

**Draft Resolutions  
for the Ordinary General Meeting of Asseco South Eastern Europe S.A.  
convened for 4 June 2025**

**"RESOLUTION NO. 1  
OF THE ORDINARY GENERAL MEETING  
of Asseco South Eastern Europe S.A. with the registered office in Rzeszow  
dated 4 June 2025  
on election of the Chairman of the General Meeting**

**§1**

*The Ordinary General Meeting of Asseco South Eastern Europe S.A. with its registered seat in Rzeszów (the "Company") acting on the basis of Article 409 § 1 of the Commercial Companies Codes decides in a secret ballot to elect Ms/Mr ..... to the Chairman of the Ordinary General Meeting of the Company.*

**§2**

*The Resolution shall become effective upon adoption."*

**Justification  
to the draft resolution concerning election of the Chairman of the General Meeting**

In accordance with Article 409 § 1 of the Commercial Companies Code, a Chairman is elected from among the persons entitled to participate in the General Meeting. Moreover, according to § 2 section 1 of the Regulations of the General Meeting of Asseco South Eastern Europe S.A., the General Meeting is opened by the Chairman of the Supervisory Board or a person designated by him. In the absence of the Chairman of the Supervisory Board or his designated person, the General Meeting is opened by the President of the Management Board or a person designated by the Management Board. Subsequently, the person opening the General Meeting shall order election of a Chairman from among all participants.

In view of the foregoing, a draft of this resolution is presented for consideration at the Ordinary General Meeting

**"RESOLUTION NO. 2  
OF THE ORDINARY GENERAL MEETING  
of Asseco South Eastern Europe S.A. with the registered office in Rzeszow  
dated 4 June 2025  
on adoption of the Agenda of the Meeting**

**§1**

*The Ordinary General Meeting of Asseco South Eastern Europe S.A. with its registered seat in Rzeszów (the "Company") decides to accept the following agenda of the meeting:*

1. *Opening of the meeting and election of the Chairman.*
2. *Determination of the correct convocation of the General Meeting and its ability to adopt binding resolutions.*
3. *Adoption of the Agenda.*
4. *Consideration of the Management Board Report on Operations of the Company and Capital Group of Asseco South Eastern Europe for financial year 2024.*
5. *Consideration of the Financial Statements of the Company and the Capital Group of Asseco South Eastern Europe for financial year 2024.*
6. *Acquaintance with the audit reports of independent certified auditor on Financial Statements of the Company and the Capital Group of Asseco South Eastern Europe for the financial year 2024.*
7. *Acquaintance with the Report of the Supervisory Board of Asseco South Eastern Europe S.A. which includes the Report on activities of the Supervisory Board in the financial year 2024 and the Report of the Supervisory Board of Asseco South Eastern Europe S.A. on the opinion*

*on Management Board Report on operations of the Company and the Capital Group of Asseco South Eastern Europe for financial year 2024 and the opinion on Financial Statements of the Company and the Capital Group of Asseco South Eastern Europe for the financial year 2024.*

8. *Adoption of a resolutions on approving the Management Board Report on Operations of the Company and the Capital Group of Asseco South Eastern Europe for financial year 2024 and approval of the Financial Statements of the Company and the Capital Group of Asseco South Eastern Europe for the 2024 financial year.*
9. *Adoption of a resolution on the division of profits and distribution of dividend.*
10. *Adoption of the resolutions on acknowledgement of the fulfillment of duties of Management Board's members in 2024 financial year.*
11. *Adoption of the resolutions on acknowledgement of the fulfillment of duties of the Supervisory Board's members in 2024 financial year.*
12. *Adoption of the resolution on assessing of the Report of Supervisory Board on Remuneration of the Members of Management Board and Supervisory Board for 2024 financial year.*
13. *Adoption of a resolution on the Remuneration Policy.*
14. *Adoption of a resolution on amending the Company's Articles of Association.*
15. *Closing of the General Meeting.*

## **§2**

*The Resolution shall become effective upon adoption."*

### **Justification to the draft resolution concerning the adoption of the agenda of the General Meeting**

The General Meeting shall proceed in accordance with the adopted agenda. The agenda contained in the draft resolution was proposed by the Company's Management Board. Pursuant to Art. 404 § 1 of the Commercial Companies Code, no resolution may be passed on matters not included on the agenda unless the entire share capital is represented at the General Meeting and none of the persons present objects to passing such a resolution.

In view of the foregoing, a draft of this resolution is presented for consideration at the Ordinary General Meeting.

