Business Solutions

Semi-annual Management Report

on the Operations of Asseco Business Solutions S.A. in the Six Months Ended 30 June 2026

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1. The Management

On 30 June 2026, the Management Board of Asseco Business Solution S.A. was as follows:

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

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

On 30 December 2026, the Supervisory Board of Asseco Business Solution S.A. was as follows:

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

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

2. About Asseco Business Solutions S.A.

2.1 Business profile

Asseco Business Solutions (Company) is a designer and vendor of enterprise software with an impressive track record. Companies that seek modern enterprise management systems can benefit from the offering of Asseco Business Solutions S.A. as a complete and dedicated set of solutions dovetailed with the specific qualities, size, and needs of almost any business in any industry.

"The goal of Asseco Business Solutions is to provide innovative IT solutions that enhance the enterprise management capacity and help develop and strengthen a competitive advantage in the market. When designing its systems, Asseco Business Solutions is always open and responsive to companies' needs and does its utmost to provide the most practical and effective tools that help grow the business."

Mission Statement

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

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

Asseco Business Solutions S.A. is part of the international Asseco Poland Group S.A., a Europe-leading vendor of proprietary enterprise software. The Asseco Poland Group is a constellation of enterprises engaged in the advancement of information technology with a footprint in several dozen countries around the world, including most European countries and the USA, Canada, Israel, and Japan.

2.2 ERP segment

Asseco Business Solutions SA furnishes modern IT solutions for enterprises, irrespective of their size, character and industry. Within the Asseco Poland Group, Asseco Business Solutions S.A. is a competence centre responsible for the development of ERP software, mobile reporting systems (SFA), data exchange platforms, factoring systems, and software for SMEs.

ERP systems

Softlab ERP by Asseco is designed for medium-sized and large organizations, including multi-entity and multi-company structures. The system supports the management of complex business processes across sales, e-commerce, logistics, warehouse management (WMS), manufacturing, finance, and human resources. Its modern user interface, intuitive operation, and ability to perform mass operations on records contribute to a highly efficient and user-friendly working environment.

Softlab ERP incorporates advanced automation capabilities and offers extensive integration with, among others, warehouse automation systems, the National e-Invoicing System (KSeF), payment service providers, courier networks, and marketplace platforms. The solution also leverages AI-powered assistants that automate routine tasks, support data analysis, and adapt the user interface to individual user preferences and requirements. Powered by Anywhere (HTML) technology, Softlab ERP delivers full flexibility and mobility, enabling users to access and operate the system from virtually any device. Softlab ERP is particularly well suited to the needs of e-commerce businesses. The solution is available both as an on-premises deployment and in a cloud-based delivery model.

Merit ERP by Asseco is an enterprise resource planning solution designed for medium-sized organizations with complex organizational structures. It is a process-driven ERP system that supports the automation of operations across the enterprise, enabling business processes to be modelled and tailored to the specific structure of the organization. By streamlining workflows and document circulation, Merit ERP enhances operational transparency and eliminates communication bottlenecks between departments. The system covers key functional areas, including finance and accounting, human resources, logistics and sales, manufacturing, and controlling. Merit ERP supports the paperless office concept by automating digital workflows for financial and HR documents, including configurable approval paths. The system is fully prepared for integration with the KSeF. The solution incorporates AI capabilities to automate selected processes, such as payment date forecasting and automated invoice posting. Operating in a web-based (HTML) environment, Merit ERP provides convenient and secure access to data from any location and device. In addition, its cloud deployment option offers predictable operating costs, enhanced data security, and continuous access to the latest software version.

The ERP software solutions for SMEs are embedded in WAPRO ERP by Asseco. Wapro ERP is an integrated business management solution designed for small and medium-sized enterprises – from sole proprietorships to companies employing several dozen people – as well as accounting firms. The system brings together sales, inventory management, accounting, human resources, invoicing, e-commerce, and KSeF functionality within an integrated ecosystem. Users can access the solution through a cloud-based model via a web browser (Wapro Anywhere Cloud), a hybrid model combining a desktop application with an HTML interface, or a traditional on-premise deployment hosted on their own servers. Flexible purchase options – including monthly subscriptions, annual subscriptions, and perpetual licences – enable customers to start with functionality tailored to their current needs and gradually expand the system as their business grows. This approach eliminates the need for costly migrations or software replacement while providing a scalable platform that evolves alongside the organization.

Complementing the ERP portfolio is Business Cloud by Asseco, a suite of cloud-based solutions designed to extend the capabilities of Wapro ERP, Softlab ERP, and Merit ERP. The Business Cloud platform includes Portal HR, a solution enabling employee self-service and the automation of HR processes; Businesslink, a platform supporting the automated exchange of documents with business partners and communication with the KSeF; and Businesscheck, a tool that provides substantive validation and compliance verification of e-invoices prior to their upload to the KSeF. The offering also includes Businessbank, a solution that automates communication with banking institutions, including bank statement imports, payment processing, and balance retrieval through direct API integrations. In the area of document workflow digitalization, the platform offers SEOD (Electronic Document Workflow System), which supports the processing of various document types through configurable approval workflows and budget control mechanisms. The portfolio is further enhanced by SimplySign, a mobile electronic signature solution that enables users to sign HR documents, commercial agreements, and tax filings (including PIT, VAT, CIT, JPK, and financial statements) using a smartphone or web browser. The platform is further complemented by the Business Analytics module, which provides multidimensional data analysis and management reporting capabilities, as well as RODO Utility, a solution supporting personal data administrators in handling data subject requests, maintaining registers and records, and ensuring compliance with data retention requirements. All Business Cloud services are delivered in a cloud-based model, ensuring data security, remote access from any device, and seamless integration with the Asseco Business Solutions ERP ecosystem.

SFA systems

Asseco Business Solutions S.A. is also modern sales support systems of clustered in the Asseco Platform, including primarily mobile SFA (Sales Force Automation) and FFA (Field Force Automation) systems, such as Mobile Touch by Asseco, as well as services for comprehensive, electronic exchange and analysis of commercial data between individual links of the distribution chain, mainly between manufacturers and wholesaler networks. Asseco Platform is an advanced suite of tools supporting sales and process management in the FMCG sector. The platform comes with the following solutions:

- Sales Excellence – sales optimization through the practical application of the concept of Perfect Store, KPI analysis, sales team incentives, and coaching,
- Retail Activity Optimization (RAO) – smart management of sales activities, optimization of sales visits, and recommendations of data-driven actions,
- Digital Shelf Recognition – AI-powered monitoring of product display on shelves, automated audits, and improved product availability,
- Recommendation System – Big Data and AI analysis generating recommendations for even more optimized sales and distribution,
- Digital Collaboration – tools for digital communication and exchange with points of sale, trouble-free and independent order, promotion, and merchandising management,
- Data Sharing – integration and harmonization of data from various sources, automation of information exchange, and market analysis.

