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# AN INVITATION TO TENDER SHARES IN ASSECO BUSINESS SOLUTIONS S.A.

(a joint-stock company is registered in the Companies' Register of the National Court Register maintained by the District Court in Lublin, VI Economic Department of the National Court Register, registration no. KRS: 0000028257)

This Invitation to Tender Shares relating to the buyback of own shares by Asseco Business Solutions S.A., having its registered office in Lublin ("**Company**") ("**Invitation**"), was published on 6 March 2026 in connection with the Company's intention to carry out a transaction involving the acquisition of its own shares pursuant to 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, as amended by Resolution No. 21 of the Ordinary General Meeting of Asseco Business Solutions S.A. 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 ("**Authorizing Resolution**") and Resolution No. 1 of the Company's Management Board of 6 March 2026 regarding the commencement of the Company's share buyback and the determination of its terms and conditions ("**Buyback Resolution**").

The Shares acquired under the Invitation are intended to satisfy the obligations arising from the incentive scheme implemented in the Company pursuant to Resolution No. 21 of the Ordinary General Meeting of Shareholders of Asseco Business Solutions S.A. of 27 June 2024 regarding the establishment of an Executive Share Scheme for the Members of the Management Board and Company's key executive persons; should the Shares not be allocated to the above incentive scheme, the Shares acquired under the Invitation will be designated for redemption or for use in future incentive programmes established pursuant to resolutions of the General Meeting of Shareholders of the Company.

The buyback will be carried out as provided in this Invitation. All terms capitalized in this Invitation are explained in Clause 15 below.

## 1. Shares covered by the Invitation

This Invitation covers up to 400,000 (four hundred thousand) dematerialised ordinary bearer shares of the Company of the nominal value of PLN 5.00 (five zloty) each, registered by the National Securities Deposit (NSD) under ISIN code PLABS0000018. The shares are traded on the regulated market operated by the Warsaw Stock Exchange and, on the day of announcing the Invitation, represent approximately 1.2% of the Company's share capital and approximately 1.2% of the total vote at the General Meeting of the Company ("**Shares**").

## 2. The number of own shares held by the Company on the date of the Invitation and the number of own shares that the Company intends to acquire under the Invitation procedure

Pursuant to the Buyback Resolution, the Company intends to acquire no more than 400,000 (four hundred thousand) shares in the Company. The Management Board will determine the final number of Shares to be acquired, i.e. falling within the limit of 400,000 (four hundred thousand), no later than on 19 March 2026 ("**Acquired Shares**"). Pursuant to the Authorisation Resolution, the authorisation to acquire own shares was granted to the Company's Management Board for a period ending no later than 31 December 2027 and for no longer than until the funds earmarked for the buyback procedure have been exhausted.

The Company holds 416,703 own Shares on the date of the Invitation. In principle, the Company does not exercise any rights attached to its own shares (Article 364 § 2 of the Act of 15 September 2000 the Code of Commercial Companies and Partnerships, consolidated text: Journal of Laws of 2024, item 18, as amended).

## 3. Share acquisition price

The Share acquisition price will be no less than PLN 70.00 (seventy zloty 00/100) and no more than PLN 80.00 (eighty zloty 00/100) per share ("**Price Range**"). The Share purchase price is aligned with the terms of the Authorisation Resolution.

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A shareholder submitting an offer to sell Shares in response to the Invitation is required to specify the minimum price per Share at which they intend to sell the Shares held ("**Minimum Price**"). The Minimum Price must fall within the Price Range and be specified in accordance with the tick size applicable to trading in the Company's shares on the WSE within the indicated Price Range, i.e. PLN 0.20. The Company's Management Board will determine the final price at which the Company will acquire Shares, provided that such a final price falls within the Price Range ("**Final Price**"). The Final Price will be identical for all shareholders of the Company who submit Tenders at a price not exceeding the Final Price. The decision regarding the amount of the Final Price will be made by the Company's Management Board on the basis of Tenders submitted by the shareholders in response to the Invitation.

If in their Tender a shareholder specifies a Minimum Price lower than the price determined by the Management Board as the Final Price, such shareholder will sell the shares at a price higher than that indicated by them, i.e. at the Final Price, subject to the provisions of Clause 9 below.

If in their Tender a Shareholder specifies a Minimum Price higher than the price determined by the Management Board as the Final Price, the Company will reject such a Tender.

