board. Given that, the Company was obliged, in accordance with the law, to add the amount of employer's PPK contribution, as adopted by Asseco Business Solutions S.A., to the amount of remuneration due to a given Member of the Supervisory Board. Information on the amount of the Company's PPK contribution paid to each of the Members of the Supervisory Board is shown in the table below, under "pension expenses" (PPK – employer's contribution).

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 amounts are gross.

Table 1: Remuneration of Members of the Management Board and Supervisory Board in the reporting period paid and/or due from the Company in PLN.

name and surname, function	year	fixed remuneration		variable remuneration	extraordinary allowances	pension expenses (PPK – employer’s contribution)	total remuneration	proportion between fixed remuneration with pension expenses (PPK) and variable remuneration (with extraordinary allowances)
		basic remuneration (1)	fringe benefits (2)	(annual bonus) (3)				
Management Board								
Wojciech Barcentewicz, President of the Management Board	2023	420,000.00	3,802.00	3,851,208.00		59,068.90	4,334,078.90	11/89
Piotr Masłowski, Vice-president of the Management Board	2023	419,394.28	10,143.05	3,901,208.00		64,928.47	4,395,673.80	11/89
Mariusz Lizon, Member of the Management Board	2023	298,017.11	3,702.00	1,192,905.00		-	1,494,624.11	20/80
Jacek Lisowski, Member of the Management Board	2023	225,000.00	2,688.00	576,616.00		-	804,304.00	28/72
Renata Łukasik, Member of the Management Board	2023	225,000.00	375.00	412,870.00		10,848.39	649,093.39	36/64
Rafał Mróz, Member of the Management Board	2023	225,000.00	632.00	595,052.00		12,299.97	832,983.97	29/71
Supervisory Board								
Rafał Kozłowski, Chairman of the Supervisory Board	2023	114,000.00				1,282.00	115,282.00	100/0
Adam Góral, Vice- chairman of the Supervisory Board	2023	66,000.00					66,000.00	100/0
Marcin Murawski, Member of the Supervisory Board	2023	108,000.00				1,215.00	109,215.00	100/0
Zbigniew Pomianek, Member of the Supervisory Board	2023	48,000.00					48,000.00	100/0
Romuald Rutkowski, Member of the Supervisory Board	2023	78,000.00					78,000.00	100/0

Artur Osuchowski, Member of the Supervisory Board		48,000.00				540.00	48,540.00	100/0
---	--	-----------	--	--	--	--------	-----------	-------

The table above (column 3) shows the amounts of variable remuneration for the Members of the Management Board for the reporting period of 2023 (amounts due for the period). For the five Members of the Management Board, approximately 95% of the variable remuneration due for 2023 is the pay received until the end of the reporting period and disbursed as advance payments. In the case of one Member of the Management Board, the part of the variable remuneration paid as advances amounted to ca. 99%.

The amounts of variable remuneration for the Members of the Management Board shown in the table above did not include the amounts actually paid in 2023 but due for 2022 after allowing for advance payments (ca. 7%) because these amounts were already included in the Remuneration Report for 2022 as due for that period; this rule also applies to previous reporting periods.

The amounts for 2023 shown in the table above and relating to: Jacek Lisowski, Renata Łukasik, and Rafał Mróz include the remuneration due and received by these Members of the Management Board for the period of discharging their duties in the Management Board in 2023, i.e. for the period commencing on 1 April 2023.

The proportion between the fixed remuneration (including pension 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, development expenses, special benefits paid from the CSBF. 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, special benefits for employees’ children).

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 medical subscription packages for family members and special benefits for employees’ children):

- 1) Wojciech Barczentewicz in 2023 – of PLN 2,224.00,
- 2) Piotr Masłowski in 2023 – of PLN 3,638.40,
- 3) Mariusz Lizon in 2023 – of PLN 2,124.00,
- 4) Jacek Lisowski in 2023 – of PLN 1,365.00,
- 5) Rafał Mróz in 2023 – of PLN 320.00.

Members of the Management Board: During the reporting period, Piotr Masłowski and Mariusz Lizon did not use Company cars; therefore, the costs of using Company cars by these persons are not included in the table above.