Asseco Platform is a comprehensive solution that supports companies in effective sales, process automation, and optimization of retail and distribution.

Factoring systems

Asseco Business Solutions SA has also designed the Faktor system: a novel finance-oriented application for the comprehensive handling of factoring transactions.

In the first half of 2026 the Company continued to invest in functional and technological development of its products and services. Particular emphasis was placed on continuously enhancing the cybersecurity of its solutions and increasing their availability through cloud-based delivery models. A key focus area in early 2026 was the adaptation of the Company's ERP solutions across all product lines to meet the requirements of the KSeF. At the same time, the Company provided implementation support to existing customers, assisting them in the effective and compliant deployment of KSeF requirements within their ERP environments. In the first half of 2026, Asseco Business Solutions also continued implementation of AI technologies across its products and services. These initiatives were focused on further increasing the level of automation of selected business processes, particularly in the areas of finance, human resources and payroll, and sales. Based on collected data, the algorithm can generate recommendations and business notifications; it can adapt the system to users' working styles; it automates repetitive activities; and it offers prediction-enabled smart analysis. Some more capabilities include document processing, data analysis and content generation, including summaries and translations, which significantly enhances business operations. The Company also develops advanced natural language processing, including voice support and information search, as well as deploying smart assistants and chatbots. What follows, it can provide modern tools that increase the convenience and efficiency of users' work. The Company also continued to grow the scope of Image Recognition capabilities (mainly for clients from the FMCG and pharma industries).

This is to enable digital analysis of the standard of product display in retail outlets (stores, pharmacies).

An increasing number of products and services marketed by Asseco BS (both in the ERP and SFA areas) is made available in the cloud model. There is a rapid growth of projects completed in the full outsourcing model. It means that the Company assumes the full responsibility not only for the programs but also for the most sensitive components of the solutions: the system infrastructure, communications, or supervision over integration processes. Such an implementation approach is possible thanks to the Company's own Data Processing Centres.

In addition, the Company generates the so-called unallocated revenue which falls outside the main segment. This category includes revenues from sales and deployments of Central Data Processing systems (including deployments of terminal solutions), based on third-party technologies, e.g. Citrix.

The markets

The primary market for Asseco Business Solutions S.A. is Poland. The Company is also increasingly getting a foothold on foreign markets. Our sales support systems (SFA) work for clients in dozens of countries. At the beginning, we served mainly the Polish and a few other European markets. Over the past few years, we have successfully expanded our presence to several other continents. Our SFA solutions are used by manufacturers' mobile workforce on six continents.

Asseco Business Solutions S.A. maintains a strong domestic presence, with offices in 14 cities across Poland (headquartered in Lublin, with a trade office in Warsaw), a network of several hundred business partners nationwide (responsible for the distribution of WAPRO ERP by Asseco), and two proprietary Data Centre sites in Lublin. For international implementations, the Company also leverages the infrastructure of public cloud providers, currently operating through locations in Europe, North America, and Asia. The technological and business partners of Asseco BS are the largest global software and hardware vendors, such as Oracle, Microsoft, HP, IBM, or Citrix.

The Company's IT solutions are deployed at tens of thousands of companies in Poland and abroad. Among them, there are many market global leaders but also smaller organisations aspiring to gain a competitive edge in their home markets. Some of the users of the Company's solutions are: Agata, Barilla, Bonduelle, Coca-Cola HBC, Bacardi-Martini, Darco, Denckermann, Dr. Oetker, Ferrero, Food Care, Heineken, Hortex, ILS, Lotte (Wedel), L'Oréal, Kamoka, Kenvue, Kraft Heinz, Maspex, McCormick, Makarony Polskie, Mars, Mokate, Mondelez, Nestlé, Nuco, Oshee, Perfetti van Melle, Pernod Ricard, Polanglo, Podravka, Roleski, Real, Storck, Stekop, Tarczyński, USP Zdrowie, to name only some.

2.3 Company’s position in the IT sector

For several years, Asseco Business Solutions S.A. has been leading many industry rankings related to the Polish and foreign IT markets (SFA solutions).

Asseco Business Solutions S.A. leads the way as an ERP vendor in Poland!

Once again, Asseco Business Solutions S.A. has been ranked among the top ERP players in Poland.

Asseco Business Solutions S.A. is the runner-up in the ITwiz Best100 report (edition 2026) in the category “Top Selling ERP Companies in 2025.” The ITwiz BEST100 report ranks the best developers and suppliers of IT solutions and services on the Polish market.

Asseco Business Solutions S.A. leading the SFA market

In 2025 Asseco Platform (Asseco Business Solutions S.A.) was once again recognized by the Promotion Optimization Institute (POI) in The POI 2025 Consumer Goods Enterprise Planning & Retail Execution Vendor Panorama report. Asseco Platform received nine Best-in-Class Category Distinctions in the following areas:

- Artificial Intelligence (AI)/Machine Learning – leveraging AI and machine learning technologies to automate analytics, support forecasting, and generate recommendations aimed at improving sales effectiveness and field execution,
- Data Management – integration, standardization, and quality management of data from multiple sources to support reporting processes and data-driven decision-making,
- RetX Advanced Imaging Technology (IR/AR) – recognition and analysis of product displays and shelf conditions through Image Recognition (IR), combined with Augmented Reality (AR) capabilities that support in-store execution activities,
- RetX Coaching & Training – development of sales force and merchandising capabilities through coaching, training programs, and performance management based on objectives and key performance indicators (KPIs),
- RetX Guided Selling – guiding users through store visits and sales activities using data, priorities, and business rules,
- RetX Mobile UI/UX – a mobile user experience designed to maximize field productivity through intuitive navigation, operational simplicity, and reduced task complexity,
- RetX Omnichannel Engagement (eCommerce/B2B/DTC/Tele-virtual) – support for multiple customer engagement and sales channels within a unified planning and execution framework,
- RetX Playbooks/Customer Presentation Development – creation of standardized, data-driven sales playbooks and customer presentations that support consistent sales execution and customer-facing communication,
- RetX Retail Activity Optimization (RAO) – optimization of field activities, including prioritization, time allocation, and visit planning, with the objective of maximizing business impact and ensuring effective execution of retail standards.

