



Report **of Asseco Poland S.A.** **and the Asseco Group**

on non-financial information for 2022

asseco

Table of contents

1. INTRODUCTION	5
1.1 Letter from Vice President responsible for sustainable development.....	5
2. ABOUT ASSECO	9
2.1 Description of the company and its business model	9
2.2 Strategy	14
2.2.1 Development strategy	14
2.2.2 Mission and vision	15
2.2.3 Strategic goals in key areas	15
2.3 Asseco's approach to sustainable development	16
2.4 Materiality study	16
3. CORPORATE GOVERNANCE	21
3.1 Management structure	21
3.1.1 General Meeting of Shareholders	21
3.1.2 Supervisory Board	21
3.1.3 Audit Committee	22
3.1.4 Management Board of Asseco	22
3.2 Internal control, risk management and internal audit system.....	25
3.3 Stakeholder relations	25
3.4 Tax transparency	26
3.5 Information security.....	26
3.5.1 Cyber Security.....	28
3.5.2 Business continuity.....	28
3.5.3 Data protection	29
3.6 Remuneration and benefits	30
3.7 Anti-Corruption	31
3.8 Risks related to corporate governance issues.....	32
4. SOCIAL ISSUES	35
4.1 Our employees	35
4.1.1 Talent acquisition	36
4.1.2 Employee development	37
4.1.3 Engagement and satisfaction survey.....	38
4.2 Diversity management	39
4.3 Occupational health and safety	40
4.4 Human rights.....	41
4.5 Community outreach and public engagement.....	43
4.6 Public assistance obtained and offered	47
4.7 Risks related to labor and social issues	47

5. ENVIRONMENT	50
5.1 Energy.....	50
5.2 Emissions.....	53
5.2.1 Sources of data for emissions.....	54
5.3 Waste management	55
5.4 Water and wastewater.....	57
5.5 EU Taxonomy	57
5.6 Risks related to environmental and climate issues	63
6. ADDITIONAL INDICATORS	66
6.1 Social and employee indicators.....	66
6.2 EU Taxonomy Indicators	69
7. About the report	73
8. GRI and SASB tables	75
8.1 GRI table.....	75
8.2 SASB table	79

Introduction

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1. INTRODUCTION

1.1 Letter from Vice President responsible for sustainable development

[GRI 2-22]



The previous year was record-breaking for Asseco in terms of financial performance. Once again, we proved that the business strategy we had adopted is effective, enables us to operate effectively in the face of global crises such as the COVID-19 pandemic and the outbreak of the war in Ukraine, and, above all, ensures the confidence of our employees, customers and investors.

We are aware that not only is the financial efficiency of our operations appreciated, but also the sustainability of our business. Since its inception, Asseco has been committed to corporate governance within the organization and has been involved in local community and environmental protection activities. This year, we decided to report on the effectiveness of these activities based on the GRI (Global Reporting Initiative) and SASB (Sustainability Accounting Standards Board) guidelines as well as the requirements of the European Union Taxonomy for the ICT sector, among others. We also conducted a materiality study to identify areas of sustainability that are important to stakeholder groups. We believe that the consolidated non-financial report of the Asseco Group, presented within the framework of international uniform reporting standards, will ensure a high level of transparency of this document and evaluation of our activities.

In February 2022, when the war broke out in Ukraine, we all had to face a challenge that tested our empathy and solidarity. As a society, we have shown what our values are and how much help we can give. At Asseco, we also had clear priorities. Our companies immediately got involved in aid efforts. Asseco Poland alone donated a total of PLN 1.7 million to help Ukraine. With these funds, we provided housing to nearly 170 families with children for the first period of their stay in Poland, and supported them with housing, formal and legal matters, as well as medical issues and children's education, among other things. We also materially and financially supported our employees who independently undertook aid efforts. In addition, our experts worked on IT systems related to the granting and payment of social benefits to refugees from Ukraine.

In our case, however, charity is not limited to responding to emergencies. The Asseco Group conducts systematic activities for the benefit of local communities. In Poland, one such project is the "We help" campaign, in which employees nominate selected organizations for financial support, including orphanages or single mothers' homes, hospices or foundations supporting poor families. Since 2013, we at Asseco Poland have allocated more than PLN 1.88 million for this campaign, and 2,000 employees have participated in it. The funds have helped more than 5,000 children and 130 families.

At Asseco, we care for those in need, but also for each other. We employ nearly 33,000 people in 60 countries around the world. We operate under a federation model. We are one team, but our companies have a lot of autonomy and freedom to do business. Our cooperation is characterized by a shared vision and partnership. There are gender, age, cultural and belief differences among us, so the overriding value for us is to respect the principles of equality. Our employees are recruited and evaluated primarily based on their qualifications. The growth of our business means that we constantly look for more specialists to join our team. With this in mind, we invest in supporting and attracting young talent. We cooperate with universities, run proprietary internship and graduate programs and special projects, such as "Asseco for the Future", under which we sponsored the "Spice Gears" team representing Poland during the "First Global Challenge" robotics competition.

Our team's mission is the digital transformation of societies and their development by facilitating access to IT solutions and services, such as in healthcare, social security, education and Smart City. We work with more than 400 hospitals nationwide and are a co-founder of Chmura dla Zdrowia ("*Cloud for Health*"), a project through which medical units can securely provide e-services. Our team also works on the information systems used by the Social Security Institution (ZUS) to pay numerous social benefits. In addition, we promote the development of cloud solutions and the paperless idea,

moving our clients' analog processes into the digital space. We digitize the public sector while providing software to companies in key sectors of the economy, such as finance and energy. We work on innovative solutions using, among other things, artificial intelligence (AI) mechanisms. We recognize the potential of new technologies, but also the risks associated with them. That's why we develop comprehensive cyber security solutions that enhance the security of companies and public institutions, and consequently the society as a whole.

By doing business in a sustainable way, we are aware of our impact on both the economy and society, but also on the environment. Our goal is to reduce greenhouse gas emissions, so we have been steadily increasing the share of renewable energy (RES) in our consumption. We have implemented effective waste management, including the life cycle of electronic equipment, which is an essential part of our business. We have been raising the environmental awareness of our employees and engaging in pro-environmental projects, e.g., we have created flower meadows at selected Asseco offices to increase biodiversity and better water retention.

Commitment, professionalism, respect, efficiency, quality, responsibility are our core values. They are pillars for our business, which has been growing sustainably thanks to them. We are determined to maintain this direction and, together with our employees, customers and investors, build a company that will not only bring them tangible benefits, but will be a source of pride for them.

I recommend you to read the report on our activities.

Best regards,

Gabriela Żukowicz,

Vice President of the Management Board of Asseco Poland



Presence
in **60 countries**



Sales obtained
PLN 17 370 million



32 750 people
working at
results achieved



Net profit for
shareholders of the
Parent company
PLN 502.7 million



Order backlog*
for 2023
PLN 9 776 million



PLN 6.8 billion
market capitalization

* Applies to proprietary software and services

About Asseco

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2. ABOUT ASSECO

2.1 Description of the company and its business model

[GRI 2-6]

Asseco Poland S.A. is a leading Polish IT company, listed on the Warsaw Stock Exchange (WSE) and the parent company of the international Asseco Group. It combines the competencies of a software and services company and a high-tech software developer.

The following management systems are in place at Asseco Poland:

- ISO 9001:2015 (a quality management system).
- ISO/IEC 27001:2013 (an information security management system).
- ISO 22301:2019 (a business continuity management system).
- ISO 14001:2015 (an environmental management system).
- AQAP 2110:2016 (a quality assurance system for design, development and production for suppliers of products and services of NATO countries) and AQAP 2210:2015 (complementary requirements to AQAP 2110 for software quality assurance).
- WSK certificate (a system for conducting trade in goods and services of strategic importance).

These systems certify the compliance with the standard in areas that are interested in obtaining such confirmation by an external entity.

Asseco Group

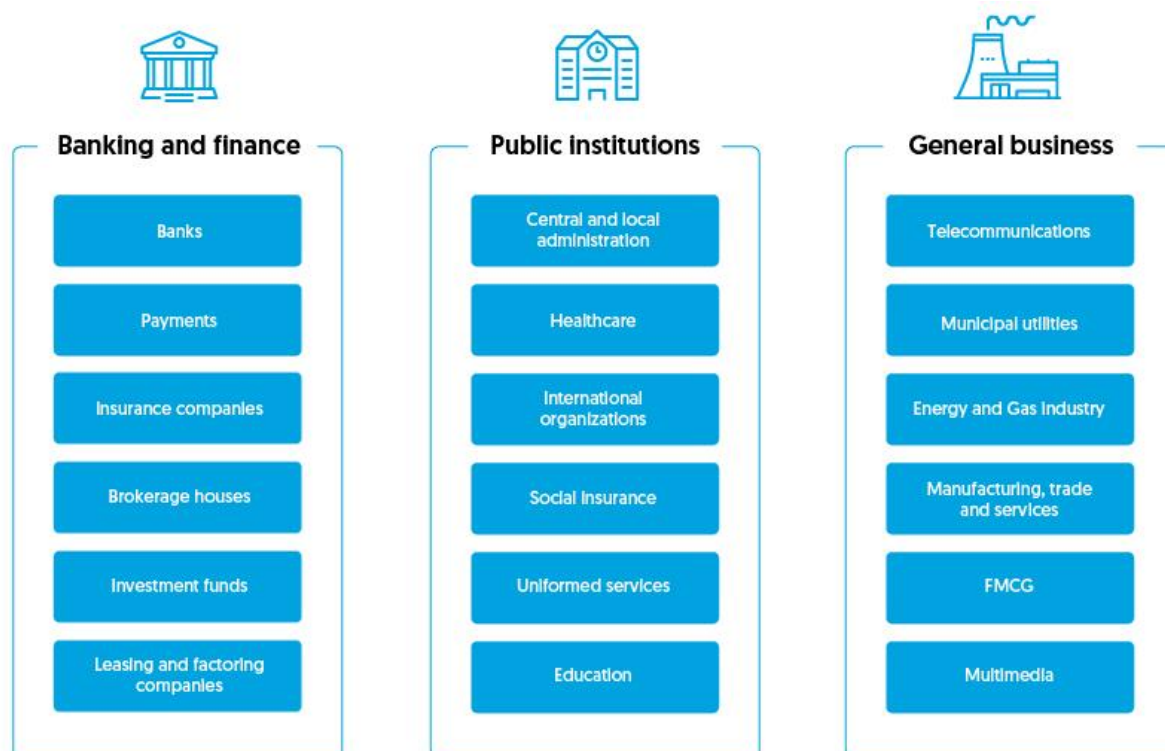
Asseco Poland heads an international group of companies, present, through its subsidiaries, on 6 continents and in 60 countries around the world: in most European countries, as well as Israel, the US and African countries. The Asseco Group is one of Europe's leading software producers and the largest provider of modern IT solutions in Central and Eastern Europe. The Group's companies are listed not only on the Warsaw Stock Exchange (WSE), but also on NASDAQ Global Markets and the Tel Aviv Stock Exchange.

Asseco Group is a leading European software producer

- We focus on our proprietary software and services.
- We develop our cross-sector competencies.
- We employ the best programmers and IT experts.
- We work with global technology and IT solution providers.
- Our goal is to increase shareholder value, we are a dividend company.
- We are a socially committed Group, we support the development of local economies.

The Group works with companies and institutions in key sectors of the economy, including banking, energy, insurance, telecommunications, public administration and healthcare.

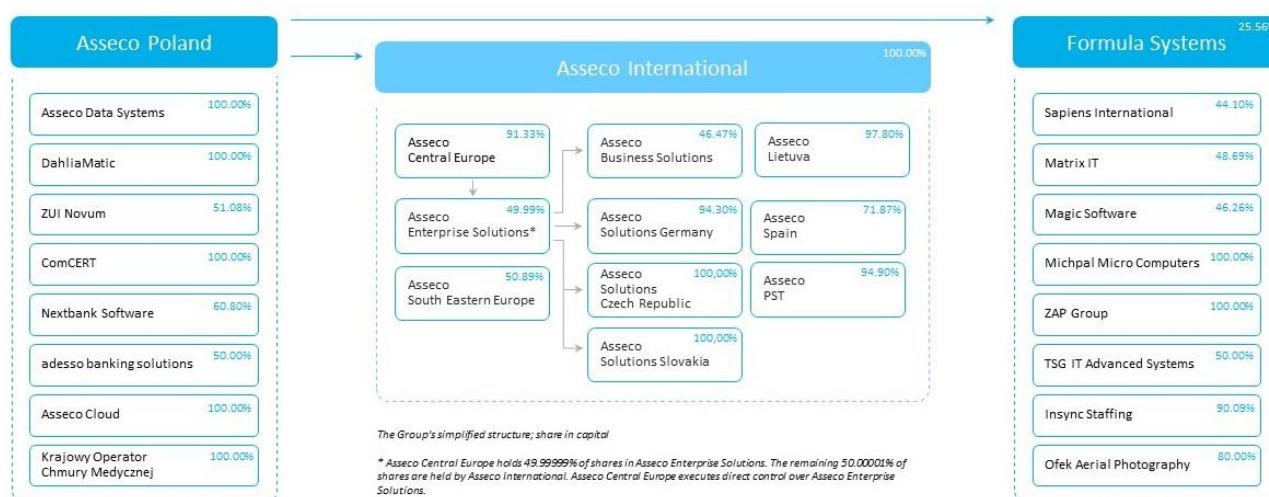
Figure 1. The Group's business sectors



The pursuit of product, sector and geographic diversification plays an important role for the Asseco Group, so that it is not dependent on one or a few customers and suppliers. This approach makes it possible to significantly offset the impact of negative market factors on the Group's operations. Thanks to its geographic diversification, the risk of negative impact of local factors on the Group's operations is significantly reduced, and the wide range of products makes Asseco immune to possible slumps in individual market sectors.

The Group has three main business segments: the Asseco Poland segment, the Formula Systems segment and the Asseco International segment.

Figure 2. Simplified structure of the Asseco Group, share in capital



The full structure of the Group and a description of the changes that took place in the Group during 2022 can be found in Item 3 of the additional notes to the "Consolidated Financial Statements of the Asseco Group for the year ended December 31, 2022."

Federation model

The Asseco Group operates on the basis of a unique cooperation model - the federation model.

Asseco Poland, as the parent company, is a shareholder in the companies that make up the Group, but does not seek to own 100% of the shares. Companies that join the Asseco Group maintain a wide range of autonomy in their day-to-day operations, and Asseco Poland participates in setting the strategic directions of development.

Asseco is primarily interested in profitable entities with specialized and dedicated staff. In addition, the acquisitions are aimed at increasing competence in key business sectors, entering new geographic markets or strengthening the position of the entire Asseco Group in countries where it is already present.

The Group's operation under the federation model relies on mutual trust, people-based business and a set of clearly defined rules for cooperation among the Group's entities. Companies acquired by Asseco retain their local character and are often managed by the existing owners and management.

The benefits that the Group derives from such a model of cooperation are:

- strengthening market position and customer confidence,
- access to interesting, locally well-known product solutions,
- knowledge of local markets, customers, business environment and unique considerations,
- access to local teams of native-speaking employees,
- responsible business conduct in relation to local stakeholders.

Companies becoming part of the Asseco Group can count on:

- access to the products and experiences of other Group members,
- access to the sales network of the Asseco Group,
- financial empowerment,
- an international brand and a strong market position,
- access to global contracts with IT vendors.

Such a model of cooperation creates room for sales and cost synergies in the Group's operations. Its activities are geared toward long-term growth and increasing the efficiency of its individual constituent companies.

Market position Asseco

[GRI 2-28]

Asseco is one of the leading software producers in Europe.

Asseco Poland is Poland's largest IT company focused on selling its proprietary software and services. The Polish IT market is a competitive and diversified market with both domestic companies and leading global entities.

The company is a member of many industry and employers organizations, including:

- The Federation of Polish Entrepreneurs,
- The National Chamber of Commerce for Information Technology and Telecommunications,
- The Polish Chamber of Information Technology and Telecommunications,
- The Digital Poland Association,
- The Association of Digital Technology Employers Lewiatan.

The company's strong market position was confirmed in the latest Computerworld TOP200 report, a comprehensive survey of the Polish ICT market. Asseco has once again become the leader of digitization in Poland. It achieved the highest ranking in 11 ranking categories.

Asseco in the Computerworld TOP200 ranking:

Table 1. Asseco Poland in the Computerworld TOP200 ranking

Category	Ranking position
The largest IT capital groups operating in Poland – the leaders of digitization in Poland	1
The largest CIT payers in the IT industry	1
The largest providers of IT solutions and services for the large business and corporate sector	1
The largest providers of IT solutions and services for the public administration and uniformed services sector	1
The largest providers of IT solutions and services for the financial and insurance sectors	1
Companies with the largest R&D expenditures	1
The largest custom software providers	1
The largest providers of Enterprise Resource Planning (ERP) systems.	1
The largest servicing providers	1
The largest providers of services in the cloud model	1
The largest training providers	1
IT companies with the largest net profit	2
The largest IT service providers	2
The largest integration service providers	2
The largest providers of IT solutions and services for the healthcare sector	2
The largest providers of IT solutions and services for the telecommunications sector	2
The largest providers of Business Intelligence, Big Data and Data Discovery systems	2
The largest providers of Customer Relationship Management (CRM).	2
The largest software providers	3
The largest providers of IT solutions and services for the banking sector	3
The largest providers of IT solutions and services for the energy sector	3
The largest educational and scientific research IT service providers	3
The largest providers of IT solutions and services for the small and mid-sized enterprise (SME) sector	4

Source: Computerworld TOP200 Ranking of IT and Telecommunications Companies, 2022 edition (ranking according to sales achieved for 2021).

Asseco also became the leader of the ITwiz Best100 ranking, taking 1st place in 14 categories of the list.

Asseco in the ITwiz Best100 ranking:

Table 2. Asseco Poland in the ITwiz BEST100 ranking

Category	Ranking position
Revenues of the largest IT groups in 2021	1
The largest companies with Polish capital selling their proprietary products and services in 2021	1
Poland's largest exporters of IT products and services in 2021	1
IT companies with the largest net profit in 2021	1
Companies with the largest sales to large companies in 2021	1
Companies with the largest servicing sales in Poland in 2021	1
Companies with the largest sales of integration services in Poland in 2021	1
Companies with the largest cloud computing sales in Poland in 2021	1
Companies with the largest revenues from the sale of application implementation services in Poland in 2021	1
Companies with the largest ERP system sales in 2021	1
Companies with the largest CRM software sales in 2021	1
IT companies with the largest sales to government and uniformed services in 2021	1
IT companies with the largest sales to financial sector in 2021	1
Companies with the largest sales to the industrial sector in 2021	1
Companies with the largest revenues from the sale of IT services in Poland in 2021	2
Companies with the largest IT training sales revenues in Poland in 2021	2
Companies with the largest sales of analytics and Big Data solutions in 2021	2
IT companies with the largest sales to banking sector in 2021	2
Companies with the largest sales to the telecommunications sector in 2021	2
Companies with the largest sales to the SME sector in 2021	3
Companies with the largest software sales in 2021	3
Companies with the largest sales of custom software in Poland in 2021	3
Companies with the largest sales to the healthcare sector in 2021	3
Companies with the largest sales to the energy sector in 2021	4

Source: ITwiz Best100, 2022 edition (ranking according to sales achieved for 2021).

