

**REGULATIONS OF THE 2023-2025 INCENTIVE SCHEME
OF CREEPY JAR S.A.**

§1

Tasks of the Incentive Scheme

1. With a view to:
 - a. creating a long-term mechanism at Creepy Jar S.A. (hereinafter also referred to as the “**Company**”) aimed at motivating: (i) employees and associates (excluding members of the Company's Management Board) of significant importance for the Company to continue their cooperation with the Company for the following years and (ii) employees and associates of significant importance for the Company and members of the Company's Management Board to take actions ensuring long-term growth of the Company's value and its development,
 - b. ensuring professional stability of the above-mentioned persons within the Company's structure,
 - c. implementing the assumed economic effects by the Company and optimising its financial results,
 - d. the desire to create conditions for the possibility of rewarding employees and associates as well as members of the Company's Management Board for their contribution to the increase in the Company's value and the financial results achieved by the Company,the General Meeting of Shareholders of the Company hereby adopts the Regulations of the 2023-2025 Incentive Scheme of Creepy Jar S.A. (hereinafter referred to as the “**Regulations**”).
2. The Regulations of the 2023-2025 Incentive Scheme of Creepy Jar S.A. define the conditions for the acquisition by members of the Company's Management Board as well as employees and associates of subscription warrants convertible into shares in the Company's increased share capital within the conditional increase in the share capital, on the terms and conditions set out below.

§2

Definitions

Shares	no more than 18,500 series F bearer shares of the Company with a nominal value of PLN 1 each and no more than 18,500 series G bearer shares of the Company with a nominal value of PLN 1 each, i.e. no more than 37,000 series F bearer shares of the Company with a nominal value of PLN 1 each, with a total nominal value of PLN 37,000.
General Objectives of the Company	objectives of the company contained in the Regulations and in the resolution of the General Meeting.
Specific Objectives of the Company	specific objectives developed based on the General Objectives of the Company, determined by the Supervisory Board's resolution, on the basis of which the Participation Agreements will be concluded with Participants.

List of Participants	a list of employees, associates and members of the Company's Management Board entitled to conclude a Participation Agreement, established and, if necessary, updated on the basis of the Supervisory Board's resolutions.
List of Eligible Persons	a list of employees, associates and members of the Company's Management Board to whom the Supervisory Board granted the right to take up Warrants by way of a resolution.
Scheme Period	duration of the Scheme covering a period of three calendar years starting from 2023, i.e. the years 2023, 2024 and 2025.
Scheme	an incentive scheme for employees, associates and members of the Company's Management Board specified in the Regulations.
Regulations	these Regulations of the 2023-2025 Incentive Scheme of Creepy Jar S.A.
Company	Creepy Jar Spółka Akcyjna with its registered office in Warsaw
Participants	employees, associates and members of the Company's Management Board who have concluded a Participation Agreement in the Scheme.
Participation Agreement	an agreement between the Company and the Participant containing individualised terms and conditions of participation in the Scheme.
General Meeting	a general meeting of the Company's shareholders.
Warrants	series A subscription warrants and series B subscription warrants issued by the Company in accordance with the resolutions of the Ordinary General Meeting of 30 May 2023.
Gross Profit	a gross profit achieved by the Company in a given financial year, adjusted by the costs recognised in a given period related to the incentive scheme.

§3

General Objectives of the Company

1. The General Meeting, when adopting the Regulations, indicates the General Objectives of the Company in force during the Scheme Period for Participants.
2. The General Objectives of the Company for the entire Scheme Period are as follows:
 - a) an employee or associate of the Company remains in a legal relationship under specific agreements (e.g. service agreement, employment agreement) at least from the date of the conclusion of the Participation Agreement to 31 December 2025, as a condition for the allocation of Warrants from Tranche 1
 - b) the Company will achieve an average annual Gross Profit in the years 2023-2025 in the amount of PLN 30,000,000 (thirty million), as a condition for full allocation of Warrants from Tranche 2.
3. The Supervisory Board, upon approval of the Regulations by the General Meeting:

- a) adopts the List of Participants, based on the indications of the Company's Management Board including employees and associates of the Company as well as the arrangements of the Supervisory Board including Members of the Company's Management Board; the List of Participants may be updated by resolutions of the Supervisory Board as necessary until the end of the Scheme Period,
 - b) adopts, by way of a resolution, the Specific Objectives of the Company on the basis of which the Participation Agreements will be concluded.
4. The Specific Objectives of the Company may be partial and must fall within the General Objectives of the Company. In particular, the Supervisory Board may set allocation thresholds in Tranche 2 depending on the Gross Profit achieved by the Company during the Scheme Period.
 5. If a Participation Agreement is concluded in 2024 or 2025, the Supervisory Board may set objectives (within the limits of the General Objectives of the Company adopted by the General Meeting) for new Participants. This must be done prior to the conclusion of the Participation Agreement, and provided that the sum of existing obligations to allocate Warrants allows for the conclusion of subsequent Participation Agreements.

