

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 2024

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 covers the period of 1 January to 31 December 2024 and 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 2024, 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. Subsequently, it was amended by Resolution No. 22 of the General Meeting of Asseco Business Solutions S.A. dated 27 June 2024. The amendments covered the option for Members of the Management Board to join an Executive Incentive Scheme – established by a resolution of the General Meeting – and the awarding to the Members variable remuneration in the form of Company shares, as set out by the Supervisory Board.

The Remuneration Policy is available on the Company's website.

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.

This Remuneration Report was adopted by Resolution No. 1 of the Supervisory Board of Asseco Business Solutions S.A. dated 31 March 2025. This Remuneration Report is subject to assessment by an audit firm selected by the Company to the extent required by the law, and next, along with the assessment report, it will be submitted to the General Meeting of the Company for the adoption of a relevant resolution.

Composition of the Company's governing bodies

Between 1 January and 31 December 2024, the composition of the Management Board remained fixed 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

Jacek Lisowski	Member of the Management Board
Renata Łukasik	Member of the Management Board
Rafał Mróz	Member of the Management Board

In the period from 1 January to 25 June 2024, 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
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

On 25 June 2024, Mr Artur Osuchowski informed the Management Board of Asseco Business Solutions S.A. about his resignation as Member of the Supervisory Board of the Company. The resignation became effective on 25 June 2024.

On 25 July 2022, the Extraordinary General Meeting of Shareholders of Asseco Business Solutions S.A. appointed Mr Tomasz Stankiewicz 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 as from 25 July 2024.

In the period from 9 June to 31 December 2021, 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
Marcin Murawski	Member of the Supervisory Board
Zbigniew Pomianek	Member of the Supervisory Board
Romuald Rutkowski	Member of the Supervisory Board
Tomasz Stankiewicz	Member of the Supervisory Board

Besides, in 2024 the Company maintained an Audit Committee.

In the period from 1 January to 30 June 2024, the composition of the Audit Committee was as follows:

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

On 17 May 2024, Mr Romuald Rutkowski, having failed to meet the independence criterion, resigned from his function in the Audit Committee effective from 30 June 2024. Following the resignation, on 17 May 2024, the

Supervisory Board elected a new Member of the Audit Committee – Mr Artur Osuchowski – from among its members to fill the vacancy; the election became effective on 1 July 2024. On 25 June 2024, Mr Artur Osuchowski informed the Management Board of Asseco Business Solutions S.A. about his resignation as Member of the Supervisory Board of the Company effective from 25 June 2024 (hence not assuming a function in the Audit Committee). On 25 July 2022, the Extraordinary General Meeting of Shareholders of Asseco Business Solutions S.A. appointed Mr Tomasz Stankiewicz Member of the Supervisory Board of the Company in order to fill the current five-year term, effective from 31 May 2022. The appointment became effective as from 25 July 2024. Next, on 29 July 2024, the Supervisory Board appointed Mr Tomasz Stankiewicz a new Member of the Audit Committee to fill the vacancy; the appointments was made upon the adoption of the resolution.

In the period from 29 July 2024 to 31 December 2024, the composition of the Audit Committee was as follows:

Marcin Murawski Chairman of the Audit Committee

Rafał Kozłowski Member of the Audit Committee

Tomasz Stankiewicz 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

Remuneration of Members of the Management Board

In the reporting period of 2024, the Members of the Management Board were employed under contracts of employment and 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, training) on the same terms as other Company employees.

The Company has an Employee Capital Plans ("PPK") programme in place in accordance with the Act of 4 October 2018 on Employee Capital Plans. The Members of the Management Board may participate in PPK on the same terms as other Company's employees. During the reporting period, four Members of the Management Board took advantage of this opportunity.

In accordance with the Remuneration Policy, the fixed remuneration paid by the Company to the Members of the Management Board did not exceed 50.00 % (fifty percent) of the total remuneration provided for in the 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 or on the results of the unit supervised by the relevant Member of the Management Board.

Detailed terms governing the establishment, calculation, and disbursement of the variable remuneration for the 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).