The remaining Members of the Management Board – Wojciech Barczentewicz, Jacek Lisowski, Renata Łukasik, and Rafał Mróz – used Company cars as tools necessary to perform their duties. They did it on similar terms as employees of the Company. The cost of a company car used by a Member of the Management Board for private purposes is not included in “Fringe benefits” due to the fact that they pay a monthly lump sum for using Company cars for private purposes (as other employees).

The “Variable remuneration” (annual bonus) column includes annual bonuses due to each Member of the Management Board for reporting year 2023 (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 variable remuneration and paid together with that remuneration, based on the terms specified for the calculation and disbursement of 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.

The column “Pension expenses (PPK – employer’s contribution)” includes the Company’s contributions to the PPK scheme in relation to the Members of the Management Board and the Supervisory Board who participate in the PPK.

III. Remuneration from members of the same capital group NOT APPLICABLE – Asseco BS does not have a capital group (subsidiaries).

NOT APPLICABLE – Asseco BS does not have 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 (and influenced in terms of the result) by a Member of the Management Board (pursuant to the terms set out by the Supervisory Board in the Member’s contract 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 pecuniary 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.

Adoption of a fixed flat-rate remuneration for the Members of the Supervisory Board and an extra pay for those members who sit on the Audit Committee (which comes with an extra work to be carried out regardless on the number of committee’s sessions) guarantees a smooth operation of the Supervisory Board as a body whose members, who are do not directly depend on the financial result, may, in a reasonable and risk-free manner, exercise due supervision over the current operations of the Company and the activities of the Management Board.

Table 2 below shows the detailed variable remuneration, including a description of business goals, the achievement of which guarantees the disbursement of variable remuneration (annual bonus) in 2023.

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 Barcentewicz, President of the Management Board	2023	Net profit Variable remuneration (annual bonus) is calculated as: minimum/fixed amount provided for in the contract (PLN 50,000) + 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	2023	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	2023	Net profit Variable remuneration (annual bonus) is calculated as: fixed minimum amount provided for in the contract (PLN 80,000) + 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)
Jacek Lisowski, Member of the Management Board	2023	Margin IV (financial result of the organizational unit). Variable remuneration (annual bonus) is calculated as an amount depending on the earned Margin IV of the organizational unit supervised by the Member of the Management Board (calculated as % of the above basis)	100%	Margin IV earned at a level not lower than 50% of what was assumed in the budget plan	- no upper limit, the bonus is calculated on the actual achievement of the goal (i.e. earned Margin IV)
Renata Łukasik, Member of the Management Board	2023	Margin IV (financial result of the organizational unit). Variable remuneration (annual bonus) is calculated as: the amount depends on the earned Margin IV of the organizational unit supervised by the Member of the Management Board (calculated as % of the basis)	100%	Margin IV earned at a level not lower than 50% of what was assumed in the budget plan	- no upper limit, the bonus is calculated on the actual achievement of the goal (i.e. earned Margin IV)
Rafał Mróz, Member of the Management Board	2023	Margin IV (financial result of the organizational unit). Variable remuneration (annual bonus) is calculated as: the amount depends on the earned Margin IV of the organizational unit supervised	100%	Margin IV earned at a level not lower than 50% of what was assumed in the budget plan	- no upper limit, the bonus is calculated on the actual achievement of the goal (i.e. earned Margin IV)

		by the Member of the Management Board (calculated as % of the basis)			
--	--	--	--	--	--

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 the period 2019-2023

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.

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 above table does not include persons cooperating with the Company on the B2B basis.

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 fixed pay received for 2023 (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 (fixed and variable) includes amounts due to employees for the reporting year (even if paid after the end of that reporting year). All the amounts given above are gross.