If in their Tender a shareholder specifies a Minimum Price falling outside the Price Range or specifies the Minimum Price with a precision other than PLN 0.20, the Company will reject such a Tender.

#### **4. Intermediary entity**

The intermediary entity handling the buyback procedure is:

**Santander Bank Polska S.A. – Santander Biuro Maklerskie al.  
Jana Pawła II 17, 00-854 Warszawa  
Phone +48 61 856 44 44  
Fax +48 61 856 47 70  
<https://www.santander.pl/inwestor>, [bm.sekretariat@santander.pl](mailto:bm.sekretariat@santander.pl)  
("Brokerage House")**

#### **5. Invitation schedule**

Publication: 6 March 2026

Start of accepting Tenders: 10 March 2026

End of accepting Tenders: 18 March 2026

Determination of the final number of Acquired Shares; acceptance of Tenders and possible reduction in the number of Shares: 19 March 2026

Expected transaction settlement date and Share acquisition date: 23 March 2026

Information on the Final Price, the final number of Acquired Shares and possible reduction in the number of Shares will be made public in the form of a current report (regulatory filing) published on the Company's website (<https://assecobs.pl/investor-relations/current-reports/?lang=en>).

The Company reserves the right to cancel the Invitation both before and after the commencement of acceptance of Tenders and to change all deadlines before they are due. The Invitation will be cancelled in particular in the event of circumstances set out in Clause 8 below. Should the Invitation be cancelled or the deadlines specified in the Invitation be changed, the relevant information will be made public in a current report (regulatory filing) published on the Company's website (<https://assecobs.pl/investor-relations/current-reports/?lang=en>) and on the website of the Brokerage House (<https://www.santander.pl/inwestor>).

#### **6. Entities entitled to tender Shares**

Entities entitled to submit Tenders under this Invitation are all Shareholders of the Company.

The Shares offered under the Tender must be free of any Encumbrances.

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## 7. Tender submission

Prior to submitting Tenders, the Shareholders should study the procedures and regulations of the Investment Firms and Custodian Banks running the securities accounts with the Shares with respect to transactions named in the Invitation. They should also be familiar with the issuance of certificates for shares and the procedure of blocking and releasing blocked Shares. In particular, they should be aware of any time limits applied by the relevant Investment Firm or Custodian Bank, as well as any fees charged by the relevant Investment Firm or Custodian Bank for the performance of the above.

Shareholders holding Shares in a securities account maintained by an Investment Firm should submit to such Investment Firm a duly completed Share Tender Form in two copies, one for the Shareholder submitting the tender and one for the Investment Firm, along with an instruction to block the Shares and an irrevocable instruction to issue a settlement instruction in favour of the Company at the Minimum Price, while simultaneously consenting to the settlement of the Share sale transaction at the Final Price, in accordance with the terms set out in Clause 3 of the Invitation and in the manner specified in the internal regulations of the relevant Investment Firm.

The Shareholders may submit any number of Tenders during the submission period.

It is the entity accepting Tenders that sets out how to identify a Shareholder who submits a Tender and determines the procedure for accepting Tenders (i.e. the Brokerage House, Investment Firms and Custodian Banks).

Tenders may also be submitted electronically or by telephone to the Brokerage House by its client or to the Investment Firm by its client, provided that this is aligned with the regulations of the Brokerage House or the relevant Investment Firm, and these entities are duly authorised to issue Tenders in writing following a client's instruction received electronically or by telephone. Tenders in electronic form or by telephone may be submitted during the times specified in the regulations of the Brokerage House or the relevant Investment Firm accepting the Tenders.

A Shareholder holding shares of the Company registered in a brokerage account run by an Investment Firm should contact the Investment Firm to confirm the procedure, times, and locations of acceptance of Tenders by the Investment Firm.

The Shareholders keeping Shares in a securities account run by a Custodian Bank should:

- a) submit to the Custodian Bank an instruction to block Shares, issue a deposit certificate relating to the blocked Shares, and submit an irrevocable instruction to issue a settlement instruction in favour of the Company at the Minimum Price, while simultaneously consenting to the settlement of the Share sale transaction at the Final Price, in accordance with the terms set out in Clause 3 of the Invitation and in the manner specified in the internal regulations of the Custodian Bank; and
- b) submit to the Investment Firm, with which the Shareholder has entered into an order reception and transmission agreement, the original deposit certificate issued by the Custodian Bank maintaining the shareholder's securities account, confirming that the Shares have been blocked until and including the settlement date of the transaction under the Invitation and that an irrevocable instruction to issue a settlement instruction at the Minimum Price has been submitted to the Custodian Bank, under which the Shareholder consented to the settlement of the Share sale transaction at the Final Price, in accordance with the terms set out in Clause 3, along with a duly completed Share Tender Form in two copies.

