

Quarterly Financial Statements

Asseco Business Solutions Group

Nine Months Ended 30 September 2025



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Selected financial data of the Asseco Business Solutions Group

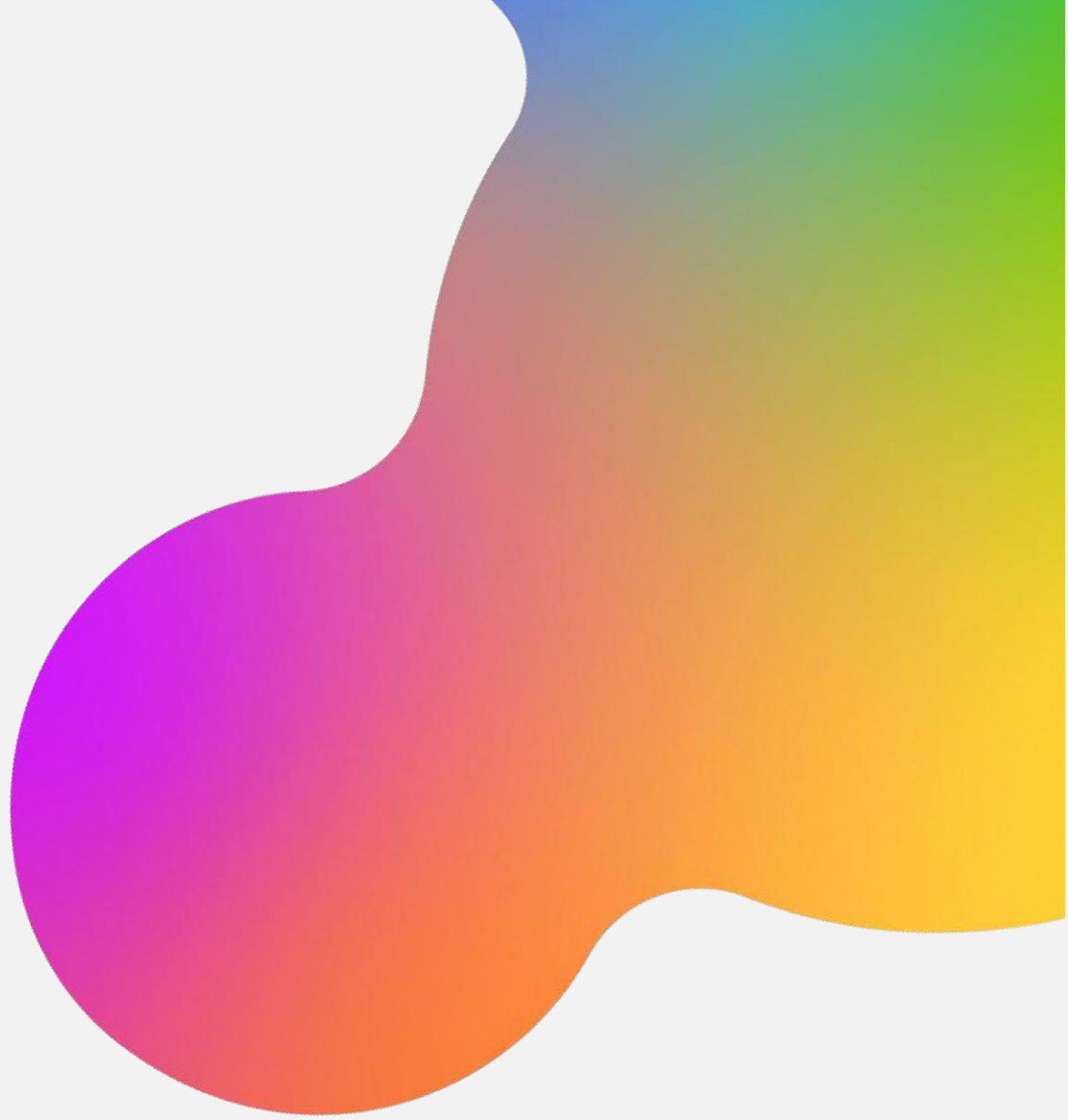
The table below contains selected financial data of the Asseco Business Solutions Group

	9 months to 30 September 2025	9 months to 30 September 2024	9 months to 30 September 2025	9 months to 30 September 2024
	<i>PLN thou.</i>	<i>PLN thou.</i>	<i>EUR thou.</i>	<i>EUR thou.</i>
Operating revenues	329,436	302,898	77,761	70,405
Operating profit	90,608	83,471	21,387	19,402
Profit before tax	90,234	84,110	21,299	19,550
Net profit for reporting period	83,831	74,796	19,788	17,386
Net profit attributable to shareholders of the Parent	83,887	74,796	19,801	17,386
Net cash from operating activities	112,038	95,559	26,446	22,212
Net cash used in investing activities	(24,274)	(30,372)	(5,730)	(7,060)
Net cash used in financing activities	(117,618)	(110,934)	(27,763)	(25,785)
Cash and cash equivalents at end of period (comparable period: 31 December 2024)	11,074	40,923	2,594	9,577
Net profit per ordinary share (in PLN/EUR)	2.55	2.24	0.60	0.52

Selected financial data presented in these condensed consolidated interim financial statements has been converted into the EURO as follows:

- selected items concerning the interim consolidated profit and loss account, other comprehensive income and the interim consolidated statements of cash flows are translated at the exchange rate being the arithmetic average of the average exchange rates announced by the National Bank of Poland on the last day of each month of the covered period. These rates were, respectively:
 - in the period from 1 January to 30 September 2025: EUR 1 = PLN 4.2365,
 - in the period from 1 January to 30 September 2024: EUR 1 = PLN 4.3022.
- the Company's cash position at the end of the current reporting period and at the end of the comparable period is translated at the average exchange rate announced by the National Bank of Poland on the balance sheet date. These rates were, respectively:
 - on 30 September 2025, 1 EUR = PLN 4.2692,
 - on 31 December 2024, 1 EUR = PLN 4.2730.

All amounts given in the financial statements are expressed in thousands of Polish zlotys (PLN), unless stated otherwise.



Interim Condensed Consolidated Financial Statements of the Group for the Nine Months Ended 30 September 2025

prepared in accordance with IAS 34 Interim Financial
Reporting approved by the EU

Interim consolidated profit and loss account and statement of other comprehensive income of the Asseco Business Solutions Group

PROFIT AND LOSS ACCOUNT	Notes	3 months to 30 September 2025 PLN thou.	9 months to 30 September 2025 PLN thou.	3 months to 30 September 2024 PLN thou.	9 months to 30 September 2024 PLN thou.
Operating revenues	4.1	115,763	329,436	101,578	302,898
Own cost of sales	4.2	(64,250)	(191,957)	(57,580)	(179,882)
Gross profit on sales		51,513	137,479	43,998	123,016
Cost of sales	4.2	(5,371)	(16,880)	(4,268)	(15,628)
General and administrative expenses	4.2	(10,574)	(30,982)	(9,094)	(24,415)
Net profit on sales		35,568	89,617	30,636	82,973
Other operating revenues		544	1,819	217	1,143
Other operating expenses		(183)	(828)	(71)	(645)
Operating profit		35,929	90,608	30,782	83,471
Financial revenues	4.3	28	1,148	383	1,966
Financial expenses	4.3	(729)	(1,522)	(462)	(1,327)
Profit before tax		35,228	90,234	30,703	84,110
Tax on profit or loss	4.4	(2,121)	(6,403)	(3,033)	(9,314)
Net profit for reporting period		33,107	83,831	27,670	74,796
Falling to:					
Shareholders of the Parent		33,137	83,887	27,670	74,796
Non-controlling interests		(30)	(56)	-	-
Net profit per share (in PLN):					
Basic and diluted earnings per share (in PLN) from the consolidated profit for the period, attributable to the shareholders of the parent	4.5	1.00	2.55	0.83	2.24

TOTAL INCOME:		3 months to 30 September 2025 PLN thou.	9 months to 30 September 2025 PLN thou.	3 months to 30 September 2024 PLN thou.	9 months to 30 September 2024 PLN thou.
Net profit for reporting period		33,107	83,831	27,670	74,796

Items that may be reclassified to

profit and loss	-	-	-	-
Items not subject to reclassification to profit and loss	-	-	-	-
TOTAL COMPREHENSIVE INCOME FOR PERIOD	33,107	83,831	27,670	74,796
Shareholders of the Parent	33,137	83,887	27,670	74,796
Non-controlling shareholders	(30)	(56)	-	-

Interim consolidated balance sheet of the Asseco Business Solutions Group

ASSETS	Notes	30 Sep 2025 PLN thou.	31 Dec 2024 PLN thou.
Non-current assets			
Property plant and equipment	5.1	44,324	48,089
Intangible property	5.2	303,736	297,405
<i>including goodwill from merger</i>	5.2	253,527	252,879
Right-of-use assets	5.3	42,181	46,450
Long-term receivables	5.7	279	415
Deferred tax assets		4,778	3,907
Prepayments and accrued income	5.6	792	289
		396,090	396,555
Current assets			
Inventories	5.4	116	209
Trade receivables	5.7	68,780	56,461
Assets from contracts with customers	5.7	6,767	3,671
Tax receivables under corporate income tax		1,106	2,555
Budgetary commitments and other receivables	5.7	1,959	159
Prepayments and accrued income	5.6	3,682	2,180
Other assets	5.5	229	60
Cash and deposits	5.8	11,074	40,923

	93,713	106,218
TOTAL ASSETS	489,803	502,773

Interim consolidated balance sheet of the Asseco Business Solutions Group

LIABILITIES	Notes	30 Sep 2025 PLN thou.	31 Dec 2024 PLN thou.
TOTAL EQUITY			
Subscribed capital		167,091	167,091
Premium		62,543	62,543
Own shares	5.9	(25,106)	(36,149)
Retained earnings and other equity		166,814	191,642
		371,342	385,127
Non-controlling interests		1,312	-
Total equity		372,654	385,127
Long-term liabilities			
Lease liabilities	5.11	35,992	40,902
Other liabilities	5.12	96	219
Provisions	5.13	2,979	2,979
		39,067	44,100
Short-term liabilities			
Lease liabilities	5.11	9,341	8,627
Trade liabilities	5.12	6,934	5,058
Liabilities from contracts with customers	5.12	18,787	20,313

Budgetary commitments and other liabilities	5.12	26,060	22,100
Provisions	5.13	130	130
Accruals and deferred income	5.14	16,830	17,318
		78,082	73,546
TOTAL LIABILITIES		117,149	117,646
TOTAL EQUITY AND LIABILITIES		489,803	502,773