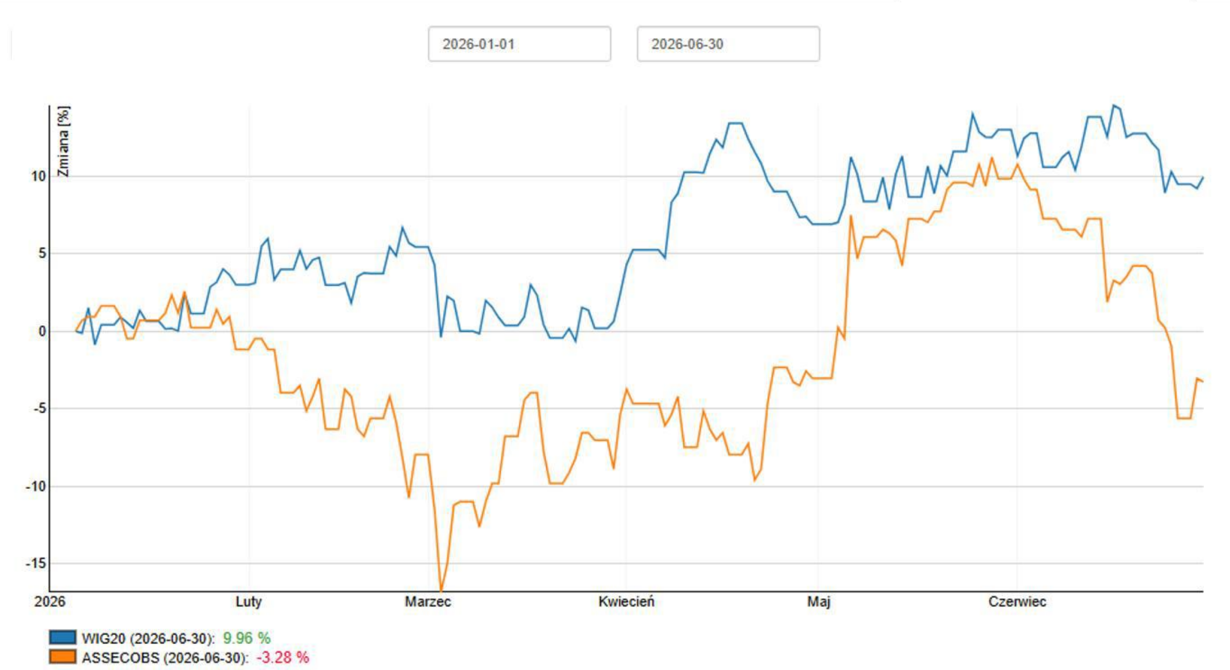
The Promotion Optimization Institute unites manufacturers, retailers, solution vendors, analysts, researchers, and other key industry stakeholders in a collective effort to improve the industry and advance the effective promotion and distribution of consumer goods.

In 2025 Asseco Platform was recognized by Gartner as a Representative Vendor in the Gartner Market Guide for Retail Execution Management in FMCG. This recognition is more than just an industry milestone. It reflects our long-term commitment to delivering comprehensive, innovative, business-focused solutions to FMCG leaders worldwide.

2.4 Asseco Business Solutions in the capital market

Asseco Business Solutions S.A. made its début on the Warsaw Stock Exchange on 19 November 2007. The total number of the Company's shares is 33,418,193, of which 803,620 are own shares held by the Company in connection with the acquisition of shares under a buyback scheme on 19 September 2024, 23 March 2026 and 30 March 2026 for the purpose of implementing incentive programmes for the Company's Management Board and key executives. The Company is listed in the sWIG80, WIG-Informatyka.

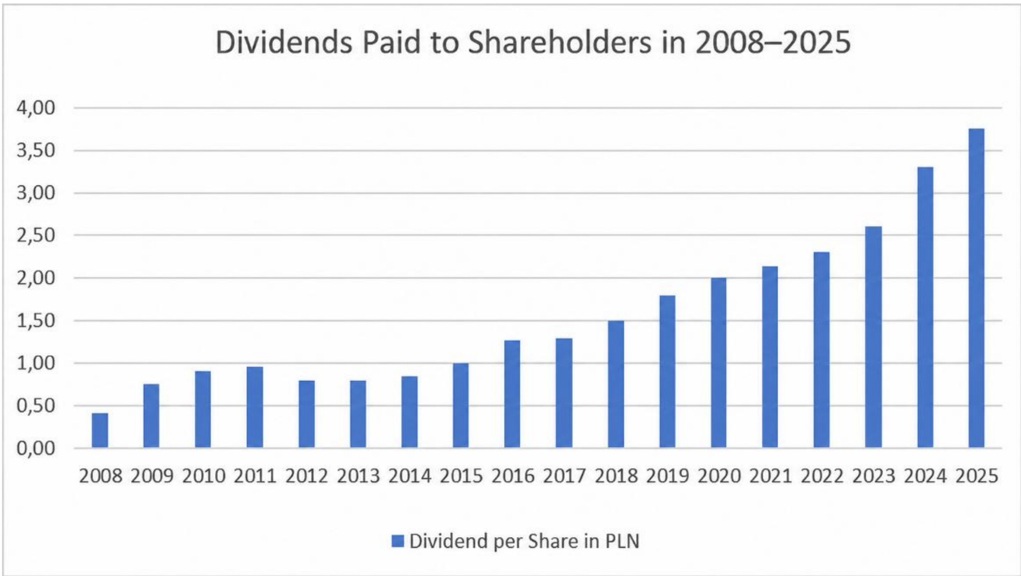
During the period from 1 January to 30 June 2026, the share price of Asseco Business Solutions and WIG-20 performance were as follows:



https://www.inwestinfo.pl/

During the period from 1 January to 30 June 2026, the share price of Asseco Business Solutions ranged from PLN 71.0 to 95.0. The top listing was recorded on 28 May 2026. At the close of the market session on 30 June 2026, the price of shares of Asseco Business Solutions amounted to PLN 82.6 and was 3.3 % lower than at the close of the first market session of 2026 when it was reported at PLN 85.4.

For Asseco Business Solutions investors, an important event in 2026 was the decision of the Ordinary General Meeting of 27 May 2026 to pay a dividend of PLN 3.75 per share. The chart below shows the size of dividends paid in the years 2008-2025:



2.5 Asseco Business Solutions S.A.: development trajectory

The strategy of Asseco Business Solutions S.A. aims to build value for shareholders in the long term through organic growth and acquisitions. The Company focuses on improving its operating results and increasing its net profit, which is reflected in the long-term dividend policy.

