

RESOLUTION NO. 1
of the Extraordinary General Meeting
of the Company Creepy Jar S.A. with its registered office in Warsaw
of 25 October 2022
on the election of the Chairman of the Extraordinary General Meeting of Shareholders

1. The Extraordinary General Meeting of Shareholders of the Company Creepy Jar S.A. with registered office in Warsaw, acting pursuant to Article 409 § 1 of the Commercial Companies Code elects Mr. Ryszard Brudkiewicz as Chairman of this Meeting.
2. The resolution shall come into force on the day of its adoption.

Result of a secret ballot:

Number of validly voted shares: 368,374 - these shares constitute 54.21% of the share capital.

Total number of valid votes: 368,374, including:

Votes in favour of the resolution: 368,374

Votes against the resolution: 0

Abstaining votes: 0

The resolution was adopted.

RESOLUTION NO. 2
of the Extraordinary General Meeting
of the Company Creepy Jar S.A. with its registered office in Warsaw
of 25 October 2022
on the adoption of the agenda of the Extraordinary General Meeting

1. The Extraordinary General Meeting of Shareholders of the Company Creepy Jar S.A. with its registered office in Warsaw, decides to adopt the following agenda:
 - 1) Opening of the EGM;
 - 2) Election of the Chairman of the EGM;
 - 3) Checking the attendance list, determining whether the EGM was properly convened and whether it is able to adopt resolutions;
 - 4) Approval of the agenda of the EGM;
 - 5) Adoption of a resolution on the election of members of the Returning Committee (or withdrawal from the appointment of the Returning Committee);
 - 6) Adoption of a resolution to amend the Remuneration Policy for Members of the Management Board and Supervisory Board of the Company;
 - 7) Adoption of a resolution on changing the remuneration of members of the Company's Supervisory Board;
 - 8) Adoption of resolutions on amending the Company's Articles of Association;
 - 9) Adoption of a resolution concerning the adoption of the Company's uniform Articles of Association;
 - 10) Any other business;
 - 11) Closing of the EGM.
2. The resolution shall come into force on the day of its adoption.

Result of an open ballot:
Total number of valid votes: 368,374, including:
Votes in favour of the resolution: 368,374
Votes against the resolution: 0
Abstaining votes: 0
The resolution was adopted.

RESOLUTION NO. 3
of the Extraordinary General Meeting
of the Company Creepy Jar S.A. with its registered office in Warsaw
of 25 October 2022
on the election of members of the returning committee
(alternatively, not to appoint a returning committee)

1. The Extraordinary General Meeting of Shareholders of the Company Creepy Jar S.A. with its registered office in Warsaw, decides to resign from the election of the members of the returning committee.
2. The resolution shall come into force on the day of its adoption.

Result of an open ballot:
Total number of valid votes: 368,374, including:
Votes in favour of the resolution: 368,374
Votes against the resolution: 0
Abstaining votes: 0
The resolution was adopted.

RESOLUTION NO. 4
Extraordinary General Meeting
of the Company Creepy Jar S.A. with its registered office in Warsaw
of 25 October 2022
on amending the Remuneration Policy for Members of the Management Board and Supervisory Board of the Company

1. The Extraordinary General Meeting of Shareholders of Creepy Jar S.A., seated in Warsaw, resolves to amend the Remuneration Policy for Members of the Company's Management Board and Supervisory Board, adopted on 24 June 2021, and make it read as set forth in the attachment to this resolution.
2. The resolution shall come into force on the day of its adoption.

Result of an open ballot:
Total number of valid votes: 368,374, including:
Votes in favour of the resolution: 368,374
Votes against the resolution: 0

Abstaining votes: 0

The resolution was adopted.

RESOLUTION NO. 5
of the Extraordinary General Meeting
of the Company Creepy Jar S.A. with its registered office in Warsaw
of 25 October 2022
on changing the remuneration of members of the Supervisory Board of the Company

3. The Extraordinary General Meeting of Shareholders of Creepy Jar S.A., seated in Warsaw, resolves to set the remuneration of the members of the Company's Supervisory Board, starting from the month of November 2022, as follows:
 - a) set the remuneration of the Chairman of the Company's Supervisory Board at PLN 7,900 (seven thousand nine hundred) gross per month;
 - b) set the remuneration of each Member of the Company's Supervisory Board at PLN 4,800 (four thousand eight hundred) gross per month.
4. The resolution shall come into force on the day of its adoption.

Result of an open ballot:

Total number of valid votes: 368,374, including:

Votes in favour of the resolution: 368,374

Votes against the resolution: 0

Abstaining votes: 0

The resolution was adopted.

RESOLUTION NO. 6
of the Extraordinary General Meeting
of the Company Creepy Jar S.A. with its registered office in Warsaw
of 25 October 2022
on the amendment to the Company's Articles of Association

1. The Extraordinary General Meeting of the Company Creepy Jar S.A. with its registered office in Warsaw, acting pursuant to Article 430 § 1 of the Commercial Companies Code decides to amend § 19 (1) and (2) of the Company's Articles of Association by giving them the following wording:

“§ 19

1. *Meetings of the Supervisory Board shall be convened by the Chairperson of the Supervisory Board, subject to section 2 of this paragraph.*
2. *The Management Board or a member of the Supervisory Board may request that a meeting of the Supervisory Board be convened, stating the proposed agenda. The Chairperson of the Supervisory Board shall convene a meeting with an agenda in accordance with the request, which shall be held no later than two weeks from the date of receipt of the request. If the Chairperson*

of the Supervisory Board fails to convene a meeting in accordance with the previous sentence, the person making the request may convene it independently."

2. The resolution shall enter into force as of the date of registration of the amendments to the Company's Articles of Association in the National Court Register.

Result of an open ballot:

Total number of valid votes: 368,374, including:

Votes in favour of the resolution: 368,374

Votes against the resolution: 0

Abstaining votes: 0

The resolution was adopted.

RESOLUTION NO. 7
of the Extraordinary General Meeting
of the Company Creepy Jar S.A. with its registered office in Warsaw
of 25 October 2022
on amending the Company's Articles of Association

1. The Extraordinary General Meeting of Shareholders of Creepy Jar S.A. with its registered seat in Warsaw, acting pursuant to Article 430 § 1 of the Commercial Companies Code decides to amend § 19(9) of the Company's Articles of Association by giving them the following wording:

„§ 19

9. *Resolutions of the Supervisory Board are minuted. The minutes should include the agenda of the meeting, the names and surnames of the members of the Supervisory Board participating in the vote and the number of votes cast for each resolution. The minutes shall also include the dissenting opinion submitted by the Supervisory Board member along with their possible justification. "*
2. The resolution comes into force as of the date of registration of the amendments to the Company's Articles of Association in the National Court Register.

Result of an open ballot:

Total number of valid votes: 368,374, including:

Votes in favour of the resolution: 368,374

Votes against the resolution: 0

Abstaining votes: 0

The resolution was adopted.

