



Asseco Central Europe
Annual Report 2023

ASSECO

Ladies and gentlemen, dear colleagues, dear business partners,

The economic situation and all-society topics have been constantly creating new challenges for our everyday life, but also for the business environment of the Central Europe region. In recent years, Slovakia has unfortunately fallen in many important rankings of the European Union countries. Some rankings, such as DESI (the Digital Economy and Society Index), GDP per capita, and Prosperity Index, are uncompromisingly pointing at the lagging of the economy. All this has had a negative impact on the performance of many business entities (enterprises) that provide services with high added values, including our company. In an effort to overcome this difficult period, in 2023, we decided in Slovakia, and partially also in the Czech Republic, to devote ourselves to the consolidation and stabilization of our company and preparation for its growth in the years 2024-2026. We have started several central initiatives aimed at the company processes towards the efficiency of our projects, at products, but above all at the quality of deliveries.

We have completed the important national projects; we are still working on some others. In Slovakia, we launched a new information system for the client, the **Public Health Authority of the Slovak Republic**, although the complex rollout and change management are still ongoing at the customer's. In the Czech Republic, the **eCollection and eLegislation** project, a unique tool for digitizing and automating the national legislation processes of the Czech Republic, is being finalized. This is a key step in the digitalization of the Czech legal system. These and also other projects required enormous commitment and energy from the people, who worked on them. The complexity of the projects is always testing the cohesion of the teams and the professionalism of our colleagues. The two mentioned projects have sufficiently verified our ability to cope with a difficult environment – an ecosystem, in which the named customers are located, and with their requirements, which by far exceed the tendered scope of delivery.

Together, we create the conditions for a stable digital environment intended not only for our customers, but also for the whole countries. We are proud that, this year, together with Youplus, we have managed to promote our **loox** solution on another insurance market, this time the Swiss one. We are also developing our solutions and cooperation in the field of banking and building savings. For our customer, Modrá Pyramida in the Czech Republic, we have expanded the information system designed for the building savings banks with the comprehensive **Mortgage Loans** management solution. For our bank client in Slovakia, we are implementing and gradually putting into production operation an Omnichannel solution for modern and secure communication between clients, bankers and back office in the field of daily, transactional and investment banking. At Slovenská sporiteľna, we continued to develop key components for managing secure access to mobile and internet banking. For the first time, we have implemented the solution for the Fabasoft registry in the Czech Republic in the customer, the Probation and Mediation Service.



In this introduction, it is not possible to list all the challenging but also beautiful projects that we have implemented in the past period. You can read more in the Annual Report itself. We value every single client. We continue to maintain the long-lasting fair business relationships. I believe that we are, and want to stay, a **RELIABLE COMPANY**. We constantly strive for the timely delivery of high-quality systems and products that improve the user experience, meet the customer expectations, and help digitizing our customers and the countries, in which we operate.

A significant event of 2023 was the establishment of Asseco CE Cloud, a new subsidiary. The newly created Cloud means a continuation of the strategy of the entire Asseco Group, under which Asseco Cloud was established two years ago for the Polish market in Poland, the country of our headquarters.

However, we are also aware of another dimension of business success, its reach, and possible impact. Last year, in addition to the demanding projects, a high pace, implemented consolidation, strategic initiatives, and a number of extraordinary activities, we organized the 1st year of the Asseco UpSteer Incubator. We perceive the importance of supporting the start-up companies in Slovakia and the Czech Republic. We help motivating young people to develop their business plans in the domestic market. We have decided to continue in this initiative in the 2nd year as well.

The cohesion of the people at Asseco is incredible. Today, Asseco is formed by more than thousand employees; each one of us is different, unique. But we have one thing in common. We like to be a part of successful projects, at the bottom of which there is honest work, ideas, energy, and passion. And we are a strong team.

I appreciate my colleagues for their responsible approach, work, and everything they have sacrificed and given to the company and projects for our customers. Let's continue in digitizing our countries together and changing the world to a more automated and digital one.

Jozef Klein

CEO & Chairman of the Board of Directors

Contents

4	Chairman's Letter
8	Asseco Group
16	Asseco International
18	Asseco Central Europe
30	Portfolio
60	Projects
66	Human Resources
72	Public Relations
76	Analysis of Financial Results
80	Report on Activities of the Supervisory Board
82	Company Information and Contacts

The complete Annual Report for 2023 including the Individual and Consolidated Financial Statements contains the enclosed USB key.

Technology for
business, solutions
for people.

Asseco Group

 **33,062** headcount

 **50+** countries

 **3.73** mld. € revenues 2023

 WSE | NASDAQ | TASE stock exchange

Revenues structure by type



Revenues structure by sector



Asseco is one of the leading software vendors in Europe and the largest provider of innovative IT solutions in Central and Eastern Europe. For over 30 years, it has been developing technologically advanced software for companies from key sectors of the economy. The company is present in 60 countries around the world and employs over 33 thousand people. It develops both organically and through acquisitions – it has carried out over 130 of them since 2004. Asseco is interested primarily in profitable entities with specialized and committed staff, willing to further develop themselves by joining the Asseco Group. Acquisitions are aimed at enhancing our competence in key business sectors, entering new geographical markets, or strengthening the position of the whole Group in countries where it is already present. Asseco's companies are listed on the Warsaw Stock Exchange [Asseco Poland, Asseco Business Solutions, Asseco South Eastern Europe], NASDAQ and Tel Aviv Stock Exchange [Formula Systems, Sapiens International and Magic Software are dually listed on the TASE and NASDAQ, Matrix IT is listed on the TASE].

The Asseco Group operates based on a unique system of cooperation – the federation model. Asseco Poland, as the Group's major shareholder, is the largest shareholder in the companies incorporated within the Group; however, it does not seek to own 100% of shares and does not seek to integrate Group members. The companies that decide to join the Asseco Group maintain a significant degree of autonomy in their day-to-day operations, while the Group determines the direction of their strategic development, sets their objectives and supervises their achievement.

The Group's function according to the federation model is based on mutual trust, people-based business and a set of clearly defined rules of cooperation between the Group entities. Hence, companies acquired by Asseco Poland retain their local character and are often managed by their former owners and management staff.

The Group derives the following benefits from this model of cooperation:

- strengthening market position and customer trust,
- 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 staff,
- responsible business conduct in relation to local stakeholders.

Companies that become part of the Asseco Group can count on:

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

The Asseco Group has identified three geographical segments within which the Group companies operate: the Asseco Poland segment, the Formula Systems segment, and the Asseco International segment.

Major events in the Asseco Group

Asseco Poland

The Asseco Poland segment's organic growth is driven by a wide array of high-quality solutions, ranging from custom-made software specifically tailored to meet clients' needs, through industry-wide customizable products for various sectors of the economy, to pre-configured software products aimed at small and mid-sized enterprises. Asseco Poland operates in the three main sectors of banking and finance, public institutions and general business.

In the banking and finance sector, the company continued to work for its existing customers by performing, among others, long-term service contracts which accounted for over 30% of revenues from this sector in 2023.

It should be noted that during the period reported, the company was implementing three projects in parallel:

- at Bank Gospodarstwa Krajowego – transformation of a core transaction system,
- at Bank Polskiej Spółdzielczości – implementation of a core transaction system,
- as a key subcontractor to IBM, at one of the commercial banks which is part of a global financial group – implementation of a core transaction system.

In the case of Bank Gospodarstwa Krajowego, Asseco Poland provided services of maintenance, optimal development and transformation of the def2000 system into an open architecture, enabling further maintenance and development of the system without significant technological and legal restrictions, under a 4-year transformation services contract that was signed in 2022.

For Bank Polskiej Spółdzielczości, the company performed a 10-year contract, which was signed in 2021, covering the implementation of a new core banking system, including the main transaction system and data warehouse, and its operation using the data processing centers of Asseco. As part of the project, Asseco will also provide a next-generation Internet banking system for retail and corporate customers and a mobile application.

With regard to the project, in which the company acts as a key subcontractor of IBM, its activities focused on transforming one of the commercial banks and moving it to the cloud, based on the application technology elements of Asseco BooX [Bank out of the Box]. As part of this project, the bank will migrate from its legacy system into the Asseco Core Banking system.

The company continued its long-term cooperation with the largest bank in the region, namely PKO BP, where it is engaged in the development and maintenance of the core IT system that handles transactions of bank clients, interbank settlements system, as well as debit card management and clearing system at PKO BP.

It also executed a contract with RCI Banque Group for development of a customer portal with leasing and banking functionalities. The portal will enable customers and users to take advantage of chatbot services and will be equipped with the latest Asseco Advanced Customer Intelligence solution, allowing to create dedicated offers for clients of the financial institution.

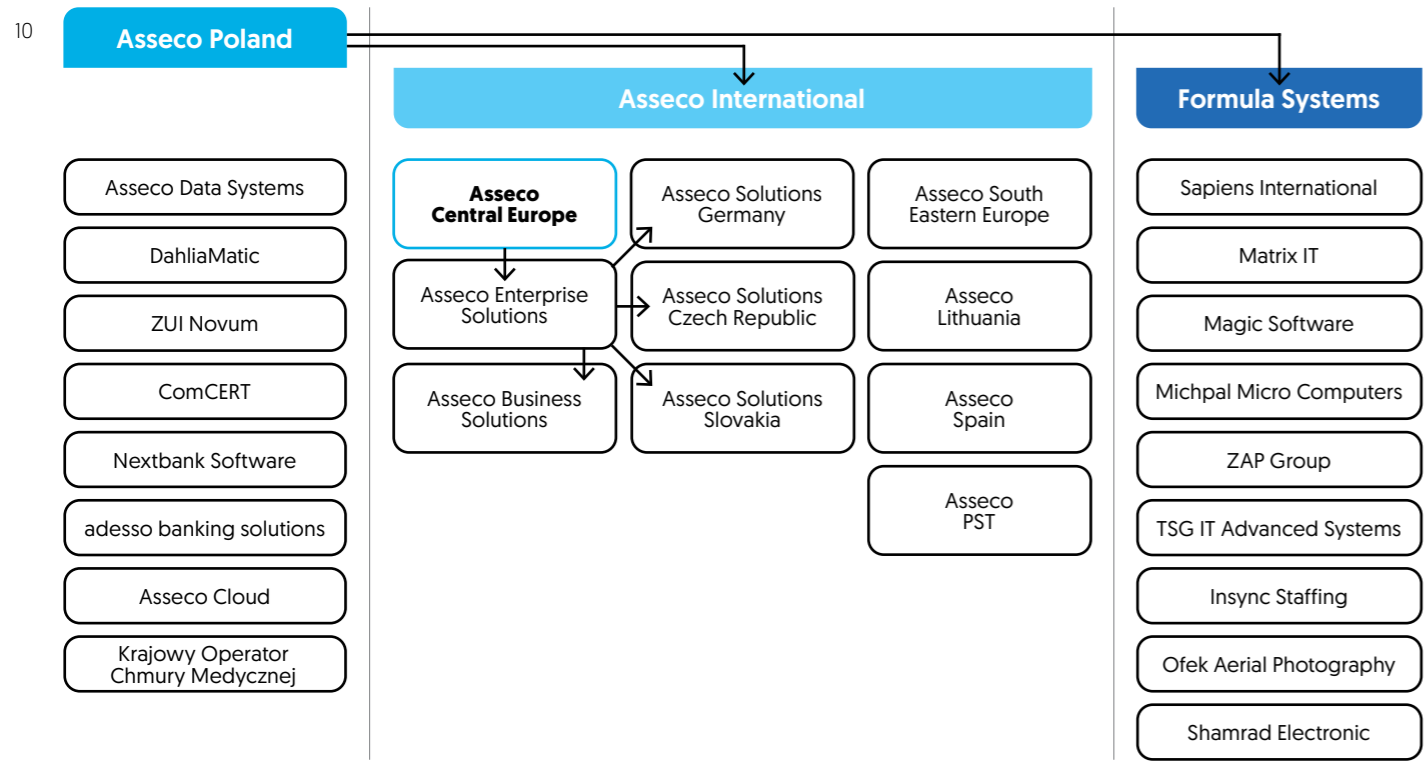
Asseco Poland's sales force engaged in activities aimed at acquiring new projects both in Poland and in foreign markets.

The Company supported the development of the Allegro Pay service. The system created by Asseco processes all contracts entered into under the BNPL [Buy Now Pay Later] service that was launched by Allegro in 2020. The Asseco Core Banking Platform, which is an important component of Allegro Pay, brings ready-made solutions proven successful in the banking sector and accommodates Allegro's accounting schemes. The Asseco system, among other things, prepares a repayment schedule, calculates and posts interest, records a loan disbursement, handles settlement of repayments, calculates arrears, and processes bookings, so that the seller immediately receives the entire amount and does not have to wait for subsequent instalments paid by the buyer. The Asseco systems also support Allegro Pay in post-sales customer service. This service is provided in the Software-as-a-Service model developed for the needs of financial institutions where payment is made on a subscription basis.

In addition, Asseco continued to develop its proprietary Asseco BooX [Bank out of the Box] platform which will be the basis of the company's offering for the banking sector in Poland and worldwide. Asseco BooX is the first in Poland, comprehensive technology and process platform for selling and handling financial products. Not only does it ensure access to all systems required to perform banking services, but it also includes IT BPO services provided by Asseco employees in the subscription fee. The first customers for this IT solution are cooperative banks, but it is also offered to commercial banks and fintech companies. BooX, being able to run as a cloud-based subscription platform, is an excellent solution for neo-banks, banks subject to consolidation, test and regulatory sandboxes, and marketplace solutions [in e-Commerce]. It enables new business initiatives to demonstrate to the national regulator their high operational readiness already at the early stage of obtaining a banking license. Entities that are already present on the market can use the platform features [subscription, work in a technological sandbox] in the process of testing and launching new services. Carrying out transformation or consolidation of banks is a natural application of the BooX platform. Innovation necessary for the development of financial institutions will be ensured by the use of solutions built into the platform that were developed within the Asseco Innovation Hub, e.g. voicebots. Asseco BooX is available in the subscription model as well as upon purchasing a license. The solution can be operated on-premise or in a cloud-based or hybrid model. Both the availability of particular functionalities and the cost incurred by institutions depend on the actual level of their use.

The cooperative banking market is another important business area for the segment of Asseco Poland. Subsidiaries of Asseco Group operating in the Polish market provide services to nearly 80% of local cooperative banks and support a large number of them in the area of modern e-Banking solutions offered in the Software-as-a-Service [SaaS] model.

Asseco Poland holds a leading position among providers of IT solutions for institutions operating in the Polish capital market. In 2023, the company carried out work under contracts signed in previous reporting periods, including the implementation of ePROMAK NEXT solutions along with the ePROMAK NEXT investor platform, mobile solution and investment advisory support system at Santander Brokerage Office.



Asseco Poland is a leading provider of Business Intelligence solutions on the Polish market, which has so far implemented over 20 data warehouses for financial institutions. Company's reporting solutions, as well as analytical and compliance solutions are operated at more than 100 entities in the financial sector, in on-premise and on cloud models. In the reporting period, the company performed a contract signed last year with one of the major brokerage houses for design, construction and implementation of a data warehouse equipped with reporting tools as well as subsequent maintenance and development of the system. This is a pioneer project of this type at a brokerage house in Poland which is aimed to simplify and improve efficiency of the processes of obtaining and using distributed data within the organization.

In 2023, the company continued its cooperation with public sector institutions, including the Social Insurance Institution (ZUS), the National Healthcare Fund (NFZ), the Ministry of Finance, the Ministry of Justice, the Agency for Restructuring and Modernization of Agriculture (ARiMR), the Agricultural Social Insurance Fund (KRUS), and the General Inspectorate of Road Transport (GITD).

Asseco performed activities under the agreement for operational support and maintenance of the Comprehensive Information System (KSI) at the Social Insurance Institution (ZUS) that was signed in September 2022. The Company also implemented the framework agreement signed last year for modification and expansion of the KSI ZUS software.

Moreover, the company prepared the KSI system and the PUE Portal at ZUS to perform the tasks related to:

- the implementation of the Act on special solutions related to the prevention, counteracting and combating of COVID-19, other infectious diseases and emergencies caused by them,
- the Act on the Polish tourist voucher,
- handling of the family care capital (RKO) and co-financing of children nursery fees incurred by parents (the so called nursery subsidy),
- the payment of child benefits under the "Family 500+" program,
- the "Good Start" program,
- the amended rules of settlement and payment of health insurance contributions under "The Polish Deal",
- the awarding and payment of social benefits for refugees from Ukraine.

During the reporting period, the company performed the framework agreement of 2019 with the Agency for Restructuring and Modernization of Agriculture (ARiMR) for development and maintenance of their SIA system. Asseco Poland also developed the IRZplus application to support registration of animals, which was carried out under a supplementary order of 2021 to the said contract. In 2023, ARiMR has again contracted Asseco Poland to provide maintenance and development services on the SIA. The Company also focused on building the Central Beneficiary Support System (CSOB), along with implementation, maintenance and development services, as well as the delivery of supporting hardware and software.

The company carried out the contracts for the Ministry of Justice: for the construction, three-year maintenance and development of the IT system supporting the National Register of Debtors that facilitates restructuring and bankruptcy proceedings and for the maintenance, modification and trainings for the ICT system of Electronic Land and Mortgage Register (EKW). In addition, Asseco Poland signed a 45-month contract with the Ministry of Justice for maintenance and development of the National Court Register (KRS).

In 2023, Asseco Poland also performed activities under a 2-year contract for maintenance and development of the Forest System, being an integrated component of the State Forest Information System (SILP), which was signed in 2022.

Asseco Poland also worked for the Ministry of Finance, including projects for the maintenance and development of customs and tax systems implemented under the "Platform of Electronic Tax and Customs Services (PUESC)" program which is co-financed by the European Union. A noteworthy project implemented within this framework together with the company T4B Sp. z o.o. is to maintain and develop the Digital Border System. It is a highly advanced and innovative solution that enables efficient handling of people and entities at border crossings using mechanisms for automatic data exchange, among others with the Border Guard System, as well as automatic vehicle identification and traffic control.

During the period reported, the company, acting in a consortium with Pentacomp, carried out a contract for development, modernization and maintenance of components of the Tax and Customs Information System (SISC) in the area of Trading in Goods with Third Countries and Excise Duty Movements. Asseco Poland also expanded, modernized and developed the ZEFIR2 system which supports the collection and settlement of customs and tax liabilities for the benefit of the State Treasury and the EU budget. Furthermore, Asseco executed contracts for the maintenance and development of the Automatic Road Traffic Monitoring Center (CANARD) at the General Inspectorate of Road Transport (GITD). Asseco also continued its cooperation with the Agricultural Social Insurance Fund (KRUS).

Asseco Poland is one of the largest providers of IT solutions and services for the healthcare sector. Currently, it cooperates with more than 400 hospitals all over Poland. Whereas, in the segment of doctor offices, small and medium-sized outpatient clinics, and medical practices, the company supports 9.4 thousand locations (37.0 thousand users), representing about 40% of the market. In 2023 Asseco won further tendering procedures among others for delivery and implementation of e-Services or applications for many Polish hospitals.

Asseco implements software that is primarily intended to streamline patient registration for appointments, make it easier for patients to check the results of examinations, as well as to provide them with online access to medical records. New e-Services are fully integrated with the existing solutions operated at hospitals, including Hospital Information Systems (HIS) and entity management systems (ERP).

The company also performed numerous maintenance contracts for hospital systems that have been already deployed, which accounted for over 50% of revenues generated from the healthcare sector. Asseco Poland also continued implementation of its contracts with the National Healthcare Fund (NFZ) for maintenance and development of the NHF Operations Support System.

The company is also engaged in the project of developing e-Blood IT system which is implemented by the Centre for Healthcare Information Systems. Leveraging on many years of experience in the computerization of medical facilities, the company has developed several applications dedicated to patients: Medical Information (management of information provided by medical centers), Home Medicine Box (personal administration of medicines), and My Measurements (self monitoring of health condition by patients).

Digitization of the healthcare system not only allows to simplify and accelerate the existing processes, but also opens the possibility of creating new, innovative services. In 2021, Asseco established a new company – the National Medical Cloud Operator (Cloud for Health)

– the purpose of which is to cooperate with the National Cloud in order to enable medical facilities to provide e-Services in the Software-as-a-Service (SaaS) model while maintaining the highest standards of security. The Cloud for Health specializes in the cloud-based implementations of Electronic Medical Records. It will also take care of efficient adjustment to legal regulations and contribute to the standardization of IT services in the healthcare sector. Currently, the National Medical Cloud Operator cooperates with about 300 customers.

Asseco Poland is a reputable provider of tailor-made software solutions and services for local and international defense organizations. So far, the company has finalized more than 70 advanced technology projects for the EU and NATO agencies. Its clients include institutions such as the NATO, the European Border and Coast Guard Agency (Frontex), the European Chemicals Agency (ECHA), the European Defense Agency (EDA), the European Space Agency (ESA), the Polish Ministry of National Defense and the National Cyberspace Security Center. For several years, Asseco Poland has developed proprietary product lines intended for the uniformed services and civilian market, including unmanned systems and cybersecurity systems. Asseco is also strengthening its position in the cybersecurity consulting segment thanks to its subsidiary ComCERT.

Asseco cooperates with major telecoms and energy companies. The company continued to work for leading energy industry groups under previously signed contracts and new orders. In the reporting period, Asseco Poland performed a contract with PSE to provide data migration services to the Central Energy Market Information System (CSIRE).

Asseco Poland continued its cooperation with Polkomtel as part of a three-stage project involving the transformation of sales automation systems, as well as retail customer service and billing systems (B2C) of Polsat Plus Group. In the reporting period, the company focused on carrying out the first stage of the project, which encompasses changes to IT systems dedicated to the sale of products and services of Polsat Plus Group. In addition, dedicated, separate teams carried out projects also for other telecommunications and media clients of Asseco.

2023 was a period of intensive work also for Asseco Poland's subsidiary Asseco Data Systems (ADS) operating in the Polish market. This company expanded its sales of trust services, including e-signature. During the reporting period, ADS also developed a platform for managing HR processes in business, as well as integrated IT solutions for managing universities, the teaching process, and development of employee competencies. Moreover, the company implemented Smart City projects, projects for leasing companies and local governments.

