

Poznań, 13 November 2024

> cyber_Folks Group Quarterly Report

for Q3 2024
ended 30 September 2024



cyber_Folks™

>Dear Shareholders, Employees, Partners_

We are following the path of organic growth. Our Q3 results once again show us that focusing on our own solutions is the right strategy. We are generating recurring profits. Our products have already reached more than 365k satisfied customers. This sizable group is growing steadily.

The technology ecosystem we have been developing for years is bearing fruit. Today it is one of the main global technological advantages of our company. Innovation is evidenced not only by the demand for our services, but also by the records we achieve related to the speed of website development and implementation of new solutions. We invariably and consistently focus on delivering repeatable value to customers. The results we achieve show that we do it well.

From July to September this year, we achieved more than PLN 17 million in consolidated net profit attributable to shareholders of the parent company, excluding one-time events in the form of the sale of Profitroom shares and the write-down of Blugento. This result represents a 70% year-on-year increase and was achieved solely through organic operations. In Q3, the Group's net revenues amounted to a record PLN 185 million in revenue (54% increase yoy), and adjusted EBITDA amounted to almost PLN 46 million (26% yoy growth). After taking into account the mentioned one-time events, we reported PLN 62.3 million in consolidated net income for the parent company.

We are focusing on the dynamic development of our Group, we are striving to achieve better and better results, and our ambition is to be on the podium in the e-commerce industry. Certainly, the know-how we have developed, our position as a technological leader and the growing profile of customers using the latest products will help us achieve this goal. Already _Now is used by more than 230 customers, and _Stores has nearly 1500 customers, and I am confident that this is only the beginning of our technological revolution in the industry.

_Stores version 1.0 confirmed that customers are looking for efficient and beneficial e-commerce tools, the version 2.0 we are developing will raise the bar and will certainly be more comprehensive for large and medium-sized companies that plan to sell their products online with their own store. The situation is similar with Sellintegro, which is a tool for e-commerce integration and management of the entire business around the store. It allows recipients to use a single ecosystem, created by the cyber_Folks Group.

As a result of the rapid growth of _Stores, we decided to discontinue the development of Blugento, and consequently to write down the value of this goodwill in the amount of PLN 3.9 million.

In the last quarter, we finalized the sale of all Profitroom shares held. This transaction increased the Group's reported net income for the third quarter by approximately PLN 46 million. At the same time, it strengthened our core business by reducing debt to minimal levels and generating greater acquisition potential, which we currently estimate at around PLN 1 billion.

Our debt level is declining, today it stands at 0.5 net debt to EBITDA, with a target of falling to nearly zero by the end of December. Our strong cash position has allowed us to distribute profit to shareholders at record levels. For 2023, we paid a total of PLN 21.2 million in dividends, with another PLN 6.8 million allocated to share buybacks. In the coming years, we want to further increase the dividend and continue the path of rewarding shareholders and their commitment to our growth - we are and will continue to be one of the most dynamic companies that pay dividends.

Our DNA is to create proprietary products, and the steadily growing demand for digital solutions gives us unlimited opportunities for further development. I am convinced that future years belong to those who are already running in the technology race today. We are fighting to reach the podium of the world's leaders in e-commerce technology.

Our goal is to continue the growth realized since the IPO, and consequently to become one of the few Polish unicorns. I would like to thank our Employees, Partners, Customers and Investors for the effective cooperation and the trust shown. I am convinced that the next quarters will be a time of further challenges, records and breakthroughs.

Sincerely,
Jakub Dwernicki, CEO



**JAKUB
DWERNICKI**

CEO of cyber_Folks

>What we do_

01

We are a group of dynamically **growing technology companies** providing solutions to **>365k clients worldwide.**

02

We support **small, medium and large companies** with their online presence, automation of business process, communications, marketing and sales while generating **annual sales of c. PLN 615M.**

03

Our portfolio focuses on **scalable products** offered in a **subscription model.**