RESOLUTION NO. 8
of the Extraordinary General Meeting
of the Company Creepy Jar S.A. with its registered office in Warsaw
of 25 October 2022
on amending the Company's Articles of Association

1. The Extraordinary General Meeting of Shareholders of Creepy Jar S.A. with its registered seat in Warsaw, acting pursuant to Article 430 § 1 of the Commercial Companies Code decides to amend § 21(2) of the Company's Articles of Association by giving them the following wording:

„§ 21

2. *The Management Board of the Company consists of 1 (one) to 4 (four) members. The number of members of the Management Board shall be determined by the Supervisory Board.*
2. The resolution comes into force as of the date of registration of the amendments to the Company's Articles of Association in the National Court Register.

Result of an open ballot:

Total number of valid votes: 368,374, including:

Votes in favour of the resolution: 368,374

Votes against the resolution: 0

Abstaining votes: 0

The resolution was adopted.

RESOLUTION NO. 9
of the Extraordinary General Meeting
of the Company Creepy Jar S.A. with its registered office in Warsaw
of 25 October 2022
on amending the Company's Articles of Association

1. The Extraordinary General Meeting of Shareholders of Creepy Jar S.A. with its registered seat in Warsaw, acting pursuant to Article 430 § 1 of the Commercial Companies Code decides to amend § 23(8) of the Company's Articles of Association by giving them the following wording:

„§ 23

8. *Resolutions of the Management Board shall be recorded in the minutes. The minutes should include the agenda of the meeting, the names and surnames of the Management Board members participating in the vote and the number of votes cast for each resolution. The minutes also includes the dissenting opinion submitted by the Management Board member along with their possible justification.*
2. The resolution comes into force as of the date of registration of the amendments to the Company's Articles of Association in the National Court Register.

Result of an open ballot:
Total number of valid votes: 368,374, including:
Votes in favour of the resolution: 368,374
Votes against the resolution: 0
Abstaining votes: 0
The resolution was adopted.

RESOLUTION NO. 10
of the Extraordinary General Meeting
of the Company Creepy Jar S.A. with its registered office in Warsaw
of 25 October 2022
on the adoption of the consolidated text of the Company's Articles of Association

1. The Extraordinary General Meeting of the Company Creepy Jar S.A. with its registered office in Warsaw resolves to adopt the consolidated text of the Articles of Association of the Company, taking into account the amendments made by Resolutions 6 to 9 of the Extraordinary General Meeting of Shareholders with the following content:

“ARTICLES OF ASSOCIATION OF CREEPY JAR SPÓŁKA AKCYJNA
(consolidated text)

I
GENERAL PROVISIONS

§1

Business name of the Company

1. *The Company operates under the name of **CREEPY JAR spółka akcyjna.***
2. *In trading, the Company may use its abbreviated business name: **CREEPY JAR S.A.***

§2

Registered office

The Company's seat is the capital city of Warsaw.

§3

Duration of the Company

The duration of the Company is indefinite.

§4

Place of business of the Company

The Company operates within the territory of the Republic of Poland and may operate outside its borders.

§5

Organizational structure of the Company

1. *The Company may establish branches, representative offices, subsidiaries and other establishments, create and operate its own enterprises and participate in other economic organizations.*
2. *The Company may acquire shares in other domestic and foreign companies.*

§6

Scope of activity

1. *According to the Polish Classification of Business Activities, the Company's scope of activity is as follows*
 - a. *62.01.Z. computer programming activities - **core business**,*
 - b. *58.21.Z. publishing of computer games,*
 - c. *62.09.Z. other information technology and computer service activities,*
 - d. *63.11.Z. data processing, hosting and related activities,*
 - e. *63.12.Z. web portals,*
 - f. *63.99.Z. other information service activities not elsewhere classified,*
 - g. *71.20.B. other technical testing and analysis,*
 - h. *72.19.Z. other research and experimental development on natural sciences and engineering*
 - i. *70.22.Z. business and other management consultancy activities,*
 - j. *74.90.Z. other professional, scientific and technical activities not elsewhere classified,*
 - k. *63.91.Z. news agency activities.*
2. *Activities which would require a concession or permit will be conducted by the Company after obtaining such a concession or permit.*

II

COMPANY CAPITAL, SHARES, BONDS

§7

Share capital

1. *The Company's share capital amounts to PLN 679.436 (six hundred seventy-nine thousand four hundred thirty-six zlotys) and is divided into 679,436 (six hundred seventy-nine thousand four hundred thirty-six) ordinary shares with a nominal value of PLN 1 (one zloty) each, including:*
 - a. *500.000 (five hundred thousand) series A ordinary bearer shares with a nominal value of PLN 1 (one zloty) each, with numbers from 000001 to 500000;*
 - b. *147.082 (one hundred forty seven thousand eighty two) ordinary series B bearer shares with a nominal value of PLN 1 (one zloty) each, numbered from 000001 to 147082;*
 - c. *32.354 (thirty two thousand three hundred and fifty four) ordinary series C bearer shares with a nominal value of PLN 1 (one zloty) each, numbered from 00001 to 32354.*
2. *100.000 (one hundred thousand) series A shares were acquired in exchange for a cash contribution in the amount of PLN 100.000 (one hundred thousand), made before registration of the Company.*
3. *400.000 (four hundred thousand) series A shares were taken up in exchange for non-cash contributions of the total value of PLN 400.000 (four hundred thousand zlotys), made before the registration of the Company.*
4. *All series B shares were acquired in exchange for a cash contribution of PLN 2,500,394 (two million five hundred thousand three hundred ninety-four zlotys).*

5. *All series C shares were acquired in exchange for cash contribution in the amount of PLN 2,103,010 (two million one hundred three thousand and ten zloty).*

§8

Increase and reduction of share capital

1. *The share capital may be increased or decreased by resolution of the General Meeting of Shareholders.*
2. *The share capital is increased by issuing new shares or by increasing the nominal value of the existing shares. Share capital may be reduced by reducing the nominal value of shares or by redeeming some shares.*
3. *Resolutions of the General Meeting of Shareholders referred to above shall require a majority of 3/4 (three fourths) of votes.*
4. *If further shares are issued, each subsequent issue will be designated by the next letter of the alphabet.*
5. The Management Board is authorised to increase the share capital by up to PLN 67,000 (in words: sixty-seven thousand zloty) through the issue of up to 67,000 (in words: sixty-seven thousand) new ordinary shares with a par value of PLN 1 (one zloty) per share "**(Target Capital)**" on the following terms:
 - a. an increase in the Company's share capital within the limits of the Target Capital may be effected only for the purpose of offering the shares issued within the limits of the Target Capital: (i) key employees and associates of the Company under an incentive scheme approved in advance by the General Meeting covering a maximum of 37,000 (in words: thirty-seven thousand) shares and (ii) investors interested in investing in the Company selected at the discretion of the Management Board from among third parties - excluding members of the Company's Management Board - ("Investors"), provided that the number of new shares issued under the Company's share capital increase within the limits of the Authorised Capital for the purposes of offering them to Investors may not exceed 30,000 (thirty thousand) shares and the date of the increase of the Company's share capital within the limits of the Authorised Capital for the purposes of offering them to Investors may not be earlier than 18 (eighteen months) from the date of registration in the Register of Entrepreneurs of an amendment to the Articles of Association of the Company comprising a conferral of authority on the Management Board to increase the Company's share capital within the limits of the Authorised Capital;
 - b. *The Management Board may exercise the above authorisation by effecting one or several consecutive increases in the share capital within the limits specified in this section;*
 - c. *the entitlement of the Management Board referred to in this section shall expire 3 (three) years from the date of registration of the amendment to the Company's Articles of Association covering the granting of such entitlement in the register of entrepreneurs;*
 - d. *shares issued by the Management Board within the limits of the Target Capital may not be preference shares, nor may personal rights be attached to them for their holders;*
 - e. *shares issued within the limits of the Target Capital may be taken up only in exchange for cash contributions;*
 - f. *an increase in the share capital may not be effected from the Company's own funds;*