The table below shows information only for the years 2019-2023. 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 3: Comparison of remuneration and the Company's financial results over the last five reporting years (2019-2023):

	remuneration (basic + variable (annual bonus) – in PLN		change 2019-2020 (%)	remuneration (basic + variable (annual bonus) – in PLN	change 2020-2021 (%)	remuneration (basic + variable (annual bonus) – in PLN	change 2020-2021 (%)	remuneration (basic + variable (annual bonus) – in PLN	change 2020-2021 (%)
	2019	2020		2021		2022		2023	

remuneration of Management Board Members									
Wojciech Barczentewicz, 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%	4,271,208.00	8.64%
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%	4,320,602.28	9.92%
Andreas Enders, Vice-president of the Management Board	1,614,650.05	1,113,268.44	-31.05%	-	n/a	-	n/a	-	n/a
Mariusz Lizon, Management Board Member	1,701,897.00	1,755,303.00	3.14%	1,831,661.00	4.35%	1,913,164.11	4.45%	1,490,922.11	-22.07%
Jacek Lisowski, Management Board Member								801,616.00	n/a
Renata Łukasik, Management Board Member								637,870.00	n/a
Rafał Mróz, Management Board Member								820,052.00	n/a
remuneration of Supervisory Board Members									
Jozef Klein, Chairman of the Supervisory Board	84,000.00	84,000.00	0.00%	37,100.00	-55.83%	-	n/a		n/a
Rafał Kozłowski, Chairman of the Supervisory Board				47,126.00	n/a	100,216.67	112.66%	114,000.00	13.75%
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%	65,000.00	0.53%
Marcin Murawski, Supervisory Board Member				26,926.00	n/a	81,833.33	203.92%	108,000.00	31.98%
Zbigniew Pomianek, Supervisory Board Member	48,000.00	48,000.00	0.00%	48,000.00	0.00%	48,000.00	0.00%	48,000.00	0.00%
Romuald Rutkowski, Supervisory Board Member	48,000.00	48,000.00	0.00%	48,000.00	0.00%	64,916.67	35.24%	78,000.00	20.15%
Piotr Stępnik, Supervisory Board Member	48,000.00	48,000.00	0.00%	21,200.00	-55.83%	-	n/a	-	n/a
Artur Osuchowski, Supervisory Board Member						17,677.42	n/a	48,000.00	171.53%
Company results									
net profit	73,438,748.45	76,405,701.58	4.04%	80,647,834.10	5.55%	85,285,940.27	5.75%	95,030,198.22	11.42%
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%	1,006	6.34%	1,039	3.28%
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%	146,041.48	14.02%

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). After this period, Andreas Enders did not hold any functions in this body.

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). After that period, Jozef Klein and Piotr Stępnik did not hold any functions in this body.

The amounts given in the table above and relating to Members of the Supervisory Board: Rafał Kozłowski and 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 Member of the Supervisory Board: 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).

Due to the fact that Rafał Kozłowski and 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 Artur Osuchowski assumed his function 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).

The amounts given in the table above and relating to Members of the Management Board: Jacek Lisowski, Renata Łukasik, and Rafał Mróz include data on their remuneration paid (or due) for the period of carrying functions in the Management Board of the Company in 2023 (i.e. for the period from 1 April to 31 December 2023).

Due to the fact that Jacek Lisowski, Renata Łukasik, and Rafał Mróz assumed their functions in the Management Board in 2023, and there is no comparative data available, information about changes to their remuneration on an annual basis for the period 2022-2023 is not disclosed (not applicable; n/a).

IV. 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 Policy and deviations put in place in accordance with Article 90f of the Act, including an explanation of the reasons and adopted procedure as well as indicating Policy elements for which the deviations were made effective.

Not applicable. During the reporting period, no deviations from the Policy were made, as referred to in Article 90f of the Act on public offering, conditions governing the introduction of financial instruments into organised trade and on public companies.

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 2023 issued a positive opinion on the Report on the Remuneration of Members of the Management Board and Supervisory Board of Asseco Business Solutions for 2022.

Warsaw, 29 February 2024

Asseco Business Solutions S.A.

ul. Konrada Wallenroda
20-607 Lublin

Phone/fax:

+48 81 535 3000
+48 81 535 3005



Minutes of the Meeting of the Supervisory Board of Asseco Business Solutions S.A.
convened on 29 February 2024

Rafał Kozłowski
Chairman of the Supervisory Board