During the reporting period, Asseco Cloud carried out activities of development and implementation of its proprietary solutions and those of leading cloud technology providers, ensuring end-to-end support from design to deployment and maintenance, as well as providing professional expertise and IT outsourcing in the managed services model. The company continued and expanded cooperation in the area of cloud computing with customers from various industries, strengthening its position as a reliable integrator and expert in the Polish market. Asseco Cloud and the Polish Cloud undertook joint efforts aiming to integrate the market and raise awareness of Polish cloud-based solutions. An important part of these activities was to engage in making recommendations to government institutions and offices.

Asseco International

Asseco International Group achieved good performance across all major regions of its operations, Central Europe, South Eastern Europe and Western Europe.

During the period reported, Asseco Central Europe (ACE) companies operating in the Czech Republic and Slovakia executed projects for domestic public sector institutions. ACE cooperates in the Czech Republic with institutions such as the Ministry of the Interior, the Ministry of Labour and Social Policy, the Ministry of Finance, and the Ministry of Justice. Whereas, customers in the Slovak Republic include the Supreme Audit Office and the Financial Administration.

In 2023, ACE received a prestigious certificate from the Slovak Ministry of the Interior for the latest version of its process and document management system, Fabasoft eGov Suite 2023. The certificate confirms that the Asseco solution complies with the requirements of the Slovak Ministry of the Interior and meets the conditions for document exchange in public administration bodies applicable in the European Union and Slovakia.

ACE participated in the project to launch the Digital Administration Map Information System (IS DMVS), which is managed by the Czech Office for Surveying, Mapping and Cadastre. This information system encompasses the entire ecosystem of technical mapping and provides a range of functionality at the central level, including a common interface for displaying maps or the ability to update data.

ACE also conducted a system modernization project for the Czech Statistical Office. The goal of this project is to create a portal for distribution of statistical information, such as the level of inflation, income and expenditures of households, GDP, size and structure of population, as well as the results of important statistical events such as elections or the population census

ACE plays an active role in the healthcare sector. It cooperates closely with Slovakia's National Health Information Center and General Health Insurance Company, as well as with the Czech Social Security Administration. Moreover, it carries out a number of development initiatives in this area.

In 2023 the company intensified activities for digitalization of the insurance sector and further developed the functionality of its platform supporting the digitalization of insurance documents and processes – Asseco Digital Insurance Platform. The company strengthened its cooperation with Youplus, an international insurance company, for which it serves as a strategic technology partner.

In addition, ACE worked for financial institutions, including Soci t  G n rale – Modr  Pyramida, Komer n  banka, Raiffeisen Bank International - Raiffeisen Building Savings Bank and  SOB Building Savings Bank.

Asseco CEIT, a subsidiary of ACE Group, specializing in the digitalization of industrial enterprises and implementation of the Industry 4.0 concept, conducted projects for automotive companies (e.g. Volkswagen Slovakia, AUDI Hungaria) relating to the automation of intralogistics, including the delivery of AGV (Automated Guided Vehicle) systems. Research and development are among the key areas of the company's activities and they are carried out in its own R&D center. Asseco CEIT utilizes its private 5G campus network to develop technology and process innovations in its systems supporting the logistics and manufacturing industries.

ACE Group has recorded strong demand for ERP solutions that are marketed by Asseco Enterprise Solutions Group (AES Group). This is a result of the growing trend among enterprises to spend more on ERP solutions in all major markets where AES Group operates, which is paralleled by continuing development of the Group's product portfolio. AES Group products are currently used by over 70 thousand customers (over 700 thousand active users). Asseco companies engaged in the ERP area consistently implement the strategy of upgrading their software solutions with specialized artificial intelligence (AI) functions. A growing number of users of their ERP systems benefit from hints, recommendations and alerts generated by built-in AI algorithms. Over the next months, the Group companies plan to implement new AI functionalities, thereby strengthening their leading position as providers of AI-backed ERP solutions.

In 2023, Asseco Business Solutions (ABS) recorded stronger sales both in domestic and foreign markets. ABS systems support business in dozens of countries around the world. During the period reported, the largest foreign sales were recorded in countries of Great Britain, Germany, Austria, France, the Netherlands, Luxembourg and Romania.

A growing number of products and services offered by ABS (both in the ERP and SFA class) are available in the cloud model. The number of projects implemented in the full outsourcing model is systematically increasing, thanks to which the company takes over responsibility not only for the software itself, but also for such important elements of solutions as system and communication infrastructure, and supervision over the operation of integration processes. Such approach to project implementation is enabled by ABS's two own Data Centers, the operating parameters of which satisfy the highest requirements for security, reliability and efficiency of system operation. The company also offers access to Data Centers for solutions deployed outside Poland that are located, for instance, in China, India, the US and Brazil. Moreover, the company's technology and business partners include the world's major players such as Oracle, Microsoft, HP, IBM, and Citrix, just to mention a few.

In 2023, ABS continued to work on incorporating artificial intelligence algorithms into the products and services it offers, based on its proprietary Genius by Asseco engine. These solutions provide increasing support for a number of key processes. Based on the collected data, they generate recommendations and business notifications, enabling the system to adapt to the user work style, automate repetitive tasks, and offer intelligent analytics with predictive elements.

Favorable sales results were also reported by Asseco Solutions AG which operates in the markets of Germany, Austria, Switzerland and Italy. In 2023, this company expanded its cooperation with existing partners and gained more than a dozen new customers. APplus, the company's proprietary ERP system dedicated to the manufacturing sector, is currently used by over 80 thousand users in more than a thousand companies in 25 countries. During the analyzed period, Asseco Solutions launched the next generation of the APplus system. The latest version is tailored to satisfy the growing requirements from business customers for innovation, efficiency, rapid adaptability and ease of use.

The Czech-based company of Asseco Solutions, which has a 25% share in the local market of ERP solutions dedicated to the SME sector and offers four proprietary systems used by over a dozen thousand customers, both in the corporate and public sectors, generated a double-digit increase in revenues in the reporting period. Higher sales were recorded particularly in the area of solutions for small and medium-sized enterprises. The company also develops solutions for medium and large-sized enterprises, offering a new version of its ERP system called Nephrite.

The Slovakia-based company of Asseco Solutions, whose proprietary ERP systems have been implemented for more than 2 thousand customers, giving that company around 10% of share in the domestic market, focused on attracting new contractors. In this period, the company launched the Asseco Store which brings together cloud applications and add-ons for the ERP software it offers.

Asseco South Eastern Europe Group (ASEE Group), which operates in the South Eastern European markets, reported stronger financial results for 2023 than in the comparable period in the previous year, mainly due to the business growth in the segments dedicated solutions and banking solutions. In terms of geographical regions, the largest sales were generated in Serbia, Romania, Croatia, Spain, Turkey, Bosnia and Herzegovina and Macedonia. ASEE Group is actively looking for new acquisition targets. During the reporting period, Ifthenpay (a Portuguese company operating in the field of payments and e-commerce) and Dwelt (software company operating in the utility sector) and Avera (Slovenian company specializing in EFT POS payments) joined the Group.

In 2023, the Asseco Group was active in Western European markets. Asseco PST continued and expanded its cooperation with banks by providing maintenance and development of core banking systems. This company is present in Portugal and Portuguese-speaking countries in Africa (Angola, Mozambique, Cape Verde, East Timor, and Saint Thomas and Prince Islands), as well as in Namibia and Malta.

Asseco Spain, a subsidiary of Asseco Western Europe, gained new contracts for the supply of IT hardware, software and related services. The company was engaged in projects related to teleworking, remote education, cybersecurity and production automation.

In 2023, Asseco Lithuania signed a new contract for the maintenance and development of its billing system for Ignitis Group, one of the largest energy groups in the Baltic Sea region. The company commenced also a project for UAB Vilniaus Vandeny, Lithuania's largest water supply company which purchased the FAVAKA system consisting of three main modules: customer service (CRM), accounting (billing), and financial accounting. Asseco Lietuva provided also services for the Ministry of Finance of Lithuania – in 2023, together with its partner Alna Business Solutions, completed a 4-year project called FABIS – an accounting system for public sector entities.

Formula Systems

In the reporting period, revenues generated by the companies of the Formula Systems Group companies were similar to those achieved in the corresponding period of 2022.

Matrix IT – a leading IT company in Israel, whose position has been confirmed for over a dozen years by research firms IDC, STKI and Gartner, continued to implement strategic projects for large organizations, government and defense sector in Israel. The company is involved, among others, in the Nimbus project which aims to accelerate the deployment of cloud technologies in the Israeli public sector – it enables working in the cloud while saving data locally in Israel. The company has extensive experience in implementing artificial intelligence projects for the Israeli military sector (for both defense and civic purposes), as well as in conducting projects for foreign government institutions.

The company is involved in the most innovative technology projects in the Israeli healthcare system, including the printing of human organs for pre-operative procedures, research into the detection of lung and respiratory diseases using voice identification and artificial intelligence, as well as in telemedicine projects.

Matrix IT continues to pursue growth through innovation by developing and implementing state-of-the-art technologies in the areas of cloud computing, cyberspace, big data, artificial intelligence, machine learning, IoT, automation, and augmented reality. It combines organic growth with acquisitions in promising sectors. During the reporting period, the company took over Zebra A.G.R Technologies – company offers a wide range of cyber security and network management solutions along with consulting and training services.

The financial performance of Sapiens International, a leading global provider of software and IT services for the insurance industry, reflects the company's continued focus on supporting its over 600 existing customers located in more than 30 countries, leveraging on cross-selling and up-selling opportunities. In 2023 NCDC – company offering property and personal insurance platform, joined the Group.

Magic Software, a global provider of application development platforms and business process integration solutions as well as IT consulting services, in the reporting period focused on projects executed for the sectors of finance, healthcare, defense and public administration. The company supports its customers in migrating to the cloud – it currently manages cloud services (AWS, Azure and Google Cloud Platform) for more than 200 clients. In this period, approx. 20% of Magic Software's revenues were generated from the sale of IT solutions, while professional IT services accounted for approx. 80% of sales. The company is constantly looking for potential acquisition targets – small and mid-sized businesses that match its strategy for geographical expansion and will enlarge its product portfolio and customer base. In 2023, Magic Software finalized the acquisition of K.M.T (M.H.) Technologies Communication Computers, a provider of comprehensive ICT solutions and services, including a private cloud available to customers on 4 continents (Asia, North America, Africa, Europe).

Asseco International

 **8,475** headcount

 **40** countries

 **896.4** mil. € revenue 2023

Revenues structure by type



Revenues structure by sector



Asseco Central Europe

 **34** years on market

 **3,589** headcounts

 **7** countries

 **374.5** mil. € revenues 2023

 ERP | Finance | Healthcare | Industry & Utility
Public | IT Infrastructure

Ownership structure



Revenues structure by type



Revenues structure by sector



Asseco CE history

The history of the Company goes back to 1990, when ASSET was established. After the separation of the software division, ASSET Soft was established on 16 December 1998, which formed a strategic partnership with Asseco Poland (then Comp Rzeszów) in 2004. Thus, both companies laid the foundations of an international Asseco Group. The Company operated under the original business name until 21 September 2005, when it was changed to Asseco Slovakia, a. s. In October 2006, the Company was quoted on the Warsaw Stock Exchange and thus became the first Slovak company directly listed on a foreign stock exchange. The Company entered the Czech market by acquiring PVT (later Asseco Czech Republic) in 2007. In July 2009, Asseco Slovakia and Asseco Czech Republic were integrated, thus increasing the extent of cooperation between the two companies. The business name Asseco Central Europe, a. s., was registered in both countries in spring 2010. Asseco Central Europe has increased its sales potential and competitiveness thanks to the joint strategy of new solution development, sharing of knowledge, and extending its range for customers.

Asseco CE today

Asseco Central Europe group (Asseco CE) is today one of the strongest software houses in Central and Eastern Europe. It is active in Slovakia, the Czech Republic, Hungary, Germany, Austria, Switzerland, Italy and Poland. Other IT companies are also a part of the Asseco Central Europe Group. The Company implements challenging commercial projects, as well as those for state administration and local government, built on long-term experience gained through extensive projects for tailor-made solutions, heavily emphasizing support to clients' strategic goals. In December 2017, Asseco International became the parent company of Asseco CE with its headquarters in Bratislava, Slovakia.

Our mission

Asseco Central Europe's mission is to develop our own software solutions to deliver the best digital services. We create the conditions for an innovative and sustainable digital environment not only for our customers, but also for the wider community.

Strategic objectives

- To be a trustworthy and reliable strategic partner to our customers and to support their growth and competitiveness by delivering modern information systems with high added value
- To continue to increase our customers' satisfaction, by increasing the quality of services and by applying the latest trends in the development of information systems
- To be a thought leader in software development and provision of IT services, strengthening the Company's position within Central European and international markets by promoting a strong, technically and morally astute customer-oriented employee base
- To support a strong, technically and morally capable and customer-oriented employee base
- To build a corporate culture that supports the Company's cooperation, creativity and dynamic development
- To develop and promote scientific and research-based activities in the field of IT.

Code of conduct

The Company's Code of Conduct represents a set of principles that are focused on its employees, as well as the surrounding environment. It primarily recognizes principles of ethical behavior while conducting business and upholds objectivity, transparency, accountability and openness in activities. Asseco CE declares that both now and in the future, it is committed to remaining a reliable partner for its customers, shareholders, business partners, employees and public in all the countries and regions where it operates. Asseco CE creates the conditions for an open and transparent corporate culture.

Relations within the Company

Asseco CE regards respect for people as one of its principal core values and as the basis for all interpersonal relationships. It also supports diversity. All forms of discrimination, abuse, humiliation, sexual harassment or indecent behavior against individuals or groups are prohibited within the Company. No-one can be disadvantaged, favored, harassed or excluded because of their gender, ethnicity, race, age, origin, religion or physical limitations and violation of the dignity, rights or privacy of any employee is outlawed. Next in terms of importance comes honest, conscientious and efficient work, communicative ethics, loyalty to the Company, upholding its reputation and safeguarding its assets and ethics in conflict resolution.

Relations with customers and suppliers

Relationships are built on respect, professional attitudes towards customers and appropriate conduct towards business partners. Domestic and international legal frameworks apply to all processes involving customers and business partners, as implemented by Asseco CE.

Our vision

Asseco CE's vision

Asseco Central Europe's vision is to deliver the best digital services that enhance the user experience through our own software. To be a catalyst for innovation and technological progress through the solutions we create. To be the next generation software house with the aim of delivering „best digital services“. To be a strategic, trustworthy and reliable partner for customers in the national and international market. To build a reputation as a reliable and socially responsible company that supports not only its customers but also its employees in both successful and challenging times.

Asseco Group's vision

The vision of the Asseco Group is to build a reliable and profitable IT company, providing its clients with software and services of outstanding quality and with high added value. The strategy of the Asseco Group is based on three pillars. The first is organic growth, achieved through sales of proprietary software and services, the second involves expansion through acquisitions and the third involves support for promising start-ups as a strategic investor.

Organic growth

Asseco's strategy relies on good sector-specific business expertise, which is supported by technological competence. The Company builds long-term trust-based relationships with customers, becoming their strategic business partner. Asseco leverages the vast experience of its international affiliated companies to create a comprehensive portfolio of products satisfying the needs of thousands of its customers. The Company wants to be perceived as a “one-stop shop” and therefore, in addition to its own IT solutions and services, it also delivers infrastructure necessary for the proper operation of the product supplied.

Expansion through acquisitions

The Asseco Group and Asseco CE acquire companies that either strengthen their industry-specific capabilities or provide an opportunity to enter new geographic markets. Asseco Poland has successfully implemented its acquisition policy for several years and is currently one of the most experienced market consolidators in Poland. Asseco CE furthers its IT competences through acquisitions, while expanding its portfolio of products across a variety of business segments.

Expanding the portfolio with start-ups

As a former member of the Perry Talents accelerator, Asseco CE has been supporting and investing in start-ups for many years, helping them to realise interesting business ideas while expanding own portfolio of products and services. In September 2022, Asseco Central Europe expanded its activities aimed at supporting young ambitious entrepreneurs and established the UpSteer incubator to help and support their projects especially in the domain areas of Asseco Central Europe. The first edition took place in 2023.

Key values

Satisfied customers

The only reliable method of winning and retaining customers is to provide them with quality services and solutions with a high added value, enabling them to reach their strategic goals. Their satisfaction and resulting loyalty are the basis of Asseco CE's success.

Employee satisfaction

Our employees are a key input factor in the delivery of quality and stable services. Our commitment to being a leader in digital transformation is also reflected in our internal activities. Last year we launched several strategic initiatives in the areas of human resources, products, projects and service quality.

We consider the motivation and loyalty of our employees to be an integral part of the company's success. We strive to create a stimulating work environment that develops employees' creativity and encourages their personal growth and diversity. Asseco CE encourages any form of expression and comment that employees choose. At Asseco CE, we believe in a culture of open feedback, which any employee can address through the HR partner of their department.

Trust of shareholders

Making the right key decisions, while accounting for the interests of shareholders, meeting expectations and building confidence is another of the Company's key values. Central to fulfilling this value is a transparent approach to process management which is a precondition for long-term maintenance of shareholder confidence.

Constant organic growth

The Company attempts to track and create modern IT trends, continually improving and bringing to market advanced technologies and “solutions for the demanding customer”, which meet customer requirements and bring significant added value to their businesses.

Social responsibility

Asseco CE Group seeks to contribute to improving the quality of life not only through compliance with legislation, but also through the development of innovative IT and support to scientific institutions also pursuing this goal. Costs of R&D (including non-capitalized costs) in 2023 were EUR 14,392 ths.



Major events

We opened the year as the main partner of the eGov ISSS conference traditionally taking place in Hradec Králové, at which we gave four talks and continued as an expert guarantor for conferences SME DIGITAL HEALTHCARE and SME HEALTHCARE SUMMIT 2023 held in Bratislava and a coffee break partner at the eGovernment conference held in Mikulov.

Asseco CE Cloud, our new subsidiary company, launched its activities on 1 July. The company focuses on provision of full-scale infrastructure solutions, which means customized designing, architecture development, implementation, and operation; outsourcing of IT services; migration of entire applications and systems; and private and public clouds.

We actively participated for the first time in Efficient Hospital, the largest healthcare conference held in the Czech Republic, which focuses on strategies for hospitals, health insurance companies, and outpatient clinics. We shared a stand with Prosoft Košice, a subsidiary company, where we presented the Universal Telemedicine System developed by Asseco Central Europe and NG HIS – a new generation hospital software product.

Our participation in Global InsurTech Summit held in London in the mid of April, where we presented our successful IT solutions for insurance companies, was a great success too.

Asseco participated in SlovakiaTech Forum-Expo 2023 where our experts captivated the audience with a presentation devoted to implementation of AI in business solutions.

We also partnered SMART CITY SUMMIT – a conference organized by SME in Bratislava. Our presentation was a part of the “Smart Transportation Solutions” block focusing on smart video detection of potholes, traffic signs, and other infrastructure attributes.

Our company successfully launched Asseco’s new incubator program – UpSteer intended for start-ups from Slovakia and the Czech Republic with new IT business ideas for banking, insurance business, healthcare, utility & Industry 4.0, and other specialized IT areas.

We attended JobStart FESTIVAL held at the Hradec Králové University where we had a stand and presented the career opportunities Asseco Central Europe offers. The Mendel University was a next stop where we had an opportunity to present our company during the Career Day.

In November 2023, we organized together with our subsidiary companies exe and Asseco CE Cloud a business breakfast for students from the Faculty of Informatics and Information Technologies of the Slovak Technical University in Bratislava, with a presentation about virtual reality, telemedicine, cloud solutions, and UpSteer Incubator.

Adam Goral, the chairman of the Board of Directors and founder of Asseco Poland, our parent company, was awarded the 30th Anniversary of Polska Izba Informatyki i Telekomunikacji Prize for his contribution towards development of the ICT industry in Poland.

We support talented people who do not hesitate to follow their dreams. In 2023, as the general partner of Junior Chamber International (JCI), we supported and awarded special prizes in competitions Young Innovative Entrepreneur, Slovak University Startup Cup, Student Business Prize, and Student Personality of Slovakia.

Major events - Subsidiaries

Asseco Solutions SK launched a new product, Asseco QASIDA in September 2023. The launch took place at conferences attended by existing customers and new potential clients. QASIDA is an innovative ERP and enterprise cloud application ecosystem, which is the successor to our Asseco SPIN and Asseco Wéčko systems. The Qasida CRM, Qasida Rental, Qasida Service and Qasida AI Platform are the first four pure cloud applications, launched in 2023.

In June and October 2023, Asseco Solutions SK organised information conferences on the community ERP in the cloud project, the development of which is financed by the Norwegian grant and co-financed by the State Budget. The programme presented to existing and potential customers, business partners, media representatives, and the professional public the progress achieved by the project in the past year. The main topics were: logistics and data warehouse management, AI recognition of food quality and its use in real restaurant operations, and online user communication behaviour. The project is scheduled for completion in April 2024.

The first edition of asoITECH, the first technology conference, was held in October 2023. Seven specialists from the Asseco Group and two external speakers guided the participants through interesting IT topics such as Well Architected Framework, Security, Devops, and Monitoring.

In 2023, the second edition of the awards for the best management and leadership of companies took place. Best Managed Companies is an acclaimed global programme that was established in 1993 in Canada. It relies on Deloitte’s worldwide methodology, which evaluates companies based on four pillars that include a clear vision of strategy, a focus on productivity and innovation, developing a corporate culture, systematic and accountable management, and analysis of financial results. Asseco Solutions SK is one of the evaluators and a member of the jury.

Asseco Solutions CZ received the third Partner of the Year award from Geetoo for its ERPORT cloud solution and is already a stable player in the cloud world. Cooperation with Geetoo allows HELIOS ERP systems to operate in the cloud, which provides customers with flexibility and data security. Asseco Solutions has seen a more than threefold increase in cloud customers over the past eight years.

ANeT-WebTime, an innovative time and attendance system from ANeT-Advanced Network Technology, was selected in December by the editors of BusinessIT.cz as a Notable Product for 2024. This solution significantly exceeds conventional time and attendance systems with its broad functionality. Version 14 of ANeT-WebTime not only meets the expected attendance functions, but also provides extensive capabilities in the areas of contract work, HR and WorkForce management. With availability as an on-premises or cloud-based SaaS solution, the client can choose not only the range of features, but also the deployment model. The ANeT-WebTime solution is a product not only for customers of HELIOS systems produced by Asseco Solutions CZ, into which it is fully integrated, but also for other systems.