- g. with the prior consent of the Supervisory Board expressed by way of a resolution adopted unanimously, the pre-emptive right of existing shareholders in relation to shares issued by the Management Board within the limits of the Target Capital may be excluded in whole or in part;
 - h. *the issue price of shares issued within the limits of the Target Capital shall be determined by the Management Board in a resolution on increasing the share capital within the limits of the Target Capital, with the prior consent of the Supervisory Board expressed by way of a resolution adopted unanimously;*
 - i. *subject to the provisions of this paragraph to the contrary (in particular the requirement to obtain the approval of the Supervisory Board for specific actions) the Management Board shall decide on all matters relating to the increase of the share capital within the limits of the Target Capital, in particular the Management Board shall be authorised to:*
 - i. *carrying out the issue of shares by way of private subscription through the conclusion of agreements on the acquisition of shares with entities specified by the Management Board or by way of public offering in accordance with the provisions of the Act on Public Offering, Conditions Governing the Introduction of Financial Instruments to Organised Trading and Public Companies of 29 July 2005 (Dz. U. 2019.623 i.e. of 2019.04.02 - ("**Act on Public Offering**"),*
 - ii. *determining the number of shares to be issued in a tranche or series,*
 - iii. *determining the dates of opening and closing of the subscription or the date of concluding the agreement on taking up shares within the framework of the private subscription,*
 - iv. *specification of entities to which the offer to take up shares will be addressed,*
 - v. *determining the details of the procedure for concluding and the content of share acquisition agreements,*
 - vi. *determination of when shares of particular issues will participate in dividend,*
 - vii. *determination of detailed conditions of share allotment,*
 - viii. *determination of the pre-emptive right day or days, unless the pre-emptive right is waived.*
6. *A resolution of the Management Board adopted under the statutory authorization granted in this paragraph shall replace a resolution of the General Meeting of Shareholders on increasing the Company's share capital.*

§9

Reserve and supplementary capital

1. *The Company creates supplementary capital to cover losses.*
2. *At least 8% of the profit for a given financial year shall be transferred to the supplementary capital until the capital reaches at least one third of the share capital.*
3. *The supplementary capital also includes surpluses achieved in the issuance of shares above their nominal value and the remaining surpluses - after covering the costs of issuing shares and surcharges paid by shareholders in exchange for granting special rights to their existing shares, as long as they are not used to offset extraordinary write-downs or losses.*
4. *Pursuant to a resolution of the General Meeting, the Company may create reserve capital to cover specific losses or expenses.*
5. *The General Meeting of Shareholders decides on the use of the supplementary capital and the reserve capital, however a part of the supplementary capital in the amount of 1/3 (one third) of the share capital may be used only to cover the loss shown in the financial statement.*

§10

Shares

1. *The Company's shares are ordinary bearer shares and are not convertible to registered shares.*
2. *One share entitles to one vote at the General Meeting of Shareholders.*

§11

Dividend

1. *Shareholders have the right to share in the profit shown in the audited financial statements and allocated by the General Meeting of Shareholders for payment to shareholders.*
2. *Profit is distributed in proportion to the number of shares. If the shares are not fully paid up, the profit shall be distributed in proportion to the payments made for the shares.*
3. *The date according to which the list of shareholders entitled to dividends for a given financial year is determined (Dividend Date) and the date of payment of dividends is determined by the Ordinary General Meeting of Shareholders.*
4. *The Record Date may be set for a date falling not earlier than five days and not later than three months after the date of adoption of the resolution on profit distribution. The dividend payment date may be within the next three months from the Record Date.*
5. *The Company may pay an advance on the anticipated dividend if its approved financial report for the previous year shows profit. The advance payment may amount to no more than a half of the profit made from the end of the previous financial year, disclosed in the audited financial statements, increased by reserve capitals established from profits which may be used by the Management Board to make advance payments and decreased by uncovered losses and own shares.*
6. *The Management Board shall be entitled to pay the shareholders an advance on the expected dividend at the end of the financial year if the Company has sufficient funds for the payment. Payment of an advance requires the consent of the Supervisory Board.*

§12

Redemption of shares

1. *The Company's shares may be redeemed upon the consent of the shareholder concerned by such redemption, by way of purchase thereof by the Company (voluntary redemption). Voluntary redemption may not be made more often than once per financial year.*
2. *A shareholder may apply to the Management Board for redemption of its shares. In such a case, the Management Board will propose that the agenda of the next General Meeting of Shareholders include adoption of a resolution on redemption of shares.*
3. *With the consent of the shareholder whose shares are to be redeemed, the redemption of shares may take place without compensation.*
4. *Redemption of shares shall require a resolution of the General Meeting.*
5. *A resolution of the General Meeting to redeem shares shall be adopted by a qualified majority of 3/4 of the votes.*

§13

Bonds

1. *The Company may issue bonds and other securities to the extent permitted by law. On the basis of resolutions of the General Meeting of Shareholders, the Company is entitled to issue bonds convertible into shares or bonds with the right of priority to acquire shares.*
2. *The resolution of the General Meeting of Shareholders concerning the issuance of bonds convertible into shares and bonds with priority right to acquire shares shall be adopted by a qualified majority of 3/4 (three fourths) of votes.*

III

BODIES OF THE COMPANY

§14

General provisions

The Company's bodies are:

1. *General Meeting of Shareholders,*
2. *Supervisory Board,*
3. *Management Board.*

§15

General Meeting of Shareholders

1. *The General Meeting of Shareholders may be ordinary or extraordinary.*
2. *The General Meetings of Shareholders shall be held at the Company's registered office.*
3. *The Ordinary General Meeting of Shareholders should be held within six months after the end of each financial year.*
4. *An Extraordinary General Meeting of Shareholders shall be convened in the cases set out in the Commercial Code or in the Company's Articles of Association, as well as when the bodies or entities authorised to convene General Meetings deem it appropriate.*
5. *The General Meeting of Shareholders shall be convened by the Company's Management Board.*
6. *The Supervisory Board may convene an Ordinary General Meeting of Shareholders if the Management Board fails to convene it within the time limit making it possible to hold the meeting within the time limit specified in section 3 above and an Extraordinary General Meeting of Shareholders if it considers it advisable to convene it.*
7. *The General Meeting of Shareholders shall be convened by way of announcement on the Company's website and in the manner prescribed for announcement of current information pursuant to the provisions of the Act on Public Offering. The announcement should be made at least 26 (twenty six) days before the date of the General Meeting.*

