

---

Draft Resolutions  
of the Ordinary General Meeting of Asseco Business Solutions S.A.,  
having its registered office in Lublin,  
convened on 27 May 2026

“RESOLUTION NO. 1  
OF THE ORDINARY GENERAL MEETING OF  
ASSECO BUSINESS SOLUTIONS S.A.,  
HAVING ITS REGISTERED OFFICE IN LUBLIN, of 27 may 2026  
concerning: election of the Chairperson of the Ordinary General Meeting

Section 1

Acting pursuant to Article 409(1) of the Code of Commercial Companies and Partnerships, the Ordinary General Meeting of Asseco Business Solutions S.A., having its registered office in Lublin, elects Mr/Mrs .....Chairperson of the Ordinary General Meeting.

Section 2

This Resolution enters into force upon its adoption.”

*Justification for the draft resolution concerning the election of the Chairperson of the General Meeting*

*Pursuant to Article 409(1) of the Code of Commercial Companies and Partnerships, the chairperson is elected from among the persons eligible to participate in the GM. Furthermore, in accordance with Item IV(2)(1) and (2) of the Rules of Procedure of the General Meeting of Asseco Business Solutions S.A., the Chairman/Chairwoman of the Supervisory Board or their deputy open the GM. In the absence of the Chairman/Chairwoman of the Supervisory Board or their deputy, the General Meeting is opened by the President of the Management Board or a person designated by the Management Board. After that, the person opening the proceedings orders that the Chairperson of the General Meeting be elected.*

*Given the foregoing, this draft resolution was submitted to the Ordinary General Meeting.*

-----  
“RESOLUTION NO. 2  
OF THE ORDINARY GENERAL MEETING  
OF ASSECO BUSINESS SOLUTIONS S.A.,  
HAVING ITS REGISTERED OFFICE IN LUBLIN, of 27 may 2026  
concerning: adoption of the agenda

Section 1

The Ordinary General Meeting of Asseco Business Solutions S.A., having its registered office in Lublin, adopts the following agenda:

1. The opening of the General Meeting;
2. Election of the Chairperson of the General Meeting;
3. Confirmation that the General Meeting has been properly convened and has the capacity to adopt resolutions; a decision on the appointment of the Returning Committee;
4. Adoption of the agenda;
5. Examination of the Management Board’s Report on the operation of the Asseco Business Solutions Group and Asseco Business Solutions S.A. for the financial year 2025, including sustainability reporting for 2025, the Company’s Separate Financial Statements for the financial year 2025 and the Consolidated Financial Statements of the Asseco Business Solutions Group, as well as review of the reports of the independent statutory auditor on the audit of the Company’s annual Separate Financial Statements and the Consolidated Financial Statements

of the Asseco Business Solutions Group for the financial year 2025, and on the assurance of sustainability reporting for 2025;

6. Adoption of a resolution on the approval of the Management Report for the financial year 2025;
7. Adoption of a resolution approving the Company's Separate Financial Statements for the financial year 2025 and the Consolidated Financial Statements of the Asseco Business Solutions Group for the financial year 2025;
8. Examination of the content of the Annual Report of the Supervisor Board for 2025 covering: the Supervisory Board's Report on Operations in 2025 and the Report of the Supervisory Board on the Assessment of the Management Report on the Activities of the Asseco Business Solutions Group and Asseco Business Solutions S.A. for 2025 and the Financial Statements of the Asseco Business Solutions Group and Asseco Business Solutions S.A. for the financial year 2025 and of the Proposal of the Management Board regarding the Distribution of Profit for the financial year 2025;
9. Adoption of resolutions on granting discharge to the Members of the Management Board in respect of the performance of their duties during the financial year 2025;
10. Adoption of resolutions on granting discharge to the Members of the Supervisory Board in respect of the performance of their duties during the financial year 2025;
11. Adoption of a resolution on the distribution of profit earned by the Company in the financial year 2025 and the payment of dividend;
12. Consideration of the Report on the Remuneration of the Members of the Management Board and the Supervisory Board of Asseco Business Solutions S.A. for 2025, prepared by the Supervisory Board of the Company;
13. Adoption of a resolution on an opinion on the Report on the Remuneration of the Members of the Management Board and the Supervisory Board of Asseco Business Solutions S.A. for 2025;
14. Adoption of a resolution concerning the dissolution of the reserve capital created pursuant to Resolution No. 20 of the Ordinary General Meeting of Asseco Business Solutions S.A. of 27 June 2024, as amended by Resolution No. 21 of the Ordinary General Meeting of Asseco Business Solutions S.A. of 29 April 2025.
15. Adoption of a resolution on authorizing the Company's Management Board to acquire own shares and create a reserve capital;
16. Adoption of a resolution on the establishment of an Executive Share Scheme for the Members of the Management Board and Key Executives of the Company for the years 2027-2029;
17. Adoption of a resolution on amendments to the Articles of Association;
18. The closing of the General Meeting.

## Section 2

This Resolution enters into force upon its adoption."

### *Justification for the draft resolution concerning the adoption of the agenda*

*The General Meeting proceeds in accordance with the adopted agenda. The agenda is proposed by the Management Board of the Company and submitted for voting in the form of a draft resolution. As provided in Article 404§1 of the Code of Commercial Companies and Partnerships, in matters not provided for in the agenda, no resolution can be adopted unless the entire share capital is represented at the General Meeting, and none of the participants raises an objection to such a resolution. Given the foregoing, this draft resolution was submitted to the Ordinary General Meeting.*

-----

"RESOLUTION NO. 3  
OF THE ORDINARY GENERAL MEETING OF  
ASSECO BUSINESS SOLUTIONS S.A.,  
HAVING ITS REGISTERED OFFICE IN LUBLIN,  
of 27 May 2026

concerning: approval of the Management Report on the Activities of the Asseco Business Solutions Group and Asseco Business Solutions S.A. for the financial year 2025

## Section 1

---

The Ordinary General Meeting of Asseco Business Solutions S.A., acting pursuant to Article 395(2)(1) of the Code of Commercial Companies and Partnerships and Article 12(5)(1) of the Company's Articles of Association, having examined the Management Report for 2025 covering the operations of the Asseco Business Solutions Group and Asseco Business Solutions S.A., approves the said report.

#### Section 2

This Resolution enters into force upon its adoption."

*Justification for the draft resolution concerning the approval of the Management Report for the financial year 2025*

*Pursuant to Article 393(1) of the Code of Commercial Companies and Partnerships, resolutions of the General Meeting are required for the approval of the management report on the company's operation and the financial statements for the previous financial year, as well as for granting discharge to members of the company's governing bodies in respect of the performance of their duties.*

*Pursuant to Article 395(2)(1) of the Code of Commercial Companies and Partnerships, the agenda of the Ordinary General Meeting should include the consideration and approval of the management report on the company's operation and the financial statements for the previous financial year. Pursuant to Article 55(2a) of the Accounting Act, the management report on the operation of a capital group may be prepared jointly with the management report covering the operation of the parent entity as a single document. Exercising this right, the Company prepared a single Management Report on the Activities of the Asseco Business Solutions Group and Asseco Business Solutions S.A. for the year ended 31 December 2025.*

*Given the foregoing, this draft resolution was submitted to the Ordinary General Meeting.*

-----

"RESOLUTION NO. 4  
OF THE ORDINARY GENERAL MEETING OF  
ASSECO BUSINESS SOLUTIONS S.A.,  
HAVING ITS REGISTERED OFFICE IN LUBLIN, of 27 May 2026  
concerning: the approval of the Company's Financial Statements for the financial year 2025

#### Section 1

The Ordinary General Meeting of Asseco Business Solutions S.A., seated in Lublin, acting pursuant to Article 395(2)(1) of the Code of Commercial Companies and Partnerships and Article 12(5)(1) of the Company's Articles of Association, having examined the Company's Financial Statements for the financial year ended 31 December 2025, approves the Separate Financial Statements of Asseco Business Solutions S.A. for the financial year ended 31 December 2025, including:

- 1) the balance sheet as at 31 December 2025, with total assets and liabilities amounting to PLN 552,659 thousand,
- 2) the statement of comprehensive income for the period from 1 January 2025 to 31 December 2025 showing the net profit of PLN 133,689 thousand,
- 3) the cash flow statement for the period from 1 January 2025 to 31 December 2025, showing an increase in net cash by PLN 38,915 thousand,
- 4) and additional explanatory notes.