Given the above, the members of the Management Board received variable remuneration for the reporting period – as determined by the Supervisory Board – depending on the level of achievement of the relevant financial results, i.e. the Company's net profit or Margin IV of the organizational unit. (Margin IV is the difference between the revenues generated by a specific organizational unit and the costs assigned to that unit, according to the Company terms governing bonuses – where:

- the remuneration of a Member of the Management Board who leads a given organizational unit – including a Member who has a direct impact on the financial result of that unit – depends on Margin IV of the respective organizational unit; the above results from the internal organizational structure of the Company, in which the sales and implementation functions of certain product lines (brands) and production functions – within one Business Division – may be separated from each other, and the unit leaders within a Business Division jointly influence the financial result achieved by that Business Division);
- the variable remuneration of the Members of the Management Board responsible for the Company's strategy and involved in the management of more than one organizational unit depends on the Company's net profit.

Following the remuneration terms set by the Supervisory Board, the variable remuneration of certain Members of the Management Board is calculated as the sum of a minimum (fixed) amount specified in the contract concluded with the Members of the Management Board and an amount linked to the Company's net profit (calculated as a % of the above base). 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). In 2024 the Supervisory Board reduced the minimum/fixed amount for one of the Members of the Management Board.

Moreover, in cases where variable remuneration depends on the financial results of an organizational unit (and not the financial result of the entire Company), the Supervisory Board determined the minimum (lower) limit for the financial criterion, i.e. the minimum value of the financial indicator making an executive person eligible for variable remuneration.

The specific financial indicators that determined the variable remuneration of individual Members of the Management Board in the reporting period are shown in Table 2 (in Part IV).

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 2024 the Members of the Management Board took advantage of the option of paying advances on the annual bonus; the advances were paid following resolutions of the Supervisory Board adopted at the request of the Members of the

Management Board; however, the variable remuneration actually paid in the form of advances in 2024 did not exceed 95% of the variable remuneration due to each member of the Management Board for 2024.

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. Variable remuneration (annual bonuses) payable to the Members of the Management Board Members for 2024 is shown in Table 1.

Moreover, in accordance with the Remuneration Policy, in 2024 another legal basis for the payment of remuneration of the Members was their entry into the Executive Incentive Scheme established in the Company for the years 2024-2026. The scheme provide for the award of the Company's shares to the Members ("Scheme") for each financial year of the Scheme's duration. Company shares are awarded to the Members of the Management Board after they have met certain Scheme criteria, i.e. the loyalty criterion (serving as a Member in a specific financial year of the Scheme period – this criterion was met by all Members in 2024) and the financial criterion (i.e. achieving a specific financial indicator to the extent defined beforehand – this criterion was met by all Members 2024). In 2024 in the Schedule participation agreements, the Supervisory Board determined individually for each Member of the Management Board: (i) the financial criterion to be met to acquire Company shares (i.e. the Company's net profit or Margin IV of the organizational unit, as in the case of variable remuneration in contracts of employment), (ii) and the method of calculating the number of shares to be awarded to a Member of the Management Board in connection with a specific financial indicator met (i.e. the Company's net profit or Margin IV of the organizational unit) and based on the agreed bonus coefficient (%). The award of variable remuneration to the Members of the Management Board Members in the form of Company shares takes place after the end of the financial year of participation in the Scheme for which such variable remuneration is due. This portion of the remuneration is settled or, in other words, the number of awarded shares is determined based on the financial results presented in the Company's financial statements for the relevant financial year, as audited by a statutory auditor and pursuant to a resolution of the Supervisory Board. Variable remuneration in the form of shares (share value) payable to the Members of the Management Board Members for 2024 is shown in Table 1.

More information on the Scheme operating in the Company can be found in Section VI.