§16

1. *A shareholder can take part in the General Meeting in person or by proxy.*
2. *The General Meeting of Shareholders may adopt resolutions only in matters included in the agenda, unless the entire share capital is represented at the General Meeting of Shareholders and none of the present objects to the adoption of the resolution.*
3. *The subject matter of the Ordinary General Meeting of Shareholders should include, in particular:*
 - a. *examination and approval of the Management Board's report on the Company's operations and financial statements for the previous financial year;*

- b. adopting a resolution on profit distribution or loss coverage;*
 - c. acknowledging the fulfilment of duties by members of the Company's bodies.*
- 4. Apart from the matters reserved by the provisions of this Statute and the law, the powers of the General Meeting shall include:*
 - a. adopting the remuneration policy for the members of the Management Board and the members of the Supervisory Board of the Company;*
 - b. determining the amount of remuneration for members of the Supervisory Board in accordance with the adopted remuneration policy;*
 - c. giving consent for the Company to conclude an agreement with members of the Supervisory Board, their spouses, their descendants, their other relatives and relations by affinity up to the second degree and entities related to them within the meaning of the Accounting Act of 29 September 1994.*
- 5. Acquisition and disposal of real estate, perpetual usufruct or share in real estate, as well as establishment of limited property right thereon does not require consent of the General Meeting of Shareholders.*
- 6. Voting at the General Meeting of Shareholders shall be open. Secret ballot shall be ordered in the case of elections and motions for dismissal of members of the Company's bodies or liquidators, for holding them liable, in personal matters and at the request of at least one shareholder present or represented at the General Meeting of Shareholders.*
- 7. Unless the provisions of the Commercial Code or the Statute provide otherwise, the General Meeting of Shareholders is valid and may adopt resolutions irrespective of the number of shares represented.*
- 8. Subject to the mandatory provisions of the Commercial Code and the provisions of the Articles of Association, resolutions of the General Meeting shall be adopted by an absolute majority of votes.*

§17

- 1. The General Meeting of Shareholders is opened by the President of the Management Board or a person appointed by the Management Board. Next, the Chairman of the General Meeting of Shareholders is elected from among the candidates proposed by those entitled to participate in the General Meeting of Shareholders.*
- 2. Detailed principles for conducting the meeting and adopting resolutions by the General Meeting may be defined in the Rules and Regulations of the General Meeting adopted by the General Meeting.*
- 3. The Rules and Regulations of the General Meeting may be amended by way of a resolution of the General Meeting. In the case of amendments to the Rules and Regulations, the amendments made shall become effective at the earliest from the next General Meeting.*

§18

Supervisory Board

- 1. The Supervisory Board exercises constant supervision over the Company's activities in all in areas of its operations.*
- 2. The Supervisory Board consists of 5 (five) to 7 (seven) members, including the Chairman and Members of the Supervisory Board.*
- 3. Members of the Supervisory Board shall be appointed and dismissed by the General Meeting of Shareholders, subject to the second sentence of this section. A shareholder - Venture Fundusz*

- Inwestycyjny Zamknięty, in the period in which it holds at least 10% of shares in the share capital of the Company, has a personal right to appoint and dismiss one member of the Supervisory Board.*
4. *The number of members of the Supervisory Board shall be determined by the General Meeting of Shareholders.*
 5. *The Chairman of the Supervisory Board shall be elected by the Supervisory Board from among its members.*
 6. *Remuneration of members of the Supervisory Board is determined by the General Meeting of Shareholders within the framework of the adopted remuneration policy.*
 7. *The term of office of the members of the Supervisory Board shall be joint and shall be 4 (four) years.*
 8. *Any member of the Supervisory Board may be re-elected to this function.*
 9. *From among its members, the Supervisory Board shall set apart an audit committee within the meaning of the Act of May 11, 2017 on Statutory Auditors, Audit Firms and Public Supervision ("**Uobr**"), consisting of 3 (three) members (the "**Audit Committee**").*
 10. *The Chairman of the Audit Committee is appointed by the Audit Committee from among its members.*
 11. *At least one member of the Audit Committee must have knowledge and skills in accounting or auditing.*
 12. *At least 2 (two) members of the Audit Committee, including its Chairman, must meet the independence requirements in accordance with the criteria contained in the regulations of the Uobr,*
 13. *Audit Committee members must have knowledge and skills in the Company's industry. This condition shall be deemed to be fulfilled if at least one member of the Audit Committee has knowledge and skills in this industry, or individual members within specific ranges have knowledge and skills in this industry.*
 14. *The Audit Committee performs, in particular, the tasks indicated in the provisions of the Uobr.*

§19

1. *Meetings of the Supervisory Board shall be convened by the Chairperson of the Supervisory Board, subject to section 2 of this paragraph.*
2. *The Management Board or a member of the Supervisory Board may request that a meeting of the Supervisory Board be convened, stating the proposed agenda. The Chairperson of the Supervisory Board shall convene a meeting with an agenda in accordance with the request, which shall be held no later than two weeks from the date of receipt of the request. If the Chairperson of the Supervisory Board fails to convene a meeting in accordance with the previous sentence, the person making the request may convene it independently.*
3. *The agenda shall be determined by the person authorized to convene the meeting of the Supervisory Board. If the Supervisory Board is convened at the request of the Management Board or a member of the Supervisory Board, the agenda should include the matters indicated by the applicant.*
4. *Invitations to the meeting of the Supervisory Board shall be made in writing and delivered at least 3 (three) days before the scheduled date of the meeting to the members of the Supervisory Board. Invitations may also be delivered by e-mail, if a Supervisory Board member consents to this form of delivery by indicating its e-mail address.*

5. *In matters not included in the agenda, the Supervisory Board may not adopt a resolution, unless all its members are present and consent to the adoption of the resolution.*
6. *The Supervisory Board shall adopt resolutions if at least half of its members are present at the meeting and all its members have been invited.*
7. *The Supervisory Board may also adopt a resolution without being formally convened if all its members are present and consent to hold a meeting and to include individual issues in the agenda.*
8. *The Supervisory Board shall adopt resolutions by an absolute majority of votes. In the case of an equal number of votes, the Chairman of the Supervisory Board shall have the casting vote.*
9. *Resolutions of the Supervisory Board are minuted. The minutes should include the agenda of the meeting, the names and surnames of the members of the Supervisory Board participating in the vote and the number of votes cast for each resolution. A dissenting opinion submitted by a member of the Supervisory Board shall also be noted in the minutes, along with any reasons for it.*
10. *A member of the Supervisory Board shall inform the other members of the Supervisory Board of any conflict of interest that has arisen or may arise, and shall refrain from taking part in the discussion and from voting on the adoption of a resolution on the issue in which the conflict of interest has arisen.*
11. *An independent Member of the Supervisory Board shall confirm to the other Members of the Supervisory Board that it meets the criteria of independence. The independent member of the Supervisory Board should provide the Management Board with information on any circumstances causing it to lose this characteristic.*
12. *The rules of operation of the Supervisory Board of the Company may be specified by the Rules and Regulations of the Supervisory Board. The Supervisory Board is entitled to adopt Rules and Regulations of the Supervisory Board, and the Supervisory Board also adopts Regulations and Regulations of the Audit Committee.*