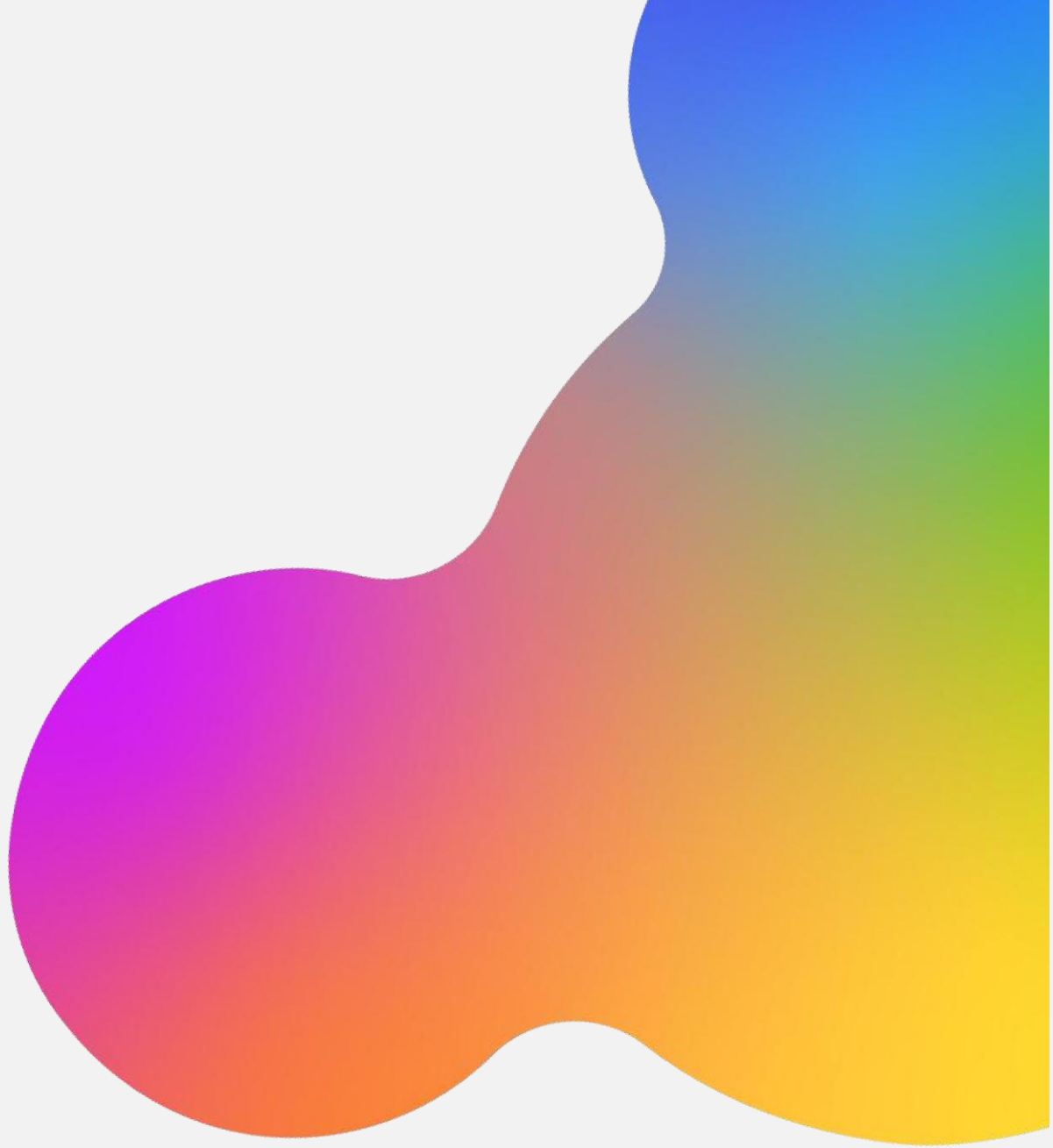
Interim consolidated statement of changes in equity of the Asseco Business Solutions Group

	Notes	Subscribed capital	Premium	Own shares	Retained earnings and other capital	Equity of the parent	Non-controlling interests	Total equity
		PLN thou.	PLN thou.	PLN thou.	PLN thou.	PLN thou.	PLN thou.	PLN thou.
As at 1 January 2025		167,091	62,543	(36,149)	191,642	385,127	-	385,127
Net profit for reporting period		-	-	-	83,887	83,887	(56)	83,831
Dividend for 2024	7.4	-	-	-	(108,905)	(108,905)	-	(108,905)
Acquisition of a subsidiary	5.2	-	-	-	-	-	1,368	1,368
Transactions with employees settled through equity instruments	4.2	-	-	11,043	190	11,233	-	11,233
As at 30 September 2025		167,091	62,543	(25,106)	166,814	371,342	1,312	372,654
As at 1 January 2024		167,091	62,543	-	149,626	379,260	-	379,260
Net profit for reporting period		-	-	-	74,796	74,796	-	74,796
Dividend for 2023	7.4	-	-	-	(86,887)	(86,887)	-	(86,887)
Acquisition of own shares		-	-	(36,311)	-	(36,311)	-	(36,311)
Transactions with employees settled through equity instruments	4.2	-	-	-	6,133	6,133	-	6,133
Other adjustments		-	-	-	(8)	(8)	-	(8)
As at 30 September 2024		167,091	62,543	(36,311)	143,660	336,983	-	336,983

Interim consolidated statement of cash flows of the Asseco Business Solutions Group

	Notes	9 months to 30 Sep 2025 PLN thou.	9 months to 30 Sep 2024 PLN thou.
Cash flow from operating activities			
Gross profit		90,234	84,110
Adjustments:		27,542	22,985
Amortisation/depreciation		30,120	29,964
Changes in working capital	6.1	(14,815)	(13,929)
Interest revenues/expenses		1,353	1,314
FX gains/(losses)		81	(222)
Cost of share-based transactions with employees	4.2	11,233	6,133
Other financial revenues/expenses		(118)	(132)
Investment gain/(loss)		(312)	(143)
Cash from operating activities		117,776	107,095
(Paid tax on profit or loss)		(5,748)	(11,536)
Net cash from operating activities		112,028	95,559
Cash flow from investing activities			
Receipts:			
Receipts from the sale of PPE and intangible property	6.1	712	366
Bank deposits		1,038	-
Outflows:			
Acquisition of PPE and intangible property	6.1	(4,053)	(9,491)
Expenses related to running development projects	6.1	(20,398)	(21,247)
Expenditure on acquisition of subsidiaries adjusted by cash and cash equivalents in acquired parties	6.1	(1,563)	-
Net cash used in investing activities		(24,264)	(30,372)
Cash flow from financing activities			
Receipts:			
Receipts from obtained credits and loans		24,171	20,431
Outflows:			
Acquisition of own shares		-	(36,311)

Dividend paid		(108,905)	(86,887)
Repayment of credits and loans		(24,171)	-
Repayment of lease liabilities		(7,332)	(6,853)
Interest paid		(1,381)	(1,314)
Net cash used in financing activities		(117,618)	(110,934)
Change in net cash and cash equivalents		(29,854)	(45,747)
Cash and cash equivalents as at 1 January		40,923	52,999
Cash and cash equivalents as at 30 September	5.8	11,069	7,252



Additional notes

to the interim condensed consolidated financial statements of
the Asseco Business Solutions Group

Basic information

Grupa Kapitałowa Asseco Business Solutions – The Asseco Business Solutions Group (“ABS Group”) is a capital group having Asseco Business Solutions S.A. as the parent (“Parent,” “Issuer,” “Company”). On 15 January 2025, Asseco Business Solutions S.A. joined and acquired 60% of shares in Tax Order Sp. z o.o., seated in Białystok. The purchase price was PLN 2,700 thousand paid in cash. Under the provisional accounting for the acquisition, the ABS Group recognised PLN 648 thousand as goodwill, representing the excess of the consideration transferred over the fair value of the net assets acquired. Tax Order Sp. z o.o. has been consolidated as from 27 March 2025, following the registration of the share acquisition in the National Court Register.

Basic information about the Company

Name	Asseco Business Solutions S.A.
Registered office	ul. Konrada Wallenroda 4c, 20-607 Lublin
KRS	0000028257
Business ID REGON:	017293003
TIN/NIP	522-26-12-717
Core economic activity	Information technology

Asseco Business Solutions S.A. (“Company,” “Issuer,” “Asseco BS”) was established under a Notarial Deed dated 18 May 2001. The Company was established for an indefinite period of time.

The Asseco Business Solutions Group is part of the international Asseco Poland Group, a Europe-leading vendor of proprietary software. Operating across more than 65 countries, the Group brings together a network of companies focused on driving progress in information technology – with a strong presence throughout Europe, North America, Israel, and Japan.

The comprehensive offering of the ABS Group includes ERP systems that support business processes in SMEs, a suite of applications for small-company management, programs optimizing the HR area, mobile SFA applications for the mobile workforce marketed Europe-wide, data exchange platforms, and programs handling factoring transactions.

The Asseco Business Solutions Group operates two own Data Centres whose capacity parameters meet the highest standards of security, reliability and effectiveness of systems operation. All products designed by the Asseco Business Solutions Group are based on the knowledge and expertise of experienced professionals, a proven project methodology and the use of tomorrow’s information technology tools. Owing to high quality products and related services, the software from the ABS Group has been successful in supporting the operations of tens of thousands of companies for many years. The Company’s track record covers dozens of completed software deployments in Poland and in most European countries.

The direct parent of Asseco Business Solutions S.A. is Asseco Enterprise Solutions a.s., headquartered in Bratislava, Slovakia, which holds 46.47% of the Company's shares. The parent of the ABS Group is Asseco Poland S.A. which holds 95.12% of shares in Asseco Enterprise Solutions a.s. through subsidiaries.

As regards Asseco Business Solutions S.A., the decision of maintaining control over the nine months ended 30 September 2025 in accordance with IFRS 10 was based on the following factors:

- decisions at the General Meeting are primarily taken by a simple majority of votes present at the meeting;
- the Company's shareholding is dispersed and, apart from Asseco Enterprise Solutions a.s. (a subsidiary of Asseco Poland S.A.), there are only two shareholders holding more than 5% of votes at the General Meeting. The largest shareholder holds 11.94% while the third largest shareholder holds 10.06% of votes;
- there is no evidence that there is or was any agreement by or among any of the shareholders as to the joint voting at the General Meeting;
- within the last five years, i.e. from 2021 to 2025, the percentage of shareholders present at the General Meetings ranged from 69.36% to 76.36%. This means that shareholders' activity is relatively low or moderate. Considering that Asseco Enterprise Solutions a.s. currently holds 47.05% of the total number of votes at the General Meeting (excluding own shares), the attendance would have to exceed 94.11% (excluding own shares) for Asseco Enterprise Solutions a.s. not to have the absolute majority of vote at the General Meeting. In the opinion of the Management Board, such a level of attendance is highly unlikely.

Given the above, in the opinion of Asseco Business Solutions S.A., despite the lack of an absolute majority in the share capital of the Company, Asseco Enterprise Solutions a.s. controls the Company within the meaning of IFRS 10.

1.1. Organisation of and changes to the composition of the ABS Group

The Asseco Business Solutions capital group was established on 27 March 2025, the date on which the acquisition of shares in the newly acquired company was registered in the National Court Register. The ABS Group consists of Asseco Business Solutions S.A. and Tax Order Sp. z o.o. The latter was acquired in March 2025 and is a subsidiary of the former. As of 30 September 2025, the Company's percentage share in the equity of and total number of votes in Tax Order Sp. z o.o. is 60%. Tax Order specializes in developing software for accounting firms and in providing comprehensive training services in accounting.

1.2. Composition of the Issuer's governing bodies

On the date of publication of these financial statements, i.e. on 29 October 2025, the Management Board of Asseco Business Solution S.A. was made up of:

- Wojciech Barcentewicz President of the Management Board

- Piotr Masłowski Vice-president of the Management Board
- Mariusz Lizon Member of the Management Board
- Renata Łukasik Member of the Management Board
- Jacek Lisowski Member of the Management Board
- Rafał Mróz Member of the Management Board

The persons listed above were appointed by the Supervisory Board of Asseco Business Solutions S.A. to serve on the Management Board of the Company for a four-year term of office covering the financial years 2024-2027 and effective from 1 January 2024.

On the date of publication of these financial statements, i.e. 29 October 2025, the Supervisory Board of the Company was made up of:

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

The Supervisory Board has a three-person Audit Committee composed of Marcin Murawski (chairman), Rafał Kozłowski, and Romuald Rutkowski (members).