Remuneration of Members of the Supervisory Board

In the reporting period, i.e. in 2024, 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 2024, under applicable law, three Members of the Supervisory Board participated in the Employee Capital Plans ("PPK") programme as part of remuneration received for serving in that body. Given the foregoing, the

Company was obliged, in accordance with the law, to add the employer's contribution to the amount of remuneration due to a Member of the Supervisory Board, in the amount adopted by Asseco Business Solutions S.A. for all persons covered by the PPK. Information on the amount of the Company's contribution paid for each of Member of the Supervisory Board is shown in the table below, under "retirement 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 law referenced earlier, 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 contains a list of all the above-mentioned components and proportions between fixed and variable pay for each Member of the Management Board and Supervisory Board paid remuneration by the Company.

All the amounts given are gross.

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

name and surname, function	year	fixed remuneration		variable remuneration		extraordinary allowances	retirement expenses (PPK: employer's contribution)	total remuneration	proportion between fixed remuneration with retirement expenses (PPK) and variable remuneration (with extraordinary allowances)
		basic remuneration (1)	fringe benefits (2)	(annual bonus) [3A]	share value [3B]				
						(4)	(5)	[1+2+3+4+5]	[(1+2+5) / (3A+3B+4)]
Management Board									
Wojciech Barcentewicz, President of the Management Board	2024	420,000	4,956	920,209	3,680,836		21,232	5,047,233	9/91
Piotr Masłowski, Vice-president of the Management Board	2024	416,463	9,055	986,876	3,680,836		21,005	5,114,235	9/91
Mariusz Lizon, Member of the Management Board	2024	300,000	5,130	770,157	690,157		-	1,765,444	17/83
Jacek Lisowski, Member of the Management Board	2024	300,000	8,854	529,974	529,974		-	1,368,802	23/77

Renata Łukasik, Member of the Management Board	2024	300,000	2,875	388,974	388,974		8,759	1,089,582	29/71
Rafał Mróz, Member of the Management Board	2024	300,000	2,227	516,144	516,144		10,770	1,345,286	23/77
Supervisory Board									
Rafał Kozłowski, Chairman of the Supervisory Board	2024	114,000.00					1,710.00	115,710.00	100/0
Adam Góral, Vice- chairman of the Supervisory Board	2024	66,000.00						66,000.00	100/0
Marcin Murawski, Member of the Supervisory Board;	2024	108,000.00					1,620.00	109,620.00	100/0
Zbigniew Pomianek, Member of the Supervisory Board	2024	48,000.00						48,000.00	100/0
Romuald Rutkowski, Member of the Supervisory Board;	2024	63,000.00						63,000.00	100/0
Artur Osuchowski, Member of the Supervisory Board	2024	23,333.00					350.00	23,683.00	100/0
Tomasz Stankiewicz, Member of the Supervisory Board	2024	33,435.48						33,435.48	100/0

The table above (column 3 – annual bonus) shows the amounts of variable remuneration for the Members of the Management Board for the reporting period of 2024 (amounts due for the period). The amounts of variable remuneration due for 2024 and shown in the table above also include the remuneration actually paid by the end of the reporting period as advance payments, which constitute:

- 1) for Wojciech Barczentewicz – 83%;
- 2) for Piotr Maślowski – 77%;
- 3) for Mariusz Lizon – 68%;
- 4) for Jacek Lisowski – 70%;
- 5) for Renata Łukasik – 67%;
- 6) for Rafał Mróz – 68%.

The amounts of variable remuneration for the Members of the Management Board shown in the table above (column 3A – annual bonus) do not include the variable amounts actually paid in 2024 but due for 2023 after considering advance payments (ca. 5% and 1% for one Member of the Management Board) because these

amounts were already included in the Remuneration Report for 2023 as due for that period; this rule also applies to previous reporting periods.

The amounts for 2024 shown in the table above (column 1 – basic remuneration) and relating to Members of the Supervisory Board: Artur Osuchowski and Tomasz Stankiewicz cover remuneration due and paid to them for the period of their service on the Supervisory Board and the Audit Committee in 2024, i.e. for Mr Artur Osuchowski for the period from 1 January to 25 June 2024, for Mr Tomasz Stankiewicz for the period from 25 July to 31 December 2024. Moreover, the amount specified in the table above and relating to Mr Romuald Rutkowski takes into account his service on the Audit Committee from 1 January to 30 June 2024.