The expected further profit surge and improved performance should increase the capitalization of the Issuer, which, in turn, should boost the liquidity of the Issuer’s shares and encourage investment in the shares of Asseco Business Solutions S.A.

3. Overview of the basic economic and financial figures and factors and events having a significant impact on the Company's operations and achieved results

The financial results of Asseco Business Solutions for the first six months of 2026 and for the comparable period:

	6 months to 30 June 2026 PLN thou.	6 months to 30 June 2025 PLN thou.	Growth rate 6 mts 2026/ 6 mts 2025
Operating revenue	246,072	214,411	14.8%
Gross profit on sales	110,358	86,423	27.7%
EBIT	79,843	55,227	44.6%
EBITDA	101,959	74,976	36.0%
Net profit	72,007	51,248	40.5%

EBITDA = EBIT + amortisation/depreciation

In the first six months of 2026 the operating revenues amounted to PLN 246,072 thousand and were 14.8% higher than in the comparable period. The increase in receipts is attributable to the higher sales volume of the Company's products both on foreign and domestic markets.

The increase in sales eventuated in the growing level of operating expenses. The basic operating expenses (excluding COGS) were higher than in the comparable period by 6.0 %. The largest share in the Company's operating expenses (71.0%) was allocated to employee benefits (primarily salaries). Compared with the first six months of 2026, these expenses grew by 6.3%. Another important cost item was the external services which grew by 1.4%.

The net profit of Asseco Business Solutions earned in the first six months of 2026 closed with PLN 72,007 thousand against PLN 51,248 thousand in the comparable period (an increase of 40.5%).

EBITDA rose by 36.0%, i.e. from PLN 74,976 thousand to PLN 101,959 thousand.

Segment-by-segment analysis

The Company classifies its revenues by segments: ERP systems and unallocated revenue. In the first six months of 2026, the ERP segment revenues were 16.4 % higher than in the comparable period while the overall segment gains on sales increased by 45.7%.

Receipts from sales by segment	6 months to 30 June 2026 PLN thou.	6 months to 30 June 2025 PLN thou.	Growth rate 6 mts 2026/ 6 mts 2025
ERP systems	238,563	205,015	16.4%
Unallocated	7,509	9,396	(20.1) %

Profitability ratios	6 months to 30 June 2026	6 months to 30 June 2025
Gross margin on sales	44.85%	40.31%
EBITDA profit margin	41.43%	34.97%
Operating margin	32.45%	25.76%
Net margin	29.26%	23.90%
Return on equity (ROE)	21.73%	15.30%
Return on assets (ROA)	15.36%	10.81%

These ratios have been calculated using the following formulas:
Return on equity (ROE) = net profit/equity
Return on assets (ROA) = net profit/total assets

Liquidity ratios

Working capital is defined as the difference between current assets and current liabilities and represents the volume of fixed capital (equity and long-term foreign capital) that finance current assets. As the most liquid part of capital, it secures the liabilities arising from the current cash cycle in the company. Working capital in the Company as at 30 June 2026 was PLN (19,259) thousand and was down by PLN (88,613) thousand compared with 31 December 2025. The decrease in working capital is attributed to a drop in current assets by PLN (73,029) thousand. The decrease in current assets is mainly due to lower cash levels in bank accounts and bank deposits. This is related to the payment of the dividend for 2025 in the second quarter.

Liquidity ratios	6 months to 30 June 2026 PLN thou.	12 months to 30 June 2025 PLN thou.
Working capital (in PLN thou.)	(19,259)	69,354
Current ratio	0.82	1.77
Quick ratio	0.77	1.74
Super quick ratio	0.03	0.89

These ratios have been calculated using the following formulas:
Working capital = current assets (short-term) – current liabilities
Current ratio = current assets (short-term) / current liabilities
Quick ratio = (current assets - inventories - accruals and prepayments) / current liabilities
Super quick ratio = (bonds and securities held to maturity + cash and short-term deposits) / current liabilities

The nature of Company's assets and liabilities

ASSETS	30 June 2026	share in balance sheet total	31 December 2025	share in balance sheet total
Non-current assets	382,782	82%	393,569	71%
Current assets	86,061	18%	159,090	29%
TOTAL ASSETS	468,843	100%	552,659	100%

EQUITY AND LIABILITIES	30 June 2026	share in balance sheet total	31 December 2025	share in balance sheet total
Total equity	331,429	71%	426,679	77%
Non-current liabilities	32,094	7%	36,244	7%
Current liabilities	105,320	22%	89,736	16%
TOTAL EQUITY AND LIABILITIES	468,843	100%	552,659	100%

As at 30 June 2026, the total assets of the Company amounted to PLN 468,843 thousand, which is a decrease by 15.20% compared with 31 December 2025.

The Company's main asset component is non-current assets, which account for 82% of the balance sheet total. Among them, intangible assets are the key item (mainly goodwill) amounting to PLN 301,088 thousand. The share of this item in total assets is 64.2%.

As at 30 June 2026, equity amounted to PLN 331,429 thousand (70.7% of liabilities).

As at 30 June 2026, the Company held long-term lease liabilities in the amount of PLN 29,186 thousand and short-term lease liabilities in the amount of PLN 10,230 thousand (8.4% of total liabilities).

4. Risk factors related to the Company's business

The Company is exposed to a number of risks that may have an adverse effect on its operations, financial standing and operating conditions as well as on its brands and corporate image. The Management Board monitors the market setting and risk factors to which the Company is exposed on a regular basis. New projects and major transactions are subject to a thorough analysis. Detailed objectives and principles of financial risk management are presented in Note VII to the Financial Statements for the Year Ended 31 December 2025.

Discussed below are some basic risks that, if occurred, may have a significant impact on the Company's operations.

Risk related to the economic situation in Poland and globally, including the geopolitical situation

The IT services sector development is inextricably intertwined with the overall domestic and global economic situation. The financial results achieved by the Company are definitely driven by the growing GDP and the level of investment in enterprises. As a result of the military conflict in Ukraine and the Middle East, the economic situation at home and in the world has changed significantly. The Company does not conduct economic operations in Russia, Belarus, or Ukraine, nor does it keep cash on bank accounts in these countries. At the moment, due to the volatile regional and global situation, it is not possible to determine the long-term economic effects and their impact on the general macroeconomic situation, which may indirectly affect the Company's performance.

