

## **DIVERSITY POLICY OF TEN SQUARE GAMES S.A.**

### **CONCERNING THE MANAGEMENT BOARD AND THE SUPERVISORY BOARD**

#### **§ 1 GENERAL PROVISIONS**

1 This diversity policy of Ten Square Games S.A. (hereinafter referred to as the "Policy") has been developed on the basis of Principle no. 2.1 of the Code of Best Practice for WSE Listed Companies 2021, constituting an Appendix to Resolution No. 13/1834/2021 of the Supervisory Board of the Warsaw Stock Exchange dated March 29, 2021, in order to materialize the diversity criterion with respect to the Management Board and the Supervisory Board of Ten Square Games S.A., headquartered in Wrocław (hereinafter referred to as the "Company").

2. The Policy is addressed to the Company's statutory bodies and its shareholders to the extent that they influence the appointment and selection of the Management Board or the Supervisory Board Members. In particular, the addressees of this Policy are:

(a) the Company's General Meeting of Shareholders, to the extent that it has influence on the appointment of members to the Company's Supervisory Board;

b) individual shareholders, to the extent that they are entitled to propose candidates for members of the Supervisory Board or are entitled to appoint members of the Supervisory Board pursuant to the Articles of Association (personal rights);

c) the Supervisory Board, to the extent that it has influence over the appointment of members of the Company's Management Board.

3. The rules for the appointment of members of the Management Board and the Supervisory Board and the composition of these bodies are specified in particular:

(a) Commercial Companies Code (i.e. Journal of Laws of 2024. 18), dated September 15, 2000;

b) the Company's Articles of Association;

c) this Policy.

#### **§ 2 DIVERSITY OBJECTIVES AND CRITERIA**

(1) Diversity shall be understood, in accordance with this Policy, as the differences between the members of the Management Board or the Supervisory Board, resulting in particular from gender, age, field of education, specialized knowledge and professional experience.

(2) The decisive criteria for the selection of candidates and the appointment of members of the Management Board or Supervisory Board shall be high substantive and ethical qualifications and the preparation of such persons to perform their functions within the Company's bodies. At the same time, when appointing members of the Management Board or Supervisory Board, the addressees of this Policy strive to:

(a) ensure diversity of the Board in the area:

(i) education, through the selection of candidates with a wide range of theoretical and practical knowledge, in particular in the field of business management, activities conducted by the Company (including production, development, monetization and marketing of mobile games), economics, corporate finance, IT environment, and knowledge of provisions of applicable law and regulations to which the Company is subject;

(ii) professional experience, by selecting candidates with experience and competences adequate to the functions entrusted to them and complementary to the experience and competences of other members of the Management Board;

(iii) gender, by ensuring that each gender has at least 30% participation in the composition of the Management Board;

(iv) age, by selecting people with various levels of life experience and social competences;

(b) to ensure diversity of the Supervisory Board in the area of:

(i) gender, by ensuring that each gender has at least 30% participation in the composition of the Supervisory Board,

(ii) education, by selecting candidates with a wide range of theoretical and practical knowledge, in particular in the field of corporate supervision and finance, accounting or auditing of financial statements and knowledge of applicable law, as well as the industry in which the Company operates - taking into account the need to ensure appropriate composition of internal committees of the Supervisory Board, including the Audit Committee;

(iii) professional experience, by selecting candidates with experience in work/business activities in enterprises with a diversified business profile - taking into account suitability in the industry in which the Company operates and the need to ensure the appropriate composition of internal committees of the Supervisory Board, including the Audit Committee;

(iv) age, by selecting people with various levels of life experience and social competences

#### § 3 DEADLINES AND METHOD OF MONITORING THE IMPLEMENTATION OF THE POLICY OBJECTIVES

1. The implementation of the Diversity Policy, including gender representation on the Management Board or the Supervisory Board, will be monitored by the Supervisory Board, based on information and data prepared by the Management Board, in particular prior to the appointment of a particular body for the next term of office and in the event of changes in the composition of the body during the term of office. The Supervisory Board shall present the conclusions from the process of monitoring the implementation of the diversity policy to the Ordinary General Meeting of Shareholders in the event of changes in the composition of the body and before the appointment of the body for the next term.

2. If it is found that diversity is not implemented in relation to a given body, the addressees of this Policy should take actions to increase its diversity in connection with the election of members of this body for the next term of office.

Increasing the degree of diversity within the Company's Management Board and Supervisory Board cannot be implemented to the detriment of the proper functioning of the Company's bodies.

#### § 4 FINAL PROVISIONS

1. The Policy is adopted by the General Meeting of Shareholders of the Company in relation to the Supervisory Board and by the Supervisory Board in relation to the Management Board. The policy enters into force on the date specified in the resolution of the competent body.

2. In matters not regulated by the Policy, generally applicable provisions of law apply, the Principles of Good Practices of WSE Listed Companies 2021, constituting an Annex to Resolution No. 13/1834/2021 of the Supervisory Board of the Warsaw Stock Exchange S.A. of March 29, 2021 and the Company's internal regulations.

3. The process and criteria for selecting members of the Management Board or Supervisory Board of the Company may not lead to a threat to or violation of the rights of persons subject to assessment under generally applicable provisions of law, or to discrimination of these persons for any reason. Therefore, it is assumed that the provisions of the Policy on the assessment of qualifications (suitability) of members of the supervisory and management bodies should be interpreted and applied in practice:

(1) taking into account the principle of proportionality;

(2) ensuring that the qualifications assessment process will respect the rights of natural persons subject to assessment under generally applicable laws, in particular those ensuring the protection of personal data and personal rights;

(3) in a way that will prevent discrimination against them for any reason.