*Appendix to Resolution No. 15 of the Supervisory Board of Asseco Business Solutions S.A. of 6 July 2026*

# ARTICLES OF ASSOCIATION
# ASSECO BUSINESS SOLUTIONS S.A.

**- consolidated text -**

**(with amendments adopted by Resolution No. 23 of the Ordinary General Meeting of Asseco Business Solutions S.A. of 27 May 2026)**

## Section 1 Name of the Company

1. The joint-stock company, hereinafter referred to as the Company, shall operate under the name "ASSECO BUSINESS SOLUTIONS Spółka Akcyjna".
2. In transactions, the Company shall use the abbreviated name, "ASSECO BUSINESS SOLUTIONS S.A.".
3. The Company may use its name together with a distinctive logo.

## Section 2 Registered Office

The Company's registered office shall be Lublin.

## Section 3 Area of Operation

The Company may operate in the territory of the Republic of Poland and abroad.

## Section 4 Duration of the Company

The Company is established for an indefinite period of time.

## Section 5 Object of the Company

1. The object of the Company's activity shall be any manufacturing, trading, service, and research and development, particularly in the areas of (in accordance with the Polish Classification of Activities – PKD – equivalent of NACE):
    1) Manufacture of paper stationery (17.23.Z),
    2) Other printing (18.12.Z),
    3) Service activities related to preparation for print (18.13.Z),
    4) Reproduction of recorded media (18.20.Z),
    5) Manufacture of electronic components and boards (26.1),
    6) Manufacture of computers and peripheral equipment (26.2)
    7) Manufacture of communication equipment (26.3),
    8) Manufacture of consumer electronics (26.4),
    9) Repair of machinery (33.12.Z),
    10) Repair of electronic and optical equipment (33.13.Z),
    11) Repair of electrical equipment (33.14.Z),

12) Installation of industrial machinery and equipment (33.20.Z),
13) Development of building projects for residential buildings (68.12.A),
14) Development of building projects for non-residential buildings (68.12.B),
15) Development of other building projects (68.12.C),
16) Construction of residential buildings (41.00.A),
17) Construction of non-residential buildings (41.00.B),
18) Other specialized construction activities n.e.c. (43.99.Z),
19) Conservation, restoration and other support activities for cultural heritage (91.30.Z),
20) Construction of transmission pipelines and distribution networks (42.21.Z),
21) Construction of utility projects for electricity and telecommunications (42.22.Z),
22) Activities of agents involved in the wholesale of other particular goods (46.18.Z),
23) Wholesale of motor vehicles, excluding motorcycles (46.71.Z),
24) Retail sale of motor vehicles, excluding motorcycles (47.81.Z),
25) Activities of agents involved in the wholesale of machinery, industrial equipment, ships and aircraft (46.14.Z),
26) Activities of agents involved in non-specialized wholesale (46.19.Z),
27) Wholesale of information and communication technology (ICT) equipment (46.50.Z),
28) Wholesale of household, office and shop furniture, carpets and lighting equipment (46.47.Z),
29) Wholesale of other machinery and equipment (46.64.Z),
30) Non-specialised wholesale trade (46.90.Z),
31) Retail sale of information and communication technology (ICT) equipment (47.40.Z),
32) Intermediation service activities for specialised retail sale (47.92.Z),
33) Retail sale of furniture, lighting equipment, tableware and other hosehold goods (47.55.Z),
34) Retail sale of other second-hand goods (47.79.C),
35) Intermediation service activities for non-specialised retail sale (47.91.Z),
36) Retail sale via mail order houses or via Internet (47.91.Z),
37) Other retail sale not in stores, stalls or markets (47.99.Z),
38) Warehousing and storage (52.10.B),
39) Book publishing (58.11.Z),
40) Other publishing activities, except for software publishing (58.19.Z),
41) Publishing of newspapers (58.12.Z),
42) Publishing of journals and periodicals (58.13.Z),
43) Other software publishing (58.29.Z),
44) Sound recording and music publishing activities (59.20.Z),
45) Radio broadcasting and audio distribution activities (60.10.Z),
46) Television programming, broadcasting and video distribution activities (60.20.Z),
47) Wired telecommunications activities (61.10.A),
48) Other wired, wireless and satellite telecommunications activities (61.10.B),
49) Other telecommunications activities n.e.c. (61.90.B),
50) Telecommunications reselling activities and intermediation in telecommunications services (61.20.Z),
51) Other telecommunications activities (61.90.A),
52) Other programming activities (62.10.B),
53) Cybersecurity activities (62.20.A),
54) Other activities related to IT consultancy and management of IT equipment