Risks involved in execution of IT projects

The Company raises most of its income from the sales of IT solutions to enterprises. Systems vended by the Company have a material impact on the key operations of our clients. Error-laden operation of the system can lead to significant financial losses at the client, resulting in legal claims that may dent the reputation of the Company, as well as its financial position and development outlooks. In extreme cases, clients may, even in the absence of explicit Company's fault, terminate the concluded agreements or demand contractual penalties applicable in the event of a delayed project implementation. Such circumstances might have an adverse impact on the operations, financial position and financial performance of the Company, as well as affecting its prospective development.

Risks associated with artificial intelligence

The widespread availability and ease of implementation of AI-generated solutions may pose a risk of losing potential product development contracts. In addition, the use of AI in the Company's production processes, including its autonomous or insufficiently supervised use, may adversely affect the Company's operations or financial position. Furthermore, the use of autonomous AI agents, particularly those granted excessive permissions, may lead to data leaks, unauthorised actions and operational disruptions. The degrading quality of AI models, as well as the generation of inaccurate yet convincing responses, may also result in inappropriate business decisions.

Risks related to a more intense competition in the domestic market

The Company operates in the IT services market. This economy segment is marked by rapid development, on the one hand, and, on the other, by strong competition. The Company's operations are under pressure from ever stronger competition, both from the local players and international IT corporations, and may have an adverse impact on the Company's operations, financial position, financial results and future development outlook. Consolidation of the IT segment, the saturation of the domestic market and an increased use of in-house IT specialists by institutions and enterprises may also affect the Company's financial results.

Risk of customer lock-in

ERP and HR software, mobile systems, Asseco Platform and factoring systems comprise the core product portfolio and offering of the Company. The ERP software is the core sales revenue generator, still there is no single client that brings in revenues in excess of 10% of the total revenue. Revenues yielded in cooperation with Asseco Poland S.A. account for about 0.7% of the sales receipts of Asseco Business Solutions S.A. The loss of agreements with key customers will mean a change in the Company's financial results, which will also affect its financial position.

Risks of losing clients' trust

The implementation of IT systems in most cases involves long-term agreements with the system users and is based on users' trust. Clients' trust is built up on the quality of our solutions and quality of implementation services rendered by the Company. Should the level of quality in both the provided services and customer service be reduced, it may lead to undermined trust in the Company. This may tarnish the Company's image and reputation, which can affect both the current market activity and the prospecting for new contracts, as testimonials play a vital role in the entire sales process. Losing clients' trust would therefore have a substantial negative impact on the operations, financial position and results of the Company, as well as on its future development outlook.

Cybersecurity risk

Through intentional action of third parties as well as errors or carelessness of employees or subcontractors, Company's, or its clients', confidential data may be disclosed to unauthorized persons. In addition, advances in AI technology increase the level of cybersecurity risk.

The Company is also exposed to cybersecurity incidents, including breaches of the confidentiality, integrity or availability of data and IT systems. Such incidents may result in business continuity disruptions, the loss or corruption of data, as well as legal and regulatory liability.

AI-based tools may be used by third parties to develop more sophisticated cyberattacks that are harder to detect, including by manipulating AI models, generating convincing phishing content or automating criminal activities. These factors may increase the scale and effectiveness of potential attacks on the IT systems of the Company and its customers.

In the event of such a situation, the image and perception of the Company by its clients is likely to undermine its operations as well as translating into less advantageous financial condition, results, or development outlook.

Risk of vendor lock-in

As part of its business, the Company collaborates with global corporations that develop IT solutions and supply software and hardware. In the event that the key suppliers modify the strategy of cooperation with local partners, e.g. begin favouring one partner over another, market their own services or products without intermediaries or revise the pricing policy, this may have a negative impact on the Company's operations and financial position, financial results and development prospects. Particular risks exist in the cooperation with Microsoft and Oracle because they are the only providers of database technology to the major ERP systems.

Risk involved in concluding contracts with the related parties

In the course of its business, Asseco Business Solutions enters into transactions with related parties within the Asseco Group. Such transactions ensure effective operation of the entire Asseco Group, and they include provision of mutual services, supply of goods as well as other transactions. With regard to the tax regulations pertaining to dealings with related parties and especially to transfer pricing applied in such transactions, and the documentation required to be completed for such transactions, as well as due to the increasing interest of the tax authorities in the transfer prices and terms in related party transactions, it cannot be precluded that the Company will be subject to tax audits or other controlling activities undertaken by the tax authorities in this respect. Furthermore, judging by the past taxation practices, when taxpayers engaged in transactions which were non-standard for their type of business and which helped decrease their tax charges, they were exposed to the accusations of tax evasion, which may have a negative impact on the Company's operations and financial result.

Risk related to the influence of the majority shareholder on the Issuer

On the date of publication of this report, the majority shareholder – Asseco Enterprise Solutions a.s. – holds 46.47% of shares of Asseco Business Solutions S.A., which represents 47.61% votes at the General Meeting.

The scope of powers related to the share held by Asseco Enterprise Solutions a.s. in the subscribed capital of Asseco Business Solutions S.A. can lead to a situation in which the remaining shareholders will have limited impact on the management and operations of the Company. In addition, the exercise of those powers may not be coinciding with the intentions of the other shareholders of Asseco Business Solutions S.A. Moreover, there is no guarantee that other shareholder will not acquire a block of shares to allow him, through his shares in the share capital and appointed representatives on the Supervisory Board, to have a significant impact on the Company's activities.

Risks of changes in legislation

Amendments, lack of cohesion and uniform interpretation of the provisions of law, in particular of tax regulations, the Act on Trading in Financial Instruments, the Act on Public Contracts, the Act on Public Offering, the Act on Personal Data Protection as well as the Polish Code of Commercial Companies and Partnerships give rise to the regulatory risk occurring in the environment in which the Company operates. Particularly frequent are changes to tax laws and their interpretation. The practice of tax authorities, as well as the related case-law, is far from uniform. In the event the tax authorities take a position that is different from the Company's interpretation of relevant fiscal regulations, the Company's operations, economic situation and financial results may be affected. The growth of the Company's operations on the IT market depends, to a large degree, on the ownership of intellectual property rights, especially copyright to computer programs. Potential (even illegitimate) claims of copyrights, that may be raised by third parties, will have a negative bearing on the Company's operations, financial position and results.

Risk related to the losing of key personnel

Successful fulfilment of the Company's contractual obligations depends to a large extent on highly skilled personnel. Also, the executives exert a material influence on the overall shape of the Company. Any personnel drain, both of experts and managers, may entail the risk of compromising the quality of rendered services and lead to delays in performing under valid agreements.