### **"RESOLUTION NO. 3 OF THE ORDINARY GENERAL MEETING of Asseco South Eastern Europe S.A. with the registered office in Rzeszow dated 4 June 2025 on approval of Management Board Report on operations of the Company and the Capital Group of Asseco South Eastern Europe for financial year 2024**

## **§1**

*The Ordinary General Meeting of Asseco South Eastern Europe S.A. with its registered seat in Rzeszów (the "Company"), acting on the basis of Article 395 § 2 point 1) of the Commercial Companies Code and on the basis of § 12 section 4 point 1) of the Company's Statute, after consideration, approves the Management Board Report on Operations of the Company and the Capital Group of Asseco South Eastern Europe for financial year 2024.*

## **§2**

*The Resolution shall become effective as of the date hereof."*

### **Justification to the draft resolution on consideration and approval of the Management Board's report on operations of the Company and the Capital Group of Asseco South Eastern Europe for the financial year 2024**

According to article 393 point 1 of the Commercial Companies Code, a resolution of the General Meeting is required for review and approval of the Management Board's report on the company's operations and the financial statements for the previous financial year, as well as the discharge of duties of members of the company's governing bodies.

According to article 395 § 2 point 1 of the Commercial Companies Code, the subject matter of the ordinary general meeting should be the review and approval of the management board report on the company's activities and the financial statement for the previous financial year.

According to article 55 section 2a of the Accounting Act, however, the report on operations of the capital group may be prepared jointly with the report on operations of the parent company as one report. Using this authorization, the Company has prepared one report on the operations of the Company and the Asseco South Eastern Europe Group for the financial year 2024.

In view of the foregoing, a draft of this resolution is presented for consideration at the Ordinary General Meeting.

**"RESOLUTION NO. 4**  
**OF THE ORDINARY GENERAL MEETING**  
**of Asseco South Eastern Europe S.A. with the registered office in Rzeszow**  
**dated 4 June 2025**  
**on approval of the Financial Statement of the Company**  
**for the financial year 2024**

**§1**

*The Ordinary General Meeting of Asseco South Eastern Europe S.A. with its registered seat in Rzeszów (the "Company"), acting on the basis of 395 § 2 point 1) of the Commercial Companies Code and on the basis of § 12 section 4 point 1) of the Company's Statute, after consideration, approves the Financial Statement of the company Asseco South Eastern Europe S.A., including financial highlights, income statement, statement of comprehensive income, statement of financial position, statement of changes in the Company's equity, statement of cash flows as well as supplementary information and explanatory notes for the financial year 2024.*

**§2**

*The Resolution shall become effective as of the date hereof."*

**Justification**  
**to the draft resolution on the approval of the financial statement of the Company for the**  
**financial year 2024**

According to article 393 point 1 of the Commercial Companies Code, a resolution of the General Meeting is required for review and approval of the Management Board's report on the company's operations and the financial statements for the previous financial year, as well as the discharge of duties of members of the company's governing bodies.

According to article 395 § 2 point 1 of the Commercial Companies Code, the subject matter of the ordinary general meeting should be the review and approval of the management board report on the company's activities and the financial statement for the previous financial year.

In view of the foregoing, a draft of this resolution is presented for consideration at the Ordinary General Meeting.

**"RESOLUTION NO. 5**  
**OF THE ORDINARY GENERAL MEETING**  
**of Asseco South Eastern Europe S.A. with the registered office in Rzeszow**  
**dated 4 June 2025**  
**on approval of the Financial Statement of the Capital Group of Asseco South**  
**Eastern Europe S.A. for the financial year 2024**

**§1**

*The Ordinary General Meeting of Asseco South Eastern Europe S.A. with its registered seat in Rzeszów (the "Company"), acting on the basis of Article 395 § 5 point of the Commercial Companies Code after consideration, approves the Financial Statement of the Capital Group Asseco South Eastern Europe including financial highlights, consolidated income statement, consolidated statement of comprehensive income, consolidated statement of financial position, consolidated statement of changes in the Company's equity, consolidated statement of cash flows as well as supplementary information and explanatory notes for the financial year 2024.*

**§2**

*The Resolution shall become effective as of the date hereof."*

**Justification  
to the draft resolution on the consideration and approval of the Company's consolidated  
financial statement for the financial year 2024**

According to article 395 § 5 of the Commercial Companies Code, the subject matter of the ordinary general meeting may be also consideration and approval of the group's financial statement within the meaning of the accounting regulations and other matters, not listed in § 2 of the above article.

In view of the foregoing, a draft of this resolution is presented for consideration at the Ordinary General Meeting.

**"RESOLUTION NO. 6  
OF THE ORDINARY GENERAL MEETING OF  
Asseco South Eastern Europe S.A. with the registered office in Rzeszow  
dated 4 June 2025  
on the division of profit from the operations of Asseco South Eastern Europe S.A.  
in the financial year 2024 and distribution of dividend**

**§1**

*The Ordinary General Meeting of Asseco South Eastern Europe S.A. with its registered seat in Rzeszów (the "Company"), acting on the basis of Article 395 § 2 point 2) and Article 396 § 1 of the Commercial Companies Code and on the basis of the provision of § 12 section 4 point 2) of the Company's Statute, resolves to distribute the profit for the financial year 2024 in the amount of **PLN 81 375 039.17** (in words: eighty-one million three hundred and seventy-five thousand thirty-nine zlotys 17/100) as follows:*

- a) *the amount of **PLN 6 510 003.13** (in words: six million five hundred and ten thousand three zlotys 13/100) will be allocated to increase the supplementary capital,*
- b) *the amount of **PLN 74 865 036.04** (in words: seventy-four million, eight hundred and sixty-five thousand and thirty-six zlotys 4/100) will be allocated for distribution between all shareholders of the Company.*