#### Section 2

This Resolution enters into force upon its adoption."

*Justification for the draft resolution concerning the approval of the financial statements of Asseco Business Solutions S.A. for the financial year 2025*

*Pursuant to Article 393(1) of the Code of Commercial Companies and Partnerships, resolutions of the General Meeting are required for the approval of the management report on the company's operation and the financial statements for the previous financial year, as well as for granting discharge to members of the company's governing bodies in respect of the performance of their duties.*

---

*Pursuant to Article 395(2)(1) of the Code of Commercial Companies and Partnerships, the agenda of the Ordinary General Meeting should include the consideration and approval of the management report on the company's operation and the financial statements for the previous financial year. Given the foregoing, this draft resolution was submitted to the Ordinary General Meeting.*

-----

"RESOLUTION NO. 5  
OF THE ORDINARY GENERAL MEETING OF  
ASSECO BUSINESS SOLUTIONS S.A.,  
HAVING ITS REGISTERED OFFICE IN LUBLIN, of 27 may 2026

concerning: the approval of the Consolidated Financial Statements of the Asseco Business Solutions Group for the financial year 2025

Section 1

Acting pursuant to Article 395(5) of the Code of Commercial Companies, the Ordinary General Meeting of Asseco Business Solutions S.A., seated in Lublin, having examined the financial statements of the Asseco Business Solutions Group for the financial year ended 31 December 2025, approves the Consolidated Financial Statements of the Asseco Business Solutions Group for the Financial Year Ended 31 December 2025, including:

- 1) the balance sheet as at 31 December 2025, with total assets and liabilities amounting to PLN 553,072 thousand,
- 2) the statement of comprehensive income for the period from 1 January 2025 to 31 December 2025, showing the net profit of PLN 132,878 thousand,
- 3) the cash flow statement for the period from 1 January 2025 to 31 December 2025, showing an increase in net cash by PLN 39,618 thousand,
- 4) and additional explanatory notes.

Section 2

This Resolution enters into force upon its adoption."

*Justification for the draft resolution concerning the approval of the financial statements of the Asseco Business Solutions Group for the financial year 2025*

*Pursuant to Article 395(5) of the Code of Commercial Companies and Partnerships, the agenda of the Ordinary General Meeting may also include the review and approval of the financial statements of a capital group within the meaning of accounting law, as well as other matters than those referred to in Section 2 of the above article.*

*Given the foregoing, this draft resolution was submitted to the Ordinary General Meeting.*

-----

"RESOLUTION NO. 6  
OF THE ORDINARY GENERAL MEETING OF  
ASSECO BUSINESS SOLUTIONS S.A.,  
HAVING ITS REGISTERED OFFICE IN LUBLIN, of 27 may 2026

concerning: granting discharge to President of the Management Board of the Company Wojciech Barcentewicz in respect of the performance of his duties in the financial year 2025

Section 1

The Ordinary General Meeting of Asseco Business Solutions S.A., acting pursuant to Article 395(2)(3) of the Code of Commercial Companies and Partnerships and Article 12(5)(3) of the Company's Articles of Association, hereby grants

---

discharge to the President of the Management Board, Mr Wojciech Barcentewicz in respect of the performance of his duties in the financial year 2025.

Section 2

This Resolution enters into force upon its adoption.”

*Justification for the draft resolution concerning granting discharge to the President of the Management Board of the Company in respect of the performance of his duties in the financial year 2025*

*Pursuant to Article 393(1) of the Code of Commercial Companies and Partnerships, resolutions of the General Meeting are required for granting discharge to members of the company’s governing bodies in respect of the performance of their duties.*

*Pursuant to Article 395(2)(3) of the Code of Commercial Companies and Partnerships, the agenda of the Ordinary General Meeting should include granting discharge to members of the company’s governing bodies in respect of the performance of their duties.*

*The discharge spans the period from 1 January 2025 to 31 December 2025, during which Mr Wojciech Barcentewicz served as President of the Management Board of the Company.*

*Given the foregoing, this draft resolution was submitted to the Ordinary General Meeting.*

-----

“RESOLUTION NO. 7  
OF THE ORDINARY GENERAL MEETING OF  
ASSECO BUSINESS SOLUTIONS S.A.,  
HAVING ITS REGISTERED OFFICE IN LUBLIN, of 27 may 2026  
concerning: granting discharge to Vice-President of the Management Board of the Company Piotr Masłowski in  
respect of the performance of his duties in the financial year 2025

Section 1

Acting pursuant to Article 395(2)(3) of the Code of Commercial Companies and Partnerships and Article 12(5)(3) of the Company’s Articles of Association, the Ordinary General Meeting of Asseco Business Solutions S.A. hereby grant discharge to Mr Piotr Masłowski, serving as Vice-President of the Management Board, in respect of the performance of his duties in the financial year 2025.

Section 2

This Resolution enters into force upon its adoption.”

*Justification for the draft resolution concerning granting discharge to the Vice-President of the Management Board of the Company in respect of the performance of his duties in the financial year 2025*

*Pursuant to Article 393(1) of the Code of Commercial Companies and Partnerships, resolutions of the General Meeting are required for granting discharge to members of the company’s governing bodies in respect of the performance of their duties.*

*Pursuant to Article 395(2)(3) of the Code of Commercial Companies and Partnerships, the agenda of the Ordinary General Meeting should include granting discharge to members of the company’s governing bodies in respect of the performance of their duties.*

*The discharge spans the period from 1 January 2025 to 31 December 2025, during which Mr Piotr Masłowski served as Vice-President of the Management Board of the Company.*

*Given the foregoing, this draft resolution was submitted to the Ordinary General Meeting.*

-----

“RESOLUTION NO. 8  
OF THE ORDINARY GENERAL MEETING OF  
ASSECO BUSINESS SOLUTIONS S.A.,  
HAVING ITS REGISTERED OFFICE IN LUBLIN, of 27 may 2026  
concerning: granting discharge to Member of the Management Board of the Company Mariusz Lizon in respect of  
the performance of his duties in the financial year 2025

Section 1

The Ordinary General Meeting of Asseco Business Solutions S.A., acting pursuant to Article 395(2)(3) of the Code of Commercial Companies and Partnerships and Article 12(5)(3) of the Company's Articles of Association, hereby grants discharge to the Member of the Management Board, Mr Mariusz Lizon, in respect of the performance of his duties in the financial year 2025.

Section 2

This Resolution enters into force upon its adoption."

*Justification for the draft resolution concerning granting discharge to the Member of the Management Board of the Company in respect of the performance of his duties in the financial year 2025*

*Pursuant to Article 393(1) of the Code of Commercial Companies and Partnerships, resolutions of the General Meeting are required for granting discharge to members of the company's governing bodies in respect of the performance of their duties.*

*Pursuant to Article 395(2)(3) of the Code of Commercial Companies and Partnerships, the agenda of the Ordinary General Meeting should include granting discharge to members of the company's governing bodies in respect of the performance of their duties.*

*The discharge spans the period from 1 January 2025 to 31 December 2025, during which Mr Mariusz Lizon served as Member of the Management Board of the Company.*

*Given the foregoing, this draft resolution was submitted to the Ordinary General Meeting.*

-----  
"RESOLUTION NO. 9  
OF THE ORDINARY GENERAL MEETING OF  
ASSECO BUSINESS SOLUTIONS S.A.,  
HAVING ITS REGISTERED OFFICE IN LUBLIN, of 27 May 2026  
concerning: granting discharge to Member of the Management Board Jacek Lisowski in respect of the performance  
of his duties during the financial year 2025

Section 1

The Ordinary General Meeting of Asseco Business Solutions S.A., acting pursuant to Article 395(2)(3) of the Code of Commercial Companies and Partnerships and Article 12(5)(3) of the Company's Articles of Association, hereby grants discharge to the Member of the Management Board, Mr Jacek Lisowski, in respect of the performance of his duties in the financial year 2025.

