

Motivational Program

By resolution of the Extraordinary General Meeting No. 06/08/2020 of August 31, 2020, the Incentive Program based on Genomtec shares was adopted. The primary goal of the Incentive Program was to create mechanisms aimed at implementing the Company's strategy in order to ensure a constant increase in its market value and, as a result, the value of shares held by its shareholders. The goal was also to create an additional remuneration system and mechanisms motivating the participants of the Incentive Program to increase their commitment and effectiveness of work for the Company, which should ensure maintaining a high level of professional management of the Company.

The Program is planned for the years 2020-2024. The Program participants may be Members of the Management Board, key managers, key employees and associates of the Company in the number of no more than 149 people. The first stage of the implementation of the Plan consisted in the Supervisory Board offering for purchase by the Management Board Members no more than 730,000 Series H Shares at an issue price equal to the nominal price, i.e. PLN 0.10 (ten groszy) and signing with the Management Board Members agreements on the acquisition of shares and agreements prohibiting the sale of Series H Shares (lock-up) for a period of 36 (thirty six) months from the date of acquisition of Series H Shares. The second stage of the implementation of the Incentive Program consisted in the Management Board offering for purchase by the remaining participants of the program (at its own discretion, taking into account the contribution to the development of the Company) the remaining Series H Shares (i.e. 100,000 Series H Shares) at an issue price equal to the nominal price, i.e. PLN 0.10 (ten groszy) and signing with the participants of the program agreements on the acquisition of shares and agreements prohibiting the sale of Series H Shares (lock-up) for a period of 36 (thirty six) months from the date of acquisition of Series H Shares. The shares were acquired under the program as part of a private subscription. As part of the third stage of the Incentive Program, which is to be implemented in the years 2020-2024, participants of the Incentive Program are to be offered Warrants for acquisition. The right to acquire Series I Shares attributable to Warrants may be exercised no later than August 31, 2025. The Supervisory Board selects the participants of the Program, determines any goals set for them, the number of Warrants offered and applies any ban on the sale of Series I Shares (lockup) for a period of no longer than 60 months from the date of acquisition of Series I Shares.

The Incentive Program is implemented by offering eligible participants the opportunity to purchase:

- all Series H Shares (a total of 830,000 Series H Shares) issued pursuant to resolution number 03/08/2020 of the Extraordinary General Meeting; and
- no more than 659,854 Warrants issued under resolution number 05/08/2020 of the Extraordinary General Meeting entitling to subscribe for no more than 659,854 Series I Shares issued under resolution number 04/08/2020 of the Extraordinary General Meeting.