At Asseco BERIT GmbH, after intensive work on implementation, migration, training, and hyper care, three large GIS and asset management projects based on SAMO in Hamburg, Leverkusen, and Landsberg am Lech were successfully accepted.

A new sophisticated SAMO scheduling board module for workforce planning has been released and is being used in production mode by the first customer. The first increment of the SAMO Mobile workforce solution with offline capabilities has been developed and released.

Asseco Solutions celebrated its 30th anniversary in 2023. Founded as AP GmbH in 1993, the company has repeatedly acted as a technology pioneer – from its early use of web technology to Industry 4.0 to cutting-edge AI technology – establishing itself as a consistent force in the ERP market. Today, the company has more than 500 employees at more than ten locations in Germany, Austria, Switzerland, Italy, Poland, and Guatemala. The company’s anniversary was celebrated in June with a two-day party for all employees. In addition, all solution and reseller partners were invited to an exclusive party in September to celebrate three decades of successful partnership.

In October, Asseco Solutions launched the latest generation of its ERP system: the APplus 8. At the heart of APplus 8 is an entirely new operational concept that enables the unification of data- and process-centric views of processes and maximises adaptability and speed through the use of assets, configurations, low-code, and templates. At the same time, it ensures significantly higher efficiency in day-to-day work.

Awards for the company

The Asseco Group is one of the best FinTech companies in the world, according to IDC. Asseco is ranked 17th in the „IDC FinTech Rankings: Top 100“ compiled by the international consulting and research company IDC in 2022. The ranking includes the largest technology providers to the financial sector.

The Informative Pension Application (IDA) for the Czech Social Security Administration won the prestigious IT Project of the Year 2021 award, organised by the Czech Association of Information Technology Managers (CACIO). The IDA application, an online service of the Czech Social Security Administration's ePortal, responds to a long-standing demand from the professional and lay public for greater predictability in the behaviour of the pension system in individual cases.

The International Safety Standards Association (ISSA) has awarded the project eNeschopenka, an electronic solution for reporting temporary disability implemented in Czech Republic, in Tallinn, Estonia. The ISSA Special Award (Certificate with Special Mention) for the eNeschopenka solution and implementation is the ISSA's second highest biennial award and is presented by the ISSA's Independent Board of Assessors.

The ePN project achieved a significant success in the form of the ITAPA 2022 Award in the category of the Best Digitisation Project of the Society, which has been awarded for more than 20 years to companies implementing ambitious projects in the field of digitisation in Slovakia. ePN has thus defended its importance and quality of processing in the field of health care and digitisation of state services.

The Company's governing bodies

The Company's governing bodies are the General Assembly, Supervisory Board and Board of Directors.

General Assembly

The General Assembly is the supreme authority of Asseco CE. All shareholders or their attorneys have a right to participate in the General Shareholders' Meeting, in addition to members of the Board of Directors or Supervisory Board, in accordance with Company statutes. The Board of Directors convenes the General Shareholders' Meeting at least once a year, generally at Asseco CE's registered office.

Supervisory Board

The Supervisory Board is the governing authority of the Company, which supervises the performance of the Board of Directors, as well as the Company's business activities.

Adam Góral	Chairman
Andrej Košári	Vice Chairman
Marek Panek	Member
Przemysław Sęczkowski	Member
Miroslav Kepencay	Member (elected by employees)

Board of Directors

The Board of Directors is the statutory body of the Company. It acts on behalf of the Company in the manner specified in the statutes and laws.

Slovak Republic

Jozef Klein	Chairman
Vladimír Dzurilla	Member
Martin Chripko	Member (from 1.1. 2024)
Peter Lakata	Member till 12.7.2023]
Branislav Tkáčik	Member

Czech Republic

Jozef Klein	Chairman
Vladimír Dzurilla	Member
David Šindelář	Member (from 1.1. 2024)
Peter Lakata	Member (till 12.7.2023)
Branislav Tkáčik	Member

Management of the Company

The management of the Company comprises the Board of Directors and the top management of Asseco CE. The Board of Directors is the governing body of the companies comprising the Asseco CE Group. Its purpose is to ensure a consistent approach to the business activities and internal processes of the Group companies. It also has the authority to make decisions that ensure unified management of Asseco CE in the area of strategic and operational management of the companies.

Jozef Klein	Group CEO *
Vladimír Dzurilla	Country Manager CZ
Rastislav Bajtoš	Central Administration BU Director
Marek Grác	Public & Healthcare BU Director
Lenka Hritzová	Insurance BU Director
Martin Chripko	Banking BU Director
Vojtěch Kallab	Utility BU Director
David Šindelář	Public CZ BU Director
Miroslav Kepencay	Director of Delivery Quality Assurance & Security
Michal Navrátil	Director of Operations and Procurement
Michal Polehňa	Director of Strategic Business Development
Lucia Resch	Director of Human Resources Management
Simona Vaculová	Director of Marketing & PR
Miriam Nasterová	Head of Internal Audit
Branislav Tkáčik	Head of Team, Tax & Treasury and Corporate Governance
Peter Žák	Head of Team, Controlling

* the highest appointment indicated



Jozef Klein

Chairman of the Board of Directors

Jozef Klein graduated in Theoretical Cybernetics and Mathematical Informatics from the Mathematics and Psychics Faculty of Comenius University in Bratislava. He has worked for Asseco CE since 1996, first externally, and later as an internal employee in the position of Product and Project Manager in the field of DWH & BI. He has been the Chairman of the Board of Directors of Asseco Central Europe in Slovakia since 2002, and the Chairman of the Board of Directors of Asseco Central Europe in the Czech Republic since 2009, simultaneously holding the position of CEO in both companies. Since December 2020, Jozef Klein has been the Chairman of the Supervisory Board of Asseco Enterprise Solutions, a. s. and since November 2017, he has served as the Chairman of the Board of Directors of Asseco International, a. s. Jozef Klein acts as a Member of the Supervisory Board in the companies Asseco Solutions [SK], Asseco Solutions [CZ], and Asseco Solutions AG [DE], and as the Chairman of the Supervisory Board in the companies Asseco South Eastern Europe, Asseco Central Europe Magyarország, Asseco CEIT, Asseco CE Cloud, exe, and EdgeCom. He won EY Entrepreneur of the Year TM 2016 in the Slovak Republic.



Vladimír Dzurilla

26 Member of the Board of Directors

Vladimír Dzurilla graduated from the Slovak University of Technology in Bratislava and also completed studies in the Netherlands and at the British Open University. He worked at Accenture, O2, and Českomoravská stavebná sporiteľňa as a consultant and management advisor in projects replacing and implementing large IT systems and introducing organisational and process changes. He held the position of General Director of the state-owned enterprise Štátna pokladnica Centrum zdieľaných služieb, s.p., whose main task is to provide ICT services for the state administration and to operate the National Data Centre. He also headed the National Agency for Communication and Information Technology, which develops strategies for non-public communication networks, including proposals for the implementation of appropriate security measures, and delivers shared services to the public administration. Vladimír Dzurilla was formerly the Government Plenipotentiary for IT and digitalisation. In this position, he created and implemented the strategic concept Digital Czech Republic, which has contributed to a significant shift in state IT and the digital economy. Since 1 January 2023, he has been the Country Manager at Asseco Central Europe in the Czech Republic and since 1 May he has been a Member of the Board of Asseco Central Europe, a. s. Slovakia. He served as a Member of the Supervisory Board of Asseco CE Cloud from 10 January to 9 October 2023. Subsequently, he became the Chairman of the Management Board of Asseco CE Cloud. Since December 2023, he has been the Chairman of the Management Board of Asseco Berit AG (Switzerland).



Martin Chripko

Member of the Board of Directors [Asseco CE SK]

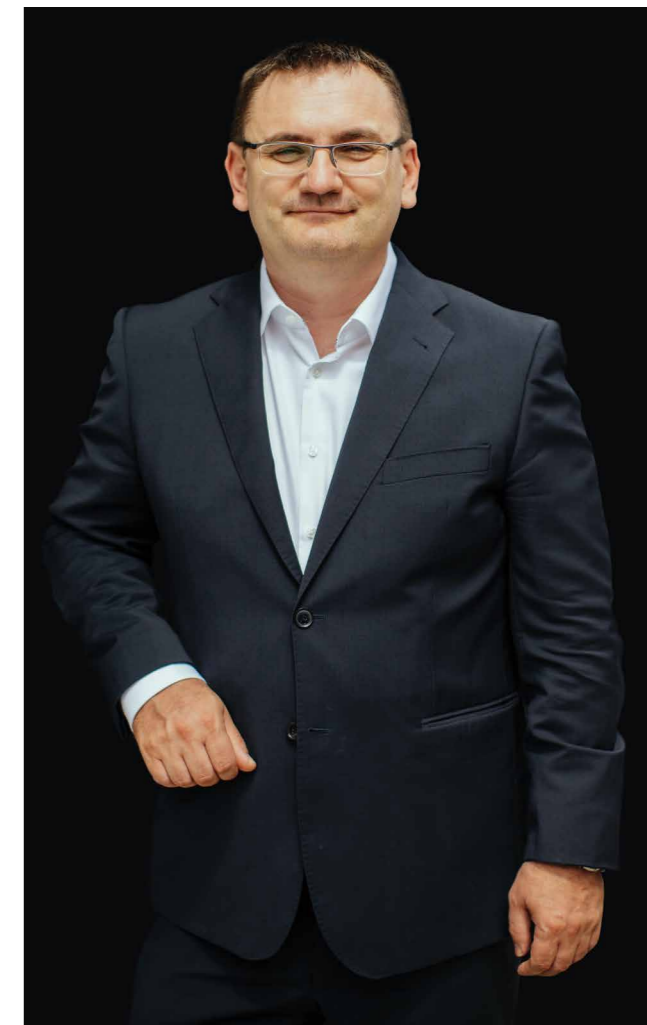
Martin Chripko studied software engineering in the Faculty of Electrical Engineering and Informatics at the Slovak University of Technology in Bratislava. Since 2000, he has been actively working in the IT field, holding various positions such as IT Manager, Senior Project Manager, Application Delivery Manager, and others. Throughout his career, he has managed large foreign projects as well as local Slovak projects in the areas of banking, public administration, telecom, finance, and others. From 2011, he worked at Oracle Slovakia - Consulting as an Application Business Unit Manager and Senior Project Manager. He has been with Asseco Central Europe since 2017, briefly working as an International Business Developer. Since October 2017, he has been working as the Banking Business Unit Director and also the Director of the Banking Division for Central Europe. From 2020, he worked as the Executive Director of TurboConsult until its successful integration into the Banking Business Unit of Asseco CE. Until 31 December 2023, he held the position of a proxy and from 1 January 2024, he became a Member of the Board of Directors of Asseco Central Europe. Within Asseco Central Europe Magyarország, he held the position of a Board Member until 31 December 2023, and subsequently became a Member of the Supervisory Board from 1 January 2024.



David Šindelář

Member of the Board of Directors [Asseco CE CZ]

David Šindelář graduated from the Faculty of Economics at the University of South Bohemia in České Budějovice. He has been working at Asseco Central Europe since 2000, starting as a DB Oracle specialist. He then worked as the Head of the Systems and Database Support Section, Head of the IT Consulting Section, Director of the IT Infrastructure Division, and Director of the IT Infrastructure & Integration Business Unit. Since December 2021, he has been working as the Public CZ Business Unit Director, and from 2019, he was a proxy in the company, holding this position until December 2023. He actively contributed to the successful implementation of significant projects for both public administration and the private sector. He ensures the comprehensive management and coordination of IT projects for dozens of small and large clients. His professional development includes a gradual transition from a programmer role to successful leadership and management of extensive projects as a division director, later as the IT Infrastructure & Integration Business Unit leader, and now in his current position as a Public CZ Business Unit Director. As of 1 January 2024, he is a Member of the Board of Directors of Asseco Central Europe CZ.



Branislav Tkáčik

Member of the Board of Directors

27 Branislav Tkáčik is a graduate of the Faculty of Business Management at the University of Economics in Bratislava and has been working for Asseco Central Europe since 1999. Beginning in 1999, he worked as a Financial Manager, later as the Financial Director and participated in building the financial department and implementing instruments of financial oversight. During the preparations for the IPO on the Warsaw Stock Exchange he was involved in the application of IFRS and subsequently put into practice the process of group reporting and consolidation. Currently he acts as a Member of the Boards of Directors for Asseco Central Europe in Slovakia and Asseco Central Europe in the Czech Republic. He also holds the position of Deputy Group CFO for the whole Asseco Central Europe Group & Corporate Governor. Branislav Tkáčik is a proxy in the company Asseco International, a.s. and member of the Supervisory Boards of the subsidiary companies Asseco Solutions AG (DE), Asseco Enterprise Solutions, exé (SK), and eDocu. He held the position of a Member of the Supervisory Board in the company Asseco Central Europe Magyarország until 30 September 2023. He is also a managing director at Galvaniho 5 s.r.o., Invention s.r.o., IPI s.r.o., and DSDP consulting, s.r.o.

Integrated management system

The Integrated Management System (IMS), which includes quality management system, information security management system, business continuity management system, environmental management system, IT service management system, and software product quality requirements and evaluation, is a symbol of credibility and stability for Asseco CE in relation to customers, stakeholders, and employees of the Company.

IMS ensures a systematic approach to the implementation and delivery of solutions and services and prevents the occurrence of accidental discrepancies, loss of confidentiality, integrity and availability of the company's classified information and environmental damage.

Quality Management System

The Quality Management System (QMS) according to the international standard ISO 9001 was certified at Asseco CE for the first time in 2022 and the Company maintains its certification according to this ISO standard every year. The company's top management strives to maintain and continuously improve the effectiveness of the QMS in accordance with the requirements of the standard. One of the company's primary objectives is to achieve customer satisfaction with the solutions and services provided. In order to meet the expectations of its customers and business partners, Asseco CE is particularly focused on continuous improvement of the quality of services and products provided.

Environmental Management System

The Environmental Management System (EMS) according to the international ISO 14001 standard was certified at Asseco CE for the first time in 2009 and the Company maintains its certification according to this ISO standard every year. Asseco CE ensures environmental protection and compliance with legal and other requirements by upholding the Company's philosophy of being "environmentally responsible", preventing waste, conserving natural resources, and conducting volunteer activities.

Information Security Management System

The Information Security Management System (ISMS) according to the international standard ISO 27001 was certified at Asseco CE for the first time in 2010 and the Company maintains its certification according to this ISO standard every year. Asseco CE provides a high level of security to our customers and partners by operating, controlling, maintaining, and continuously improving all areas of information security in the context of the Company's business activities and risks.

IT Service Management System

The Information Technology Service Management System (ITSM) according to the international standard ISO 20000-1 was certified at Asseco CE for the first time in 2020 and the Company maintains its certification according to this ISO standard every year. This system, implemented within the Public CZ, Omnichannel Banking, Public SK, and Fabasoft divisions, provides support for the organization's process management in the area of optimal use of information technology, thus contributing to the improvement of the efficiency and quality of IT services provided.

PMS - Quality management. Guidelines for quality management in projects

PMS - Quality management. Guidelines for quality management in projects according to the international standard ISO 10006 was certified for the first time in Asseco CE in 2023. This system is introduced for the purpose of greater quality assurance in the provision of services within the company's projects.

Software Product Quality Requirements and Evaluation

Software Product Quality Requirements and Evaluation (SQuaRE) according to the international standard ISO 25000 were introduced at Asseco CE in the Slovak Republic in 2017, and the Company maintains its certification according to this ISO standard every year. This system is implemented within the Public SK division, where the certification covers the design, development, production, implementation, system integration and post-implementation support for information systems and software.

Company protection. Business Continuity Management Systems

BCMS – Security and resilience – Business continuity management systems (BCMS) according to the international standard ISO 22301 were introduced at Asseco CE in the Slovak Republic in 2021, and the Company maintains its certification according to this ISO standard every year. The implementation of this system ensures sustainable continuity of the Company's business as a stable guarantee of supply for our customers.

Information technology. Security techniques. Code of practice for protection of personally identifiable information (PII) in public clouds acting as PII processors

Information technology - Security techniques - Code of practice for protection of personally identifiable information (PII) in public clouds acting as PII processors according to the international standard ISO 27018 was introduced at Asseco CE in the Slovak Republic in 2022. With this system, the Company has made a permanent commitment to protect all information assets and personal data in the internal environment and in the cloud from external and internal threats, misuse, disclosure, or destruction in accordance with legislative requirements and internationally recognized security standards.

Business partners

Asseco CE concluded partnership contracts with a number of leading global IT players. In many cases, the Company achieved its highest level of qualified partnership, has received numerous professional certificates and has actively participated in the implementation of projects and business cases. Strategic partnerships, continuing education and professional growth of employees improve the Company's ability to follow the trends and standards of the IT market and to react promptly to increasing quality demands of IT solutions and services.

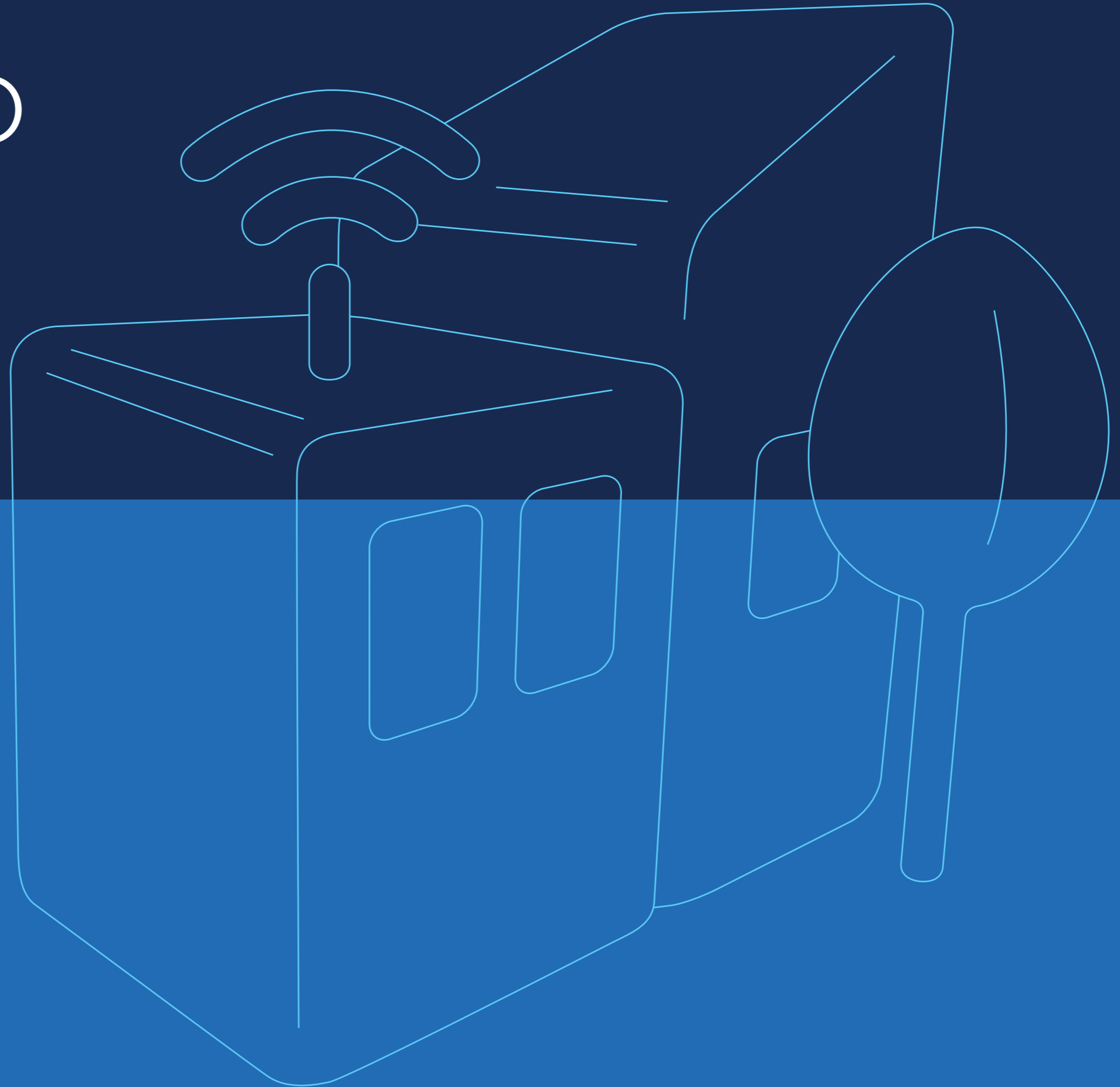
AIO	CZ	Gold Partner
Dell EMC	SK/CZ	Solution Provider
HPE	SK/CZ	Silver Partner
Huawei	CZ	Sales Partner
CheckPoint	CZ	2 Star Partner
IBM	SK	Platinum Partner
Microsoft	SK/CZ	Gold Partner
Oracle	SK/CZ	OPN Member
RedHat	SK	Advanced Partner
RedHat	CZ	Ready Partner
VMware	SK	Advanced Partner
VMware	CZ	Partner
Veeam	SK	Silver Partner SK

ISO certificates

SK/CZ	ISO 9001, Quality Management System
SK/CZ	ISO 10006, Quality management. Guidelines for quality management in projects
SK/CZ	ISO 14001, Environmental Management System
SK/CZ	ISO 20000-1, IT Services Management System
SK	ISO 22301 Security and resilience. Business continuity management systems
SK	ISO 25000, Quality Requirements and Quality Evaluation of Software Product
SK/CZ	ISO 27001, Security Management System
SK	ISO/IEC 27018 Information technology. Security techniques. Code of practice for protection of personally identifiable information (PII) in public clouds acting as PII processors.
	Industrial Security Certificate, National Security Authority. Type of access to classified information: <ul style="list-style-type: none"> Familiarisation - classification level „Secret“
SK	<ul style="list-style-type: none"> Transmission in material form - classification level „Secret“ Electronic transmission - classification level „Confidential“ Creation without the use of technical means - classification level „Secret“ Creation of a technical means - classification level „Secret“
CZ	Entrepreneur Certificate at the "Secret" level, National Security Authority, Information system, classification "Confidential"

Portfolio

ERP



Asseco Enterprise Solutions (SK)

Business Information Systems from Asseco Enterprise Solutions address the needs of companies regardless of size in various sectors and public administration organizations. The company's systems are complemented by a wide range of services and partner programs that are highly appreciated due to advanced technology and other characteristics resulting from perfect knowledge of local markets. Thanks to the geographical proximity of Asseco Enterprise Solutions branches and their immediate contact with customers, the company can modify its portfolio specifically according to local requirements in all sectors and offer excellent and professional services. Individual local solutions may also be offered in other countries after they prove themselves in practice.

