

**Report of the Supervisory Board on remuneration
at Creepy Jar Spółka Akcyjna with its registered office in Warsaw
for the financial year ended on 31 December 2024**

I. Introduction

Supervisory Board of Creepy Jar S.A. (the **“Company”**, **“Creepy Jar”**) acting in order to fulfil the obligation provided for in § 12 (3) of the Remuneration Policy of the Members of the Management Board and the Supervisory Board of Creepy Jar S.A. (the **“Remuneration Policy”**) and Article 90g (1) of the Act of 29 July 2005 on Public Offering, Conditions Governing the Introduction of Financial Instruments to Organised Trading and Public Companies (consolidated text Journal of Laws of 2022.2554 as amended) hereby submits a report (the **“Report”**) on the remuneration of the members of the Management Board and the Supervisory Board of Creepy Jar S.A. for the financial year ended on 31 December 2022 (the **“Reporting Period”**).

In the reporting period, members of the Company's bodies were remunerated on the basis of the Remuneration Policy adopted by Resolution No. 20 of the Ordinary General Meeting of 24 June 2021, amended by Resolution No. 4 of the Extraordinary General Meeting of the Company of 25 October 2022.

The Remuneration Policy is available on the Company's website at: <https://creepyjar.com/lad-korporacyjny/>

II. Remuneration of Members of the Management Board

1. Composition of the Management Board in the reporting period:

- Krzysztof Kwiatek (President of the Management Board),
- Grzegorz Piekart (Member of the Management Board),
- Krzysztof Sałek (Member of the Management Board),
- Tomasz Soból (Member of the Management Board).

In the reporting period and until the date of preparation of this Report the composition of the Company's Management Board has not changed.

2. Principles of remuneration of Members of the Management Board

The remuneration paid to members of the Management Board is divided into:

- (i) fixed remuneration received by each member of the Management Board for performing his/her function,
- (ii) fixed remuneration received by each member of the Management Board for providing professional services to the Company,
- (iii) variable remuneration, i.e. cash bonuses, incentive schemes, and
- (iv) additional benefits not directly in cash.

The Management Board members receive monthly remuneration for the performance of their duties in an equal amount for each member of the Management Board. By resolution of the Company's Supervisory Board No. 4/12/2023 of 6 December 2023, the gross monthly remuneration of each member of the Management Board for



the performance of their duties was set at PLN 31,350 (thirty-one thousand three hundred fifty) starting from 1 January 2023.

By resolution of the Company's Supervisory Board No. 3/12/2024 of 16 December 2024, the gross monthly remuneration of each member of the Management Board for the performance of their duties was set at PLN 33,000 (thirty-three thousand) starting from 1 January 2025.

Cooperation in the provision of specialist services crucial to the Company's operations is based on service contracts, the content of which, including the amount of remuneration, was approved by resolution of the Company's Supervisory Board.

By resolution of the Company's Supervisory Board No. 3/12/2023 of 6 December 2023, the net monthly remuneration of each member of the Management Board for the provision of specialist services to the Company was set at PLN 31,350 (thirty-one thousand three hundred fifty) starting from 1 January 2024.

By resolution of the Company's Supervisory Board No. 2/12/2024 of 16 December 2024, the net monthly remuneration of each member of the Management Board for the provision of specialist services to the Company was set at PLN 33,000 (thirty-three thousand) starting from 1 January 2025.

Members of the Company's Management Board also receive cash bonuses. Since the effective date of the Remuneration Policy, the variable remuneration for each member of the Management Board is granted by the Company in a clear, comprehensive manner, ensuring effective implementation of the Remuneration Policy, by reference to the financial and non-financial performance of the Company, taking into account the social interest, as well as the Company's contribution to the protection of the environment and aimed at preventing and eliminating the negative social consequences of the Company's activities.

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 the financial targets set for the financial year,
- b) the contribution of individual members of the Management Board to the achievement of financial and non-financial objectives,
- c) overall functioning of the Company, including securing the risks in key areas of its operations,
- d) financial security of the Company.

The total cash bonus budget may not exceed 6% (six percent) of the Company's net profit for a given financial year. The Supervisory Board evaluates the Company's financial result and the criteria described above on an annual basis and, on this basis, adopts a resolution determining the amount of the bonus fund and the share of each member of the Management Board in this fund. In accordance with the Remuneration Policy, in 2024 members of the Management Board were granted cash bonuses in the total amount of PLN 950.000, i.e. an amount representing 6% of the net profit achieved by the Company in the previous financial year.