1.3. Stocks and shares held by the persons in the executive and supervisory capacity in Asseco Business Solutions S.A.

Overview of the shares of Asseco Business Solutions S.A. held by the persons in the executive and supervisory capacity:

	Number of shares held – as at 29 October 2025	Change from the previous report	Percentage of shares held – as at 29 Oct 2025	Change from previous report
Executive persons				
Wojciech Barczentewicz*	349,568	-0.60%	1.05%	-0.60%
Piotr Masłowski*	794,631	-%	2.37%	-%
Mariusz Lizon*	182,792	-%	0.55%	-%
Jacek Lisowski	49,879	-%	0.15%	-%
Renata Łukasik	6,482	-%	0.02%	-%
Rafał Mróz	8,602	-%	0.03%	-%
Supervising persons				
Romuald Rutkowski	430,828	-%	1.29%	-%
Rafał Kozłowski	15,822	-%	0.05%	-%
TOTAL	1,838,604	-0.60%	5.51%	-0.60%

* directly or through a family foundation

1.4. The shareholding structure of Asseco Business Solutions S.A.

To the best knowledge of the Management Board of the Issuer, that is, on 29 October 2025, and based on the notification of changes in the shareholding received later, the shareholders of Asseco Business Solutions S.A. holding, directly or indirectly through subsidiaries, at least 5% of the total number of votes at the General Meeting are as follows:

Shareholder	Number of shares held	Shareholding	Number of votes	% in the total number of votes
Asseco Enterprise Solutions	15,528,570	46.47%	15,528,570	46.47%
Allianz Polska Otwarty Fundusz Emerytalny managed by Powszechnie Towarzystwo Emerytalne Allianz Polska S.A. *	3,988,862	11.94%	3,988,862	11.94%
Generali Polska Otwarty Fundusz Emerytalny managed by Generali Powszechnie Towarzystwo Emerytalne S.A.*	3,360,531	10.06%	3,360,531	10.06%
Other shareholders	10,123,527	30.29%	10,123,527	30.29%
Asseco Business Solutions S.A. – own shares **	416,703	1.24%	416,703	1.24%
	33,418,193	100.00%	33,418,193	100.00%

* In accordance with Current Report 8/2025 of 29 April 2025

** Own shares acquired under the share buy-back programme announced on 3 September 2024 for the purpose of the Executive Incentive Scheme intended for the Members of the Management Board and key executives and left in the Company as at 29 October 2025, following the attribution of shares to participants in the Executive Incentive Scheme for financial year 2024 covered by the scheme. In accordance with Article 364(2) of the Code of Commercial Companies and Partnerships, Asseco Business Solutions S.A. does not exercise the rights attached to its own shares.

As at 30 September 2025, the share capital of Asseco Business Solutions S.A. totalled PLN 167,091 thousand and was divided into 33,418,193 ordinary shares with a nominal value of PLN 5 each, giving a total of 33,418,193 votes at the General Meeting of Asseco Business Solutions S.A., yet own shares do not carry voting rights at the GM.

During the nine months ended 30 September 2025 and in the period between the balance sheet date to the date of publication hereof, i.e. 29 October 2025, the Company received the following information from the shareholders concerning changes to the shareholding.

On 27 January 2025, Lizon Fundacja Rodzinna (an entity closely related to an executive person) notified the Company of transactions carried out on the Company's shares, i.e. on the disposal of 9,000 shares. After the transactions, Lizon Fundacja Rodzinna holds 171,290 shares.

On 27 March 2025, President of the Management Board Wojciech Barcentewicz, a person discharging managerial duties, notified the Company of transactions carried out on the Company's shares, i.e. of the acquisition of 61,347 shares under the Company's incentive scheme. On 21 May 2025, the Company

received a notification of the transfer of the above shares from President of the Management Board Wojciech Barczentewicz, a person discharging managerial duties, to Wojciech Barczentewicz Fundacja Rodzinna.

On 27 March 2025, Vice-president of the Management Board Piotr Masłowski, a person discharging managerial duties, notified the Company of transactions carried out on the Company's shares, i.e. of the acquisition of 61,347 shares under the Company's incentive scheme. On 12 May 2025, the Company received a notification of the transfer of the above shares from Vice-president of the Management Board Piotr Masłowski, a person discharging managerial duties, to Fundacja Rodzinna Rodziny Masłowskich.

On 27 March 2025, Member of the Management Board Mariusz Lizon, a person discharging managerial duties, notified the Company of transactions carried out on the Company's shares, i.e. of the acquisition of 11,502 shares under the Company's incentive scheme. On 15 May 2025, the Company received a notification of the transfer of the above shares from Member of the Management Board Mariusz Lizon, a person discharging managerial duties, to Lizon Fundacja Rodzinna.

On 27 March 2025, Member of the Management Board Renata Łukasik, a person discharging managerial duties, notified the Company of transactions carried out on the Company's shares, i.e. of the acquisition of 6,482 shares under the Company's incentive scheme.

On 27 March 2025, Member of the Management Board Rafał Mróz, a person discharging managerial duties, notified the Company of transactions carried out on the Company's shares, i.e. of the acquisition of 8,602 shares under the Company's incentive scheme.

On 27 March 2025, Member of the Management Board Jacek Lisowski, a person discharging managerial duties, notified the Company of transactions carried out on the Company's shares, i.e. of the acquisition of 8,832 shares under the Company's incentive scheme.

On 29 August 2025, the Company received a notification of a transaction involving the Company's shares from Renovare Fundacja Rodzinna, an entity associated with a person discharging managerial duties, Wojciech Barczentewicz, concerning the sale of 200,000 shares. After the transactions, Renovare Fundacja Rodzinna holds 349,568 shares.

2. Basis for the preparation of these interim condensed consolidated financial statements and the accounting rules (policies)

2.1. Basis for the preparation

These condensed consolidated interim financial statements have been prepared in accordance with the historical cost accounting model, except for financial assets measured at fair value through profit or loss or through other comprehensive income, financial liabilities measured at fair value through profit or loss.

These interim condensed consolidated financial statements have been prepared on the understanding that Asseco Business Solutions S.A. intended to continue its business activity for the period of no less than 12 months as of 30 September 2025. On the date of approval of these interim consolidated financial statements for publication, the Management Board considered the impact of the war in Ukraine on the Company as a going concern and found no circumstances implying any threats thereto.

These interim condensed consolidated financial statements do not include all information and disclosures required in annual financial statements and should be read in conjunction with the financial statements of Asseco Business Solutions S.A. for the year ended 31 December 2024 published on 3 March 2025.

2.2. Impact of the war in Ukraine on ABS Group's operations

Upon publication of these financial statements, the ABS Group did not report any significant impact of the war in Ukraine and sanctions imposed against Russia on the ABS Group's operations. Neither Asseco Business Solutions S.A. nor its subsidiary conduct significant business activities in Russia, Belarus, or Ukraine. They do not employ personnel in Ukraine; that is why, the warfare in the territory of Ukraine does not impact the ABS Group directly. The situation does not affect these interim condensed consolidated financial statements directly, either.

However, the ABS Group cannot rule out a scenario that in the event of this prolonged political and economic situation and its negative impact on the domestic and global economy, this may have an adverse effect on the ABS Group's operations or financial results, yet, at this point, it is not possible to determine to what extent or on what scale. Given the circumstances, the ABS Group attempts to lessen the possible negative impact of the situation on future financial results.

If the Management Board find that the ABS Group's operations need to be adapted to new market conditions, it will take appropriate action.

2.3. Statement of compliance

The scope of these interim condensed consolidated financial statements, as part of the quarterly financial statements, is in accordance with the requirements of the International Accounting Standard 34 Interim Financial Reporting approved by the EU ("IAS 34").

The scope of these interim condensed consolidated financial statements as part of the quarterly report is in line with the Regulation of the Minister of Finance of 10 June 2025 on current and periodic information provided by issuers of securities and on the conditions for recognition as equivalent of the information required by the laws of a non-member state (Journal of Laws of 2025, item 755) ("Regulation") and covers a reporting period from 1 January to 30 September 2025 and the comparable period from 1 January to 30 September 2024 for the profit and loss account, cash flow statement, and statement of changes in equity, respectively, as well as the balance sheet as at 30 September 2024 and the comparable data as at 31 December 2024.

2.4. Functional currency and presentation currency

These condensed consolidated interim financial statements are presented in the Polish złoty ("PLN") and all values, unless specified otherwise, are expressed in thousands of PLN. The functional currency of the ABS Group is also the Polish złoty. Possible differences in the total amount of up to PLN 1 thousand result from adopted roundings.

Transactions denominated in currencies other than the Polish złoty are translated upon initial recognition into Polish złotys at the rate applicable on the date of transaction.

As at the balance sheet date:

- monetary items are translated using the closing rate, i.e. the average exchange rate for the currency announced by the National Bank of Poland on this day,
- non-cash items measured at historical cost in a foreign currency are translated using the exchange rate on the date of the original transaction,
- non-cash items measured at fair value in a foreign currency are translated using the exchange rate on the date of determining the fair value.

For the purpose of the balance sheet valuation, the following EUR and USD rates were adopted (and parallel rates for other currencies quoted by the National Bank of Poland):

- the exchange rate effective on 30 September 2025: 1 EUR = PLN 4.2692,
- the exchange rate effective on 30 September 2024: 1 EUR = PLN 4.2791,
- the exchange rate effective on 30 September 2025: 1 USD = PLN 3.6315,
- the exchange rate effective on 30 September 2024: 1 USD = PLN 3.8193.

2.5. Estimates and professional judgement

The preparation of consolidated financial statements in concert with the International Financial Reporting Standards ("IFRS") requires estimates and assumptions that affect the amounts indicated in the financial statements. Although the estimates and assumptions are based on the Group's management's best knowledge of the current activities and events, the actual results may differ materially from those projected.

In the nine months ended 30 September 2025, there were no major changes to the method of making estimates compared with the standards described in the Company's financial statements for the year ended 31 December 2024.

2.6. Accounting rules applied

A description of significant accounting rules applied by the Issuer is included in the financial statements for the year ended 31 December 2024 – published on 3 March 2025.

The accounting rules (policies) applied in the preparation of these interim condensed consolidated financial statements are consistent with those used in the preparation of the Issuer's financial statements for the year ended 31 December 2024, except for the new or amended standards and interpretations applicable to annual periods beginning on or after 1 January 2025.

New standards or changes effective from 1 January 2025:

Amendments to IAS 21: The Effects of Changes in Foreign Exchange Rates: Lack of Exchangeability (published on 15 October 2023) – applicable to annual periods beginning on or after 1 January 2025.

The amended standards and interpretations applicable for the first time in 2025 do not have a significant impact on the ABS Group's condensed consolidated interim financial statements.

2.7. New standards and interpretations that have been published and not yet in force

New standards and interpretations issued by the International Accounting Standards Board or the International Financial Reporting Interpretations Committee that have been published and not yet in force:

- IFRS 18: Presentation and Disclosure in Financial Statements (published on 9 May 2024) – not approved by the EU until the date of approval of these financial statements – applicable to annual periods beginning on or after 1 January 2027;
- IFRS 19: Subsidiaries without Public Accountability: Disclosures (published on 9 May 2024) – not approved by the EU until the date of approval of these financial statements – applicable to annual periods beginning on or after 1 January 2027;
- Amendments to IFRS 9 and IFRIS 7: Amendments to the Classification and Measurement of Financial Instruments (published on 30 May 2024) – applicable to annual periods beginning on or after 1 January 2026;
- Amendments to IFRS 9 and IFRIS 7: Contracts Referencing Nature-dependent Electricity (published on 18 December 2024) – applicable to annual periods beginning on or after 1 January 2026;
- Annual Improvements, Volume 11 (published on 18 October 2024) – applicable to annual periods beginning on or after 1 January 2026.

The effective dates are based on the standards published by the Financial Reporting Council. The dates of application in the European Union may differ from the dates of application resulting from the content of the standards and are announced at the time of EU's approval for application. The Group has not opted for early application of any other standard, interpretation or amendment that has been published but has not yet entered into force.

The ABS Group is currently analysing how the introduction of these standards and interpretations may influence the financial statements and on the ABS Group's accounting rules (policy).

3. Information on operating segments

In accordance with IFRS 8, an operating segment is a distinguishable component of the Group, for which separate financial information is available that is reviewed regularly by the operations management responsible for the resource allocation and assessment of performance.

For the management optimization purposes, the ABS Group was divided into segments reflecting its manufactured products and rendered services. Based on that, the Management Board have identified the ERP systems segment which accounts for more than 96% of total ABS Group's revenues. Other activities do not meet the quantitative thresholds imposed by IFRS 8 and are not isolated as segments. Changes in the size and significance of developed products and provided services may result in a change of composition of operating segments.