§4

Fulfilment of the Specific Obligations of the Company

1. In the course of the Scheme, the Supervisory Board will periodically verify the fulfilment of the Specific Objectives of the Company in relation to employees and associates as well as members of the Management Board, at least once every 12 months.
2. The fulfilment of the assumed Specific Objectives of the Company will be finally verified by the Supervisory Board in relation to employees and associates of the Company as well as members of the Management Board of the Company, no later than by 30 June 2026.
3. After the verification referred to in section 2 above, the Supervisory Board will draw up the final List of Eligible Persons within the Scheme entitled to take up Warrants, indicating the number of Warrants allocated to a given Participant and will adopt a resolution referred to in § 7 of the Regulations.

§5

Participation Agreement

1. Each person joining the Scheme shall be obliged to conclude a Participation Agreement with the Company specifying their rights and obligations resulting from participation in the Scheme.
2. The Participation Agreement defines the Specific Objectives of the Company allocated to the Participant in the Scheme, in particular, it may impose on the Participant the obligation to provide work or perform a cooperation agreement with the Company for a specified period of time.
3. The Participation Agreement with the Participants in the Scheme shall be concluded by the Management Board or, if the Participant is a member of the Management Board, by the Supervisory Board.

§6

Rules of granting Warrants

1. The fulfilment of the Specific Objectives of the Scheme shall be the basis for granting the right to take up Warrants to a given Participant.
2. Warrants will be allocated in two tranches:
 - a) Series A subscription warrants - intended only for employees and associates of the Company (excluding members of the Company's Management Board) – 18,500 series A subscription warrants ("Tranche 1"),
 - b) Series B subscription warrants – intended for employees and associates of the Company as well as for members of the Company's Management Board (including the President) – 18,500 series B subscription warrants ("Tranche 2").
3. If the Specific Objectives of the Company indicated in the Participation Agreement concluded with a given Participant are fulfilled in accordance with the Participation Agreement, such Participant shall be allocated Warrants on the terms and in the amount resulting from the Regulations and the Participation Agreement.

§7

Allocation of Warrants

By 30 September 2026, the Supervisory Board shall adopt a resolution on allocating a certain number of Warrants to the Participants specified by the Supervisory Board.

§8

Acquisition of Shares

1. A Participant in the Scheme, upon taking up the Warrants, shall have the right to acquire Shares within the conditional increase in the share capital at the issue price of PLN 1 (one).
2. A Participant placed on the List of Eligible Persons may acquire Shares by converting Warrants.
3. Shares may be covered only by cash contributions.
4. The rights under the Scheme may be exercised at any request of their holder no later than by 31 December 2026.
5. Shares will not be issued to Participants due to their mandatory dematerialisation.

§9

Compulsory Redemption of Shares

The Company shall have the right to compulsorily redeem Shares acquired under the Scheme by Participants in the Scheme, if within 12 months after the acquisition of Shares:

- a) there is a serious breach of employee duties, a serious breach of the terms and conditions of the cooperation agreement or a serious breach of official duties of persons acting as a Member of the Company's Management Board,
- b) an employee, associate or member of the Company's Management Board, without the prior written consent of the Company, conducts any activities competitive to the Company or

- c) an employee, associate or member of the Company's Management Board is validly convicted of an intentional crime.

§10
Rights attached to Shares

The Participant in the Scheme who has taken up Shares may exercise all rights and powers attached thereto that are not excluded in the Regulations, the Company's corporate documents or in any other documents concluded by the Participant in the Scheme.

§11
Final Provisions

1. The Regulations shall enter into force on the date of its approval by resolution of the General Meeting.
2. In matters not covered by the Regulations, the generally applicable provisions of law in Poland shall apply.