From 2023, the Members of the Management Board also participate in the 2023-2025 Incentive Scheme established by the General Meeting by resolution No. 16 of 30 May 2023, the rules of which are set out in the Rules of the 2023-2025 Incentive Scheme, attached to the a/m resolution of the General Meeting ("**Rules of the 2023-2025 IS**"). Pursuant to the rules set out in the Rules of 2023-2025 IS, at a meeting held on 13 September 2023 the Company's Supervisory Board, by resolution No. 2/09/2023, approved the list of participants in the Incentive Scheme including, inter alia, the current Members of the Company's Management Board. Under the above-mentioned resolution, each Member of the Management Board received an opportunity to acquire up to 4,625 shares, depending on the Company's financial performance for 2023-2025.



In 2024 the Company covered the costs of medical insurance for the Members of the Management Board and their closest relatives. Members of the Management Board had company cars at their disposal, as well as the opportunity to take advantage of the Company's Multisport sports and recreation programme. Moreover, members of the Management Board are covered by the Company's insurance related to their holding functions in the Company's bodies.

3. The amount of remuneration of the Management Board members in 2024 (in PLN)

Name, surname, function	Fixed remuneration for holding office (gross)	Fixed remuneration for services rendered (net)	Variable remuneration - bonuses for 2023 paid in 2024 (gross)	Ratio between variable and fixed remuneration	Additional benefits (gross)	Variable remuneration for 2024 to be paid in 2025 (gross)
Krzysztof Kwiatek, President of the Management Board	376,200	376,200	272,500	0.36	11,389	237,500
Krzysztof Sałek, Member of the Management Board	376,200	376,200	272,500	0.36	11,389	237,500
Tomasz Soból, Member of the Management Board	376,200	376,200	272,500	0.36	11,991	237,500
Grzegorz Piekart, Member of the Management Board	376,200	376,200	272,500	0.36	4,800	237,500

4. 2023-2025 Incentive Scheme, including the number of rights granted and the rules for their execution.

The General Meeting of Shareholders, by Resolution No. 16 of 30 May 2023, established a new 2023-2025 Incentive Scheme for key employees and associates and members of the Management Board of Creepy Jar S.A. ("2023-2025 IS"). Detailed assumptions and rules for the implementation of the scheme are set out in the Rules of the 2023-2025 IS.

Under the 2023-2025 Incentive Scheme, up to 37,000 new shares in the Company's increased share capital, divided into two equal tranches, may be allocated to the eligible persons. Pursuant to the Rules of the 2023-2025 IS, the General Meeting, when adopting the a/m Rules, indicated the general objectives of the Company applicable during the term of the Incentive Scheme to its participants who have entered into Participation Agreements in 2023 and will enter into them in subsequent years. These are as follows:

- 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 (Tranche 1),
- the Company achieved an average annual Gross Profit in the years 2023-2025 in the amount of PLN 30,000,000 (Tranche 2), as a condition for full allocation of Tranche 2.

Conditions to take up shares by the participants to the Incentive Scheme are as follows:

- Tranche 1 – intended exclusively for employees and associates of the Company (excluding members of the Company's Management Board) – 18,500 shares acquired at an issue price of PLN 1 (one zloty);



- Tranche 2 – intended for employees, associates and members of the Company's Management Board – 18,500 shares acquired at an issue price of PLN 1 (one zloty);

Pursuant to the Rules of the 2023-2025 IS, the Company's Supervisory Board by resolution no. 1/09/2023 of 13 September 2023 adopted the Company's Specific Objectives as part of the 2023-2025 IS, in particular established allocation thresholds in Tranche 2 depending on the Company's Gross Profit during the 2023-2025 IS:

- Tranche 1 – 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 up to and including 31 December 2025, as a condition for the allocation of Warrants from Tranche 1. Employees and associates acquire shares regardless of the Company's result.
- Tranche 2 – 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.

The allocation thresholds in Tranche 2 depending on the Gross Profit achieved by the Company during the Scheme:

Projected average annual Gross Profit in the years 2023-2025 (in thousands PLN) - 30,000

Forecast execution (not less than)	65%	75%	85%	100%
Gross Profit achieved, in thousands PLN (not less than)	19,500	22,500	25,500	30,000
Planned number of shares to be allocated on each level of forecast execution	55%	70%	85%	100%

Tranche 2	18,500 shares			
Maximum allocation of Warrants/Shares	10,175	12,950	15,725	18,500

The Supervisory Board will adopt a resolution on allocation of a certain number of shares to eligible persons determined by it by 30 September 2026. The rights under the Scheme may be exercised upon each request of their holder not later than by 31 December 2026.