The ERP Systems segment includes ERP solutions for enterprise management, in-house SFA and FFA mobile solutions intended for companies operating through mobile workforce, and sales support systems for the retail industry. The solutions are based on the Oracle and Microsoft technology, and in the case of Macrologic S.A., on the original MacroBASE database system. The IT applications support business processes and information flow and are able to handle most areas of the business, including: finance and accounting, personnel management, HR and payroll, logistics and WMS, mobile and retail sales in chains of stores, production, and web applications. The systems provide a number of management tools: advanced reporting instruments and Business Intelligence solutions. The technological capacity of the systems enable their deployment in various network architectures (including WAN) and combination with specialized software and hardware.

The Unallocated item shows sales that cannot be allocated to the ABS Group's main business segment, the cost of goods sold (COGS) related to unallocated sales and the operating costs of the organisational unit responsible for unallocated sales.

The Management Board monitors the operating results in separate segments in order to make decisions about allocating resources, assessing the impact of this allocation, and performance. The financing of the ABS Group (including financial revenues and expenses) and income tax are monitored at the ABS Group's level, hence these items are not allocated to the segments.

Transaction prices used in transactions between operating segments are determined on the arm's length basis as in transactions with unrelated parties.

3 months to 30 September 2025	ERP segment PLN thou.	Unallocated PLN thou.	Total PLN thou.
Sales to external customers	110,679	5,084	115,763
Settlements between segments	-	-	-
Gains on reported segment sales	34,821	747	35,568
Amortisation/depreciation	(10,299)	(47)	(10,346)

Intangible assets recognised during the settlement of combination allocated to segment	264	264
Goodwill allocated to segment	253,527	253,527

9 months to 30 September 2025	ERP segment PLN thou.	Unallocated PLN thou.	Total PLN thou.
Sales to external customers	314,956	14,480	329,436
Settlements between segments	-	-	-
Gains on reported segment sales	87,943	1,674	89,617
Amortisation/depreciation	(29,879)	(149)	(30,028)
Intangible assets recognised during the settlement of combination allocated to segment	264	-	264
Goodwill allocated to segment	253,527	-	253,527

3 months to 30 September 2024	ERP segment PLN thou.	Unallocated PLN thou.	Total PLN thou.
Sales to external customers	98,217	3,361	101,578
Settlements between segments	-	-	-
Gains on reported segment sales	30,169	467	30,636
Amortisation/depreciation	(10,178)	(52)	(10,230)
Intangible assets recognised during the settlement of combination allocated to segment	497	-	497
Goodwill allocated to segment	252,879	-	252,879

3 months to 30 September 2024	ERP segment PLN thou.	Unallocated PLN thou.	Total PLN thou.
Sales to external customers	286,916	15,982	302,898
Settlements between segments	-	-	-
Gains on reported segment sales	81,205	1,768	82,973
Amortisation/depreciation	(29,684)	(162)	(29,846)
Intangible assets recognised during the settlement of combination allocated to segment	497	-	497
Goodwill allocated to segment	252,879	-	252,879

Explanatory notes to the interim condensed consolidated financial statements

4. Explanatory notes to the consolidated profit and loss account and statement of other comprehensive income

4.1. Structure of operating revenues

Operating revenues over the three and nine months ended 30 September 2025 and in the comparable periods were as follows:

	3 months to 30 Sep 2025	9 months to 30 Sep 2025	3 months to 30 Sep 2024	9 months to 30 Sep 2024
	PLN thou.	PLN thou.	PLN thou.	PLN thou.
Operating revenues by type				
Licences and own services	110,586	314,790	98,248	286,877
Licences and external services	3,536	10,040	1,790	11,226
Equipment and infrastructure	1,641	4,606	1,540	4,795
Operating revenues total	115,763	329,436	101,578	302,898

Revenues from contracts with customers in total operating revenues according to the method of recognition in profit and loss

	3 months to 30 Sep 2025	9 months to 30 Sep 2025	3 months to 30 Sep 2024	9 months to 30 Sep 2024
	PLN thou.	PLN thou.	PLN thou.	PLN thou.
Operating revenues recognised				
in accordance with IFRS 15				
From goods or services provided at a specified time:	23,696	50,358	17,540	46,049
<i>ERP segment</i>	<i>18,908</i>	<i>36,813</i>	<i>14,505</i>	<i>30,981</i>
<i>Unallocated</i>	<i>4,788</i>	<i>13,545</i>	<i>3,035</i>	<i>15,068</i>
From goods or services provided over time:	92,067	279,078	84,038	256,849
<i>ERP segment</i>	<i>91,771</i>	<i>278,143</i>	<i>83,712</i>	<i>255,935</i>
<i>Unallocated</i>	<i>296</i>	<i>935</i>	<i>326</i>	<i>914</i>
Operating revenues total	115,763	329,436	101,578	302,898

Structure of operating revenues by country of generation

	3 months to 30 Sep 2025	9 months to 30 Sep 2025	3 months to 30 Sep 2024	9 months to 30 Sep 2024
	PLN thou.	PLN thou.	PLN thou.	PLN thou.

Polska	100,358	285,769	90,493	268,095
ROW, including:	15,405	43,667	11,085	34,803
- Austria	5,647	13,801	1,954	6,106
- Switzerland	2,084	6,951	1,987	6,051
- France	1,802	5,986	1,944	5,552
- Germany	1,771	5,126	1,688	5,562
- The Netherlands	818	2,656	831	3,028
- Romania	634	1,803	741	1,863
- Sweden	464	1,276	17	34
- United Kingdom	368	1,064	332	1,752
- Bulgaria	277	801	224	758
- Italy	245	741	291	796
- Czechia	202	620	190	622
- Slovakia	178	549	170	471
- Spain	108	324	104	392
- other	807	1,969	612	1,816
	115,763	329,436	101,578	302,898

This information on revenue is based on data on customers' headquarters.

4.2. Structure of operating expenses

	3 months to 30 Sep 2025	9 months to 30 Sep 2025	3 months to 30 Sep 2024	9 months to 30 Sep 2024
	PLN thou.	PLN thou.	PLN thou.	PLN thou.
Operating expenses				
Value of goods and external services sold	(4,063)	(12,522)	(3,023)	(13,739)
Employee benefits, including:	(53,675)	(160,551)	(46,196)	(142,435)
<i>Cost of share-based transactions with employees</i>	(3,778)	(11,233)	(6,133)	(6,133)
Amortisation/depreciation	(10,346)	(30,028)	(10,230)	(29,846)
External services	(9,114)	(27,821)	(8,222)	(24,478)

Other	(2,997)	(8,897)	(3,271)	(9,427)
Total	(80,195)	(239,819)	(70,942)	(219,925)
Own cost of sales	(64,250)	(191,957)	(57,580)	(179,882)
<i>including: Impairment/Reversal of impairment for credit losses in relation to trade receivables</i>	<i>(50)</i>	<i>12</i>	<i>(1)</i>	<i>(242)</i>
Cost of sales	(5,371)	(16,880)	(4,268)	(15,628)
General and administrative expenses	(10,574)	(30,982)	(9,094)	(24,415)
Total	(80,195)	(239,819)	(70,942)	(219,925)

The table below presents employee benefit expenses for the three- and six-month periods ended 30 September 2025 and for the respective comparative periods:

	3 months to 30 Sep 2025	9 months to 30 Sep 2025	3 months to 30 Sep 2024	9 months to 30 Sep 2024
	PLN thou.	PLN thou.	PLN thou.	PLN thou.
Remuneration	(39,736)	(119,462)	(30,515)	(109,077)
Employee benefits, including:	(9,496)	(27,861)	(8,895)	(25,264)
<i>Social security expenses</i>	<i>(7,042)</i>	<i>(22,332)</i>	<i>(6,585)</i>	<i>(20,319)</i>
Cost of share-based transactions with employees	(3,778)	(11,233)	(6,133)	(6,133)
Other	(665)	(1,995)	(653)	(1,961)
Total cost of employee benefits	(53,675)	(160,551)	(46,196)	(142,435)

On 23 September 2024, the Supervisory Board of Asseco Business Solutions S.A. adopted the regulations of the Executive Incentive Scheme for the Members of the Management Board and key Company executives. Next, scheme entry agreements were concluded between the parties. The scheme covers three financial years of the Company, i.e. 2024-2026, subject to the condition that it will be put in place no later than 31 December 2027. 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 is carried out using the pool of own shares repurchased by Asseco Business Solutions S.A. in a buy-back procedure conducted by the Management Board in September 2024, as authorized by the General Meeting of Shareholders. The authorisation was provided on 27 June 2024 in a resolution concerning the acquisition of own shares. The Company acquired 600,000 shares, representing 1.7954% of its share capital.

The Company has two share-based payment schemes under IFRS 2. The schemes are settled through equity instruments. The scheme for the Management Board Members was awarded on 23 September 2024, and the scheme for the key executives was awarded on 17 December 2024.

The award of shares to scheme participants for the 12-month period ended 31 December 2024 was carried out in the reporting period based on the financial data used to prepare the financial statements for 2024, as audited by a statutory auditor. The number of shares awarded to the Members of the Management Board amounted to 158,112 and was described in detail in Item 1.4 The shareholding structure of Asseco Business Solutions S.A of these interim condensed consolidated financial statements. The number of shares awarded to the key executives was 25,185.

The interim condensed consolidated financial statements of the ABS Group for the 9-month period ended 30 September 2025 included the cost of two schemes totalling PLN 11,233 thousand. The counter-entry for the transaction was recognised under a separate equity item.

4.3. Financial revenues and expenses

The structure of financial revenues in the period of three and six months ended 30 September 2025 and in the comparable period was as follows:

	3 months to 30 Sep 2025	9 months to 30 Sep 2025	3 months to 30 Sep 2024	9 months to 30 Sep 2024
	PLN thou.	PLN thou.	PLN thou.	PLN thou.
Interest income from bank deposits and term placements measured at effective interest rate	17	1,030	234	1,658
Positive exchange differences	-	-	61	123
Gains from realisation and/or valuation of derivative instruments	11	118	87	184
Other financial revenues	-	-	1	1
Total	28	1,148	383	1,966

Financial expenses over the three and nine months ended 30 September 2025 and in the comparable periods were as follows:

	3 months to 30 Sep 2025	9 months to 30 Sep 2025	3 months to 30 Sep 2024	9 months to 30 Sep 2024
	PLN thou.	PLN thou.	PLN thou.	PLN thou.
Interest expense on bank loans	(256)	(256)	(12)	(12)
Interest expense on lease	(381)	(1,125)	(447)	(1,302)
Other interest expense	-	-	(3)	(13)
Negative exchange rates	(92)	(141)	-	-
Total	(729)	(1,522)	(462)	(1,327)

Exchange gains and losses are presented net (as a surplus of positive over negative or vice versa).

4.4. Tax on profit or loss

The main items of corporate income tax burden (current and deferred):

	3 months to 30 Sep 2025	9 months to 30 Sep 2025	3 months to 30 Sep 2024	9 months to 30 Sep 2024
	PLN thou.	PLN thou.	PLN thou.	PLN thou.
Current income tax	(2,555)	(7,201)	(2,482)	(9,444)
Deferred tax	434	798	(551)	130

Tax expense reported in profit and loss	(2,121)	(6,403)	(3,033)	(9,314)
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The effective tax rate in the nine months ended 30 September 2025 was 7.1 % compared to 11.1 % in the comparable period.

4.5. Earnings per share

Following the purchase of 600,000 own shares on 19 September 2024 and the subsequent award of 183,297 Company shares to participants of the incentive scheme on 27 March 2025, the weighted average number of ordinary shares was determined as follows:

- in the period from 1 January to 26 March 2025, 32,818,193 shares were included in the calculations (less own shares),
- in the period from 27 March to 30 September 2025, 33,001,490 shares were included in the calculations (plus shares awarded under the incentive scheme that were no longer own shares).

Based on the above, the weighted average number of shares in the nine-month period ended 30 September 2025 was calculated at 32,944,420 own shares.