Other awards and prizes received in 2022 in Poland:

- 1st place in the "Investor - large companies" category in the "International Champion" ranking prepared by the Puls Biznesu daily and PwC,
- Distinction in the "Secure Technologies" category in the "Index 500" ranking compiled by Home&Market,
- 3rd place in the section aimed at financial institutions and 4th place in the section dedicated to individual investors in the "Best Investor Relations of Companies from the WIG30 Index" ranking prepared by the Parkiet daily and the Chamber of Brokerage Houses,
- Honorable mention for 4 projects in the "Responsible Business in Poland 2021. Good Practices" report prepared by the "Forum for Responsible Business",
- 12th place in the ranking of "200 largest Polish companies" prepared by the Wprost weekly,
- 2nd place in the "Polish ambassadors" ranking compiled by the Wprost weekly,
- 1st place in 11 categories of the "Computerworld TOP200" report,

- Distinction for Adam Góral in the ranking of "The most effective CEOs of WIG20 index companies" prepared by ICAN Management Review Poland,
- Distinction for Wspólna Platforma Informatyczna (WPI) in the "Best software for financial institutions" report prepared by Gazeta Finansowa,
- 1st place in 14 categories of the "ITwiz Best 100" report,
- 3rd place in the "Non-financial companies" category in "The most important companies for Poland" ranking prepared by the Rzeczpospolita daily,
- Ranked 17th in "IDC FinTech Rankings: Top 100" by International Data Corporation,
- Award for Adam Góral in the "Business" category in the "Economic Personality of the Year" competition organized by the Federation of Polish Entrepreneurs,
- 1st place in the "Listed companies of Podkarpacie by capitalization" category in the "Golden Hundred Companies of Podkarpacie" ranking prepared by the Nowiny daily,
- 4th place in the "Largest Polish private dividend companies" ranking prepared by the Forbes magazine,
- The only Polish technology brand in the "Europe 500 - The most valuable and strongest European brands" ranking prepared by Brand Finance,
- Leader among software manufacturers in the "TOP 500 CEE" ranking compiled by Coface,
- 15th place in the ranking of "100 largest Polish private companies" compiled by the Forbes magazine,
- 4th place in the "Software Producers" category in the "Top Brand 2022" ranking prepared by the Press magazine and PSMM Monitoring&More,
- The 10th anniversary award in the "There is no future without entrepreneurship" project organized by the Dziennik Gazeta Prawna newspaper,
- 5th place in the "Top Polish Exporters" ranking compiled by the Forbes magazine,
- 1st place in the "IT@Bank" ranking prepared by Miesięcznik Finansowy Bank,
- 23rd place in the "List of 500" ranking prepared by the Rzeczpospolita daily,
- 6th place in the "Largest Polish private investors abroad" ranking compiled by the Forbes magazine,
- 6th place in the ranking of "50 largest export companies in Poland" prepared by the Rzeczpospolita daily,
- 1st place in the "IT, telecommunications, new media" category in the "List 2000" ranking prepared by the Rzeczpospolita daily,
- 5th place in the "National Champions" ranking compiled by the Polityka Insight portal.

2.2 Strategy

2.2.1 Development strategy

[GRI 2-23]

Thanks to a development strategy focused on building expert competence and developing its own products, the company has won and maintains its position as a leader in the IT market in Poland and, thanks to the Group's growth, also as the largest provider of modern IT solutions in the CEE region.

Asseco's strategy is geared toward building stakeholder value over the long term. It is based on two main pillars: developing proprietary software and services, and scaling up operations through acquisitions.

The organic growth strategy is focused on providing a wide range of proprietary solutions and IT services. The business is based on sectoral technological and business competencies. Asseco offers comprehensive solutions for entire industries, and also sells standardized products for smaller entities.

The Asseco Group has been pursuing a successful acquisition policy at home and abroad. Since 2004, it has successfully completed nearly 130 acquisition transactions, increasing its scale of operations and geographic reach many times over.

In its acquisition activities, Asseco is primarily focused on increasing its competence in key business sectors, entering new geographic markets or strengthening its position in countries where it is already present.

Thanks to its ongoing geographic expansion and expansion of the range of products and services it offers, the Asseco Group has been increasing revenues and operating profits for years.

2.2.2 Mission and vision

The mission of Asseco Poland and the Asseco Group is to improve the quality of life by providing solutions for people and technology for business.

According to the vision:

- Asseco Poland is a reliable company that focuses on dynamic operations. It strives to offer the best products and services to support customers around the world in achieving their goals. Its employees form a competent, passionate team that combines traditional values with a modern operating model,
- The company is building an international group of technology companies, whose federated model allows it to leverage local entrepreneurship and market knowledge. In turn, a company's affiliation with the Group increases its capacity and credibility with customers.

2.2.3 Strategic goals in key areas

Market:

- targeting the financial, health, corporate and government sectors, at home and abroad,
- building and delivering software-based solutions in the company customers' business-critical areas,
- aiming to build repeatable solutions for adequate margins while maintaining a competitive price level,
- striving for a stable source of revenues derived from maintenance and development services for the software provided, by retaining within the company and protecting copyrights to the solutions it develops,
- providing SaaS-based solutions based on proprietary software.

Organization:

- business areas dedicated to serving various market sectors,
- great diversity, a consequence of the different needs, specifics and development phases of each sector,
- supporting all initiatives to exchange knowledge and experience between areas,
- a catalog of shared values and a vision, mission and strategy that can be detailed by business areas,
- back office processes common to all areas to support business objectives,
- investments in research and development (R&D).

People:

- seeing people as the organization's greatest value,
- high expertise and use of team potential,
- investment in the development of high-level expert and sectoral competencies,
- gathering knowledge and experience by maintaining a stable team,
- promoting initiatives and innovative approaches.

Corporate Social Responsibility (CSR):

- taking care of important social interests,
- support of Polish sports,
- helping those in need,
- environmental protection activities.

2.3 Asseco's approach to sustainable development

[GRI 2-24]

Technology has a huge impact on the world and people. Asseco Poland has assumed that with modern IT systems and services, the company has a chance to build a better, more sustainable future.

According to the company, a systemic approach to sustainability increases the effectiveness of the results achieved. It has implemented an organizational structure to support sustainability, with the implementation of multidirectional activities coordinated by the Director of Compliance and Process Management, with the relevant organizational units in charge. The oversight of sustainability issues is carried out by the Vice President overseeing the Compliance and Process Management Department.

Sustainable development, especially achieving climate neutrality, requires a wide variety of measures spread over time. In 2022, Asseco Poland worked on a sustainable development strategy, including setting short-, medium- and long-term goals.

2.4 Materiality study

[GRI 2-29, 3-1, 3-2]

In preparation for the 2022 report, a materiality study was conducted to identify important sustainability issues for stakeholder groups. The results of this study formed the basis for determining the content of the 2022 report on non-financial information.

The materiality study was conducted in 2022 by an independent consulting firm using the materiality matrix methodology.

The Materiality Study included the following steps:

- sector analysis of the GRI and SASB indicators, taking into account the requirements of the financial sector,
- comparative industry analysis with consideration of best market practices,
- analysis of the requirements of the European Union Taxonomy for the ICT sector,
- workshops with representatives of the company's departments who are internal stakeholders and representatives of a wide range of other internal and external stakeholders, during which anonymous questionnaire surveys were conducted,
- consultation of the project team, which included people from various organizational units of Asseco Poland,
- recommendations of the Management Board Members.

The workshop was attended by 16 employees from the following departments, selected on the basis of the types and extent of contacts maintained with various stakeholder groups:

- Compliance and Process Management Department,
- Finance Division of the Asseco Group,
- Administration Department,
- Internal Audit Department,
- Human Resources Department,
- Purchasing Department,
- Legal Office,
- Board Office,
- PR and Investor Relations Department.

During the workshop, stakeholder representatives had the opportunity to report and assess the relevance of issues arising in their relationships with the Asseco Group. The results from the workshop were used to create a materiality matrix of the ESG areas studied as the basis for structuring the content in this Report.

Based on the results of indications from stakeholder representatives, non-financial issues were summarized by the magnitude of their impact on Asseco (on the x-axis) and by stakeholder interest in the area (on the y-axis). The detailed results of the survey are presented in the matrix below and a table describing the non-financial issues included in the matrix:

Figure 3. Materiality matrix of ESG areas

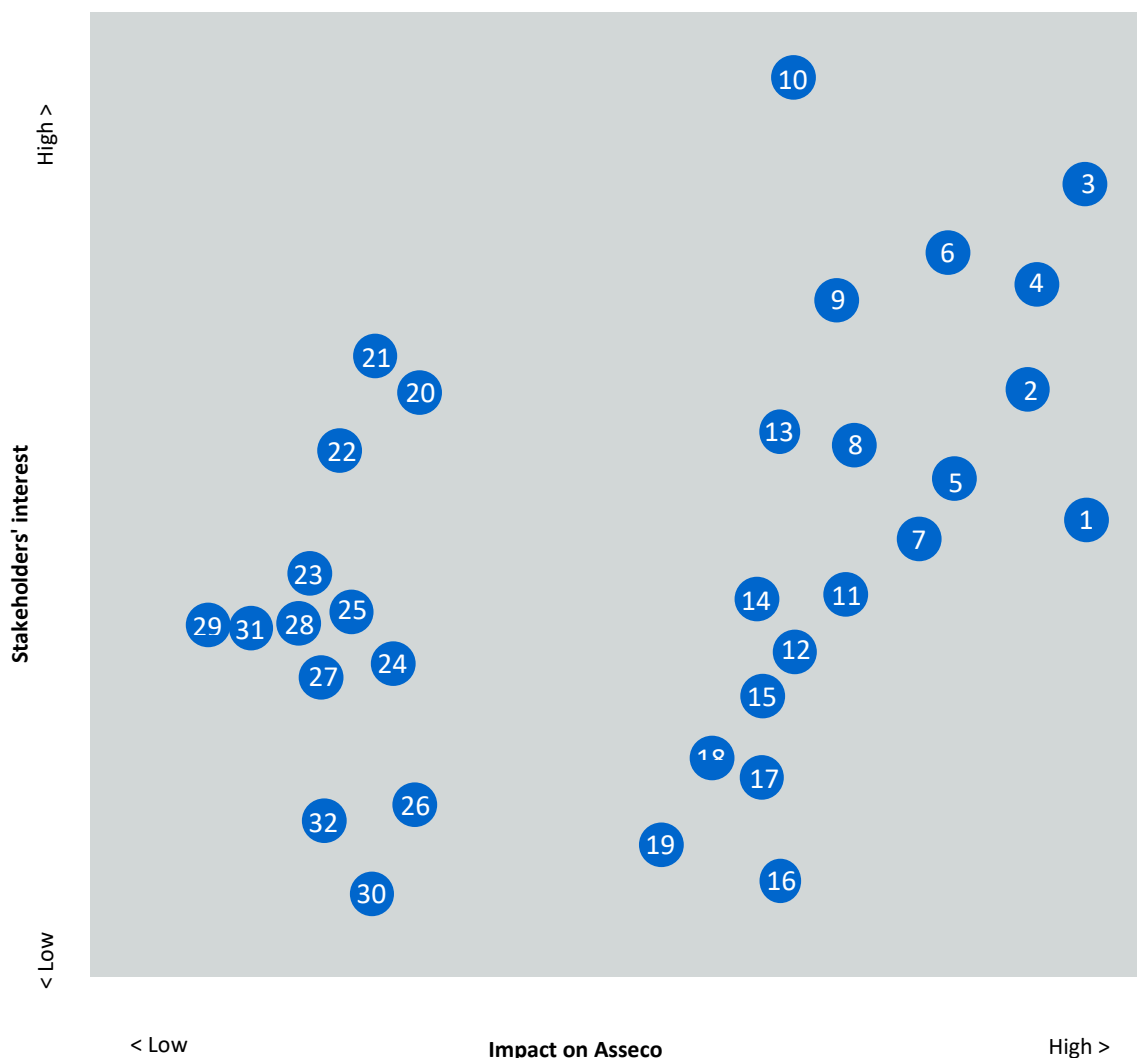


Table 3. Non-financial issues identified by stakeholders during materiality analysis

Index	Area	Description
1	Corporate governance	Structure and composition of supervisory bodies, criteria for the selection of members of the top management body, the role of the top management body in overseeing management, delegation of responsibility, communication of significant issues reported to the supervisory body, evaluation of the performance of the top management body, and additionally information on the remuneration policy (division into fixed and variable remuneration, how the remuneration policy is determined).
2	Economic performance	Information on the creation and distribution of economic value is a key indicator of how the organization has created value for stakeholders. In addition, opportunities and risks for the organization related to climate change, pension obligations and financial support received from the state (e.g. Tax breaks, grants, subsidies).
3	Preventing corruption	Confirmed cases of corruption, measures taken to prevent corruption, communication and training on the organization's anti-corruption policies and procedures.
4	Anti-competitive behavior	Cases of anti-competitive and antitrust behavior, legal steps taken if identified.

5	Stakeholder engagement	Approach to engaging groups that influence or are influenced by the organization - identifying stakeholders and ensuring satisfactory engagement.
6	Data protection	Protection of personal data of employees, co-workers and personal data entrusted to Asseco for processing by customers in the course of services provided.
7	Taxes	Approaches to taxation, tax governance management, and tax risk control and management (by country of operation).
8	Prevention of discrimination	Identification of cases of discrimination and types of corrective actions taken.
9	Management of risks associated with interruptions to information systems	Risks associated with IT system downtime (for the organization and its customers).
10	Activities and employees	The company's value chain (business sectors, supply chain, beneficiaries, business relationships), breakdown of employees in the group (by gender, region of employment), information on the form of employment (e.g. employment contracts, contracts, full-time, part-time) by gender and region of employment.
11	Employment	Hiring of new employees and employee rotation (by age group, gender and region), employee benefits, impact of parental leave on employees' return to work.
12	Diversity and equal opportunities	Remuneration and composition of supervisory departments by gender, age and ethnicity.
13	Strategy, policies and practices	Strategies and policies owned and implemented (e.g. sustainable development strategies) - implementation of obligations arising from them, opportunities to influence their content. Best practices at the level of legal and regulatory compliance and membership in associations and organizations.
14	Environmental impact of network infrastructure	Include environmental considerations in strategic planning for data center needs (e.g. energy, water).
15	Waste	Level of waste generation, waste management, waste diverted for recycling and disposal, waste reduction measures.
16	Energy	The amount of energy consumed internally and externally in the organization including energy sources (renewable/non-renewable), the intensity of energy consumption, plans and their implementation on how to reduce energy consumption including reducing the energy demand of products and services.
17	Emissions	Indirect and direct emissions of greenhouse gases (GHG) and other harmful gases and substances generated by the organization, emissions intensity (e.g. amount of emissions per product or employee), plans for reducing emissions.
18	Development activities and education	Average number of training hours per employee and description of development programs available to employees.
19	Environmental assessment of suppliers	Checking product and service suppliers for compliance with environmental requirements.
20	Data privacy and freedom of expression	Privacy of user data and related procedures, use of user information for secondary purposes, censorship or monitoring of primary products or services by governments (in countries of operation of organizations).
21	Consumer privacy	Complaints about violations of customer privacy.
22	Activity indicators - licenses, subscriptions	Figures for licenses, subscriptions, and data processing capacity, including cloud.
23	Public policy	Support given to political parties, lobbying.
24	Local community	Community engagement programs and activities that have a negative impact on communities.
25	Occupational health and safety	Health and safety system, hazard identification, identification and investigation of causes of accidents, health and safety training, access to occupational health services, promotion of healthy lifestyles among employees, information on existing occupational diseases among the organization's employees.
26	Purchasing practices	Consideration of local suppliers (at the national level) in procurement (definition of localness as in market presence).
27	Forced or compulsory labor	Identification of the risk of incidents of forced or compulsory labor and actions taken to effectively eliminate forced or compulsory labor (including at suppliers).
28	Indirect economic impact	Significant positive and negative indirect economic impacts of the organization (e.g. infrastructure investment, economic development in high-poverty areas, changing the productivity of organizations, sectors or the economy as a whole).
29	Social evaluation of the supplier	Checking suppliers of products and services for compliance with social requirements (e.g. employment, including in the supply chain).
30	Water and wastewater	Water and wastewater management, water intake and discharge, impacts on water stress areas, management of impacts related to water discharge.

31	Relations between employees and management	Minimum notice periods in connection with operational changes in the organization, the minimum period between the communication of operational changes in the organization affecting individual and/or collectively bargained employees and their entry into force.
32	Market presence	For the organization's main locations of operation - how employment presents itself in the context of the local market (the percentage of senior executives hired from local communities and the ratio of the average salary to the local minimum wage). The community is defined as people born or who have a legal right to reside for an indefinite period of time (e.g. naturalized citizens or permanent resident visa holders) in the same geographic market where operations are conducted.

Corporate governance

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3. CORPORATE GOVERNANCE

3.1 Management structure

3.1.1 General Meeting of Shareholders

[GRI 2-18, 2-20].

The General Meeting of Shareholders (WZA) is the supreme body of Asseco Poland and operates in accordance with the principles set forth in generally applicable laws, as well as in the company's Articles of Association.

The manner of functioning of the General Meeting is described in detail in the Regulations of the General Meeting, adopted by the company's General Meeting on September 21, 2011. The company's Articles of Incorporation and Rules of Procedure for the General Meeting have been published on its website.

3.1.2 Supervisory Board

[GRI 2-9, 2-10, 2-11, 2-13, 2-14, 2-15, 2-18, 2-20]

During the reporting period until October 4, 2022, the Supervisory Board functioned with the following composition:

- Jacek Duch - Chairman of the Supervisory Board,
- Adam Noga - Vice Chairman of the Supervisory Board,
- Izabela Albrycht - Member of the Supervisory Board,
- Piotr Augustyniak - Member of the Supervisory Board,
- Dariusz Brzeski - Member of the Supervisory Board,
- Artur Gabor - Member of the Supervisory Board,
- Piotr Maciąg - Member of the Supervisory Board,
- Piotr Żak - Member of the Supervisory Board.

On May 25, 2022, the Ordinary General Meeting of Shareholders of Asseco Poland passed a resolution to amend the company's Articles of Association by expanding the composition of the Supervisory Board to a maximum of 9 persons (minimum 5 persons). As of the date of court registration of the amendment to the Articles of Association, i.e. on October 5, 2022, Tobiasz Solorz joined the Supervisory Board, appointed to serve as a member of the body for a joint 5-year term covering 2022-2026.

Accordingly, as of October 5, 2022, the company's Supervisory Board has been functioning in the following composition:

- Jacek Duch - Chairman of the Supervisory Board,
- Adam Noga - Vice Chairman of the Supervisory Board,
- Izabela Albrycht - Member of the Supervisory Board,
- Piotr Augustyniak - Member of the Supervisory Board,
- Dariusz Brzeski - Member of the Supervisory Board,
- Artur Gabor - Member of the Supervisory Board,
- Piotr Maciąg - Member of the Supervisory Board,
- Tobiasz Solorz - Member of the Supervisory Board,
- Piotr Żak - Member of the Supervisory Board.