Section 2

This Resolution enters into force upon its adoption."

*Justification for the draft resolution concerning granting discharge to the President of the Management Board of the Company in respect of the performance of his duties in the financial year 2025*

*Pursuant to Article 393(1) of the Code of Commercial Companies and Partnerships, resolutions of the General Meeting are required for granting discharge to members of the company's governing bodies in respect of the performance of their duties.*

*Pursuant to Article 395(2)(3) of the Code of Commercial Companies and Partnerships, the agenda of the Ordinary General Meeting should include granting discharge to members of the company's governing bodies in respect of the performance of their duties.*

*The discharge spans the period from 1 January 2025 to 31 December 2025, during which Mr Jacek Lisowski served as Member of the Management Board of the Company.*

*Given the foregoing, this draft resolution was submitted to the Ordinary General Meeting.*

-----  
"RESOLUTION NO. 10

---

OF THE ORDINARY GENERAL MEETING OF  
ASSECO BUSINESS SOLUTIONS S.A.,  
HAVING ITS REGISTERED OFFICE IN LUBLIN, of 27 may 2026  
concerning: granting discharge to Member of the Management Board of the Company Renata Łukasik in respect of  
the performance of her duties in the financial year 2025

Section 1

The Ordinary General Meeting of Asseco Business Solutions S.A., acting pursuant to Article 395(2)(3) of the Code of Commercial Companies and Partnerships and Article 12(5)(3) of the Company's Articles of Association, hereby grants discharge to the Member of the Management Board, Ms Renata Łukasik, in respect of the performance of her duties in the financial year 2025.

Section 2

This Resolution enters into force upon its adoption."

*Justification for the draft resolution concerning granting discharge to the Member of the Management Board of the Company in respect of the performance of his duties in the financial year 2025*

*Pursuant to Article 393(1) of the Code of Commercial Companies and Partnerships, resolutions of the General Meeting are required for granting discharge to members of the company's governing bodies in respect of the performance of their duties.*

*Pursuant to Article 395(2)(3) of the Code of Commercial Companies and Partnerships, the agenda of the Ordinary General Meeting should include granting discharge to members of the company's governing bodies in respect of the performance of their duties.*

*The discharge spans the period from 1 January 2025 to 31 December 2025, during which Ms Renata Łukasik served as Member of the Management Board of the Company.*

*Given the foregoing, this draft resolution was submitted to the Ordinary General Meeting.*

-----

"RESOLUTION NO. 11  
OF THE ORDINARY GENERAL MEETING OF  
ASSECO BUSINESS SOLUTIONS S.A.,  
HAVING ITS REGISTERED OFFICE IN LUBLIN, of 27 may 2026  
concerning: granting discharge to Member of the Management Board of the Company Rafał Mróz in respect of the  
performance of his duties in the financial year 2025

Section 1

The Ordinary General Meeting of Asseco Business Solutions S.A., acting pursuant to Article 395(2)(3) of the Code of Commercial Companies and Partnerships and Article 12(5)(3) of the Company's Articles of Association, hereby grants discharge to the Member of the Management Board, Mr Rafał Mróz, in respect of the performance of his duties in the financial year 2025.

Section 2

This Resolution enters into force upon its adoption."

*Justification for the draft resolution concerning granting discharge to the Member of the Management Board of the Company in respect of the performance of his duties in the financial year 2025*

*Pursuant to Article 393(1) of the Code of Commercial Companies and Partnerships, resolutions of the General Meeting are required for granting discharge to members of the company's governing bodies in respect of the performance of their duties.*

*Pursuant to Article 395(2)(3) of the Code of Commercial Companies and Partnerships, the agenda of the Ordinary General Meeting should include granting discharge to members of the company's governing bodies in respect of the performance of their duties.*

*The discharge spans the period from 1 January 2025 to 31 December 2025, during which Mr Rafał Mróz served as Member of the Management Board of the Company.*

*Given the foregoing, this draft resolution was submitted to the Ordinary General Meeting.*

---

“RESOLUTION NO. 12  
OF THE ORDINARY GENERAL MEETING OF  
ASSECO BUSINESS SOLUTIONS S.A.,

HAVING ITS REGISTERED OFFICE IN LUBLIN, of 27 may 2026

concerning: granting discharge to Chairman of the Supervisory Board of the Company Rafał Kozłowski in respect of the performance of his duties in the financial year 2025

Section 1

The Ordinary General Meeting of Asseco Business Solutions S.A., acting pursuant to Article 395(2)(3) of the Code of Commercial Companies and Partnerships and Article 12(5)(3) of the Company's Articles of Association, hereby grants discharge to the Chairman of the Supervisory Board, Mr Rafał Kozłowski, for the discharge of his duties in the financial year 2025.

Section 2

This Resolution enters into force upon its adoption.”

*Justification for the draft resolution concerning granting discharge to the Chairperson of the Supervisory Board in respect of the performance of their duties during the financial year 2025*

*Pursuant to Article 393(1) of the Code of Commercial Companies and Partnerships, resolutions of the General Meeting are required for granting discharge to members of the company's governing bodies in respect of the performance of their duties.*

*Pursuant to Article 395(2)(3) of the Code of Commercial Companies and Partnerships, the agenda of the Ordinary General Meeting should include granting discharge to members of the company's governing bodies in respect of the performance of their duties.*

*The discharge spans the period from 1 January 2025 to 31 December 2025, during which Mr Rafał Kozłowski served as Chairman of the Supervisory Board of the Company.*

*Given the foregoing, this draft resolution was submitted to the Ordinary General Meeting.*

---

“RESOLUTION NO. 13  
OF THE ORDINARY GENERAL MEETING OF  
ASSECO BUSINESS SOLUTIONS S.A.,

HAVING ITS REGISTERED OFFICE IN LUBLIN, of 27 may 2026

concerning: granting discharge to Vice-Chairman of the Supervisory Board of the Company Adam Góral in respect of the performance of his duties in the financial year 2025

Section 1

The Ordinary General Meeting of Asseco Business Solutions S.A., acting pursuant to Article 395(2)(3) of the Code of Commercial Companies and Article 12(5)(3) of the Company's Articles of Association, hereby grants discharge to the Vice-Chairman of the Supervisory Board, Mr Adam Góral, in respect of the performance of his duties in the financial year 2025.

Section 2

This Resolution enters into force upon its adoption.”

*Justification for the draft resolution concerning granting discharge to the Vice-Chairperson of the Supervisory Board in respect of the performance of their duties during the financial year 2025*

*Pursuant to Article 393(1) of the Code of Commercial Companies and Partnerships, resolutions of the General Meeting are required for granting discharge to members of the company's governing bodies in respect of the performance of their duties.*

*Pursuant to Article 395(2)(3) of the Code of Commercial Companies and Partnerships, the agenda of the Ordinary General Meeting should include granting discharge to members of the company's governing bodies in respect of the performance of their duties.*

---

*The discharge spans the period from 1 January 2025 to 31 December 2025, during which Mr Adam Góral served as Vice-Chairman of the Supervisory Board of the Company.*

*Given the foregoing, this draft resolution was submitted to the Ordinary General Meeting.*

-----

“RESOLUTION NO. 14  
OF THE ORDINARY GENERAL MEETING OF  
ASSECO BUSINESS SOLUTIONS S.A.,

HAVING ITS REGISTERED OFFICE IN LUBLIN, of 27 may 2026

concerning: granting discharge to Member of the Supervisory Board of the Company Zbigniew Pomianek in respect of the performance of his duties in the financial year 2025

Section 1

The Ordinary General Meeting of Asseco Business Solutions S.A., acting pursuant to Article 395(2)(3) of the Code of Commercial Companies and Partnerships and Article 12(5)(3) of the Company’s Articles of Association, hereby grants discharge to the Member of the Supervisory Board, Mr Zbigniew Pomianek, in respect of the performance of his duties in the financial year 2025.