§20

1. *Apart from the matters reserved by the provisions of this Statute and legal regulations, the competencies of the Supervisory Board include:*
 - a. *determination of the amount of remuneration of the Management Board members taking into account the Management Board members' remuneration policy adopted by the General Meeting;*
 - b. *giving consent to the disposal of economic copyrights or other intellectual or industrial property rights, in particular the rights to software source codes and trademarks;*
 - c. *granting consent to subscription, purchase or sale of shares in other commercial companies and to the Company's joining other entrepreneurs;*
 - d. *giving consent to acquisition and disposal of real property, perpetual usufruct or share in real property, as well as establishment of limited property right thereon;*
 - e. *giving consent to the acquisition of an enterprise or an organized part thereof;*
 - f. *giving consent to the execution of agreements between the Company and any related entity - within the meaning of the Corporate Income Tax Act of 15 February 1992 - with any member of the Company's Management Board;*
 - g. *giving consent for the Company to enter into credit, loan, factoring, leasing or other similar agreement in the amount exceeding 50% of the Company's equity disclosed in the Company's latest approved annual financial statements, subject to section 2 below;*

- h. *giving consent for the Management Board to take up activities whose value exceeds 50% of the Company's equity disclosed in the Company's last approved annual financial statements, subject to section 2 below;*
 - i. *giving consent for the Company to issue sureties or guarantees (except for quality guarantees related to the Company's goods, products or services);*
 - j. *approval of encumbering the Company's assets with a pledge or mortgage or establishing other limited property rights thereon;*
 - k. *selection of the Company's auditor;*
 - l. *giving consent to the Company to make any gratuitous dispositions or to incur any gratuitous obligations;*
 - m. *approval of the budget or financial plan submitted by the Management Board for the next financial year.*
2. *If a number of actions is taken with one entity (or with entities belonging to one capital group within the meaning of the Act on Competition and Consumer Protection of 16 February 2007), in order to determine the necessity of obtaining the approval of the Supervisory Board for actions taken by the Management Board in excess of the amounts indicated in section 1 items g-h of this paragraph, the total value of actions taken with this entity within one financial year of the Company shall be adopted. In the case of actions providing for periodical benefits, the sum of benefits for one year (or all periodical benefits, if the action concerns a shorter period) shall be taken to determine the value of a given action. In the case of credits, loans, sureties, guarantees (except for quality guarantees concerning the Company's goods, products or services) and other activities of this type, the value of the activity shall be the value of the credit, loan, surety or guarantee, respectively, regardless of commissions or interest paid from time to time.*

§21

Management Board

1. *The Management Board shall manage the Company's affairs and represent the Company outside.*
2. *The Management Board of the Company consists of 1 (one) to 4 (four) members. The number of members of the Management Board shall be determined by the Supervisory Board.*
3. *The Management Board consists of the President and the Members of the Management Board.*
4. *Members of the Management Board are appointed and dismissed, as well as suspended, by the Supervisory Board, except that members of the first Management Board are appointed by the Founders.*
5. *The term of office of the members of the Management Board shall be joint and shall be 5 (five) years.*
6. *Any member of the Management Board may be elected for another term.*
7. *A member of the Management Board may be dismissed or suspended by the Supervisory Board or the General Meeting.*
8. *A resolution of the General Meeting concerning dismissal of the Management Board or a member of the Management Board or suspension of all or part of the members of the Management Board from their duties before expiry of their term of office requires a qualified majority of 2/3 of votes cast.*
9. *Remuneration of the Management Board members is determined by the Supervisory Board by way of adopting a resolution in consideration of the Management Board members' remuneration policy adopted by the General Meeting.*

10. *In any agreement between the Company and a Management Board member, as well as in any dispute with such member, the Company shall be represented by the Supervisory Board or a proxy appointed by a resolution of the General Meeting.*
11. *The body authorised to grant the consent referred to in article 380 § 1 of the Commercial Code shall be the Supervisory Board.*

§22

1. *In the case of a one-person Management Board, the member of the Management Board acting alone is authorised to represent the Company.*
2. *If the Management Board is composed of more than one person, two members of the Management Board acting jointly or one member of the Management Board acting jointly with a proxy are required to represent the Company.*

§23

1. *The right to convene a meeting shall be vested in each member of the Management Board.*
2. *Each member of the Management Board must receive either written or electronic notice at least three (3) days prior to the date of the meeting. In cases of emergency, the President may order a different method and shorter notice of the meeting date to Management Board members.*
3. *Resolutions of the Management Board may be adopted if all its members have been duly notified of the date and place of the Management Board meeting.*
4. *Resolutions of the Management Board may be passed without being formally convened if all its members agree to do so and nobody raises any objections to holding a meeting of the Management Board or to the agenda.*
5. *Members of the Management Board may participate in adopting resolutions of the Management Board by casting their vote in writing through another member of the Management Board, except for matters placed on the agenda at the Management Board meeting.*
6. *Resolutions may be adopted by the Management Board in writing or by using means of direct remote communication.*
7. *Resolutions of the Management Board shall be adopted by an absolute majority of votes cast. In case of a tie, the President of the Management Board shall have the casting vote.*
8. *Resolutions of the Management Board shall be recorded in the minutes. The minutes should include the agenda of the meeting, the names and surnames of the Management Board members participating in the vote and the number of votes cast for each resolution. The minutes shall also indicate the dissenting opinion submitted by the Management Board member, along with its motivation, if any.*
9. *A Member of the Management Board shall inform the Management Board of any conflict of interest in connection with the performed function or of the possibility of its occurrence, and shall refrain from taking part in the discussion and from voting on the resolution on the matter in which the conflict of interest has arisen.*
10. *A commercial proxy may be revoked by any member of the Management Board.*
11. *Detailed rules of organisation and manner of operation of the Management Board may be specified in the Rules and Regulations of the Management Board, adopted by the Management Board and approved by the Supervisory Board.*

§24

Accounting

The Company shall maintain its accounting and bookkeeping books in accordance with the legal regulations in force in the Republic of Poland.

§25

Financial year

- 1. The financial year of the Company shall be the calendar year, subject to section 2 below.*
- 2. The first financial year of the Company began on the date of incorporation of the Company and ended on 31 December 2017.*

IV

FINAL PROVISIONS

§26

Founders of the Company

- 1. The founders of the Company are:*
 - a) Blite Fund sp. z o.o. with its registered office in Kraków,*
 - b) Krzysztof Kwiatek,*
 - c) Krzysztof Sałek,*
 - d) Tomasz Soból,*
 - e) Marek Soból.*
- 2. The Founders elected the first composition of the Management Board and the Supervisory Board.*

§27

Company Announcements

The Company shall publish its announcements in the official gazette "Monitor Sądowy i Gospodarczy" unless the provisions of the law oblige it to publish the announcements in a different manner.