>Agenda_

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cyber_Folks™

> cyber_Folks in facts and figures

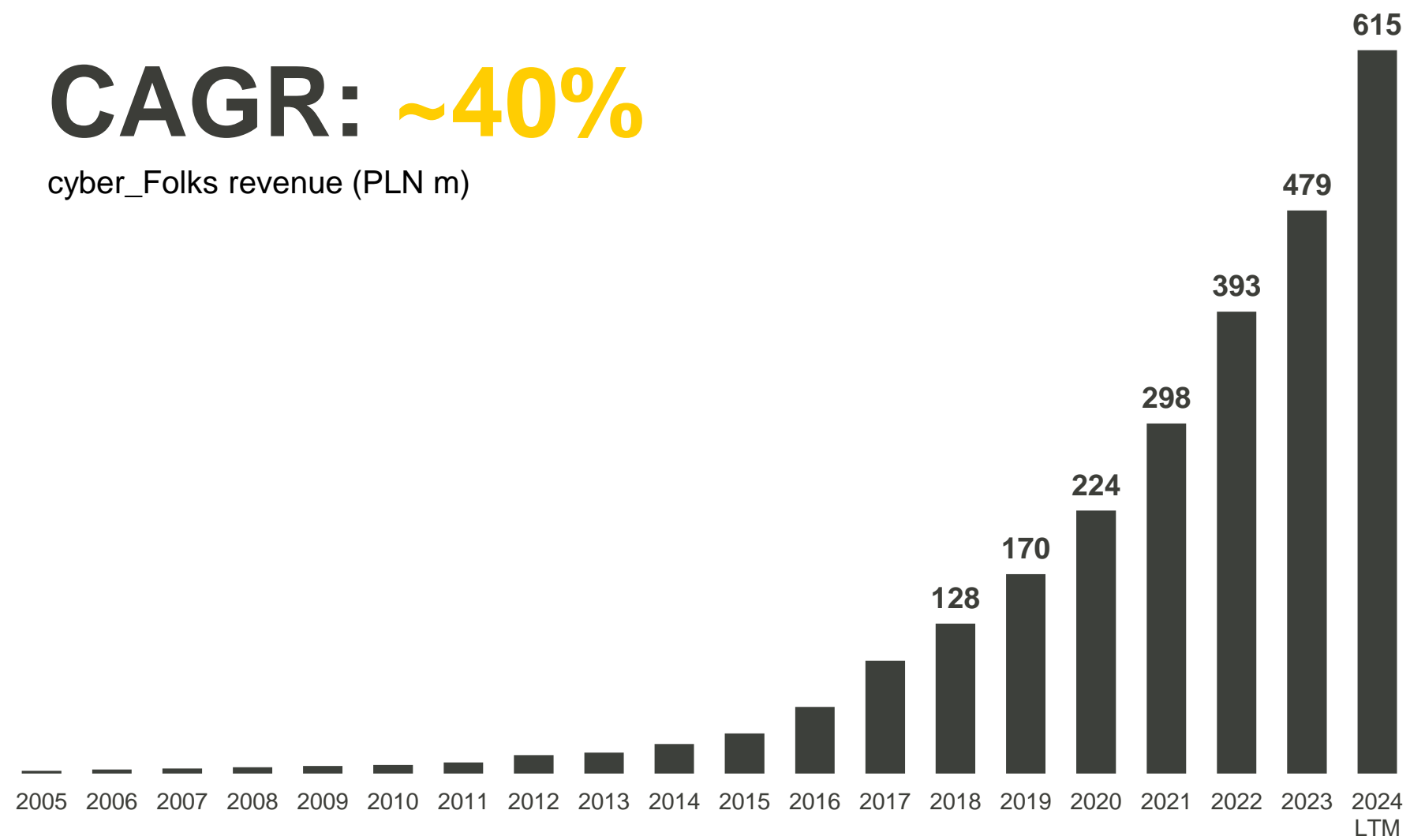
We create a strategy that
delivers real results



>Exponential growth driven by **organic growth** and **acquisitions**_

CAGR: ~40%

cyber_Folks revenue (PLN m)





NON-STOP RAPID GROWTH

Our revenues have been growing at a **40%** rate per year (CAGR) for the past 20 years; revenues rose **five-fold** since the IPO in 2017 and our market cap increased **seven-fold, topping PLN 1.7bn.**



