

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

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1 Introduction

This report on the remuneration of Members of the Management Board and the Supervisory Board of Ten Square Games S.A. was drafted in accordance with the requirements of the Act on Public Offering. The report covers the fiscal year 2020 and the data for 2019 and includes a review of remuneration awarded in compliance with the applicable internal regulations and corporate governance procedures, in particular the Remuneration Policy. All amounts in this report are gross and are denominated in PLN.

1.1 Definitions

Capital Group – a capital group composed of the Company as the parent company and all its subsidiaries in accordance with IFRS. For details, go to the consolidated financial statement for 2020 (Chapter II, Article 7: <https://tensquaregames.com/wp-content/uploads/2021/03/TSG-Skonsolidowane-SF-2020.pdf>);

Audit Committee – the audit committee of the Company's Supervisory Board;

Appointment and Remuneration Committee – a committee operating within the structure of the Company's Supervisory Board, with competences of an appointment and remuneration committee;

Immediate Family Member – the immediate family member is a spouse, parents and grand parents, children and grand children, brothers and sisters, mother in law and father in law, brothers in law and sisters in law, daughters in law and sons in law. Adopted and step members are also included in immediate family.

Remuneration Policy - the document entitled: "Remuneration Policy applying to Members of the Management Board and the Supervisory Board of Ten Square Games S.A." adopted by resolution No. 22 of the Ordinary General Meeting of shareholders of the Company on May 20, 2020;

Employee – a person employed under a contract of employment;

President of the Management Board/Vice President of the Management Board/Member of the Management Board – the President/Vice President/Member of the Management Board of the Company;

Chair/Deputy Chair/Member of the Supervisory Board – the Chair/Deputy Chair/Member of the Supervisory Board of the Company;

Supervisory Board – the Supervisory Board of the Company;

Company – Ten Square Games S.A. with its registered office Wrocław (50-416), ul. Traugutta 45, entered into the National Court Register of the District Court for Wrocław-Fabryczna in Wrocław, 6th Commercial Division of the National Court Register, entry no. 000704863;

Act on Public Offering – 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 as amended);

General Meeting – an Extraordinary General Meeting of Shareholders of the Company;

Management Board – the Management Board of the Company.

2 Remuneration Policy

The Remuneration Policy came into effect on July 1, 2020. As of that date, the Remuneration Policy has been implemented in the Company and the remuneration of members of the Company's governing bodies is paid in accordance with its provisions.

The current content of the Remuneration Policy is available on the Company's website at https://tensquaregames.com/wp-content/uploads/2021/02/Zalacznik_nr_1_do_Uchwaly_nr_22_-

Prior to July 1, 2020, the Company did not have a formalised remuneration policy and the remuneration of individual members of the Management Board and Supervisory Board was paid on the basis of resolutions of the relevant bodies.

3 Remuneration of Supervisory Board Members

3.1 Internal regulations governing remuneration of Supervisory Board Members

As at December 31, 2020, the Company had in place remuneration arrangements for the Supervisory Board under the Remuneration Policy.

In accordance with the Remuneration Policy, members of the Supervisory Board receive only fixed remuneration (monthly remuneration for the function performed in the Supervisory Board). Supervisory Board members who serve on Supervisory Board committees also receive fixed monthly additional remuneration for serving on Supervisory Board committees. The remuneration of members of the Supervisory Board is paid only in cash.

The amount of remuneration of the Supervisory Board was determined by Resolution No. 23 of the General Meeting of Shareholders of May 20, 2020 on determination of principles of remuneration of members of the Supervisory Board of the new term of office, which took into account the provisions of the Remuneration Policy. The aforementioned resolution sets forth the amount of, and rules for the payment of, remuneration to Supervisory Board Members for performing their functions in the Supervisory Board and its committees (the Audit Committee and the Appointment and Remuneration Committee).

Prior to the date of adoption of the Remuneration Policy, i.e. prior to May 20, 2020, Supervisory Board Members received only fixed monthly remuneration for their functions on the Supervisory Board. Members of the Supervisory Board who performed functions in committees of the Supervisory Board also received a fixed remuneration on this account, whereby for work in the Audit Committee the remuneration was paid quarterly in cash, whereas for work in the Appointment and Remuneration Committee the remuneration was granted in a one-off payment for the period in which the functions in the Nomination and Remuneration Committee of the Supervisory Board of the first term were performed.