The growing demand for IT professionals and competitors' activities may lead to the loss of key personnel, as well as disrupting the recruitment of new talents with the desired competence, experience, and qualification. It may also lead to wage pressures by specialists. In the case of a dynamic development of the Company, this may cause a substantial shortage of key IT and managerial personnel, which would seriously impact the Company's results. Similar effects could be seen in the case of unlawful conduct of employees (e.g. damage to third parties, disloyalty manifested in, for example, undertaking competitive activity, or disclosure of confidential corporate and professional information).

Risk of a significant increase in energy prices as well as power shortages and interruptions in electrical energy supplies

The basic working tools of the Company's personnel employees are electronic devices. They need electrical energy to operate. This electrical energy is sourced from external suppliers. A significant increase in electricity prices may raise the costs of business. In addition, the Company is exposed to the risk of limitations or interruptions in power supplies due to possible grid failures or downtimes at the power supplier. Therefore, the ABS Group's Data Centres are equipped with backup power sources: power generators are activated in the event of failures.

Dividend risk and share impairment

The payment of dividends by the Company depends on many factors, among them the results of the operating activities, financial standing, as well as cash demand in the future. The intention of the Management Board is to allocate an appropriate part of the profit to the payment of dividends in the future; however, the Company cannot guarantee the amount of payments, and whether the plans will be carried out each consecutive year. The value of shares depends on market liquidity; therefore, the possible purchase or disposal of shares may not be carried out within the assumed period of time. The value of shares may fluctuate in the future, and investors may not be able to recover all of their investment.

5. Proceedings pending before the court

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

6. Major Company's agreements

Selected important agreements concluded by Asseco Business Solutions S.A. in the first six months of 2026:

1. Natura Sp. z o.o. – implementation agreement for Softlab ERP by Asseco (Finance and Accounting and Fixed Assets);
2. PORTOS TR7 Sp. z o.o. – implementation agreement to extend the functional scope of Softlab ERP by Asseco;

3. ATF Holding Sp. z o.o. – implementation and provision agreement for Softlab ERP by Asseco and Businesslink by Asseco;
4. Grupa Modne Zakupy Sp. z o.o. – licence, implementation and maintenance agreements for Softlab ERP by Asseco; access agreement for Businesslink by Asseco;
5. AKS Precision Ball Polska Sp. z o.o. – implementation and upgrade agreement for Merit ERP by Asseco;
6. Wolter Koops International Logistics Sp. z o.o. – licence and implementation agreement for Merit ERP by Asseco;
7. Opera Krakowska w Krakowie – implementation and upgrade agreement for Merit ERP by Asseco;
8. Kuchnie Świata S.A. – licence agreement, implementation agreement and maintenance agreement for Mobile Touch Asseco;
9. Natura Sp. z o.o. – implementation agreement for Softlab ERP by Asseco (HR and Payroll and Portal HR modules);
10. LM PAY S.A. – implementation and provision agreements for Softlab ERP by Asseco (Finance and Accounting, Fixed Assets, Businesslink by Asseco);
11. DB Cargo Polska S.A. – licence agreement, implementation and provision agreements, and maintenance agreement for Softlab ERP by Asseco (HR and Payroll and Portal HR modules);
12. Autotomio Warszawa Sp. z o.o. – implementation and provision agreements for Softlab ERP by Asseco (HR and Payroll and Portal HR modules).

7. Organisational relations with other parties

Asseco Business Solutions S.A. is owned by the Asseco Group through Asseco Enterprise Solutions (AES) which holds 46.47% of the shares of Asseco Business Solutions S.A. and exercises its mandate to the corresponding number of votes at the General Meeting. Asseco Enterprise Solutions is 95.12% owned by Asseco Poland. AES is the ERP competence centre of the Asseco company, and Asseco Business Solutions S.A. is its mainstay. Through the membership in the Asseco Group, Asseco Business Solution is implicitly organizationally linked with the other companies making up the Group.

On 29 June 2026, Asseco Business Solutions S.A. sold its shares in its subsidiary, Tax Order Sp. z o.o., and consequently lost control over the company within the meaning of IFRS 10 *Consolidated Financial Statements.* As at 30 June 2026, the Company therefore had no subsidiaries and no longer constituted a group. Accordingly, the Company did not prepare condensed interim consolidated financial statements for the six-month period ended 30 June 2026.

8. Related party transactions on non-market terms

The Company did not enter into transactions with related parties other than based on the arm's length principle. Details of related party transactions are presented in Note 2.16 to the Interim Condensed Financial Statements for the Six Months Ended 30 June 2026.

9. Concluded or terminated loan agreements

In the reporting period, the Issuer did not enter into or terminate any credit or loan facility.

10. Originated loans

During the reporting period, the Company did not grant any loans, especially to parties related to the Group.

11. Granted and obtained sureties and guarantees

In the current reporting period, the Issuer prolonged, based on existing and valid contracts, the rental payment guarantees for office space for related parties committed by or with the Company Executives in the amount of PLN 300 thousand.

12. Description of off-balance sheet commitments

A description of significant off-balance sheet commitments in terms of the subject, object and value was presented in Item 3.2 of the Notes to the Interim Condensed Financial Statements of Asseco Business Solutions for the Six Months Ended 30 June 2026.

13. Proceeds from the issuance of shares

During the reporting period, the Issuer did not issue any shares.

14. Information on control of employee share schemes

On 27 September 2024, the Ordinary General Meeting of Asseco Business Solutions S.A. resolved to establish the Executive Incentive Scheme for the Members of the Management Board and key Company executives for the years 2024-2026. The scheme covers three financial years of the Company, i.e. 2024-2026, subject to the condition that it will be put in place no later than 31 December 2027. The aim of the scheme is to create mechanisms to motivate the Members of the Management Board and key executives of the Company to implement the Company's strategy and engage in its operations through long-term commitment to the Company. It will contribute to driving up the Company's operational efficiency, financial results, and robustness. The incentive scheme is implemented using a pool of own shares repurchased by the Company in 2024 and during the reporting period (as at 30 June 2026, the Company held a total of 803,620 own shares, representing 2.4047% of its share capital). Detailed information on the share-based payment scheme is presented in Item 4.2 of the Notes to the Annual Financial Statements of Asseco Business Solutions S.A. for 2025 and made public on 4 March 2026.

The award of shares to scheme participants for the 12-month period ended 31 December 2025 was carried out in the reporting period based on the financial data used to prepare the financial statements for 2025, as audited by a statutory auditor. The number of shares awarded to the Members of the Management Board amounted to 175,429 and was described in detail in Item 21 herein. Shareholding structure The number of shares awarded to the key executives was 37,654.