Asseco Solutions (SK, CZ, DE, AT, CH, IT, GT)

Asseco Solutions is the largest provider of ERP systems in the Czech, Slovak, and German-speaking markets. The software applications developed by Asseco Solutions are distributed to all key markets in Central Europe and beyond. Asseco Solutions' Business Information Systems address the needs of companies of all sizes in a variety of business areas. To make sure every system is optimally tailored to the client's needs, Asseco Solutions provides development, implementation and support from a single source. The product portfolio ranges from information systems for a broad spectrum of enterprises in the manufacturing, trade, and service industries, to products for public administration and those addressing the specialised needs of companies providing accommodation and catering services. In addition, the product portfolio is complemented by a wide range of services and partner programmes. In addition to standard modules and functionality, Asseco Solutions also develops custom solutions, tailored specifically to the needs of a client. Dedicated to providing excellent software experiences to companies of all types and sizes, Asseco Solutions holds the Quality Certificates ISO 9001:2015, ISO 27 001:2013 and has been awarded international accolades over the years, for example, for the software's use of Artificial Intelligence. The company currently consists of branches in eight key countries: Slovakia, the Czech Republic, Austria, Switzerland, Germany, Italy, Poland, and Guatemala. As of 31 December 2023, the group employed 1,019 staff members, a number which is rising. [Asseco Solutions DE: 474 employees, Asseco Solutions CZ: 392 employees, Asseco Solutions SK: 153 employees].

www.assecosolutions.sk

www.assecosolutions.cz

www.asseco-store.com

www.asseco-qasida.com

www.helios.eu

Asseco Business Solutions (PL)

Asseco Business Solutions is a company listed on the Warsaw Stock Exchange. With its headquarters located in Poland (Lublin), the company is present in at least 50 countries worldwide.

Asseco Business Solutions furnishes modern IT solutions for enterprises of any size, character and industry. It offers a comprehensive range of innovative solutions, among which the most important are: Enterprise Resource Planning software and Omnichannel solutions for sales excellence and execution. The company's offers include:

- ERP systems designed to support various business processes in large and medium-sized enterprises (Softlab ERP by Asseco and Macrologic ERP by Asseco)
- A suite of applications for small-company management (Wapro ERP by Asseco)
- SFA solution for managing the consumer goods mobile workforce and (Mobile Touch by Asseco)
- Data Integration Platform aimed to exchange and process data and collect demand signals from distribution channels and retail stores (Connector Platform by Asseco)
- e-Commerce B2B&B2C platforms enabling virtual collaboration between business partners (Connector Platform by Asseco)
- Customer Portal supporting on-line cooperation between the manufacturers and retailers (Direct Portal by Asseco)
- A program handling factoring transactions (Factor by Asseco)

With high-quality products and related services, the software from Asseco Business Solutions has successfully supported the operations of tens of thousands of companies for many years. Its primary market is Poland, but Asseco Business Solutions also has installations in other European countries and the Middle East, Asia, Australia, Africa and the Americas. Its Data Centers operate across the globe, including EMEA, APAC and the Americas. The company has a dozen offices Poland-wide (including its own data centre) and a network of hundreds of commercial partners.

Asseco Business Solutions has led many industry ERP rankings related to the Polish IT marketplace for several years. The company has also been recognized as a global technology leader regarding the mobile retail execution technology for FMCG. Its selected customers are, for instance, Bacardi-Martini, Bahlsen, Dr. Oetker, Ferrero, McCormick, Mondelez, Nestle and Perfetti Van Melle.

www.assecobs.pl



Asseco SPIN – Product intended for the SME and Enterprise segment.

Asseco BLUEGASTRO – Intelligent restaurant system.

Asseco HOREC – Modern hotel system.



Qasida ERP – Successor to Asseco SPIN and Asseco Wéčka – Sophisticated new generation cloud ERP for SME and Enterprise segment.

Qasida Rental – A professional solution for every type of rental company.

Qasida Service – Application for recording and managing service orders.

Qasida CRM – A tool to increase business potential.

Qasida AI Platform – Stock forecasting tool.



Helios Nephrite – Product designed for the enterprise segment.

HELIOS iNuvio – Product designed for the SME segment.

HELIOS Pantheon – Product designed for the public sector.

HELIOS Fenix – Product designed for the public sector.



Asseco AP Plus – Product designed for large and medium-sized companies



Spiska – Document Management Software.



ANeT-WebTime – Attendance system.



Softlab ERP by Asseco – ERP class solution for managing large and medium-sized businesses.

Macrologic ERP by Asseco – ERP class software allowing you effectively manage business processes in medium and large companies.

Wapro ERP by Asseco – Enterprise software intended for fast-growing SMEs companies.



Mobile Touch by Asseco – The solution offers consumer goods manufacturers a leading-edge Sales Force Automation & Retail Execution solution. It covers fundamental features related to both sales planning and in-store execution. It also provides advanced functionality like Perfect Store, Retail Activity Optimization, Motivation, and Coaching.

Connector by Asseco – allows the transfer of data from different sources, e.g., ePOS Retailer Data, Distributor/Wholesaler/Broker Data, 3rd Party Agency Data, Syndicated Data, or Crowd-Sourcing Data. It handles all the technical data exchange aspects, including cleansing and standardizing the data, and creates visibility of the sell-through across your distribution network.

Image Recognition

Image Recognition by Asseco is an AI-powered solution and a significant sell-more enabler for the consumer goods industry. It allows you to digitize POS auditing processes regularly at sales points. It, therefore, improves your in-store performance dramatically.

Recommendation System

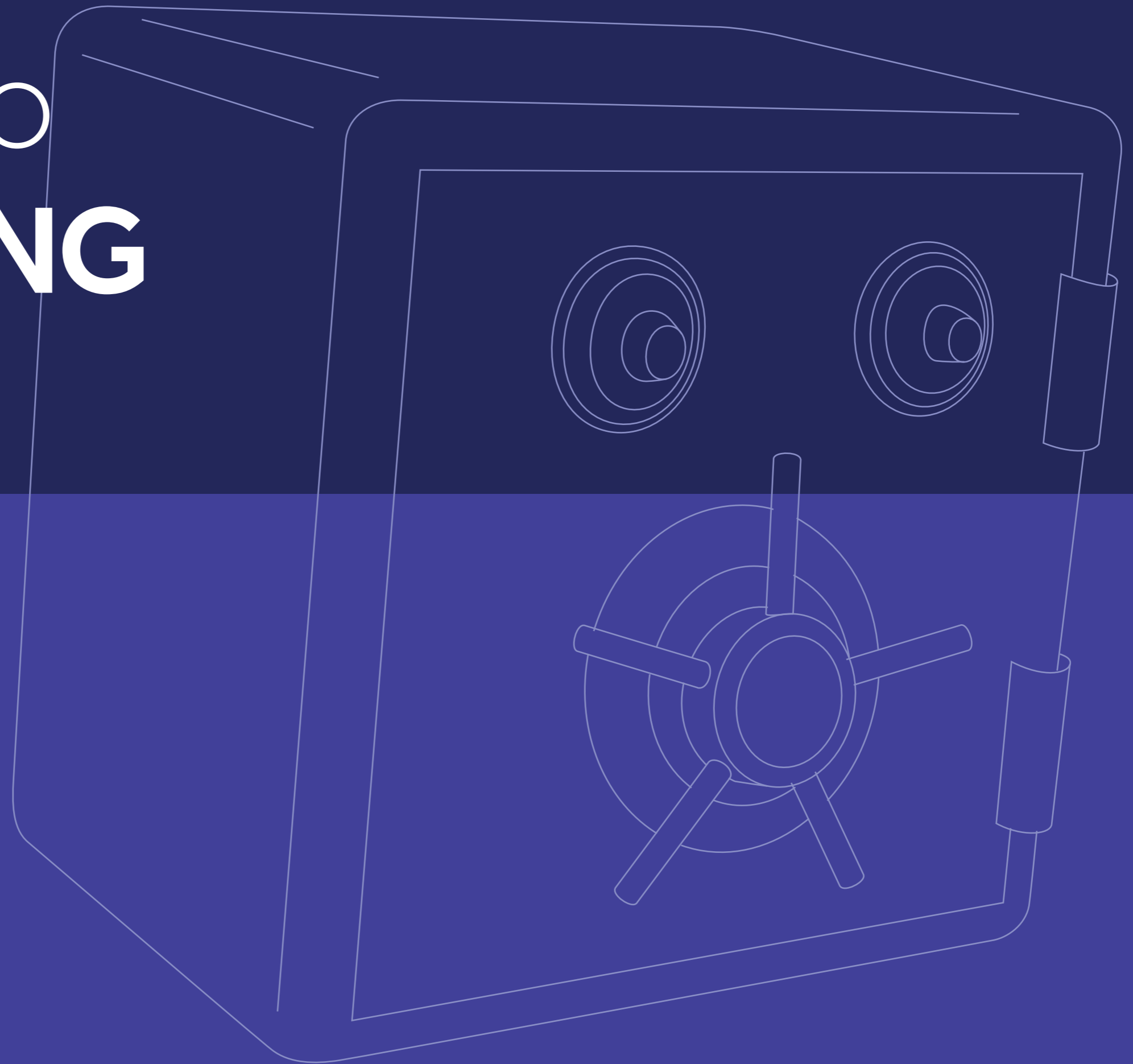
Recommendation System by Asseco offers leading-edge Data Intelligence capabilities to help leverage information coming from different sources. With AI-based Insights Generation and best quality in-store data, converted into insights and turned into actionable tasks.



Direct Portal by Asseco – is designed to connect manufacturers with online retail customers.

Factor by Asseco – is software that supports all types, forms, and varieties of factoring.

Portfolio **BANKING**



Asseco CE (SK, CZ)

Asseco CE Banking Business Unit has been inspiring our customers for over 30 years in developing jointly with them and delivering a number of exceptional solutions, projects, and services whose importance extends beyond the region in which we operate. In addition to Central Europe, i.e. the Czech Republic, Hungary, and Slovakia, our solutions have also been deployed in Kazakhstan and Vietnam.

Our customers include various banking and financial institutions – commercial, mortgage, investment, and cooperative banks, building societies, companies processing card transactions, and many others.

One of our most comprehensive solutions is the Core Banking product further developed and supplied by our company to commercial, mortgage, and cooperative banks, and building societies. The package contains products StarBANK, StarBUILD, ELBOS, and CIBIS. In the Czech Republic, our solutions are used by literally all building societies, although in Slovakia it has been one building society so far.

StarBANK is a full-scale banking system for commercial banks and financial institutions. The solution serves for administration of clients, accounts, loans, deposits, accounting operations, and daily closings and covers all day-to-day financial institution processes. Its architecture consists of modules allowing development of customized solutions meeting individual needs of customers, which can be easily integrated with the banking information systems already in place. It supports keeping of accounts denominated in several currencies and has been designed for 24/7 operation.

StarBUILD is a comprehensive customized system covering all processes carried out by building societies and mortgage banks. In addition to the core banking system and a full-scale accounting system (to prevent reconciliation issues), StarBUILD also contains a fully integrated and extensive portfolio of add-on modules (e.g. electronic DMS archives, workflow, interconnection with registers, etc.) capable of meeting all needs of financial institutions.

The **ELBOS** system is a perfect solution for operations of smaller universal banks, cooperative banks, and/or other institutions engaged in banking operations and provides all necessary comprehensive functionalities. The system is designed to work with several currencies and allows administration of standard deposit and credit products (current accounts, fixed-term accounts, revolving deposit accounts, consumer and commercial loans, and overdraft facilities). It offers a wide range of functions covering both domestic and international payments. To work with an account, clients may use a simple but comfortable and safe internet banking solution. ELBOS® has been designed to operate in several regions and its implementation in individual countries is resolved through parametrization of a single core solution.

CIBIS is a specialized hosted information system designed to meet specific needs of building societies, whose development started already in 1994, comprises a whole range of banking system modules and supports unique financial products provided by individual financial institutions. In addition to the core banking system, the solution also offers a system for management of business network, clientele, and acquisition opportunities with an interface for dealers. Both clients and banks may access bank products via the Internet. This comprehensive solution can be implemented in any national environment and has been tested in practice and operated in the Czech Republic, Slovakia, and Croatia.

StarCARD represents our significant competence in the growing segment of transaction payments. The core system serves to process transactions and manages acceptance of payment cards by ATMs, POS terminals, and e-commerce and issuing of VISA a MasterCard cards. It supports various payment schemes, e.g. ApplePay, GooglePay, GarminPay, FitbitPay, etc. and can be operated by both commercial banks and card processors.

Asseco ATM was introduced already in 2021 as a new software product for ATMs and deposit machines. The solution has been designed as independent from ATM manufacturers and thus banks may provide the same client experience regardless of the hardware in place. The solution has been successfully operated by the largest ATM network in Slovakia since 2022.

Asseco Recon represents an essential part of card products. It provides reconciliation services for various transactions and operations among several systems. In 2022, its upgrade and deployment into production for a customer operating in the Czech Republic were successfully completed and in 2023, it fully replaced the customer's original reconciliation system.

Asseco Security Server SEZAM provides safe access to banking applications thanks to n-factor authorization and authentication. The solution can be supplied together with the Asseco Mobile Token solution for authentication and authorization of log-ins, payments, and other transactions carried out via mobile phones with operating systems iOS, Android, and Huawei. The current 3.0 version represents a modern safe banking solution.

Asseco Omnichannel CE secures identical client experience across various communication channels and not only in the banking sector. The Asseco Omnichannel CE solution is built on the Asseco Omnichannel platform that supports daily banking, investment banking, mobile banking, and assisted channels such as retail points, call centres, and third-party providers, including branches.

Asseco Notification Center Suite takes care of processing, formatting, management, and sending of notifications and other messages. It is a modern parametrizable solution with interfaces for sending push notifications, emails, and SMSs.

Asseco Entitlement Channel Management is a system for management of authorized persons, limits, access, and entire bank client infrastructures for all segments, including specific persons and companies with varying access and access verification requirements.

Asseco 24 is a comprehensive transaction persistence solution adding Store & Forward functions to Omnichannel ODS in order to secure availability of individual channels regardless of availability of core banking systems.

The **Asseco Data Transportation** solution serves to manage complex processes across various systems communicating one with another. In 2022, ADT was successfully deployed into production in the largest building society operating in both Slovakia and the Czech Republic and now it controls processes among 27 information systems.

Asseco Teller Office is a front-end solution covering basic bank branch services, including cash and non-cash transactions and teller transactions. The solution supports the entire range of usual Czech and Slovak banking products and includes functionalities for closings and four-eye control.

Our solutions have been implemented for a number of customers with whom we have been cooperating and developing relationships on a long-term basis. Our customers include large supranational groups, ERSTE Group may serve as an example. Asseco CE's solutions have been in use at Slovenská sporiteľňa, Česká spořitelna, Stavební spořitelna České spořitelny – Buřinka, KBC – ČSOB Stavební spořitelna, and ČSOB Stavebná sporiteľňa in Slovakia, Société Générale – Modrá Pyramída, Komerční banka, Raiffeisen Bank International – RB stavební spořitelna, Moneta Money Bank, 365.BANK, J&T Bank, Danube Pay, and a number of other companies operating in the Central Europe region. One of our solutions has been deployed in Vietnam for Orient Commercial Bank.

By the end of 2023, Asseco CE Banking Business Unit had over 200 core employees and was active in 4 countries.

Our plan for 2024 is to expand our business by winning new customers whom we will address with our upgraded solutions and the new solutions we have been developing, factoring in the latest IT banking trends.

asseco.com/ce

Asseco CE Magyarország (H)

The Company has almost 100 employees, providing services in the banking and healthcare industries. Asseco's strategy is to further enhance its presence in Hungary, increasing revenue from existing businesses, acquiring new customers and initiating new development directions for business and products.

Asseco Magyarország's Finance BU made strategic decisions to focus on banking segment and closely cooperate with Asseco Central Europe Banking Business Unit in the region of Central Europe.

Credilogic – Asseco Risk Platform (ARP)

Asseco CE Magyarország has continued to work on our own Credilogic System and ARP, a Camunda based up-to-date decision engine that is used as part of credit loan origination. Credilogic covers the loan lifecycle, from origination, decision to loan accounting (Loan Account Management).

Asseco Magyarország FBU is closely cooperating with other Asseco Group members to bring their competitive products to the Hungarian market.

Asseco CE Magyarország has continued to support also other segments like Insurance, IFRS 17 and utility on a commercial basis. The delivery of solutions is in cooperation with partner companies within the Asseco Central Europe group as well as outside it.

RPA

ACEM completed projects in RPA (Robotic Process Automation), which are tailor-made automated softwares that replace any repetitive processes that Clients -regardless of their industry- encounter. As labor shortages are widespread in the country, and RPA projects are small and quick wins with exact projected ROI, we expect further market increase in this field..

asseco.hu



Clients & Products management
Domestic & foreign payment module
Transactions & fees module
End of day processing



StarBUILD for mortgages
StarBUILD for building societies



Client and relationship management
Management of deposit and loan products
Payment transactions
Client and financial accounting, reporting



Client and account management, savings and credit products
Early debt collection
Subsidy consultancy, state support for building savings
Product modeling
Payment transactions
Financial accounting
Sales network, commission processing, business network portal



Authorisation
Clearing and Settlement
Card Management
Merchant Service

ATM

ATM Multivendor Software
ATM Management System

Recon

mToken mobile application
Mobile token
Mobile library for federated login
Administration console

Notification Center Suite

Notification Gateway
Notification Processor

Data Transportation

Asseco Data Administration

Teller Office

Frontend for a bank teller

Portfolio **INDUSTRY & UTILITY**



Asseco CE (SK, CZ)

The extensive portfolio of the Asseco CE Group is complemented by solutions in the area of management and operation of large assets, infrastructure, and geographic information systems (GIS). The Utility Business Unit offers customers a full-scale solution based on our proprietary modern software platform – SAMO. The platform provides implementing partners and end customers with an environment for development of applications and portal solutions and enables their integration into enterprise systems.

In developing SAMO, we applied our rich experience acquired during the thirty years of work in the area of development and implementation of specialized technical solutions. New SAMO is directly linked with successful software products TOMS, AG Portal, and WFMS and significantly expands the possibilities for application of our key system LIDS that forms the basis of the new platform.

In addition to SAMO, the Utility BU team has also been developing partial solutions in the area of Enterprise Asset Management (EAM) to support registration and documentation of all equipment and facilities through a GIS-type system, planning, construction, and maintenance processes, and technical infrastructure operations. Typical SAMO users are companies managing infrastructure assets, for instance, extensive distribution networks (power, gas, water, sewerage systems, telecommunications, central heating) and large industrial premises, municipalities developing “Smart City” infrastructures, traffic infrastructure administrators (roads, railways), state administration bodies, and insurance companies (assessment of flood-risk areas and other risks). These partial solutions are developed as modules able to cooperate – SAMO WFM for the management of field workers or SAMO Portal for development of portal solutions supporting communication with customers may serve as examples.

The modularity and flexibility of SAMO enables us to address other segments too. The SAMO AIS solution intended to support public administration processes brings a ready-to-use system configuration able to support all daily and strategic public administration processes. It covers entering of requests, evaluation workflow, notification services, data analysis, spatial content adding, collection of comments, and adoption of decisions that are subsequently automatically published in compliance with local legislation. All functions are based on metadata descriptions and thanks to that local administrators can either update old or create new templates and/or processes as necessary. Thanks to the integration options, SAMO AIS helps eliminate redundant data and optimize required data flows. SAMO AIS is ready for integration into other public administration systems, use of open data from various sources such as central or federal state administration registers (cadastre, citizens, business licences, etc.), and publication of all information in prescribed forms and at prescribed times. SAMO AIS can be successfully deployed by local, central or federal authorities of any kind, ranging from small municipalities to ministries responsible for the entire country. SAMO AIS is the way to develop and maintain efficient e-government and e-self-government and brings immediate added value for both users and citizens.

The SAMO platform is also available to external partners for implementation of their end-user solutions.

In addition to the development projects for existing customers, such as a portal upgrade for the Pražská plynárenská concern, supply of a specific work management functionality to Stredoslovenská distribučná, new portal extensions for Vodárenská akciová spoločnosť, and development of agenda management systems for the State Land Office of the Czech Republic, the year 2023 also witnessed the successful delivery of an important contract with Czech Office for Surveying, Mapping and Cadastre, which involved supply of a brand new system for renewal of cadastral records.

Other important contracts included the support for our customers located abroad, e.g. distribution companies Stromnetz Hamburg, Technische Werke Ludwigshafen, NEW AG Mönchengladbach, companies owning large industrial premises (BASF, CURRENTA, Daimler AG), or organizations managing municipal assets, for instance, the Municipality of Vienna and its MA33 Public Lighting Department.

asseco.com/ce

www.samo-asseco.com

Asseco BERIT (DE, CH)

The Asseco BERIT Group holds competencies in the field of geographic information, asset management and other systems supporting processes in utility companies within Asseco CE. Asseco BERIT, a. s. has been integrated into Asseco CE since 2009. The group consists of its GIS & Utility Division and the subsidiary companies Asseco BERIT GmbH, seated in Mannheim, Germany and Asseco BERIT AG, seated in Sissach, Switzerland. The group currently employs more than 100 people – analysts, developers, consultants and project managers. The solutions supplied are based on their own development (SAMO EAM, SAMO LIDS, SAMO Portal and SAMO Workforce), continuing during the 38-year history of BERIT, a. s. Thanks to its own business and implementation network, the products developed by Asseco CE may be used by customers in many countries of Europe, especially in Germany, Switzerland, Czechia, Austria, Slovakia, Hungary and Poland.

www.asseco-berit.de

www.asseco-berit.ch

www.samo-asseco.com

Asseco CEIT (SK, CZ)

Asseco CEIT is an innovative technology company providing complex solutions in the field of technical and process innovations, industrial automation, digitization and optimization, as well as intelligent internal logistics. The mission of the company with its own research and development center is to support the productivity, efficiency and growth of competitiveness of industrial enterprises. The company, based in Žilina, successfully operates on a pan-European level, while its customers include important industrial enterprises, mainly from the automotive, engineering, chemical and electrotechnical industries. Asseco CEIT has been part of the Asseco international group since 2017.

www.asseco-ceit.com



SAMO Platform is intended for the customers who need to manage extensive records, process from hundreds to thousands requests, organize work tasks, assign tasks, monitor deadlines, send notifications, and distribute outputs. The platform offers an environment for fast development of information systems and their continuous improvements without the need to start from scratch.