The description of the Supervisory Board's operations, in addition to the scope explicitly described in the mandatory provisions of law, is contained in the Supervisory Board Regulations, which are published on the company's website.

3.1.3 Audit Committee

[GRI 2-16]

The Supervisory Board has the Audit Committee composed of:

- Artur Gabor - Chairman of the Audit Committee,
- Piotr Augustyniak - Member of the Audit Committee,
- Jacek Duch - Member of the Audit Committee.

The Committee was elected at the January 11, 2022 Supervisory Board meeting.

In connection with the appointment of the Audit Committee for the new term of the Supervisory Board, the Board, acting pursuant to Article 129 of the Act on Statutory Auditors, Audit Firms and Public Supervision and § 8 of the Regulations of the Supervisory Board - assessed the fulfillment of the requirements for the Audit Committee such that:

- Knowledge and skills in accounting or auditing resulting from Art. 129 para. 1 are held by Artur Gabor, as evidenced by his education obtained at the Faculty of Economics at University College London and the Faculty of Law at the University of Warsaw, the professional course "International Accounting Standards" (BDO, Warsaw, Poland), numerous additional courses and seminars on corporate governance and effectiveness of supervisory boards organized by the Polish Institute of Directors, the Warsaw Stock Exchange, the Ministry of Treasury, the Gdańsk Academy of Banking, PwC and KPMG, as well as extensive professional experience gained in Polish and foreign companies, including as a Member of Supervisory Boards and Audit Committees.
- Independence criterion under Art. 129 para. 3 is met by: Piotr Augustyniak and Artur Gabor.
- Knowledge and skills in the industry in which Asseco Poland operates, resulting from Art. 129 para. 5, are held by: Jacek Duch (a graduate of the Warsaw University of Technology with a specialization in computer science) and Piotr Augustyniak, confirmed by their multi-annual professional experience gained in IT companies, including those of the Asseco Group.

The description of the Audit Committee's operations, in addition to the scope explicitly described in the mandatory provisions of law, is contained in the Regulations of the Supervisory Board, which is published on the company's website.

3.1.4 Management Board of Asseco

[GRI 2-9, 2-10, 2-12, 2-13, 2-14, 2-17, 405-1]

As at the date of publication of this report, i.e. March 23, 2023, the composition of the company's Management Board, together with the division of powers, is as follows:



Adam Góral
President

He is responsible for the development vision and strategy of the Asseco Group and the Internal Audit Department.



Grzegorz Bartler
Vice President

He is responsible for the Telecommunications and Media Division.



Andrzej Dopierała
Vice President

He is responsible for the Divisions of International Organizations and Security Sector Solutions, Agricultural Insurance, the Infrastructure Projects Office and the ICT Department.



Krzysztof Groyecki
Vice President

He is responsible for the Health Care Division.



Marek Panek
Vice President

He is responsible for the Group Development Division and the EU Projects Office.



Paweł Piwowar
Vice President

He is responsible for the Energy and Gas Division and the ERP Project Office.



Zbigniew Pomianek
Vice President

He is responsible for the Commercial Banks, Cooperative Banks, Business Intelligence, Capital Market and PKO BP divisions, as well as the Asseco Innovation Hub and Asseco Services.



Sławomir Szmytkowski
Vice President

He is responsible for the Social Security, Systems Maintenance, Agriculture and Postal Divisions, as well as the Government Administration Division and the Asseco Group Public Business Unit.



Karolina Rzońca-Bajorek
Vice President

As Chief Financial Officer (CFO) of Asseco Poland and the Asseco Group, she is responsible for the company's Financial Division and the Financial Division of the Asseco Group, as well as the Shared Service Center Department.



Artur Wiza
Vice President

Responsible for the PR and Investor Relations and Marketing Departments



Gabriela Żukowicz
Vice President

She is responsible for the Legal Office and the Management Office, as well as the Human Resources, Personnel Administration, Compliance and Process Management, Internal Systems Maintenance and Development, Administration, and Procurement Departments. In addition, she serves as the Chief ESG Officer.

The Management Board, consisting of: Adam Góral as the President of the Management Board and Vice Presidents of the Management Board: Andrzej Dopierała, Krzysztof Groyecki, Marek Panek, Paweł Piwowar, Zbigniew Pomianek, Karolina Rzońca-Bajorek, Sławomir Szmytkowski, Artur Wiza and Gabriela Żukowicz were appointed at a meeting of the Supervisory Board on March 23, 2021 for a five-year term covering 2022-2026.

Since January 1, 2022, responsibility for the Telecommunications and Media Division has been assumed by the President of the Management Board, Adam Góral, while since March 1, 2022, Karolina Rzońca-Bajorek has assumed responsibility for the newly established Shared Services Center Department.

The Supervisory Board, at its meeting on June 30, 2022, passed a resolution to appoint Grzegorz Bartler to the company's Management Board, to serve as a Vice President of the Management Board for a joint five-year term covering the years 2022-2026, effective July 1, 2022. At the same time, Grzegorz Bartler assumed responsibility for the Telecommunications and Media Division.

In 2022 and until the date of publication of this Report, the distribution of powers of the Management Board Members was as follows:

Table 4. Scope of competence of Members of the Management Board of Asseco Poland

Management Board Member	Responsibilities
Adam Góral President of the Management Board	Vision and development strategy of the Group Internal Audit Department Telecommunications and Media Division ¹⁾
Grzegorz Bartler Vice President of the Management Board	Telecommunications and Media Division ²⁾
Andrzej Dopierała Vice President of the Management Board	International Organizations and Security Sector Solutions Division Agricultural Insurance Division Office of Infrastructure Projects ICT Department
Krzysztof Groyecki Vice President of the Management Board	Health Care Division
Marek Panek Vice President of the Management Board	Group Development Division EU Projects Office
Paweł Piwowar Vice President of the Management Board	Energy and Gas Division ERP Project Office
Zbigniew Pomianek Vice President of the Management Board	Commercial Banks Division. Cooperative Banks Division PKO BP Division Capital Market Division Business Intelligence Division Asseco Innovation Hub Asseco Services
Karolina Rzońca-Bajorek Vice President of the Management Board	Finance Division of Asseco Poland Finance Division of the Asseco Group Shared Service Center Department
Sławomir Szmytkowski Vice President of the Management Board	Social Security Division Systems Maintenance Division Agriculture and Postal Division Government Administration Division Asseco Group Public Business Unit
Artur Wiza Vice President of the Management Board	Marketing Department PR and Investor Relations Department
Gabriela Żukowicz Vice President of the Management Board	Legal Office Management Office Human Resources Department Human Resources Administration Department Compliance and Process Management Department Internal Systems Maintenance and Development Department Purchasing Department Administration Department

¹⁾ from January 1 to June 30, 2022

²⁾ as of July 1, 2022

The description of the Management Board's operations, in addition to the scope expressly described in the mandatory provisions of law, is contained in the Management Board's Regulations, which are published on the company's website.

3.2 Internal control, risk management and internal audit system

[GRI 2-12, 2-13, 2-25, 2-26, 3-1, 3-3]

Asseco Poland has an internal control system in place, which consists of an organizational and hierarchical structure, internal policies, procedures with built-in controls, and instructions to support the effectiveness of the company's operations. Business unit managers are responsible for the productivity and operational efficiency of their subordinate teams, while senior managers are responsible for overseeing the activities of their subordinate units and the results of the processes they own. The internal control system is supplemented by dedicated teams responsible for preparing financial statements and ensuring compliance with laws and other regulations.

The company has a risk management system based on three lines of defense:

- Operational management of risks arising in connection with the activities carried out by the units,
- Risk management by designated roles or units,
- The activities of the internal audit unit - the Internal Audit Department.

All employees and associates of Asseco Poland are required to act in accordance with internal policies and procedures, as well as to perform their duties in accordance with the law. The company's outreach activities allow them to properly understand the compliance rules and apply them on a daily basis, both in their dealings with customers, suppliers and in their interactions among employees. Consistency of processes, creation, maintenance and development of compliance policies are supervised by employees and associates of the Compliance and Process Management Department implementing activities in accordance with the company's integrated management system.

Asseco Poland's Internal Audit Department, acting on the basis of international standards of professional internal audit practice, evaluates the effectiveness of the company's control environment, risk management and organizational governance. It performs planned audits, examining the controls of selected processes to see if they are effectively mitigating risks. It also performs *ad hoc* audits, such as pre-implementation reviews – commissioned when major changes to the company's processes are planned, in order to properly organize control systems before implementing the change, as well as investigations in special cases. It independently informs the Management Board and the Audit Committee of the Supervisory Board about the state of the control environment and risk exposure, effectively reducing the negative impact of risk factors and threats on the company's operations.

3.3 Stakeholder relations

[GRI 2-12, 2-29]

Asseco maintains an ongoing dialogue with its stakeholders, allowing for the exchange of necessary information, as well as the building of long-term partnerships.

The table below describes the ways in which Asseco communicates with its various stakeholder groups.

Table 5. Stakeholder engagement

Stakeholder	Why engagement is important	The most important issues for the group	Communication channel
Customers	Acquiring and retaining customers is the most important factor responsible for the company's success.	<ul style="list-style-type: none"> • clear offers, • high quality customer service. 	<ul style="list-style-type: none"> • meetings within the framework of sales activities and ongoing contracts, • regular press releases and marketing activities announcing new solutions, offers and other important events, • direct involvement through activities carried out by the Marketing and PR and Investor Relations Departments,

Suppliers and subcontractors	Suppliers and subcontractors affect the ability to provide services and products.	<ul style="list-style-type: none"> • fair treatment, • transparent rules for tenders and cooperation, • timely payments. 	<ul style="list-style-type: none"> • organizing and partnering in industry conferences. • periodic evaluation of suppliers and subcontractors, • inquiries and bids, • negotiation meetings.
Shareholders, investors and capital providers	Good relations with the investment community and shareholders are crucial for a listed company.	<ul style="list-style-type: none"> • a stable business foundation, • business diversification (geographic, sector, product), • transparent communication of operational and financial results, • investment and research and development activities, • increase in company value, • regular dividend payments. 	<ul style="list-style-type: none"> • providing accurate and detailed information on financial and operational performance in current and periodic reports, • regularly updated corporate website (additional information and investor materials over and above those that the company is obliged to publish by law), • quarterly earnings conferences for analysts, investors and the media, • General Meeting of Shareholders.
Employees and employee candidates	Properly qualified and motivated employees play a key role in the development of the Asseco Group.	<ul style="list-style-type: none"> • a friendly and modern work environment, • competitive remuneration, • development opportunities. 	<ul style="list-style-type: none"> • satisfaction and engagement surveys, • periodic evaluations, • 270 and 360 feedback studies.

3.4 Tax transparency

[GRI 207-1]

As a Polish IT company, Asseco Poland operates in the common interest based on economic patriotism, creating added value for the Polish economy.

One of the principles adopted by Asseco Poland stemming from the idea of economic patriotism is to pay tax at the place where income is generated. This means that Asseco Poland pays taxes in Poland, which is fair to the community and the country where the company sells its products and services.

In 2022, Asseco Poland paid income tax of **PLN 29.4 million** to the state budget

For more information on the ongoing tax strategy, please visit: <https://pl.asseco.com/o-asseco/strategia-podatkowa/>

3.5 Information security

[GRI 2-13, 418-1 a, SASB 220a.1, 220a.3, 230a.2, 550a.2]

Asseco Poland S.A., as a leader in the IT industry in Poland, treats information security in its broadest sense as a priority at both the operational and strategic levels. In order to meet its objectives in the above regard, the company constantly undertakes and implements initiatives aimed at improving its security management processes. The above approach ensures effective protection of the company's own assets, as well as those entrusted to it by customers in the course of cooperation, and ensures compliance with applicable laws, regulations and contractual requirements.

The starting point in the company's holistic approach to information security is to maintain improvement of the Information Security Management System (ISMS) at the level of all business units. The ISMS operates based on the requirements of ISO/IEC 27001, and it is certified for compliance with the aforementioned standard in selected business areas of the company.

The company, in general, to maximize the benefits of effective information security management:

- fully involves its management in ongoing activities and initiatives related to the protection of information assets,
- maintains expert teams within the organizational structure in specific areas of responsibility to oversee compliance with implemented information security policies,

- integrates information security management processes with business processes,
- maintains, develops and acquires new competencies and knowledge in information security at the company-wide level,
- applies and improves methodologies, mechanisms and tools to ensure the effectiveness of the goals in the area of information asset protection,
- periodically verifies the effectiveness of information security management processes through performance measurement, independent audits and certification.

Asseco Poland S.A. continuously manages information security in all areas of its operations, so that the necessary level of asset protection is maintained within the business processes. For this purpose, the company in particular:

- conducts multi-level risk analyses defining security objectives in different time horizons and determines the actions necessary to effectively manage these risks,
- provides business units with the support of information security experts for the design of secure products and services,
- optimizes security management processes to reduce the risk of downtime or decreased effectiveness while maintaining the required level of information security and compliance,
- uses only the services of entities that meet the security requirements of the company, and the course of cooperation itself is strictly regulated by the relevant security clauses,
- manages the life cycle of an employee in the organization in a way that reduces the risks of security breaches from recruitment to termination; at the same time, the company provides employees with access to information security knowledge that can be applied in their personal lives,
- acquires IT services to supplement the controls and safeguards implemented to date,
- modifies information security management processes based on experience gained from daily operations,
- adjusts its information security management activities on an ongoing basis in connection with noting events in its external environment that may affect the security of the company's information assets,
- maintains an efficient flow of information on the current state of security at all levels of management.

In 2022, the company carried out a number of initiatives to increase the organization's resilience to identified threats and to take advantage of opportunities, including:

- implementation of the Security & Compliance by Asseco program aimed at employees, developing skills and knowledge, including technical knowledge, in the area of information security and cyber security; the activities carried out were supported by recognized experts from the IT Security industry,
- conducting simulations of cyber attacks in internal structures based on popular methods, using various techniques and tools,
- launching project work for the company-wide implementation of a solution dedicated to centralized management of information about the organization's IT assets,
- modifications in information security management processes, including their digitization.

3.5.1 Cyber Security

With the rapid growth of threats in the digital sphere reported in recent years, Asseco Poland has been continuously building its resilience to attacks and bridging potential weaknesses in the IT Security area. The COVID-19 pandemic and the armed conflict in Ukraine, which began in February 2022, have contributed to the emergence of new cyber threats and increased the scale of Asseco Poland's exposure to related risks.

In 2022, the company continued to take proactive measures to mitigate the potential impact of cyber threats on its stability, efficiency and continuity of operations, particularly with regard to its obligations to customers and other relevant stakeholders, including employees and suppliers. The dynamics of change taking place in cyber space, including the development and easy availability of artificial intelligence services to the average Internet user, contributes to the company's treating cyber security as one of its highest priorities.

Asseco Poland manages cyber security in all areas of its operations and IT services to ensure the confidentiality, integrity and availability of information processed therein. Due to the characteristics of the company and its immediate environment, cyber security is managed locally at the level of business units, including software development, and centrally in terms of IT infrastructure and services provided to the company.

For effective protection against cyber attacks, the company has a SOC (Security Operation Center) team, responsible for monitoring the IT network and responding when security breach attempts are detected. The SOC team functions with 3 lines of support responsible for detection, handling and advanced analysis of incidents.

In 2022, the company took measures in specific areas of operation to increase the effectiveness of previously implemented mechanisms and safeguards.

3.5.2 Business continuity

Asseco Poland has implemented a Business Continuity Management System (SZCD) in its structures based on the ISO 22301 standard, which covers all organizational units within its scope. The SZCD is subject to certification for compliance with the above standard in selected business areas of the company.

2022 posed new business continuity management challenges for the company related to the armed conflict in Ukraine and the resulting threats - both in the physical sphere (covering Polish territory with the conflict) and in the cyber sphere (intensification of cyber attacks from Russia on national institutions and organizations). Taking into account the fact that the company provides services to a number of public sector entities, Asseco Poland immediately took measures to protect the company's assets from attacks by cyber criminals and the possible consequences of the spillover of the armed conflict on the Polish territory.

In connection with the CHARLIE-CRP and BRAVO alert stages that were maintained in 2022, the company introduced or expanded its handling procedures, including:

- regularly convened meetings of the Crisis Staff, including the management of Asseco Poland, for the ongoing management of risks to the company's business continuity,
- launching additional procedures for physical security controls and monitoring the security of the ICT infrastructure,
- strengthening the security of critical assets,
- increasing the efficiency of response to cyber attacks by improving communication between the SOC team and Asseco Group companies,
- expansion of fuel tanks to extend emergency power backup time.

3.5.3 Data protection

Asseco Poland respects the privacy of its employees, co-workers and all persons using the company's information systems and services. It takes care of the security of processed personal data, implementing the requirements of the applicable law, clients' industry regulations, as well as the rules contained in internal procedures dedicated to the protection of personal data.

Confidentiality agreements (or applicable confidentiality clauses) or personal data processing entrustment agreements are entered into with both employees and external entities with which the company undertakes cooperation. Employees' access to personal data is limited to the necessary extent, resulting from their functions. Physical access to the premises where documents with personal data are kept is also restricted. The security of information systems is subject to internal and external audits, which also include the identification and subsequent removal, or mitigation, of risks related to the confidentiality of personal data.

The company's approach to the protection of privacy, including personal data, has been developed in the form of a privacy policy, available at: <https://pl.asseco.com/en/privacy-policy/>

Ongoing data protection activities include:

- monitoring the company's compliance with data protection regulations,
- carrying out an assessment of the risk of personal data protection violations, its impact and the selection of measures adequate to minimize it,
- evaluation of events in terms of violation of the rights or freedoms of individuals,
- preparation of documentation of data protection violations, reporting to the Management Board member responsible for the area of personal data protection,
- promoting awareness and knowledge of the introduction of best practices in the field of personal data protection, including the conditions that must be met by services, software provided by the company (e.g. How to Apply Data Protection in Designing and Default Data Protection in Developing IT Solutions), Data Protection Day,
- informing employees and co-workers of their responsibilities,
- verification of the implementation of recommendations arising from data protection checks or violations, as well as ongoing monitoring.

The company implements mandatory periodic training in data protection - for employees, interns and trainees, as well as persons cooperating with the Companies under civil law contracts.

We also promote awareness of data protection among employees, including by holding an annual Data Protection Day, which in 2022 took place on January 28, 2022. As part of the event, our employees took part in a data knowledge quiz and were introduced to information on data protection presented in the form of trivia.

During the reported period, no penalties, financial or non-financial, were imposed on the company in connection with data protection violations.

3.6 Remuneration and benefits

[GRI 2-19, 2-20, 201-3]

The remuneration regulations of Asseco Poland were updated by Resolution of the Management Board No. 1/2022 of January 11, 2022. The document sets out the rules for remuneration and granting of other work-related benefits to all employees of Asseco Poland regardless of the type of work performed, except for employees who are Members of the Management Board. Changes in wages in the labor market are also monitored on an ongoing basis, and appropriate decisions on salary changes are made based on these changes.

Members of the Management Board and Supervisory Board are covered by the Remuneration Policy for Members of the Management Board and Supervisory Board of Asseco Poland S.A. constituting an annex to Resolution No. 27 of the Ordinary General Meeting of Shareholders of Asseco Poland S.A. dated May 27, 2020. The content of the document is available at:

<https://inwestor.asseco.com/en/about-asseco/corporate-governance/remuneration-policy/>.