In the period from January 1, 2019 to May 20, 2020, the remuneration of the Supervisory Board Members was determined by Resolution No. 3, Resolution No. 4, Resolution No. 5, Resolution No. 6, Resolution No. 7 and Resolution No. 8 of the General Meeting of Shareholders of December 8, 2017, Resolution No. 15 of the General Meeting of Shareholders of March 28, 2018, Resolution No. 5 of the General Meeting of Shareholders of January 14, 2019 and Resolution No. 19 of the General Meeting of Shareholders of May 20, 2020. The aforementioned resolutions stipulated the amount of, and rules for the payment of, remuneration to the Supervisory Board Members for performing their functions in the Supervisory Board and its committees (the Audit Committee and the Appointment and Remuneration Committee).

3.2 Remuneration of the Supervisory Board Members

The following tables show the remuneration received by the Supervisory Board Members in 2019 and 2020 for their supervisory functions and for serving on committees of the Supervisory Board. In the indicated period the members of the Supervisory Board did not receive any other benefits from the Company.

Name and surname Position	2019		
	Remuneration for exercising functions in the Supervisory Board	Remuneration for participation in the Committees	Total remuneration
Maciej Zużalek Chairman of the Supervisory Board	12,000.00	-	12,000.00

Rafał Olesiński Deputy Chairman of the Supervisory Board	36,000.00	6,000.00	42,000.00
Marcin Chruszczyński Member of the Supervisory Board	36,000.00	6,000.00	42,000.00
Tomasz Drożdżyński Member of the Supervisory Board	36,000.00	-	36,000.00
Maciej Marszałek Member of the Supervisory Board	12,000.00	6,000.00	18,000.00
Milena Olszewska-Miszuris Member of the Supervisory Board	34,500.00	2,000.00	36,500.00
Wiktor Schmidt Member of the Supervisory Board	36,000.00	-	36,000.00

Name and surname Position	2020 ¹		
	Remuneration for exercising functions in the Supervisory Board	Remuneration for participation in the Committees	Total remuneration
Maciej Żużalek ² Chairman of the Supervisory Board	3,700.00	3,000.00	6,700.00
Rafał Olesiński ³ Deputy Chairman and Chairman of the Supervisory Board	72,854.84	6,000.00	78,854.84
Marcin Chruszczyński ⁴ Member of the Supervisory Board	13,935.48	2,322.58	16,258.06
Tomasz Drożdżyński Member of the Supervisory Board	43,483.87	3,500.00	46,983.87
Maciej Marszałek Member of the Supervisory Board	34,016.13	9,500.00	43,516.13
Milena Olszewska-Miszuris Member of the Supervisory Board	13,935.48	5,322.58	19,258.06

¹ On 20 May 2020, the mandates of the Members of the Supervisory Board of the first term expired, and on that day the Members of the Supervisory Board of the second term were appointed. The mandates of the following mandates expired on May 20, 2020: Marcin Chruszczyński and Milena Olszewska-Miszuris. As of May 20, 2020, the following persons were appointed Members the Supervisory Board for the second term: Rafał Olesiński, Maciej Marszałek, Tomasz Drożdżyński, Wiktor Schmidt, Kinga Stanisławska and Marcin Biłos

² On April 21, 2020 Maciej Żużalek submitted his resignation from the Supervisory Board in connection with his intention to run for the position of President of the Management Board of the Company for the second term

³ Rafał Olesiński was Deputy Chairman of the Supervisory Board for the first term and holds the position of the Chairman of the Supervisory Board for the second term

⁴ Marcin Chruszczyński was Member of the Supervisory Board of the Company until May 20, 2020;

Wiktoria Schmidt⁵ Member of the Supervisory Board and Deputy Chairman of the Supervisory Board	43,483.87	3,000.00	46,483.87
Marcin Bilos Member of the Supervisory Board	30,277.00	3,500.00	33,777.00
Kinga Stanisławska Member of the Supervisory Board	29,548.39	3,500.00	33,048.39

4 Remuneration of the Members of the Management Board

4.1 Internal regulations governing the remuneration of the Management Board

As at December 31, 2020, Ten Square Games S.A. had in place remuneration arrangements for the Supervisory Board under the Remuneration Policy.