The data below covers earnings and the number of shares that were used in calculating earnings per share:

	3 months to 30 Sep 2025	9 months to 30 Sep 2025	3 months to 30 Sep 2024	9 months to 30 Sep 2024
Weighted average number of issued ordinary shares used to calculate basic earnings per share (per piece)	33,001,490	32,944,420	33,339,932	33,391,819
Net profit attributable to the shareholders of the Parent for reporting period (in PLN thou.)	33,137	83,887	27,670	74,796
Net profit per share (in PLN)	1.00	2.55	0.83	2.24

In the reporting period and in the comparable period, there were no elements diluting basic earnings per share, as a result of which earnings per share and diluted earnings per share were equal.

5. Notes to the balance sheet

5.1. Property, plant and equipment

Changes in net worth of property, plant and equipment in the period of nine months ended 30 September 2025 and in the comparable period were attributed to the following:

	9 months to 30 Sep 2025	9 months to 30 Sep 2024
	PLN thou.	PLN thou.
Net value of PPE as at 1 January	48,089	45,033
Increase through:	3,852	9,262
Purchase and upgrade	3,852	9,262
Decrease through:	(7,617)	(7,200)
Depreciation allowance for reporting period	(7,217)	(6,951)
Sales and liquidation	(400)	(249)
Net value of PPE as at 30 September	44,324	47,095

5.2. Intangible property

Changes in net worth of intangible property (less goodwill) in the period of nine months ended 30 September 2025 and in the comparable period were attributed to the following:

	9 months to 30 Sep 2025	9 months to 30 Sep 2024
	PLN thou.	PLN thou.
Net value of intangible property as at 1 January	44,526	37,030
Increase through:	21,291	21,429
Purchase	118	182
Capitalized costs of ongoing development projects	20,427	21,247
Taking control of subsidiaries	746	-
Decrease through:	(15,608)	(16,060)
Depreciation allowance for reporting period	(15,608)	(16,060)
Net value of intangible assets as at 30 September	50,209	42,399

Goodwill

Goodwill shown in the condensed consolidated interim financial statements includes goodwill created from the merger of Asseco Business Solutions S.A., Safo Sp. z o.o., Softlab Sp. z o.o., Softlab Trade Sp. z o.o. and WA-PRO Sp. z o.o., goodwill on consolidation resulting from the merger of Asseco Business Solutions S.A. with Anica System S.A. and Macrologic S.A. and goodwill created upon the acquisition of Tax order Sp. z o.o.

	30 Sep 2025	31 Dec 2024
	PLN thou.	PLN thou.
Goodwill presented in intangible property	253,527	252,879

On 15 January 2025, Asseco Business Solutions S.A. joined and acquired 60% of shares in Tax Order Sp. z o.o., seated in Białystok. The purchase price was PLN 2,700 thousand paid in cash. Under the provisional accounting for the acquisition, the ABS Group recognised PLN 648 thousand as goodwill, representing the excess of the consideration transferred over the fair value of the net assets acquired.

Tax Order Sp. z o.o. has been consolidated as from 27 March 2025, following the registration of the share acquisition in the National Court Register. By 30 September 2025, the process of purchase price allocation had not yet been completed by the ABS Group. Thus, goodwill recognized upon the acquisition of Tax Order Sp. z o.o. may still be subject to change over the period of 12 months since the take-over.

The provisional value of identifiable assets and liabilities of Tax Order Sp. z o.o. as at the date of gaining control is as follows:

	30 September 2025 PLN thou.
Acquired assets	3,641
Intangible property	746
Deposits with maturity above 3 months	1,008
Cash and deposits	1,144
Other assets	743
Acquired liabilities	221
Net value of assets	3,420
Value of non-controlling interests	1,368
Acquired % of share capital	60%
Acquisition price	2,700
Goodwill on acquisition date	648

Goodwill is allocated to the cash-generating unit, which was also a separate operating segment – ERP Systems.

In line with the recommendations of the International Financial Reporting Standards, the Management Board of the Company analysed whether impairment tests need to be carried out, including, in particular, due to the military conflict in the territory of Ukraine and regarding the status of implementation of the budgets of operating segments existing in the Company. In the opinion of the Management Board, none of the above necessitates an interim test because, given the Company's industry and the fact that the Company's budget as at 30 September 2025 was fully balanced and under control, the Management Board has concluded that the assumptions made for the 31 December 2024 test remain realistic.

5.3. Right-of-use assets

During the nine months ended 30 September 2025 and in the comparable period, changes in the net worth of right-of-use assets resulted from the following events:

	9 months to 30 Sep 2025	9 months to 30 Sep 2024
	PLN thou.	PLN thou.
Net value of right-of-use assets as at 1 January	46,450	45,873
Increase through:	3,055	11,302
New lease agreement	243	7,021
Modifications of existing agreements	2,812	4,281
Decrease through:	(7,324)	(8,446)
Depreciation allowance for reporting period	(7,324)	(6,969)
Modifications of existing agreements	-	(1,414)
Early agreement termination	-	(63)
Net value of right-of-use assets as at 30 September	42,181	48,729

5.4. Inventories

Inventory write-down as at 30 September 2025 amounted to PLN 196 thousand and to PLN 207 thousand as at 31 December 2024.

5.5. Other assets

As at 30 September 2025 and as at 31 December 2024, the balance of financial assets comprised the following items:

	30 September 2025		31 December 2024	
	Non-current	Current	Non-current	Current
	PLN thou.	PLN thou.	PLN thou.	PLN thou.
Financial instruments measured at fair value through profit or loss, including	-	38	-	-
Forward contracts	-	38	-	-
Total	-	38	-	-

During the nine months ended 30 September 2025, the ABS Group did not change the method of determining the fair value of financial instruments measured at fair value, and there were no transfers of instruments between levels of the fair value hierarchy.

As at 30 June 2025 and as at 31 December 2024, the ABS Group held the following non-financial assets:

	30 Sep 2025	31 Dec 2024
	PLN thou.	PLN thou.
Prepayments for deliveries	191	60
Total	191	60

5.6. Prepayments

As at 30 September 2025 and as at 31 December 2024, the balance of active accruals comprised the following items:

	30 September 2025		31 December 2024	
	Non-current PLN thou.	Current PLN thou.	Non-current PLN thou.	Current PLN thou.
Prepaid services, including:				
maintenance services and licence fees	787	1,876	282	482
prepaid training	-	223	-	340
insurances	-	851	-	758
other services	5	732	7	600
Total	792	3,682	289	2,180

5.7. Receivables and assets from contracts with customers

The table below presents balances of receivables and balances of assets under contracts with customers as at 30 September 2025 and as at 31 December 2024.

	30 September 2025		31 December 2024	
	Non-current	Current	Non-current	Current
	PLN thou.	PLN thou.	PLN thou.	PLN thou.
Trade receivables	-	70,319	-	58,131
From related parties, including:	-	547	-	386

Invoiced receivables	-	547	-	386
From other parties,	-	69,772	-	57,745
including:				
Invoiced receivables	-	69,595	-	57,707
Not invoiced receivables	-	177	-	38
Allowance for expected credit losses (-)	-	(1,539)	-	(1,670)
Total trade receivables	-	68,780	-	56,461

Related party transactions are shown in Item 5.15 hereof.

The following table presents the balances of contract assets as at 30 September 2025 and 31 December 2024.

	30 September 2025		31 December 2024	
	Non-current	Current	Non-current	Current
	PLN thou.	PLN thou.	PLN thou.	PLN thou.
Assets under contracts with customers, incl.:				
From other parties	-	6,767	-	3,671
Total assets under contracts with customers	-	6,767	-	3,671

The fair value of assets from contracts with customers does not differ from the value in which they are shown herein.

	30 September 2025		31 December 2024	
	Non-current PLN thou.	Current PLN thou.	Non-current PLN thou.	Current PLN thou.
Other receivables, including:				
Budget receivables	-	93	-	-
Receivables from paid deposits and security deposits	279	258	415	116
Other receivables	-	1,608	-	43
Other receivables total	279	1,959	415	159

Deposit receivables consist of deposits securing the payment of rent, tendering securities and securities of contracts as well as deposits for office rental.

5.8. Cash and deposits

Cash at bank bears interest at variable interest rates, the amount of which depends on the interest rate of overnight bank deposits.

The fair value of cash and short-term deposits at 30 September 2025 amounts to PLN 11,074 thousand (as at 31 December 2024: PLN 40,923 thousand).

The balance of cash and short-term deposits shown in the balance sheet and in the statement of cash flows consisted of the following items:

	30 Sep 2025 PLN thou.	31 Dec 2024 PLN thou.
Cash at bank in current accounts	2,363	20,730
Cash at bank in split payment accounts	1,042	1,038
Short-term deposits	7,205	19,076
Cash in hand	6	3
Cash in transit	458	76
Cash balance shown in balance sheet	11,074	40,923
Interest accrued on cash	5	-
Cash balance shown in cash flow statement	11,069	40,923

5.9. Own shares

As at 31 December 2024, the balance of own shares includes shares bought back by Asseco Business Solutions S.A. in September 2024 under a share buy-back transaction. The Company acquired a total of 600,000 of own shares, representing approximately 1.7954% of the share capital and 1.7954% of the total voting rights at the Company's General Meeting. The price per share amounted to PLN 60.00. During the reporting period, 183,297 shares were issued to Members of the Management Board and key Company executives under the incentive scheme. As a result of this transaction, the balance as at 30 September 2025 comprises 416,703 shares.

5.10. Bank loans

As at 30 September 2025 and 31 December 2024, the ABS Group had no debt in its current account, as well as having no bank loans/credits.

As at 30 September 2025 and 31 December 2024, the ABS Group kept open credit lines that (i) enable access to financing in the amount of up to PLN 70,000 thousand with the overdraft facility repayment date on 31 October 2026 and (ii) enable the award of bank guarantees up to the amount of PLN 2,000 thousand with the repayment date on 31 September 2026.

During the reporting period, the ABS Group did not grant any significant sureties for credits or loans or any guarantees to any entity or its subsidiary.

5.11. Lease liabilities

As at 30 September 2025 and as at 31 December 2024, the ABS Group was a party to property lease agreements.

The table below presents the balance of lease liabilities as at 30 September 2025 and as at 31 December 2024:

	30 September 2025		31 December 2024	
	Non-current PLN thou.	Current PLN thou.	Non-current PLN thou.	Current PLN thou.
Real property lease	35,992	9,341	40,902	8,627
Total	35,992	9,341	40,902	8,627

5.12. Liabilities from contracts with customers; current and non-current trade and other liabilities

As at 30 September 2025 and as at 31 December 2024, the ABS Group's trade liabilities were as follows:

	30 September 2025		31 December 2024	
	Non-current PLN thou.	Current PLN thou.	Non-current PLN thou.	Current PLN thou.
Trade liabilities				
To related parties, including:	-	14	-	95
Invoiced liabilities	-	14	-	91
Liabilities not invoiced	-	-	-	4
To other parties, including:		6,920	-	4,963
Invoiced liabilities	-	5,179	-	3,705
Liabilities not invoiced	-	1,548	-	1,065
Liabilities from contractual project penalties	-	193	-	193
Total trade liabilities		6,934	-	5,058

Trade liabilities are not interest-bearing. Related party transactions are shown in Item 5.15 of the explanatory notes to these financial statements.