Section 2

This Resolution enters into force upon its adoption.”

*Justification for the draft resolution concerning granting discharge to a Member of the Supervisory Board in respect of the performance of their duties during the financial year 2025*

*Pursuant to Article 393(1) of the Code of Commercial Companies and Partnerships, resolutions of the General Meeting are required for granting discharge to members of the company’s governing bodies in respect of the performance of their duties.*

*Pursuant to Article 395(2)(3) of the Code of Commercial Companies and Partnerships, the agenda of the Ordinary General Meeting should include granting discharge to members of the company’s governing bodies in respect of the performance of their duties.*

*The discharge spans the period from 1 January 2025 to 31 December 2025, during which Mr Zbigniew Pomianek served as Member of the Supervisory Board of the Company.*

*Given the foregoing, this draft resolution was submitted to the Ordinary General Meeting.*

-----

“RESOLUTION NO. 15  
OF THE ORDINARY GENERAL MEETING OF  
ASSECO BUSINESS SOLUTIONS S.A.,

HAVING ITS REGISTERED OFFICE IN LUBLIN, of 27 may 2026

concerning: granting discharge to Member of the Supervisory Board of the Company Romuald Rutkowski in respect of the performance of his duties in the financial year 2025

Section 1

The Ordinary General Meeting of Asseco Business Solutions S.A., acting pursuant to Article 395(2)(3) of the Code of Commercial Companies and Partnerships and Article 12(5)(3) of the Company’s Articles of Association, hereby grants discharge to the Member of the Supervisory Board, Mr Romuald Rutkowski, in respect of the performance of his duties in the financial year 2025.

Section 2

This Resolution enters into force upon its adoption.”

*Justification for the draft resolution concerning granting discharge to a Member of the Supervisory Board in respect of the performance of their duties during the financial year 2025*

---

*Pursuant to Article 393(1) of the Code of Commercial Companies and Partnerships, resolutions of the General Meeting are required for granting discharge to members of the company's governing bodies in respect of the performance of their duties.*

*Pursuant to Article 395(2)(3) of the Code of Commercial Companies and Partnerships, the agenda of the Ordinary General Meeting should include granting discharge to members of the company's governing bodies in respect of the performance of their duties.*

*The discharge spans the period from 1 January 2025 to 31 December 2025, during which Mr Romuald Rutkowski served as Member of the Supervisory Board of the Company.*

*Given the foregoing, this draft resolution was submitted to the Ordinary General Meeting.*

-----

"RESOLUTION NO. 16  
OF THE ORDINARY GENERAL MEETING OF  
ASSECO BUSINESS SOLUTIONS S.A.,

HAVING ITS REGISTERED OFFICE IN LUBLIN, of 27 may 2026

concerning: granting discharge to Member of the Supervisory Board of the Company Marcin Murawski in respect of the performance of his duties in the financial year 2025

Section 1

The Ordinary General Meeting of Asseco Business Solutions S.A., acting pursuant to Article 395(2)(3) of the Code of Commercial Companies and Partnerships and Article 12(5)(3) of the Company's Articles of Association, hereby grants discharge to the Member of the Supervisory Board, Mr Marcin Murawski, in respect of the performance of his duties in the financial year 2025.

Section 2

This Resolution enters into force upon its adoption."

*Justification for the draft resolution concerning granting discharge to a Member of the Supervisory Board in respect of the performance of their duties during the financial year 2025*

*Pursuant to Article 393(1) of the Code of Commercial Companies and Partnerships, resolutions of the General Meeting are required for granting discharge to members of the company's governing bodies in respect of the performance of their duties.*

*Pursuant to Article 395(2)(3) of the Code of Commercial Companies and Partnerships, the agenda of the Ordinary General Meeting should include granting discharge to members of the company's governing bodies in respect of the performance of their duties.*

*The discharge spans the period from 1 January 2025 to 31 December 2025, during which Mr Marcin Murawski served as Member of the Supervisory Board of the Company.*

*Given the foregoing, this draft resolution was submitted to the Ordinary General Meeting.*

-----

"RESOLUTION NO. 17  
OF THE ORDINARY GENERAL MEETING OF  
ASSECO BUSINESS SOLUTIONS S.A.,

HAVING ITS REGISTERED OFFICE IN LUBLIN, of 27 may 2026

concerning: granting discharge to Member of the Supervisory Board of the Company Tomasz Stankiewicz in respect of the performance of his duties in the financial year 2025

Section 1

The Ordinary General Meeting of Asseco Business Solutions S.A., acting pursuant to Article 395(2)(3) of the Code of Commercial Companies and Partnerships and Article 12(5)(3) of the Company's Articles of Association, hereby grants discharge to the Member of the Supervisory Board, Mr Tomasz Stankiewicz, in respect of the performance of his duties in the financial year 2025.

Section 2

This Resolution enters into force upon its adoption."

*Justification for the draft resolution concerning granting discharge to a Member of the Supervisory Board in respect of the performance of their duties during the financial year 2025*

*Pursuant to Article 393(1) of the Code of Commercial Companies and Partnerships, resolutions of the General Meeting are required for granting discharge to members of the company's governing bodies in respect of the performance of their duties.*

*Pursuant to Article 395(2)(3) of the Code of Commercial Companies and Partnerships, the agenda of the Ordinary General Meeting should include granting discharge to members of the company's governing bodies in respect of the performance of their duties.*

*The discharge spans the period from 1 January 2025 to 31 December 2025, during which Mr Tomasz Stankiewicz served as Member of the Supervisory Board of the Company.*

*Given the foregoing, this draft resolution was submitted to the Ordinary General Meeting.*

-----

"RESOLUTION NO. 18  
OF THE ORDINARY GENERAL MEETING OF  
ASSECO BUSINESS SOLUTIONS S.A.,  
HAVING ITS REGISTERED OFFICE IN LUBLIN, of 27 May 2026

concerning: distribution of profit earned by the Company in the financial year 2025 and the payment of dividend

Section 1

Acting pursuant to Article 395(2)(2) of the Code of Commercial Companies and Partnerships and Article 12(5)(2) of the Company's Articles of Association, the Ordinary General Meeting of Asseco Business Solutions S.A., seated in Lublin, resolves to divide the net profit earned by the Company during the financial year 2025 of PLN 133,688,934.41 (one hundred and thirty-three million six hundred and eighty-eight thousand nine hundred and thirty-four zloty 41/100) as follows:

- 1) part of the net profit for the financial year 2025 to be allocated for the distribution among the shareholders, i.e. to the payment of the dividend in the amount of PLN 3.75 (three zloty 75/100) per one share participating in the dividend. The total amount of net profit for the financial year 2025 allocated for dividend is PLN 125,318,223.75 (one hundred and twenty-five million three hundred and eighteen thousand two hundred and twenty-three zloty 75/100). This amount will be reduced by the product of the dividend amount per share and the number of the Company's own shares that will be held by the Company on the dividend record date;
- 2) the remaining portion of the net profit for the financial year 2025 in the amount of PLN 8,370,710.66 (eight million three hundred and seventy thousand seven hundred and ten zloty 66/100), increased by the product of the dividend amount per share and the number of the Company's own shares held by the Company on the dividend date, will be allocated to supplementary capital.

Section 2

The Ordinary General Meeting of Asseco Business Solutions S.A. sets the dividend record date to 8 June 2026 and the dividend payment date to 16 June 2026.