Pursuant to the Remuneration Policy, all benefits to persons who are members of the Company's Management Board are granted by the Supervisory Board on the basis of a resolution of this body (by indicating them directly in the resolution or in the content of the contract with the Management Board Member constituting an appendix to the resolution of the Supervisory Board), and the fixed remuneration is the only obligatory part of remuneration paid to Management Board Members for performing their functions in the Company's Management Board.

In addition to the fixed remuneration, a Member of the Management Board may be granted a variable remuneration, the payment of which depends on the achievement of management objectives. Variable remuneration may take the form of additional cash payments or short- or long-term incentive schemes. Members of the Management Board may also be granted other cash and non-cash benefits as indicated in the Remuneration Policy.

Remuneration for the performance of functions in the Management Board may be granted under an employment contract, managerial contract or under designation only. The Supervisory Board shall be entitled to establish different legal bases for the management relationship and different detailed contractual terms for individual Management Board Members.

Apart from the activities arising from designation (fulfilling the function in the Management Board of the Company), the members of this body may independently perform work or render services for the Company, provided that the scope of this work (these services) does not overlap or collide with the tasks performed in connection with the appointment to the function of a Member of the Management Board. In the course of performing functions in the Management Board of the Company, the legal basis for such a relationship and the detailed content of the agreement (annexes to the agreement) is determined by the Supervisory Board on the basis of negotiations with the person performing a function in the Management Board of the Company.

The amount of remuneration of the Members of the Management Board who have been members of this body since May 20, 2020 was determined by resolutions of the Supervisory Board, i.e. Resolution No. 5 of the Supervisory Board of May 19, 2020 on the determination of remuneration for Maciej Zużalek, Arkadiusz Pernal and Magdalena Jurewicz for the performance of functions in the Management Board of the Company and Resolution No. 2 of July 31, 2020 on the determination of remuneration for Marcin Chruszczyński. The Company concluded managerial contracts with Maciej Zużalek, Arkadiusz Pernal and Marcin Chruszczyński, the scope of which also includes fulfilling managerial functions. Managerial contracts stipulate the amount of fixed remuneration and the possibility of awarding variable remuneration for meeting management objectives. The objectives and their importance, the determination of their achievement and the amount of the variable remuneration due are determined on the basis of relevant resolutions of the Supervisory Board within the limits and under the conditions defined in the Remuneration Policy. On June 2, 2020, the Supervisory Board adopted Resolution No. 12 on the establishment of managerial objectives for Maciej Zużalek – President of the

⁵ Wiktoria Schmidt was Member the Supervisory Board for the first term and holds the position of the Chairman of the Supervisory Board for the second term

Management Board of the Company. No managerial objectives have been determined for the other Board members.

Prior to May 20, 2020, the fixed monthly remuneration of the Members of the Management Board for their functions in the Management Board was determined by Resolution No. 2 of the Supervisory Board of August 27, 2018. The Members of the Management Board were not granted any variable remuneration for performing their functions in the Management Board.

4.2 Variable remuneration of Maciej Żużalek, the President of the Management Board

In accordance with the Remuneration Policy, variable remuneration is dependent on the extent to which managerial goals have been achieved. On June 2, 2020, the Company's Supervisory Board set managerial objectives for the Company's CEO. The managerial objectives were determined for the period from the date of appointment of the President of the Management Board until December 31, 2020. Managerial objectives include the implementation of the Company's strategy in the area of mobile games production and achievement of defined financial indicators (EBITDA). The resolution defines the weightage of each managerial objective.

The fulfilment of the conditions for variable remuneration will be determined by the Supervisory Board after the approval of the Management Board's report on the Company's activities and the Company's financial statement for 2020 and the granting of acknowledgement to the President of the Management Board. The Supervisory Board will determine the amount due up to the maximum amount indicated in the managerial contract and in compliance with the Remuneration Policy, based on audited financial statements and other internal documents of the Company. As at the date of drafting this report, the extent of meeting the managerial objectives was not determined (the conditions necessary for its determination, i.e. the approval of the financial statements and granting acknowledgement were not fulfilled), thus the variable remuneration due to the President of the Management Board was not determined. The maximum amount of variable remuneration that may be awarded to Maciej Żużalek for 2020 is PLN 316,602.74 gross. The variable remuneration for 2020 will be indicated in the remuneration report for 2021.

