

Ramon Zanders .....

Date 13 October 2025

(name and surname)

.....  
(address for mail)

PESEL No/Personal ID Card .....

(delete as appropriate)

## STATEMENT

I, the undersigned, ..... **Ramon Zanders** ..... (*First Name, Surname*) agree to perform the function of the Member of the Supervisory Board of **Asseco Poland S.A. (KRS 0000033391)** (hereinafter referred to as the "Company") during the current joint five-year (2022-2026) term of office.

Furthermore, I declare that I meet all criteria for candidates for the position of the Member of the Supervisory Board of the Company, including in particular:

- 1) I am not aware of any hindrances in taking up the position of the Member of the Supervisory Board, resulting from generally applicable law, in particular the premises specified in Article 387 of the Act of September 15, 2000, the Commercial Companies Code (i.e. Journal of Laws of 2024, item 18, as amended) (hereinafter "the CCC");
- 2) I ~~meet~~/do not meet the independence criteria(s) under the rules of corporate governance applicable on the regulated market in the territory of the Republic of Poland and in the Act on Statutory Auditors, Audit Firms and Public Supervision of May 11, 2017 (i.e., Journal of Laws of 2024, item 1035, as amended), and I have/~~do not have~~ actual and significant relationship(s) with a shareholder holding at least 5% of the total number of votes in the Company;
- 3) I ~~have~~/do not have knowledge and skills in accounting or auditing in accordance with the Act of May 11, 2017 on Statutory Auditors, Audit Firms and Public Supervision and in accordance with Good Practices for public interest entities concerning the rules for the appointment, composition, and functioning of the audit committee issued by the Polish Financial Supervision Authority (KNF);
- 4) I have/~~do not have~~ knowledge and skills in the sector in which Asseco Poland S.A. operates, in accordance with the Act on Statutory Auditors, Audit Firms and Public Supervision dated May 11, 2017 and in accordance with Good Practices for public interest entities concerning the rules for the appointment, composition, and functioning of the audit committee issued by the Polish Financial Supervision Authority (KNF);
- 5) there is no conflict of interest on my part in performing the function of the Member of the Supervisory Board of the Company, and apart from the Company's business, I do not conduct, in relation to it, any competitive activity or perform any actions in companies running a competitive business in relation to the Company, as a member of the bodies of a capital company or a partner in a civil partnership or a partnership, and I do not participate in the operation of any other competitive legal person as a member of its bodies;
- 6) in accordance with the requirements set forth in Art. 18 of the CCC in relation to a candidate for the member of the Supervisory Board of the company, I represent that I have full capacity to perform acts in law and that I am not accused in any criminal proceedings pursuant to Chapters XXXIII-XXXVII of the Criminal Code and the provisions of Articles 228-231 of the Criminal Code and Art. 587-587<sup>2</sup>, Art. 590 and art. 591 of the CCC and I have not been convicted by a final court sentence for any offence specified in the above-mentioned provisions;
- 7) I am not registered in the National Register of Debtors, maintained pursuant to the Act of December 6, 2018 on the National Register of Debtors (i.e. Journal of Laws of 2021, item 1909, as amended);
- 8) I am not listed in the Register of Insolvent Debtors, maintained on the basis of the Act of August 20, 1997 on the National Court Register (i.e. Journal of Laws of 2024, item 979, as amended) and in the list maintained by the Financial Supervision Commission on the basis of Article 4 paragraph 7 of the Act of July 21, 2006 on Financial Market Supervision (Journal of Laws of 2024, item 135);

- 9) I do not perform functions and do not hold positions referred to in art. 1-2 of the Act of August 21, 1997 on the restriction of business activity by persons performing public functions (i.e. Journal of Laws of 2025, item 499);
- 10) At the same time, I undertake to immediately notify the Company in writing of any change in the circumstances relating to the statements referred to above.
- 11) I consent to the processing and publication of my personal data within the meaning of Regulation (EU) 2016/679 of the European Parliament and of the Council of April 27, 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data and the repeal of Directive 95/46/W (hereinafter: "GDPR") and any data contained in my curriculum vitae and other documents submitted to the Company, to the extent required in connection with my candidacy and performance as a Member of the Company's Supervisory Board.

Utrecht, on 13 October 2025

DocuSigned by:  
  
ACB36101DF9F428...  
signature