Additional non-wage benefits

Employees of Asseco Poland are entitled to additional non-wage benefits in addition to their salaries, including:

- a very broad medical care package for employees and their relatives (spouse/partner, children, parents), including a medical freedom option,
- a cafeteria program implemented using a benefit platform, characterized by a wide range of offers and the possibility of flexible use of funds, including subsidized access to cultural events, subsidized recreation, subsidized meals,
- Employee Pension Plan (PPE) - a form of voluntary group retirement savings, in which the employer fully finances the basic contribution (a certain percentage of the employee's salary) transferred under the management of a specialized financial institution, and the employee pays only personal income tax on it; optionally, the employee may choose to make an additional contribution, which, in the amount they declare, will be calculated and deducted from their salary,
- employee loans,
- physical recreation, including the purchase of participation packages for sports events, subsidizing subscriptions to sports facilities or sports events,
- Christmas vouchers,
- additional support for the disadvantaged,
- providing fresh fruit/healthy snacks in the offices.

At the beginning of each fiscal year, employees hired under a contract of employment in the previous year receive a Total Rewards Statement. This statement contains information on the amount of salary and the amount of benefits that the employee has benefited from. The initiative transparently presents all the work benefits that individual Asseco Poland employees receive.

Similarly to Asseco Poland, the Asseco Group companies also have additional non-wage benefits for their employees. They are diverse and have not been standardized at the Group level. The most common non-wage benefits include:

- subsidized medical care for employees and their relatives (e.g. Asseco Data Systems, Asseco South Eastern Europe, Asseco Central Europe, Asseco Business Solutions, DahliaMatic, Magic Software, Matrix IT, Asseco Lietuva, ZAP Group),
- subsidized subscriptions to sports venues or sports events (e.g. Asseco South Eastern Europe, Asseco Business Solutions, Asseco Data Systems, DahliaMatic, Asseco Central Europe, Magic Software, Asseco Lietuva, Matrix IT),
- supplemental life or health insurance, pension plans (e.g. Asseco South Eastern Europe, Asseco Data Systems, Asseco Spain, DahliaMatic, Asseco Lietuva, Asseco PST, Magic Software),

- subsidized access to cultural events (e.g. Asseco Data Systems, Asseco Central Europe, Asseco Lietuva , Formula Systems, Asseco PST, Matrix IT),
- subsidized recreation (e.g. Asseco Business Solutions, Asseco Data Systems, Matrix IT),
- subsidized meals (e.g. Asseco South Eastern Europe),
- reimbursement or participation in the cost of commuting to work (e.g. Asseco Lietuva, Asseco South Eastern Europe, Asseco Central Europe, Magic Software),
- additional support for the disadvantaged (e.g. Asseco Business Solutions),
- providing fresh fruits/healthy snacks (e.g. DahliaMatic, Asseco Central Europe).

3.7 Anti-Corruption

The anti-corruption policy at Asseco Poland is governed by: the Code of Ethics and Business Conduct, the Compliance Policy, the Vademecum for Counteracting Corruption and Conflict of Interest, Work Regulations, and the Purchasing Policy.

Prevention and control activities in the field of anti-corruption are implemented at various levels of the organization and are necessary to ensure its proper functioning. In accordance with the Code of Ethics and Business Conduct, the company does not accept the acceptance or granting of illicit benefits, any form of extortion or corruption, or the illegal circulation of money. Asseco Poland works on the basis of zero tolerance for corruption.

Table 6. Corruption cases in 2022 in Asseco Poland

Total number of confirmed cases of corruption
0

At Asseco Poland, care is taken to ensure compliance with ethical principles among employees. During the adaptation block for newly hired employees and associates, special training is provided in this regard, which is then repeated in 2-year cycles (applies to all employees)

Table 7. Asseco Poland employees trained in compliance and ethics

Participation of employees who received "Compliance and Ethics" training as part of the adaptation block
89%

Asseco Poland has implemented communication channels dedicated to reporting violations, including those related to corruption and conflict of interest. It has implemented anonymous breach reporting channel.

The company's purchasing process is designed to ensure transparency in supplier selection. As of 2019, the purchasing function at Asseco Poland has been centralized and carried out mainly by the Purchasing Department (purchases for the company's use), which consists of the Purchasing Office and the Logistics Office. The company's purchasing policies have been established so that supplier choices are transparent and transparent.

Asseco Poland has in place documents defining the rules of cooperation with suppliers, including, among others, the principles of purchasing ethics and the rules of supplier qualification, as well as the General Terms and Conditions of Procurement. According to them, suppliers undertake to act in accordance with the principles of fair competition and observe good business practices.

The Asseco Group does not have a unified policy on anti-corruption issues, due to the federated model of cooperation within the Group. Due to territorial dispersion – the Asseco Group's companies operate in diverse legal, social and cultural environments - no central anti-corruption policies have been established at the Group level.

The Group’s companies have their own practices in this area. At Asseco Central Europe, emphasis is placed on adherence to the Code of Ethics, which explains in detail issues related to fair competition, fair business practices, anti-trust laws, corruption and bribery. The code also systematizes procedures for whistleblowing and protection against retaliation. Familiarization with the code of ethics is part of a new employee’s induction package.

Another example of implementing anti-corruption procedures is the Asseco South Eastern Europe Group ("ASEE"). It is governed by an anti-corruption policy that applies to all companies that make up the ASEE Group and includes a broad definition of employees (including consultants, contractors, agents). Bribery and corruption are broadly defined and also include issues of unauthorized gifts and expressions of hospitality. Permitted gifts and gratuities must meet criteria related to value, purpose and prior approval of the authorized person. Accepting cash in any amount (or its equivalent in the form of coupons) is prohibited. Information on gifts /invitations offered or accepted by an employee is provided to the CFO of the respective unit, who keeps a record of all invitations or gifts and reports it to the Group CFO on a quarterly basis. Employee participation in annual anti-corruption training is mandatory and also includes new employees as part of the onboarding process. Complementing anti-corruption procedures is also a conflict of interest policy that requires all employees of local companies to report information about potential conflicts of interest. In the case of directors of local units, this issue is also addressed in the articles of incorporation of companies and contracts for serving on boards of directors. The ASEE Group also has the Conflict of Interest Policy, the Fair Competition Policy, the Anti-Corruption Policy, and the Whistleblowers Procedure, which clearly define controls to prevent corruption.

Table 8. Cases of corruption in 2022 in the Asseco Group

Total number of confirmed cases of corruption
0

3.8 Risks related to corporate governance issues

[GRI 2-27, 205-1, 205-2, 205-3, 206-1]

Risk of occurrence of corruption cases

Operating within a developed organizational structure with a relatively broad spectrum of competencies of individual business units carries the risk of incidental occurrence of corrupt events. Employees of purchasing and sales departments are particularly vulnerable to incidents in this regard, as they are the ones who have direct contact with representatives of external entities that can achieve a certain material benefit through cooperation with the Group. The occurrence of such a phenomenon could have negative image effects for the Group, which could hinder future business dealings, as well as result in a direct economic loss if a contract is concluded on non-market terms.

The Asseco Group manages risk through the proper selection of employees employed in individual positions, as well as through appropriate monitoring activities of the internal departments responsible for this sphere in individual companies. Employees receive regular anti-corruption training. Particular attention is paid to the prevention of bribery phenomena, as well as to the rules of conduct in the event of the occurrence, or suspicion of the occurrence, of such a situation.

In addition, the above risks are managed within Asseco Poland through the implementation of purchasing policies and the prevention of corruption and conflict of interest, as well as raising employee awareness. Control of compliance with purchasing rules is carried out periodically by the Purchasing Office (under the second line of defense), and the purchasing process is audited by the Internal Audit Department in accordance with the audit plan established for the year (under the third line of defense).

Business continuity risk, including restrictions and interruptions in electricity supply

The occurrence of an emergency situation in one of the Asseco Group's entities may adversely affect the ability to continue providing services to customers, which may lead to delays, defaults, compensation claims, and loss of customer confidence. Among other things, Asseco Group entities are exposed to the risk of restrictions and interruptions in the supply of electricity due to, among other things, the possibility of grid failures or failures at the supplier. To mitigate the effects of such events, the server rooms of the Group's companies are equipped with independent sources of electricity - generators that can be activated in the event of an emergency. However, despite the technological and organizational solutions that have been implemented, the occurrence of an emergency situation could have a significant negative impact on the Group's operations, financial position, results or development prospects.

Risk of data leakage

As a result of the intentional actions of third parties or dishonest employees, as well as errors or carelessness on the part of employees or subcontractors, confidential data of the Group's company or its customers may be disclosed to unauthorized persons. The occurrence of such a situation may adversely affect customers' perception of the Asseco Group and translate into a negative impact on its business, financial position, results or development prospects.

Risk of changing legislation and its interpretation

The Group's companies fulfill a variety of regulatory obligations arising from changes in the law, as well as administrative decisions. Frequent amendments and lack of uniform interpretation of laws, in particular tax law, banking law, insurance law (including social insurance), the Law on Public Procurement, the Law on Personal Data Protection, the Law on Trading in Financial Instruments, the Law on Public Offering and the Code of Commercial Companies, entail risks related to the legal environment in which the Asseco Group operates. Regulations and interpretations of tax laws are particularly subject to frequent change. The practice of tax authorities, as well as court rulings in this area, are not uniform. In the event that the tax authorities adopt an interpretation of tax regulations that differs from that of the Asseco Group company, one can expect negative consequences affecting the operations and financial position of the Asseco Group and its financial performance. Such risk is related in particular to possible questioning by tax authorities of the parent company's transactions with related parties. This could have a material adverse effect on the Asseco Group's business, financial condition, results or prospects.

Social issues

assecO

4. SOCIAL ISSUES

4.1 Our employees

As at December 31, 2022, Asseco Poland employed 2,413 people. This is an increase of 4.87% over the comparable period of 2021, where 2,301 people were employed. Average employment in the 12-month period, i.e. from January 1 to December 31, 2022 in salaried FTEs, i.e. employment adjusted for FTEs for which the company does not pay for unpaid leave, maternity leave and other leave, was 2,212 versus 2,245 FTEs in the comparable period of 2021.

In turn, the Asseco Group employed 32,750 people as at the end of the reporting period, compared to 30,374 people employed as of December 31, 2021. Average employment in the 12-month period, i.e. from January 1 to December 31, 2022 in salaried FTEs, i.e. employment adjusted for FTEs for which the company does not pay for unpaid leave, maternity leave and other leave, amounted to 31,628 versus 29,256 FTEs in the 12 months ended December 31, 2021. The calculation of FTEs includes companies that joined the Group during the reporting period (in proportion to their period of consolidation) and excludes companies whose results are included in other operating activities or discontinued operations.

Table 9. Employment in Asseco Poland and the Group by division as at December 31, 2022

	Asseco Poland	Asseco Group
Management	11	265
Administrative Departments	289	2 313
Sales departments	111	1 751
Production departments	2 002	28 421
Total employees	2 413	32 750

At Asseco Poland, the primary form of employment is an employment contract. In addition, as at December 31, 2022, the company had 389 people working on a cooperative basis, 148 people working on a contract of mandate basis, and 264 people providing outsourcing services.

Table 10. Employment on an employment contract basis in 2022

Share of persons employed under a contract of employment
75%

Asseco Poland and the Asseco Group's companies provide the opportunity to provide work in a hybrid model, which provides for a combination of stationary work (in the office) and remote work (at home - home office). The principles of the hybrid model are described in the company's internal documentation. They are periodically reviewed and adjusted to current conditions.

The Asseco Group does not have a unified policy on labor and social issues, which is a direct result of the federated model of cooperation within the Group. The companies in the Asseco Group maintain a wide range of autonomy in their operations, and since they operate in different geographic locations, and therefore different conditions: legal, economic and social, the possibility of a uniform policy is significantly limited.

Due to the international nature of the Group, the implementation of the personnel policy is carried out in accordance with the laws of the countries in which the individual Asseco Group companies operate, as well as on the basis of the internal procedures and standards in force in these companies.

4.1.1 Talent acquisition

Due to the nature of the IT business and the fact that the success of a company in this industry is primarily determined by the knowledge and practical skills of its employees, issues related to hiring, employee development and creating the right work environment are crucial to the long-term sustainability of the company and the Group.

The personnel policy of Asseco Poland is carried out in such a way as to acquire competent and committed employees and co-workers, take care of their motivation so that they can successfully achieve the company's business objectives, as well as enable development and a sense of professional stability through clear and transparent operating rules.

The implementation of the personnel policy at Asseco Poland is carried out in accordance with legal regulations, as well as on the basis of internally applicable procedures and standards. The basic documents in force at Asseco Poland governing the above issues are: the Work Regulations, the Remuneration Regulations, the Regulations of Evaluation and Professional Development, the Regulations of the company's Social Benefits Fund, the Personnel Policy, and the Code of Ethics and Business Conduct.

The company runs a proprietary internship and graduate program to identify young people with high-potential during a nationwide campaign. In 2022, students and graduates were able to participate in the seventh edition of the Asseco Starter 2022 program, through which they completed a 3-month paid internship in the structures of Asseco Poland, choosing a programming or testing path, with the possibility of extending cooperation under the Asseco Level Up Program with an extensive career path and an individual development budget allocated for the chosen certification.

93% of trainees of 7th edition of Asseco Starter program continue employment in Asseco Poland

Trainees and graduates participate in development programs, as part of which they receive specialized and soft skills training. As part of the seventh edition of the program, 40 students and graduates were accepted for a 3-month internship, of whom as many as 37 took up jobs at Asseco Poland. A total of 320 people participated in the program over a six-year period.

The Asseco Group companies also carry out development programs for students and graduates to identify those with high potential. Participants in these programs have the opportunity to carry out ambitious IT projects for companies in key sectors of each country's economy. They also take part in a number of specialized and soft skills training courses.

Most of the Group's companies also allow internships within the company's structures throughout the year, or carry out their own internship programs: such as Asseco Development Start (led by Asseco Data Systems) or Recruitment Challenges organized by Asseco Business Solutions. Asseco Central Europe runs the UpSteer project for new entrepreneurs who, using 7-month coaching, can develop their business ideas under the guidance of experts.

The Asseco Group companies participated in numerous recruitment events (job fairs, open days), during which they offered opportunities for new graduates to join the team, or posted internship announcements on university websites.

Asseco Poland regularly meets with students at job fairs and conferences organized by student organizations, and supports young people with start-up ideas. Last April, Asseco Poland was the main sponsor of the Warsaw IT Days, during which the company's speakers had industry speeches, and a representative of the Asseco Innovation Hub (a separate unit that helps incubate innovative IT ideas and later implement them into Asseco's offerings) on developing start-ups. In turn, a two-day Carpathian Startup Fest 2022 conference was held at the University of Rzeszów in October, in which Asseco also actively participated. Analogous activities are carried out by the Group's companies. Asseco Lietuva organizes MIDI Days for mathematicians and computer scientists from the Vilnius University and an IT competition for high school students. Asseco Data Systems cooperates closely with the Maria Curie-Skłodowska University in Lublin, including by joining events organized by the university and promoting its internships. Similar activities are carried out by Asseco Business Solutions, which joined the XXII Job Fair "Engineer on the Labor Market", organized by the Lublin University of Technology and the Lublin IT Days at the university.

In 2022, 4 training-networking meetings were held as part of TechBreakFast - a series of technical IT meetups. In May and November, special editions dedicated to students were prepared (in Rzeszów and the Tri-City), during which, in addition to speeches and presentation of case studies, recruitment activities were conducted.

Experts from Asseco Poland shared their knowledge at the Silesian University of Technology during the Ya!vaConf sponsored conference and the at the Ya!va Expo dedicated to developers, architects, DevOps working in the Java environment, as well as during an event at the PGE Narodowy on cyber security - The Hack Summit, in which Asseco Cloud also participated.

Among the elements of the exchange of expertise, a technology blog has been successfully developed, where industry articles are published. Asseco Poland experts also share their knowledge on technology podcasts published on channels: Spotify, Apple Podcast, Google Podcast, Radio Public, Anchor and Breakeroku. The materials published in 2022 dealt with issues related to recruiting and directing one's career path in IT, so they were dedicated primarily to potential candidates for employment at Asseco. Asseco Poland also has a referral system, whereby any employee of the company can recommend a candidate for a job in the Asseco 3 WIN program.

4.1.2 Employee development

The development of employees and associates of Asseco Poland and the Asseco Group's companies is based on a process of periodic evaluation.

The first evaluation of an employee is carried out at Asseco Poland during the probationary period, and then regularly on a quarterly or semi-annual basis. Employee appraisal is carried out to determine the degree of performance of assigned tasks. As part of the employee/co-worker's annual evaluation, competencies, strengths, areas for development are assessed and a development plan is created.

Asseco Poland cares for the professional development of its employees by organizing and financing company-wide and individual development activities. The aHCM e-learning platform allows each of the company's employees to define their career path, and includes a training database and learning materials for obtaining professional and language certifications. The platform contains a total of more than a thousand training programs aimed at developing specific skills.

As part of the company-wide development activities, internal projects are implemented to share knowledge and experience among employees, and paths are created for specific competency groups such as managers. Developed employee competencies support the achievement of the company's business goals and more effective implementation of new processes in the company. Individual development activities improve the qualifications and competence level of employees and include: substantive training, conferences, certifications, postgraduate and doctoral studies, language courses and individual development sessions.

Development activities are carried out by external entities or in-house trainers as needed and are conducted on-site, remotely and through e-learning training.

In 2022, employees participated in the following surveys: mental resilience (MTQ Plus Survey), Insights Discovery, team climate, Gallup talent or Feedback 360, as well as webinars and psychological workshops. A series of "Managerial Toolbox" training courses consisting of 11 substantive modules was prepared for managers. In 2022, 371 new training programs were introduced, the number of participants in all training programs was more than 14,500, and the total number of training days exceeded 30,000.

Table 11. Development activities at Asseco Poland in 2022

Number of trainees	Available budget 2022	Number of days of development activities per employee	Number of hours of development activities per employee
14 587*	PLN 4 166 449.57	12,57	100,57

* Asseco Poland employees were able to participate in more than one development activity.

Employee appraisal in the Group companies is carried out to determine: the degree of completion of assigned tasks, the quality, timeliness and manner of their execution, as well as, importantly, the compatibility of an employee's or co-worker's conduct with the values of individual Asseco Group companies. In addition, the implementation of individually set goals and development plans – using such tools as substantive training,

conferences, certifications, postgraduate and doctoral studies, language courses and individual development sessions – are evaluated.

Training is provided by external entities or internal trainers as needed. Since 2021, development activities, as well as induction processes for new employees to take up positions and apprentices/trainees, have been carried out largely remotely, while in the second half of 2022 there was a significant increase in interest in participating in on-site training.

The Asseco Group's companies also place great emphasis on developing the language skills of their employees, including English, German and Spanish. Within the Asseco Group, language courses are financed or co-financed by: Asseco Business Solutions, Asseco Data Systems, and part of the Asseco Central Europe Group companies, Matrix IT and Asseco PST. Another area being developed is managerial competence. Training or coaching is offered at Asseco Business Solutions, Asseco Data Systems, Matrix IT, ZAP Group and Asseco PST, among others. The development of employees also takes place through mentoring programs conducted, for example, at Asseco Business Solutions and Asseco Central Europe.