Column 3A “Variable remuneration” (annual bonus) includes annual bonuses due to a Member of the Management Board for the reporting year, i.e. 2024 (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).

Column 3B “variable remuneration” (share value) presents the variable remuneration for the Members of the Management Board paid in the form of Company shares, relating to the reporting period of 2024 (shares due for this period), even though they were awarded to the Member of the Management Board after the end of the given reporting year. The amounts shown in the table correspond to the value of the shares, as calculated based on the share price, agreed in the participation agreements concluded with the Members of the Management Board.

As shown in the table, the proportion between fixed remuneration (including retirement expenses – PPK) and variable remuneration (including extraordinary allowance) indicates the share of these components in the total remuneration.

The “fringe benefits” column includes such additional benefits as private healthcare services, Internet expenses, training expenses, ceremonial 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, one-off 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 one-off benefits for employees’ children, medical subscription packages for family members):

- 1) Wojciech Barcentewicz in 2024 – of PLN 3,219.00,
- 2) Piotr Maślowski in 2024 – of PLN 3,638.40,
- 3) Mariusz Lizon in 2024 – of PLN 3,255.00,
- 4) Jacek Lisowski in 2024 – of PLN 2,484.00,
- 5) Rafał Mróz in 2024 – of PLN 460.00.

Members of the Management Board: Mariusz Lizon and Piotr Maślowski did not use company cars during the reporting period; therefore, the costs of using company cars by these executives are not included in the table above.

The remaining Members of the Management Board: Wojciech Barczentewicz, Jacek Lisowski, Renata Łukasik, and Rafał Mróz, as well as Piotr Masłowski, used company vehicles over a part of the reporting period as a tool necessary to perform their official duties and under the same terms as other employees of the Company who use company cars. The cost of using company cars by Members of the Management Board for private purposes is not included in “fringe benefits” because the Members pay a monthly lump sum for private vehicle use (as other employees).

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 “Retirement expenses (PPK: employer’s contribution)” includes the Company’s contributions to the PPK paid for the Members of the Management Board and the Supervisory Board who participated in the PPK during the reporting period.

III. Remuneration from members of the same capital group

NOT applicable. Asseco Business Solutions S.A. did not have any capital group (subsidiaries) during the reporting period.

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 that govern employment matters and remuneration grounds. 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 any Member of the Management Board (pursuant to the terms set out by the Supervisory Board in that Member’s contract of employment). The above rule applies to both variable remuneration paid in cash and one paid in the form of Company shares.

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. Similarly, the number of the Company shares awarded to a Member of the Management Board for a given financial year of the Scheme is determined after the end of that year, based on the data presented in the financial statements approved 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.

An additional mechanism designed to align the interests of Members of the Management Board with those of the Company and to foster their engagement in the Company's affairs is their participation in the Executive Incentive Scheme introduced by the Company in 2024. The award of Company shares is an extra incentive mechanism for the Company executives to pursue the Company's strategy and to engage in its affairs by establishing a long-term relationship with the Company. This, in turn, contributes to enhancing the Company's operational efficiency, financial performance, and stability, while supporting its sustained economic growth and ensuring its long-term operational continuity.

The variable component of remuneration — whether in the form of an annual bonus or in the form of Company shares — has been determined based on the Company's financial performance criteria, as set out by the Supervisory Board in the agreements constituting the legal basis for the appointment or remuneration of Members of the Management Board, including the Scheme participation agreements.

The establishment of a fixed lump-sum remuneration for the Members of the Supervisory Board, as well as additional remuneration for those of the Members who also sit on the Audit Committee (which reflects the extra workload, irrespective of the number of meetings held), ensures the stable operation of the Supervisory Board as a body executing oversight. This arrangement allows the Members, not dependent on the Company's financial performance, to exercise oversight over the Company's ongoing operations and the actions of the Management Board reasonably and without undertaking undue risks.