Section 3

This Resolution enters into force upon its adoption."

*Justification for the draft resolution concerning the distribution of profit earned by the Company in the financial year 2025 and the payment of dividend*

*Pursuant to Article 395(2)(2) of the Code of Commercial Companies and Partnerships, the agenda of the Ordinary General Meeting should include the adoption of a resolution regarding the distribution of profit or the coverage of loss.*

*Pursuant to Article 396 § 1 of the Code of Commercial Companies and Partnerships, supplementary capital should be created to cover losses, to which at least 8% of the profit for a given financial year is transferred until such reserve reaches at least one-third of the share capital. The proposed dividend payment in the amount of PLN 3.75 per share participating in the dividend means that the aggregate amount of net profit allocated for the payment of the dividend will total a maximum of PLN 125,318,223.75. The aggregate amount allocated for the payment of the dividend indicated in the draft resolution will be reduced by the amount attributable to the Company's own shares held by the Company on the dividend record date. Own shares held by the Company do*

not participate in the dividend distribution. As of the date of convening the General Meeting, the Company holds 603,620 own shares. The proposed dividend amount is consistent with the dividend policy consistently pursued by the Company.

In proposing the dividend amount, the Management Board considered, but not only:

- the financial results achieved by the Company in 2025,
- the investment needs arising from the Company's current and planned activities,
- the Company's needs in terms of liquidity, which will depend on current market conditions, the amount of liabilities arising from current operations and debt, as well as the optimization of the financing structure of the Company's activities.

Pursuant to Article 348(3) of the Code of Commercial Companies and Partnerships, the dividend record date in a public company and in a non-public company whose shares are registered in a securities depository is decided by the Ordinary General Meeting.

Pursuant to Article 348(4) of the Code of Commercial Companies and Partnerships, the Ordinary General Meeting determines the dividend record date as a date falling not earlier than five days and not later than three months from the date of adoption of the resolution on the distribution of profit. If the resolution of the Ordinary General Meeting of Shareholders does not specify the dividend record date, it will fall on the fifth day following the adoption of the resolution on the distribution of profit.

Pursuant to Article 348(5) of the Code of Commercial Companies and Partnerships, the dividend is paid on the date specified in the resolution of the General Meeting and, if the resolution does not specify the dividend payment date, the dividend is paid on the date set by the Supervisory Board. The dividend payment date should be set within three months from the dividend record date. If neither the General Meeting nor the Supervisory Board determines the dividend payment date, the dividend should be paid without undue delay following the dividend record date.

Additionally, pursuant to § 121(2) of the Detailed Rules of Operation of the National Depository for Securities, the dividend payment date may fall no earlier than on the fifth day following the determination of the rights thereto. Pursuant to § 9(1) of the National Depository for Securities Rules, when calculating time periods specified in days, Saturdays and public holidays under applicable laws are excluded.

The dividend record date and dividend payment date have been determined in accordance with the terms set out above.

Given the foregoing, this draft resolution was submitted to the Ordinary General Meeting.

-----

"RESOLUTION NO. 19  
OF THE ORDINARY GENERAL MEETING OF  
ASSECO BUSINESS SOLUTIONS S.A.,  
HAVING ITS REGISTERED OFFICE IN LUBLIN, of 27 May 2026  
concerning: opinion on the Report on the Remuneration of the Members of the Management Board and the  
Supervisory Board of Asseco Business Solutions S.A. for 2025

Section 1

Acting pursuant to Article 393 of the Code of Commercial Companies and Partnerships and Article 12 of the Company's Articles of Association, in conjunction with the provisions of the Act of 29 July 2005 on public offering, conditions governing the introduction of financial instruments to organised trade, and on public companies, the Ordinary General Meeting of Asseco Business Solutions S.A., with its registered office in Lublin, resolves to express a positive opinion on the Report on the Remuneration of the Members of the Management Board and the Supervisory Board of Asseco Business Solutions S.A. for 2025.

Section 2

This Resolution enters into force upon its adoption."

*Justification for the draft resolution concerning an opinion on the Report on the Remuneration of the Members of the Management Board and the Supervisory Board of Asseco Business Solutions S.A. for 2025*

*Pursuant to Article 395(2)(1) of the Code of Commercial Companies and Partnerships, in companies referred to in Article 90c(1) of the Act of 29 July 2005 on Public Offer and the Conditions Governing the Introduction of Financial Instruments into Organized Trade, and on Public Companies, the agenda of the Ordinary General Meeting should also include the adoption of the resolution referred to in Article 90g(6) of that Act or the discussion referred to in Article 90g(7) thereof.*

*In accordance with Article 90g(6) of the Act of 29 July 2005 on Public Offer and the Conditions Governing the Introduction of Financial Instruments into Organized Trade, and on Public Companies, it is the General Meeting that adopts a resolution concerning an opinion on the remuneration report, which the supervisory board is obliged to draw up. The resolution is of an advisory nature. Given the foregoing, this draft resolution was submitted to the Ordinary General Meeting.*

-----

"RESOLUTION NO. 20  
OF THE ORDINARY GENERAL MEETING OF  
ASSECO BUSINESS SOLUTIONS S.A.,  
HAVING ITS REGISTERED OFFICE IN LUBLIN, of 27 May 2026  
concerning: dissolution of the reserve capital created under Resolution No. 20 of the Ordinary General Meeting of Asseco Business Solutions S.A. of 27 June 2024, as amended by Resolution No. 21 of the Ordinary General Meeting of Asseco Business Solutions S.A. of 29 April 2025

#### Section 1

1. The Ordinary General Meeting of Asseco Business Solutions S.A., having its registered office in Lublin ("Company"), acting pursuant to Article 396(4) of the Code of Commercial Companies and Partnerships in conjunction with Article 15(4) of the Company's Articles of Association, hereby resolves to dissolve the reserve capital in the amount of PLN 70,500,000.00 (seventy million five hundred thousand zloty) ("Reserve Capital"), established pursuant to Resolution No. 20 of the Ordinary General Meeting of the Company dated 27 June 2024 regarding the authorization granted to the Company's Management Board to acquire the Company's own shares and establish a reserve capital ("Resolution No. 20"), as amended by Resolution No. 21 of the Ordinary General Meeting of the Company dated 29 April 2025 amending Resolution No. 20 of the Ordinary General Meeting of the Company dated 27 June 2024 regarding the authorization granted to the Company's Management Board to acquire the Company's own shares and establish a reserve capital ("Resolution No. 21"), and to transfer the funds corresponding to the dissolved Reserve Capital to the Company's supplementary capital.
2. The dissolution of the Reserve Capital is attributed to the fact that, under Resolution No. 20, as amended by Resolution No. 21, the Company acquired its own shares in the maximum number specified therein, i.e. 1,000,000 (one million) shares identified by ISIN code PLABS0000018. Consequently, no further acquisition of the Company's own shares may be carried out under the authorization granted under that resolution and, accordingly, maintaining the Reserve Capital for the purposes of further acquisitions of the Company's shares thereunder has ceased to serve its purpose.

#### Section 2

The funds released as a result of the dissolution of the Reserve Capital referred to in Section 1 shall be transferred to the Company's supplementary capital and may be allocated — at the discretion of the General Meeting of Shareholders — for the purposes specified in the provisions of the Code of Commercial Companies and Partnerships and the Company's Articles of Association, including, in particular, for the establishment of a new reserve capital for a separate purpose specified in a separate resolution of the General Meeting of Shareholders. Section 3 This Resolution enters into force upon its adoption."