The Shareholders whose shares are deposited in an account maintained by the Custodian Bank, or entities duly authorised to act on behalf of such Shareholders, may submit Tenders to Santander Bank Polska S.A. – Santander Biuro Maklerskie at: Santander Bank Polska S.A. – Santander Biuro Maklerskie, Zespół Wsparcia Sprzedaży Instytucjonalnej, The Bridge, Plac Europejski 3A (floor 27), 00-844 Warszawa, for printed documents, between 9:00 am and 4:00 pm CET, provided that they have concluded an agreement with the Brokerage House for the acceptance and transmission of orders.

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The Shareholders referred to in the above paragraph who sign a completed Share Tender Form with a secure electronic signature verified by means of a valid qualified certificate and attach a certificate for shares also signed with a secure electronic signature so verified will be able to submit the Tender at the Brokerage House by sending the documents to: OPS@santander.pl and magdalena.abramowska@santander.pl.

A Tender submitted by a Shareholder (Custodian Bank's client) should cover a number of Shares not higher than shown in the certificate for shares attached to the Tender. In the event that the number of Shares indicated in the Tender is not fully mirrored in the attached certificate, such a Tender will be rejected. Throughout the period of acceptance of Tenders, the Shareholders may submit any number of Tenders, attaching a certificate for shares to each one.

When placing a Tender, a Shareholder's attorney or representative, if the former is a legal entity or an entity without a legal personality holding Shares in an account with the Custodian Bank, will present an extract from a register corresponding to the Shareholder's registered business address or another official document containing basic data about the Shareholder which states the Shareholder's legal form of organisation, representation, and the names of persons authorised to represent the Shareholder. Unless foreign laws or international agreements to which the Republic of Poland is a party provide otherwise, the extract should contain an apostille or be certified by a Polish diplomatic mission or consular office and then translated into Polish by a sworn translator.

A Shareholder may submit a Tender for a number of the Company's shares held by such Shareholder exceeding the number of Shares covered by this Invitation; in particular, a Shareholder may submit a Tender for all shares in the Company held by them.

Such a Tender must be unconditional and irrevocable and may not contain any reservations. A Tender binds the submitting entity until the Invitation has been settled or until the Company has cancelled the Invitation. All consequences, including the invalidity of a relevant Tender, resulting from the incorrect submission of Tenders will encumber the submitting Shareholder (Custodian Bank's client).

The Investment Firm will inform the Brokerage House about the submission of a Tender by a Shareholder according to the terms set out in the "Procedure for Transactions under the Invitation for Shareholders to Tender Shares in Asseco Business Solutions S.A." and delivered to the Investment Firm by the Brokerage House, subject to the condition that only unencumbered and unblocked shares registered in the Shareholder's securities account may be the subject to Tender, and that the Investment Firm, in accordance with its internal regulations, will take steps to ensure that the shares offered for sale may not be used by the Shareholder or the Investment Firm for any purpose other than the settlement of the share buyback transaction.

The Brokerage House and the Company are not liable before the Shareholder for any damage caused by the failure of the Investment Firm accepting a Tender from the Shareholder to send information about it to the Brokerage House.

If a Tender is placed through an attorney, the Shareholder should be aware of the internal regulations of the Investment Firm or Custodian Bank, in which its shares are deposited, in respect of acting through an attorney.

Custodian Banks submitting a Tender to the Brokerage House on behalf of their clients may, in place of a power of attorney, submit a statement confirming that they are duly authorised and instructed to submit the Tender. A specimen of such a statement will be provided to the Custodian Banks.

With a view to harmonising the documents needed to submit a Tender, the Brokerage House will share a set of forms with the entities maintaining securities accounts and participating in the NDS.

The Company and the Brokerage House will not be liable for the non-acceptance of Tenders which the Brokerage House or the Investment Firm, maintaining the Shareholder's brokerage account or accepting Tenders from a client of the Custodian Bank, receives before or after the deadline for submission, nor will they accept Tenders submitted incorrectly or without any required attachments, in particular the certificate for shares.