Table 2A below shows the detailed variable remuneration (annual bonus) and descriptions of the criteria (business goals), the achievement of which guarantees variable remuneration (annual bonus) in 2024.

Name and surname, function	Year	Description of criteria (business goals) and remuneration type	Relevance	Lower limit of satisfying the criterion	Upper limit of satisfying the criterion
Wojciech Barcentewicz, President of the Management Board	2024	Net profit Variable remuneration (annual bonus) is calculated as: amount depending on the net profit earned by the Company (calculated as % of the above base)	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	2024	Net profit Variable remuneration (annual bonus) is calculated as: minimum/fixed amount provided for in the contract (PLN 66,666.67) + amount depending on the net profit earned by the Company (calculated as % of the above base)	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	2024	Net profit Variable remuneration (annual bonus) is calculated as: minimum/fixed amount provided for in the contract (PLN 80,000) + amount depending on the net profit earned by the Company (calculated as % of the above base)	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	2024	Margin IV (financial result of the organizational unit). Variable remuneration (annual bonus) is calculated as an amount depending on earned Margin IV of the organizational unit under the supervision of the Member of the Management Board (calculated as a % of the above base)	100%	execution of Margin IV at or more than 50% v. assumed in the budget plan	- no upper limit, the bonus is calculated on the actual achievement of the target (i.e. earned Margin IV)
Renata Łukasik, Member of the Management Board	2024	Margin IV (financial result of the organizational unit). Variable remuneration (annual bonus) is calculated as: the amount depending on earned Margin IV of the organizational unit under the supervision of the Member of the Management Board (calculated as a % of the above base)	100%	execution of Margin IV at or more than 50% v. assumed in the budget plan	- no upper limit, the bonus is calculated on the actual achievement of the target (i.e. earned Margin IV)
Rafał Mróz, Member of the Management Board	2024	Margin IV (financial result of the organizational unit). Variable remuneration (annual bonus) is calculated as: the amount depending on earned Margin IV of the organizational unit under the	100%	execution of Margin IV at or more than 50% v. assumed in the budget plan	- no upper limit, the bonus is calculated on the actual achievement of the target (i.e. earned Margin IV)

		supervision of the Member of the Management Board (calculated as a % of the above base)			
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Table 2B below shows details of variable remuneration as Company shares and descriptions of the criteria (business targets), the achievement of which entitles the staff member to receive variable remuneration in the form of Company shares in 2024.

Name and surname, function	Year	Description of criteria (business goals) and remuneration type	Relevance	Lower limit of satisfying the criterion	Upper limit of satisfying the criterion
Wojciech Barczewicz, Member of the Management Board	2024	financial indicator – net profit Loyalty criterion (serving as Member of the Management Board in the financial year) and the financial criterion (achieving a specific financial indicator). The number of shares awarded for each financial year of the Scheme is calculated based on the product of the financial indicator and the agreed bonus coefficient and considering the share price specified in the Scheme entry agreement	100%	achievement of the financial indicator: not lower than 50% of the same indicator for the previous financial year	– no upper limit applies; the variable remuneration in the form of shares depends on the level of achievement of the financial indicator
Piotr Masłowski, Vice-president of the Management Board	2024	financial indicator – net profit Loyalty criterion (serving as Member of the Management Board in the financial year) and the financial criterion (achieving a specific financial indicator). The number of shares awarded for each financial year of the Scheme is calculated based on the product of the financial indicator and the agreed bonus coefficient and considering the share price specified in the Scheme entry agreement	100%	achievement of the financial indicator: not lower than 50% of the same indicator for the previous financial year	– no upper limit applies; the variable remuneration in the form of shares depends on the level of achievement of the financial indicator
Mariusz Lizon, Member of the Management Board	2024	financial indicator – net profit Loyalty criterion (serving as Member of the Management Board in the financial year) and the financial	100%	achievement of the financial indicator: not lower than 50% of the same indicator for the previous financial year	– no upper limit applies; the variable remuneration in the form of shares depends on the level of achievement of the financial indicator