The table below provides data on the number of shares pre-allocated to the Members of the Management Board, holding office in 2023, (the final number and the subscription of which is conditional on the achievement of the financial objectives of the 2023-2025 Incentive Scheme), the issue price and the period for exercising the rights if all the criteria set out in the Rules of IS 2023-2025 are met.

Name, surname, function	Number of shares granted	Issue price (PLN)	Period for exercising the right
Krzysztof Kwiatek, President of the Management Board	4,625	1.00	until 31 December 2026
Krzysztof Sałek, Member of the Management Board	4,625	1.00	until 31 December 2026

Tomasz Soból, Member of the Management Board	4,625	1.00	until 31 December 2026
Grzegorz Piekart, Member of the Management Board	4,625	1.00	until 31 December 2026

III. Remuneration of Members of the Supervisory Board

1. Composition of the Supervisory Board as at 1 January 2024 - 31 December 2024 and as at the date of the Report:

- Michał Paziewski (Chairman of the Supervisory Board),
- Mirosława Cienkowska (Member of the Supervisory Board).
- Artur Lebieźński (Member of the Supervisory Board),
- Tomasz Likowski (Member of the Supervisory Board),
- Piotr Piskorz (Member of the Supervisory Board),

On 6 August 2024 the Issuer notified in the current report no. 14/2024 that Mr. Artur Lebieźński had resigned from his position of a member of the Company's Supervisory Board with effect from 31 August 2024.

On 2 September 2024 the Issuer in the current report no. 19/2024 notified that the Extraordinary General Meeting of Shareholders of the Company appointed Mr. Paweł Sawczuk to the Company's Supervisory Board for a joint term of office.

Composition of the Supervisory Board as at 31 December 2024 and as at the date of preparing this Report:

- Michał Paziewski (Chairman of the Supervisory Board),
- Mirosława Cienkowska (Member of the Supervisory Board),
- Tomasz Likowski (Member of the Supervisory Board),
- Piotr Piskorz (Member of the Supervisory Board),
- Paweł Sawczuk (Member of the Supervisory Board),

In the reporting period and until the date of preparing this Report the composition of the Company's Supervisory Board has not changed other than as indicated above.

2. Principles of remuneration of Members of the Supervisory Board

Pursuant to the Company's Articles of Association, the remuneration of members of the Supervisory Board is determined by the General Meeting under the adopted remuneration policy by way of adopting a resolution.

The Supervisory Board members are entitled to monthly remuneration irrespective of the frequency of formally convened Supervisory Board meetings. Members of the Supervisory Board who serve on the Audit Committee are entitled to additional net remuneration in the amount, timing and method of payment to be determined by the General Meeting.

The Extraordinary General Meeting of the Company, by Resolution No. 5 of 25 October 2022, starting from November 2022, determined the remuneration of the members of the Supervisory Board of the Company as follows:



- It set the monthly gross remuneration of the Chairman of the Supervisory Board at PLN 7,900 (seven thousand nine hundred),
- It set the monthly gross remuneration of each Member of the Supervisory Board at PLN 4,800 (four thousand eight hundred).

The Ordinary General Meeting of the Company, by resolution No. 17 of 14 June 2024, starting from July 2024, determined the remuneration of the members of the Supervisory Board of the Company as follows:

- It set the monthly gross remuneration of the Chairman of the Supervisory Board at PLN 8,700 (eight thousand seven hundred),
- It set the monthly gross remuneration of each member of the Supervisory Board at PLN 5,300 (five thousand three hundred).

By resolution no. 21 of 24 June 2021 the Ordinary General Meeting of the Company, starting from July 2021, determined the remuneration of persons comprising the Company's Audit Committee as follows:

- It set the gross remuneration of the Chairman of the Company's Audit Committee at PLN 3,000 (three thousand) per each meeting of the Audit Committee,
- It set the gross remuneration of each member of the Company's Audit Committee at PLN 1,500 (one thousand five hundred) per each meeting of the Audit Committee.

The General Meeting is entitled to grant individual awards to members of the Supervisory Board in the amount specified in a resolution of the General Meeting.

Members of the Supervisory Board may not receive from the Company any other pecuniary or non-pecuniary remuneration for serving as a member of the Supervisory Board other than as described above.

