

# Attestation Report

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Accountants &  
business advisers

# Independent Auditor's Report

of an attestation service including the assessment of  
"Report on Remuneration of the Members of the Management Board and  
Supervisory Board of Ten Square Games S.A. for the years 2019 and 2020"



# INDEPENDENT AUDITOR'S REPORT ON THE REMUNERATION REPORT

## for the General Meeting of Shareholders and the Supervisory Board of Ten Square Games S.A.

We have performed an attestation service providing reasonable assurance, the purpose of which was to assess whether the attached Report on the Remuneration of the Members of the Management Board and Supervisory Board of Ten Square Games S.A. for 2019 and 2020 (the "Remuneration Report") contains the information required by the Act of July 29, 2005 on Public Offering, Conditions Governing the Introduction of Financial Instruments to Organised Trading and Public Companies (i.e. Journal of Laws of 2020, item 2080), hereinafter referred to as the Act on Public Offering.

### Subject Matter and Evaluation Criteria

The remuneration report was drafted by the Supervisory Board of Ten Square Games S.A. (hereinafter referred to as "the Company") in order to meet the requirement referred to in Article 90g(1) of the Act on Public Offering.

The scope of information disclosed in the remuneration report is specified in the Art. 90g(1-5) and 90g(8) of the Act on Public Offering.

### Liability of the Supervisory Board

The Supervisory Board is responsible for drafting the remuneration report and disclosing in it all the data and information indicated in Article 90g(1-5) and 90g(8) of the Act on Public Offering.

This responsibility also includes designing, implementing and maintaining an internal control system allowing to a remuneration report that is free from material distortions, whether due to fraud or error.

### Auditor's Responsibility

Our task was to assess whether the remuneration report contains the information required pursuant to Article 90g(1-5) and 90g(8) of the Act on Public Offering.

The attestation service was performed in accordance with the provisions of:

- Article 90g(10) of the Act on Public Offering,
- National Standard on Assurance Engagements other than Audits and Reviews 3000 (Z) as amended by International Standard on Assurance Engagements 3000 (revised) *Assurance Engagements other than Audits or Reviews of Historical Financial Information* adopted by the National Chamber of Statutory Auditors.

PKF Consult spółka z ograniczoną odpowiedzialnością Sp. k. applies the National Quality Control Standards in the wording of International Quality Control Standard 1 *Quality Control of Firms Performing Audits and Reviews of Financial Statements and Performing Other Assurance and Related Services* adopted by the resolution of the National Chamber of Statutory Auditors and in accordance with them maintains a comprehensive quality control system comprising documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

We have complied with the independence and other ethical requirements of the International Code of Ethics for Professional Accountants (including the International Standards on Independence), hereinafter referred to as the IFAC Code, adopted by a resolution of the National Chamber of Statutory Auditors.

We have also fulfilled our other ethical obligations set out in the Act on Auditors and the IFAC Code.

We planned and carried out our work in such a way as to obtain all the information and explanations we considered necessary in order to gain reasonable assurance on the assessed matter.

The selection of procedures depended on our judgement, including our assessment of the risk of material distortions in the remuneration report due to intentional acts or errors. Assessing these risks, we evaluate internal control from the perspective of its basis, in order to plan procedures that are appropriate in light of the circumstances, but not for the purpose of expressing an opinion on its effectiveness.

### Summary of Performed Work

The procedures implemented to assess the remuneration report consisted in particular of:

- reviewing the contents of the remuneration report and comparing the information contained therein to the applicable requirements,
- reviewing the resolutions of the Ordinary General Meeting of Shareholder of the Company regarding the policy of remuneration for the Management Board and Supervisory Board members,
- establishing, by comparison with corporate documents, the list of persons whose remuneration must be included in a remuneration report and determining, by inquiring the persons responsible for drafting the report and, where we considered it appropriate, also directly inquiring the persons whose remuneration must be included in the remuneration report, whether all the information provided for by the criteria for drafting the remuneration report has been disclosed,



- recognising the system of remuneration for the members of the Company's Management Board and Supervisory Board for the years 2019 and 2020,
- to determine the capital group, within the meaning of the Accounting Act of September 29, 2019 (Journal of Laws of 2019, item 351, as amended), of which the Company was a member in 2019 and 2020,
- recognising the system of remuneration for the members of the Company's Management Board and Supervisory Board from entities belonging to the same capital group for the years 2019 and 2020,
- reviewing the amounts of compensation, performance of the Company and the average compensation of its employees who were not members of the Management Board or the Supervisory Board in 2019 and 2020,
- reviewing the audited annual financial statements of the Company for 2019 and 2020 with respect to information on the remuneration of the members of the Management Board and Supervisory Board,
- comparing the amounts of remuneration for particular members of the Management Board and Supervisory Board and their immediate family with the accounting and HR data and assessing their rationality in the light of the remuneration policy,
- assessing whether the disclosure of the remuneration policy is consistent with our understanding of the remuneration policy implemented by the Company entities from its capital group within the meaning of the Accounting Act of September 29, 1994.

The procedures were implemented on the basis of documents and explanations and analysis obtained from members of the Supervisory Board of the Company.

Signed by:



Jolanta Maria  
Sękowska

Date: 30/04/2021  
11:03 a.m.

Jolanta Sękowska  
Certified Auditor No. 12749

performing an attestation service  
on behalf of PKF Consult Spółka z ograniczoną odpowiedzialnością Sp. k.  
auditing firm no. 477

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Branch in Wrocław

Wrocław, April 30, 2021

In addition to the above procedures, we obtained a statement from the Company's Supervisory Board regarding the drafting of the remuneration report, as well as other information.

The remuneration report was not audited in accordance with National Auditing Standards. In the course of the performed assurance procedures, we did not audit or review the information constituting basis for the Remuneration Report and we do not assume responsibility for issuing or updating any reports or opinions on the Company's historical financial information.

It is our view that the evidence we have obtained provides a sufficient and appropriate basis for our assessment.

#### Evaluation

Our task was to assess whether the remuneration report contains the information required pursuant to Article 90g(1-5) and 90g(8) of the Act on Public Offering.

#### Other Matters

This report is intended solely for the Shareholders and Supervisory Board of the Company and for the purpose of fulfilling the Supervisory Board's obligation under Article 90g(10) of the Act on Public Offering. It may not be used by other persons and for any other purpose.

PKF Consult Spółka z ograniczoną odpowiedzialnością Sp.k. does not assume any liability arising from contractual or non-contractual relationships (including negligence) with third parties in the context of this report. The foregoing shall not relieve us of liability in situations where such relief is precluded by law.