At Asseco Poland, as well as at Asseco Central Europe, which operates in the Slovak and Czech markets, opportunities have been created to expand one's qualifications through a platform that allows employees to share know-how and their experience, aimed at broadening skills in programming and databases.

Asseco Data Systems, which operates in the Polish market, carries out a series of activities aimed at employee development every year, including specialized and managerial training and coaching for executives. Asseco Business Solutions has introduced training courses on cyber security and anti-corruption, which all employees are required to attend.

Asseco Lietuva offers its employees industry training courses: Prince Practitioner, JavaScript and HTML5, Scrum Master's Workshop, ISTQB Advanced Test Manager. ZAP - offers a program for managers: "ZAP digital learning," training for graphic designers and csm designers, as well as for the sales department, aiming to improve digital and sales skills. Asseco Spain provides a training platform for employees to improve their knowledge of languages, management methods, new technologies. In turn, Asseco PST organizes thematic training courses in banking and provides the Asseco Academy platform.

The main initiatives at ASEE Group are focused on developing the leadership skills of employees who supervise teams, who participate in Berndson's 4-module training on: the recruitment process, employee onboarding, building and maintaining effective teams, and Employee Engagement. On the other hand, employees associated with the sales area take part in sales training: basic and advanced (in the form of role-playing games), aimed at familiarizing the functions of the various stages of sales, matching them with the appropriate techniques, building the skills of conducting a conversation with the customer, or technical training on the subject of sales presentations. Employees can participate in product management training, also at two levels: basic and advanced.

4.1.3 Engagement and satisfaction survey

Asseco Poland has a documented dialogue with its employees in the form of the implementation of a periodic engagement and satisfaction survey. All employees of the company are invited to participate in the survey, as well as co-workers performing tasks based on contracts of mandate, contract for work and B2B. A second survey was conducted in 2021, with 86% of those invited participating. The issues covered in the survey related to various areas of the organization's operations, including remote work and its effectiveness, satisfaction with Asseco's operations in relation to the COVID situation, development opportunities, collaboration, information and communication flow, processes and procedures, and work-life balance. The results of the survey form the basis for prioritizing company-wide, as well as local, activities in individual business units. The next edition of the engagement and satisfaction survey is scheduled for 2023.

4.2 Diversity management

[GRI 2-10, 2-21]

The recruitment process in Asseco Poland and the Group respects the principles of equality in terms of gender, origin, age, beliefs and other factors regarding the diversity of candidates. Due to the nature of the industry, the recruitment process attaches the greatest importance to the practical knowledge and qualifications of employees, which influences the selection of people with competencies best suited to the position. Clearly defined criteria and objective evaluation of qualifications provide job candidates with equal opportunities.

Table 12. Employment in Asseco Poland by gender as at December 31, 2022

Type of position	Women	Men	Women participation	Men participation
Management	2	9	18%	82%
Other management staff	69	203	25%	75%
Production	467	1273	27%	73%
Non-production positions	288	102	74%	26%
Total employees	826	1 587	34%	66%

Table 13. Employment at Asseco Poland by age as at December 31, 2022

Total employees	Up to 30 years old	30-50 years old	Over 50 years old
2 413	326	1 604	483

Table 14. Employment at the Group by gender as at December 31, 2022

Total employees	Women	Men
32 750	13 930	18 820

Table 15. Employment at the Group by age as at December 31, 2022

Total employees	Up to 30 years old	30-50 years old	Over 50 years old
32 750	9 696	18 234	4 820

For the types of positions in the company identified in the table below, the average salary of women is lower than the average salary of men. This is mainly due to the fact that a greater number of men have longer tenure at Asseco Poland and a significant percentage of male employees have more experience in the IT industry. Among employees, where industry experience and seniority of men and women are similar, the level of earnings is equal.

Table 16. Wage equality index in 2022*

Type of position	Ratio
Management	94%
Other management staff	79%
Production	79%
Non-production positions	91%

* The wage equality index presents the ratio of the average salary of women to the average salary of men. It includes base salary and all other components, such as allowances, bonuses and awards.

4.3 Occupational health and safety

[GRI 403-1]

The company implements activities while ensuring the protection of the health and life of employees and co-workers from hazards in the work environment. Asseco Poland conducts business activities that do not pose a risk of serious accidents at work for employees and external parties, applying the regulations and guidelines of labor law and occupational health and safety. The general principles of the occupational health and safety management system are included in the Occupational Health and Safety Management System Book. It describes the process of identifying hazards and assessing occupational risks at workplaces, taking into account the risks associated with COVID-19.

The organization of safe work is determined by the company's instructions related to working conditions and the working environment, as well as the principles of a safe workplace described in the document "Ergonomics of Sedentary Work." The company also carries out purchases of ergonomic equipment.

In order to ensure compliance with legal requirements, health, safety and fire inspections are carried out on the use of buildings, premises, including technical premises, workplaces, including compliance by employees/co-workers and other persons carrying out activities on the company's premises.

The company ensures that employees are trained in occupational health and safety before they are allowed to work, and provides periodic training in this area, training in pre-medical first aid and fire protection.

Table 17. Health and safety training in 2022 at Asseco Poland

Number of people trained before starting work	Number of trained employees with periodic training
470	721

4.4 Human rights

[GRI 2-26, 409-1]

Human rights belong to every person, and their source is the inherent dignity of the human being.

All organizations, including capital companies, as employers, producers and contractors, are obliged to respect human rights fully. On the other hand, wherever these rights could be violated, companies should take appropriate steps to change this situation and avoid profiting from their disregard.

The Asseco Group has not adopted a uniform policy on respect for human rights, as a result of its federated cooperation model, which gives Group companies a great deal of autonomy over the regulations they adopt internally. In addition, due to the territorial dispersion, the Asseco Group companies are subject to various legal regimes with detailed and territory-specific solutions arising from issues of respect for human rights.

A general principle that applies throughout the Asseco Group is the observance of and respect for human rights, covering such issues as the right to freedom of association, the right to a safe working environment, and the prohibition of discrimination, child labor and forced labor. Violation of any of the aforementioned rules by Asseco Group companies would not only violate the law, but also the Group's core values.

There are three trade unions in the Asseco Group: at ZAP Group's, under an Israeli trade union of companies in the mobile/internet/hi-tech industries, at Asseco Data Systems (Independent Self-Governing Trade Union "Solidarity"), and at ASEE Group: UGT Comisiones Obreras.

Table 18. Number of labor unions in the Group.

Total number of registered trade unions
3

The policy related to respect for human rights at Asseco Poland consists of issues regulated by the following internal documents: the Code of Ethics and Business Conduct, the Compliance Policy, the Work Regulations, the regulations for in-house purchasing and contract execution, and the supplier qualification process.

The "Code of Ethics and Business Conduct" (available at: <https://inwestor.asseco.com/en/about-asseco/corporate-governance/code-of-ethics/>) contains principles and standards of conduct and values regarding interpersonal and business relations and protecting the company's image. Its main tenets are based on Asseco Poland's shared values, which form the foundation for the conduct of the company and its employees. The Code also explicitly refers to the obligation to respect human rights and labor law, as well as the principles of equal treatment and anti-discrimination.



Engagement

We are fully committed to every project, and the greatest satisfaction comes from the success of our clients.



Professionalism

We are constantly improving our qualifications and are eager to share our experience.



Respect

We expect mutual respect from each other



Effectiveness

We are ambitious and consistent in achieving our goal



Quality

We set the bar high for the quality of all our activities.



Responsibility

We take responsibility for our work and the environment in which we operate.

Human rights violations are abusive and should be reported to the Compliance Officer or Ethics Committee.

Table 19. Discrimination cases in 2022 at Asseco Poland

Total number of confirmed cases of discrimination in the workplace
0

In addition to ensuring that human rights are respected internally, the company also ensures that they are respected among its suppliers. Asseco Poland obtains statements from suppliers that include, among other things, a statement of respect for human rights. Any violations of compliance with applicable laws, including human rights, is tantamount to non-engagement or termination of cooperation and placing the supplier on the list of prohibited cooperation suppliers.

The company follows due diligence procedures with regard to the issue of respect for human rights among its suppliers. The company confirms compliance with the above principles by collecting statements from suppliers.

In 2022, there were no human rights violations at the Asseco Group.

During the reporting period, the Asseco Group did not identify any subsidiaries or suppliers with a risk of human rights violations.

4.5 Community outreach and public engagement

[GRI 203-1, 413-1]

As a Polish IT company, Asseco Poland operates in the common interest based on economic patriotism, creating added value for the Polish economy. It undertakes initiatives to support Polish entrepreneurship and shape Poland's position in the international arena. It actively participates in official economic missions, and supports activities that promote domestic companies and products. It is also eager to join nationwide initiatives and participate in the public debate related to the promotion of Polish entrepreneurship, engaging as a strategic partner in, among others, the Dziennik Gazeta Prawna's project "There is no future without entrepreneurship". It includes debates and discussions on the future of the Polish economy. Asseco Poland also supports entrepreneurship at the local level. It is one of the founders of the Podkarpacki Business Club, which has been promoting companies from the region for more than 20 years. Today, nearly 300 companies are associated in the club.

Corporate social responsibility (CSR) activities are firmly embedded in the company's strategy.

Most of the projects carried out by the Asseco Group aim to ensure the development of societies by facilitating access to IT solutions and services, such as in healthcare, social security, education and Smart City. In the year under review, the Asseco Group conducted a number of projects aimed at supporting economic development and social resilience, including:

- creating a system to support the detection and imaging of APT (Advanced Persistence Threat) attacks, which is directed at improving Poland's cybersecurity by increasing the availability of hardware and software solutions,
- "SMART-IDHUB: Management System for Centralized and Distributed Identification Measures Based on Blockchain and Using Post-Quantum Cryptographic Algorithms, Integrated with Qualified Trust Services", the implementation of which will provide the required level of identification transaction security suitable for qualified trust services.

In 2021, an entity was established: Krajowy Operator Chmury Medycznej - Chmura dla zdrowia (*National Medical Cloud Operator – Cloud for Health*), which aims to enable medical units to provide e-services with the highest security standards. By 2022, Krajowy Operator Chmury Medycznej was working with nearly 300 customers.

Asseco Poland is one of the largest providers of IT solutions and services to the healthcare sector. It currently works with more than 400 hospitals nationwide. In turn, the segment comprising doctors' offices, medium and small clinics and medical practices serves more than 9,600 locations (nearly 36,700 users), which accounts for approx. 40% of the market. The company, in a consortium with Kamsoft, is responsible for the maintenance and development of the Information System for Supporting the Activities of the National Health Fund – SIWDzNFZ. The systems of Asseco Medical Management Solutions (AMMS) and mMedica provide comprehensive support for healthcare processes. Leveraging its years of experience in the computerization of medical facilities, the company has been developing its applications for patients: Medical Information (management of information provided by medical units), Medical First Aid Kit (medication management) and My Measurements (self-monitoring of health by patients). With the integration of My Measurements and Medical Information solutions, information on various patient health parameters is sent directly to the doctor's office and is recorded in the patient's medical history.

Asseco Central Europe, the leader of a consortium of eHealth vendors, achieved significant success in 2022, with the ITAPA 2022 award in the Best company Digitalization Project category, which has been awarded for more than 20 years to companies implementing ambitious digitalization projects in Slovakia.

In the public administration sector in 2022, Asseco Poland prepared the KSI ZUS and PUE Portal IT systems for tasks arising from the implementation of the Law on Special Solutions for Preventing, Counteracting and Combating COVID-19, Other Infectious Diseases and Crisis Situations Caused by Them. Asseco Poland prepared and updated the KSI ZUS and PUE Portal IT systems for tasks related to:

- the implementation of the Law on the Polish Tourist Voucher,
- operating the family care capital (RKO) and subsidizing the parent's fee for the child's stay in the nursery,

- handling tasks related to the payment of educational benefits under the "Family 500+" program and the "Good start" program,
- a change in the rules for billing and paying health insurance premiums under the "Polish Deal",
- awarding and paying social benefits to refugees from Ukraine.

Community outreach activities include donations to support education, health services, and to help people with disabilities or the excluded.

Table 20. Amount allocated by Asseco Poland and the Group's companies for donations and grants in 2022 (in PLN thousand)

Area	Asseco Poland	Asseco Group
Help Ukraine	1 728.3	2 453.3
Sports	578.5	854.0
Education	334.2	372.2
Social care	162.7	340.6
Health care	88.0	272.0
Ecology, helping animals	3.8	8.9
TOTAL	2 895.6	4 301.0

In the wake of the hostilities in Ukraine, Asseco Poland began its efforts to help the people of that country. The company donated more than PLN 1.7 million for this purpose. It provided housing for nearly 170 families with children for the first month of their stay in Poland, and supported them as needed with housing, formal legal, medical or children's education issues, among others. It also provided them with material and financial support. It also established cooperation with non-governmental organizations and with the crisis staff of the Rzeszów City Hall and the Warsaw City Hall. In addition, the company's employees were involved in helping refugees. A special team was established to support the employees' aid efforts. In December 2022, together with Asseco Resovia, the Asseco Santa Claus Day was organized, attended by 40 children from Ukraine learning in elementary schools in Rzeszów. There were gifts for the children and also volleyball players joined in the fun.

Other Group companies that decided to financially support refugees include Asseco Lietuva, which donated EUR 18,000 to help Ukraine. The financial support was provided for the following purposes: the establishment and maintenance of children's rooms in the registration centers of Ukrainian residents in Lithuania; providing material, and psychological support for children and pregnant women from Ukraine; co-organizing a charity concert for Ukrainian children studying at the Varnų School. In response to an invitation from the "MIS Love parama" Association, employees, as volunteers, prepared and delivered first-aid kits to families from Ukraine who crossed the Lithuanian border. In December, they took part in the initiative: "Christmas gift for the hero of Ukraine" - by donating gifts to the families of soldiers from Ukraine. In addition, Asseco Lietuva, together with several Lithuanian IT companies, co-financed the purchase of a headset for the Ukrainian army's A 0661 regiment. ZAP employees also joined in the employee volunteering, preparing meals for the soldiers. Asseco Business Solutions donated PLN 300,000, organized collections of food, bed linen and hygiene products for the Lublin and Hrubieszów accommodation points as well as the Lviv Hospital. Beds and sleeping bags were also purchased for the Ukrainian population of Khmelnytskyi Oblast. Asseco Central Europe assisted the people of Ukraine with PLN 150,000. DahliaMatic, in turn, set up a "piggy bank" as part of a collection organized by the Siepomaga Foundation, to which 127 people contributed funds. The amount raised was doubled by the management of this company, bringing the total to more than PLN 36,000. Medical supplies (medicines and bandaging materials) were also collected and donated to those in need who remained in Ukraine. ASEE and Payten employees donated more than EUR 13,500 to help Ukrainian refugees, and the company doubled that amount and made a donation to the Foundation of the Order of Malta for the purpose. The aforementioned support is only an example of the numerous activities of employees of the Asseco Group's

companies, organizing a number of grassroots initiatives, such as collecting, for example, food products, clothes, toys or organizing overnight stays.

Sponsorship and charity activities

Asseco Poland supports Polish sports by being the main sponsor of the Asseco Resovia Rzeszów volleyball team. In turn, Asseco Data Systems is a sponsor of the KS Pałac Bydgoszcz volleyball team.

Asseco Poland has supported the Cancer Fighting Association, operating at the Maria Skłodowska-Curie Białystok Oncology Center in Białystok, organizing OnkoRun 2022, promoting cancer prevention and healthy lifestyles.

In 2022, Asseco Poland sponsored scientific conferences, including the "Capital Market Conference" organized by the Chamber of Brokerage Houses and, as part of the "Asseco for the Future" project, Poland's team "Spice Gears" at the 2022 First Global Challenge Robotics Olympiad in Geneva.

Table 21. Amounts allocated to sponsorship at Asseco Poland and the Group companies (in PLN thousands)

Area	Asseco Poland	Asseco Group
Sports	14 174.0	16 253.0
Conferences, competitions, awards	63.0	63.0
Health care	5.0	5.0
TOTAL	14 242.0	16 321.0

In addition to its indirect impact through its products and services, the Asseco Group conducts a number of initiatives to support the community.

Among the most significant social projects carried out by Asseco Poland is the Christmas "We help" campaign. Its goal is to help those most in need and motivate employees to get involved. Employees nominate selected organizations for financial support, including orphanages or single mother's homes, hospices, foundations supporting poor families. Employees of Asseco Poland decide to whom and in what form they will provide support within a specially allocated budget for this purpose. Since 2013, Asseco Poland has allocated a total of more than PLN 1.88 million for the campaign, and 2,000 employees have participated in the initiative. The funds have helped more than 5,000 children and 130 families. In 2022 alone, funds amounting to PLN 185,377 were provided for the implementation of 17 projects within the framework of the campaign. The company also supports such organizations as: the TVN Foundation, the Polsat Foundation (taking part, among others, in the Santa Claus Advertising Block POLSAT Foundation - We are for Children initiative), the AKOGO Foundation and Anna Dymna's "Despite Everything" Foundation.

The company held an Easter auction of works made by the residents of the Nursing Home for the Chronically Ill in Rzeszów during the 2022 holiday season, thus donating funds for the operation of that institution. A similar initiative was organized in December, this time supporting the Social Welfare Home for the Chronically Mentally Ill in Rzeszów.

In the Asseco Group, each company independently implements corporate social responsibility activities based on its individual budget and the needs of the local community. The lack of centralized operations at the Group level is a direct result of the federated business model.

Asseco Lietuva earmarked EUR 40,788 for sponsorship in 2022, providing support to Ukraine, people with disabilities, sick children, orphanage alumni, as well as co-financing events in the fields of science and culture.

Asseco Business Solutions, which operates in the Polish market, annually participates in the "Noble Parcel" project (6 families were supported in 2022, the company donates the equivalent of the amount collected individually by its employees) and in ecological tree-planting campaigns. This year, it actively joined the Poland Business Run charity event, fielding 24 teams.

The ASEE Group companies, in the locations where their offices are seated, organize support for the local communities. In 2022, in Kosovo, there was a blood donation campaign at the Kosovo National Blood Transfusion Center, and the Turkish team took part in the 'Let a Child Make a Difference' campaign, which provided

educational scholarships for 57 elementary school children. In turn, Mobven joined an environmental project: seed balls to restore the forest that suffered in the fire. Moving forward, Payten Turkey, supported reading with donations to the Mother and Child Education Foundation and the Koruncuk Foundation, which supports the educational needs of economically and socially disadvantaged children (especially girls). The company also promoted women's employment by working with the Gonen women's cooperative. The ASEE Group companies in Bosnia and Herzegovina set the goal to facilitate access to programming classes for high school students aged 14-18 coming from smaller communities and being digitally excluded. In Spain, aid has been offered in cooperation with the Red Cross and local foundations, including Monjitas de la carida. In Romania, support was given to NGOs working in the field of education, as well as those helping families with children on the autism spectrum and those suffering from cancer. To support cancer patients in Belgrade, employees of ASEE, Payten and Things Solver took part in the BELhospice run (35. Belgrade Marathon, half marathon, relay race), caps were also collected, and the funds raised were allocated through the organization A Cap for a Smile to equip children with disabilities or developmental disorders with the necessary equipment to help them function. In Serbia, through participation in the UNICEF Fair Play Basketball Tournament, the amount of RSD 2 million was raised and efforts to improve the mental health of children and adolescents were supported.