On 27 May 2026, the Ordinary General Meeting of Asseco Business Solutions S.A. resolved to establish a new Executive Incentive Scheme for the Members of the Management Board and key Company executives for the years 2027-2029. The scheme covers three financial years of the Company, i.e. 2027-2029, subject to the condition that it will be put in place no later than 31 December 2030. The aim of the new scheme, as before, is to create mechanisms to motivate the Members of the Management Board and key executives of the Company to implement the Company's strategy and engage in its operations through long-term commitment to the Company. It will contribute to driving up the Company's operational efficiency, financial results, and robustness. The incentive scheme for 2027-2029 will be implemented using a pool of own shares repurchased by the Company pursuant to the authorisation granted by the Company's General Meeting under Resolution No. 21 of 27 May 2026, as well as own shares previously acquired by the Company that are not allocated to the outgoing 2024-2026 scheme. As at 30 June 2026, the Company held a total of 803,620 own shares, representing 2.4047% of its share capital.

At the beginning of the third quarter of 2026, the Supervisory Board of Asseco Business Solutions S.A. adopted the regulations of the new incentive scheme for 2027-2029. Scheme entry agreements, which will take effect in 2027, were subsequently concluded with the Members of the Management Board. Further details are provided in Item 3.5 "Significant events after the balance sheet date" in the financial statements.

The condensed interim consolidated financial statements of Asseco Business Solutions for the six-month period ended 30 June 2026 included the cost of two schemes totalling PLN 2,999 thousand. The counter-entry for the transaction was recognised under a separate equity item.

15. Explanation of differences between the financial results and financial forecasts

The Management Board of Asseco Business Solutions S.A. did not publish financial forecast for 2026.

16. Evaluation of factors and single-time events affecting the financial results

During the reporting period, there were no significant factors and single-time events affecting the Company's financial result.

17. Important factors for the Company's development and an outline of business development prospects

The condition of the Polish IT industry largely depends on the overall fitness of the country's economy. This is particularly evident in the case of IT solutions for business, which is closely associated with the private sector and depends on the prevailing economic conditions. Today, however, many analytical firms believe that the outlook for the IT industry in Poland is very promising, and Poland is leading the region in terms of the scale of expected IT investment, particularly in cloud computing and mobile technologies. A profound impact on the development of the IT market is also exerted by the use of ERP systems in Polish enterprises. It is still significantly lower than in developed EU markets. It is expected that in the next few years the demand for management support systems in Polish enterprises is to grow steadily.

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

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

External factors:

- the economic and political developments in Poland, the European Union and other countries in which the Company operates, including the impact of the geopolitical situation in Ukraine and Gaza,
- the attitude of potential clients to investment in IT against the backdrop of the general economic situation,
- the level of capital earmarked for IT investment in companies and the volume of used EU funds,
- risk of time-shifting of potential clients' investment decisions,
- application of Artificial Intelligence (AI) and Machine Learning (ML) algorithms,
- intense direct and indirect competition from both Polish and foreign IT companies,
- risk related to technological saturation,
- the level of capital earmarked for IT investment in companies and the volume of used EU funds,
- regulatory changes,
- shortage of qualified IT staff (risk of increased labour costs),
- inflation and fluctuations in foreign currency exchange rates,
- changes to loan interest rates and bank margins,
- changes in the credit situation, financial liquidity, financing by customers,
- the prospects for expanding markets outside the existing Company's areas of operation,
- opportunities and risks associated with frequent technological changes and innovation in the IT market,
- market openness and absorption capacity for new product solutions.

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

Internal factors:

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

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

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

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

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

19. Changes in the basic principles of the Company management

In the reporting period, there were no changes to the basic principles of management of Asseco Business Solutions S.A.

20. Agreements concluded between the Issuer and its executives

In the reporting period, no agreements were concluded between Asseco Business Solutions S.A. and its management that would provide for compensation in case of their resignation or dismissal.

There are no service agreements entered into between Asseco Business Solutions S.A. and the members of the Supervisory Board, setting out the benefits paid upon termination of such agreements.

21. Shareholding structure

To the best of the Issuer's Management Board's knowledge as at the publication date of this report, i.e. 6 August 2026, the structure of shareholders in Asseco Business Solutions S.A. holding, directly or indirectly through subsidiaries, at least 5% of the total voting rights at the General Meeting, based on the votes exercised at the Extraordinary General Meeting held on 27 May 2026 and notifications of changes in shareholdings received subsequently, was as follows:

Shareholder	Number of shares held	Shareholding	Number of votes	% in the total number of votes at GM
Asseco Enterprise Solutions	15,528,570	46.5%	15,528,570	46.5%
Allianz Polska Otwarty Fundusz Emerytalny managed by Powszechne Towarzystwo Emerytalne Allianz Polska S.A.	3,988,862	11.9%	3,988,862	11.9%
Generali Polska Otwarty Fundusz Emerytalny managed by Generali Powszechne Towarzystwo Emerytalne S.A.	3,248,646	9.7%	3,248,646	9.7%
Other shareholders	9,848,495	29.5%	9,848,495	29.5%
Asseco Business Solutions S.A. – own shares*	803,620	2.4%	803,620	2.4%
	33,418,193	100%	33,418,193	100%

*Own shares acquired under the share buyback programmes announced on 3 September 2024 (Current Report No. 20/2024), 6 March 2026 (Current Report No. 4/2026), 20 March 2026 (Current Report No. 6/2026), and 17 June 2026 (Current Report No. 21/2026) for the purposes of the Executive Share Schemes established by the Company for members of the Management Board and key management personnel, and remaining in the Company's possession as at 30 June 2026 following the allocation of shares to participants in the 2024-2026 scheme in respect of the 2024 and 2025 financial years.

In accordance with Article 364(2) of the Code of Commercial Companies and Partnerships, Asseco Business Solutions S.A. does not exercise the rights attached to its own shares.