Asseco CEIT mobile robot system (AGV)

Intelligent mobile robots that take care of reliable, efficient and safe automatic logistics in industrial halls.



Twiserion Design Manager - An interactive tool for efficient planning and design of production and logistics. It enables production or logistics planning using parametric 3D models.



Twiserion Digital Manager - A software solution for a digital twin, which, thanks to the Real-Time Location System (RTLS) technology, enables determining the location of monitored objects indoors, optimizing and speeding up production and logistics processes, their management in real time and increased workplace safety..

Portfolio
HEALTHCARE



Asseco CE [SK, CZ]

Asseco Central Europe provides a wide range of solutions for the entire vertical line of the health sector – standardized software products or full-scale solutions developed to meet the specific requirements of our customers.

Insurance Healthcare companies segment

Mediform is a full-scale information system covering all important processes within an insurance company, e.g. IS administration, code lists and catalogues, client registers, receipt of insurance contributions, control and collection of contributions, annual insurance contribution settlement, calculation and payment of charges to healthcare providers, medical reviews of costs and refunds of costs to the insured persons from the EU. The system also includes the account file and accounting.

ZPIS (Zdravotný Poistný Informačný Systém – health insurance information system) is a central multi-layer information system (IS) intended for health insurance companies. It contains the full application software for administration of and support for the activities of health insurance companies. It is based on long-term experience in developing and enhancement of health insurance systems and contains the latest knowledge in the area of modern technologies. The system is universally applicable and modifiable based on relational database technology. The information system is integrated with an internet portal and an electronic filing room for the contact between the customer and their clients and partners and may be connected also to other supporting systems (ERP, MIS, call centers, etc.).

Physician Portal project (HCP) was created as a response to a need to simplify and expedite the process of sending physician's requests for patient-specific health care authorizations, while minimizing the time it takes for the insurance company to handle such requests. Based on pre-defined criteria for architecture, functionality and UX/UI, the portal has been designed so that the physician is no longer required to fill in their details each time he/she logs in. Now, the login details are integrated in the physician's outpatient system and only one click is required to log in.

The process of submitting a new request has been improved as well, and today uses a number of options and checks from the dials, the functionality of pre-populated items and logical relations between them. Security as one of the pillars of the portal's functionality has not been left unchanged. Every request submitted by a physician is electronically signed with the same signature with which the physician signs electronic prescriptions. Another supplied feature of the portal is an advanced form editor which makes it possible to create new requests or manage already created requests, allowing full autonomy in the processing of the stored content.

Jubula is a DRG module intended for assessment by physicians in health insurance companies to obtain and prepare data from the system on insured people, hospitalization cases and healthcare reported by healthcare providers in respect of provided benefits.

The **ATLAS** application developed for fast and intuitive communication of the insurance company's employee with the client, enables efficient search of the person and employer, provides an overview of the partner's basic data with the possibility of updating in the source system, processes and evaluates the indicators entered by the partner and facilitates the creation of information tasks or output forms of communication with the client. The platform on which the application is based can also be used for other tasks such as processing annual settlements, statistics and performance metrics for front-office and back-office staff. At the same time, the application can be connected to the call system in brick-and-mortar branches or it can be also used by the call center staff.

Hospital segment

The **Strix** software is the first product from the family of products supporting improvement of hospital care financing in Slovakia. Strix classifies hospital care into almost 1,200 so-called DRG groups, factoring in both medical issues and financial aspects of individual cases thanks to which it supports fair financing of hospitals.

Tyto is an expert extension module designed for integration with hospital IS. It helps physicians to code a hospitalisation case so that it corresponds to the actual course, meets the requirements of the SK DRG system and is accepted and reimbursed by the health insurance company. It contains more than 1,000 checks and expert rules to improve and simplify reporting.

Nesasio calculation module processes the hospital's cost data and subsequently assigns them to individual hospitalisation cases. It answers the question of how much money was spent on a specific hospitalization and what the cost structure was in terms of wages, drugs or devices.

The **Surnia** analytics module allows hospitals to view the DRG production, i.e., hospitalisation cases in terms of revenue and production structure. It answers questions such as the kind of revenue in the DRG system, how well data is reported to health insurance companies and which hospitalisations are profitable or loss-making by comparing their costs and revenues.

The **Otus** module is used to calculate the economic results of hospital cost centers in order to evaluate their efficiency. It helps hospitals to internally budget DRG costs and revenues and prepare outputs for accounting.

DRG BI is a business intelligence tool designed for hospital managers to process, analyze and present DRG data. It is based on a data warehouse where all DRG data processed or calculated by separate DRG modules are stored. The data is handled by the BI solution itself, built on the **Helios BI** product. Summary data is presented on the screens of the central dashboard. A specific area that is elaborated out of the box in the solution is the support of hospitalization case planning with revenue and cost projections.

Medical services

This is an extension of the STRIX product portfolio with the Medical Services Grouper. The product is used to uniquely identify medical services and programs for Hospital Network Optimization (UN) reporting purposes. It includes a program profile of individual hospitals resulting from the hospital network assignment by level and specialty. Controls whether and to what level a hospital is eligible to provide care in various medical programs. It assists physicians in determining the deadline for the maximum time availability of planned healthcare for waiting lists.

The creation of the Medical Services Grouper is a significant contribution to the implementation of the national project on Optimization of the hospital network project in practice and to the improvement of health care provision in Slovakia.

Telemedicine

The **Asseco MED** application allows remote monitoring and evaluation of the patient's health condition without the need for hospitalization. The use of the app not only shortens the patient's stay in hospital, but also optimizes his or her timely arrival, helping to prevent critical patient conditions. This technology was developed in collaboration with the Slovak University of Technology in Bratislava, Martin University Hospital and Jessenius Medical Faculty in Martin.

The most important clients of the Healthcare Business Unit include specialized health institutions, owners and operators of regional healthcare networks (Svet ZDRAVIA [SK] and other hospitals), and health insurance companies (Česká průmyslová zdravotní pojišťovna, Oborová zdravotní pojišťovna zaměstnanců bank, pojišťoven a stavebnictví, Union zdravotná poisťovňa, Všeobecná zdravotná poisťovňa, Vojenská zdravotní pojišťovna České republiky, Zaměstnanecká pojišťovna Škoda, Důvera, zdravotná poisťovňa). National Health Information Centre, F. D. Roosevelt Teaching Hospital with Polyclinic, out-patient departments, and general practitioners, Teaching Hospital in Nitra, and University Hospital in Bratislava – Nemocnica sv. Cyrila a Metoda.

asseco.com/ce

Insurance Healthcare companies segment

Plantago

by asseco

Electronic prescription system.

ATLAS

by asseco

System for fast, intuitive communication between the insurance company's employee and the client.

Chiroptera

by asseco

Unjustified claims management system for health insurance companies.

Jubula

by asseco

System for the work of medical reviewers in health insurance companies.

Physician Portal HCP

by asseco

System for direct online communication with healthcare providers.

Hospital segment

PROMIS

by asseco

Komplex hospital information system.

DRG BI

by asseco

A set of modules for creating reports and improving cost management, for monitoring the economic results of cost centres, for calculating the cost per case according to the methodology of the Health Care Authority, for planning hospitalization performances.

IMI

by asseco

Hospital information system.

Xanta

by asseco

Hospital information system, including hospital management system.

OnkoTeam

by asseco

Information system for oncological patient management [Assisted support in treatment of oncological diseases].

Asseco CE Magyarország (H)

Healthcare Strategic Business Unit consists of the following three departments:

- MedWorkS Team – development and support of our integrated hospital system
- Innovation and Knowledge Center – developing the new MedWorkS system and service package among other healthcare innovations
- Custom Development Team – software development based on individual needs of central and local public administration institutions, mostly in the healthcare field

In 2023, the MedWorkS Team fulfilled projects already contracted in 2022 but delayed by several months on the customer's part. Thus, in June we successfully closed the separation of the Central Hospital of Northern Pest from the Defense Hospital [Honvédkórház]. This project is of particular importance. The Central Hospital of Northern Pest, a new central hospital was created in Budapest, separating the military part from the Defense Hospital – now all 7 central hospitals use the MedWorkS system. With user number reduced by a quarter resulted by the separation, MedWorkS was kept also in the Defense Hospital. The project was funded by the Ministry of Interior and the Ministry of National Defense with 108 million HUF revenue.

Among the maintenance fees of existing systems and individual product sales, the revenue of the healthcare business unit in 2023 was affected by closing 2 large EU funded projects – for which we had to integrate the MedWorkS systems at each of our clients. One of them is the Nursing Support System (ÁTR) and the other is the Outpatient Management System (JABIR). Both projects were originally supposed to be completed in December 2022, but we only handed over the first development milestones by then, the commissioning of the systems and closing the projects were postponed to 2023. For these integration projects CRs were also used from our company at the end of the year – representing unplanned sales revenue.

The projected sales revenue was exceeded by the Healthcare Business Unit, due to the postponed projects from 2022 and unplanned CRs – owing to the end of the 2021 EU financial cycle. The Government can implement healthcare IT sector-level projects only with involvement of hospitals – a significant number of which use our MedWorkS system.

Contrary to the Government's goal, the conquest of our competitor [purchased by the Government] and its introduction to all hospitals was not successful. We lost one of our smaller clients – they were merged and integrated into the maintaining county hospital. The Government's goal of standardization cannot be a success since no data conversion took place, the institution regressed in terms of functionality and the Ministry of Interior – which manages the portfolio – received negative feedback regarding customer satisfaction. At the same time the Government's intention of a unified national HIS system still hovers above the head of the company, but its implementation with the purchased IT system is not feasible.

Part of the 2022 consolidations were charged to 2023 – unfortunately our costs remained high (return of office space with payment of exit fee), and the inflationary effect also increased the company's costs. After the 2022 cost reduction – which largely affected the Innovation and Knowledge Center and the Custom Development Team – in both departments we managed to stabilize the remaining team.

In 2023, the Custom Development Team focused on projects abroad. We remained in cooperation with the German Asseco Solutions, although we support this activity with a minimum number of employees. At the beginning of 2023 we entered an agreement with Asseco Poland regarding the development of a smartphone application supporting nursing work. After the preparation phase from January to the end of March, we started the development and the end of March and successfully handed over the project at the end of November. Starting from 2024, Asseco Poland is planning to sell the application to its client hospitals, and we expect further cooperation in the future.

Our Innovation and Knowledge Center dealt with our existing two R&D projects at a maintenance level which are planned to be closed in 2024. In 2023 the team focused on foreign projects. Together with Asseco CE we worked on the delivery of the Telemedicine System ordered by the Slovak University of Technology in Bratislava. Asseco Magyarország delivered 3 products:

- MedWorkS 2021 Outpatient System,
- iCardio Decision Support System,
- Asseco Rooms Teleconsultation System.

In addition to the sales of licenses for the delivered systems we carried out the implementations as well as localization, customization, and integrations tasks. 42 cardiology clinics were equipped with telemedicine devices and software. We plan to sell the system to additional customers abroad.

asseco.hu

PROSOFT Košice (SK)

PROSOFT Košice was established in 1993. Since its very beginning, the company has focused on the development of software products for healthcare providers. It has implemented a quality management system under ISO 9001, ISO 20000 and ISO 27001, which is audited annually.

PROMIS® Medical Information System is a core SW product and comprises software for hospital wards, outpatient offices, shared examination and treatment facilities, transport and rescue medical services, and central data processing and management services for the entire healthcare facility. The information system consists of modules and therefore, in addition to the full-scale installation of the entire system, individual modules may be installed separately with the possibility of enhancing the system later and according to the customer's needs.

Customers include:

- Hospital networks, hospitals with polyclinics, specialized hospitals, specialized treatment facilities, polyclinics, spa facilities (55+)
- Smaller non-governmental health facilities, outpatient offices (doctors – specialists, GPs, dentists), private laboratories, etc. (500+)
- Rescue Medical Service and Medical Transport Service (10+)
- Social Service Centres and hospice

Interoperability represents an important feature of the PROMIS® solution. This includes two-way communication with external laboratories, two-way interconnection with PACS from various suppliers, and interconnections with calling systems, medical devices, DRG Groupers, insurance companies' projects, ePrescription, eHealth, eVaccination and others. The system also enables interoperability with the economic information systems from various suppliers, and with the management system from Asseco CE.

In 2022, the company launched many new modules aimed at improving patient safety and optimising medical processes, mainly in the areas of patient identification, comprehensive source planning, blood bank, web for external order forms, patient kiosk, EHR, mobile app for staff, patient consent management and others. Specialised modules for Emergency Department, Oncology, ICU, Radiology, etc. have also been completed.

This software has already been implemented in the most modern hospital in Slovakia - Bory Hospital, and some modules also in other hospitals in Slovakia.

Simultaneously, the development of the next-generation medical information system New Generation Hospital Information System (NG HIS) is underway, some parts of which have already been implemented in Bory Hospital.

The company provides quality product support for our product in 8/5 mode and for key customers in 24/7 mode.

www.promis.sk .

Telemedicine

MED

by asseco

Telemedicine system allows to remotely monitor and evaluate the patient's health condition without the need for hospitalization.

iCardio

by asseco

CDSS system for cardio treatment.

Rooms

by asseco

Information system for teleconsultation.

UTSKA

by asseco

Universal Telemedicine System for Cardiology Outpatient Clinics.

Central systems

eZdravie

by asseco

The eZdravie system is a central repository of a patient's medical records and is a source of important information about the patient's health that can save his or her life.

Portfolio **INSURANCE**



Asseco CE (SK, CZ)

The portfolio of Asseco Central Europe for the Insurance sector consists of information systems for commercial and pension insurance companies as well as public and private health insurance companies. For the commercial insurance sector, it includes the core information system **StarINS**, which comprehensively covers the operational needs of private insurers, i.e., life, non-life, and universal insurers. Asseco CE's offering of comprehensive core insurance solutions is complemented by the **iPortal** portal front-end solution, which, together with the StarINS solution, creates an ecosystem – a platform called **looX** (Insurance out of the Box). iPortal can also operate independently by connecting to existing customer core solutions. iPortal represents a modern self-service front-end solution whose primary task is online insurance sales through various distribution channels, including brokers, agents, banks, and direct sales. Thanks to the use of the latest technologies and know-how from various international markets, along with the StarINS system and other third-party solutions (such as Hannover Re ReFlex), it forms an attractive solution supporting digital insurance.

Another product from the range of Insurance solutions is **SofiSTAR**, a production information system for administrators of citizens' pension savings. The system ensures front-office and back-office activities with a high degree of process automation, including clients' Internet access to personal pension accounts and automatic processing of electronic pension savings documents.

Clients of the Insurance BU are commercial insurance companies and pension savings management companies in Central Europe (Allianz – Slovenská poisťovňa, Stabilita d.d.s., Youplus Czech Republic, Youplus Slovakia, Youplus Austria, Youplus Switzerland, and Partners poisťovňa). Our efforts aimed at offering software products internationally have resulted in the successful launch of StarINS operations in Nigeria and Ghana (Coronation Insurance Plc. and Coronation Insurance Ghana Limited for non-life insurance, Coronation Life Assurance Ltd. for life insurance). In 2019, our looX solution supporting digital insurance was successfully launched in the Czech Republic, in 2020 in Slovakia, and in 2021 in Austria under a contract with Aspecta Assurance International AG, based in Liechtenstein. In February 2023, looX was launched in Switzerland.

asseco.com/ce



looX – Insurance out of the box represents an end-to-end software suite for commercial insurance (i.e. life, non-life and composite insurance) covering the insurance carrier's front-end operations via its Asseco iPortal and back-office operations via Asseco StarINS integrated into one common platform supporting digital insurance.



StarINS – A comprehensive back-office solution, serving life, non-life, and composite insurance carriers, supporting all lines of business and covering most back-office operations present in the insurance business.



iPortal – A responsive self-service front-end solution providing features that streamline sales processes and minimise back-office operations by moving the most requested services to the portal.

Portfolio **PUBLIC**



Asseco CE (SK)

Asseco CE specializes in development and supply of public administration solutions that cannot be implemented by standard means and tools without investing a great amount of creative work. The strongest domain of the company is the ability to design and implement systems processing large volumes of data with a sophisticated transaction logic and special portal solutions with an interface providing forms intended for the public administration, which are implemented with connections to the sectoral components of eGovernment and basic registers. The specific offer for the state administration includes designing and supply of full-scale systems, including HW, network infrastructure, integration platform, and specialized high-load applications with guaranteed high accessibility, which address specific requirements of the state administration concerning central information systems, agenda systems, registers, auditing information systems for distribution of the contributions and subsidies provided by the government and budgetary information systems for processing and publication of large data files. Another area covered by Public SK Business Unit is Business Intelligence. In this area, the Company has proceeded with software development from reporting tasks through dashboards and ad-hoc analyses to advanced methods of datamining and predictive modelling. The company provides its StarBI solution either as a turnkey project or through customization of already developed modules. It uses the standard BI platform and databases (IBM, Microsoft, Oracle and SAS). Asseco CE offers a wide range of solutions for monitoring and assessment of profitability (products, clients, business channels), reporting automation for internal and external environments (regular reporting, ad hoc outputs), deep data analysis via datamining tools and resolving various tasks such as fraud detection (insurance industry, state revenues – taxes), cross-selling, add-on selling, customer segmentation, and other types of tasks. The AQS (Asseco Quality Services) solution is intended for data consolidation and transfer among heterogenous systems. The solution combines a software product, methodology, and related services focusing on execution of data migration, consolidation, and cleaning.

Solutions for registries, Document Management Systems (DMS) and process management on the Fabasoft platform represent a significant area of Public SK Business Unit. Since 2002, the company's solutions have been used by more than 55,000 users in dozens of organizations in both the public and private sectors. It provides a full-scale DMS system that meets the legislative requirements applicable to the standardization of administrative document exchange among public administration and self-government bodies valid in the EU and the Slovak Republic. The document management service also includes approval processes. It contains registration, scanning, file number assignment, bar code assignment, and provides tools to manage and control the flow of documents within the organization such as approval processes, change history and compliance with the deadlines set out by legislation and internal directives. It makes use of various tools such as Document Management System, Workflow, integration platform and archives. It offers electronic versions of process areas exactly according to the customer's needs and requirements. Products offer customers more efficient solutions for the area of document management while factoring in the entire document lifecycle from initiation to settlement. Implemented solutions increase speed, efficiency and transparency of administrative processes in practice.

Asseco CE also covers solutions and delivery of full-scale services for the education sector – specific works focusing on the coordination of work of experts, integrating innovative elements in implementation of full-scale programmes and systems resulting from the requirements of the labour market towards education. It provides an offer of services arising from the current trend of high economic growth contrasts with a lack of qualified manpower and this creates a demand for quality consultancy services and innovative solutions for education and labour market that builds on partnership with the Association of Employer Unions and Associations (Asociácia zamestnávateľských zväzov a združení Slovenska - AZZZ), Association of Industrial Unions and Transport (Asociácia priemyselných zväzov a dopravy - APZD), National Employer Union (Republiková únia zamestnávateľov - RUZ), Trade Union Confederation (Konfederácia odborových zväzov - KOZ), Association of Towns and Villages of Slovakia (Združenie miest a obcí Slovenska - ZMOS), Ústredie práce sociálnych vecí a rodiny, etc.

The most extensive projects implemented in this area include supply of solutions for ministries (Ministry of Transport and Development of the Slovak Republic, Ministry of Finance of the Slovak Republic, Ministry of Interior of the Slovak Republic, Ministry of Health of the Slovak Republic), State Institute for Professional Education, and many other authorities and institutions.

Other important projects include deliveries of solutions for Supreme Audit Office of the Slovak Republic, Tax Directorate of the Slovak Republic. With regard to Data Warehousing and Business Intelligence solutions, major clients of the Business Unit include commercial organizations as well as non-commercial entities, where Asseco solutions significantly assist, for example, the Financial Directorate of the Slovak Republic to combat tax evasion, allow processing of the statistical data obtained from the Czech Statistical Office and serve to integrate data and systems.

asseco.com/ce

Asseco CE (CZ)

The company ranks among the most important providers of full-scale IT solutions and services in the Czech Republic. It implements demanding projects for the state administration and self-government as well as for the commercial sector. The company has extensive experience gained through years of integration and consultancy projects and places a strong emphasis on modern architecture of information systems and security. It has achieved the position of preferred and credible supplier of key information systems for the government (basic and public registers, modern portal solutions oriented towards the needs of citizens or eNeschopenka) and has become a recognized partner for creation of strategies for the government's digitization projects (eGovernment, eHealth). It is a stable partner for its customers and helps solve all the processes associated with extensive IT areas, including specialized customized applications, geo-information systems, solutions for digital technical maps, portal solutions, agenda systems, ECM or BI solutions supporting managing and decision-making processes, smart city solutions, IT infrastructure solutions, back-ups, and server and desktop virtualization or security. Furthermore, the company supplies portals, electronic banking systems, chip card systems, and other software to financial institutions and capital market entities.

The intensively developing competencies of our company in the area of public administration in Czech Republic may be enhanced by application of the Enterprise Architecture principles. We use those principles to map the current situation, to propose a future architecture of the target environment (in the segment concerned it is, for instance, an office or a central administration office), and to draft transformation projects and roadmaps. The TOGAF™ methodology along with the modeling language ArchiMate™ are used to develop projects of this type. Currently, so called Government Enterprise Architecture (GEA, EA modified for public administration) represents a significant trend in the public administration area with an increasing frequency of use. In the Czech Republic, the GEA principles serve as the basis for so-called National Architectonic Plan (NAP). Each new project in this area must comply with the architectonic templates and principles codified in NAP. To support further development of the BU Public in this area was the right decision. Application of GEA within digitization of public administration, including all its segments, contributes towards better arrangement and systematization within designing and implementation of new eGovernment projects, which results in more frequent use of that competence within the projects focusing directly on architecture creation. A specific offer for the public administration comprises design and supply of full-scale state administration systems, including HW, network infrastructure, and specialized high-load applications with guaranteed availability for specific requirements of the state administration, e.g., central registers, business registers, control systems for distribution of state benefits and subsidies and budgetary information systems for processing and publication of extensive data files on the platforms Informix or Oracle with the use of application servers Weblogic, topology Geocluster RAC and the Java development environment. Recently, the portfolio of the Public BU's solutions has been extended by a solution based on the microservices architecture making use of open-source technologies and platform services MS Azure and Oracle Cloud.