Justification for the draft resolution concerning the dissolution of the reserve capital created under Resolution No. 20 of the Ordinary General Meeting of Asseco Business Solutions S.A. of 27 June 2024, as amended by Resolution No. 21 of the Ordinary General Meeting of Asseco Business Solutions S.A. of 29 April 2025

*Under Resolution No. 20 of the Ordinary General Meeting of the Company dated 27 June 2024 regarding the authorization granted to the Company's Management Board to acquire the Company's own shares and establish a reserve capital ("Resolution No. 20"), as amended by Resolution No. 21 of the Ordinary General Meeting of the Company dated 29 April 2025 amending Resolution No. 20 of the Ordinary General Meeting of the Company dated 27 June 2024 regarding the authorization granted to the Company's Management Board to acquire the Company's own shares and establish a reserve capital ("Resolution No. 21"), the General*

*Meeting of Shareholders authorized the Management Board to acquire the Company's own shares in a number not exceeding 1,000,000 (one million) shares, for the purposes of, but not only, implementing the incentive scheme established pursuant to Resolution No. 21 of the Ordinary General Meeting of the Company dated 27 June 2024 regarding the establishment of an Executive Share Scheme for Members of the Management Board and Key Executives of the Company. The Company established a Reserve Capital for the purposes of the share buyback in the amount of PLN 70,500,000.00 (seventy million five hundred thousand zloty) by transferring funds from the Company's supplementary capital that could otherwise have been distributed among the shareholders.*

*Pursuant to Resolutions No. 20 and 21, the Company's Management Board acquired own shares in the maximum number specified in Resolution No. 20, i.e. 1,000,000 (one million) shares. Consequently, no further exercise of the authorization granted to the Management Board to acquire the Company's own shares is possible prior to the expiry of the term of such authorization, i.e. before 31 December 2027. For this reason, keeping the Reserve Capital any further has become purposeless and unjustified.*

*As it is not viable to further pursue the purpose for which the Reserve Capital was created, it is justified to dissolve the Reserve Capital and transfer the funds thereby released to the Company's supplementary capital, from which the Reserve Capital had originally been created.*

*Given the foregoing, this draft resolution was submitted to the Ordinary General Meeting.*

-----

"RESOLUTION NO. 21  
OF THE ORDINARY GENERAL MEETING OF  
ASSECO BUSINESS SOLUTIONS S.A.,  
HAVING ITS REGISTERED OFFICE IN LUBLIN, of 27 May 2026  
concerning: the authorization of the Company's Management Board to acquire own shares and establish a reserve  
capital

#### Section 1

1. The Ordinary General Meeting of Asseco Business Solutions S.A., having its registered office in Lublin ("Company"), acting pursuant to Article 362(1)(8) of the Code of Commercial Companies and Partnerships and Article 12(5)(2) and (13) of the Company's Articles of Association, hereby resolves to authorize the Company's Management Board to acquire the Company's own shares in accordance with Article 362(1)(8) of the Code of Commercial Companies and Partnerships and to undertake all legal and factual transactions necessary to acquire such shares under the terms and conditions set out in this Resolution.
2. The subject of the acquisition will be no more than 520,000 (five hundred twenty thousand) fully paid-up shares in the Company with a nominal value of PLN 5.00 (five zloty) each and an aggregate nominal value of PLN 2,600,000.00 (two million six hundred thousand zloty), identified by ISIN code PLABS0000018 ("Shares").
3. The acquisition of the Shares will be carried out on the following terms and conditions:
  - 1) the aggregate nominal value of the acquired Shares will amount to no more than PLN 2,600,000.00 (two million six hundred thousand zloty), representing no more than approximately 1.56% (one and fifty-six hundredths percent) of the Company's share capital, and will not at any time exceed 20% (twenty percent) of the same, along with other own shares already held by the Company that have not been disposed of by the Company;
  - 2) the aggregate purchase price of the Shares, increased by the costs of acquisition, will not exceed the reserve capital in the amount of PLN 44,700,000.00 (forty-four million seven hundred thousand zloty) established for this purpose under Section hereof;
  - 3) the unit purchase price per Share may not be lower than PLN 5.00 (five zloty) and may not exceed PLN 85.00 (eighty-five zloty); 4) the Shares acquired by the Company may be allocated to:
    - a) the performance of obligations arising from the incentive scheme established pursuant to Resolution No. 22 of the Ordinary General Meeting of the Company of 27 May 2026 concerning

the establishment of an Executive Share Scheme for Members of the Management Board and Key Executives of the Company for the years 2027-2029;

- b) if the Shares are not allocated to the incentive scheme referred to in Section 3(4)(a) above, following the completion of the Share buyback, in particular as a result of the exhaustion of the funds allocated for the acquisition of the Shares and transferred for this purpose to the reserve capital established under Section 3 hereof, or upon the expiry of the authorization to acquire own Shares hereunder – for redemption or use in future incentive schemes established for the key executives of the Company by resolutions of the General Meeting of Shareholders, provided that in both cases the prior consent of the Supervisory Board will be required;
- 4) the Shares may be acquired in accordance with the provisions of the Code of Commercial Companies and Partnerships and Regulation (EU) No. 596/2014 of the European Parliament and of the Council of 16 April 2014 on Market Abuse and repealing Directive 2003/6/EC of the European Parliament and of the Council and Commission Directives 2003/124/EC, 2003/125/EC and 2004/72/EC (Official Journal of the European Union L 173, 2014, p. 1) (“MAR”), by one of the following methods:
- a) in one or more transactions carried out outside the organized trading system, which do not directly affect the formation of the market price on the stock exchange, conducted by way of a public invitation or invitations addressed to all shareholders of the Company to tender for the sale of Shares; as well as;
  - b) during a stock exchange trading session through transactions executed on the organized market operated by the Warsaw Stock Exchange (*Giełda Papierów Wartościowych w Warszawie*), provided that the Company complies with the applicable legal requirements, including those relating to price and volume caps; 6) the Shares will be acquired through an investment firm.
4. The authorization to acquire the Shares is granted from the date of adoption of this Resolution and remains valid until 31 December 2030, however no longer than until the exhaustion of the funds allocated for the acquisition of the Shares and transferred for this purpose to the reserve capital established under Section 3 hereof. Section 2

The Ordinary General Meeting of the Company hereby authorizes the Management Board to undertake all legal and factual measures necessary to acquire the Shares pursuant to Article 362(1)(8) of the Code of Commercial Companies and Partnerships, including, in particular, to:

- a) lay down the detailed terms and conditions for the acquisition of the Shares, especially in matters not provided for herein;
- b) enter into an agreement with an investment firm regarding intermediary services in the performance of the Share buyback;
- c) convene a General Meeting of Shareholders for the purpose of adopting resolutions regarding the redemption of the Shares and the reduction of the Company’s share capital or regarding the establishment of a future (separate) incentive scheme for the purposes of which the Shares will also be used, if, following the expiry of the authorization to acquire own shares or upon completion of the acquisition of the Shares due to the exhaustion of the funds allocated for their acquisition hereunder, the Shares are not allocated for the purposes of the incentive scheme established pursuant to Resolution No. 22 of the Ordinary General Meeting of the Company of 27 May 2026 regarding the establishment of an Executive Share Scheme for Members of the Management Board and Key Executives of the Company. Section 3

The Ordinary General Meeting of the Company, acting pursuant to Article 396(4) and Article 15(4) of the Company’s Articles of Association in conjunction with Article 362(2)(3) and Article 348(1) of the Code of Commercial Companies and Partnerships, hereby resolves to establish a reserve capital in the amount of PLN 44,700,000.00 (forty-four million seven hundred thousand zloty) by transferring thereto funds from the supplementary capital reserve that may be distributed among the Shareholders, and to allocate such entire reserve capital for the purposes of the acquisition of the Shares under this Resolution.

#### Section 4

This Resolution enters into force upon its adoption, provided that Resolution No. 22 of the Ordinary General Meeting of the Company of 27 May 2026 regarding the establishment of an Executive Share Scheme for Members of the Management Board and Key Executives of the Company for the years 2027-2029 has been adopted.”