**§2**

*In addition, the Ordinary General Meeting resolves to additionally allocate the amount of **PLN 15 949 903.21** (in words: fifteen million nine hundred and forty-nine thousand nine hundred and three zlotys 21/100) for the payment of dividends to be distributed among all shareholders of the Company, being part of the funds of the reserve capital created from the net profit of the Company by Resolution No. 7 of the Ordinary General Meeting of the Company dated March 31, 2016.*

**§3**

*In total, the Ordinary General Meeting resolves to allocate for distribution to all shareholders of the Company both from the net profit for the 2024 financial year and from part of the reserve capital, the amount of **PLN 90 814 939.25 PLN** (in words: ninety million eight hundred and fourteen thousand nine hundred and thirty nine zlotys 25/100), i.e. to pay a dividend of **PLN 1.75** (in words: one zloty 75/100) per share of the Company.*

**§4**

*The General Meeting of the company Asseco South Eastern Europe S.A. with the registered office in Rzeszow, acting on the basis of 348 § 3, 4 and 5 of the Commercial Companies Code and on the basis of § 12 section 4 point 2) of the Company's Statute sets the date for determining the right to dividend for **3 July 2025** and sets the date of payment of dividend for **10 July 2025**.*

**§5**

*The Resolution shall become effective as of the date hereof."*

**Justification  
to the draft resolution concerning distribution of the Company's profit for 2024**

According to article 395 § 2 point 2 of the Commercial Companies Code, the agenda of an ordinary general meeting should include adoption of a resolution on profit distribution or loss coverage.

According to article 396 § 1 of the Commercial Companies Code, to cover a loss, a supplementary capital should be created, to which at least 8% of the profit for a given financial year is transferred, until the capital reaches at least one-third of the share capital.

The proposed dividend payment in the total amount of PLN 90 814 939.25 (from net profit for the year 2024 and part of the reserve capital) means the payment of PLN 1.75 per share. The dividend payout ratio will be 46% of the consolidated profit for 2024 attributable to shareholders of the parent company (this ratio will be 48% after eliminating the impact of hyperinflation on the consolidated profit of the Group). The proposed dividend amount is consistent with the Company's dividend policy.

When proposing the dividend amount, the Management Board took into account, among others:

- financial results achieved by the Asseco South Eastern Europe Group in 2024,
- investment needs resulting from the implementation of the Asseco South Eastern Europe Group's strategy,
- dividend rates and payout ratios applied by comparable companies,
- liquidity needs of the ASEE Group, which will depend on the current and expected market conditions, the amount of liabilities arising from current operations and debt service, as well as on optimization of the Asseco South Eastern Europe Group's financing structure.

According to article 348 § 3 of the Polish Companies Act, the dividend date in a public company and a company that is not a public company, whose shares are registered in a securities depository, is set by the ordinary general meeting.

According to article 348 § 4 of the Polish Companies Act, the ordinary general meeting determines the dividend date as a date falling not earlier than five days and not later than three months after the date of the resolution concerning the distribution of profit. If the resolution of the ordinary general meeting does not specify the dividend record date, the dividend record date shall be the date falling five days after the date of the resolution concerning the distribution of profit.

According to article 348 § 5 of the Polish Companies Act, dividends shall be paid on the date set forth in the resolution of the General Shareholders Meeting, and if the resolution of the General Shareholders Meeting does not specify a payment date, the dividend shall be paid on the date set forth by the Supervisory Board. The dividend payment date shall be set within three months from the dividend date. If neither the General Meeting nor the Supervisory board determines a time limit for dividend payment, the dividend shall be paid immediately after the dividend record date.

In addition, according to § 121 section 2 of the Detailed Rules of Operation of the National Depository for Securities, the dividend payment date may be at the earliest on the second day after the date of determination of rights to dividend. According to § 9 section 1 of the Rules of the National Depository for Securities, the deadlines specified in days exclude days which are statutory non-working days and Saturdays.

The dividend date and the dividend payment date have been determined in accordance with the aforementioned rules.

In view of the foregoing, a draft of this resolution is presented for consideration at the Ordinary General Meeting.

**"RESOLUTION NO. 7  
OF THE ORDINARY GENERAL MEETING  
Of Asseco South Eastern Europe S.A. with the registered office in Rzeszow  
dated 4 June 2025  
on acknowledgement of the fulfillment of duties of the President  
of the Management Board of Asseco South Eastern Europe S.A.**

**§1**

*The Ordinary General Meeting of Asseco South Eastern Europe S.A. with its registered seat in Rzeszów (the "Company"), acting pursuant to Article 395 § 2 point 3) Commercial Companies Code and on the basis of § 12 section 4 point 3) of the Statute of the Company, acknowledges the fulfillment of duties of the President of the Management Board of the Company, Mr. Piotr Jeleński, in the financial year 2024.*

**§2**

*The Resolution shall become effective as of the date hereof."*

**Justification**

**to the draft resolution on acknowledgement of the fulfillment of duties of the President of the Management Board of Asseco South Eastern Europe S.A.**

According to article 393 point 1) of the Commercial Companies Code, a resolution of the General Meeting is required, among others, to grant a vote of approval to members of the company's governing bodies for the discharge of their duties.

