

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

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.

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.

### Employment by gender as at December 31, 2023

Type of position	Women	Men	Participation of women	Participation of men
Management	2	9	18%	82%
Other management staff	73	204	26%	74%
Production	608	1 375	30%	70%
Non-production positions	197	124	61%	39%
<b>Total employees</b>	<b>880</b>	<b>1 712</b>	<b>34%</b>	<b>66%</b>

Due to the specificity of the industry, in the process of recruitment and professional development, the greatest importance is attached to the practical knowledge and qualifications of employees, which affects the selection of persons with competencies best suited to a given position. Clearly defined criteria and objective assessment of qualifications provide employees with equal opportunities for professional development.

### Remuneration equity ratio in 2023\*

Type of position	Basic remuneration	Total remuneration**
Management	112,5%	97%
Other management staff	78,2%	79%
Production	80,4%	78%
Non-production positions	88,5%	92%

\* The remuneration equity ratio presents the ratio of the average remuneration of women to the average remuneration of men.

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

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 more experience in the IT industry, longer seniority in Asseco Poland and the resulting in-depth knowledge of the Company's products, which have been developed over the years. In the group of employees, where the experience and seniority of women and men are similar, the level of earnings is equal.