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## 8. Cancelling the Invitation

The Company reserves the right to cancel the Invitation both before and after the start of acceptance of Tenders. In particular, the Company may cancel the Invitation if another entity announces a tender for the sale or exchange of the Company's shares or if, in the opinion of the Company, the acquisition of Shares is not likely to contribute to the Company's objectives or intentions named in Clause 11 below.

**If the Invitation is cancelled, the Company will not reimburse any costs incurred by the Shareholders, their attorneys or legal representatives in connection with the submission of Tenders or other measures undertaken with a view to submitting Tenders, nor will the Company pay any compensation thereunder.**

Should the Invitation be cancelled, the relevant information will be made public in a current report published on the Company's website (<https://assecobs.pl/investor-relations/current-reports/?lang=en>) and on the website of the Brokerage House (<https://www.santander.pl/inwestor>).

## 9. Acquisition of Shares from Shareholders and terms of reduction

A Shareholder submitting a Tender in response to the Invitation is required to specify the Minimum Price per Share at which such shareholder intends to sell the Shares held. The Company's Management Board will determine the Final Price in accordance with Clause 3 hereof. The Final Price will fall within the Price Range specified in Clause 3 hereof. The decision regarding the Final Price will be made by the Company's Management Board on the basis of Tenders submitted by the Company's Shareholders in response to the Invitation.

If in their submitted Tender a Shareholder specifies a Minimum Price lower than the price determined by the Management Board as the Final Price, such a Shareholder will sell the Shares at a price higher than that indicated by them, i.e. at the Final Price.

If in their Tender a Shareholder specifies a Minimum Price higher than the price determined by the Management Board as the Final Price, the Company will reject such a Tender.

If in their Tender a Shareholder specifies a Minimum Price falling outside the Price Range or specifies the Minimum Price with a precision other than indicated in Clause 3 hereof, the Company will reject such a Tender.

The Final Price will be identical for all shareholders who declared their intention to sell at such price level or below.

In the case of Tenders accepted by the Company and satisfying the Final Price criterion referred to in Clause 3 hereof, where the total number of Shares covered by the Tender accepted by the Company is equal to or below the number of Acquired Shares that the Company ultimately intends to acquire, the Company will purchase all of the Shares covered by the accepted Tenders.

In the event that the total number of Shares covered by Tenders submitted by the Shareholders within the prescribed deadline and accepted by the Company is greater than the number of Shares that the Company intends to acquire, the Company will acquire the Shares using a proportional reduction in the number of Shares covered by the Tenders submitted and accepted by the Company. Fractional numbers of Shares will be rounded down to the nearest integer so that the total number of Shares ultimately acquired equals the number of Acquired Shares, while observing the principle of equal treatment of all Shareholders.

The Shares remaining after the rounding (i.e. the Shares in the number which is the difference between the number of Acquired Shares determined by the Company and the total number of Shares covered by the reduced and rounded Tenders) will be allocated to the Tenders submitted by the Shareholders on a one-share-at-a-time basis, starting with the highest Tenders and ending with the lowest ones, until the total allocation of Shares equals the number of Acquired Shares. In the case of Tenders for the same number of Shares, the Management Board will allocate the Shares in a sequence, beginning with the Shareholders who submitted the Tenders earlier.

The Company will only be entitled to accept Tenders submitted in accordance with the Invitation.

In particular, the Company will not accept Tenders on an improperly completed form or ones without the required attachments, including a certificate for shares (if applicable) confirming the blocking of the Company's Shares and the issuance of an irrevocable request to issue a settlement instruction.

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The transfer of Shares from the Shareholders to the Company will be carried out on an over-the-counter basis and will be settled through the NDS depository and settlement system. The Brokerage House will be the intermediary entity in the settlement.

#### **10. Payment of Purchase Price**

The Purchase Price of the Shares to be acquired from individual Shareholders, their number determined in accordance with Clause 9 above, will be paid by the Company in cash in the Polish zloty. The amount being the product of the final number of Shares to be purchased from individual Shareholders and the Purchase Price may be reduced by due commission and other fees (provided that such commission or fees are charged by the Brokerage House, the Custodian Bank, or the Investment Firm issuing the settlement instruction in accordance with the relevant tariff).