According to article 395 § 2 point 3 of the Commercial Companies Code, the subject of the Ordinary General Meeting should be granting a vote of approval to members of the company's governing bodies for the discharge of their duties.

The discharge relates to the period from 1 January 2024 to 31 December 2024, during which Mr Piotr Jeleński served as President of the Management Board of the Company.

In view of the foregoing, a draft of this resolution is presented for consideration at the Ordinary General Meeting.

**"RESOLUTION NO. 8**

**OF THE ORDINARY GENERAL MEETING**

**of Asseco South Eastern Europe S.A. with the registered office in Rzeszow  
dated 4 June 2025**

**on acknowledgement of the fulfillment of duties of the Member  
of the Management Board of Asseco South Eastern Europe S.A.**

**§1**

*The Ordinary General Meeting of Asseco South Eastern Europe S.A. with its registered seat in Rzeszów (the "Company")acting pursuant to Article 395 § 2 point 3) Commercial Companies Code and on the basis of § 12 section 4 point 3) of the Statute of the Company, acknowledges the fulfillment of duties of the Member of the Management Board of the Company, Mr. Miljan Mališ, in the financial year 2024.*

**§2**

*The Resolution shall become effective as of the date hereof."*

**Justification**

**to the draft resolution on acknowledgement of the fulfillment of duties of the Member of the Management Board of Asseco South Eastern Europe S.A.**

According to article 393 point 1) of the Commercial Companies Code, a resolution of the General Meeting is required, among others, to grant a vote of approval to members of the company's governing bodies for the discharge of their duties.

According to article 395 § 2 point 3 of the Commercial Companies Code, the subject of the Ordinary General Meeting should be granting a vote of approval to members of the company's governing bodies for the discharge of their duties.

The discharge relates to the period from 1 January 2024 to 31 December 2024, during which Mr Miljan Mališ served as Member of the Management Board of the Company.

In view of the foregoing, a draft of this resolution is presented for consideration at the Ordinary General Meeting.

**"RESOLUTION NO. 9**

**OF THE ORDINARY GENERAL MEETING**

**of Asseco South Eastern Europe S.A. with the registered office in Rzeszow,  
dated 4 June 2025**

**on acknowledgement of the fulfillment of duties of the member  
of the Management Board of Asseco South Eastern Europe S.A.**

**§1**

*The Ordinary General Meeting of Asseco South Eastern Europe S.A. with its registered seat in Rzeszów (the "Company"), acting pursuant to Article 395 § 2 point 3) Commercial Companies Code and on the basis of § 12 section 4 point 3) of the Statute of the Company, acknowledges the fulfillment of duties of the Member of the Management Board of the Company, Mr. Kostadin Slavkoski, in the financial year 2024.*

**§2**

*The Resolution shall become effective as of the date hereof."*

**Justification**

**to the draft resolution on acknowledgement of the fulfillment of duties of the Member of the Management Board of Asseco South Eastern Europe S.A.**

According to article 393 point 1) of the Commercial Companies Code, a resolution of the General Meeting is required, among others, to grant a vote of approval to members of the company's governing bodies for the discharge of their duties.

According to article 395 § 2 point 3 of the Commercial Companies Code, the subject of the Ordinary General Meeting should be granting a vote of approval to members of the company's governing bodies for the discharge of their duties.

The discharge relates to the period from 1 January 2024 to 31 December 2024, during which Mr Kostadin Slavkoski served as Member of the Management Board of the Company.

In view of the foregoing, a draft of this resolution is presented for consideration at the Ordinary General Meeting.

**"RESOLUTION NO. 10**

**OF THE ORDINARY GENERAL MEETING**

**of Asseco South Eastern Europe S.A. with the registered office in Rzeszow,  
dated 4 June 2025**

**on acknowledgement of the fulfillment of duties of the member  
of the Management Board of Asseco South Eastern Europe S.A.**

**§1**

*The Ordinary General Meeting of Asseco South Eastern Europe S.A. with its registered seat in Rzeszów (the "Company"), acting pursuant to Article 395 § 2 point 3) Commercial Companies Code and on the basis of § 12 section 4 point 3) of the Statute of the Company, acknowledges the fulfillment of duties of the Member of the Management Board of the Company, Mr. Michał Nitka, in the financial year 2024.*

**§2**

*The Resolution shall become effective as of the date hereof."*

**Justification**

**to the draft resolution on acknowledgement of the fulfillment of duties of the Member of the Management Board of Asseco South Eastern Europe S.A.**

According to article 393 point 1) of the Commercial Companies Code, a resolution of the General Meeting is required, among others, to grant a vote of approval to members of the company's governing bodies for the discharge of their duties.