*Justification for the draft resolution on authorizing the Company’s Management Board to acquire own shares and establish a reserve capital*

*The purpose of the proposed Resolution is to authorize the Management Board to carry out a share buyback procedure under Article 362(1)(8) of the Code of Commercial Companies and Partnerships with a view to implementing the incentive scheme established pursuant to Resolution No. 22 of the Ordinary General Meeting of the Company of 27 May 2026 regarding the establishment of an Executive Share Scheme for Members of the Management Board and Key Executives of the Company for the years 2027-2029, and, if the own shares acquired under the proposed Resolution are not allocated to the aforementioned incentive scheme, for redemption or, subject to the consent of the Supervisory Board, for future incentive schemes for the Company’s key executives.*

*In order to enable the allocation of the Company’s shares to persons eligible under the incentive scheme, it is necessary to first carry out a buyback of the Company’s own shares in the manner and on the terms specified in the draft resolution. Pursuant to the draft resolution, the acquisition of own shares will be financed from a reserve capital created for this purpose from funds that, in accordance with Article 348(1) of the Code of Commercial Companies and Partnerships, may be allocated for distribution.*

*The buyback may be conducted in one of the two methods provided for in the draft resolution.*

*In view of the above, the draft resolution has been submitted to the Ordinary General Meeting.*

-----

“RESOLUTION NO. 22  
OF THE ORDINARY GENERAL MEETING OF  
ASSECO BUSINESS SOLUTIONS S.A.,  
HAVING ITS REGISTERED OFFICE IN LUBLIN, of 27 may 2026  
concerning: the establishment of an Executive Share Scheme for the Members of the Management Board and Key  
Executives of the Company for the years 2027-2029

Section 1

1. The Ordinary General Meeting of Asseco Business Solutions S.A., having its registered office in Lublin (“Company”), acting pursuant to Article 395(5) of the Code of Commercial Companies and Partnerships, hereby establishes an Executive Share Scheme for Members of the Management Board and Key Executives of the Company for the years 2027-2029 (“Incentive Scheme”).
2. The Incentive Scheme spans three financial years of the Company, i.e. the years 2027-2029 (“Scheme Duration”), provided that will have been implemented no later than 31 December 2030.
3. The purpose of the Incentive Scheme is to establish incentive mechanisms for the Members of the Management Board and the Company’s key management personnel to implement the Company’s strategy and engage in the Company’s affairs through a long-term relationship with the Company, thereby contributing to the enhancement of the Company’s operational efficiency, financial performance, and stability. In particular, the objectives of the Incentive Scheme are to:
  - 1) align the interests of the Members of the Management Board and the key executives of the Company with those of the Company through their direct participation in the Company’s share capital;
  - 2) foster motivation to build long-term value for the Company’s shareholders and strengthen corporate governance and investor relations within the Company;

- 3) create attractive financial conditions for the Members of the Management Board and the key executives in order to attract and retain individuals possessing knowledge, competencies, and experience and providing assurance of the proper discharge of their duties.

#### Section 2

1. The Incentive Scheme is addressed to Members of the Company's Management Board and its key executives designated by the Management Board, who meet the requirements specified herein, the rules of the Incentive Scheme and the terms of the Incentive Scheme participation agreement ("Eligible Persons").
2. The number of Eligible Persons may not exceed 149 (one hundred and forty-nine).
3. The Supervisory Board will promptly notify an Eligible Person (the Management Board in the case of persons who are not members thereof) that the Incentive Scheme entrance requirements have been satisfied and that such person is entitled to join the Incentive Scheme. An Eligible Person joins the Incentive Scheme upon entering into the Incentive Scheme participation agreement.
4. An Eligible Person joins the Incentive Scheme as from the effective year of the Incentive Scheme participation agreement. If the agreement is concluded in 2026, the Eligible Person will join the Incentive Program as from 2027. Section 3

1. The Incentive Scheme involves granting Company Shares to Eligible Persons who have joined the Incentive Scheme ("Scheme Participants"), under the terms and conditions specified herein, the rules of the Incentive Scheme and the Incentive Scheme participation agreement.

2. The Incentive Scheme is implemented, in particular, through:

- 1) entering into an Incentive Scheme participation agreement between the Company and an Eligible Person, resulting in the Eligible Person joining the Incentive Scheme;
- 2) the award to a Scheme Participant of Shares in a number determined by the Supervisory Board (and by the Management Board in relation to persons who are not Members of the Management), following the satisfaction by the Scheme Participant of the requirements specified herein, the rules of the Incentive Scheme and the Incentive Scheme participation agreement;
- 3) the acquisition by the Scheme Participant of the Shares granted by the Supervisory Board (and by the Management Board in relation to persons who are not Members of the Management Board), under the terms and conditions specified herein, the rules of the Incentive Scheme and the Incentive Scheme participation agreement.

3. The Shares designated for Scheme Participants will be sourced from the pool of own shares previously acquired by the Company:

- 1) pursuant to the authorization granted by the General Meeting of Shareholders of the Company under Resolution No. 20 of the Ordinary General Meeting of the Company of 27 June 2024 regarding the authorization to acquire own shares and establish a reserve capital, as amended by Resolution No. 21 of the Ordinary General Meeting of the Company of 29 April 2025 amending Resolution No. 20 of the Ordinary General Meeting of the Company of 27 June 2024 regarding the authorization granted to the Company's Management Board to acquire the Company's own shares and establish a reserve capital ("Buyback Resolution I") – which will not be allocated for the implementation of the Incentive Scheme for Members of the Management Board and key executives of the Company for the years 2024-2026, established by Resolution No. 21 of the Ordinary General Meeting of the Company of 27 June 2024 regarding the establishment of an Executive Share Scheme for Members of the Management Board and Key Executives of the Company; or
- 2) pursuant to the authorization granted by the General Meeting of Shareholders of the Company under Resolution No. 20 of the Ordinary General Meeting of the Company of 27 May 2026 regarding the authorization to acquire own shares and establish a reserve capital ("Buyback Resolution II"); or

- 3) pursuant to any other resolution of the General Meeting of Shareholders of the Company authorizing the acquisition of the Company's own shares for the purposes of incentive schemes intended for the Company's key management personnel, as established by resolutions of the General Meeting of Shareholders,

i.e. no more than 900,000 (nine hundred thousand) fully paid-up shares in the Company, with a nominal value of PLN 5.00 (five zloty) each and an aggregate nominal value of PLN 4,500,000.00 (four million five hundred thousand zloty), identified by ISIN code PLABS0000018, will be granted to the Scheme Participants.

4. The Scheme Participants will acquire the Shares free of charge.
5. The value of the Shares granted under the Incentive Scheme will be determined on market terms.
6. The Shares granted under the Incentive Scheme will be subject to temporary transfer restrictions, such that, in aggregate:
  - 1) 50% (fifty percent) of the Shares granted on each occasion will be subject to a one-year disposal restriction; and simultaneously
  - 2) 50% (fifty percent) of the Shares granted on each occasion will be subject to a two-year disposal restriction.

The detailed terms and conditions governing the disposal restrictions applicable to the Shares granted under the Incentive Scheme will be specified in the regulations of the Incentive Scheme.

7. Shares not allocated for the performance of obligations arising from the Incentive Scheme will, pursuant to Resolution No. 21 of the Ordinary General Meeting of the Company of 27 May 2026 regarding the authorization to acquire own shares and establish a reserve capital, be designated for redemption or use in future incentive schemes for the Company's key management personnel established by resolutions of the General Meeting of Shareholders, provided that in both cases the prior consent of the Supervisory Board will be required.