§28

- 1. In matters not regulated by this Statute, the provisions of the Commercial Code shall apply.*
 - 2. An amendment to the Articles of Association providing for a change in the type or duration of the term of office of the Company's governing bodies shall apply to the terms of office pending at the time such amendment is registered.*
-
- 2. The resolution comes into force as of the date of registration of the amendments to the Company's Articles of Association in the National Court Register.*

Result of an open ballot:

Number of validly voted shares: 368,374 - these shares constitute 54.21% of the share capital.

Total number of valid votes: 368,374, including:

Votes in favour of the resolution: 368,374

Votes against the resolution: 0

Abstaining votes: 0

The resolution was adopted.

REMUNERATION POLICY
FOR MEMBERS OF THE MANAGEMENT BOARD AND THE SUPERVISORY BOARD
OF THE COMPANY UNDER THE BUSINESS NAME CREEPY JAR SPÓŁKA AKCYJNA
WITH ITS REGISTERED OFFICE IN WARSAW

This Remuneration Policy for members of the Management Board and the Supervisory Board of the company under the business name Creepy Jar Spółka Akcyjna with its registered office in Warsaw, has been drawn up in its entirety in accordance with the provisions of Article 90d et seq. of the Act of 29 July 2005 on Public Offering, Conditions Governing the Introduction of Financial Instruments to Organised Trading, and Public Companies (Official Journal of Laws of 2022, item 1500, consolidated text), adopted by the General Meeting of the Company on 24 June 2021 and amended by the General Meeting of the Company on 25 October 2022, in accordance with the applicable provisions of the Act.

§1.

GENERAL PROVISIONS

1. Definitions:

- | | |
|---------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------|
| “Commercial Companies Code” | - means the Act of 15 September 2000, Commercial Companies Code (Official Journal of Laws of 2022, item 1467, consolidated text); |
| “Audit Committee” | - means the audit committee appointed by the Supervisory Board from among its members; |
| “Withdrawal” | - means a withdrawal from the Remuneration Policy described in § 2 of the Remuneration Policy |
| “Person covered by the Policy” | - all members of the Management Board and the Supervisory Board |
| “Remuneration Policy” | - means this remuneration policy for the Management Board and the Supervisory Board applicable in the Company; |
| “Incentive Scheme” | - means the Company's Incentive Scheme adopted by the General Meeting only in the part covering the members of the Management Board; |
| “Supervisory Board” | - means the supervisory board of the Company; |
| “Company” | - means Creepy Jar Spółka Akcyjna with its registered office in Warsaw; |
| “Report” | - means the remuneration report prepared by the Supervisory Board referred to in Article 90 g of the Act |

- “Articles of Association”** - means the articles of association of the Company;
- “Act”** - means the Act of 29 July 2005 on Public Offering, Conditions Governing the Introduction of Financial Instruments to Organised Trading and Public Companies (Official Journal of Laws of 2022, item 1500, consolidated text);
- “General Meeting”** - means the general meeting of shareholders of the Company;
- “Management Board”** - means the management board of the Company.

§2.

RULES FOR ADOPTING AND APPLYING THE REMUNERATION POLICY

1. The purpose of the Remuneration Policy is to set rules for remunerating members of the Company's Management Board and Supervisory Board, including members of the Audit Committee appointed by the Supervisory Board. The solutions adopted in the Remuneration Policy are intended to contribute to the implementation of the business strategy, long-term interests and stability of the Company, taking into account the interests of shareholders. In case of the members of the Management Board, the distinction between Fixed remuneration, Variable remuneration and fringe benefits is intended to encourage the members of the Management Board to take deliberate actions resulting in the achievement of increasingly better financial results by the Company, while ensuring long-term stability of operations. Moreover, clear determination of remuneration for members of the Supervisory Board will be a guarantee of stable functioning of this body of the Company, due to the fact that members of the Supervisory Board will not be directly dependent on the financial results of the Company. This will result in the exercise of their functions with due care and attention to the day-to-day operations of the Company and its Management Board. The introduction of the Remuneration Policy is also aimed at reducing conflicts of interest within the Company.
2. The Remuneration Policy will also contribute to the transparency of remuneration costs of the members of the Management Board and the Supervisory Board, including members of the Audit Committee, and the principles of their development in the Company.
3. Detailed rules on the remuneration of members of the Management Board, Supervisory Board and Audit Committee should be consistent with the applicable laws and the Company's internal regulations, including in particular the Company's Articles of Association and bylaws adopted on its basis.
4. The Company's business strategy is based on developing the Company's activities by creating, releasing and distributing video and computer games for various platforms.

5. Within the scope of the Remuneration Policy the Management Board is responsible for:
 - a) development of the Remuneration Policy;
 - b) implementation of the Remuneration Policy;
 - c) preparing updates to the Remuneration Policy.
6. Within the scope of the Remuneration Policy the Supervisory Board is responsible for:
 - a) giving its opinion on the Remuneration Policy and its subsequent amendments;
 - b) supervision over the implementation of the Remuneration Policy in the Company;
 - c) reviewing and evaluating the operation of the Remuneration Policy;
 - d) drawing up annual Reports.
7. Within the scope of the Remuneration Policy the General Meeting is responsible for the adoption of the Remuneration Policy and any subsequent material amendments thereto by way of resolution.
8. The Remuneration Policy, updates to the Remuneration Policy, the resolution on the Remuneration Policy with the date of its adoption and the results of the voting as well as the Report are published by the Company on the website <https://creepyjar.com/relacje-inwestorskie-creepyjar/>.
9. If it is necessary for the Company's long-term interests and financial stability or to ensure the Company's profitability, the Supervisory Board may decide on a temporary Withdrawal from the Remuneration Policy.
10. The decision to apply the Withdrawal shall be made by the Supervisory Board by way of a resolution.
11. Prerequisites for the application of the Withdrawal are in particular issues related to the implementation of the Company's objectives set forth in the Incentive Scheme and such actions the failure to undertake of which could adversely affect the Company's ability to fulfil its financial obligations due.
12. The Management Board may apply for the Withdrawal, providing the Supervisory Board with reasons justifying the use of the Withdrawal.
13. The resolution on Withdrawal shall specify in particular:
 - a. the period for which the Withdrawal was applied,
 - b. elements of the Remuneration Policy to which the Withdrawal has been applied,
 - c. the grounds justifying the necessity to apply the Withdrawal.
14. Any Withdrawal must be disclosed in the Report with the information referred to in section 13 of this paragraph.

§3.