Asseco Central Europe companies also support local foundations, associations, aid centers or hospitals: including a single mother's club, a senior citizen's home, a children's cancer hospital, a school for autistic children and a hospital in Bratislava. In addition, support was given to local universities, museums, children from orphanages, senior citizens and people with disabilities. Companies in this group also provide material relief to families in distress, offer support to buy books for children, and donate a portion of their tax to nonprofit organizations.

Asseco PST, which operates in Portugal and Portuguese-speaking countries in Africa, led relief efforts for the province of Cabo Delgado in Mozambique. It also made food deliveries to children and the elderly from Mozambique and Angola. In addition, it supported disadvantaged families in Madeira in the form of supplying food and books, or providing dental insurance. In 2022, the company supported a food collection campaign, as well as the Make-A-Wish nonprofit foundation that fulfills the dreams of children facing serious illnesses. It also purchased 90 fleece blankets and 60 sleeping bags for homeless aid stations in Madeira.

In 2022, in addition to continuing its social activities in Africa to date, Asseco PST supported humanitarian operations in favor of Ukraine by sending food and medical supplies through the Association of Ukrainians in Portugal.

In addition to helping Ukraine, Asseco Lietuva supported science and cultural organizations (it sponsored the "LituanicaX" robotics team, competing in the robotics Euroleague in the Netherlands) and economically disadvantaged people by making donations to people with disabilities, sick children, children from orphanages or poor families, the elderly and the lonely. The measures taken are long-term in nature and oriented toward building lasting relationships with the beneficiaries. In 2022, Asseco Lietuva also supported the initiative of the "Red Nose Doctors Clowns" association, which organizes online entertainment sessions for children in hospitals, and the Lithuanian Red Cross. In addition, in 2022, the company's employees decided to donate the Christmas gift budget to the Children's Cancer Fund.

Other Asseco Group companies are also involved in charitable initiatives, including helping children, young people and families in difficult financial situations, people with disabilities and shelters for homeless animals. The Group's employees also participate in sporting events, with part of the proceeds donated to charity.

Mental and physical well-being of employees

Since 2020, Asseco Poland has employed an experienced psychologist, psychotherapist and business coach, providing support to all employees who request it. In addition to in-person work, the company conducts workshops and webinars in the field of psychology. In 2022, four series of psychological webinars were conducted on such topics as methods of preventing and dealing with professional burnout, as well as intergenerational differences and communication in a diverse team. A total of nearly 2,200 people participated in all webinar series (one person could take part in more than one series).

In 2022, employees participated in a study: mental toughness (MTQ Plus Study).

Asseco has a hybrid work model, responding to the need for greater flexibility in how and where tasks and job duties are carried out. Combining stationary work (in the office) with remote work (at home - home office),

depending on the conditions and needs in appropriate proportions, allows to achieve a favorable balance, providing employees with mental comfort.

Asseco Poland promotes physical activity among employees through the Asseco Active Team. The initiative involves subsidizing employees' sports activities. The standard forms of support are the enrollment fee and payment of clothing costs. The company also organizes a sports challenge for employees every year. A charitable aspect has been included for the past 2 years. In 2022, 320 employees from 16 Asseco Poland locations reached a total distance of more than 185,000 km (143,000 km on bicycles and 42,000 km running), and Asseco pledged to make a donation to a charitable cause. Thus, the company allocated a sum of PLN 15,000 to the St. John De La Salle Foundation.

4.6 Public assistance obtained and offered

[GRI 201-4, 415-1].

In 2022, as in previous years, the Asseco Group participated in publicly funded projects. These measures do not qualify as state aid under the EU competition law¹. Nevertheless, in connection with the COVID-19 situation, some Group companies benefited from public assistance available in the Group's countries of operation, consisting of deferring the payment of public and legal obligations, receiving grants, deferring loan repayment or taking advantage of state-guaranteed bank loans.

In 2022, the Asseco Group did not make donations to political parties, politicians or institutions of a similar nature.

4.7 Risks related to labor and social issues

Risk of human rights violations

As in any large organization, there is some risk of human rights violations in Asseco Poland and the Group companies. Such risks can materialize through violations of dignity or manifestations of discrimination among employees. A situation of human rights violations at the company would have negative image effects both inside and outside the organization.

Asseco manages risk by ensuring clear and transparent rules of conduct for its employees and introducing regulations to counter possible violations in the sphere of respect for human rights.

Risk of human rights violations among suppliers

Despite the provision of internal regulations guaranteeing respect for human rights at individual Group companies, there is a risk of violations of these principles among suppliers. The use of services of human rights abusers would have a negative reputational impact on the Group, and could also affect the morale of its employees.

The aforementioned risks are managed by obtaining human rights compliance statements from suppliers and ongoing observations during cooperation. Information about violations of respect for human rights by a supplier will result in the company's termination of cooperation.

Risk of rising labor costs

A significant portion of the costs associated with ongoing projects are salary costs. With a high commitment of human labor, an increase in payroll costs could adversely affect project margins and, consequently, the Group's results.

The Asseco Group's management of the risk of rising labor costs involves measures that reduce the likelihood of negative effects when wages change in the market. The Asseco Group, among others:

¹ Among other things, Art. 86 par. 2 and 3, Art. 87 par. 2 and Art. 107 TFEU

- employs people in many geographic regions, which allows for a diversification of risk,
- conducts constant monitoring of salaries in the market, so it can adapt to changing labor market conditions,
- maintains a proper structure - a pyramid of employment in terms of each competency level,
- introduces indexation clauses in customer contracts.

Risks related to the possibility of losing key employees

The operations of the Asseco Group companies and the prospects for their development depend to a large extent on the knowledge, experience and qualifications of the employees who carry out IT projects. Significant demand for IT professionals and the actions of competitors can lead to the departure of key personnel, and make it difficult to recruit new employees with the right knowledge, experience and qualifications. There is a risk that the departure of key employees will have a negative impact on the execution of IT projects carried out by the Group companies and on ensuring the appropriate quality and scope of services, which in turn may have a significant negative impact on the Asseco Group's operations, financial position, results or development prospects.

The Group manages the aforementioned risks by monitoring key - from the point of view of its operations – positions and ensuring appropriate motivation for employees. In addition to financial motivation based on, among other things, a bonus system for performance at work, the Group's individual companies also provide employees with extensive access to training and non-wage benefits.

Risk of dissatisfaction with the limitation of the scope of actions carried out

The company and the Group conduct numerous social and sponsorship activities. There is a risk that abandoning any of the activities currently underway could lead to dissatisfaction on the part of employees and the communities benefiting from the activity, and consequently damage the image of the company or the Group.

Asseco and the Group companies manage this risk through ongoing monitoring of their activities, their scale and social effects.

The background features a large, abstract geometric design. A dark blue hexagon is partially visible on the left, overlapping a light blue area. A large, white, rounded shape occupies the bottom left, creating a clean space for text. The rest of the background is a light blue color with subtle geometric patterns.

Environment

assecO

5. ENVIRONMENT

Asseco Poland identifies two types of climate-environmental impacts:

- the impact of climate change on the company's operations,
- the impact of the company's operations on the climate.

The main issues related to the impact of climate change on the operations of the IT industry – a key one for Asseco Poland and the entire Group - are the availability and prices of natural resources, the price of electricity and its provision at the required level, maintaining business continuity in the chain.

Electricity consumption, greenhouse gas emissions and the circular economy, in turn, are among the main areas identified by the industry in terms of the climate and environmental impact of its operations. At the same time, these are the areas where it has the most influence and where it can see its opportunities to conduct environmentally sustainable business.

Asseco Poland's environmental policy has been established and is maintained by the Management Board, and its assumptions are communicated to interested parties on Asseco Poland's publicly available website.

The Asseco Group does not have a unified policy on environmental issues, which is a direct result of the federated model of cooperation within the Group. Despite the lack of a unified policy, the Asseco Group companies strive to conduct environmentally sustainable operations and ensure compliance with the law and other requirements applicable to them, which is also a business necessity.

In 2022, as in previous years, no monetary penalties were imposed on Asseco Poland and the Group companies for non-compliance with laws and environmental regulations.

All of the company's Data Centers are located in buildings owned by Asseco Poland and are powered by cogeneration energy, and are not located in an area of high water stress or floodplains. Currently, the company's efforts are directed toward increasing the share of renewable energy in the purchased energy mix and using a refrigerant with a lower global warming potential (GWP) in its server rooms.

5.1 Energy

[GRI 2-12, 2-13, 302-1, 302-3, 302-4, SASB 130a.3]

Since the Asseco Group's business operations are largely based on energy-intensive processes, reducing the intensity of energy consumption has become an overriding goal of the company's and the Group's efforts. Asseco Poland has been developing a strategy to increase the share of renewable energy in the mix of purchased energy in its own buildings. The Group companies have been taking similar steps, and some of them are already buying energy from renewable sources. These include: Asseco Lietuva, Asseco South Eastern Europe.

Asseco Poland has been also implementing measures aimed at improving the energy efficiency of its own buildings and associated infrastructure. The 2022 initiatives included:

- extinguishing some of the LED lighting in the building and parking lots at the company's headquarters in Rzeszów - resulting in a 70% reduction in electricity consumption compared to that for traditional lighting,
- lowering the temperature at night by 1⁰ C at the company's headquarters - as a result, gas consumption was reduced by 11,909m³.

Table 22. Energy consumption in Asseco Poland

Electricity consumption*	Unit	2021	2022	Change 2022/2021
Electricity consumption	GJ	23 475.0	27 061.6	15%
Thermal energy consumption	GJ	9 021.2	12 073.0	34%
Total energy consumption	GJ	32 496.2	39 134.5	20%

Electricity and heat consumption in the 2022 reporting year increased slightly compared to 2021, as a result of the increased return of employees to the offices.

Table 23. Energy efficiency and emission intensity indicators at Asseco Poland

KPI: Emissions	Unit	2021	2022	Change 2022/2021
Energy consumption per million PLN of revenues	GJ / million PLN	29.6	32.5	10%
Energy emissions	Mg CO2	5 422.1	4 344.9	-20%
Energy emissions per million PLN of revenues	Mg CO2/ million PLN	5.0	3.6	-27%

Despite the company's increased energy consumption, emissions have decreased. This is the result of the company's conscious action and the transition in its own buildings to energy from cogeneration characterized by a lower rate of greenhouse gas emissions into the atmosphere in 2022. This is an important measure as in the reporting year, the company's server rooms were powered from this energy in 100%, accounting for approx. 60% of total energy consumption. In turn, in 2022, energy from cogeneration accounted for 83%.

The total of Asseco Poland's fuel and energy consumption comes from non-renewable sources.

One of Asseco Poland's measures aimed at reducing the carbon footprint of its direct emissions is to invest in eco-fleet. The company has been systematically buying new hybrid vehicles and those that meet higher EURO standards. In 2022, the share of hybrid cars increased by 24%, accounting for 33% of the company's total cars in the reporting year. The useful life of vehicles was also extended from 4 to 5 years.

Table 24. Fuel consumption at Asseco Poland (in liters).

Type of fuel	2021	2022	Change 2022 /2021
Diesel	29 739.1	39 312.6	32%
Gasoline	359 550.0	396 149.0	10%
LPG	140 977 830.0	123 435 130.0	-12%

The higher fuel consumption in the reporting year was primarily due to the increased use of company cars during business trips, as well as the additional operation of generators and the need to perform additional tests and control switchovers of equipment.

The decrease in gas consumption is thanks to changes in premises – the abandonment during the reporting year of the rental of space that used gas for heating purposes.

Table 25. Fuel consumption efficiency and emission intensity indicators at Asseco Poland

				Unit	2021	2022	Change 2022 /2021
Fuel consumption per million PLN of revenues				l / million PLN	128 632.5	102 968.1	-20%
Emissions	resulting	from	fuel	MgCO ₂ e	1 146.7	1 213.7	6%
Emissions resulting from fuel consumption per million PLN of revenues				Mg CO ₂ e/ million PLN	1.0	1.0	-3%

The emissions figures presented reflect the result of the company's fuel consumption.

The calculations for fuel consumption in 2021 and 2022 include CH₄ and N₂O gas emissions in addition to CO₂ emissions.

Table 26. Emission of other greenhouse gases at Asseco Poland

Greenhouse gas	Unit	2021	2022
CH ₄	Mg CH ₄	2.9	3.3
N ₂ O	Mg N ₂ O	3.2	4.0

5.2 Emissions

[GRI 305-1, 305-2, 305-3]

Considering Scope 1 and Scope 2 emissions generated by Asseco Poland's operations, 75% of them belong to Scope 2 and come from the generation of purchased electricity and heat. Scope 1 emissions, from gas combustion for building heating, fuel consumption in vehicles and generators, and incidental emissions from air conditioning and firefighting equipment, account for the remaining 25% of emissions. Biogenic greenhouse gas emissions have not been identified.

To meet market expectations and to emphasize awareness of the importance of reporting the entire range of emissions in order to estimate climate impacts, Asseco Poland has decided to report selected indirect GHG emissions in 2022. At the same time, until a decarbonization strategy is developed, Scope 3 emissions will be presented for information only and will not be included in the company's total emissions. In 2023, the company will begin an emissions inventory of the entire value chain.

Table 27. The company's Scope 1 and 2 greenhouse gas emissions

Emissions	Unit	2021	2022
Scope 1			
Emissions resulting from fuel consumption in buildings and installations	Mg CO ₂ e	289.6	255.1
Emissions resulting from fuel consumption of transport vehicles	Mg CO ₂ e	857.1	958.6
Emissions from accidental releases of HFCs into the atmosphere	Mg CO ₂ e	206.0	152.8
Total Scope 1 emissions	Mg CO₂e	1 352.6	1 366.5
Scope 2			
Emissions resulting from the purchase of electricity	Mg CO ₂	4 551.5	3 113.1
Of which in 2022:			
emissions in own buildings: 2 528.5 Mg CO ₂			
emissions in leased buildings: 584.7 Mg CO ₂			
Emissions resulting from the purchase of thermal energy	Mg CO ₂	870.6	1 231.8
of which in 2022:			
Emissions in own buildings: 687.1 Mg CO ₂			
Emissions in leased buildings: 544.7 Mg CO ₂			
Total Scope 2 emissions	Mg CO₂	5 422.1	4 344.9
Total Scope 1 and 2 emissions	Mg CO₂e	6 774.7	5 711.4

The company's Scope 1 and Scope 2 emissions declined in the reporting year mainly thanks to energy emissions, representing, as in previous years, approx. 80% of the company's emissions in these ranges, as well as the predominantly cogeneration energy purchased in 2022, with lower emission rates.

Table 28. Partial Scope 3 greenhouse gas emissions at the company

Emissions	Unit	2021	2022
Emissions resulting from water consumption	Mg CO ₂ e	6.8	3.3
Of which in 2022:			
emissions in own buildings: 2.6 Mg CO ₂ e			
emissions in leased buildings: 0.7 Mg CO ₂ e			
Emissions resulting from employee business travel (rail and air transport)	Mg CO ₂ e	33.9	35.2
Emissions resulting from employee business travel (hotel accommodation)	Mg CO ₂ e	74.8	170.4
Emissions resulting from the management of non-municipal waste generated at the company - waste sent for recycling	Mg CO ₂ e	0.8	0.2
Total partial scope 3 emissions	Mg CO₂e	116.2	209.1

The company's increased Scope 3 emissions are the result of a significantly higher number of employee business trips in 2022, both for transportation and overnight stays. Emissions related to the management of waste generated at the company decreased significantly, primarily as a result of the company's efforts to resell equipment to further users and thereby extend the life cycle of the company's products.

5.2.1 Sources of data for emissions

Direct greenhouse gas emissions were calculated based on fuel consumption in stationary and mobile sources and volatilized refrigerants. Indirect energy emissions include purchased electricity and heat. Other indirect emissions come from the management of generated waste, water consumption and wastewater generation, and employee travel.

Data on energy, fuel and water consumption come from invoices and internal records. HFC gas emissions were determined based on gas additions and a register generated from the Central Operator Register database. Data on employee business travel comes from internal records and statements provided by service providers. The waste data comes from records kept in the BDO registry.

The calculations used the international GHG Protocol standard, indicators developed by the Greenhouse Gas Conversion Factor Repository (DEFRA), the National Center for Balancing and Emission Management (KOBIZE), the Energy Regulatory Office (URE), and indicators provided by service providers. For HFC gases, GWP100 ratios were adopted in accordance with the Intergovernmental Panel on Climate Change (IPCC).

Electricity emissions for the company's own buildings for 2022 were calculated using the location-based method - an index provided by the service provider was used, and emissions from employee business travel by air were provided by the travel agency. All other emissions were calculated using the market-based method.

5.3 Waste management

[GRI 306-1, 306-3]

Information technology has key applications in the energy transition, among others, but it is also undeniably associated with adverse environmental impacts. The dynamic development of modern technology would not be possible without the use of natural resources - rare earth metals - necessary for the production of equipment and components, resulting in the generation of waste in the form of used equipment. It is the fastest growing waste stream in the world. Effective lifecycle management of electronic equipment is an important area for the Group, as it uses it to maintain its customers' cloud and other IT solutions, as well as for internal employee needs.

Asseco Poland resells operational equipment to employees for further use after its scheduled period of use. This has a direct impact on extending the life cycle of equipment, and indirectly on reducing the amount of waste generated and the need for raw materials required to make new ones.

In the 2022 reporting year, the company resold 572 laptops, 93 desktop PCs, 352 monitors and 838 cell phones to employees (accounting for 100% of the cell phones sold after the company's scheduled use of them). In turn, 21 laptops, 16 desktop PCs and 21 monitors were resold at preferential prices to schools and non-profit organizations.

Similar activities were also carried out with regard to other resources of Asseco Poland, such as its car fleet and office furniture. In 2022, 90 vehicles were sold to employees (representing 100% of the offerings). For furniture, 1,491 pieces were bought back by employees, and 495 pieces were sold to schools and non-profit organizations.

Asseco Poland strives to minimize the generation of waste, and handles the resulting waste in accordance with applicable legal requirements:

- all non-municipal waste generated is transferred to authorized recipients with the required documentation. Waste equipment that is no longer usable is sent to waste electrical and electronic equipment processing plants for recovery and recycling. In 2022, the company generated 11.1 Mg of waste, of which 9.9 Mg was waste electrical and electronic equipment, 11.1 Mg of waste was sent for recycling,
- municipal waste is collected in the manner specified in the local regulations for maintaining cleanliness and order, and is collected by municipalities on the basis of submitted declarations or by an entrepreneur registered in the register of regulated activities in a given locality on the basis of a signed civil-law contract.

The data in the following tables are presented in tonnes (Mg).