4.3 Incentive scheme of Maciej Żużalek, the President of the Management Board

In order to ensure transparency and completeness of information on benefits received by Management Board Members in connection with their duties, details on the incentive scheme for President of the Management Board Maciej Żużalek are presented below.

On May 20, 2020, the General Meeting of Shareholders of the Company adopted a resolution on the inclusion of President of the Management Board Maciej Żużalek in the incentive scheme. Under the terms and conditions of the scheme, the President of the Management Board purchased (under sale and purchase agreements) from the Company's existing shareholders a total of 144,825 existing shares at a nominal price of PLN 0.1 per share. In accordance with the terms and conditions of the program, if within 3 (three) years from the date on which the aforementioned resolution was adopted the President of the Management Board files a declaration on the termination or expiration of the managerial contract or resigns from the position of the President of the Management Board of the Company without justifiable reasons, in each case for reasons other than attributable to the Company, he shall be obliged to return part of the shares, under the terms stipulated in the resolution. The market value of the scheme on the day on which Maciej Żużalek became its beneficiary was PLN 72.4 million. In the financial statements, the Company recognises the value of the scheme as an expense pro rata to the period during which Maciej Żużalek sat on the Management Board of the Company (in accordance with IFRS 2). In 2020, the following amount was recognized as a scheme expense: PLN 18.1 million.

Adoption of the resolution on the establishment the incentive program for Maciej Żużalek resulted from his appointment to perform the function of President of the Management Board of the Company and was intended to increase (his) benefit from the expected growth of the Company and its Capital Group and nurture his lasting relationship with the Company and the Capital Group.

The shares acquired by Maciej Żużalek constituted existing shares owned (prior to the transaction) by the shareholders and not by the Company. For this reason, the Company does not disclose the incentive scheme in the report on remuneration received by the President from the Company.

4.4 Remuneration of the members of the Company's Management Board resulting from other legal relationships with the Company

Apart from the remuneration for performing managerial functions, the members of the Company's Management Board received remuneration resulting from other legal relationships between the person concerned and the Company.

During the reporting period (2019-2020):

- 1) Magdalena Jurewicz (throughout the period of performing the function in the Management Board) was associated with the Company under a contract of employment, which did not include the function in the Management Board of the Company;
- 2) Maciej Popowicz (for the entire period of performing the function in the Management Board of the Company during the reporting period) was bound with the Company by a contract for the provision of services, which did not include the function in the Management Board of the Company;
- 3) Arkadiusz Pernal (with respect to the reporting period – from its commencement until May 20, 2020) was bound with the Company by a contract for the provision of services, which did not cover his functions on the Company's Management Board.

In order to ensure transparency with respect to the benefits received by members of the Management Board, the Company publishes information on the amount of remuneration received by the members of the Management Board from sources other than the Company's Management Board.

4.5 Remuneration paid and due to the Management Board Members

The following tables present the compensation received and payable by the Members of the Management in 2019 and 2020 for serving on the Company's Management Board and for contracts that did not include serving on the Management Board.

The table for 2020 does not include persons appointed to perform functions in the Management Board by virtue of resolutions of the Supervisory Board dated December 17, 2020 (Wojciech Gattner, Janusz Dziemidowicz, Anna Idzikowska, Andrzej Ilczuk), who commenced performing their functions in the Management Board as from January 21, 2021, i.e. as from the date of making amendments to the Company's Articles of Association (in accordance with the appointment dates specified in the resolutions of the Supervisory Board) and for this reason did not receive remuneration for performing functions in the Management Board in 2020. These individuals will be included in the 2021 remuneration report.