As at 30 September 2025 and as at 31 December 2024, ABS Group's liabilities under contracts with customers were as follows:

	30 September 2025		31 December 2024	
	Non-current PLN thou.	Current PLN thou.	Non-current PLN thou.	Current PLN thou.

Liabilities from contracts with customers				
To related parties, including:	-	182	-	38
Deferred income from contracts with customers		182	-	38
To other parties, including:	-	18,605	-	20,275
Deferred income from contracts with customers, incl.:	-	18,240	-	19,089
- pre-paid maintenance services	-	5,538	-	5,164
- licence fees	-	12,682	-	13,925
- other pre-paid services	-	20	-	-
Liabilities arising from the valuation of IT contracts	-	365	-	1,186
Liabilities from contracts with customers total	-	18,787	-	20,313

As at 30 September 2025 and as at 31 December 2024, other ABS Group's other liabilities arise from the following:

	30 September 2025		31 December 2024	
	Non-current PLN thou.	Current PLN thou.	Non-current PLN thou.	Current PLN thou.
Budgetary commitments				
Tax on goods and services (VAT)	-	-	9,077	8,066
Personal income tax (PIT)	-	2,766	-	2,301
Liabilities to Social Security Institution	-	7,237	-	6,425
Other	-	150	-	207
Total budgetary commitments	-	19,230	-	16,999
Other liabilities				
Liabilities to employees	-	5,028	-	3,889
Liabilities from acquisition of tangible fixed assets	-	653	-	736
Other liabilities	96	1,149	219	476
Total other liabilities	96	6,830	219	5,101

Budgetary commitments and other liabilities total	96	26,060	219	22,100
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5.13. Provisions

Changes in the balance of provisions in the nine months ended 30 September 2025 and in the comparable period:

	Post-employment benefits PLN thou.	Other provisions PLN thou.	Total PLN thou.
As at 1 January 2025	3,109	-	3,109
As at 30 September 2025, including:	3,109	-	3,109
Current	130	-	130
Non-current	2 979	-	2 979

As at 1 January 2024	2,964	-	2,964
As at 30 September 2024, including:	2,964	-	2,964
Current	62	-	62
Non-current	2,902	-	2,902

Provisions for post-employment benefits are updated on a yearly basis.

5.14. Accrued expenses and deferred income

As at 30 September 2025 and as at 31 December 2024, the ABS Group's accrued expenses were as follows:

	30 September 2025		31 December 2024	
	Non-current PLN thou.	Current PLN thou.	Non-current PLN thou.	Current PLN thou.
Expenses due and unpaid, including:	-	16,812	-	17,296
Provision for unused leaves	-	4,434	-	4,469
Provision for bonuses for employees and Management Board	-	12,378	-	12,827
Deferred income, including:	-	18	-	22

Grants to assets	-	18	-	22
Total accruals and deferrals	-	16,830	-	17,318

The balance of accrued expenses consists of: provisions for unused leaves, provisions for salaries in the period to be paid in future periods and resulting from the bonus scheme effective at Asseco Business Solutions S.A.

5.15. Related party transactions

	Revenues		Purchases	
	9 months to 30 Sep 2025 PLN thou.	9 months to 30 Sep 2024 PLN thou.	9 months to 30 Sep 2025 PLN thou.	9 months to 30 Sep 2024 PLN thou.
Transactions with Asseco Poland S.A.	2,342	2,384	4,469	4,580
Transactions with other related parties	679	727	216	474
Total transactions with related parties	3,021	3,111	4,685	5,054

	Trade and other receivables from related parties		Trade liabilities, liabilities from contracts with customers, lease liabilities and other liabilities to related parties	
	30 Sep 2025 PLN thou.	31 Dec 2024 PLN thou.	30 Sep 2025 PLN thou.	31 Dec 2024 PLN thou.
Transakcje z jednostkami powiązanymi				
Transactions with Asseco Poland S.A.	351	301	9,132	10,668
Transactions with other related parties	196	79	196	58
Total transactions with related parties	547	380	9,328	10,726

Transactions with related parties are held at arm's length.

As at 30 September 2025, the balance of lease liabilities with related parties committed by the Company Executives was PLN 9,365 thousand, and as at 31 December 2024 it amounted to PLN 10,419 thousand.

In the third quarter of 2025, the cost of interest arising from lease and exchange differences with related parties committed by the Company Executives was PLN 8 thousand while PLN 42 thousand in the comparable period.

As at 30 September 2025, there was no balance of outstanding receivables due under transactions with related parties committed by or with the Company Executives; as at 31 December 2024, the balance of outstanding receivables from transactions with related parties committed by or with the Company Executives amounted to PLN 6 thousand.

As at 30 September 2025 and 31 December 2024, there were no outstanding balances of liabilities arising from transactions with related parties concluded by or with the Company Executives.

Over the nine months ended 30 September 2025, the value (net) of purchase transactions of goods and services (including rental) with related parties conducted by the Company Executives and with the Company Executive amounted to PLN 2,125 thousand and PLN 2,462 in the comparable period. In the period of the first nine months of 2025, the value of sales transactions of goods and services to related parties conducted by or with the Company Executives was PLN 4 thousand, while in the comparable period PLN 8 thousand.

Other explanatory notes

6.1. Additional explanations to the consolidated cash flow statement

The table below shows items that were included in the row, "Changes in working capital," in operating activities:

	9 months to 30 Sep 2025 PLN thou.	9 months to 30 Sep 2024 PLN thou.
Change in inventories	93	31
Change in receivables and assets from contracts with customers	(17,116)	(10,733)
Change in other non-financial assets	401	(11)
Change in trade liabilities and liabilities under contracts with customers	4,300	(1,324)
Change in accruals and deferrals	(2,493)	(1,892)
Total	(14,815)	(13,929)

The following table lists items concerning investing activities:

	9 months to 30 Sep 2025 PLN thou.	9 months to 30 Sep 2024 PLN thou.
Sale of property, plant and equipment	712	366
Acquisition of property, plant and equipment	(3,935)	(9,309)
Acquisition of intangible assets	(118)	(182)
Development outlays	(20,398)	(21,247)

The expenditures for the acquisition of subsidiaries, adjusted by cash and cash equivalents in the acquired entities, pertain to the acquisition of Tax Order Sp. z o.o. in the first quarter of 2025.

6.2. Contingent liabilities

The table below presents contingent liabilities as at 30 September 2025 and as at 31 December 2024:

	30 September 2025 PLN thou.	31 December 2024 PLN thou.
Liabilities arising from performance guarantee		
Liabilities due up to 3 months	-	-
Liabilities due from 3 to 12 months	1,420	855
Liabilities due from 1 to 5 years	205	770
Liabilities due after 5 years	-	-
Total	1,625	1,625

As at 30 September 2025 and as at 31 December 2024, liabilities under lease guarantees granted to related parties through the Company Executives amounted to PLN 300 thousand.

6.3. Fair values of individual facility grades

Fair values of financial assets and financial liabilities are determined as follows:

- the fair value of financial assets and financial liabilities with standard conditions, which are traded on active, liquid markets, is determined by reference to stock prices;
- the fair value of other financial assets and financial liabilities (excluding derivatives) is determined in accordance with generally accepted valuation models based on discounted cash flow analysis, using the prices from observable current market transactions and dealer quotes for similar instruments;

According to the ABS Group's assessment, the fair value of cash, short-term deposits, trade receivables, trade liabilities and other current liabilities does not differ from the carrying amounts largely due to the short period of maturity. The fair value of financial assets and liabilities held by the ABS Group as at 30 September 2025 and as at 31 December 2024 does not differ significantly from their carrying value.

As at 30 September 2025 and 31 December 2024, the ABS Group held no financial instruments measured at fair value.

6.4. Objectives and principles of financial risk management

The objectives and rules of financial risk management applied by the ABS Group are consistent with the objectives and rules reported in financial statements of Asseco Business Solutions S.A. for the year ended 31 December 2024.

6.5. Headcount

Average employment during the reporting period	9 months to 30 Sep 2025	9 months to 30 Sep 2024
Management Board	7*	6
Production departments	927	914
Trade departments	90	94
Administrative departments	64	58
Total	1,088	1,072

Employment as at:	30 Sep 2025	31 Dec 2024
Management Board	7*	6
Production departments	937	945
Trade departments	90	94
Administrative departments	65	66
Total	1,099	1,111

* member of the Management Board of Tax Order Sp. z o.o.

6.6. Seasonality and cyclicity

The operations of the Asseco Business Solutions Group are subject to moderate seasonal fluctuations. As regards ERP systems, the highest sales figures are reported in Q4 of the year. This can be explained by the choice of the calendar year as fiscal year by most Company's customers, which translates into a tendency to launch information systems and modify the IT infrastructure of enterprises on the turn-of-the-year basis.

Comments and additional information to the quarterly financial statements of the Asseco Business Solutions Group

7.1. Financial data and analysis of results of the Asseco Business Solutions Group for the three quarters of 2025

The financial results of the Asseco Business Solutions Group for the first three months of 2025 and for the comparable period:

	3 months to 30 Sep 2025	3 months to 30 Sep 2024	Growth rate 3 mths 2025/ 3 mths 2024	9 months to 30 Sep 2025	9 months to 30 Sep 2024	Growth rate 9 mths 2025/ 9 mths 2024
Operating revenues	115,763	101,578	14.0%	329,436	302,898	8.8%
Gross profit on sales	51,513	43,998	17.1%	137,479	123,016	11.8%
EBIT	35,929	30,782	16.7%	90,608	83,471	8.6%
EBITDA	46,305	41,042	12.8%	120,728	113,435	6.4%
Net profit	33,107	27,670	19.6%	83,887	74,796	12.2%

EBITDA = EBIT + amortisation/depreciation

In the third quarter of 2025, the operating revenues amounted to PLN 329,436 thousand and were higher by 8.8% than in the same period of 2024. The increase in revenues is attributable to the higher sales volume of the Group's own products both on foreign markets and at home.

At the same time, the operating expenses (excluding COGS) increased by 10.2%, while the value of goods and external services sold (COGS) fell by 8.9%, which had an impact on better EBIT figures. The largest share in operating expenses (70.6%) was allocated to employee benefits (primarily salaries).

The net profit attributable to the shareholders of the Parent generated in the third quarter of 2025 amounts to PLN 83,887 thousand, compared with PLN 74,796 thousand earned in the corresponding period (an increase of 12.2%).

Profitability ratios

Profitability ratios	3 months to 30 Sep 2025	3 months to 30 Sep 2024	Growth rate 3 mths 2025/ 3 mths 2024	9 months to 30 Sep 2025	9 months to 30 Sep 2024	Growth rate 3 mths 2025/ 3 mths 2024
Gross margin on sales	44.5%	43.3%	1.2%	41.7%	40.6%	1.1%
EBITDA profit margin	40.0%	40.4%	(0.4)%	36.6%	37.4%	(0.8)%
Operating margin	31.0%	30.3%	0.7%	27.5%	27.6%	(0.1)%
Net margin	28.6%	27.2%	1.4%	25.4%	24.7%	0.7%

Return on equity (ROE)	-	-	-	22.5%	22.2%	0.3%
Return on assets (ROA)	-	-	-	17.1%	15.9%	1.2%

These ratios have been calculated using the following formulas:

Return on equity (ROE) = net profit/equity

Return on assets (ROA) = net profit/total assets

The EBITDA profit margin after the third quarter of 2025 was 36.6% and dropped by 0.8 p.p v. the comparable period. The net profit margin after the third quarter of 2025 was 25.4% and upped by 0.7 p.p v. the comparable period.

Liquidity ratios

Working capital is defined as the difference between current assets and current liabilities and represents the volume of fixed capital (equity and long-term foreign capital) that finance current assets. As the most liquid part of capital, it secures the liabilities arising from the current cash cycle in the ABS Group. Working capital in the Group as at 30 September 2025 was PLN 15,631 thousand and was lower by PLN 17,041 thousand compared with 31 December 2024. The decrease in working capital is attributed to a drop in current assets by PLN 12,505 thousand. The decrease in current assets is mainly due to lower cash levels in bank accounts and bank deposits.

A decrease in liquidity ratios toward the end of the third quarter is a cyclical phenomenon.