#### **11. Purpose and justification of acquisition of Shares**

The Shares covered by the Invitation are acquired to meet the requirements of the Executive Share Scheme established by Resolution No. 21 of the Company's Ordinary General Meeting of 27 June 2024 concerning the creation of an Executive Share Scheme for the Members of the Management Board and Company's key executives. If they are not earmarked for the scheme, the Shares may be allocated for redemption or use for future incentive schemes to be established by a resolution of the General Meeting of Shareholders.

#### **12. Legal nature of the Invitation**

This Invitation is not a tender offer for the sale or exchange of shares as referred to in Articles 72a, 73 et seq. of Public Offer Law. In particular, Articles 77-77h and 79-79f of Public Offer Law and the provisions of the Regulation do not apply to this Invitation. This Invitation is not to be regarded as an offer within the meaning of Article 66 of the Polish Civil Code.

This document does not need to be approved or submitted to the Polish Financial Supervisory Authority or any other authority. A Shareholder responding to this Invitation will bear all legal, financial, or fiscal consequences of their investment decisions.

This document is not a tender offer for the purchase, nor does it solicit the sale of any securities in any country in which it would be unlawful to make such a tender or solicitation to sell securities or seek to obtain any permits, notifications, or registrations.

This document is not a piece of investment, legal, or tax advice. The Shareholders should seek advice from investment, legal, and tax advisers on matters relating to the Invitation.

The Company has made the text of this Invitation public in a published current report. The Invitation is also available on the Company's website (<https://assecobs.pl/investor-relations/current-reports/?lang=en>) and on the website of the Brokerage House.

(<https://www.santander.pl/inwestor>).

Any additional information on the procedure for accepting Tenders in response to this Invitation may be obtained from the Brokerage House at 691 510 168 and from the Investment Firms and the Custodian Banks that participate in the NDS.

The Invitation is valid only in the territory of the Republic of Poland. Outside the Republic of Poland, the Invitation cannot give grounds for the performance of the activities indicated therein.

#### **13. Taxes**

It should be noted that the sale of Shares to the Company may result in tax burdens to be borne by the Shareholders. For these reasons, the Shareholders are advised to seek the advice of a tax, financial, or legal consultant on a case-by-case basis or to obtain the official interpretation of relevant and competent administrative

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bodies. Neither the Company nor the Brokerage House will be liable for any tax expenses incurred by the Shareholder or the Shareholder's costs of hiring a tax, financial, or legal consultant.

#### **14. Information on the processing of personal data by Santander Bank Polska S.A.**

Pursuant to Article 13(1)(2) and Article 14(1)(2) of Regulation (EU) 2016/679 of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data, and repealing Directive 95/46/EC (General Data Protection Regulation) (OJ L 119/1) ("GDPR"), applicable as from 25 May 2018, be advised of how and why we process your personal data ("Data") and also of your rights related to data protection.

##### **A. Who is responsible for Data processing and who is the contact person in this matter?**

The Data Controllers for the Data of Shareholders submitting Tenders through Investment Firms, which run their securities accounts or accept such offers from the clients of Custodian Banks, are the relevant Investment Firms receiving the Tenders.

The Data Controller for Data concerning the Shareholders submitting their Tender Offers to the Brokerage House is Santander Bank Polska S.A. in Warsaw ("Bank").

The Bank has appointed a Data Protection Officer who can be contacted in by writing to: Santander Bank Polska S.A., ul. Kolorowa 8, 60-198 Poznań with a notice saying: "Inspektor ochrony danych" and by e-mail at: iod@santander.pl. The Data Protection Officer can be approach on all matters related to the processing of Data and the exercise of rights associated therewith.

##### **B. Why is your Data being processed and on what legal basis?**

The Bank processes your Data in accordance with the provisions of the GDPR and Polish data protection regulations. The processing takes place:

- in connection with the performance of obligations imposed by the law on entities conducting brokerage operations – Santander Bank Polska S.A. – Santander Biuro Maklerskie (Article 6(1)(c) GDPR), including:
  - related to the performance of obligations specified in the Act of 29 July 2005 on Trading in Financial Instruments and the regulations therein;
  - related to the performance of reporting obligations in accordance with Regulation (EU) No 600/2014 of the European Parliament and of the Council of 15 May 2014 on markets in financial instruments and amending Regulation (EU) No 648/2012 ("MIFIR"); due to the legitimate interest of the Bank (Article 6(1)(f) GDPR). We do so, for example, when we process the data of individuals acting on behalf of clients; when we wish to prevent crimes; to ensure the Bank's cybersecurity; to pursue claims; and to defend against claims.