#### Section 4

1. The acquisition of Shares under the Incentive Scheme in a given year of the Scheme Duration will be conditional upon the cumulative fulfilment of the following criteria:
  - 1) the Scheme Participant remaining continuously, from 1 January until 31 December of a given year of the Scheme Duration:
    - a) in the case of the Members of the Management Board – a member of the Company's Management Board;
    - b) in the case of persons who are the key executives of the Company – in an employment relationship with the Company, meaning a legal relationship between a given Eligible Person and the Company arising from an employment contract, management contract or another civil law contract under which that Eligible Person performs specific work for the benefit of the Company ("Employment Relationship");

provided that the rules of the Incentive Scheme may specify the terms governing the granting of Shares to Scheme Participants who remain members of the Company's Management Board or, in the case of the key executives of the Company, remain in an Employment Relationship with the Company for only part of a specific year of the Scheme Duration ("Loyalty Criterion");

- 2) achievement by the Scheme Participant of the target established by the Supervisory Board (and by the Management Board in the case of persons who are not Members of the Management Board), namely a net profit of the Company for a given financial year of the Scheme Duration or another financial indicator relating to the performance of an organizational unit of the Company, calculated on the basis of input data for the financial statements for a specific financial year of the Scheme Duration and confirmed by the statutory auditor's report. The level of the said net profit or financial indicator will be specified in the rules of the Incentive Scheme and in the Incentive Scheme participation agreement

("Financial Criteria"); the Loyalty Criteria and the Financial Criteria will hereinafter be referred to jointly as the "Scheme Criteria."

2. The Supervisory Board (and the Management Board in the case of persons who are not Members of the Management Board) will determine, with respect to each Scheme Participant, the Financial Criterion referred to in Section 1(2) above, upon the fulfilment of which the acquisition of Shares under the Incentive Scheme will depend, as well as the method for calculating the number of Shares to be awarded to each Scheme Participant depending on the financial performance achieved by the Company or its relevant organizational unit. The Supervisory Board (and the Management Board in the case of persons who are not Members of the Management Board) may establish other individual criteria for Scheme Participants, the fulfilment of which will be required for the exercise of rights under the Incentive Scheme, including, in particular, criteria relating to the achievement of specified business and strategic objectives of the Company or the achievement of the Company's long-term and short-term financial or non-financial targets.
3. The rules of the Incentive Scheme will govern the proportional allocation of the number of Shares awarded to each Scheme Participant in the event that the aggregate number of Shares to be awarded to all Scheme Participants exceeds the number of Shares referred to in Section 3(3) above.
4. In the event of a proportional allocation of Shares referred to in para. 3 above, a Scheme Participant will be entitled to a cash equivalent (compensation), calculated in accordance with the rules of the Incentive Scheme.
5. The Supervisory Board (and, with respect to persons who are not Members of the Management Board, the Management Board) will take all legal and factual measures to transfer to a Scheme Participant who has satisfied the Scheme Criteria for a given year of the Scheme Duration the Shares to which such a Scheme Participant is entitled under the Incentive Scheme.
6. The acquisition of the Shares will take place as provided for in a relevant law that governs the transfer of title to shares, i.e. the Act of 29 July 2005 on Trading in Financial Instruments (consolidated text: Journal of Laws of 2024, item 722).

#### Section 5

The Ordinary General Meeting of the Company hereby authorizes the Supervisory Board to determine the detailed terms and conditions for the implementation of the Incentive Scheme in the form of scheme rules and authorizes the Supervisory Board and the Management Board to take any and all legal and factual measures to make this Resolution effective. Section 6

This Resolution enters into force upon its adoption, provided that Resolution No. 21 of the Ordinary General Meeting of the Company of 27 May 2026 regarding the authorization to acquire own shares and establish a reserve capital has been adopted."

*Justification for the draft resolution concerning the establishment of an Executive Share Scheme for the Members of the Management Board and Key Executives of the Company for the years 2027-2029*

*The purpose of the incentive programmes is to establish incentive mechanisms for company executives to implement the company's strategy and engage in the company's affairs through a long-term relationship with the organization, thereby contributing to its operational efficiency, financial performance, and stability. Incentive programmes are common corporate governance instruments that translate into sustainable development and the creation of long-term value for shareholders.*

*The establishment of the Executive Incentive Scheme referred to in the draft resolution will put the Company in a position to retain key specialists whose expertise contributes to the Company's development and enhances its competitiveness. The Shares designated for the Scheme Participants will come from the pool of own shares previously acquired by the Company pursuant to the authorization granted by the General Meeting of Shareholders of the Company under Resolution No. 20 of the Ordinary General Meeting of the Company of 27 May 2026 regarding the authorization to acquire own shares and establish a reserve capital, as well as from the pool of own shares previously acquired by the Company pursuant to the authorization granted by the General Meeting of Shareholders of the Company under Resolution No. 20 of the Ordinary General Meeting of the Company of 27 June 2024 regarding the authorization to acquire own shares and establish a reserve capital, as amended by Resolution No. 21 of the Ordinary General Meeting of the Company of 29 April 2025 amending Resolution No. 20 of the Ordinary General Meeting of the*

*Company of 27 June 2024 concerning the authorization granted to the Company's Management Board to acquire the Company's own shares and establish a reserve capital – which will not be allocated for the implementation of the Executive Share Scheme for Members of the Management Board and Key Executives of the Company for the years 2024-2026, established under Resolution No. 21 of the Ordinary General Meeting of the Company of 27 June 2024 concerning the establishment of an Executive Share Scheme for Members of the Management Board and Key Executives of the Company – as well as from the pool of own shares acquired pursuant to any other resolution of the General Meeting of Shareholders of the Company authorizing the acquisition of the Company's own shares for the purposes of incentive schemes for the Company's top management established by resolutions of the General Meeting of Shareholders.*

*At the same time, given the law in force as of the date of adoption of this resolution, the implementation of the Incentive Scheme established under the draft resolution will not result, over the entire duration of the scheme, in an increase in the Company's costs relating to benefits paid to the scheme participants (which would otherwise have been payable to such individuals had the Incentive Scheme not been established).*

*In view of the above, the draft resolution has been submitted to the Ordinary General Meeting.*

-----

"RESOLUTION NO. 23  
OF THE ORDINARY GENERAL MEETING OF  
ASSECO BUSINESS SOLUTIONS S.A.,  
HAVING ITS REGISTERED OFFICE IN LUBLIN, of 27 may 2026  
concerning: amendments to the Company's Articles of Association

Section 1

Acting pursuant to Article 430(1) of the Code of Commercial Companies and Partnerships and Article 12(5)(9) of the Company's Articles of Association, the Ordinary General Meeting of Asseco Business Solutions S.A., having its registered office in Lublin, hereby resolves to make the following amendments to the Articles:

- 1) *in Section 13, in paragraph 10, after subparagraph 11, the following subparagraph 12 will be added as follows:*

*"12) to consent to the payment by the Management Board's of an interim dividend against the expected dividend for the financial year";*

- 2) *in Section 15, after paragraph 6, paragraph 7 will be added as follows:*

*"7. The Management Board may, upon the consent of the Supervisory Board, pay advances on the dividend expected at the end of the financial year."*

Section 2

This resolution enters into force upon its adoption and becomes effective from the date of registration of the amendments in the Companies Register."

*Justification for the draft resolution amending the Company's Articles of Association*

*The proposed addition of subparagraph 12 in Section 13(10) and paragraph 7 in Section 15 of the Company's Articles of Association is intended to amend and adjust the Company's Articles of Association to provide for the possibility of, and authorization for, the Company's Management Board to pay to shareholders interim dividends against the expected dividend for the financial year, in accordance with the instruction and conditions set out in Article 349 of the Code of Commercial Companies and Partnerships. Pursuant to Article 430(1) and (5) of the Code of Commercial Companies and Partnerships and Article 12(5)(9) of the Company's Articles of Association, any amendment to the Company's Articles requires a resolution of the General Meeting of Shareholders and an entry in the register of entrepreneurs to become effective.*

*Given the foregoing, this draft resolution was submitted to the Ordinary General Meeting.*

Asseco Business Solutions S.A.

ul. Konrada Wallenroda 4c  
20-607 Lublin

Phone/fax:

+48 81 535 3000  
+48 81 535 35