Liquidity ratios	9 months to 30 Sep 2025	12 months to 31 Dec 2024	9 months to 30 Sep 2024
Working capital (in PLN thou.)	15,631	32,672	(10,878)
Current ratio	1.20	1.44	0.87
Quick ratio	1.15	1.41	0.85
Super quick ratio	0.14	0.56	0.08

These ratios have been calculated using the following formulas:

Working capital = current assets (short-term) - current liabilities

Current ratio = current assets (short-term) / current liabilities

Quick ratio = (current assets - inventories - accruals and prepayments) / current liabilities

Super quick ratio = (bonds and securities held to maturity + cash and short-term deposits) / current liabilities

Debt ratios

The table below shows the basic debt ratio of the Group for the period of nine months until 30 September 2025 and in the comparable period, as well as for the period of 12 months until 31 December 2024:

Debt ratios	9 months to 30 Sep 2025	12 months to 31 Dec 2024	9 months to 30 Sep 2024
Total debt ratio	23.9%	23.4%	28.3%

Debt ratio = (non-current liabilities + current liabilities) / total assets

The structure of Company's assets and liabilities

ASSETS	30 Sep 2025	Share in balance sheet total	31 Dec 2024	Share in balance sheet total
Non-current assets	396,090	81%	396,555	79%
Current assets	93,713	19%	106,218	21%
TOTAL ASSETS	489,803	100%	502,773	100%

LIABILITIES	30 Sep 2025	Share in balance sheet total	30 Dec 2024	Share in balance sheet total
Total equity	372,654	76%	385,127	77%
Non-current liabilities	39,067	8%	44,100	9%
Current liabilities	78,082	16%	73,546	15%
TOTAL EQUITY AND LIABILITIES	489,803	100%	502,773	100%

As at 30 September 2025, the total assets of the Group amounted to PLN 489,803 thousand, which is a decrease by 2.6% compared with 31 December 2024.

The Group's main asset component is non-current assets, which account for 80.9% of the balance sheet total. Among them, intangible assets are the key item amounting to PLN 303,736 thousand. Goodwill has the largest share in intangible assets: PLN 253,527 thousand. The share of this item in total assets is 51.8%. This is a rather standard situation among tech companies whose greatest asset is knowledge and intangible assets. The increase of goodwill compared to the previous year results from the acquisition of Tax Order Sp. z o.o. in the first quarter of 2025.

As at 30 September 2025, the Group's equity amounted to PLN 372,654 thousand (76.1% of liabilities).

7.2. Factors affecting financial results

The most important factors that affected the Company's performance in the reporting period are:

Execution of IT contracts concluded in previous periods.

- Award and execution of significant IT contracts in the reporting quarter.
- Seasonal changes in demand for products marketed by the Group – a distinguishing feature of the IT industry is seasonal fluctuation of sales.
- Good sales results of the product handling the National e-Invoice System;
- Constant technological and functional development of the systems and services on offer;
- Continuous expansion abroad, particularly in the area of products and services for the FMCG industry.

7.3. Extraordinary or non-recurring events affecting the financial results

The economic and political situation in Ukraine during the reporting period ended 30 September 2025 did not materially affect the Group's financial result for that period. To the best knowledge of the Management Board, at the time of publication of these financial statements, there are no grounds to reasonably expect that payment backlogs could have a significant impact on the ABS Group's position.

Other information related to the assessment of the impact of the said situation in Ukraine on the results achieved in the reporting period and forecast in future periods is contained in Item 2.2 Impact of the war in Ukraine on ABS Group's operations of these financial statements.

7.4. Information on dividends paid

Pursuant to the decision of the Ordinary General Meeting of Shareholders of Asseco Business Solutions S.A. on 29 April 2025, the net profit for the financial year 2024 in the amount of PLN 115,026 thousand was divided as follows:

- part of the net profit for the year 2024 in the amount of PLN 110,280 thousand was earmarked for distribution among the shareholders, i.e. for the payment of the dividend in the amount of PLN 3.30 per share; this amount will be further reduced by the product of the amount of dividend per share and the number of the Company's own shares held by the Company on the dividend date, i.e. PLN 1,375 thousand;
- the remainder of the net profit for 2024, amounting to PLN 4,746 thousand, increased by the product of the dividend per share and the number of the Company's own shares to be held by the Company on the dividend date, was allocated to supplementary capital.

The dividend date was set on 22 May 2025 and the dividend payment date on 5 June 2025. The Company did not make advance payments for the 2024 dividend.

Pursuant to the decision of the Ordinary General Meeting of Shareholders of Asseco Business Solutions S.A. of 27 June 2024, the net profit for the financial year 2023 in the amount of PLN 95,030 thousand was divided as follows:

- part of the net profit for the year 2023 in the amount of PLN 86,887 thousand was earmarked for distribution among the shareholders, i.e. for the payment of the dividend in the amount of PLN 2.60 per share;
- the remainder of the net profit for 2023 in the amount of PLN 8,143 thousand was transferred to supplementary capital and disclosed under retained earnings and other capital.

The dividend date was set on 5 July 2024 and the dividend payment date on 16 July 2024.
The Company did not make advance payments for the 2023 dividend.

7.5. Significant events during the reporting period

Selected important agreements concluded in the third quarter of 2025 by Asseco Business Solutions (disclosure agreed with the clients).

- Wulkan S.A. – agreement to license Merit ERP by Asseco;
- OSDW AZYMUT Sp. z o.o. – implementation of and agreement to provide and maintain Softlab ERP by Asseco;
- EUDUCO KBC Group Sp. z o.o. – implementation of and agreement to provide and maintain Softlab WMS by Asseco;
- Cyber Folks S.A. – implementation agreement and agreement to provide and maintain Softlab ERP by Asseco and Businesslink by Asseco;
- Spółdzielnia Mleczarska Ryki – licence agreement, implementation agreement and agreement to maintain Safo jERP system by Asseco;
- Handlopex S.A. – licence agreement, implementation agreement and agreement to maintain Softlab ERP by Asseco (WMS only);
- Brandline Group Sp. z o.o. – licence agreement and implementation agreement for Softlab ERP by Asseco;
- Dr Zdrowie S.A. – licence agreement and implementation agreement for Merit ERP by Asseco;
- Fagumit Sp. z o.o. Fabryka Węży Gumowych i Tworzyw Sztucznych – licence agreement and implementation agreement for Merit ERP by Asseco;
- Zakłady Mechaniczno-Kuźnicze WOSTAL sp. z o.o. – licence agreement and implementation agreement for Merit ERP by Asseco;
- POLMO ŁOMIANKI S.A. – licence agreement and implementation agreement for Merit ERP by Asseco;
- Askom Sp. z o.o. – licence agreement, implementation agreement and agreement to maintain Softlab ERP by Asseco;

- Group One S.A. – licence agreement, implementation agreement and agreement to maintain Softlab ERP by Asseco; agreement to provide and support Businesslink Platform by Asseco;
- Sławit Sp. z o.o. – implementation agreement and agreement to provide and support Softlab ERP by Asseco and Businesslink Platform by Asseco;
- Przedsiębiorstwo Wielobranżowe VET-AGRO Sp. z o.o. – implementation agreement and agreement to provide and support Softlab ERP by Asseco and Businesslink Platform by Asseco;
- F.H. HANIPOL Arkadiusz Hanik – licence agreement and implementation agreement for Merit ERP by Asseco;
- P.W."OMEGA" Ł. SOSNOWSKI, B. STEMPIEŃ SP.J. – licence agreement and implementation agreement for Merit ERP by Asseco;
- Polski Tytoń S.A. – licence agreement, implementation agreement and subscription agreement for Mobile Touch by Asseco;
- Swisse Wellness Pty Ltd – licence agreement, implementation agreement and subscription agreement for Mobile Touch by Asseco.

7.6. List of proceedings pending before the court, competent authority for arbitration or a public administration body

The ABS Group is a party to several lawsuits and enforcement proceedings to recover payments for delivered products and services. Allowances were made to the receivables covered by the above-mentioned proceedings.

7.7. Capital expenditure

In the period ended 30 September 2025, the Group made investment outlays in the amount of PLN 24,414 thousand, while, in the comparative period, the same amounted to PLN 30,757 thousand.

7.8. Feasibility assessment of financial forecast published by the Management Board for 2025

The Management Board of Asseco Business Solutions S.A. did not publish financial forecast for 2025.

7.9. Issuance, redemption and repayment of non-equity and equity securities

During the reporting period, Asseco Business Solutions S.A. did not issue, redeem or repay any equity or non-equity securities.

7.10. Factors that, in the Management Board's opinion, will have an impact on the ABS Group's results over at least the following quarter

In the opinion of the Management Board of Asseco Business Solutions S.A., the current financial situation of the ABS Group is stable, and its production potential and market position are sound. The Management Board is constantly monitoring the developments related to the military conflict in Ukraine. If the Management Board find that the ABS Group's operations need to be adapted to new market conditions, it will take appropriate action.

In the opinion of the Management Board, the most important external and internal factors that may affect the operations of the ABS Group and its prospective results in the following year are:

External factors:

- the economic and political developments in Poland, the European Union and other countries in which the ABS Group operates, including the impact of the geopolitical situation in Ukraine,
- the risk of the Ministry of Finance postponing the decision to introduce the mandatory participation of entrepreneurs in the National e-Invoice System;
- attitude of potential clients to investment in IT against the backdrop of the general economic situation and the extent of absorbing EU funds,
- risk of time-shifting of potential clients' investment decisions,
- intense direct and indirect competition from both Polish and foreign IT companies,
- risk related to technological saturation,
- the prospects for expanding markets outside the existing ABS Group's geographies,
- market openness and absorption capacity for new product solutions,
- risk of increased labour costs,
- regulatory changes,
- shortage of qualified IT staff (risk of increased labour costs),
- inflation and fluctuations in foreign currency exchange rates,
- changes in the credit situation, financial liquidity, financing by customers,
- opportunities and risks related to technological changes in the IT industry and the development of new products.

In addition, the Management Board does not rule out a scenario that the operations of the ABS Group and its results may be affected by adverse circumstances in the domestic and global economy related to the military conflict in Ukraine; yet, at this point, it is not possible to determine to what extent or on what scale.

Internal factors

- the quality and comprehensive nature of the ABS Group's product offer,
- the results of intense and ongoing trade activities both domestically and abroad,
- activities run under currently valid agreements,
- the capacity to adapt products to changing legislation,
- risk related to misestimation of the scope of project effort,
- stability and experience of the managerial staff,
- effective action of sales departments,
- the need to attract and keep the most qualified and key employees,
- effects of work on new products.

7.11. Information on other important factors that could have affected the assessment of the financial position, assets and personnel

The ABS Group is constantly monitoring the impact of the war in Ukraine on the ABS Group's business, including its future financial position and financial results.

On a global scale, the war in Ukraine has triggered inflation and have led to a volatile economic situation and an increase in interest rates.

The ABS Group has sufficient financial resources to continue its operations, including regular settlement of current liabilities. However, the ABS Group cannot rule out a scenario that in the event of prolonged military conflict in Ukraine and its negative impact on the domestic and global economy, this may have an adverse effect on the ABS Group's operations or financial results, yet, at this point, it is not possible to determine to what extent or on what scale.

If the Management Board find that the ABS Group's operations need to be adapted to new market conditions, it will take appropriate action.

7.12. Agreements concluded between the Issuer and its Executives providing for compensation in the event of their resignation or dismissal from their position

There are no agreements concluded between the Issuer and its executives providing for compensation in the event of their resignation or dismissal from their positions without a valid cause or in the event of their retirement or dismissal due to a merger by acquisition.

7.13. Information on agreements known to the Issuer that may result in future changes in the proportion of shares held by the shareholders and bondholders

There are no agreements concluded that may result in any future changes in the proportions of shares held by the existing shareholders and bondholders.

7.14. Information on control of employee share schemes

In the third quarter of 2024, the Supervisory Board of Asseco Business Solutions S.A. adopted the regulations of the Executive Incentive Scheme for the Members of the Management Board and key Company executives. Next, scheme entry agreements were concluded between the parties. The scheme covers three financial years of the Company, i.e. 2024-2026, subject to the condition that it will be put in place no later than 31 December 2027. 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. In total, the scheme covers no more than 1,000 shares of Asseco Business Solutions S.A. The shares will be obtained from the pool acquired by the Company following the go-ahead from the General Meeting of Shareholders of the Company, granted by the Ordinary General Meeting of the Company held on 27 June 2024 regarding authorization to acquire own shares.

The agreements are equivalent to share-based payment transactions within the meaning of IFRS 2, settled through equity instruments.