Name and surname Position	2019								
	Fixed remuneration for serving on the Management Board			Variable remuneration for serving on the Management Board		Total remuneration for agreements whose scope did not include activities falling within the scope of functions in the Management Board		Total remuneration for serving on the Management Board	Proportion of fixed remuneration to variable remuneration (in %)
	Basic remuneration	Costs	Other fixed remuneration and additional benefits	One-year	Multi-year	Provision of services	Contract of employment		
Maciej Popowicz President of the Management Board Executive Director	54,000.00	-	922.50	-	-	162,000.00	-	54,922.50	-
Arkadiusz Pernal Vice-President of the Management Board Chief Operating Officer	48,000.00	-	922.50	-	-	126,000.00	-	48,922.50	-
Magdalena Jurewicz Member of the Board Chief Financial Officer	36,000.00	-	1,102.50	-	-	-	175,410.00	37,102.50	-

The remuneration paid to Magdalena Jurewicz for 2019 includes a bonus (variable element of remuneration) of PLN 53,825.

Name and surname Position	2020								
	Fixed remuneration for serving on the Management Board			Variable remuneration for serving on the Management Board		Total remuneration for agreements whose scope did not include activities falling within the scope of functions in the Management Board		Total remuneration for serving on the Management Board	Proportion of fixed remuneration to variable remuneration (in %)
	Basic remuneration	Costs	Other fixed remuneration and additional benefits ⁶	One-year	Multi-year	Provision of services	Contract of Employment		
Maciej Popowicz ⁷ President of the Management Board Dyrektor wykonawczy/VIP of Product	20,903.00	-	385.50	-	-	62,709.00	-	21,288.50	-
Maciej Zużalek ⁸ President of the Management Board	508,541.00	-	705.37	-	-	-	-	509,246.37	-
Arkadiusz Pernal Vice-President of the Management Board Chief Operating Officer	137,142.00	-	1.604, 27	-	-	48,000.00	-	138,746.27	-
Magdalena Jurewicz ⁹ Member of the Board Chief Financial Officer	21,000.00	-	761.83	-	-	-	181,034.85	21,761.83	-
Marcin Chruszczyński ¹⁰ Member of the Board	160,890.00	-	545.24	-	-	-	-	161,435.24	-

5 Consistency of remuneration of the supervisory board and members of the management board with the adopted remuneration policy and its impact on the achievement of long-term results of the company

⁶ This item includes amounts due in respect of the following "benefits": medical care, fitness club membership cards, special gifts, which are granted to the Management Board Members on the same basis (i.e. scope and value of benefits) as to the employees of the Company. The actual value of the benefits is shown in the table.

⁷ Maciej Popowicz performed the function of the President of the Management Board until May 20, 2020

⁸ Maciej Zużalek was appointed President of the Management Board on May 20, 2020

⁹ Magdalena Jurewicz served as Member of the Management Board until July 31, 2020

¹⁰ Marcin Chruszczyński was appointed to the Management Board of the Company on August 1, 2020

The Remuneration Policy was implemented by the Company in July 1, 2020 and has remained in force ever since.

The remuneration of members of the Supervisory Board is consistent with the adopted Remuneration Policy. Its fixed amount, adequate to the function performed (higher remuneration for the Chairman of the Supervisory Board) and tasks entrusted to particular persons (additional fixed remuneration was granted for work in committees) and taking into account the scale of the Company's operations and its financial standing, was determined by the General Meetings of Shareholders. The Members of the Supervisory Board did not receive any other benefits from the Company.

The remuneration paid by the Company, determined with market practice in mind, is adequate to the financial results achieved by the Company. Its amount is sufficient to recruit, retain and motivate persons with competences necessary for the proper management and supervision of the Company. Thus, the total remuneration of the members of the Company's Management Board and Supervisory Board contributes to the Company's long-term performance.

The Company's management team was changed in 2020. In May 2020, the President of the Company at the time was replaced. Maciej Popowicz – holding this position since the establishment of the Company – did not seek to be appointed to the management board in the next term of office. The position of President of the Board was assumed by Maciej Zużalek, who took over the responsibility for strategic management of the Company. At the same time, Arkadiusz Pernal, responsible for operations and being a major shareholder of the Company (at the moment of his appointment he held around 14% of the Company's share capital, and this share was held until his resignation from the Management Board), and Magdalena Jurewicz, acting as Financial Director, were appointed for another term of office. The turn of July and August 2020 saw further changes to the Management Board. Magdalena Jurewicz resigned and Marcin Chruszczyński was appointed Member of the Management Board, assuming responsibility for the Company's financial division.