According to article 395 § 2 point 3 of the Commercial Companies Code, the subject of the Ordinary General Meeting should be granting a vote of approval to members of the company's governing bodies for the discharge of their duties.

The discharge relates to the period from 1 January 2024 to 31 December 2024, during which Mr Michał Nitka served as Member of the Management Board of the Company.

In view of the foregoing, a draft of this resolution is presented for consideration at the Ordinary General Meeting.

**"RESOLUTION NO. 11**

**OF THE ORDINARY GENERAL MEETING**

**of Asseco South Eastern Europe S.A. with the registered office in Rzeszow  
dated 4 June 2025**

**on acknowledgement of the fulfillment of duties of the Member  
of the Supervisory Board of Asseco South Eastern Europe S.A.**

**§1**

*The Ordinary General Meeting of Asseco South Eastern Europe S.A. with its registered seat in Rzeszów (the "Company"), acting pursuant to Article 395 § 2 point 3) Commercial Companies Code and on the basis of § 12 section 4 point 3) of the Statute of the Company, acknowledges the fulfillment of duties of the Member of the Supervisory Board of the Company, Mr Jozef Klein, in the financial year 2024.*

**§2**

*The Resolution shall become effective as of the date hereof."*

**Justification**  
**to the draft resolution on acknowledgement of the fulfillment of duties of the Member of the Supervisory Board of Asseco South Eastern Europe S.A.**

According to article 393 point 1) of the Commercial Companies Code, a resolution of the General Meeting is required, among others, to grant a vote of approval to members of the company's governing bodies for the discharge of their duties.

According to article 395 § 2 point 3 of the Commercial Companies Code, the subject of the Ordinary General Meeting should be granting a vote of approval to members of the company's governing bodies for the discharge of their duties.

The discharge relates to the period from 1 January 2024 to 31 December 2024, during which Mr Jozef Klein served as a Chairman of the Supervisory Board of the Company.

In view of the foregoing, a draft of this resolution is presented for consideration at the Ordinary General Meeting.

**"RESOLUTION NO. 12**  
**OF THE ORDINARY GENERAL MEETING**  
**of Asseco South Eastern Europe S.A. with the registered office in Rzeszow**  
**dated 4 June 2025**  
**on acknowledgement of the fulfillment of duties of the Member**  
**of the Supervisory Board of Asseco South Eastern Europe S.A.**

**§1**

*The Ordinary General Meeting of Asseco South Eastern Europe SA with the registered seat in Rzeszow, acting pursuant to Article 395 § 2 point 3) Commercial Companies Code and on the basis of § 12 section 4 point 3) of the Statute of the Company, acknowledges the fulfillment of duties of the Member of the Supervisory Board of the Company, Mr. Adam Góral, in the financial year 2024.*

**§2**

*The Resolution shall become effective as of the date hereof."*

**Justification**  
**to the draft resolution on acknowledgement of the fulfillment of duties of the Member of the Supervisory Board of Asseco South Eastern Europe S.A.**

According to article 393 point 1) of the Commercial Companies Code, a resolution of the General Meeting is required, among others, to grant a vote of approval to members of the company's governing bodies for the discharge of their duties.

According to article 395 § 2 point 3 of the Commercial Companies Code, the subject of the Ordinary General Meeting should be granting a vote of approval to members of the company's governing bodies for the discharge of their duties.

The discharge relates to the period from 1 January 2024 to 31 December 2024, during which Mr Adam Góral served as a Vice-Chairman of the Supervisory Board of the Company.

In view of the foregoing, a draft of this resolution is presented for consideration at the Ordinary General Meeting.

**"RESOLUTION NO. 13**  
**OF THE ORDINARY GENERAL MEETING**  
**of Asseco South Eastern Europe S.A. with the registered office in Rzeszow**  
**dated 4 June 2025**  
**on acknowledgement of the fulfillment of duties of the Member**  
**of the Supervisory Board of Asseco South Eastern Europe S.A.**

**§1**

*The Ordinary General Meeting of Asseco South Eastern Europe SA with the registered seat in Rzeszow, acting pursuant to Article 395 § 2 point 3) Commercial Companies Code and on the basis of § 12 section 4 point 3) of the Statute of the Company, acknowledges the fulfillment of duties of the Member of the Supervisory Board of the Company, Mr. Jacek Duch, in the financial year 2024.*

**§2**

*The Resolution shall become effective as of the date hereof."*

**Justification**  
**to the draft resolution on acknowledgement of the fulfillment of duties of the Member of the Supervisory Board of Asseco South Eastern Europe S.A.**

According to article 393 point 1) of the Commercial Companies Code, a resolution of the General Meeting is required, among others, to grant a vote of approval to members of the company's governing bodies for the discharge of their duties.

According to article 395 § 2 point 3 of the Commercial Companies Code, the subject of the Ordinary General Meeting should be granting a vote of approval to members of the company's governing bodies for the discharge of their duties.

The discharge relates to the period from 1 January 2024 to 31 December 2024, during which Mr Jacek Duch served as Member of the Supervisory Board of the Company.