In 2024 Members of the Supervisory Board did not receive any part of their remuneration on the basis of a bonus or profit-sharing plan, in the form of stock options, in the form of any other benefit in kind (such as health care or a means of transportation), subject to coverage under the Company's existing insurance related to their functions in its bodies.

3. The amount of remuneration of the Members of the Supervisory Board in 2024 (in PLN)

Full name	Position	Fixed remuneration for holding office (gross)
Michał Paziewski	Chairman of the Supervisory Board, Member of the Audit Committee	108,600
Mirosława Cienkowska	Member of the Supervisory Board, Chairwoman of the Audit Committee	78,600
Artur Lebieźński	Member of the Supervisory Board	39,400
Tomasz Likowski	Member of the Supervisory Board	60,600
Piotr Piskorz	Member of the Supervisory Board, Member of the Audit Committee	69,600
Paweł Sawczuk	Member of the Supervisory Board	21,200



IV. Explanation on how the total remuneration is consistent with the adopted remuneration policy, including how it contributes to the company's long-term performance;

Information on how the performance criteria have been applied;

Members of the Company's bodies receive remuneration in accordance with the principles set out in the Remuneration Policy. At the same time, they do not receive benefits from the Company other than those provided for in the Remuneration Policy. Taking into account the Company's financial results, stability and development of the production team, the achievement of operational objectives in the period after the adoption of the Remuneration Policy it should be considered that its objectives are being met.

As part of the implementation of the Remuneration Policy, the performance criteria were used to calculate the total value of the fund on bonuses for members of the Management Board and to determine the level of achievement of the objectives of the Incentive Scheme in the tranche intended for members of the Management Board.

V. Information on the change, on an annual basis, in the remuneration of members of the bodies, the Company's performance and the average remuneration of the Company's employees who are not members of the management board or the supervisory board, for at least the last five financial years, in aggregate, in a manner that allows for comparison;

Specification (PLN)		2024	2023	2022	2021	2020
Sales revenue		30,983,732	37,499,910	54,910 256	46,128,029	37,670,842
Net profit / loss		15,895,484	18,327,203	36,459,277	29,103,176	22,408,772
Remuneration of Members of the Management Board	total	4,139,170	3,392,950	2,590 211	1,747,440	1,246,673
Remuneration of Members of the Supervisory Board	total	378,000	316,200	212,543	60,739	3,081
Average remuneration of employees who are not members of the Company's bodies		11,163	9,900	0	0	0

VI. The amount of remuneration from entities belonging to the same capital group within the meaning of the Accounting Act of 29 September 1994 (Journal of Laws of 2019, items 351, 1495, 1571, 1655 and 1680);

During the analysed period, the Company did not belong to any capital group.

VII. Information on the use of the possibility to reclaim variable remuneration;

The Remuneration Policy does not provide for the possibility of reclaiming variable remuneration components paid in cash. As part of the 2023-2025 Incentive Scheme, the Company has the right to make a compulsory redemption of shares acquired under the scheme by scheme participants, if after the acquisition of shares:



- there is a serious breach of employee obligations, a serious breach of the terms of the cooperation agreement or a serious breach of official duties of persons acting as a member of the Company's Management Board,
- an employee, associate or member of the Company's Management Board, without the prior written consent of the Company, conducts activities competitive to the Company or
- an employee, associate or member of the Company's Management Board is validly convicted of an intentional crime.

The final allocation of shares under the 2023-2025 Incentive Scheme will take place by December 2026, and the above rules did not apply in the analysed period.

VIII. Information on deviations from the procedure for implementing the remuneration policy and deviations from the application of the remuneration policy in the company, including an explanation of the conditions and procedures, and an indication of elements from which deviations were applied.

As of the date of the Report, the Supervisory Board is not aware of any deviations regarding the implementation and application of the Remuneration Policy.

IX. Opinion of the General Meeting of Shareholders on the remuneration report for the previous financial year

The Ordinary General Meeting of the Company, acting pursuant to Article 90g (6) of the Act of 29 July 2005 on Public Offering, Conditions Governing the Introduction of Financial Instruments to Organised Trading and Public Companies, by Resolution No. 16 of 14 June 2024, gave a positive opinion on the report of the Supervisory Board on the remuneration of members of the Management Board and the Supervisory Board of Creepy Jar S.A. for 2023, without additional reservations.

X. Proposal to the General Meeting of Shareholders.

The Supervisory Board requests the General Meeting of Shareholders to give a positive opinion on the Report.