STRUCTURE OF REMUNERATION OF THE MEMBERS OF THE MANAGEMENT BOARD

1. Remuneration paid to members of the Management Board is divided into:
 - a) **“Fixed remuneration”**, which includes:
 - i. **“Basic remuneration”** - each member of the Management Board receives a monthly remuneration for the performance of their function;
 - ii. **“Remuneration for services”** - if the relevant Board Member provides specialist services to the Company, they receive remuneration for such services;
 - b) **“Variable remuneration”**, which includes:
 - i. **“Cash bonuses”** - i.e. bonuses awarded to Board Members by the Supervisory Board for meeting financial and non-financial criteria;
 - ii. **“ESOP Remuneration”** - remuneration awarded in connection with the performance of the Incentive Scheme currently in force,
 - c) **“Fringe Benefits”** - components that do not have a direct monetary character, such as medical care/insurance, including for the benefit of the immediate family members of the Management Board, company cars, sports and recreation programs of the multisport type or insurance of the member of the Management Board in connection with their function (D&O insurance);
collectively referred to as the **“Remuneration”**.
2. Members of the Management Board may not receive monetary or non-monetary remuneration from the Company other than described in the Policy, provided that the Policy provides only examples of items of Fringe Benefits.
3. The Company establishes pension and early retirement plans in accordance with the law, if there are circumstances that oblige the Company to establish such plans.
4. The mutual proportions of the Variable remuneration (in respect of Cash bonuses) to the Fixed remuneration for each member of the Management Board may be variable and depend on the achievement of management objectives and conditions affecting the amount of the Variable remuneration. However, the value of the Variable remuneration (as regards Cash bonuses) for a given financial year cannot exceed the amount constituting ten times the total Fixed remuneration for that financial year.
5. The amount of remuneration of the members of the Management Board is disclosed in the Company's financial statement separately for each of the titles listed in section 1 of this paragraph.
6. The Company does not provide for deferment periods for the payment of Remuneration and the possibility to request by the Company the return of variable remuneration components.
7. The General Meeting authorises the Supervisory Board to specify elements of the Remuneration Policy within the scope of a description of certain Remuneration components and to indicate

criteria regarding financial and non-financial performance related to the allocation of variable Remuneration components, within the limits previously defined by the General Meeting.

§4.

FIXED REMUNERATION – BASIC REMUNERATION

1. Members of the Management Board receive Basic remuneration for the performance of their duties on the basis of the corporate relationship resulting from their appointment in accordance with the relevant resolution of the Supervisory Board.
2. The amount of the Basic remuneration is determined by the Supervisory Board, based on an analysis of market remuneration rates for members of the management board of companies with a similar business profile and scope of operations, taking into account the needs and capabilities of the Company and respecting the interests of the Company's shareholders and partners.
3. The term of office of the members of the Management Board is joint and lasts 5 (five) years.
4. A member of the Management Board who has been suspended from holding office is not entitled to receive Basic remuneration during the period of suspension.
5. Due to the way the Company operates, in particular in connection with the exchange of competencies depending on the current needs, the Basic remuneration for all members of the Management Board is equal.
6. The Basic remuneration is paid on the Company's payroll date.
7. The Supervisory Board decides on a change to the Basic remuneration by way of a resolution.

§5.

FIXED REMUNERATION – REMUNERATION FOR SERVICES

1. As long as Members of the Management Board provide the Company with specialist services, in particular connected with the production of computer games, Members of the Management Board receive Remuneration for services under civil law agreements concluded with the Company for specialist services, i.e. service agreements or agreements for specific work which are not connected with their function on the Management Board. Agreements with members of the Management Board indicate in particular the subject matter of the agreement, remuneration for services rendered, the duration of the agreement and the termination period. Agreements should be concluded on an arm's length basis, in writing, in accordance with Article 379 § 1 of the Commercial Companies Code.
2. All agreements with the Members of the Management Board are concluded by the Chairman of the Supervisory Board pursuant to a resolution of the Supervisory Board.

3. Any change in the amount of Remuneration for services shall be decided by the Supervisory Board by way of a resolution. Any such change requires an amendment to the agreement concluded between the Member of the Management Board and the Company.
4. The Remuneration for services shall also include the remuneration for the transfer by the Members of the Management Board to the Company of all economic copyrights to works created by members of Management Board in connection with the provision of specialist services, as well as industrial property rights to products, utility models, development of trademarks made in connection with the provision of specialist services.
5. Agreements for specialist services with Members of the Management Board are concluded for an indefinite period of time.
6. Agreements for specialist services with Members of the Management Board may be terminated by either party to such agreement with a 6 (six) month notice period.
7. A member of the Management Board is entitled to terminate a service agreement without notice period only for important reasons. Important reasons referred to above shall be understood as:
 - a. a liquidation of the Company,
 - b. an illness of the Member of the Management Board preventing them from rendering specialist services to the Company,
 - c. the Company's delay in payment of remuneration for two full months, provided that despite the prior request addressed to the Company for payment made in writing, otherwise being null and void, the Company has not paid the overdue amount within the additional 1-month period for payment indicated in such request.
8. The Company is entitled to terminate a service agreement without notice period only for important reasons, which include in particular a gross violation of duties by a Member of the Management Board, as defined in specific provisions of the agreement, provided that despite a prior request made in writing, otherwise being null and void, the Member of the Management Board did not cease the violation and did not remove all its consequences within the given period of 1 month, or without a request – if due to the nature of violation, it is not possible to cease or remove its consequences and the violation has severely affected the Company.

§6.

VARIABLE REMUNERATION – CASH BONUSES

1. Cash bonuses for each member of the Management Board are granted by the Company in a clear and comprehensive manner, ensuring effective implementation of the Remuneration Policy, by reference to the Company's financial and non-financial performance (pursuant to section 2 below), taking into account the social interest, as well as the Company's contribution to environmental

protection and aimed at preventing and eliminating the negative social effects of the Company's operations.

2. A bonus fund is created for Cash bonuses, the allocation of which is decided by the Supervisory Board on the basis of evaluations taking into account such elements as:
 - a) achievement of financial targets assumed for a given financial year,
 - b) contribution of individual board members to the achievement of financial and non-financial objectives,
 - c) overall functioning of the Company, including securing the risks in key areas of its activity,
 - d) financial security of the Company.
3. When establishing non-financial criteria, social interests, the Company's contribution to environmental protection and undertaking actions aimed at preventing and eliminating the negative social effects of the Company's operations are taken into account, in particular:
 - a) performance of additional tasks determined by a resolution of the Supervisory Board, bringing considerable benefits to the Company in such areas as organisational management, finance and image,
 - b) the Company's efforts to promote an active lifestyle,
 - c) taking actions within the Company's sphere of influence to support local institutions and individuals, cooperation with local organisations, programmes for children and young people.
4. The methods used to determine the extent to which the financial and non-financial criteria have been met are as follows:
 - a) verification of compliance with the financial criteria is based on data from the Company's financial statement,
 - b) verification of compliance with non-financial criteria includes verification of data and information supporting compliance with those criteria.
5. The total cash bonus budget may not exceed 6% (six percent) of the Company's net profit for the financial year.
6. The Supervisory Board shall on an annual basis evaluate the Company's financial result and the criteria described in section 2 of this paragraph and on that basis shall adopt, within 4 months after the end of a given financial year, a resolution determining the amount of the bonus fund and the share of individual members of the Management Board in that fund.
7. The mutual proportions of Cash bonuses to Fixed remuneration for each member of the Management Board may be variable and dependent on the achievement of management objectives and conditions affecting the amount of Cash bonuses.
9. If a given Management Board member does not perform their function in the Management Board for the entire financial year (e.g. due to resignation or dismissal), the bonus fund for the cash bonus

for such a member of the Management Board shall be calculated in accordance with the provisions of the above sections and the amount so calculated shall be reduced in proportion to the time during which the given member of the Management Board performed their function. Payment of the cash bonus referred to in this paragraph shall be made after the General Meeting approves the financial statement, but not later than 30 days after approval of the statement.