Table 29. Weight of waste generated at Asseco Poland (in Mg)

Type of waste (composition)	2021	2022	Change 2022/2021
Electrical and electronic equipment	12.811	9.893	-23%
Batteries and accumulators	0.004	0.018	350%
Metals and plastics	0.027	0.210	678%
Cardboard	0.892	0.520	-42%
Wooden pallets	0.170	0.000	-100%
Sorbents, used air filters	0.000	0.011	-
Iron and steel	2.280	0.120	-95%
Waste from the installation	0.215	0.345	60%
Large-sized waste	21.959	0.000	-100%
Total weight of waste generated at the company	38.358	11.117	-71%

Table 30. Asseco Poland's waste recycling efficiency and emission intensity index

Indicator	Unit	2021	2022	Change 2022/2021
Total weight of waste generated in the company/million PLN of revenues	Mg / million PLN	0.03	0.01	-74%
Total weight of waste transferred* in the company for recycling/million PLN of revenues	Mg / million PLN	0.03	0.01	-73%
Weight of waste equipment donated* for recycling/weight of waste equipment generated at the company	%	97.70	101.01	3%
Weight of hazardous waste transferred* for recycling/weight of hazardous waste generated at the company	%	101.91	100.00	-2%
Total weight of waste transferred* at the company for recycling/total weight of waste generated at the company	%	99.29	99.84	1%
Emissions resulting from waste recycling	MgCO ₂ e	0.76	0.24	-69%
Emissions resulting from waste recycling/million PLN of revenues	MgCO ₂ e / PLN million	0.007	0.002	-72%

* the mass of waste transferred includes the mass of waste generated in 2021 and transferred to waste recipients in 2022.

The lower weight of waste generated at Asseco Poland in the year under review is due to a higher number of the company's equipment and other assortment being sent for resale to employees and external institutions instead of disposal (approx. 70% less waste generated at the company compared to 2021). The higher mass of waste transferred relative to waste generated in the reporting year is due to the inclusion in the calculations of the mass of waste generated in the previous reporting period that was not transferred to waste recipients in the previous period.

The utilization ratio of the company's generated waste remains the same - 100% of the company's generated waste is transferred to authorized waste receivers for recovery and recycling processes.

In 2022, the mass of resold equipment accounted for 30% of the mass of all managed equipment at the company, and the ratio of resale to disposal was 42%.

5.4 Water and wastewater

[GRI 303-1, SASB 130a, 130a.2]

All Asseco Poland properties are covered by the city's water sewage system. Water suppliers and wastewater consumers are water and sewage companies. Water is used for domestic purposes and maintenance of green spaces, is not taken directly from surface water and wastewater is not discharged directly into water and land.

Table 31. Indicators of water consumption intensity and emission intensity at Asseco Poland S.A.

Water consumption	Unit	2021	2022	Change 2022/2021
Total water consumption in the company	m ³	7 090.98	10 938.90	54%
Water consumption / million PLN of revenues	m ³ / PLN million	6.45	9.09	41%
Emissions resulting from water consumption	Mg CO ₂ e	6.79	3.33	-51%
Emissions resulting from water consumption/ million PLN of revenues	Mg CO ₂ e / PLN million	0.006	0.003	-55%

The higher water consumption in the reporting year is due solely to the increased outlay for maintenance of green areas at one of the company's offices. The investment in 2022 in the flower meadow involved upgrading the existing installation of the irrigation system for the germination and growth of flowers, thus the increased demand for water. Employees' water consumption remains at comparable levels, with a slight increase due to the increased return of employees to the offices.

The decrease in emissions resulting from the company's water consumption is a result of the refinement of the previous year's emission factors due to the availability of new data, methodological improvements and corrections of methodological errors in the GHG Protocol.

The Group's companies do not operate in areas of High or Extremely High Baseline Water Stress.

The group used data from the World Resources Institute (WRI) to determine which of its offices are located in areas at risk of water shortages.

5.5 EU Taxonomy

The EU Taxonomy is a classification system for environmentally sustainable economic activities.

According to:

- Regulation 2020/852 of the EU Parliament and the EU Council of 18 June 2020 on establishing a framework to facilitate sustainable investment and amending Regulation (EU) 2019/2088 (hereinafter the "Regulation 2020/852"),
- EU Commission Delegated Regulation 2021/2139 of June 4, 2021 establishing technical qualification criteria for determining the conditions under which an economic activity qualifies as making a significant contribution to climate change mitigation or adaptation, as well as whether that economic activity does not cause serious harm to any of the other environmental objectives (hereinafter the "Technical Qualification Criteria", the "Criteria"),
- EU Commission Delegated Regulation 2022/1214 of March 9, 2022 amending EU Delegated Regulation 2021/2139 with respect to economic activities in certain energy sectors and EU Delegated Regulation 2021/2178 with respect to public disclosure of specific information with respect to those economic activities (hereinafter the "Nuclear and Gas Regulation"),
- EU Commission Delegated Regulation 2021/2178 of July 6, 2021, supplementing Regulation 2020/852 by clarifying the content of the presentation of information on environmentally sustainable business activities to be disclosed by companies subject to Article.19a or 29a of Directive 2013/34/EU, and specifying the method for fulfilling this disclosure obligation (hereinafter the "Disclosure Regulation"),

the Asseco Group's parent company, Asseco Poland, conducted an analysis of the Group's significant business activities in 2022 in relation to the Taxonomy and presented below key ratios on the proportion of turnover, Capital Expenditures ("CapEx") and Operating Expenses ("OpEx") related to activities classified as **Taxonomy-eligible** and environmentally sustainable (**Taxonomy-aligned**).

Analysis of Taxonomy-eligible activities

Asseco Poland analyzed all of the Group's business activities in relation to those identified in the Taxonomy for the first two environmental goals to determine which of them could significantly contribute to climate change mitigation or adaptation.

The analysis was conducted based on the descriptions of eligible activities contained in the Technical Eligibility Criteria, following a comprehensive review of the activities of the Group's companies, with the participation of experts in the ESG, controlling and reporting areas of Asseco Poland.

In the Asseco Group, the activity involving "8.1 Data processing, hosting and related activities " was identified as a significant turnover-generating activity that is Taxonomy-eligible.

In addition to Capital Expenditures (CapEx) and Operating Expenses (OpEx) related to activities that generate turnover, in 2022, the company identified significant Capital Expenditures (CapEx) and Operating Expenses (OpEx) related to the following Taxonomy-eligible activities:

- 6.5. Transport by motorbikes, passenger cars and light commercial vehicles,
- 7.1. Construction of new buildings,
- 7.2. Renovation of existing buildings,
- 7.7. Acquisition and ownership of buildings.

To calculate the values of the key ratios regarding the share of turnover qualifying for Taxonomy, it was assumed that the activity involving "8.1 Data processing, hosting and related activities" includes the Group's provision of "Infrastructure-as-a-Service" IaaS, "Platform-as-a-Service" PaaS, "Software-as-a-Service" SaaS, based on its proprietary and third-party resources.

To calculate the values of the key ratios of Capital Expenditures (CapEx) and Operating Expenses (OpEx), it was assumed that:

- "6.5. Transport by motorbikes, passenger cars and light commercial vehicles" includes the purchase, leasing and rental of company cars,
- "7.1. Construction of new buildings" includes site preparation, construction and finishing work in buildings owned by the Group companies,
- "7.2. Renovation of existing buildings" includes the renovation of buildings owned by the Group companies,
- "7.7. Acquisition and ownership of buildings" includes the purchase and lease of buildings by the Group companies,
- "8.1 Data processing, hosting and related activities" includes hosting and data center processing services for external customers and for in-house use.

The Asseco Group did not double-count turnover, CapEx, or OpEx in its performance ratios.

Values of key ratios for Asseco Poland

Asseco Poland calculated the key ratios for the Group in accordance with the Disclosure Regulation based on its processes, existing reporting systems and assumptions.

To calculate the share of turnover, Capital Expenditures (CapEx) and Operating Expenses (OpEx) that are Taxonomy-eligible, the company used the methodology described in Appendices 1 and 2 of the Disclosure Regulation.

The qualified activities based on the Technical Eligibility Criteria, but not relevant in 2022 from the point of view of the amount of turnover, Capital Expenditures (CapEx) or Operating Expenses (OpEx), i.e. share of less than

0.5% in the total value of the items: "TOTAL TURNOVER", "TOTAL CAPITAL EXPENDITURES", "TOTAL OPERATING EXPENSES" are not included in the ratios.

Share of turnover generated from Taxonomy-eligible activities in total turnover

Table 32. Share of the Asseco Group's Taxonomy-eligible turnover

TURNOVER FROM TAXONOMY-ELIGIBLE ACTIVITIES (PLN million)	1 381.9
TOTAL TURNOVER (PLN million)	17 370.1
RATIO OF TURNOVER RELATED TO TAXONOMY-ELIGIBLE ACTIVITIES	8.0%

The ratio of the share of turnover related to Taxonomy-eligible activities was calculated by dividing the sum of turnover from Taxonomy-eligible activities by total operating revenues as defined in Note 5.1 of the "Consolidated Financial Statements of the Asseco Group for the year ended December 31, 2022."

Key qualified turnover of the Asseco Group in 2022, i.e. shown in the numerator of the result ratio, includes turnover from providing "infrastructure/ platform/ software as a service" (IaaS/ PaaS/ SaaS).

Share of Capital Expenditures (CapEx) related to Taxonomy-eligible activities in total Capital Expenditures (CapEx)

Table 33. Share of the Asseco Group's Taxonomy-eligible Capital Expenditures (CapEx)

CAPITAL EXPENDITURES (CAPEX) RELATED TO TAXONOMY-ELIGIBLE ACTIVITIES (PLN million)	215.6
TOTAL CAPITAL EXPENDITURES (PLN million)	725.4
RATIO OF CAPITAL EXPENDITURES (CAPEX) RELATED TO TAXONOMY-ELIGIBLE ACTIVITIES	29.7%

The ratio of the Asseco Group's Capital Expenditures (CapEx) related to Taxonomy-eligible activities was calculated by dividing the sum of Capital Expenditures (CapEx) related to Taxonomy-eligible activities by the sum of Capital Expenditures (CapEx) included in the "Consolidated Financial Statements of the Asseco Group for the year ended December 31, 2022," calculated according to the definition of the Taxonomy, according to which the sum of capital expenditures includes an increase in:

- property, plant and equipment ('Property, plant and equipment' – section 6.1 of the notes to the 'Consolidated Financial Statements of the Asseco Group for the year ended December 31, 2022'),
- expenditures on research and development projects ('Self-developed software and licenses' – section 6.2 of the notes to the 'Consolidated Financial Statements of the Asseco Group for the year ended 31 December 2022')
- expenditures on other intangible assets (other 'Intangible assets' – section 6.2 of the notes to the 'Consolidated Financial Statements of the Asseco Group for the year ended December 31, 2022').

The sum of Capital Expenditures in the table above differs from the CapEx presented in the "Consolidated Financial Statements of the Asseco Group for the year ended December 31, 2022" due to the fact that CapEx does not include an increase in right-of-use assets.

Share of Operating Expenses (OpEx) related to Taxonomy-eligible activities in total operating expenses

Table 34. Share of the Asseco Group's Taxonomy-eligible Operating Expenses (OpEx)

OPERATING EXPENSES (OPEX) RELATED TO TAXONOMY-ELIGIBLE ACTIVITIES (PLN million)	150.0
TOTAL OPERATING EXPENSES (OPEX) (PLN million)	647.2
RATIO OF OPERATING EXPENSES (OPEX) RELATED TO TAXONOMY-ELIGIBLE ACTIVITIES	23.2%

As defined by the Disclosure Regulation, the Operating Expenses (OpEx) taken into account for the purpose of calculating the Group's operating expenses ratio related to Taxonomy-eligible activities, defined as Taxonomy-eligible Operating Expenses (OpEx) in the numerator of the ratio and total Operating Expenses (OpEx) in the denominator, include:

- non-capitalized costs relating to research and development,
- building repair work,
- short-term rental,
- maintenance and repair,
- any other direct expenses related to the day-to-day operation of fixed assets by the entrepreneur or a third party to whom activities necessary to ensure the continuity and efficiency of the operation of such assets are outsourced.

The ratio of the Asseco Group's Operating Expenses (OpEx) related to Taxonomy-eligible activities was calculated by dividing the Operating Expenses (OpEx) related to Taxonomy-eligible activities described in the business analysis by the sum of the Operating Expenses (OpEx) corresponding to the above definition.

According to the narrowed definition of Operating Expenses (OpEx) given in Regulation 2021/2178, Operating Expenses (OpEx) included in the ratio are part of the total Operating Expenses (OpEx) given in the "Consolidated Financial Statements of the Asseco Group for the year ended December 31, 2022."

Definition of the EU Taxonomy-aligned activities

According to the information provided at the beginning of this chapter, an activity that is Taxonomy-aligned is a Taxonomy-eligible activity meeting all of the following criteria together, i.e.:

- criteria for determining whether an activity makes a significant contribution to climate change mitigation or adaptation,
- "Does Not Significantly Harm" (DNSH) criteria, and
- is carried out in accordance with minimum safeguards.

The assessment of the compliance of the activities with the criteria of significant contribution and DNSH was made by analyzing the requirements in this regard for each of the Asseco Group's activities that are Taxonomy-eligible and determining their fulfillment by individual activities.

The assessment of the compliance of the Asseco Group's activities with providing minimum safeguards was made by analyzing the minimum safeguard requirements and their fulfillment by the Group.

The Asseco Group meets the requirements for minimum safeguards, i.e. has and applies arrangements and procedures to ensure that it conducts its business in accordance with the principles and recommendations indicated in such documents as the OECD (Organization for Economic Cooperation and Development) Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights, and the conventions and declarations on human rights and fundamental principles and rights at work indicated in the EU Taxonomy.

The Asseco Group undertakes and continuously develops activities aimed at, among other things:

- protection of basic human rights, rights in the workplace (as described in section "4.4 Human Rights"),
- prevention and detection of fraud and corruption,
- compliance with tax regulations and proper management of tax risks,
- compliance with applicable laws and regulations on fair competition.

Asseco Poland has calculated key ratios for the Group in accordance with the Disclosure Regulation based on its processes, existing reporting systems and assumptions.

To calculate the share of turnover, Capital Expenditures (CapEx) and Operating Expenses (OpEx) that are Taxonomy-aligned, the company used the methodology described in Appendices 1 and 2 of the Disclosure Regulation.

The activities qualified based on the Technical Eligibility Criteria, but not relevant in 2022 from the point of view of the amount of turnover, Capital Expenditures (CapEx) or Operating Expenses (OpEx), i.e. share of less than 0.5% in the total value of the items: "TOTAL TURNOVER", "TOTAL CAPITAL EXPENDITURES", "TOTAL OPERATING EXPENSES" are not included in the ratios.

Share of turnover generated from Taxonomy-aligned activities in total turnover

Table 35. Share of the Asseco Group's Taxonomy-aligned turnover

TURNOVER FROM TAXONOMY-ALIGNED ACTIVITIES (PLN million)	0.0
TOTAL TURNOVER (PLN million)	17 370.1
RATIO OF TURNOVER FROM TAXONOMY-ALIGNED ACTIVITIES	0.0%

The share of the Asseco Group's turnover from Taxonomy-aligned activities was determined by dividing the sum of turnover from those activities by total revenues. Turnover from Taxonomy-aligned activities was determined based on the indication of those activities after assessing the fulfillment of the criteria for significant contribution, DNSH criteria and minimum safeguards. Total revenues are equal to operating revenues as defined in Note 5.1 of the "Consolidated Financial Statements of the Asseco Group for the year ended December 31, 2022."

The Asseco Group recognized the activities of "8.1. Data Processing, Hosting and Related Activities" as non-aligned because the data centers operated by the Group do not meet certain Technical Criteria, such as verification by an independent third party of the implementation of the recommended practices listed in the European Code of Conduct for Data Center Energy Efficiency and the Global Warming Factor criterion for refrigerants used in data center air conditioning systems. The ratio of refrigerants used in data center cooling systems exceeds the limits indicated in the EU Taxonomy, as do most air-conditioning units in the market today.

Share of Capital Expenditures (CapEx) related to Taxonomy-aligned activities in total Capital Expenditures (CapEx)

Table 36. Share of the Asseco Group's Taxonomy-aligned Capital Expenditures (CapEx)

CAPITAL EXPENDITURES RELATED TO TAXONOMY-ALIGNED ACTIVITIES (PLN million)	0.0
TOTAL CAPITAL EXPENDITURES (PLN million)	725.4
RATIO OF CAPITAL EXPENDITURES RELATED TO TAXONOMY-ALIGNED ACTIVITIES	0.0%

The share of the Asseco Group's Capital Expenditures (CapEx) related to Taxonomy-aligned activities was determined by dividing the Capital Expenditures (CapEx) related to Taxonomy-aligned activities by the total Capital Expenditures (CapEx). The method of determining total Capital Expenditures (CapEx) is identical to that for the ratio "Share of Capital Expenditures (CapEx) related to Taxonomy-eligible activities in total Capital Expenditures (CapEx)" described above.

Capital Expenditures (CapEx) related to activities "6.5. Transport by motorbikes, passenger cars and light commercial vehicles" were found to be non-aligned, due to the failure to meet the Technical Criteria for CO₂ emissions. In order to reduce the environmental impact of transport-related CO₂ emissions, the Asseco Group has been systematically purchasing new hybrid vehicles and those meeting higher EURO standards, but these activities are not covered by the current scope of the EU Taxonomy.

Capital Expenditures (CapEx) related to activities "7.1. Construction of new buildings," "7.2. Renovation of existing buildings" and "7.7. Acquisition and Ownership of Buildings" were found to be non-aligned, due to the lack of fulfillment of the Technical Criteria.

Capital Expenditures (CapEx) related to "8.1 Data processing, hosting and related activities" involve a further expansion and development of the technical infrastructure of data centers and equipment upgrades to improve energy efficiency. These investments were not considered to be in line for the reasons described above for "Share of turnover generated from Taxonomy-aligned activities in total turnover," with respect to turnover from activities 8.1.

Share of Operating Expenses (OpEx) related to Taxonomy-aligned activities in total Operating Expenses (OpEx)

Table 37. Share of the Asseco Group's Taxonomy-aligned Operating Expenses (OpEx)

OPERATING EXPENSES (OPEX) RELATED TO TAXONOMY-ALIGNED ACTIVITIES (PLN million)	0.0
TOTAL OPERATING EXPENSES (OPEX) (PLN million)	647.2
RATIO OF OPERATING EXPENSES (OPEX) RELATED TO TAXONOMY-ALIGNED ACTIVITIES	0.0%

The share of the Asseco Group's Operating Expenses (OpEx) related to Taxonomy-aligned activities is determined by dividing the Operating Expenses (OpEx) related to Taxonomy-aligned activities by the total Operating Expenses (OpEx). The method of determining total Operating Expenses (OpEx) is identical to that for the ratio "Share of Operating Expenses (OpEx) related to Taxonomy-eligible activities in total Operating Expenses (OpEx)" described above.

Operating Expenses (OpEx) related to "6.5. Transport by motorbikes, passenger cars and light commercial vehicles " were found to be non-aligned, due to the failure to meet the Technical Criteria for CO2 emissions.

Operating Expenses (OpEx) related to "8.1. Data processing, hosting and related activities" were found to be non-aligned for the reasons described above for the ratio "Share of turnover from Taxonomy-aligned activities in total turnover."