In view of the foregoing, a draft of this resolution is presented for consideration at the Ordinary General Meeting.

**"RESOLUTION NO. 14**  
**OF THE ORDINARY GENERAL MEETING**  
**of Asseco South Eastern Europe S.A. with the registered office in Rzeszow**  
**dated 4 June 2025**  
**on acknowledgement of the fulfillment of duties of the Member**  
**of the Supervisory Board of Asseco South Eastern Europe S.A.**

**§1**

*The Ordinary General Meeting of Asseco South Eastern Europe SA with the registered seat in Rzeszow, acting pursuant to Article 395 § 2 point 3) Commercial Companies Code and on the basis of § 12 section 4 point 3) of the Statute of the Company, acknowledges the fulfillment of duties of the Member of the Supervisory Board of the Company, Mr. Artur Kucharski, in the financial year 2024.*

**§2**

*The Resolution shall become effective as of the date hereof."*

**Justification**  
**to the draft resolution on acknowledgement of the fulfillment of duties of the Member of the Supervisory Board of Asseco South Eastern Europe S.A.**

According to article 393 point 1) of the Commercial Companies Code, a resolution of the General Meeting is required, among others, to grant a vote of approval to members of the company's governing bodies for the discharge of their duties.

According to article 395 § 2 point 3 of the Commercial Companies Code, the subject of the Ordinary General Meeting should be granting a vote of approval to members of the company's governing bodies for the discharge of their duties.

The discharge relates to the period from 1 January 2024 to 31 December 2024, during which Mr Artur Kucharski served as Member of the Supervisory Board of the Company.

In view of the foregoing, a draft of this resolution is presented for consideration at the Ordinary General Meeting.

**"RESOLUTION NO. 15**  
**OF THE ORDINARY GENERAL MEETING**  
**of Asseco South Eastern Europe S.A. with the registered office in Rzeszow**  
**dated 4 June 2025**  
**on acknowledgement of the fulfillment of duties of the Member**  
**of the Supervisory Board of Asseco South Eastern Europe S.A.**

**§1**

*The Ordinary General Meeting of Asseco South Eastern Europe S.A. with the registered seat in Rzeszow (Company), acting pursuant to Article 395 § 2 point 3) Commercial Companies Code and on the basis of § 12 section 4 point 3) of the Statute of the Company, acknowledges the fulfillment of duties of the Member of the Supervisory Board of the Company, Mr. Adam Pawłowicz, in the financial year 2024.*

**§2**

*The Resolution shall become effective as of the date hereof."*

**Justification**  
**to the draft resolution on acknowledgement of the fulfillment of duties of the Member of the Supervisory Board of Asseco South Eastern Europe S.A.**

According to article 393 point 1) of the Commercial Companies Code, a resolution of the General Meeting is required, among others, to grant a vote of approval to members of the company's governing bodies for the discharge of their duties.

According to article 395 § 2 point 3 of the Commercial Companies Code, the subject of the Ordinary General Meeting should be granting a vote of approval to members of the company's governing bodies for the discharge of their duties.

The discharge relates to the period from 1 January 2024 to 31 December 2024, during which Mr Adam Pawłowicz served as Member of the Supervisory Board of the Company.

In view of the foregoing, a draft of this resolution is presented for consideration at the Ordinary General Meeting.

**"RESOLUTION NO. 16**  
**OF THE ORDINARY GENERAL MEETING**  
**of Asseco South Eastern Europe S.A. with the registered office in Rzeszow**  
**dated 4 June 2025**  
**on the assessment of the Report on the remuneration of the Members of the Management Board and Supervisory Board for 2024**

**§1**

*The Ordinary General Meeting of Asseco South Eastern Europe SA with the registered seat in Rzeszow, acting pursuant to the provision of Article 90g section 6 of the Act dated 29 July 2005 on Public Offer and Financial Instruments Act, hereby resolves to issue a positive opinion on the Report on Remuneration of Members of the Management Board and Supervisory Board of Asseco Poland S.A. for the year 2024. Report on Remuneration of Members of the Management Board and Supervisory Board of Asseco Poland S.A. for the year 2024 is set out in the Appendix no 1 to this Resolution.*

**§2**

*The Resolution shall become effective as of the date hereof."*

**Justification**  
**to the draft resolution concerning the opinion on the Report on remuneration of the members of the Management Board and Supervisory Board for the year 2024**

According to article 395 § 2(1) of the Commercial Companies Code, in companies referred to in Article 90c section 1 of the Act on Public Offering, Conditions Governing the Introduction of Financial Instruments to Organised Trading, and Public Companies, dated 29 July 2005, the agenda of an ordinary general meeting should also include adoption of the resolution referred to in Article 90g section 6 of that Act, or holding the discussion referred to in Article 90g section 7 of that Act.

According to article 90g section 6 of the Act of 29 July 2005 on Public Offering, Conditions Governing the Introduction of Financial Instruments to Organised Trading, and Public Companies, the General Meeting adopts a resolution providing an opinion on the remuneration report that the Supervisory Board is required to prepare. The resolution is advisory in nature.