§7.

VARIABLE RENUMARATION – ESOP RENUMERATION

1. Members of the Management Board may be covered by the Incentive Scheme on terms established by the Supervisory Board in the Rules and Regulations of the Company's Incentive Scheme adopted by the General Meeting. Under the Incentive Scheme, Members of the Management Board are entitled to acquire financial instruments in the form of the Company's shares.
2. The objectives of the Incentive Scheme are defined in the Incentive Scheme Rules and Regulations and may include:
 - a) creation of a long-term mechanism in the Company aimed at motivating members of the Management Board to undertake activities of significant importance to the Company, ensuring long-term growth in the Company's value and its development;
 - b) ensuring professional stability of the members of the Management Board within the Company's structure;
 - c) realisation by the Company of the assumed economic effects and optimisation of its financial results;
 - d) desire to create conditions for rewarding members of the Company's Management Board for their contribution to the growth of the Company's value and the financial results achieved by the Company.
3. Financial instruments (shares) acquired by Members of the Management Board as part of the Incentive Scheme are subject to a lock-up for 12 months from the first day of the month following the granting of the right to acquire shares to the Members of the Management Board. After this date, these financial instruments may be sold without restrictions.

§8.

FRINGE BENEFITS

1. The Company also applies Fringe Benefits for members of the Management Board, including:
 - a) medical care/insurance, including for the benefit of immediate family members;
 - b) the right to use company cars;

- c) sports and recreation programs of the multisport type;
- d) insurance of the member of the Management Board in connection with their function (D&O insurance).

§9.

LEGAL RELATIONSHIP BETWEEN MEMBERS OF THE SUPERVISORY BOARD AND THE COMPANY

1. Members of the Supervisory Board shall receive net remuneration pursuant to the corporate relationship arising from their appointment in accordance with the relevant resolution of the General Meeting for the duration of their mandate.
2. The term of office of the members of the Supervisory Board is joint and lasts 4 (four) years.
3. Each member of the Supervisory Board may be re-elected to this function.
4. Members of the Supervisory Board are appointed and dismissed by the General Meeting, subject to the Company's Articles of Association.
5. The mandate of a member of the Supervisory Board expires, at the latest, on the date of the General Meeting approving the financial statement for the last full financial year in which the given member served on the Supervisory Board.

§10.

REMUNERATION STRUCTURE FOR MEMBERS OF THE SUPERVISORY BOARD

1. The remuneration for a member of the Supervisory Board is determined by the General Meeting by way of a resolution.
2. Members of the Supervisory Board are entitled to monthly remuneration.
3. Members of the Supervisory Board performing their functions in the Audit Committee shall be entitled to additional net remuneration in the amount, time and manner of payment determined by the General Meeting.
4. The remuneration of a member of the Supervisory Board is determined taking into account the objective of ensuring objectivity of Members of the Supervisory Board in the performance of their duties. In order to ensure objectivity, the remuneration of members of the Supervisory Board may not be reduced and its payment suspended or cancelled, except as provided for in generally applicable legal provisions.
5. The monthly remuneration of members of the Supervisory Board is paid on the Company's payroll date.
6. Pursuant to Art. 392 § 3 of the Commercial Companies Code, members of the Supervisory Board may apply for reimbursement of costs related to their participation in the work of the Supervisory Board.

7. Members of the Supervisory Board may be covered by the Company's D&O insurance.
8. The General Meeting shall be entitled to grant individual awards to members of the Supervisory Board in the amount indicated in a resolution of the General Meeting. The value of individual awards for a given financial year may not exceed the amount constituting three times the remuneration awarded pursuant to section 2 of this paragraph.
9. The total amount of remuneration of members of the Supervisory Board shall be disclosed in the Company's financial statement.
10. For serving as members of the Supervisory Board, members of the Supervisory Board may not receive from the Company any other remuneration, whether in cash or in kind, other than described above.

§11.

WORK AND PAY CONDITIONS OF EMPLOYEES

OTHER THAN MEMBERS OF THE MANAGEMENT AND SUPERVISORY BOARDS

1. Associates cooperate with the Company on the basis of civil law agreements. This form of cooperation is prevalent in the video game industry. The Company may also employ employees under employment agreement or by using other permissible legal relationships.
2. The Company provides for granting discretionary bonuses to individual associates or employees depending on their overall performance evaluation. Both the granting of a discretionary bonus to an individual associate or employee and the frequency and amount of the discretionary bonus are at the discretion of the Company.
3. The Company provides for an Incentive Scheme for associates and employees.

§12.

AVOIDANCE OF CONFLICTS OF INTEREST

1. In order to avoid conflicts of interest related to the Remuneration Policy, the Company applies the division of competences in connection with determination of individual remuneration, in accordance with the provisions of the Commercial Companies Code.
2. The Management Board is responsible for the preparation and information contained in the Remuneration Policy.
3. The Supervisory Board exercises general supervision over the implementation of the Remuneration Policy on an ongoing basis. In addition, the Supervisory Board prepares an annual remuneration report providing a comprehensive overview of remuneration, including all benefits, regardless of their form, received by or due to individual members of the Management Board and Supervisory Board in the last financial year, in accordance with the Remuneration Policy. The members of the Supervisory Board are responsible for the information contained in the Report.

4. The General Meeting ultimately adopts the Remuneration Policy.
5. The entities implementing the Policy shall investigate the potential for conflicts of interest related to the Policy on an ongoing basis.
6. If any member of the Management Board or Supervisory Board identifies a possible conflict of interest in the information disclosed in the Remuneration Policy, they are obliged to inform the Chairman of the Supervisory Board (in case of knowledge or suspicion concerning members of the Management Board) or the President (in case of knowledge or suspicion concerning members of the Supervisory Board).
7. In case of receipt of the information referred to in section 6 above, the Supervisory Board is obliged to take actions aimed at verifying the information, reviewing the Remuneration Policy and updating the Remuneration Policy in order to eliminate or prevent any identified or potential conflict of interest.

§13.

FINAL PROVISIONS

1. The draft Remuneration Policy was reviewed by the Supervisory Board.
2. The Supervisory Board reviews the Remuneration Policy at least once a year. The Supervisory Board may submit to the General Meeting a request to amend the Remuneration Policy on its own initiative or upon request of the Management Board.
3. Every year the General Meeting adopts a resolution on approval of the Supervisory Board's Report on the implementation of the Remuneration Policy.
4. The Remuneration Policy and any amendments thereto shall enter into force with effect specified in the resolution of the General Meeting.
5. From the date of entry into force of the Remuneration Policy, remuneration for members of the Management Board and the Supervisory Board is determined in accordance with the provisions of the Remuneration Policy.
6. Matters not regulated by this Remuneration Policy shall be governed by generally applicable laws.