Nuclear and fossil gas activities

The Asseco Group does not disclose tables relating to its nuclear and gas activities, as a result of the Nuclear and Gas Regulation, since such activities are not part of the Asseco Group's business.

Nuclear energy activities		
1	The company researches, develops, demonstrates and deploys innovative power generation facilities that produce energy through nuclear processes with minimal fuel cycle waste, finances this activity or has exposure to it.	NO
2	The company conducts the construction and safe operation of new nuclear facilities for the generation of electricity or process heat, including for district heating or industrial processes such as hydrogen production, as well as their safety upgrades using the best available technologies, finances these activities or has exposure to them.	NO
3	The company conducts safe operation of existing nuclear facilities generating electricity or process heat, including for district heating or industrial processes such as hydrogen production from nuclear energy, as well as their safety upgrades, finances these activities or has exposure to them.	NO
Natural gas activities		
4	The company builds or operates facilities for the generation of electricity using gaseous fossil fuels, finances this activity or has exposure to it.	NO
5	The company conducts, finances or has exposure to the construction, modernization and operation of facilities for the combined generation of heat/cooling and electricity using gaseous fossil fuels.	NO

6	The company conducts, finances or has exposure to the construction, modernization and operation of heat generation facilities that produce thermal/cooling energy using gaseous fossil fuels.	NO
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5.6 Risks related to environmental and climate issues

[GRI 201-2]

Significant risks identified in the area of environmental and climate issues

As part of its risk management system, Asseco Poland conducted identification and assessment of potential environmental risks in 2021. There were 2 transitional risks identified, essentially related to the impact of climate change and related regulatory and market changes, and one risk related to the environmental impact of Asseco.

Table 38. Environmental and climate risks

Risk description	Time horizon	Transition risks	
		Explanation	Description of the opportunity
Risk of rising electricity prices	Short and medium term	The primary working tools of the Asseco Group's employees are electronic devices, the operation of which requires electricity obtained from external suppliers. A significant increase in electricity prices in the countries where the Group companies operate will result in an increase in the cost of doing business for these companies. The Group companies manage the risk through ongoing analysis of their energy needs and possible reductions in energy consumption, including through the gradual replacement of older, energy-intensive equipment with energy-efficient equipment. Steps are being taken to make Group Companies independent of conventional fuel-based energy supplies by negotiating current contracts and signing long-term contracts with guarantees of origin with electricity suppliers. Investments in the company's own renewable energy sources are also being made, through the installation of solar panels for the heating of domestic water in a building in Rzeszów or the planned installation of photovoltaic panels in the company's own buildings, allowing the Companies to be independent of possible price fluctuations and to avoid incurring costs associated with the distribution of electricity.	By making the company less dependent on energy supplies based on conventional fuels and switching to renewable energy and investing in more energy-efficient equipment, it will reduce energy operating costs.
Risk of inadequate management of emissions and carbon footprint	Medium term	Due to market expectations and regulatory requirements emphasizing the presentation of the company's total greenhouse gas emissions, there is a risk of inadvertently misleading stakeholders regarding the company's greenhouse gas emissions. The impact of the Companies' operations on the climate and inadequate management of the carbon footprint. Accordingly, we are working hard to calculate the greenhouse gas emissions of all companies in the 3 scopes and set a decarbonization plan in accordance with the SBTi pathway.	Calculating the carbon footprint will allow to properly manage the company's impact on the climate and, where possible and economically justified, reduce the volume of emissions.

Environmental risks			
Risk description	Time horizon	Explanation	Description of the opportunity
Risk of mismanagement of resources and poor waste management	Medium term	The largest waste stream in Asseco is waste electrical and electronic equipment. Due to large purchasing needs and the need to adapt the resources held to market requirements (customer requirements, EU Taxonomy requirements for data centers), there is a risk of misuse of natural resources - rare earth metals through inappropriate purchasing decisions, generation of excessive waste of used equipment, and mismanagement of post-life waste.	Proper management of raw materials, i.e., reasonable purchasing and extending the life cycle of equipment already in use within and outside the company (resale of equipment), as well as raising end-user awareness of the responsibility for the equipment used and the handling of used equipment will contribute to reducing the use of raw materials and the generation of waste.

The risks listed above were monitored in 2022.

Additional indicators

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6. ADDITIONAL INDICATORS

6.1 Social and employee indicators

[GRI 2-7, 2-8, 2-30, 202-1, 202-2, 401-1, 404-1, 404-3, 405-1, 406-1]

Table 39. Number of Asseco Poland employees by age, gender and position level

Position level and age	F	M	Total
Management Board	2	9	11
Under 30 years of age	0	0	0
Between the ages of 30-50	2	0	0
At over 50 years of age	0	9	0
Other management staff	69	203	272
Under 30 years of age	1	2	3
Between the ages of 30-50	45	138	183
At over 50 years of age	23	63	86
Production	467	1 273	1 740
Under 30 years of age	75	213	288
Between the ages of 30-50	315	804	1 119
At over 50 years of age	77	256	333
Non-production positions	288	102	390
Under 30 years of age	31	4	35
Between the ages of 30-50	229	71	300
At over 50 years of age	28	27	55
Total number	826	1 587	2 413

Breakdown by legal employment relationship [GRI 2-8]

Table 40. Division by legal relationship of employment

	Asseco Poland
Employment contract	2 413
Cooperation on the basis of civil law contracts (orders and works contracts)	148
Cooperation based on a cooperation agreement (B2B)	389
Cooperation in the form of outsourcing	264
Another type of legal relationship	0

Breakdown of employment by FTE

Table 41. Breakdown by FTE

	Asseco Poland
Full-time	2 297
Part-time	116

Membership in collective agreements

Table 42. Division by affiliation with collective agreements

	Asseco Poland		Asseco Group	
	Number of employees covered by collective agreements	Number of employees not covered by collective agreements	Number of employees covered by collective agreements	Number of employees not covered by collective agreements
Number	0	2 413	1 398	31 352
Percentage	0	100%	4.3%	95.7%
Total	2 413	2 413	32 750	32 750

Cases of discrimination

Table 43. Cases of discrimination in 2022

Cases of discrimination in 2022								
Nature of discrimination	Asseco Poland				Asseco Group			
	Gender	Race	Religion	National origin	Gender	Race	Religion	National origin
Number of cases of discrimination	0	0	0	0	0	0	0	0

Training and employee evaluation [GRI 404-1].

Table 44. Training and evaluation of employees in 2022

	Asseco Poland		
	Management Board and other Management Personnel	Production	Non-production positions
Average number of training hours	6 000	179 904	56 760
Number of people subject to employee evaluations	0	1 745	195

6.2 EU Taxonomy Indicators

Table 45. Share of turnover related to business activities eligible and ineligible for the Taxonomy in 2022

Economic activities	Codes	Absolute turnover	Proportion of turnover	Substantial contribution criteria						DNSH criteria ("Does Not Significantly Harm")						Minimum safeguards	Taxonomy-aligned proportion of turnover, year 2022	Taxonomy-aligned proportion of turnover, year 2021	Category (enabling activity)	Category '(transitional activity)'
				Climate change mitigation	Climate change adaptation	Water and marine resources	Circular economy	Pollution	Biodiversity and ecosystems	Climate change mitigation	Climate change adaptation	Water and marine resources	Circular economy	Pollution	Biodiversity and ecosystems					
		Mln PLN	%	%	%	%	%	%	%	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	%	E	T
A. Taxonomy-eligible activities																				
A.1.Environmentally sustainable activities (Taxonomy-aligned)																				
Turnover of environmentally sustainable activities (Taxonomy-aligned) (A.1)		0.0	0.0%	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.			
A.2. Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																				
8.1 Data processing, hosting and related activities	J63.11	1 381.9	8.0%																	
Turnover of Taxonomy-eligible but not environmentally sustainable activities (not-Taxonomy-aligned activities) (A.2)		1 381.9	8.0%														-			
Total (A1 + A2)		1 381.9	8.0%														-			
B. Taxonomy-non-eligible activities																				
Turnover of Taxonomy-non-eligible activities (B)		15 988.2	92.0%																	
Total (A+B)		17 370.1	100%																	

Table 46. Share of capital expenditures (CapEx) related to economic activities eligible and ineligible for the Taxonomy in 2022

				Substantial contribution criteria						DNSH criteria ("Does Not Significantly Harm")										
Economic activities	Codes	Absolute turnover	Proportion of turnover	Climate change mitigation	Climate change adaptation	Water and marine resources	Circular economy	Pollution	Biodiversity and ecosystems	Climate change mitigation	Climate change adaptation	Water and marine resources	Circular economy	Pollution	Biodiversity and ecosystems	Minimum safeguards	Taxonomy-aligned proportion of turnover, year 2022	Taxonomy-aligned proportion of turnover, year 2021	Category (enabling activity)	Category '(transitional activity)'
		Mln PLN	%	%	%	%	%	%	%	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	%	E	T
Taxonomy-eligible activities																				
A.1. Environmentally sustainable activities (Taxonomy-aligned)																				
Capital expenditures (CapEx) of environmentally sustainable activities (Taxonomy-aligned) (A.1)		0.0	0.0%	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.			
A.2. Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																				
6.5. Transport by motorbikes, passenger cars and light commercial vehicles	G45.11 N77.11	69.5	9.6%																	
7.1. Construction of new buildings	F41 F43	12.7	1.7%																	
7.2. Renovation of existing buildings	F43.2 F43.3	50.6	7.0%																	
7.7. Acquisition and ownership of buildings	L68.20	37.3	5.1%																	
8.1 Data processing, hosting and related activities	J63.11	45.5	6.3%																	
Capital expenditures (CapEx) of Taxonomy-eligible but not environmentally sustainable activities (not-Taxonomy-aligned activities) (A.2)		215.6	29.7%														-			
Total (A1 + A2)		215.6	29.7%														-			
B. Taxonomy-non-eligible activities																				
Capital expenditures (CapEx) of Taxonomy-non-eligible activities (B)		509.9	70.3%																	
Total (A+B)		725.4	100%																	

Table 47. Share of operating expenses (OpEx) related to business activities eligible and ineligible for the Taxonomy in 2022

				Substantial contribution criteria						DNSH criteria ("Does Not Significantly Harm")											
Economic activities	Codes	Absolute turnover	Proportion of turnover	Climate change mitigation	Climate change adaptation	Water and marine resources	Circular economy	Pollution	Biodiversity and ecosystems	Climate change mitigation	Climate change adaptation	Water and marine resources	Circular economy	Pollution	Biodiversity and ecosystems	Minimum safeguards	Taxonomy-aligned proportion of turnover, year 2022	Taxonomy-aligned proportion of turnover, year 2021	Category (enabling activity)	Category '(transitional activity)'	
		Min PLN	%	%	%	%	%	%	%	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	%	E	T	
Taxonomy-eligible activities																					
A.1. Environmentally sustainable activities (Taxonomy-aligned)																					
Operating expenses (OpEx) of environmentally sustainable activities (Taxonomy-aligned) (A.1)		0.0	0.0%	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.				
A.2. Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																					
6.5. Transport by motorbikes, passenger cars and light commercial vehicles	G45.20	25.6	4.0%																		
8.1 Data processing, hosting and related activities	J63.11	124.3	19.2%																		
Operating expenses (OpEx) of Taxonomy-eligible but not environmentally sustainable activities (not-Taxonomy-aligned activities) (A.2)		150.0	23.2%														-				
Total (A1 + A2)		150.0	23.2%														-				
B. Taxonomy-non-eligible activities																					
Operating expenses (OpEx) of Taxonomy-non-eligible activities (B)		497.3	76.8%																		
Total (A+B)		647.2	100%																		



Information about the report

ASSECO

7. About the report

[GRI 2-2, 2-3, 2-4, 2-5]

Presented above is the report of Asseco Poland S.A. (hereinafter: "the company", "the Parent company", "Asseco Poland") and the Asseco Group (hereinafter: "the Group", "the Asseco Group") on non-financial information for 2022 (hereinafter: "the Report") covering non-financial information on the company and the Group for the period from January 1, 2022 to December 31, 2022. The report has been prepared taking into account the provisions of the Accounting Act of September 29, 1994, the ESG reporting guidelines published by the Warsaw Stock Exchange (WSE), the European Commission's guidelines for reporting non-financial information and the international guidelines of the Global Reporting Initiative (GRI).

The selection and description of policies, as well as the performance indicators presented in the Report, were made on the basis of materiality, taking into account internal and external factors relating to the company's operations. The main factors considered during the materiality assessment were the following:

- the industry in which the company operates,
- its business profile and market environment,
- the extent of the impact on the local community and the environment,
- stakeholder expectations.

The data presented in the Report is reviewed and updated in annual reporting periods and regularly published with reports for subsequent fiscal years.

All descriptions of policies and indicators in the Report have been prepared taking into account data from the Parent company and the subsidiaries indicated later in the Report.

When converting the amounts presented in the report into PLN, the average exchange rate announced by the National Bank of Poland as at December 31, 2022 was used:

- EUR 1 = PLN 4.6899
- USD 1 = PLN 4.4018

GRI and SASB tables

ASSECO

8. GRI and SASB tables

8.1 GRI table

Statement on use	Asseco Poland S.A. prepared the report based on the guidelines of the GRI Standards for 2022
GRI 1 used	GRI 1: Basics 2021

Name of the GRI standard	Indicator name	Reference/Chapter	Comment
General disclosures			
GRI 2: General disclosures 2021	2-1 Organization Information	9	
	2-2 Entities included in the sustainability report	73	
	2-3 Reporting period and cycle, contact information	73	
	2-4 Correction of information	73	
	2-5 External verification	73	
	2-6 Activities, value chain and other business relationships	9	
	2-7 Employees	66	
	2-8 Employees who do not work under a contract/civil contract with the organization	67	
	2-9 Structure and composition of the organization's supervisory bodies	22	
	2-10 Criteria for nomination and election of members of the top management body	39	
	2-11 Chairman of the highest supervisory authority	21	
	2-12 The role of the top management body in overseeing governance	50	
	2-13 Delegating responsibility for consequence management	50	
	2-14 Role of top regulator in sustainability reporting	22	
	2-15 Conflict of interest	21	

	2-16 Communicating critical issues	22
	2-17 Collective knowledge of the supervisory authority	22
	2-18 Evaluation of the performance of the top supervisory authority	21
	2-19 Remuneration policy	30
	2-20 Process for determining remuneration levels	30
	2-21 Index of annual total compensation	39
	2-22 Statement on sustainable development strategy	5
	2-23 Commitments related to sustainable development policy	14
	2-24 Inclusion of commitments related to sustainable development policy	16
	2-25 Processes for offsetting negative impacts	25
	2-26 Mechanisms for obtaining advice and reporting concerns	41
	2-27 Compliance with laws and regulations	32
	2-28 Membership in associations and organizations	12
	2-29 Approach to stakeholder engagement	25
	2-30 Employees covered by collective agreements	66
GRI 3: Disclosures in relevant issues	3-1 Process for determining relevant issues	25
	3-2 List of relevant issues	16
	3-3 Management of relevant issues	25

Economic disclosures		
GRI 201: Economic results 2016	201-2 Financial implications and other risks and opportunities for the organization's operations resulting from climate change	63
	201-3 Coverage of the organization's pension obligations under defined benefit plans	30
	201-4 Financial assistance received from the state	47
GRI 202: Market presence 2016	202-1 Ratio of wages of entry-level workers by gender to the minimum wage in a given market in major business locations	66
	202-2 Percentage of people from local communities in senior management positions in major business locations	66
GRI 203: Indirect economic impact 2016	203-1 Supported infrastructure investments and services	43
GRI 205: Corruption prevention 2016	205-1 Establishments assessed for corruption risks and significant risks identified	32
	205-2 Communication and training on the organization's anti-corruption policies and procedures	32
	205-3 Confirmed cases of corruption and actions taken	32
GRI 206: Violation of free competition 2016	206-1 Legal steps taken against organizations for violations of free competition and monopolistic practices	32
GRI 207: Taxation 2019	207-1 Approach to taxation	26

Environmental disclosures		
GRI 302: Energy 2016	302-1: Energy consumption within the organization	50
	302-3: Energy intensity	50
	302-4: Reducing energy consumption	50
GRI 303: Water and wastewater 2018	303-1: Management of water as a shared resource	57
GRI 305: Emissions 2016	305-1: Direct greenhouse gas emissions (Scope 1)	53
	305-2: Indirect greenhouse gas emissions (scope 2)	53
	305-3: Other indirect greenhouse gas emissions (Scope 3)	53
GRI 306: Waste 2020	306-1: Waste generation and significant waste-related impacts	55
	306-3: Waste generated	55
Social disclosures		
GRI 403: Safety and occupational health 2018	403-1: Occupational health and safety management system	40
GRI 404: Training and education 2016	404-1: Average number of training hours per year per employee by gender and by employee category	68
	404-3: Percentage of employees subject to regular job quality assessments and career development reviews	66
GRI 405: Diversity and equal opportunities 2016	405-1: Composition of governing bodies and staff by gender, age, minority membership and other diversity indicators	66
GRI 406: Discrimination prevention 2016	406-1: Total number of discrimination incidents and corrective actions taken	66
GRI 409: Forced or	409-1: Establishments and suppliers identified as being at particular risk of incidents of forced or mandatory work and	41

mandatory work	actions taken to effectively eliminate forced or mandatory work	
2016		
GRI 413:	413-1: Percentage of establishments with local community engagement programs, impact assessments and development programs in place	43
Local community		
2016		
GRI 415: Participation in public life	415-1: Total value of support provided to political parties, politicians and institutions of a similar nature by country and recipient/beneficiary.	47
2016		
GRI 418:	418-1: Total number of substantiated complaints regarding breaches of customer privacy and loss of customer data	26
Consumer privacy		
2016		

8.2 SASB table

Statement on the application of the following guidelines:

Asseco Poland prepared its 2022 report based on the guidelines of SASB Standards.

Table 48. SASB standards based on which the report was prepared

SASB code	Indicator name	Reference/Chapter	Comment
130a.1	(1) Energy consumed, (2) percentage of energy coming from the grid, (3) percentage of renewable energy amount	57	
130a.2	1) The total amount of taken water, (2) the total amount of water used, the percentage of each indicator in regions with high or very high water scarcity	57	
130a.3	Discussion, consideration of environmental aspects in strategic planning of data center needs	50	
220a.1	Description of policies and practices relating to behavioral advertising and privacy of users	26	
230a.2	Description of the approach to identifying and addressing risks associated with data security, including the use of cyber security standards of	26	

	third-parties	
220a.3	Total monetary losses as a result of court proceedings related to users privacy	26
550a.2	Description of business continuation risk related to business disruptions	26

Signatures of the Members of the Management Board to the Report of Asseco Poland S.A. and the Asseco Group on non-financial information for 2022:

Adam Góral
President of the Management Board

Grzegorz Bartler
Vice President of the Management Board

Andrzej Dopierała
Vice President of the Management Board

Krzysztof Groyecki
Vice President of the Management Board

Marek Panek
Vice President of the Management Board

Paweł Piwowar
Vice President of the Management Board

Zbigniew Pomianek
Vice President of the Management Board

Karolina Rzońca-Bajorek
Vice President of the Management Board

Sławomir Szmytkowski
Vice President of the Management Board

Artur Wiza
Vice President of the Management Board

Gabriela Żukowicz
Vice President of the Management Board

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