In view of the foregoing, a draft of this resolution is presented for consideration at the Ordinary General Meeting.

**"RESOLUTION NO. 17**  
**OF THE ORDINARY GENERAL MEETING**  
**of Asseco South Eastern Europe S.A. with the registered office in Rzeszow**  
**dated 4 June 2025**  
**on amending the remuneration principles for members of the Supervisory Board of**  
**Asseco South Eastern Europe S.A.**

**§1**

*The Ordinary General Meeting of Asseco South Eastern Europe S.A. with its registered office in Rzeszów (hereinafter referred to as the "Company"), acting on the basis of Article 392 § 1 of the Commercial Companies Code (the "CCC") and the provision of § 12 section 4 item 10) of the Company's Articles of Association, resolves as follows:*

1. Each Member of the Supervisory Board shall be entitled to remuneration for the performance of his/her duties as a Member of the Supervisory Board.
2. The following monthly amounts of remuneration for the Members of the Supervisory Board of the Company shall be established:
  - (a) Chairman of the Supervisory Board - remuneration in the gross amount of PLN 8,050 (in words: eight thousand fifty zlotys) monthly;
  - (b) Vice Chairman of the Supervisory Board - remuneration in the gross amount of PLN 6,325 (in words: six thousand three hundred twenty-five zlotys) monthly;
  - (c) Other Members of the Supervisory Board - remuneration in the gross amount of PLN 4,600 (in words: four thousand six hundred zlotys) monthly.
3. Additional monthly remuneration for a Member of the Supervisory Board of the Company serving as a Member of the Audit Committee of the Supervisory Board of the Company shall be set at:
  - (a) gross PLN 5,750 (five thousand seven hundred and fifty zlotys) for the Chairman of the Audit Committee
  - (b) gross PLN 2,875 (two thousand eight hundred and seventy-five zlotys) for the other Members of the Audit Committee
4. In connection with the adoption of this Resolution, the Resolution No. 23. of the Ordinary General Meeting of June 21, 2022 on the determination of the principles of remuneration of the Member of the Supervisory Board of Asseco South Eastern Europe S.A. shall become null and void.

## §2

*The Resolution shall become effective as of the date hereof."*

### **Justification to the draft resolution on amending the remuneration principles for members of the Supervisory Board of Asseco South Eastern Europe S.A.**

Members of the Supervisory Board of Asseco South Eastern Europe S.A. shall receive remuneration determined in accordance with Article 392 § 1 of the Commercial Companies Code in conjunction with § 12 (4) item (10) of the Company's Articles of Association. In accordance with item. 6.1 of the Good Practices of Listed Companies 2021 (DPSN), the remuneration of Supervisory Board Members should be sufficient to attract, retain and motivate persons with the competencies necessary for proper supervision. In addition, the amount of remuneration should be appropriate to the tasks and duties performed by the individuals and the related responsibilities.

In view of the foregoing, a draft of this resolution is presented for consideration at the Ordinary General Meeting.

### **"RESOLUTION NO. 18 OF THE ORDINARY GENERAL MEETING of Asseco South Eastern Europe S.A. with the registered office in Rzeszow dated 4 June 2025 on Remuneration Policy**

## §1

*The Ordinary General Meeting of Asseco South Eastern Europe S.A. with its registered office in Rzeszów (hereinafter referred to as the "Company"), acting on the basis of Article 430 § 1 of the Commercial Companies Code and on the basis of § 12 item 4 points 8) and 9) of the Company's Articles of Association, in connection with the need to change the Company's business activities by adjusting the scope of activities to the Polish Classification of Business Activities PKD 2025, in force since January 1, 2025. Polish Classification of Business Activities PKD 2025, which replaced the former PKD 2007, decides to change the content of the existing provision of § 5 section 1 of the Company's Articles of Association by making it read as follows:*

*"1. The Company's business activities include:*

- 1.1 Reproduction of recorded media (PKD 18.20.Z)*
- 1.2 Production of computers and peripheral devices (PKD 26.20.Z)*
- 1.3 Installation of industrial machinery, equipment and appliances (PKD 33.20.Z)*
- 1.4 Wholesale of information and communication technology equipment (PKD 46.50.Z)*