The award of shares to scheme participants for the 12-month period ended 31 December 2024 was carried out in the reporting period based on the financial data used to prepare the financial statements for 2024, as audited by a statutory auditor. The number of shares awarded to the Members of the Management Board was indicated in Item 1.4 The shareholding structure of Asseco Business Solutions S.A of these interim condensed consolidated financial statements.

Detailed information on the share-based payment scheme is presented in Item 4.2 of the Notes to the Annual Financial Statements of Asseco Business Solutions S.A. for 2024 and made public on 3 March 2025.

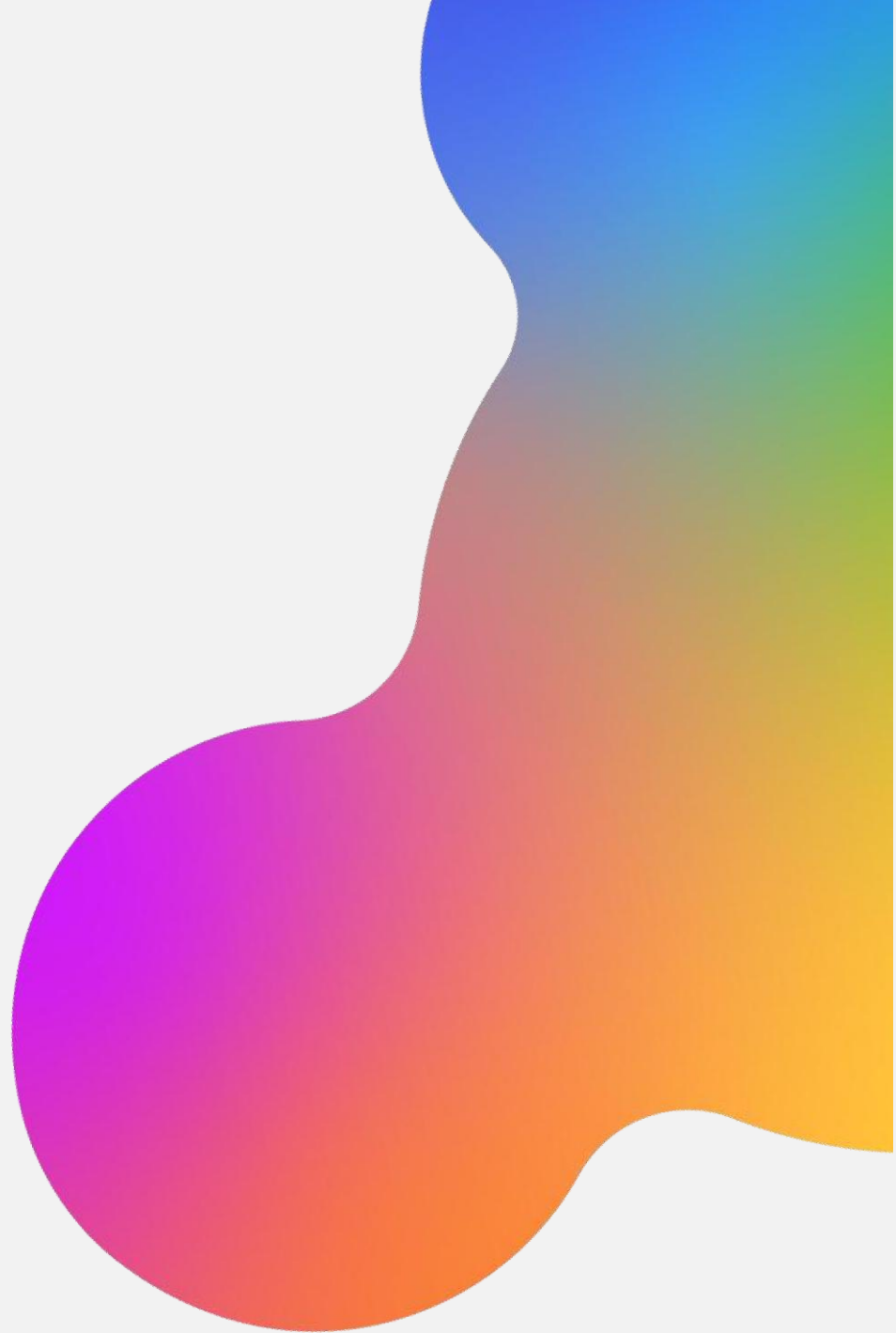


7.15. Significant events after the balance sheet date

Up to the date of these consolidated financial statements for the nine months ended 30 September 2025, i.e. until 29 October 2025, there have been no events after the balance sheet date that are not, and should be, included in these financial statements.

7.16. Significant events concerning previous years

Up to the date of these consolidated financial statements for the nine months ended 30 September 2025, i.e. until 29 October 2025, there have been no events concerning previous years that are not, and should be, included in these financial statements.



Interim Condensed Financial Statements

Asseco Business Solutions S.A. for the Nine Months
Ended 30 September 2025

Separate interim profit and loss account and statement of other comprehensive income of **Asseco Business Solutions S.A.**

PROFIT AND LOSS ACCOUNT	3 months to 30 Sep 2025 PLN thou.	9 months to 30 Sep 2025 PLN thou.	3 months to 30 Sep 2024 PLN thou.	9 months to 30 Sep 2024 PLN thou.
Operating revenues	116,626	331,037	101,578	302,898
Own cost of sales	(64,811)	(192,799)	(57,580)	(179,882)
Gross profit on sales	51,815	138,238	43,998	123,016
Cost of sales	(5,396)	(16,905)	(4,268)	(15,628)
General and administrative expenses	(10,468)	(30,785)	(9,094)	(24,415)
Net profit on sales	35,951	90,548	30,636	82,973
Other operating revenues	544	1,819	217	1,143
Other operating expenses	(183)	(828)	(71)	(645)
Operating profit	36,312	91,539	30,782	83,471
Financial revenues	18	1,120	383	1,966
Financial expenses	(729)	(1,522)	(462)	(1,327)
Profit before tax	35,601	91,137	30,703	84,110
Tax on profit and loss	(2,273)	(6,561)	(3,033)	(9,314)
Net profit for reporting period	33,328	84,576	27,670	74,796
Net profit per share (in PLN):				
Basic and diluted earnings per share (in PLN)	1.01	2.57	0.83	2.24

TOTAL INCOME:	3 months to 30 Sep 2025 PLN thou.	9 months to 30 Sep 2025 PLN thou.	9 months to 30 Sep 2025 PLN thou.	9 months to 30 Sep 2024 PLN thou.
Net profit for reporting period	33,328	84,576	27,670	74,796
Items that may be reclassified to profit and loss	-	-	-	-
Items not subject to reclassification to profit and loss	-	-	-	-
TOTAL COMPREHENSIVE INCOME FOR PERIOD	33,328	84,576	27,670	74,796

Separate interim balance sheet of **Asseco Business Solutions S.A.**

ASSETS	30 Sep 2025 PLN thou.	31 Dec 2024 PLN thou.
Non-current assets		
Property, plant and equipment	44,324	48,089
Intangible property	301,469	297,405
<i>including goodwill from merger</i>	<i>252,879</i>	<i>252,879</i>
Right-of-use assets	42,181	46,450
Investment in subsidiaries and affiliates	2,700	-
Assets from contracts with customers and non-current receivables	279	415
Deferred tax assets	4,547	3,907
Prepayments and accrued income	792	289
	396,292	396,555
Current assets		
Inventories	116	209
Trade receivables	68,748	56,461
Assets from contracts with customers	6,767	3,671
Tax receivables under corporate income tax	1,102	2,555
Budgetary commitments and other receivables	2,089	159
Prepayments and accrued income	3,682	2,180
Other assets	229	60
Cash and deposits	10,133	40,923
	92,866	106,218
TOTAL ASSETS	489,158	502,773

Separate interim balance sheet of **Asseco Business Solutions S.A.**

LIABILITIES	30 Sep 2025 PLN thou.	31 Dec 2024 PLN thou.
TOTAL EQUITY		
Subscribed capital	167,091	167,091
Premium	62,543	62,543
Own shares	(25,106)	(36,149)
Retained earnings and other capital	167,503	191,642
	372,031	385,127
Non-current liabilities		
Lease liabilities	35,992	40,902
Other liabilities	96	219
Provisions	2,979	2,979
	39,067	44,100
Current liabilities		
Lease liabilities	9,341	8,627
Trade liabilities	6,920	5,058
Liabilities from contracts with customers	18,787	20,313
Budgetary commitments and other liabilities	26,052	22,100
Provisions	130	130
Prepayments	16,830	17,318
	78,060	73,546
TOTAL LIABILITIES	117,127	117,646
TOTAL EQUITY AND LIABILITIES	489,158	502,773

Separate interim statement of changes in equity of Asseco Business Solutions S.A.

	Subscribed capital	Premium	Own shares	Retained earnings and other capital	Total equity
As at 1 January 2025	167,091	62,543	(36,149)	191,642	385,127
Net profit for reporting period	-	-	-	84,576	84,576
Dividend for 2024	-	-	-	(108,905)	(108,905)
Transactions with employees settled through equity instruments	-	-	11,043	190	11,233
As at 30 September 2025	167,091	62,543	(25,106)	167,503	372,031
As at 1 January 2024	167,091	62,543	-	149,626	379,260
Net profit for reporting period	-	-	-	74,796	74,796
Dividend for 2023	-	-	-	(86,887)	(86,887)
Acquisition of own shares	-	-	(36,311)	-	(36,311)
Transactions with employees settled through equity instruments	-	-	-	6,133	6,133
Other adjustments	-	-	-	(8)	(8)
As at 30 September 2024	167,091	62,543	(36,311)	143,660	336,983

Separate interim statement of cash flows of Asseco Business Solutions S.A.

	9 months to 30 Sep 2025 PLN thou.	9 months to 30 Sep 2024 PLN thou.
Cash flow from operating activities		
Gross profit	91,137	84,110
Adjustments:	27,015	22,985

Quarterly Financial Statements of the Asseco Business Solutions Group for the Nine Months Ended 30 September 2025

Amortisation/depreciation	30,130	29,964
Changes in working capital	(15,380)	(13,929)
Interest revenues/expenses	1,381	1,314
FX gains/(losses)	81	(222)
Cost of share-based transactions with employees	11,233	6,133
Other financial revenues/expenses	(118)	(132)
Investment gain/(loss)	(312)	(143)
Cash generated from operating activities	118,152	107,095
(Paid tax on profit or loss)	(5,748)	(11,536)
Net cash from operating activities	112,404	95,559
Cash flow from investing activities		
Receipts:		
Receipts from the sale of PPE and intangible property	712	366
Outflows:		
Acquisition of PPE and intangible property	(4,053)	(9,491)
Expenses related to running development projects	(19,535)	(21,247)
Acquisition of stock in subsidiaries	(2,700)	-
Net cash used in investing activities	(25,576)	(30,372)
Cash flow from financing activities		
Receipts:		
Receipts from obtained loans	24,171	-
Outflows:		
Acquisition of own shares	-	(36,311)
Dividend paid	(108,905)	(86,887)
Expenses related to loans	(24,171)	-
Repayment of lease liabilities	(7,332)	(6,853)
Interest paid	(1,381)	(1,314)
Net cash from financing activities	(117,618)	(110,934)
Change in net cash and cash equivalents	(30,790)	(45,747)
Cash and cash equivalents as at 1 January	40,923	52,999
Cash and cash equivalents as at 30 September	10,133	7,252

These quarterly financial statements of the Asseco Business Solutions Group for the nine-month period ended 30 September 2025 was approved for publication by the Management Board of Asseco Business Solutions S.A. on 29 October 2025.

Signatures

Wojciech Barczentewicz President of the Management Board

Piotr Masłowski Vice-president of the Management Board

Mariusz Lizon Member of the Management Board

Renata Łukasik Member of the Management Board

Jacek Lisowski Member of the Management Board

Rafał Mróz Member of the Management Board

Artur Czabaj Book-keeper



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