		<p>criterion (achieving a specific financial indicator).</p> <p>The number of shares awarded for each financial year of the Scheme is calculated based on the product of the financial indicator and the agreed bonus coefficient and considering the share price specified in the Scheme entry agreement</p>			
Jacek Lisowski, Member of the Management Board	2024	<p>financial indicator – Margin IV (financial result of the organizational unit).</p> <p>Loyalty criterion (serving as Member of the Management Board in the financial year) and the financial criterion (achieving a specific financial indicator).</p> <p>The number of shares awarded for each financial year of the Scheme is calculated based on the product of the financial indicator and the agreed bonus coefficient and considering the share price specified in the Scheme entry agreement</p>	100%	achievement of the financial indicator: not lower than 50% of the same indicator for the previous financial year	– no upper limit applies; the variable remuneration in the form of shares depends on the level of achievement of the financial indicator
Renata Łukasik, Member of the Management Board	2024	<p>financial indicator – Margin IV (financial result of the organizational unit)</p> <p>Loyalty criterion (serving as Member of the Management Board in the financial year) and the financial criterion (achieving a specific financial indicator).</p> <p>The number of shares awarded for each financial year of the Scheme is calculated based on the product of the financial indicator and the agreed bonus coefficient and considering the share price specified in the Scheme entry agreement</p>	100%	achievement of the financial indicator: not lower than 50% of the same indicator for the previous financial year	– no upper limit applies; the variable remuneration in the form of shares depends on the level of achievement of the financial indicator
Rafał Mróz, Member of the Management Board	2024	<p>financial indicator – Margin IV (financial result of the organizational unit)</p> <p>Loyalty criterion</p>	100%	achievement of the financial indicator: not lower than 50% of the same indicator for the	– no upper limit applies; the variable remuneration in the form of shares depends on the level

		(serving as Member of the Management Board in the financial year) and the financial criterion (achieving a specific financial indicator).		previous financial year	of achievement of the financial indicator
		The number of shares awarded for each financial year of the Scheme is calculated based on the product of the financial indicator and the agreed bonus coefficient and considering the share price specified in the Scheme entry agreement			

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 2019-2024

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 table does not include persons cooperating with the Company on a 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 basic pay received (and/or due) by the employees (including overtime, sick pay, night work allowances, holiday allowances) and variable remuneration (awards, bonuses) for 2024 were taken into account (without fringe benefits).

The variable remuneration of employees includes amounts due to employees for the relevant reporting year, i.e. 2024, even if such amounts were paid after the end of that reporting year. The same terms apply to the disclosure of variable remuneration of Members of the Management Board. All the amounts given above are gross.

During the reporting period of 2024, 44 Company executives participated in the Scheme established in the Company. The terms of participation correspond to those applicable to the Members of the Management Board, as described in Section II. The Scheme provides for the award of Company shares to the Company's

key executives upon meeting the Scheme's pre-defined criteria: the loyalty criterion, that is, continuing an employment relationship with the Company during the financial year of the Scheme period (all the executives met this criterion in 2024), and the financial criterion, meaning the achievement of a specific financial indicator to a pre-defined extent. Therefore, the variable remuneration also included amounts representing the value of shares due in 2024 to the entitled Scheme participants who joined the Scheme in 2024 (even though granted after the end of the reporting period). The same terms apply to Members of the Management Board Members when disclosing variable remuneration in the form of shares.

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 three financial years (2019-2024):