The remuneration of the Management Board has been differentiated due to the different factual situation of its members and on the basis of negotiations with the members of the Management Board, which is in accordance with the Company's Remuneration Policy.

For Maciej Zużalek, in addition to the fixed remuneration, the Supervisory Board decided to establish managerial objectives (for the period from the date of his appointment to the end of 2020). Managerial objectives included non-financial criteria and financial performance criteria. The selection of indicators (as well as their level of detail) has taken into account the scope of individual duties and responsibilities of the President of the Management Board in the process of managing the Company. The award of the variable remuneration will be based on the outcome of the performance appraisal.

The Supervisory Board decided not to set any managerial targets for Arkadiusz Pernal, which is in compliance with the Remuneration Policy (only fixed remuneration is an obligatory part of remuneration). In this case, Arkadiusz Pernal's shares in the Company motivating him to achieve long-term results by the Company were taken into account.

The remuneration of Marcin Chruszczyński is a fixed remuneration at the market level and it was determined as a result of negotiations and takes into account the assumed period of his involvement with the Company.

6 Information on applying the financial performance criteria

Until the date of adopting the Remuneration Policy by Ten Square Games S.A. no performance criteria were applied. Following the adoption of the Remuneration Policy, on June 2, 2020 the Supervisory Board adopted a resolution on the establishment of managerial objectives for the President of the Management Board of the Company, as described in section 4.2 of the report.

7 The number of granted or offered financial instruments and the main conditions for the exercise of the rights attached to those instruments, including the price and exercise date and changes thereto

During the reporting period, the Company did not grant or offer any financial instruments to the Members of the Management Board.

8 Remuneration from entities belonging to the same group

Management Board members who serve on the management boards of companies belonging to the same Capital Group may receive fixed remuneration on this account.

The table below presents the remuneration paid to the Company's Management Board Members by companies belonging to the same Capital Group for performing functions in the management boards of these Companies. The persons indicated did not receive any other benefits from the subsidiaries. Members of the Supervisory Board did not receive any remuneration from entities belonging to the same Capital Group as the Company.

Name and surname Position	Name of the Company						Total remuneration from subsidiaries	
	Play Cool Zombie Sport Games Sp. z o.o.		Tiny Dragon Adventure Games Sp. z o.o.		Fat Lion Games Sp. z o.o.		2019	2020
	2019	2020	2019	2020	2019	2020		
Maciej Popowicz ¹¹ President of the Management Board	1,200.00	124.00	1,200.00	124.00	1,200.00	124.00	3,600.00	372.00
Arkadiusz Pernal Vice-President of the Management Board	1,200.00	1,200.00	1,200.00	1,200.00	1,200.00	1,200.00	3,600.00	3,600.00
Magdalena Jurewicz ¹² Member of the Management Board	-	1,086.00	-	1,086.00	-	1,086.00	-	3,258.00

9 Information on changes, on an annual basis, in remuneration, results of the Company and the average remuneration of Company's employees who are not members of the Management Board or Supervisory Board

The following table shows the changes in the Company's total compensation and core results from 2019 to 2020. Pursuant to Article 90g(3) of the Act on Public Offering, data for the years 2015 to 2018 have been omitted.

For the purpose of comparison, the table does not take into account the elements of offer for employees, such as medical care or fitness club membership cards, the use of which is voluntary and the value of which has a marginal impact on comparative data.

The table takes into account the composition of the Company's Management Board throughout the reporting period. However, due to the fact that the members of the Company's Management Board performed their functions

¹¹ Maciej Popowicz served on the management boards of the subsidiary companies until February 7, 2020.

¹² Magdalena Jurewicz has served on the management boards of the companies since February 5, 2020.

in different period, some data are not reliable, which was noted in the relevant items of the table.