The most extensive projects implemented by the BU Public CZ include supply of solutions to ministries (Ministry of Interior of the Czech Republic, Ministry of Finance of the Czech Republic, Ministry of Work and Social Affairs, etc.) but we have also been cooperating with the Czech Statistical Office, and a number of other authorities and institutions, the Czech Social Security Administration being one of them. We are a reliable supplier of key projects of the Czech e-Government, such as the Register of Rights and Obligations, Register of Persons, the system for electronic reporting of temporary incapacity for work eNeschopenka, or the system for support of social and pension insurance agenda. Throughout the year, we continued the intensive work on one of the most extensive projects in the area of eGovernment of the Czech Republic in recent years - eSbirka and eLegislativa for the Ministry of Interior of the Czech Republic. This work culminated in the launch of part of the eSbirka project into full operation, and thanks to this, the complete database of Czech legislation (zakony.gov.cz) was made available to the public. In the last year, we also participated in continuing development of other functions of Portál občana. Similarly, we continued in development of the Register of Rights and Obligations with the Ministry of Interior of the Czech Republic that is a key element of eGovernment, containing records of all public administration institutions, agendas and services provided by the public administration, information systems and plans for the digitization of interactions between the public administration and its clients.

During 2023, Asseco CE implemented several important projects. In addition to already mentioned eSbirka, the Digital Public Administration Map for the State Administration of Land Surveying and Cadastre of the Czech Republic is definitely a project worth mentioning because it represents a key public administration system for the work with geodata. The Administrative Register of Economic Operators for the Ministry of Finance, the Fishing Information System providing services to 250 thousand fishermen, served for emission allowance purchases up to CZK 90 million. The end of the year was also marked with the first and successful implementation of the Fabasoft registry for the Probation and Mediation Service in the Czech Republic. Public CZ successfully finalized and justified in practice before a committee of the Ministry of Industry and Commerce the scientific research project entitled EMMA i.e. Embedded eGovernment, whose outputs are supposed to enhance the portfolio of our services in the area of digital cooperation between the public administration and the commercial sphere.

Thanks to the efforts in the last year, the Public Business Unit succeeded in maintaining several important long-term contracts (Czech Social Security Administration, Digital and Information Agency, Ministry of Justice, Ministry of Finance, and other customers), which fact not only confirms the satisfaction of our customers, but also provides a space for further development of our services.

asseco.com/ce

Fabasoft®

Fabasoft eGov-Suite – A solution for complex digital registry management and efficient process management in public, small and large organisations.

Portfolio
INFRA
STRUCTURE



Asseco CE Cloud (SK, CZ)

Asseco CE Cloud has been active on the information technologies market since 2023. The company supplies technological and infrastructure services and its core services focus on comprehensive infrastructure care, including customized designing, architecture, implementation, and operation, outsourcing of internal IT services, migration of entire applications and systems, private and public clouds, and implementation of various hybrid solutions. The company aims to provide its customers with the XaaS (Anything-as-a-service) level of services whose development therefore focuses on both technological aspects and comprehensive approach, including automation, efficiency, and close interconnection with applications. The company delivers efficient solutions, while focusing on data protection and cyber safety, and makes use of top technologies and expert services. In designing, it closely cooperates with Asseco Group entities to ensure that final solutions meet customer requirements as concerns functionalities, safety, performance, accessibility, scalability, extensibility, management, and supervision.

Asseco CE Cloud's infrastructure solutions include the following core services:

- Implementation of and support for server systems, networks and their security, data storage systems, database systems, middle-ware, application servers, and user systems;
- Infrastructure development for containerization-based applications;
- Provision of cloud services as necessary and required by customers either the on-premise basis or via a commercial cloud or a hybrid model;
- Support to both external and internal customers – Asseco CE Cloud provides non-stop Call Centre and Helpdesk services.

Asseco CE Cloud arranges supply of hardware, software licenses, network and support infrastructures, and customer installations in cooperation with a majority of leading manufacturers and distributors of such technologies.

The company is a certified service provider under Quality Management System ISO 9001:2015, Information Technologies Standards, Services Management ISO/IEC 20000-1:2018, and Information Security Management system ISO/IEC 27001:2013.

The company has arranged designing, supply, implementation of and support for IT infrastructures for various major customers of Asseco Central Europe, e.g. the Ministry of Interior of the Czech Republic, Czech Statistical Office, Supreme Audit Office of the Slovak Republic, Czech Social Security Administration, [operation of e-Portal – an information and communication interface], Administration of Basic Registers (operation of the Rights and Obligations Register and the Register of Persons), the Capital City of Prague (operation of a crisis management information system), the DanubePay company (support for and operation of banking and payment systems), and the National Certification Authority (NCA).

In addition, Asseco CE Cloud operates and develops internal information systems for the Asseco Group, while continually upgrading the company's infrastructure to increase the share of virtual technologies and cloud technologies. This approach greatly enhances the flexibility and efficiency of technological source sharing for projects implemented in the Czech Republic, Slovakia, and Hungary and enables efficient knowledge sharing across all companies. For development teams, Asseco Central Europe continuously designs, develops, and administers development and testing environments necessary for customer solution development and support.

asseco-ce.cloud

exe (SK)

The exe company has been active in the IT market since 1990. In 1991, the company became one of the first official partners of Microsoft in Slovakia. The company has been active in both the Slovak and Czech IT markets, especially in the area of infrastructure services, software development and sales, and is also an authorised Microsoft partner and holder of Microsoft Gold Certified Partner certification and many other certificates. The company ranks among the first holders of the title Microsoft Licensing Solution Partner. The exe company is also an established provider of translation and software localization services. Moreover, the company has become a successful system integrator with its own development centre. In the complex area of globalisation and internationalisation processes, it is able to efficiently support Slovak companies in marketing their products worldwide. Over the years, exe has recorded more than 800 successful projects for both business companies and public and state administration institutions.

The company enters the market as an important integrator of business software solutions with 30 years of history. One of the domains of exe is to assist in the digital transformation of companies that brings simplified administration and increased productivity. The solutions along with full-scale services are based mainly on the Microsoft SharePoint, Microsoft Dynamics CRM, and ABBYY platforms. The exe company offers its experts to guide companies in adopting and using cloud services that a customer can obtain through the implementation of hybrid solutions or migration into a cloud environment. An important aspect of these services involves supporting customers in the provision of operational infrastructure and information. Data analyses and their understandable visualisation via the Microsoft Power BI platform represent one of the current corporate pillars and help staff at different levels of the organisation to quickly obtain key information for the purpose of decision-making. The exe company covers the field of machine learning using Microsoft's Cognitive Services platform, delivering more advanced, custom-designed solutions for customers. Since 2022, the company has expanded its portfolio to include the delivery of virtual solutions used, for example, for training simulations or digital representation of the real world for management or educational purposes.

The company actively participated in the SOC project in 2023, aiming to enhance cybersecurity within the EU. In addition, it is a leading and highly acclaimed provider of translation and localisation services worldwide. Renowned market surveys, such as those conducted by CSA Research, have ranked the company among the Top 25 language service providers in Central and Eastern Europe. In the latest survey, it even secured the 15th position. The largest in business for 2023, as published by The Slovak Spectator, it ranked 3rd among translation agencies and 10th in the ranking among the largest IT companies in the software and system integration category. The company is a member of international professional associations, including the Globalization and Localization Association (GALA) and the Association of Translation Companies in Slovakia (ATCSK), where it currently holds a position on the association's supervisory board. The company is a certified service provider according to ISO 9001:2015, the translation standard ISO 17100:2015 (replacing EN15038), and the machine translation standard post-adjustment ISO 27001.

People at exe believe that modern technologies are reshaping the contemporary business definition. The future is already happening today, and the company's mission is to make it accessible to all its clients, unlocking the hidden potential in their business and turning it into an opportunity. Through the constant generation of new ideas and innovative technological solutions, the company facilitates modernisation and digitisation processes for businesses in the ever-evolving world of information technology. The company's strengths lie in new ideas, the courage to implement them, and a team of experienced professionals capable of turning ideas into reality. All of this succinctly encapsulates the company's creed: "Unlock Tomorrow".

www.exe.sk

Projects

Projects, products, services and solutions



Insurance out of the Box

The Insurance out of the Box (looX) solution for the Youplus group, which covers front-end and back-office services provided by the insurer, has been deployed in several countries. The project implemented in the Czech Republic in 2019 was followed by a project implemented in Slovakia in 2020 and a project implemented in Austria in 2021. The solution for Youplus Switzerland, one of our major partners, was successfully launched in February 2023. The year 2023 gave us an opportunity to enter the German market through a project for Youplus Germany Group Life, which will also include implementation of StarINS.

In 2023, we customized for the PARTNERS insurance company, a member of strong financial group PARTNERS GROUP HOLDING SK, its already deployed solutions by making several interventions and updates of the company's comprehensive end-to-end solution and its components.

Authorization server SEZAM

Asseco's SEZAM authorization server was implemented for J&T BANKA as a tool securing reliable and comfortable user identification and user transaction authorization within the Bank's information system. The successful completion of the implementation project was followed by the deployment of the server into production in both Slovakia and the Czech Republic.

The Bank's clients have at disposal a wide range of security features, including the Asseco Mobile Token application, and the Bank can integrate this mobile authentication solution with other banking applications through API.

Digitization project for an investment bank

The implementation of a modern user interface for staff and clients of J&T BANKA, a foreign bank's branch in Slovakia, continued in 2023. The interface is based on an operations and technology platform derived from Asseco's Omnichannel platform. This comprehensive solution also includes Asseco's Notification Centre, Sezam Security Server and Asseco 24

62 Following the deployment in 2022 of a new version of the Bank's web interface, which included the transparent account functionality, we implemented, in cooperation with the Bank's project team, another important component of both the Bank Employee Portal and the Electronic Banking Portal, which includes the Payment Centre, Notification Centre, Clients and Authorized Persons, Products, and Calculators. The delivery and acceptance of further solution modules are scheduled for 2024.

ARES - Administrative Register of Economic Operators

ARES – Administrativní registr ekonomických subjektů was established already in 1993 with the aim to collect data about legal entities and natural persons – entrepreneurs from various registers in order to compare and control the data. Originally, the project was to be carried out by the Czech Statistical Office, but later it was transferred to the Ministry of Finance of the Czech Republic. A massive upgrade of ARES took place in 2023 and included optimization of processes and full replacement of technologies. The upgraded ARES has been in full operation since then.

Mortgages

In September 2021, we signed a contract with Modrá pyramida stavební spořitelna (MPSS) for extension of the StarBUILD system by the Mortgage Module and migration of mortgages from Komerční banka (MPSS shareholder). StarBUILD, a multicore banking information system, meets all needs of banks and building societies associated with the financial products for housing purposes. In 2022, we signed an amendment to the contract with MPSS to enhance the scope of the project by including new functionalities.

Implementation of the last new functionalities in 2023 was accompanied by integration with the systems of Komerční banka and final E2E user acceptance tests. The pilot run of the StarBUILD system started in October 2023 when Komerční banka entered the first mortgages into the StarBUILD system. The technical migration of mortgages from Komerční banka to the StarBUILD system is scheduled for the second quarter of 2024.

During 2023, we worked on a feasibility study for MONETA Money Bank, which included an analysis of feasibility of the implementation of the StarBUILD project for mortgages provided by MONETA Money Bank and data migration from existing systems. The study was successfully completed in November 2023. MONETA Money Bank is supposed to decide in 2024 on the actual implementation of the project.

Czech Social Security Administration

In 2023, we succeeded in completing approximately 258 partial phases of a project for the Czech Social Security Administration, which involved deployment of several electronic services (flat-rate tax, Summer of Mercy, reservation system, English version of the e-Portal, EESSI development, Summer of No Mercy, etc.). In addition, further services pursuant to the Single Digital Gateway Regulation (EU) were launched – Online Pension Application (ZDOL) and Free Movement of Persons (OLA/VPO), which are referred to as the starting points of the digital revolution at Czech Social Security Administration and can be deemed to be the most complex services of the Czech e-Government.

eDoklady (eIDs)

In 2023, we finalized the eDoklady project – a Czech vanguard of the European Digital Identity Wallet (EDIW) under preparation. eDoklady has been developed to match EDIW with a perspective of its transformation into the Single European Wallet. The project involved development of an application for the upload of ID documents and will enable Czech citizens to use it to prove their identity.

IS for the Czech Fishing Union

We delivered a new information system for the Czech Fishing Union. In 2023, we programmed key modules for sale of fishing permits and related agenda, completed data migration to the central system, launched a pilot run, and prepared the system for deployment into production. The project involved successful migration of data from 500 organizations and 250 thousand members into the central system efficiently supporting further development of the Czech Fishing Union.

System for verification of qualifications for the Ministry of Education and the labour market

The delivery of the nationwide project entitled System for Verification of Qualifications in the Slovak Republic, which was implemented by the Public Consulting Division for the State Institute of Vocational Education, involved development of registers and methodology related materials, coordination of work of more than 600 experts, preparation and implementation of online and personally attended educational events, and coordination of qualification testing (almost 3,000 persons) in cooperation with authorized institutions and expert boards.

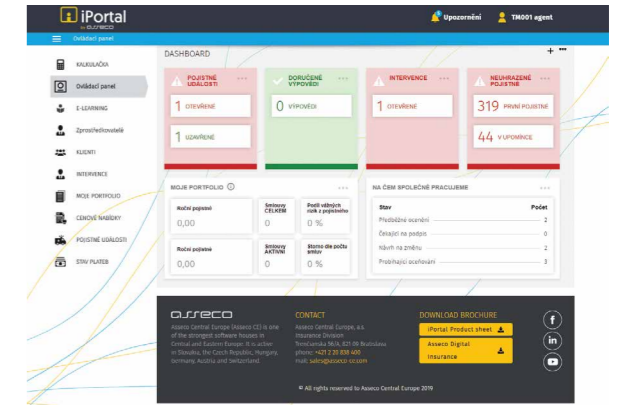
The successful delivery of the project strengthened the good relationships between Asseco CE and main project partners – Asociáciou zamestnávateľských zväzov a združení SR (Association of Employer Unions and Organizations of the SR), Asociáciou priemyselných zväzov a dopravy (Association of Industrial Unions and Transportation), Republikovou úniou zamestnávateľov (National Union of Employers), Konfederáciou odborových zväzov Slovenskej republiky (Trade Union Confederation of the Slovak Republic), Združením miest a obcí Slovenska (Association of Towns and Municipalities of Slovakia), Ústredím práce, sociálnych vecí a rodiny (Central Office of Labour, Social Affairs, and Family), and further 150 involved authorized institutions and more than 600 experts from 24 national economy sectors. The project enables obtaining professional qualification certificates without the need to complete further education.

Camera system upgrade - Nové Mesto nad Váhom

In December 2023, we delivered, in cooperation with our subcontractor – the CANEX company, a new operations centre and upgraded the camera system of the Municipal Police in Nové Mesto nad Váhom. The contract included an elaborated video management system using AI to evaluate and analyse video recordings, which enables operations centre users to search for, detect, and notify specific situations, persons wearing specific clothes, number plates without the permit to enter a defined area, etc. It facilitates the work of the operations centre staff by eliminating the need for tedious searches and real-time camera recording checks. In addition, we installed a camera system on the technical service vehicle that monitors road potholes within the city area.

State Agricultural Intervention Fund

We implemented a project for provision of the SZIF Portal services and a portal application for Monitoring Approach (SZIF Portal System) for Státní zemědělský intervenční fond. Our delivery included development of a front-end portal on the basis of the MACH program, which introduces the monitoring of agricultural areas by a satellite system to enable remote verification by the payer of subsidies. The system is able to check whether prescribed agricultural activities have been carried out on individual plots to verify whether subsidy grant requirements have been met.



iPortal of looX solution.



ePortal ČSSZ.



The SOK project won the Project of the Year 2022 award in the Facility Innovation category of the Slovak Association of Facility Management.

Czech Office of Land Surveying and Cadastre

In 2021, we procured and developed for Czech Office of Land Surveying and Cadastre software products for renewal of cadastral records, land register data revisions, and creation of unmeasured entries and geometric plans and provided Czech Office of Land Surveying and Cadastre with maintenance services. The project included the development of special client applications OKO Desktop and Field (mobile client) based on the LIDS Explorer Client. We implemented a number of functionalities and extensions, e.g. project management (change procedure), VFK import, management and printing of drawings serving to establish borders, special editing functions for OKO, data control system, management of inconsistencies, automated plot mergers and renumbering, nomenclature revision function, transformation function enhancements, integration with the Groma application, special client and database derivation functions, data export to VFK, upload of renewed cadastral records to the Land Register Viewer, etc. The customer accepted the project by the end of 2023. Currently, the above functionalities are subject to final optimization steps that have to be completed prior to a pilot run. The start of the live operation is scheduled for the second quarter of 2024.

New IS for UVZ – Public Health Authority

A new information system delivered to the Public Health Authority was accepted in June 2023. The system resolves the issues critical in terms of national security and health. It is based on a unique cloud architecture infrastructure and contains 14 mutually integrated modules and a public portal with new electronic public health services allowing one-stop arrangement of the agenda that was not supported electronically, which means that people are able to settle various reporting and other obligations without being forced to visit the authority. Up to 37 independent websites merged into a single website with a uniform architecture and design. The modernized information system has significantly supported unification of the processes carried out by regional public health authorities and enhances public healthcare and protection in various areas, e.g. epidemiology, environmental health, workplace health, laboratory tests for public health purposes, state health surveillance, etc.

Upgrade of eGOV services of the Industrial Property Office of the SR

The project "Upgrade of eGOV services of the Industrial Property Office of the SR" was successfully finalized in 2023. The project aimed to optimize end services and electronic forms to achieve long-term sustainability in their provision to citizens and entrepreneurs and involved integration of the PES IS with reference registers, optimization of electronic form signing and sending processes, and implementation of a responsive design enabling the work with electronic forms on mobile devices. To achieve this goal, the integration between the PES IS and the Fabasoft IS had to be enhanced. In the Fabasoft IS, the agenda system of the Industrial Property Office, the automated uploading of data from electronic forms to the Fabasoft IS and vice versa was implemented. This modification will significantly facilitate the work of the IPO's staff.

Further goals included development of a modern reporting and statistical tool required due to the continuously growing need to collect statistical and analytical information for compilation of analytical and statistical reports. The Fabasoft IS was adjusted to enable the statistical module to quickly and efficiently obtain all the data necessary to compile outputs.

eDotácie (eSubsidies) for the Ministry of Economy of the SR

In 2023, we continued the implementation of a superstructure module solution - eDotácie- for the Ministry of Economy within the Fabasoft system.

eEnergie – a solution for registration and processing of applications for subsidies to cover additional costs resulting from increased gas and electricity prices. The total number of processed applications during the 1st phase reached 16, 492. eEnergie has remained a live project, as the 2nd phase of the project is currently underway and has been accepted for the year 2023 260 484 applications.

Upgrade of Fabasoft eGOV-Suite from the 2016 version to the 2023 version for the Ministry of Interior of the SR

In 2023, we successfully upgraded the Fabasoft system and installed its 2023 version within the testing environment of the Ministry of Interior. Its full deployment into production is scheduled for the beginning of the second quarter of 2024 and it should include adding of other internal employees of the Ministry, which means an increase in the number of users.

Fabasoft eGOV-Suite upgrade from the 2016 version to the 2023 version for the Ministry of Investments, Regional Development, and Informatization

The Fabasoft system used by the Ministry of Investments, Regional Development, and Informatization was successfully upgraded in 2023 to the latest version. The production was launched on 8 January 2024 and this Ministry has been the first customer using the latest eGov Suite 2023 version meeting modern and user-oriented system criteria.

Košice Higher Territorial Unit – Implementation of Fabasoft 2023 Cloud for the Košice Self-Governing Region Office and organizations founded by it

In 2023, we implemented a project for the Košice Higher Territorial Unit and its subordinated organizations, whose aim was to launch a cloud registry, expand the use of the Fabasoft IS by the organizations founded by the Košice Self-Governing Region Office, migrate on-premise the data from current registry Fabasoft 2026 to Fabasoft 2023 Cloud Registry, and provide support for the solution already in place. The registry was successfully deployed into production on 2 January 2024.

DAC7 Module

In 2023, we implemented a brand-new system for information exchange among EU Member States / Contracting States to support cooperation in the area of tax administration. This step was a part of implementation of Council Directive [EU] 2021/514 in the Slovak Republic to meet the automated information exchange (AIE) requirements with the focus on obtaining and disclosure of the information provided by platform operators, so-called DAC7/DPI Module (information about the sellers with the notification obligation, who carry out selected activities such as lease of real estate or means of transportation, sale of goods, etc.). The solution included the on-premise integration with related agenda information systems of the Financial Directorate of the SR. DAC7/DPI Module was deployed into production by the end of 2023 to enable receiving of the data relevant for DAC7/DPI from the reporting platform operators registered in Slovakia as of 1 January 2024 in accordance with the legislative deadline.

Slovenská sporiteľňa SeCV

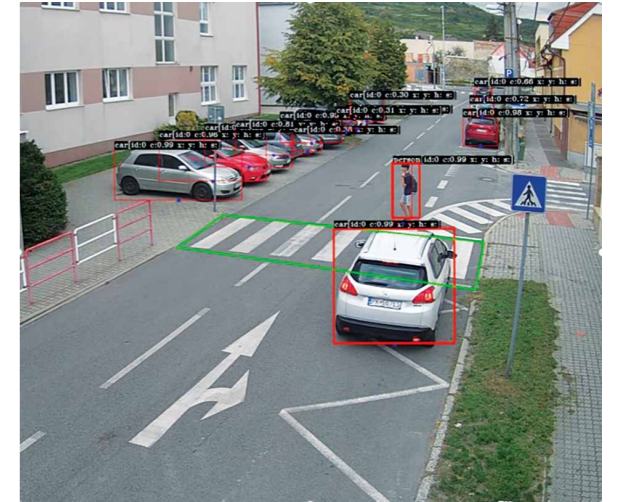
We implemented a new modern security core for Slovenská sporiteľňa to allow easy adding of new functionalities and enhancement of the scalability of performance and services. The implementation included preparatory steps for the integration of the Bank's authentication and authorization services with the George system to facilitate client access to the Bank's services via the Internet and mobile banking without the need to develop a special mobile application.

