

## Rule 1.4.2 of the Code of Best Practice for the WSE Listed Companies 2021 – equal remuneration ratio

The recruitment and professional development processes in Asseco Poland take place on the basis of equal rights with respect to gender, origin, age, beliefs, and other factors concerning diversity of candidates. Due to the specific nature of the IT industry and the fact that the success of an organization in this industry depends primarily on the knowledge and practical skills of its employees, issues related to employment, employee development and the creation of an appropriate work environment are of key importance to the long-term sustainable development of the Company.

### Employment by gender as at December 31, 2025

Type of position	Women	Men	Participation of women	Participation of men
Management	2	10	17%	83%
Other management staff	63	195	24%	76%
Production	545	1 342	29%	71%
Non-production positions	217	91	70%	30%
<b>Total employees</b>	<b>827</b>	<b>1 638</b>	<b>34%</b>	<b>66%</b>

The Asseco Group offers market-based salaries, commensurate with the employee's competence and experience. Given the nature of the IT industry it is still men who predominate in IT departments.

### Remuneration equity ratio in 2025\*

Type of position	Basic remuneration	Total remuneration**
Management	-17%	3%
Other management staff	19%	17%
Production	15%	17%
Non-production positions	16%	28%
<b>Total employees</b>	<b>22%</b>	<b>25%</b>

\* The remuneration equity ratio presents Average level of gross hourly wage of male employees - average level of gross hourly wage of female employees) / (divided by average level of gross hourly wage of male employees

\*\* Includes basic remuneration and all other components such as allowances, bonuses and awards.

The calculations of average salary were based on total compensation with a complement of full-time and period ("full-time equivalent") divided by average employment in 2025 by gender and employee categories (management, other management, production, non-manufacturing positions). The results were divided by the number of hours worked in 2025 in Poland (1 992 hours).