



Accountants &  
business advisers

# Independent Auditor's Report

on an attestation service, including the assessment of the  
"Report on Remuneration of the Members of the Management Board and  
Supervisory Board of Ten Square Games S.A. for the year 2021"



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# 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 the year 2021 (the "Remuneration Report") contains the information required by the Act of 29 July 2005 on Public Offering, Conditions Governing the Introduction of Financial Instruments to Organised Trading and Public Companies, 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 Articles 90g(1-5) and 90g(8) of the Act on Public Offering.

### Responsibility 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 a system of internal control that enables the preparation of the Remuneration Report that is free from material misstatement due to intentional acts or errors.

### Auditor's Responsibility

Our task was to assess whether the Remuneration Report contains the information required under 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 the International Standard on Assurance Engagements 3000 (revised) *Assurance Engagements other than Audits or Reviews of Historical Financial Information* adopted by the National Council of Statutory Auditors.

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*financial statements, or other assurance or related services engagements* adopted by the resolution of the National Council of Statutory Auditors and in accordance therewith maintains a comprehensive quality control system that includes documented policies and procedures with respect to 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 Council 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 matter assessed.

The selection of procedures depends on our judgement, including our assessment of the risk of material misstatement 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 Company's Ordinary General Meeting of Shareholders regarding the policy of remuneration for the Management Board and Supervisory Board members,
- to determine, by comparison with corporate documents, the list of persons required to disclose information in the Remuneration Report and to determine, by inquiries with the persons responsible for the preparation of the Report and, where we considered it appropriate, also directly with the persons required to disclose information, whether all the information required by the criteria for the preparation of 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 year 2021,
- to determine the capital group within the meaning of the Accounting Act of 29 September (Journal of Laws of 2021, item 217, as amended), of which the Company was a member in 2021,
- recognising the system of remuneration of the members of the Company's Management Board and Supervisory Board from entities belonging to the same capital group in 2021,
- familiarization with the amount of remuneration, the Company's results and the average remuneration of its employees who were not members of the Management Board or Supervisory Board in 2021,
- reviewing the audited annual (consolidated and separate) financial statements of the Company for 2021 with respect to the 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 and 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, explanations and analyses obtained from members of the Company's Supervisory Board and employees of the Company.

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 subject to an audit in accordance with National Auditing Standards. In the course of the performed assurance procedures, we did not audit or review the information constituting a 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.

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Signed by:



Jolanta Maria  
Sękowska

Date: 2022-04-28  
08:01

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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Wrocław, April 28, 2022



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