(62.20.B),

55) Other service activities in information and computer technologies (62.90.Z),
56) Other computing, data processing, hosting and related activities (63.10.D),
57) Other content distribution activities (60.39.Z),
58) Financial leasing (64.91.Z),
59) Buying and selling of own real estate (68.11.Z),
60) Renting and operating of own or leased real estate (68.20.Z),
61) Management of real estate on a fee or contract basis (68.32.B),
62) Activities of head offices (70.10.A),
63) Business and other management consultancy activities (70.20.Z),
64) Research and experimental development on natural sciences and engineering (72.10.Z),
65) Renting and leasing of cars and light motor vehicles (77.11.Z),
66) Renting and leasing of trucks (77.12.Z),
67) Renting and leasing of other personal and household goods (77.22.Z),
68) Renting and leasing of office machinery and equipment (including computers) (77.33.Z),
69) Renting and leasing of other machinery, equipment and tangible goods n.e.c. (77.39.Z),
70) Other lease of intellectual property and similar products, excluding copyrighted works (77.40.B),
71) Combined facilities support activities (81.10.Z),
72) Office administrative and support activities (82.1),
73) Other education n.e.c. (85.59.B),
74) Educational support activities n.e.c. (85.69.Z),
75) Repair of computers and communication equipment (95.10.Z),
76) Other service activities n.e.c. (96.99.Z),
77) Solar energy (35.12.B),
78) Trade of electricity (35.15.Z),
79) Data center colocation and cloud computing activities (63.10.A),
80) DNS service activities (63.10.B).

2. In order to undertake a particular type of activity that requires a licence or other permit in accordance with law, the Company shall be required to obtain the appropriate licence or permit.
3. If it is legally required to possess appropriate professional qualification in the performance of a particular type of business, the Company shall ensure that any activities within this business be carried out by a person holding such professional qualification.

## Section 6 Share capital

1. The share capital amounts to PLN 167,090,965.
2. The share capital is divided into:
   a) 10,000,000 of series A ordinary bearer shares numbered from 00000001 to 10000000, with a nominal value of PLN 5 (five) each,

b) 13,013,914 of series B ordinary bearer shares numbered from 00000001 to 13013914, with a nominal value of PLN 5 (five) each,

c) 5,600,000 of series C ordinary bearer shares numbered from 00000001 to 5600000, with a nominal value of PLN 5 (five) each,

d) 4,804,279 of series D ordinary bearer shares numbered from 00000001 to 4804279, with a nominal value of PLN 5 (five) each.

**Section 7 Shares**

1. The Company's shares are divided into series labelled by letters of the alphabet (alternatively by Arabic numerals) according to the successive issues of shares with determining the number of shares within a series. Shares of each series are marked with numbers.
2. The Company's shares are ordinary bearer shares.
3. Each share shall confer the right to one vote at the General Meeting.
4. The share capital can be reduced by reducing the par value of shares, a combination of shares or redemption of shares.

**Section 8 Transferability of shares**

Shares are transferable and can be encumbered with limited property rights.

**Section 9 Redemption of shares**

1. Shares may be redeemed only with the consent of the shareholder by way of acquisition by the Company (voluntary redemption).
2. Redemption of shares shall require a resolution of the General Meeting.
3. The Management Board shall be authorized to acquire shares for redemption exclusively under a relevant resolution of the General Meeting. The resolution shall specify the conditions for the acquisition, including, in particular, the maximum number of shares to be acquired, the period in which the shares may be acquired, but no longer than five years, and the maximum and minimum payment for the acquired shares.
4. The redemption of shares shall be made by reducing the share capital.

**Section 10 Increase and reduction of share capital**

1. The share capital may be increased or reduced pursuant to a resolution of the General Meeting.
2. The increase of share capital may be done by issuing new shares. The share capital may also be increased by transferring funds from supplementary capital or reserve fund as

determined by a resolution of the General Meeting. Current shareholders shall have a priority right to subscribe for new shares in proportion to the number of shares held (subscription rights), unless the General Meeting adopts a resolution to exclude or limit subscription rights.

3. The Company may issue bonds, including convertible bonds and priority bonds.

**Section 11 Governing bodies**

The Company shall have the following governing bodies:

1. General Meeting,
2. Supervisory Board,
3. Management Board.

**Section 12 General Meeting**

1. General Meetings may be ordinary or extraordinary.
2. An Ordinary General Meeting shall be convened by the Management Board no later than on 30 June of each consecutive calendar year.
3. The Supervisory Board may convene an Ordinary General Meeting, if the Management Board does not convene the same in a timely manner, and an Extraordinary General Meeting, if the convening of that it deems advisable.
4. A shareholder or shareholders representing at least one twentieth of the share capital may request the Board to convene an Extraordinary General Meeting, as well as demand the inclusion of specific issues on the agenda of the next General Meeting.
5. The powers of the General Meeting shall be:
   1) to review and approve the report of the Management Board on the Company's operations and financial statements for the previous financial year,
   2) to adopt resolutions on the distribution of profit or covering of loss, the amount of allocations to supplementary capital and other funds, the date by which a list is determined of shareholders entitled to dividend for the fiscal year, the amount of dividend and the dividend payment date,
   3) to grant the vote of approval to members of the Company bodies for discharging their duties,
   4) to dispose of or lease the enterprise or an organised part thereof and to establish a limited right in rem thereon,
   5) to acquire or dispose of property, usufruct rights or interests in real property,
   6) to make provisions for damages caused during the establishment of the Company

or during its management or supervision,

7) to adopt resolutions on the merger of the Company with another company, the dissolution of the Company and the appointment of a liquidator,

8) to adopt resolutions on the issuance of convertible bonds or bonds with priority rights and subscription warrants,

9) to amend the Articles of Association, including adopting resolutions on the increase or reduction of share capital,

10) to make changes to the Company's scope of business,

11) to establish and revise the rules of remuneration or level of remuneration for the Members of the Supervisory Board,

12) to adopt and amend the Rules of Procedure of the General Meeting,

13) to adopt resolutions on redemption of shares upon the shareholder's approval by way of their acquisition by the Company.

6. Each shareholder may attend the General Meeting and exercise their right to vote in person or by proxy.
7. If the provisions of the Code of Commercial Companies and Partnerships or the Articles of Association do not provide otherwise, the General Meeting shall be valid and may adopt resolutions irrespective of the number of shares represented.
8. Resolutions of the General Meeting shall be adopted by an absolute majority of votes, unless other provisions of the Articles of Association or the Code of Commercial Companies and Partnerships provide otherwise.
9. The General Meeting's resolution on the amendment of the Articles of Association concerning the relocation of the registered seat requires the approval of the shareholder Maciej Maniecki in order to be valid. The personal entitlement referred to in the preceding sentence should be exercised through a declaration submitted by the shareholder to the minutes of the General Meeting immediately before the adoption of the resolution on the matter.
10. General Meetings shall be held at the Company headquarters or in Warsaw.

## Section 13 Supervisory Board

1. The Supervisory Board shall exercise supervision over all areas of the Company's business.
2. The Supervisory Board shall consist of 5 (five) to 6 (six) members.
3. The Supervisory Board is appointed and dismissed by the General Meeting. The

Members of the Supervisory Board are be appointed for a five-year joint term of office. Each Member of the Supervisory Board may be re-elected to perform this function.

4. At the first meeting in a given term of office, the Supervisory Board shall elect the Chairperson from among its members, who will chair the meetings of the Supervisory Board and manage its work.
5. The Supervisory Board meetings shall be convened by the Chairperson or, in his absence, by another Member of the Supervisory Board; the Supervisory Board meetings shall be held not less frequently than every three months. The Chairperson shall be required to convene a meeting at the request of the Management Board or a member of the Supervisory Board. In such a case, the Chairperson shall convene a meeting of the Supervisory Board within two weeks of receiving the request.
6. The resolutions of the Supervisory Board are adopted by simple majority of votes cast, unless the law provides for stricter conditions with regard to adopting resolutions. If the voting is undecided, the vote of the Chairperson of the Supervisory Board shall be decisive, and if the Chairperson is absent, the vote of the Chairperson of the meeting.
7. The resolutions of the Supervisory Board may be adopted if all its members were informed in writing of the date and venue of the meeting, at least one week before the meeting, and at least half of them are present at the meeting. The Members of the Supervisory Board may participate in the process of adopting the resolutions of the Supervisory Board by casting their vote in writing through another Member of the Supervisory Board, or by means of remote communications, or in writing.
8. The Members of the Supervisory Board shall receive remuneration determined by a resolution of the General Meeting.
9. The rules for the Supervisory Board shall be determined by the Rules of Procedure of the Supervisory Board. These Rules shall be adopted by the Supervisory Board.
10. The duties and responsibilities of the Supervisory Board are set out in the Code of Commercial Companies and Partnerships and in the Articles of Association and include:
    1) to assess the Management Board's Annual Report and the Company's financial statements for compliance with the accounts and records as well as with the facts,
    2) to assess the recommendations of the Management Board concerning the distribution of profit or coverage of loss, and concerning the issue of bonds,
    3) to submit to the General Meeting an annual written report on the results of the aforesaid assessments,
    4) to represent the Company in its contracts with the Members of the Management