ATM software & management

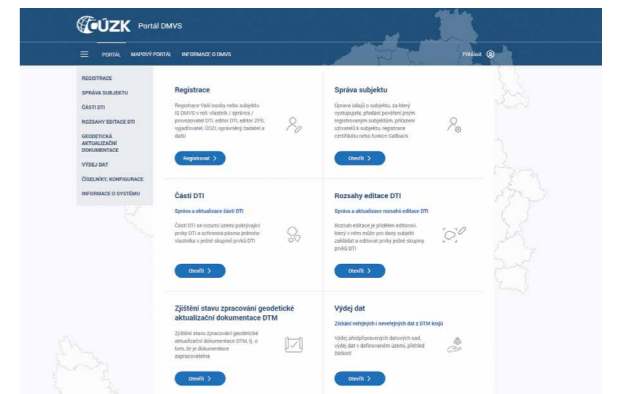
Asseco ATM Software solution implemented for Slovenská sporiteľňa enables transfer of certain work tasks from the Bank's personnel to the ATM network. The implementation of this customizable software has increased the efficiency of execution of standard cash transactions and payment orders. Now, clients can draw cash using a mobile phone instead of a payment card.

eČakacie listiny (waiting lists)

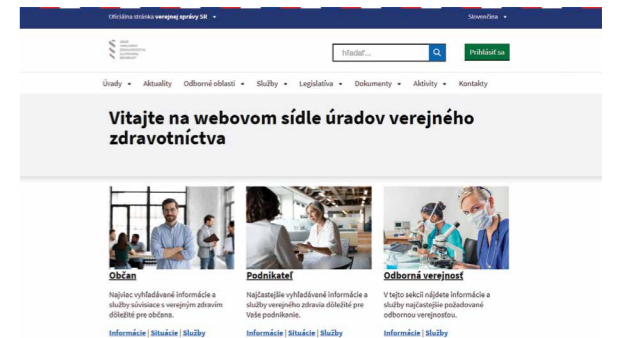
We expanded the portfolio of services and applications of VŠZP (a health insurance company) by a comprehensive information system taking care of the list of insured persons waiting for planned healthcare provision. The information system had been developed to meet the legislative requirements set out by Act 540/2021 and Decree 316/2022 on hospital care categorization. In implementing the information system, we used the know-how acquired from registration of waiting lists pursuant to older legislation and the functionalities of the applications already in use, e.g. ePobočka, ZPIS, IPK, a mobile application, and IPEP, and developed a brand-new application – Waiting Lists through which VŠZP personnel can actively manage suggested planned healthcare and communicate with both healthcare providers and the insured.



Video management system with elements of artificial intelligence for Nové Mesto nad Váhom.



Portal DMVS for ČUZK.



Portal ÚVZ.

Human Resources



Asseco CE is one of the major employers in the IT field in Slovakia and the Czech Republic. Our employees are the force behind all our success and create the values that last in the long run. The aim of our company and HR policy is therefore to find a space for the future enhancement of the knowledge and development of the skills of our employees, supporting their professional and personal potential, creating a suitable working environment at all levels, enabling the integration of work life and personal life, and engaging employees in contributing towards the success of their teams and thus also our entire company.



Mendel's career day.



My relationships as a mirror workshop.



Business breakfast at FIIT STU in Bratislava.

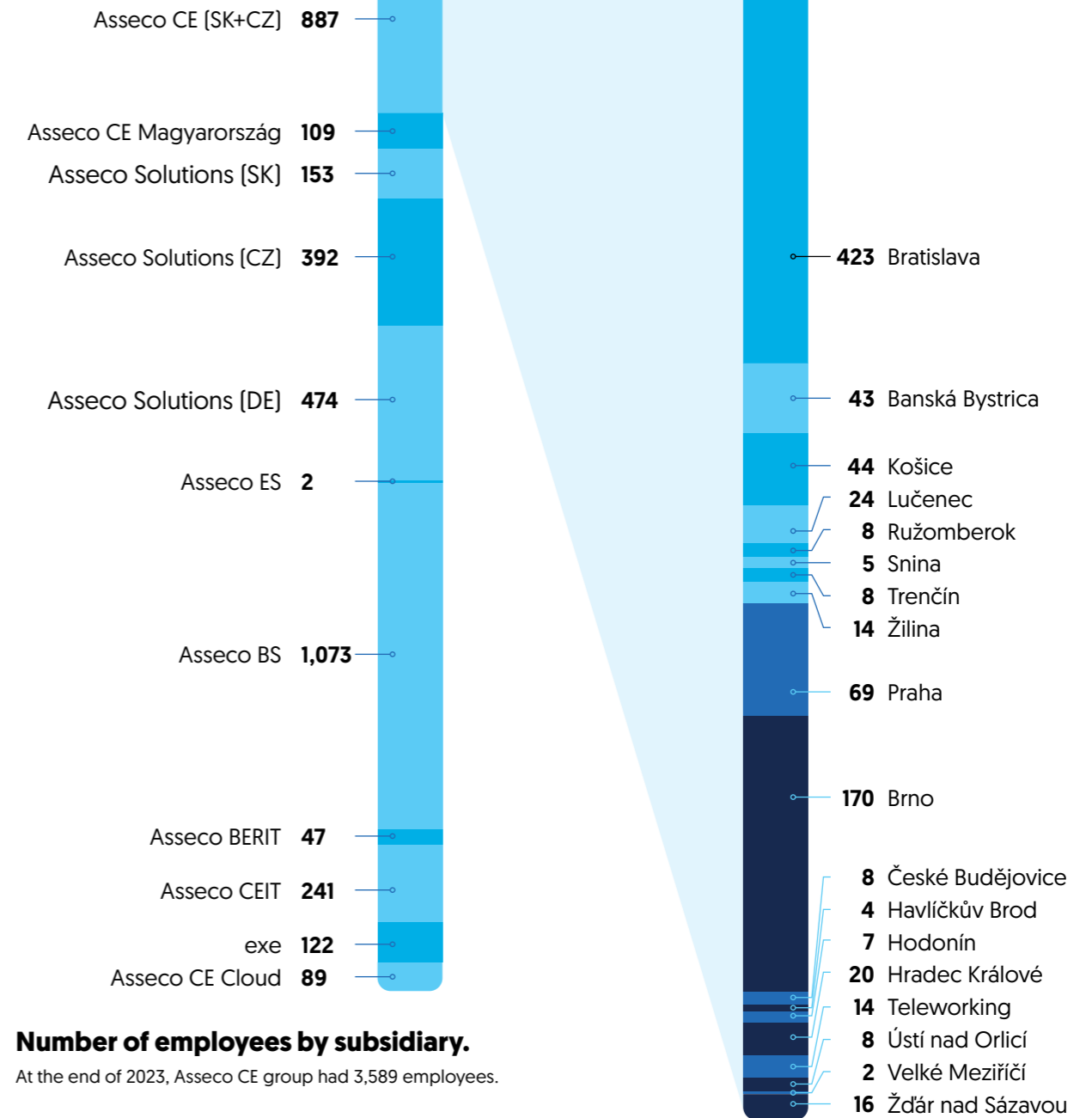
Employees of Asseco CE

Asseco CE deems each milestone in the working life of its employees to be important – be it recruitment, pre-onboarding, employee adaptation, incentives, remuneration, education, or employee evaluation, including changes in working conditions, promotion, and achieving higher added value within HR processes. Asseco CE selects employees carefully based on their knowledge, skills, practical experience, and personal characteristics required in respect of any given job regardless of their nationality, age, gender, etc.

Employee care

Asseco CE employees are motivated not only by stable financial remuneration and various benefits depending on individual performance. The company cares systematically and provides an extensive social programme within which it organises and contributes towards various sports, cultural, and social activities to cater for relaxation after work and to support the loyalty and cohesion of work teams. Employees may benefit from discounts and contributions towards travel, cultural, sports events, and relaxation. In 2023, we also expanded family benefits to families with adopted or foster children or foster families. Active personal communication of the HR team with managers and employees in all countries has become a standard part of Asseco CE's life, and HR activities have become an informal element in all divisions. Awards are distributed annually on service anniversaries to the best teams and other results are announced at company-wide events. During the last year, we continued activities aimed at support for employees' healthy lifestyles, such as Health Days and Fruit Days. We focused more intensively on the topic of well-being during our Mental Health Days. We continue the tradition of a Christmas Party for employees and a St. Nicholas event and presents for children. The company also promotes teamwork and building a cohesive team atmosphere through contributions to teambuilding activities. In addition to the already established programmes, we organised Robotics Days for the first time in 2023. In cooperation with Asseco CEIT and the ROBOmaniac initiative, the children of our colleagues could playfully try out the basics of programming, test their technical skills, and discover interesting facts from the world of technology. Other benefits provided by Asseco CE to its employees are a standard and stable part of the social programme.

As we are a company characterised by personal contact at work, our specificity is operating in a hybrid model. We are working to ensure that our employees are able to perform steadily both on and off the job, even after the COVID-19 pandemic. At the same time, mental health is an important topic for us, which is why our employees have the opportunity to use professional counselling and coaching online or on company premises, where they have the space to address both work and personal issues.



Number of employees by subsidiary.

At the end of 2023, Asseco CE group had 3,589 employees.

Employee structure Asseco CE SK and CZ by location.

At the end of 2023, the company and its subsidiaries with the same name in the Czech Republic had 887 employees, including 318 in the Czech Republic and 569 workers in Slovakia. Employees of Asseco CE work out of major cities [Bratislava, Prague] and at branches in the regions of Slovakia and the Czech Republic. The company thus promotes the employability of skilled professionals outside the capital city and closer proximity of workers to clients. Through its subsidiaries, the company employs almost 2,702 additional people

Development and education

Asseco CE perceives the development of employees as one of its key areas. Employee education is carried out in several forms:

ACE Academy – presents an internal employee education model. ACE Academy has become an important part of the employee development process. The objective of ACE Academy is to educate employees, to enhance their qualifications, expertise and skills via internal training and workshops taught by our senior employees. The training catalogue includes so-called hard skills training events that form the majority, but it also includes training events focusing on business topics such as finance. Employees may also choose from the catalogue training events focusing on soft skills, particularly communication and presentation skills. Some topics are presented via classical training forms, others include practical training or interactive workshops depending on the topic and preferences of the lecturer. Internal training events have proven to be an adequate form of employee development, which we continuously support and develop. In 2023, ACE Academy was attended by 140 employees and the number of training hours exceeded 950.

Inspiring workshops – an education programme aimed at promoting interpersonal and intrapersonal skills, through which every employee has an opportunity to perceive work approaches through their own personality. A workshop is any easy form of learning for each employee. As part of the inspiring development for everyone, we organised a series of five interactive workshops called Attitude Matters. The aim was to encourage forward thinking and engagement amongst our employees through an introduction to our company's vision and values. Employees have also greatly appreciated the practical first aid courses organised at several locations.

External education – participation in external educational activities, courses held locally and abroad, seminars, and conferences focusing on expertise and soft skills. The company makes efforts to coordinate these activities centrally and strategically while taking into account the individual needs of employees.

Certification programmes – acquisition of expert partner certificates allowing us to react to standards and trends within the IT market and represents an important part of educational activities.

As part of the new ACESHIP project, we started training team leaders in 2022 and 2023, supporting them in leadership communication and team leadership. In total, we have trained 135 ACE team leaders. In addition to developing leadership skills and sharing practical experience, the ACESHIP programme has also produced useful documents that we have incorporated into our internal regulations and are able to use in our daily management practice – namely the Managerial Competence Model, presenting an overview of the competences and their manifestations that every managerial employee of our company should meet, and the Standard for Managerial Employees, which provides various guidelines and practical tips for dealing with basic and common managerial situations in practice. The first rounds of systematic development have laid a solid foundation for the development of our leaders in the following periods.

In the Czech Republic, we took the opportunity to train employees in contact positions in communication and presentation skills using funding from the EU funds. Under the guidance of a trainer, 74 employees were trained.

In 2023, 291 employees attended external technical training, with the total number of lessons exceeding 3,500. Soft skills training was attended by 106 employees and the total number of lessons exceeded 2,300. In addition, employees had the opportunity to attend language courses for up to two lessons per week.

Hiring the workforce

Asseco CE primarily supports professional and career development from among its own staff. Another source of recruitment is the recommendation of external candidates by existing employees. It also uses online job portals, collaboration with universities, student organisations, and the services of recruitment agencies and today's popular social media, thanks to which personal outreach to candidates is becoming an increasingly important tool in recruitment. Asseco CE sees the process of staffing as one of the most crucial processes, because the business is the product of human capital and we consider it to be important that new employees not only meet the qualifications but are also compatible with the company culture. Asseco CE develops its employer brand in the labour market throughout recruitment and other associated activities, which plays an important role when addressing and winning high-quality candidates. To improve the employee selection process, the company makes use of interviews held via the telephone and during personal meetings, expert testing and psychological diagnostic methods.

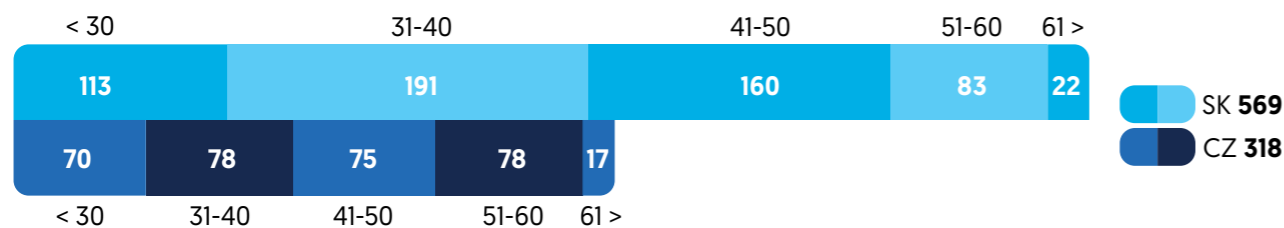
Cooperation with students

Asseco CE has actively cooperated with several tertiary education institutions in the Czech Republic and Slovakia. Asseco CE provides secondary school and university students with an opportunity to learn in practice all year around, both during the academic year and holidays, through study stays and practical training. Moreover, experts from our company share their knowledge and experience through consultations with university students working on their final papers, theses, or other scientific publications within their professional training. We realise that cooperation with students is key not only when it comes to winning quality employees and to achieving success in a relatively dynamic IT labour market, but it also represents an important pillar within the development of the employer brand in both countries.

Employer branding

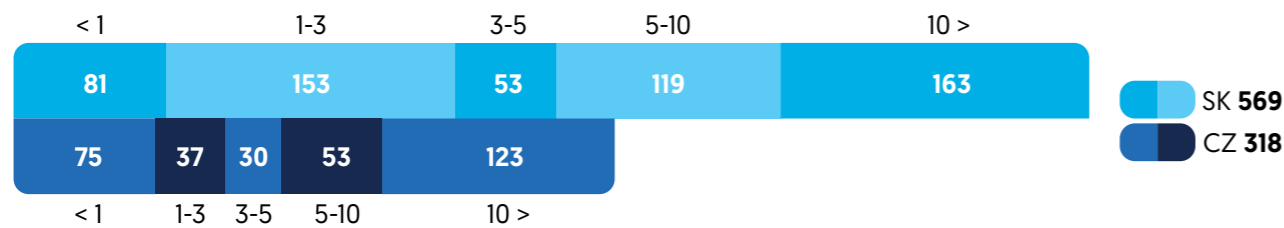
In 2023, we were actively engaged in brand perception not only from the outside, but also from within the company, and received a large number of suggestions. Brand awareness, along with our values, is something that prospective job seekers evaluate us on and can be a significant factor in their decision-making process about changing employers.

70



Employee structure by age.

The employee age structure has been balanced over the long term. The average age in Slovakia is 40.77 years and 41.99 years in the Czech Republic.



Employee structure by length of service.

71



Employee structure by gender.

Asseco CE employs 569 people in Slovakia, with 197 women. In the Czech Republic it employs 318 people, with 84 women.



Employee structure by education.

Asseco CE employs 392 university graduates in Slovakia and 216 in the Czech Republic.

Public Relations





UpSteer Community Event.



Radek Baloun (left) at the ISSS conference.



SME Healthcare Summit.



Christmas charity market at the headquarters of Asseco CE.

The Asseco CE company understands communication with the public as a necessary and, in particular, continuous process through which it presents the company brand and identity to external and internal target groups. The Company's communication consists of several lines. Firstly, the Company aims to increase brand awareness and to promote Asseco CE as a leader in the software development area and as an innovative and reliable company providing high quality services and products of the world-class excellence. Secondly, the Company wants to increase market awareness of its solutions and products, to foresee occurrence of future business opportunities within the competitive environment and to lead a dialogue with all stakeholders within creation of long-term relationships. Interactive communication with potential employees and students represents another important channel.

Relations with stakeholders

Our commitment to delivering innovative and reliable solutions, services and systems has translated into building open and proactive relationships with our international stakeholders and communities including employees.

We see both external and internal communication as an opportunity to spread our shared values and openness to change in relation to inform about our successful solutions for the digitalization of the society. Our goal in corporate responsibility is to bring benefit to the entire society and to offer our clients new opportunities to grow. Communication with the external environment has focused on raising brand awareness while designing, targeting and executing campaigns tailored to a selected audience with customer potential. Another part of external communication focused on partner communication with existing customers. Equally important were the activities aimed at consolidating dialogue with all stakeholders in order to create long-term and sustainable relationships and to perceive Asseco as a modern and innovative company attractive to future employees, including students.

Internal communication

In Asseco, we believe that behind all our results are our employees and how we motivate and inspire them. Therefore, we continuously focus on the content, accessibility and availability of information in our internal communications to help our colleagues in their work and to create an internal community.

Since 2021, we have been using intranet based on the Sharepoint platform, which is not only a working tool but also a space for open discussion. There is an internal magazine with outreach to every location and branch and a monthly newsletter for employees. Another information channel are screens in Bratislava, Prague and Brno, where we inform about current events, new projects and planned events. A team channel Asseco TALK was established, through which all employees can communicate on various topics from the project environment and everyday life in ACE. Asseco CE employees are also present on the company's social networks, which are Instagram, Facebook and LinkedIn (LI). These are thus used not only for external but also internal communication. The company regularly informs about the most recent projects and activities on its social networks.

In 2022, we launched the "Think Assecologically" campaign to inspire employees to behave in an environmentally friendly way. In the Bratislava headquarters, there are stickers with QR codes on which employees can find a variety of useful information supporting the campaign's idea. The platform of internal ambassadors has also become an integral part of internal communication, and through them we communicate the most important topics relevant to our employees. We care about the opinions of our employees and therefore we try to regularly gather feedback on the implemented events and activities through questionnaires. The suggestions are considered in the relevant way and help us to continuously improve and meet the current needs of our employees. Last year we launched a project focused on Employer Branding in the company and completed the first analytical phase.

External communication

The Company has been actively looking for various external presentation opportunities. We communicate with media via the Company's website, press releases, direct comments and interviews. In 2023, we continued the communication of important news and novelties via our company's LinkedIn, Facebook, and Instagram accounts. In the distribution of content in external communication, a large part of the support is provided by the employees themselves, who are ambassadors of the LI social network in particular. We contribute with expert articles about global business strategies in the area of digital solutions, opinions on various issues, authorial texts published in Czech and Slovak periodicals, and we also participate in events organized by those media. We present our knowledge gained through development of the latest IT solutions at expert conferences held in Slovakia, the Czech Republic and other countries. To support the digitization processes in both Slovakia and the Czech Republic, we often act as a partner of expert and social meetings such as SME Healthcare Summit and SME Digital Healthcare in Slovakia and ISSS in Hradec Králové or regular Czech e-government conference in Mikulov.

Sponsoring and social responsibility

The Company's business model for long-term sustainability envisages continuous efforts to balance the interests of shareholders and clients and requirements associated with the environment. In the last year, we further strengthened our cooperation with long-standing partners – non-profit organizations.

Because we see the importance of supporting start-ups in Slovakia and the Czech Republic, we opened the first year of the UpSteer incubator in 2023. We strive to help young people to be motivated to develop their business plans in the domestic market. In the Asseco CE UpSteer Incubator, over the course of about seven months, participants will receive mentoring from specialists in our domain areas, while we will also provide them with domain-specific support using insights from the field. This is why we primarily invite technology companies, ideally from our domain areas, to join the incubator.

During the year 2023, several volunteering activities took place in Slovakia and the Czech Republic. At the end of the first half of 2023, Asseco CE employees joined the most extensive corporate initiative for volunteers in Slovakia - Our Town - for the eleventh time, joining during this years more than 93,000 other volunteers.

We didn't forget about hospital patients either, and the Asseco Blood Drop project, which we organized in cooperation with the National Transfusion Station, only confirmed that good deeds are literally in our blood. Forty colleagues from ACE, exe and Asseco Solutions came to donate.

We took part in the collection of toys and books of the Yellow Duck Foundation and brought smiles to children from orphanages, special kindergartens and primary schools. During the pre-Christmas period volunteering activities continued. In the Czech Republic, specifically in Prague and Brno, we supported children and their parents from socially disadvantaged families, asylum homes, and low-threshold centres within the national initiative "Krabice od bot" (Shoebbox). Toys, school accessories, books, clothes and also dried fruit and gingerbread were delivered via collection points and then to the children in need. In Bratislava, we sent Christmas packages to the clients of the Social Services Centre in Petržalka, who had communicated their wishes to us in advance. At the same time, we had the opportunity to organize our traditional Asseco Charity Christmas Market with beautiful handmade products, which took place in a line-up of several sheltered workshops in Bratislava and Brno.

Within our Company we also strive to develop talents in the field of education, sports, culture as well as information technology. We cooperate with Slovak and Czech universities and their faculties focusing on IT and assist in professional preparation of students for practice (via experience exchange events, study stays) through which we have the opportunity to contribute to the improvement of conditions in the Slovak education system. In 2023, we again, as a general partner, supported the non-profit organization Junior Chamber International (JCI) Slovakia which organized the competition entitled Slovak University Startup Cup. The project aims to support young people and students to start a business, keep educating themselves, and to work on themselves. At the same time, we were a partner of the JCI Slovakia Annual Conference and a partner of the Student Personality of the Year competition, organized by JCI.