The sharing by the Shareholders of their Data is a prerequisite for the Tender procedure; it arises from the performance of legally required obligations, or is necessary to achieve aims linked to the legitimate interest of the Bank. If you fail to share the necessary Data with the Brokerage House, they will not be able to handle your Tenders.

##### **C. Who can Data be transferred to?**

Data may be shared with other recipients in order to meet a Bank's legal obligation or for purposes arising from the legitimate interest of the Bank. Data recipients can be, in particular:

- a) Asseco Business Solutions S.A. and its authorised personnel;
- b) public authorities, e.g. the Polish Financial Supervision Authority;
- c) entities participating in processes linked to the Tender procedure, including entities maintaining the Shareholders' securities accounts;
- d) entities authorized to receive information subject to professional secrecy pursuant to the Act on Trading in Financial Instruments and other applicable provisions of law;

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- e) entities processing Data on behalf of the Bank and their authorised employees, provided that such entities process the Data on the basis of an agreement concluded with the Bank and exclusively in accordance with the Bank's instructions.

#### **D. How long will your Data be processed (stored)?**

Your Data will be processed for the period necessary to achieve the purpose of processing indicated in Point B, i.e.

- to meet the legal obligations imposed on Santander Bank Polska S.A. – Santander Biuro Maklerskie in connection with its operation – until these obligations have been met by the Bank;
- until the legitimate interest of the Bank, which is the basis for the processing, is fulfilled, or until you object to such processing, unless there are legally justified grounds for further data processing.

#### **E. Rights of the Shareholder as a data subject**

- the right to access personal data, including the right to obtain a copy thereof as provided in Article 15 GDPR;
- the right to request the rectification of personal data – in cases where it is inaccurate or incomplete – as provided in Article 16 GDPR;
- the right to request the erasure of personal data (the right to be forgotten) as provided in Article 17 GDPR;
- the right to request that the processing of personal data be restricted as provided in Article 18 GDPR;
- the right to transfer data as provided in Article 20 GDPR;
- the right to object as provided in Article 21 GDPR;
- the right to lodge a complaint with a supervisory authority (President of the Personal Data Protection Office) if you believe that the processing of your data violates the provisions of the GDPR.

#### **F. Sources of data**

In cases where Tenders are submitted through an attorney or representative, the source of the data is the individuals submitting the Tender on behalf of the Shareholder.

#### **G. Categories of processed Data**

We process your data to the extent indicated in the Share tender Form.

### **15. Definition and abbreviations used herein**

In addition to other terms defined in this Invitation, the following capitalised terms and abbreviations have the meanings set out below:

<b>Shareholder</b>	a natural person, legal person or organisational unit without legal personality that holds stock in the Company.
<b>Custodian Bank</b>	as defined in the Financial Instruments Law.
<b>Investment Firm</b>	as defined in the Financial Instruments Law.
<b>WSE</b>	Warsaw Stock Exchange [Giełda Papierów Wartościowych w Warszawie S.A.]
<b>NDS</b>	National Securities Deposit [Krajowy Depozyt Papierów Wartościowych S.A.]
<b>Encumbrances</b>	regular, tax, registered, or financial pledge, seizure in enforcement or securing proceedings, option, right of first refusal, pre-emptive right, or any other right, encumbrance, or restriction established in favour of third parties of a material or obligatory nature.

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<b>Tender</b>	an offer for the sale of Shares made to the Company by a Shareholder in response to the Invitation.
<b>Regulation</b>	Regulation of the Minister of Finance of 23 May 2022 on specimens of calls to subscribe for the sale or exchange of shares in a public company, the manner and procedure for submitting and accepting call subscriptions and permissible security types (Journal of Laws of 2022, item 1134).
<b>Financial Instruments Law</b>	Act of 29 July 2005 on Trading in Financial Instruments (Journal of Laws of 2024, item 722 as amended).
<b>Public Offer Law</b>	Act of 29 July 2005 on public offering and the conditions for introducing financial instruments into organized trade and on public companies (Journal of Laws of 2025, item 592 as amended).

***Asseco Business Solutions S.A.***

***SANTANDER BANK POLSKA S.A.  
- SANTANDER BIURO MAKLERSKIE***

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Wojciech Barcentewicz – President of the Management Board

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Adam Musiał – Attorney

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Mariusz Lizon – Member of the Management Board

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Andrzej Kazuś – Attorney