	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 2021-2022 (%)	remuneration (basic + variable (annual bonus) - in PLN	change 2022-2023 (%)	remuneration (basic + variable (annual bonus) - in PLN	change 2023-2024 (%)
	2019	2020		2021		2022		2023		2024	
remuneration of Members of the Management Board											
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%	5,012,045.00	17.56%
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%	5,084,174.72	17.67%
Andreas Enders, Vice-president of the Management Board	1,614,650.05	1,113,268.44	-31.05%	-	n/a	-	n/a	-	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%	1,913,164.11	4.45%	1,490,922.11	-22.07%	1,760,314.00	18.07%
Jacek Lisowski, Member of the Management Board								801,616.00	n/a	1,359,948.00	69.65%
Renata Łukasik, Member of the Management Board								637,870.00	n/a	1,077,948.00	68.99%
Rafał Mróz, Member of the Management Board								820,052.00	n/a	1,332,288.00	62.46%
remuneration of Members of the Supervisory Board											
Józef Klein, Chairman of the Supervisory Board	84,000.00	84,000.00	0.00%	37,100.00	-55.83%	-	n/a		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%	114,000.00	0.00%
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%	66,000.00	0.00%
Marcin Murawski, Member of the Supervisory Board				26,926.00	n/a	81,833.33	203.92%	108,000.00	31.98%	108,000.00	0.00%
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%	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%	78,000.00	20.15%	63,000.00	-19.23%
Piotr Stępnia, Member of the Supervisory Board;	48,000.00	48,000.00	0.00%	21,200.00	-55.83%	-	n/a	-	n/a	-	n/a
Artur Osuchowski, Member of the Supervisory Board						17,677.42	n/a	48,000.00	171.53%	23,333.00	-51.39%

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Tomasz Stankiewicz, Member of the Supervisory Board						-	n/a	-	n/a	33,435.48	n/a
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	11.43%	115,026,113.66	21.04%
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%	1,052	1.25%
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%	160,235.12	9.72%

The amounts given in the table above refer to 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 the body.

The amounts given in the table above and relating to Members of the Supervisory Board: 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 this period, Jozef Klein and Piotr Stępnik did not hold any functions in the body.

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

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).

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

Due to the fact that Mr Jacek Lisowski, Ms Renata Łukasik and Mr 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).

The amounts for 2024 shown in the table above and relating to 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 and Audit Committee in 2024 (i.e. for the period from 1 January to 25 June 2024).

Due to the fact that Mr Tomasz Stankiewicz assumed his functions in the Supervisory Board and Audit Committee in 2024, and there is no comparative data available, information about changes to his remuneration on an annual basis for the period 2023-2024 is not disclosed (not applicable; n/a).

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

In accordance with the Remuneration Policy amended during the reporting period, Members of the Management Board of the Company may receive variable remuneration payable in the shares of the Company.

In 2024 the Company implemented the Executive Incentive Scheme intended for the Members of the Management Board and selected key executives of the Company, as selected by the Management Board. The Scheme is run pursuant to Resolution No. 21 of the Ordinary General Meeting of Shareholders of Asseco Business Solutions S.A. adopted on 27 June 2024 and concerning the establishment of an Executive Incentive Scheme for Members of the Management Board and key Company executives. The detailed terms and conditions of the Scheme have been set out in the Regulations of the Executive Incentive Scheme for 2024-2026 for the Members of the Management Board and key executives of Asseco Business Solutions S.A., adopted by the 23 September 2024 resolution of the Supervisory Board.

The aim of the Scheme is to create mechanisms to motivate the Members of the Management Board and key executives of the Company to implement the Company's strategy and engage in its operations through

long-term commitment to the Company. It will contribute to driving up the Company's operational efficiency, financial results, and robustness. The Scheme aims to achieve the following:

- to align the interests of the Members of the Management Board and key Company executives with those of the Company through their direct participation in the Company's share capital;
- to foster motivation for building long-term value for the Company's shareholders, strengthening corporate governance, and enhancing investor relations within the Company;
- to create attractive financial conditions for the Members of the Management Board and key Company executives with a view to attracting and retaining talents who possess knowledge, skills, and experience, and who guarantee the proper performance of their duties.

The fundamental operating principles of the Scheme:

- the Scheme is intended for the Members of the Management Board and staff members who are the key executives of Asseco Business Solutions S.A., as selected by the Management Board;
- the Scheme covers the years 2024-2026, provided that Company shares may be awarded until no later than 30 June 2027;
- under the Scheme, the participants are awarded shares in Asseco Business Solutions S.A. free of charge, subject to the fulfillment of the Scheme's criteria.
- the Scheme is run using a pool of own shares bought back by the Company as permitted in Resolution No. 20 of the Ordinary General Meeting of Shareholders of Asseco Business Solutions S.A. dated 27 June 2024. The number of shares must not exceed 1,000,000. As at 31 December 2024, the Company held 600,000 own shares acquired during the buyback completed by the Management Board in September 2024.