Analysis of Financial Results

Analysis of Financial Results Asseco Central Europe

The Asseco Central Europe, a.s. Slovakia company reported the following financial results for the twelve-month period ending 31 December 2023 ("2023") and the comparable twelve-month period ending 31 December 2022 ("2022"):

EUR thousands	2023	Margin	2022	Margin	Change y/y
Sales revenues	59,719	--	63,598	--	-6.1%
Gross margin	7,988	13.4%	15,537	24.4%	-48.6%
Operating profit	1,607	2.7%	9,034	14.2%	-82.2%
Pre-tax profit	10,563	17.7%	10,751	16.9%	-1.7%
Net profit for the period	10,075	16.9%	10,159	16.0%	-0.8%

In 2023, the Company's revenues dropped to EUR 59.7 million.

76 Sectors Insurance and Other Public Administration Entities recorded increases in revenues by EUR 0.3 mil and EUR 0.6 mil respectively. On the other hand, the Central and Local Governments sector recorded a drop by EUR 2.5 mil and sectors Healthcare, Other Entities, and Banking recorded drops by EUR 0.9 mil, EUR 0.8 mil, and EUR 0.7 mil respectively.

In terms of the structure of products, the Equipment sector recorded a year-on-year increase by EUR 0.6 mil. The sale of proprietary software and services and other services recorded a year-on-year drop by EUR 1.1 mil and the sale of third-party software and services recorded a year-on-year drop by EUR 3.3 mil, which was partially caused by the Cloud Division's hive-off.

The Company continued optimization of both internal and external costs, but complex market and economic conditions had a negative impact on individual margin levels.

The gross margin dropped by EUR 7.5 mil. The Company has long been trying to reduce the share of purchased subdeliveries (compared to the year 2022, COGS dropped by 7.6%), but those efforts did not compensate for the year-on-year decline in revenues by almost EUR 3.9 mil (compared to 2022, the revenues dropped by 6.1%). This influence along with an increase in production costs, in particular in sectors Public and Healthcare, resulted in an EBIT drop by EUR 7.4 mil (sectors Public and Healthcare account for the largest share amounting to EUR 5.5 mil) and due to that the operating margin dropped from 14.2% to 2.7%.

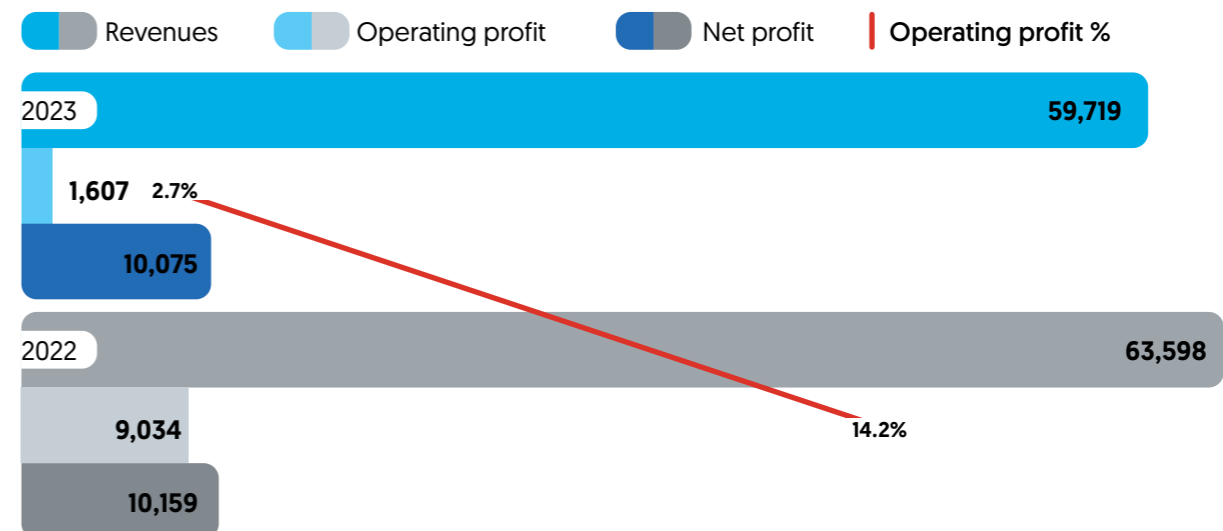
The loss was compensated by an increase in the profit from financial activities, which amounted to EUR 7.2 mil (in 2022, the Company created provisions in the amount of EUR 5.5 mil for investments).

In 2023, the Company recorded the pre-tax profit in the amount of EUR 10.563 mil where dividends amounting to EUR 9.99 mil from subsidiary companies represent its largest portion.

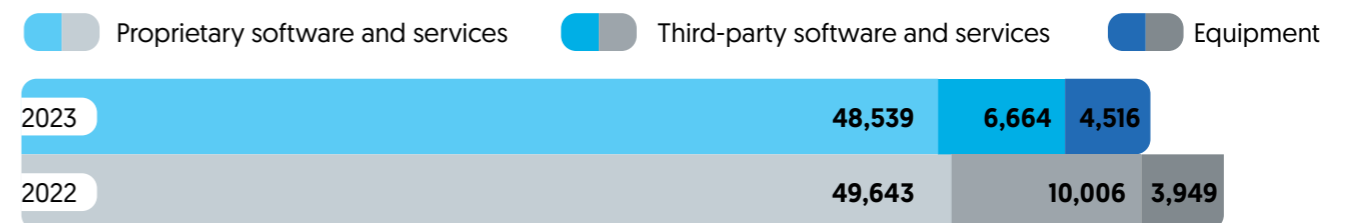
In 2023, the Company recorded the net profit at the level of the preceding year (EUR 10.1 mil in 2023 vs. EUR 10.2 million in 2022).



Financial Results (EUR thousands)



Revenues structure by type (EUR thousands)



Analysis of Financial Results Asseco Central Europe Group

The Group reported the following financial results for the twelve-month period ending 31 December 2023 ("2023") and the comparable twelve-month period ending 31 December 2022 ("2022"):

EUR thousands	2022	Margin	2021	Margin	Change y/y
Sales revenues	374,514	--	337,155	--	11.1%
Gross margin	98,388	26.3%	92,353	27.4%	6.5%
Operating profit	43,222	11.5%	43,101	12.8%	0.3%
Pre-tax profit	41,913	11.2%	41,216	12.2%	1.7%
Net profit for the period	32,983	8.8%	33,887	10.1%	-2.7%

The Group recorded an 11.1% year-on-year increase in revenues in connection with the following companies: AES Group (+ EUR 26.03 mil), EXE (+ EUR 6.97 mil), Asseco CZ (+ EUR 6.29 mil), and CEIT (+ EUR 3.51 mil). Asseco SK recorded a drop in revenues by EUR 3.88 mil and Berit DE and CH recorded jointly a drop by EUR 0.88 mil.

The gross profit increased by 6.5% on the year-on-year basis. Product-oriented companies achieved a growth of this indicator – AES Group (+ EUR 8.7 mil), Asseco CE operating in the Czech Republic (+ EUR 3.1 mil), and CEIT Group (+ EUR 2.0 mil). On the other hand, the poorer results of the project-oriented company Asseco CE operating in the Slovak Republic (a drop by 7.5 million EUR) resulted in a decline in this indicator.

The costs associated with sales increased by 7.3% on the year-on-year basis. Administrative costs recorded a 12.1% year-on-year increase, which translates in absolute numbers as EUR 3.6 million. It was primarily the ABS company who contributed to this situation with its increase in administrative costs by EUR 1.3 mil, and companies ASOL CZ and ASOL DE (belonging to the AES Group) whose administrative costs increased by EUR 0.9 mil and EUR 0.2 mil respectively.

The Group achieved the operating profit of EUR 43.22 mil (a 0.3% year-on-year increase).

The pre-tax profit increased by 1.7% on the year-on-year basis. The Group's net profit dropped by EUR 0.9 mil and reached EUR 32.98 mil in total. The profit allocated to shareholders amounted to EUR 10.40 mil, which means a drop by EUR 4.2 mil compared to the previous year caused primarily by lower outputs of ACE SK and in Hungary.

A major part of revenues was generated through the sale of proprietary software and services – the 2023 sales amount to over EUR 297.6 mil, which represents an increase by more than EUR 38.5 mil compared to 2022. The infrastructure sector – sale of third-party software and services and re-sale of computer hardware and infrastructure – recorded a drop by EUR 1.2 mil.

The Asseco Central Europe Group covers four major operating segments.

The Asseco Central Europe segment includes the parent company and its Czech subsidiary company bearing the same name, companies Asseco Berit operating in Germany and Switzerland, Exe, Asseco CE Cloud, and Galvaniho .

The Asseco Solutions segment consists of the Asseco Enterprise Solutions Group supplying proprietary ERP products and related services.

The CEIT Group represents an independent operating segment; the "Others" segment consists of the ACE Magyarország company based in Hungary.

In 2023, the Asseco Central Europe segment recorded a 5.7% increase in the revenues from external customers (+ EUR 7.9 mil) with companies Asseco CZ and Exe being major contributors.

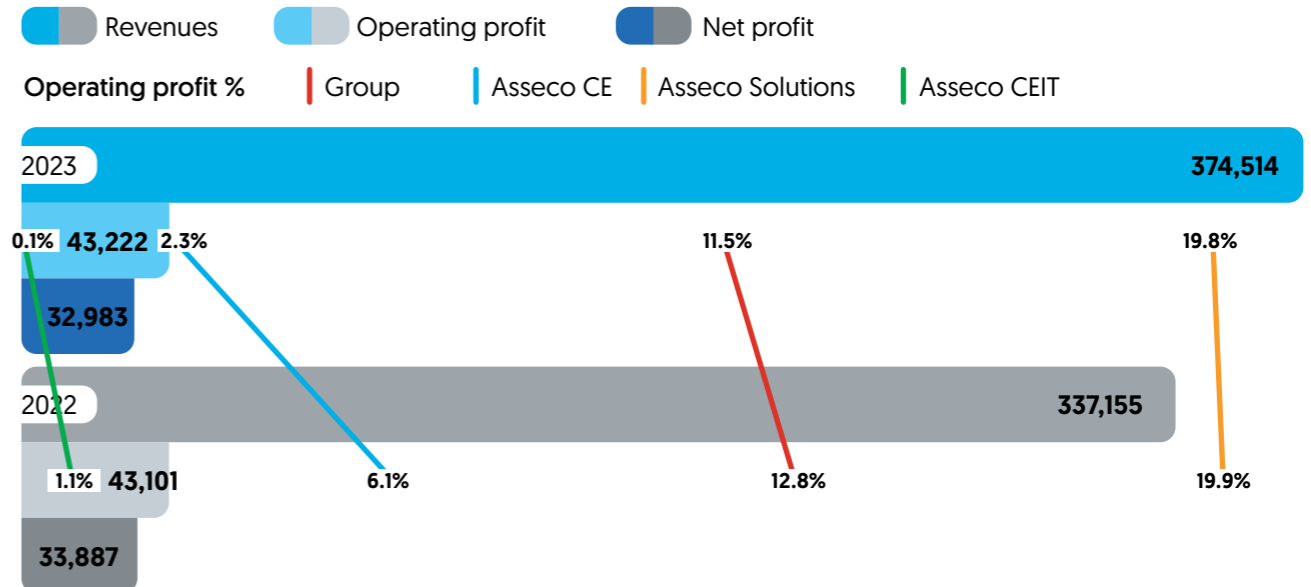
The operating profit in the Asseco Central Europe segment dropped by EUR 6.4 mil on the year-on-year basis down to EUR 2.3 mil due to a drop in the operating profit recorded by Asseco SK (- EUR 7.4 mil), which led to an operating profit drop from 6.0% to 1.4%.

Compared to 2022, the Asseco Solutions segment recorded better results in 2023 – its revenues increased by 14.5% and the operating profit increased by 13.8% and reached EUR 40.6 mil. Out of all segments, this one reports the highest profitability and achieved 19.8% in 2023.

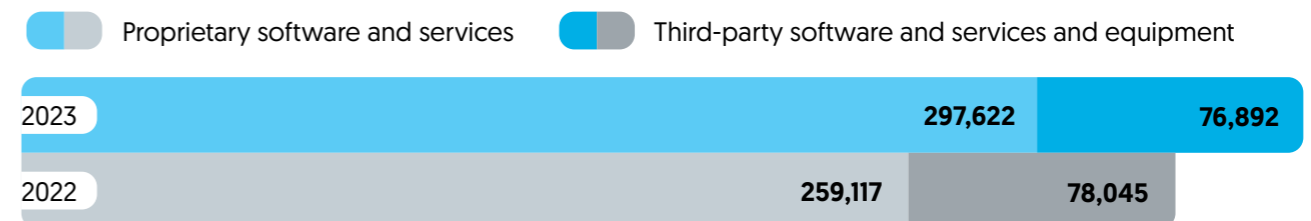
The CEIT segment consists of the companies belonging to the CEIT Group and in 2023, it recorded a year-on-year increase of EUR 3.5 mil in the revenues from external customers, which reached EUR 17.2 mil. The operating profit net of the effect of sale of assets increased by EUR 1.8 mil on the year-on-year basis.

Compared to 2022, the "Others" segment recorded an increase with the operating profit of EUR 0.9 mil.

Financial Results (EUR thousands)



Revenues structure by type (EUR thousands)



Revenues structure by segments (EUR thousands)



Report on the Activities of the Supervisory Board

to the annual separate financial statement and consolidated financial statement of Asseco Central Europe, a. s. for the year 2023

In 2023, the Supervisory Board of the Company met, as required, online or via communication devices.

On January 25, 2023, we agreed to grant a separate proxy to Mr. Karol Csiffary as resolved by the Company's Board of Management.

On February 21, 2023, we agreed to establish a new subsidiary company, DSDP consulting, Ltd.

At the meeting held on March 17, 2023, we noted and recommended the following to the General Meeting of the Company for approval:

- the Company's individual and consolidated results;
- the Company's Annual Report and the Company's Consolidated Annual Report for 2023;
- the distribution of the Company's profits as proposed by the Company's Board of Directors;
- The Supervisory Board's report on the financial statements and the activities of the Management Board for the year 2023;
- selection of the auditing company Ernst & Young Slovakia, spol. s r.o. to perform the auditing activities for the year 2023.

We took note of the Board of Directors' forecast of budget execution for Q1 2023 and until the end of 2023. Under miscellaneous items, the Chairman of the Board of Directors presented the Vision, Mission and Strategy of the Company for 2023-2025. We noted and approved the conclusion of the Shareholders' Agreement of Asseco Enterprise Solutions, a.s. dated March 15, 2023 regarding the increase of the share capital of Asseco Enterprise Solutions, a.s.

On April 27, 2023, at our meeting, we elected Ing. Vladimír Dzurilla as a member of board of directors with effect from May 01, 2023.

On May 26, 2023 we agreed to sell our own shares to Asseco International, a.s. in the amount of 213,600 units.

At the meeting held on June 30, 2023, we took note of the Company's individual and consolidated financial results for the first quarter of 2023 and the forecast of budget execution for the first half of 2023 and until the end of 2023. At the same time, we agreed to sell a part of the Company's business to the subsidiary Asseco CE Cloud, a.s., of which

the Company is the sole shareholder. This company specializes in the provision of infrastructure and technical support services.

On the proposal of the Board of Directors, we dismissed Ing. Petr Lakata from the position of a member of the Board of Directors with effect from July 12, 2023.

At the meeting on September 22, 2023, we took note of the Company's individual and consolidated financial results for the first half of 2023 and the budget forecast for Q3 2023 and until the end of 2023 as well as the cash flow until the end of 2023.

The Chairman of the Board informed about the main external and internal reasons for the critical situation. At the same time, he presented a number of solutions to the unfavourable situation presented.

At the meeting on December 19, 2023, we took note of the forecast presented by the Board of Directors for budget execution until the end of 2023 and cash flow until the end of 2023. We approved the draft budget for 2024 as presented by the Board of Directors, with a forecasted net profit for the Group of € 20.40 million.

We elected Martin Chripek as a member of the Board of Directors with effect from January 01, 2024.

We have agreed to the submitted plan for consolidation of shares in EdgeCom, Inc. and exe, Inc. i.e. acquisition of the remaining 65% shareholding in EdgeCom, Inc. followed by contribution of 100% shares in EdgeCom, Inc. to exe, Inc. We noted the presentation on the status of the tax audit.

The Company's revenue for 2023 decreased by € 3.8 million, or -6.1%, mainly due to a decrease in sales of third party software (€ -3.3 million). For the consolidated results of the ASSECO CE Group, sales revenues increased by more than € 37.5 million, up 11% on the previous year, mainly due to the increase in sales of ERP products and services (up € 26 million).

Profit for 2023 remained at the same level as in 2022 (down € 84k or 0.8%). This decrease was due to a decrease in operating profit of more

than € 7m, offset by a higher profit from financing activities (+€ 7.2m compared to 2022). The consolidated profit of the ASSECO CE Group for 2023 was €32.98 million (a decrease of €0.9 million), of which the profit attributable to the shareholders of the parent company amounted to € 10.398 million (a decrease of € 4.2 million or 28.6%). This decrease was mainly due to lower results in ASSECO CE SK and ASSECO CE Hungary.

The Supervisory Board, based on the information on the Company's activities, the review of the regular individual and consolidated financial statements for the financial year 2023 and the auditor's opinion, states that: the Company conducts its business activities in accordance with the applicable legislation, the Company's Articles of Association, the decisions of the General Meeting and the Supervisory Board;

- the company's accounts are properly kept in accordance with the facts and in accordance with the generally binding regulations of the Slovak Republic applicable in this area;
- the proper individual financial statements and the consolidated financial statements have been audited by the auditor, Ernst & Young Slovakia, spol. s r.o.;
- the auditor's opinion on the presented annual separate financial statements and consolidated financial statements as at December 31, 2023 is unqualified.

The Supervisory Board recommends that the General Meeting of Shareholders approve the Ordinary Separate Financial Statements and the Ordinary Consolidated Financial Statements for the financial year 2023 and agrees with the Management Board's proposal for the distribution of the Company's profit for the financial year 2023 and recommends that the General Meeting of Shareholders give its approval to its implementation.

We express our gratitude to the Board of Directors of the Company for the management of the Company and the economic results achieved and agree to pay remuneration and bonuses to the Board of Directors.

Bratislava, March 20, 2024

Adam Goral
Chairman of the Supervisory Board

Andrej Košári
Vice-Chairman of the Supervisory Board

Miroslav Kepencay
Member of the Supervisory Board

Marek Panek
Member of the Supervisory Board

Przemyslaw Seczkowski
Member of the Supervisory Board

Company Information and Contacts

Company information

Business name: Asseco Central Europe, a. s.
Registered seat: Galvaniho 19, 821 04 Bratislava
Business ID: 35 760 419
V.A.T. ID: SK7020000691
Date of incorporation: 12 February 1999
Legal status: Joint-stock company
Share capital: € 709,023.84
No of shares: 21,360,000
Type and form of shares: ordinary shares, certified shares
Nominal value of share: € 0.033194
Registration: Commercial Register of District Court Bratislava I, Section Sa, insertion 2024/B
Asseco Central Europe's Annual Report is produced annually. It is intended for Company shareholders and clients, business partners and investors, analysts, banks and employees. The report is available electronically in PDF format on Asseco Central Europe's website.

Contacts

Asseco Central Europe, a. s.
Galvaniho 19045/19
821 04 Bratislava
Phone: +421 220 838 555
Web: asseco.com/ce
E-mail: sales@asseco-ce.com

Contact for investors:
investor@asseco-ce.com

Contact for media:
marketing@asseco-ce.com

Publisher: Asseco Central Europe, a. s.

All rights reserved. Any copying, distribution, translation or other use of this report or part thereof for any purpose may only be done with the written consent of the publisher.

Company branches

Branches in Czech Republic are the branches of Asseco CE in Czech Republic, subsidiary company of Asseco CE in Slovakia.

Banská Bystrica
Asseco Central Europe, a. s.
J. Chalupku 3 a 5
974 01 Banská Bystrica
Slovak Republic

Snina, (branch office)
Asseco Central Europe, a. s.
Strojárska 113
069 01 Snina
Slovak Republic

Brno
Asseco Central Europe, a. s.
Šumavská 524/31
602 00 Brno
Czech Republic

Hradec Králové
Asseco Central Europe, a. s.
Nerudova 18
500 02 Hradec Králové
Czech Republic

Košice
Asseco Central Europe, a. s.
Werferova 1
040 11 Košice
Slovak Republic

Trenčín
Asseco Central Europe, a. s.
Dolný Šianec 1
911 01 Trenčín
Slovak Republic

České Budějovice
Asseco Central Europe, a. s.
Žižkova tř. 1915/1b
371 18 České Budějovice
Czech Republic

Ústí nad Orlicí
Asseco Central Europe, a. s.
Lázeňská 354
562 01 Ústí nad Orlicí
Czech Republic

Lučenec
Asseco Central Europe, a. s.
Martina Rázusa 35
984 01 Lučenec
Slovak Republic

Žilina
Asseco Central Europe, a. s.
Univerzitná 8661/6A
010 08 Žilina
Slovak Republic

Havlíčkův Brod
Asseco Central Europe, a. s.
Smetanovo náměstí 279
580 01 Havlíčkův Brod
Czech Republic

Velké Meziříčí
Asseco Central Europe, a. s.
Náměstí 7
594 01 Velké Meziříčí
Czech Republic

Ružomberok
Asseco Central Europe, a. s.
A. Bernoláka 6
034 50 Ružomberok
Slovak Republic

Praha - Headquarter
Asseco Central Europe, a. s.
Budějovická 778/3a
140 00 Praha 4
Czech Republic

Hodonín
Asseco Central Europe, a. s.
Za Dráhou 4268/1
695 01 Hodonín
Czech Republic

Žďár nad Sázavou
Asseco Central Europe, a. s.
Havlíčkovo náměstí 2
591 01 Žďár nad Sázavou
Czech Republic



ASSECO
CENTRAL EUROPE

Asseco Central Europe, a. s.

Galvaniho 19
821 04 Bratislava
Slovak Republic

asseco.com/ce
sales@asseco-ce.com
+421 220 838 555