

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, 2022

Position type	Number of women	Number of men	Women share	Men share
Management	2	9	18%	82%
Other management personnel	69	203	25%	75%
Production	467	1 273	27%	73%
Non-production posts	288	102	74%	26%
Total employees	826	1 587	34%	66%

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 2022*

Position type	Basic remuneration	Total remuneration**
Management	114%	94%
Other management personnel	79%	79%
Production	81%	79%
Non-production posts	90%	91%

* 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 identified in the table above, average remuneration of women is lower than average remuneration of men. This results mainly from the fact that a larger number of men have longer professional experience in Asseco Poland and a significant percentage of employed men has more experience in the IT industry. In the group of employees where men and women have similar industry experience and job seniority, the level of remuneration is equal.