- 1.5 *Wholesales not specialised (PKD 46.90.Z)*
- 1.6 *Retail sale of information and communication technology tools (PKD 47.40.Z)*
- 1.7 *Specialized retail intermediation (PKD 47.92.Z)*
- 1.8 *Other publishing activities, excluding software (PKD 58.19.Z)*
- 1.9 *Computer games publishing activities (PKD 58.21.Z)*
- 1.10 *Other software publishing activities (PKD 58.29.Z)*
- 1.11 *Other programming activities (PKD 62.10.B)*
- 1.12 *Cyber security activities (PKD 62.20.A)*
- 1.13 *Other IT consultancy and management activities (PKD 62.20.B)*
- 1.14 *Other information and computer technology service activities (PKD 62.90.Z)*
- 1.15 *Data center colocation and cloud computing activities (PKD 63.10.A)*
- 1.16 *DNS service activities (PKD 63.10.B)*
- 1.17 *Content delivery network server activities (PKD 63.10.C)*
- 1.18 *Other computing infrastructure, data processing, website management (hosting) and related activities (PKD 63.10.D)*
- 1.19 *Activities of holding companies (PKD 64.21.Z)*
- 1.20 *Activities of companies raising finance for other entities (PKD 64.22.Z)*
- 1.21 *Activities of money market funds and non-money market funds (PKD 64.31.Z)*
- 1.22 *Activity of trust institutions (PKD 64.32.Z)*
- 1.23 *Financial Leasing (PKD 64.91.Z)*
- 1.24 *Other forms of credit granting, not elsewhere classified (PKD 64.92.B)*
- 1.25 *The remaining financial service activities not classified elsewhere, except insurance and pension funds (PKD 64.99.Z)*
- 1.26 *Lease and management of own or leased real estate (PKD 68.20.Z)*
- 1.27 *Accounting and bookkeeping activities (PKD 69.20.A)*
- 1.28 *Tax consulting (PKD 69.20.B)*
- 1.29 *Financial auditing activity (PKD 69.20.C)*
- 1.30 *Activity of head offices (70.10.A)*
- 1.31 *Activity of shared service centers (70.10.B)*
- 1.32 *Business and other management consulting (PKD 70.20.Z)*
- 1.33 *Scientific research and development in the field of natural and technical sciences (PKD 72.10.Z)*
- 1.34 *Market survey and public opinion (PKD 73.20.Z)*
- 1.35 *Lease and rental of machinery and office equipment, including computers (PKD 77.33.Z)*
- 1.36 *Activity of call centers (PKD 82.20.Z)*
- 1.37 *Activity related to organization of fairs, exhibitions and congresses (PKD 82.30.Z)*
- 1.38 *Courses and trainings related to acquisition of knowledge, skills and professional qualifications in non-school forms (PKD 85.59.B)*
- 1.39 *Other non-school forms of education, not classified elsewhere (PKD 85.59.D)*
- 1.40 *Supporting activities for education, not classified elsewhere (PKD 85.69.Z)*

## **§2**

*The Ordinary General Meeting of Shareholders of Asseco South Eastern Europe S.A. with its registered seat in Rzeszów, acting on the basis of Article 430 § 1 of the Commercial Companies Code and on the basis of § 12 sec. 4 point 8) of the Company's Articles of Association in connection with Article 66 (4) of the Accounting Act of September 29, 1994, decides to amend the existing provision of § 13 sec. 12 point 7) of the Articles of Association by making it read as follows:*

*"7) selecting an audit firm to audit financial statements and selecting an audit firm to attest sustainability reporting."*

## **§3**

*In connection with the contents of § 1 and § 2 above, the Ordinary General Meeting of the Company, pursuant to the provision of § 13.12(8) of the Company's Articles of Association, authorizes the Company's Supervisory Board to establish the unified text of the Company's Articles of Association.*

## **§4**

*The resolution shall come into force on the date of adoption with effect from the date of registration of the amendments in the National Court Register."*

**Justification**

**to the draft resolution concerning amendment of the Articles of Association of the Company**

In accordance with Article 430 §1 of the Commercial Companies Code, an amendment to the Articles of Association requires a resolution of the General Meeting and an entry in the register.

The proposed amendment to change the subject of the PKD is due to the need to adjust the subject of activity to the Polish Classification of Business Activities PKD 2025, in force since January 1, 2025. Polish Classification of Business Activities PKD 2025, which replaced the previous PKD 2007, in accordance with the Decree of the Council of Ministers of December 18, 2024 on the Polish Classification of Business Activities (PKD), issued on the basis of Article 40(2) of the Public Statistics Act of June 29, 1995 (Journal of Laws of 2024, item 1799). By the way, those of the activities that do not apply to the Company were removed from the list of objects of activity.

The proposed change in the wording of the provision of §12.4(8) of the Articles of Association is a consequence of the entry into force of the Act of December 6, 2024, amending the Accounting Act, the Act on Certified Public Accountants, Audit Firms and Public Supervision, and certain other acts, and follows directly from the amended Art. 66 para. 4 of the Accounting Act of September 29, 1994, which, in connection with the introduction of the obligation to attest sustainability reporting, makes it possible to delegate the authority to select an audit firm to attest the aforementioned reporting, by statute, to a body other than the body approving the entity's financial statements. Accordingly, the proposed wording of §12.4(8) extends the Supervisory Board's existing authority to select an audit firm to audit the reporting also to include the selection of an audit firm to attest sustainability reporting. At the same time, the proposed amendment introduces the term "audit firm" replacing the term "auditor" in accordance with the amended wording of Article 66(4) of the cited law.

Pursuant to Article 430 § 1 and § 5 of the Commercial Companies Code and § 12 section 4 item 8) of the Company's Articles of Association - an amendment to the Company's Articles of Association requires a resolution of the general meeting and an entry in the register of entrepreneurs.

In view of the foregoing, a draft of this resolution is presented for consideration at the Ordinary General Meeting.