Board and in disputes therewith or with its members,

5) to determine the remuneration of the Members of the Management Board,
6) to select an audit firm to audit financial statements and to select an audit firm to provide assurance on sustainability reporting,
7) to determine a consolidated text of the amended Articles of Association,
8) to appoint, dismiss or suspend Members of the Management Board,
9) to approve the budget for each financial year and approve development programmes for individual areas of Company's activity,
10) to approve the recommendations of the Management Board concerning the establishment of commercial companies and foundations by the Company, and concerning matters of entering into existing entities,
11) to give consent to the incurring by the Company of loans and credits or to the granting of guarantees or sureties in an amount exceeding PLN 5,000,000 (five million) upon performing this activity, except:
    a) when they were provided for in the Company's budget or in the Company's development policy approved by the Supervisory Board,
    b) guarantees and sureties granted in contracts entered into in connection with the Company's operations, with contractors, co-performers, subcontractors in tendering procedures, and
    c) granted to a shareholder of the Company, its subsidiaries or affiliates in accordance with the Accounting Act,
12) to consent to the payment by the Management Board's of an interim dividend against the dividend anticipated at end of the financial year.

## Section 14 Management Board

1. The Management Board shall manage the operations of the Company and its assets and represent the Company before courts, authorities and third parties. The Management Board shall take decisions on all matters not reserved by the provisions of the Articles of Association or law to the powers of the Supervisory Board or the General Meeting.
2. The Management Board shall consists of 1 (one) to 7 (seven) members, including the President, Vice-Presidents and Members. A joint term of office of the Members of the Management Board shall be 4 (four) years. Each Member of the Management Board may be elected for another term. The Management Board shall operate under the Rules of Procedure adopted thereby and approved by the Supervisory Board.

3. Resolutions of the Management Board shall be adopted by a simple majority of votes. If the number of votes cast for and against is even, the President of the Management Board will be entitled to a casting vote. In his absence, the vote of the Vice-President of the Management Board will be decisive. In their absence, the chairperson of the General Meeting will have a casting vote.
4. When appointing the Members of the Management Board, the Supervisory Board shall define their individual functions. At the request of the full Management Board, the Supervisory Board approves the delegation of authority among the Members of the Management Board.
5. The meetings of the Management Board are convened by the President of the Management Board or, in his or her absence, by the Vice-President of the Management Board.
6. The convening person shall notify the Members of the Board of the meeting in writing or by electronic mail at least 3 (three) days before the date of the meeting.
7. In urgent cases, the President of the Management Board or, in his or her absence, the Vice-President of the Management Board may determine a different manner and time of notifying the members of the Management Board on the date of the meeting.
8. The Management Board shall be deemed duly constituted and capable of adopting resolutions if each Member of the Management Board has been effectively notified of the scheduled meeting sufficiently in advance to enable him or her to attend, and at least half of the total number of the members are present at the meeting.
9. The meetings of the Management Board shall be held in the Company's seat or in other location determined by the convening person.
10. The Members of the Management Board may participate in the process of adopting the resolutions of the Management Board by casting their vote in writing through another member, or by means of remote communications, or in writing.
11. *deleted*
12. *deleted*
13. The following persons shall be authorized to represent the Company and make representations on its behalf: President of the Management Board acting jointly with either the Vice-President or with another Member of the Management Board or with a proxy, or the Vice-President of the Management Board acting jointly either with the President or with another Member of the Management Board or with a proxy.

**Section 15 Participation in profit and Company's capital**

1. Shareholders shall have the right to participate in the profit shown in the financial

statements audited by a certified auditor that has been designated by the General Meeting as payable to shareholders.

2. *deleted*

3. The Company shall form the following capitals and funds:

   1) share capital,
   2) supplementary capital,
   3) reserve fund.

4. Under the resolution of the General Meeting, the Company may also create other funds, including ones to cover individual losses or expenses, or intended for specific purposes.
14. The amount of allocations to for capitals and funds shall be determined by the General Meeting.
15. Supplementary capital shall be formed through appropriations from net profit. The appropriations may not be less than 8% of profit for the fiscal year. The appropriations for supplementary capital may be aborted if this capital is not less than one third of the share capital.
16. The Management Board may, upon the consent of the Supervisory Board, make advance payments towards the dividend anticipated at the end of the financial year.

**Sector 16 Accounting**

The Company shall keep the accounts and books in accordance with rules and regulations applicable in the Republic of Poland.

**Section 17 Financial year**

1. Company's financial year begins on 1 January and ends on 31 December of the same calendar year.

2. Within 3 (three) months after the end of fiscal year, the Management Board shall prepare and submit to the Supervisory Board the Company's financial statements for the ended financial year, together with a statutory auditor's opinion.

**Section 18 Final provisions**

1. The Company shall publish its notices in *Monitor Sądowy i Gospodarczy* or on its corporate website at: http://www.assecobs.pl.

2. The provisions of the Code of Commercial Companies and Partnerships shall apply to all

matters not provided for in these Articles of Association.