The Scheme is carried out through, in particular:

- the conclusion of a Scheme participation agreement between the Company and the eligible person, as a result of which the eligible person joins the Scheme;
- the participation agreement sets out the individual terms of participation in the Scheme, including the loyalty criterion (serving as Member of the Management Board or keeping an employment relationship with the Company during the relevant financial year) and the financial criterion, the achievement of which is a prerequisite for the award of shares under the Scheme, as well as the method for calculating the number of shares to be awarded to the eligible participant, depending on the financial indicator achieved and based on an agreed bonus coefficient (x%);
- the award of shares to a Scheme participant upon the fulfillment of the conditions and criteria set out in the relevant resolution of the General Meeting establishing the Scheme, the Regulations of the Executive Incentive Scheme, and the participation agreement concluded with the participant. The number of shares awarded to a Scheme participant is determined by the Supervisory Board in the case of Management Board Members, and by the Management Board in the case of key Company executives;
- the acquisition by the Scheme participant of shares awarded – by the Supervisory Board in the case of Management Board Members, and by the Management Board in the case of key Company executives – in accordance with the terms set out in the relevant resolution establishing the Scheme, the Regulations of the Executive Incentive Scheme, and the participation agreement concluded with the Scheme participant.

The shares are awarded for a given financial year of participation in the Scheme based on the financial results disclosed in the financial statements for that year, as audited by a statutory auditor;

- the Scheme provides for a lock-up period during which the awarded shares may not be disposed of; the such period may not exceed two years from the date of acquisition of the respective pool of shares.

In accordance with the foregoing assumptions, and having verified the fulfillment of the loyalty criterion and the applicable financial criteria for the respective financial year of the Scheme, on the basis of the audited financial statements for that year and other supporting documents, the Supervisory Board confirms that the eligibility criteria for awarding Company shares to the individual Members of the Management Board have been satisfied and determines the number of shares attributable to each of them for the relevant financial year. In accordance with the Regulations of the Executive Incentive Scheme, the transfer of shares to a Scheme participant is made free of charge. The number of shares awarded to a Scheme participant is established by dividing the amount corresponding to the product of the financial indicator and the bonus coefficient established for that participant by the value of the shares specified in the participation agreement; if the result is not an integer, the number of shares is rounded down to the nearest integer.

The same rules apply to the award of shares to key Company executives, however, all powers relating to the establishment of criteria, confirmation of their fulfillment, determination of the number of shares, and other related matters concerning such key executives are exercised by the Management Board. Six Members of the Management Board participated in the Scheme in 2024.

The number of shares awarded to these individuals for 2024 is shown in the table below:

Name and surname	No. of shares awarded for 2024
Wojciech Barczentewicz	61,347
Piotr Masłowski	61,347
Mariusz Lizon	11,502
Jacek Lisowski	8,832
Renata Łukasik	6,482
Rafał Mróz	8,602
TOTAL:	158,112

Members of the key executive personnel who joined the Executive Incentive Scheme in 2024 (44 persons) are entitled to a total of 25,185 shares of the Company for 2024.

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

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

VII. Information on deviations from the procedure of implementing the Remuneration Policy and deviations put in place in accordance with Article 90F, including an explanation of the rationale and adopted procedure as well as indicating Policy elements for which the deviations were made effective.

Not applicable. During the reporting period, no derogations from the application of the Remuneration Policy referred to in Article 90f of the aforesaid law were made.

VIII. 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 General Meeting of Asseco Business Solutions S.A. held on 27 June 2024 issued a positive opinion on the Report on the Remuneration of Members of the Management Board and Supervisory Board of Asseco Business Solutions for 2023.

Warsaw, 31 March 2025

Rafał Kozłowski
Chairman of the Supervisory Board