As at 30 June 2026, the shareholding structure was:

Shareholder	Number of shares held	Shareholding	Number of votes	% in the total number of votes at GM
Asseco Enterprise Solutions	15,528,570	46.5%	15,528,570	46.5%
Allianz Polska Otwarty Fundusz Emerytalny managed by Powszechne Towarzystwo Emerytalne Allianz Polska S.A.	3,988,862	11.9%	3,988,862	11.9%
Generali Polska Otwarty Fundusz Emerytalny managed by Generali Powszechne Towarzystwo Emerytalne S.A.	3,248,646	9.7%	3,248,646	9.7%
Other shareholders	9,848,495	29.5%	9,848,495	29.5%
Asseco Business Solutions S.A. – own shares*	803,620	2.4%	803,620	2.4%
	33,418,193	100%	33,418,193	100%

*Own shares acquired under the share buyback programmes announced on 3 September 2024 (Current Report No. 20/2024), 6 March 2026 (Current Report No. 4/2026), 20 March 2026 (Current Report No. 6/2026), and 17 June 2026 (Current Report No. 21/2026) for the purposes of the Executive Share Schemes established by the Company for members of the Management Board and key management personnel, and remaining in the Company's possession as at 30 June 2026 following the allocation of shares to participants in the 2024-2026 scheme in respect of the 2024 and 2025 financial years. In accordance with Article 364(2) of the Code of Commercial Companies and Partnerships, Asseco Business Solutions S.A. does not exercise the rights attached to its own shares.

The number of shares held by major shareholders corresponds to the number of votes at the General Meeting of Asseco Business Solutions S.A., as disclosed in Current Report No. 16/2026 of 27 May 2026.

Overview of the Issuer’s shares or rights thereto held by the executive and supervising persons:

		30 June 2026		31 December 2025
	number of shares held	shareholding in %	number of shares held	shareholding in %
Executive persons				
Wojciech Barczentewicz*	420,436	1.26%	349,568	1.05%
Piotr Masłowski*	640,499	1.92%	794,631	2.38%
Jacek Lisowski	21,995	0.07%	48,752	0.15%
Mariusz Lizon*	173,865	0.52%	162,792	0.49%
Renata Łukasik	12,558	0.04%	6,482	0.02%
Rafał Mróz	16,903	0.05%	8,602	0.03%
Supervising persons				
Romuald Rutkowski	430,828	1.29%	430,828	1.29%
Rafał Kozłowski	15,822	0.05%	15,822	0.05%
TOTAL	1,732,906	5.20%	1,817,477	5.46%

*through a family foundation

At 30 June 2026, the share capital of Asseco Business Solutions S.A. totalled PLN 167,091 thousand and was divided into 33,418,193 ordinary shares with a nominal value of PLN 5 each, giving a total of 33,418,193 votes at the General Meeting of Asseco Business Solutions S.A.

During the six months ended 30 June 2026 and in the period between the balance sheet date to the date of publication hereof, i.e. 6 August 2026, the Company received the following information from the shareholders concerning changes to the shareholding structure.

On 9 January 2026, Fundacja Rodzinna Rodziny Masłowskich (an entity closely related to a person discharging managerial responsibilities) notified the Company of transactions carried out on the Company’s shares, i.e. on the disposal of 25,000 shares.

On 23 March 2026, Member of the Management Board Jacek Lisowski, a person discharging managerial responsibilities, notified the Company of transactions carried out on the Company’s shares, i.e. of the disposal of 35,000 shares.

On 25 March 2026, the Company received a notification from Generali Powszechne Towarzystwo Emerytalne S.A., acting on behalf of Generali Otwarty Fundusz Emerytalny, regarding transactions in the Company’s shares that resulted in a decrease in its share of the total voting rights in the Company below the threshold of 10%. The reduction in the Fundusz’s share of the total voting rights resulted from the sale of 16,931 shares, with the transaction settled on 24 March 2026.

On 30 March 2026, President of the Management Board Wojciech Barczentewicz, a person discharging managerial responsibilities, notified the Company of transactions carried out on the Company’s shares, i.e. of the acquisition of 70,868 shares under the Company’s incentive scheme. On 2 June 2026, the Company received a notification of the transfer (gift) of the above shares from President of the Management Board Wojciech Barczentewicz, a person discharging managerial responsibilities, to Renovare Fundacja Rodzinna.

On 30 March 2026, Vice-President of the Management Board Piotr Masłowski, a person discharging managerial responsibilities, notified the Company of transactions carried out on the Company’s shares, i.e. of the acquisition of 70,868 shares under the Company’s incentive scheme. On 29 May 2026, the Company received a notification of the transfer (gift) of the above shares from Vice-President of the Management Board Piotr Masłowski, a person discharging managerial responsibilities, to Fundacja Rodzinna Rodziny Masłowskich.

On 30 March 2026, Member of the Management Board Mariusz Lizon, a person discharging managerial responsibilities, notified the Company of transactions carried out on the Company's shares, i.e. of the acquisition of 11,073 shares under the Company's incentive scheme. On 2 June 2026, the Company received a notification of the transfer (gift) of the above shares from Member of the Management Board Mariusz Lizon, a person discharging managerial responsibilities, to Lizon Fundacja Rodzinna.

On 30 March 2026, Member of the Management Board Renata Łukasik, a person discharging managerial responsibilities, notified the Company of transactions carried out on the Company's shares, i.e. of the acquisition of 6,076 shares under the Company's incentive scheme.

On 30 March 2026, Member of the Management Board Rafał Mróz, a person discharging managerial responsibilities, notified the Company of transactions carried out on the Company's shares, i.e. of the acquisition of 8,301 shares under the Company's incentive scheme.

On 30 March 2026, Member of the Management Board Jacek Lisowski, a person discharging managerial responsibilities, notified the Company of transactions carried out on the Company's shares, i.e. of the acquisition of 8,243 shares under the Company's incentive scheme.

On 29 June 2026, Fundacja Rodzinna Rodziny Masłowskich (an entity closely related to a person discharging managerial responsibilities) notified the Company of transactions carried out on the Company's shares, i.e. on the disposal of 200,000 shares.

Statement of the Management Board of Asseco Business Solutions S.A. prepared in accordance with Article 70(1)(4) of the Regulation of the Minister of Finance on current and periodic information provided by issuers of securities and on the conditions for recognition as equivalent of the information required by the laws of a non-member state ("Regulation")

The Management Board of Asseco Business Solutions S.A. declares that, to the best of its knowledge, the interim financial statements of Asseco Business Solutions S.A. for the period of six months ended 30 June 2026, and the corresponding figures for the six months ended 30 June 2025, have been prepared in accordance with the accounting policy and the International Financial Reporting Standards adopted by the EU, and give a true, accurate, and fair view of the Company's assets, financial position and financial performance. This Management provides a true picture of the development and performance of the Company, including an overview of major risks and uncertainties.

Management Board of Asseco Business Solutions S.A.:

Wojciech Barczentewicz	President of the Management Board	Signature
Piotr Masłowski	Vice-President of the Management Board	
Mariusz Lizon	Member of the Management Board	
Renata Łukasik	Member of the Management Board	
Jacek Lisowski	Member of the Management Board	
Rafał Mróz	Member of the Management Board	

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