Annual change	2020 vs. 2019	2019 vs. 2018	2020
Remuneration of the Supervisory Board			
Maciej Zużalek ¹³ Chairman of the Supervisory Board	- 44.17%	0.00%	6,700.00
Rafał Olesiński ¹⁴ Deputy Chairman and Chairman of the Supervisory Board	87.75%	0.00%	78,854.84
Marcin Chruszczyński ¹⁵ Member of the Supervisory Board	-61.29%	0.00%	16,258.06
Tomasz Drożdżyński Member of the Supervisory Board	30.51%	0.00%	46,983.87
Maciej Marszałek Member of the Supervisory Board	141.76%	0.00%	43,516.13
Milena Olszewska - Miszuris ¹⁶ Member of the Supervisory Board	-47.24%	N/D	19,258.06
Wiktor Schmidt Member of the Supervisory Board	29.12%	0.00%	46,483.87
Marcin Biłos ¹⁷ Member of the Supervisory Board	N/D	N/D	33,777.00
Kinga Stanisławska ¹⁸ Member of the Supervisory Board	N/D	N/D	33,048.39
Remuneration of the Members of the Management Board			
Maciej Popowicz ¹⁹ President of the Management Board	-61.29%	-65.42%	21,288.50
Maciej Zużalek ²⁰ President of the Management Board	N/D	N/D	509,246.37
Arkadiusz Pernal Vice-President of the Management Board	6.40%	-62.03%	138,746.27
Magdalena Jurewicz ²¹ Member of the Board	-23.70%	N/D	21,761.83
Marcin Chruszczyński ²² Member of the Board	N/D	N/D	161,435.24
Results of the Company²³			
Net profit	104.06%	99.33%	150,589.521. 00
Adjusted EBITDA ²⁴	168.607%	in 2018 the company did not report adjusted EBITDA	223,042,362.00
Average salary (gross)			

¹³ Maciej Zużalek resigned from his function in the Supervisory Board on April 21, 2020.

¹⁴ On May 20, 2020, Rafał Olesiński was appointed Chairman of the Supervisory Board for the second term of office (previously he had held the position of Deputy Chairman), which resulted in his remuneration for performing the function being changed

¹⁵ On May 20, 2020, the mandate of Marcin Chruszczyński in the Supervisory Board of the Company expired

¹⁶ On May 20, 2020, the mandate of Milena Olszewska-Miszuris in the Supervisory Board of the Company expired

¹⁷ Marcin Biłos was appointed to the Supervisory Board of the Company on May 20, 2020.

¹⁸ Kinga Stanisławska was appointed to the Supervisory Board of the Company on May 20, 2020.

¹⁹ Maciej Popowicz performed the function of the President of the Management Board until May 20, 2020

²⁰ Maciej Zużalek was appointed President of the Management Board on May 20, 2020

²¹ Magdalena Jurewicz served as Member of the Management Board until July 31, 2020

²² Marcin Chruszczyński was appointed to the Management Board of the Company on August 1, 2020

²³ The data concerning the Company's results comes from the annual financial statements of the Company

²⁴ Adjusted EBITDA does not include the effect of deferring revenues from micropayments and the non-cash cost of the incentive scheme of the President of the Management Board Maciej Zużalek (cost recognized in the financial statement of comprehensive income in 2020-2022)

Employees of the Company ²⁵	13.49%	8.16%	88,382.89
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10 Information on the use of the option to claim variable components of remuneration

During the reporting period, the members of the Management Board did not receive any amounts due in respect of variable remuneration. The possibility of claiming variable components of remuneration has not been exercised.

11 Information on deviations from the procedure for implementing the Remuneration Policy, including an explanation of the rationale and procedure and an indication of the elements which were deviated from

Since the Remuneration Policy entered into force, i.e. since July 1, 2020, the Company has not applied any exceptions to the application of the Remuneration Policy, exceptions to its temporal application, or exceptions to the procedure for implementing the Remuneration Policy.

12 Information on benefits for Closest Relatives

For the sake of completeness and transparency, the Company indicates that the remuneration of members of the Management Board and Supervisory Board does not include cash or non-cash benefits for the Closest Relatives.

²⁵ Average remuneration of Employees as at the end of 2020, excluding the Supervisory Board and the Management Board of the Company. Gross base salary converted to full-time employment. The average remuneration of employees is the sum of remuneration (fixed salary, bonuses and premiums) paid to employees in a given calendar year (within 12 months) divided by the average employment (average number of full-time employments) in a given year.