REAL GLOBAL REACH

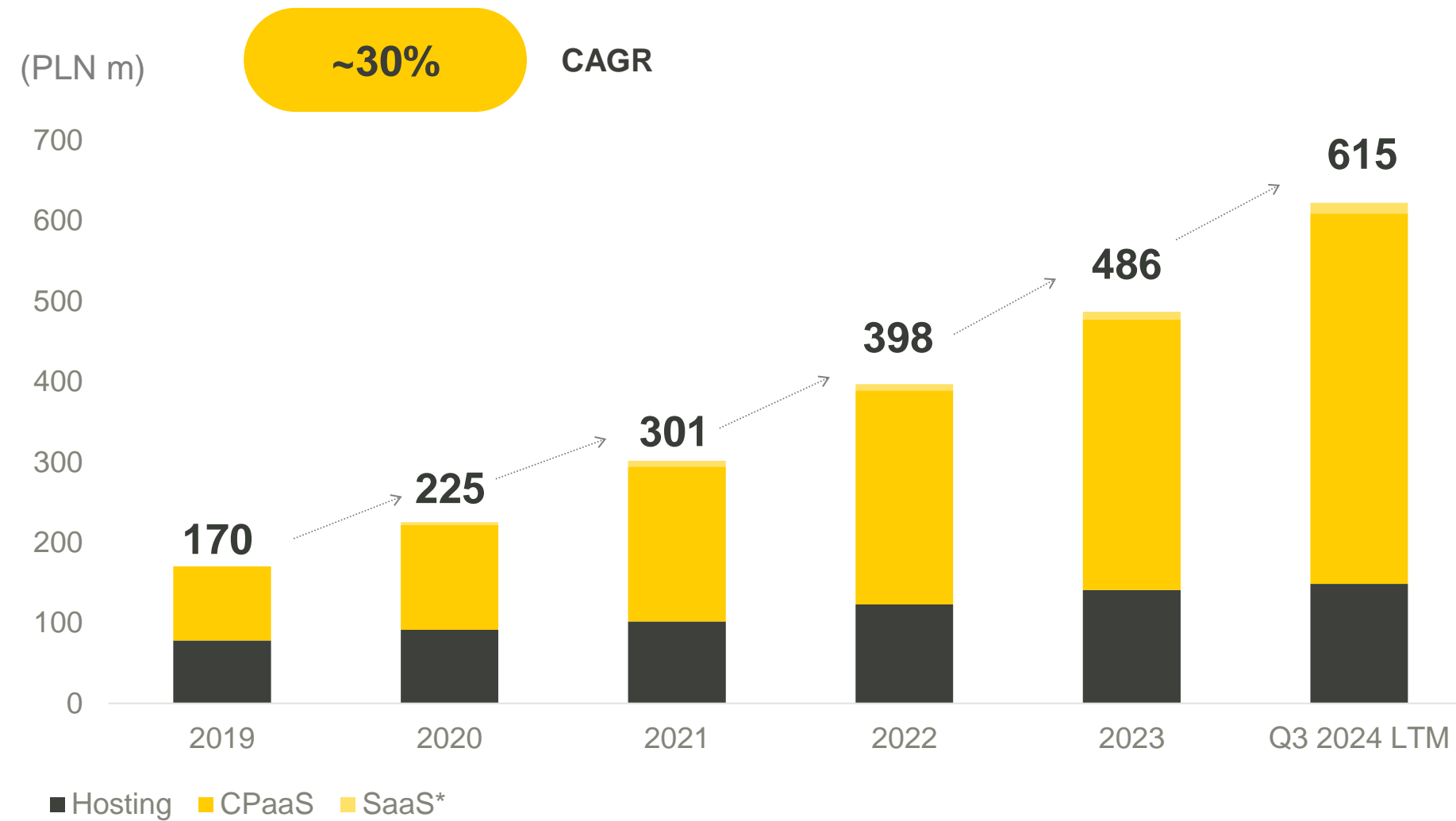
We offer solutions to **over 360k** small, medium and large **business clients** located in **over 100 countries** worldwide.



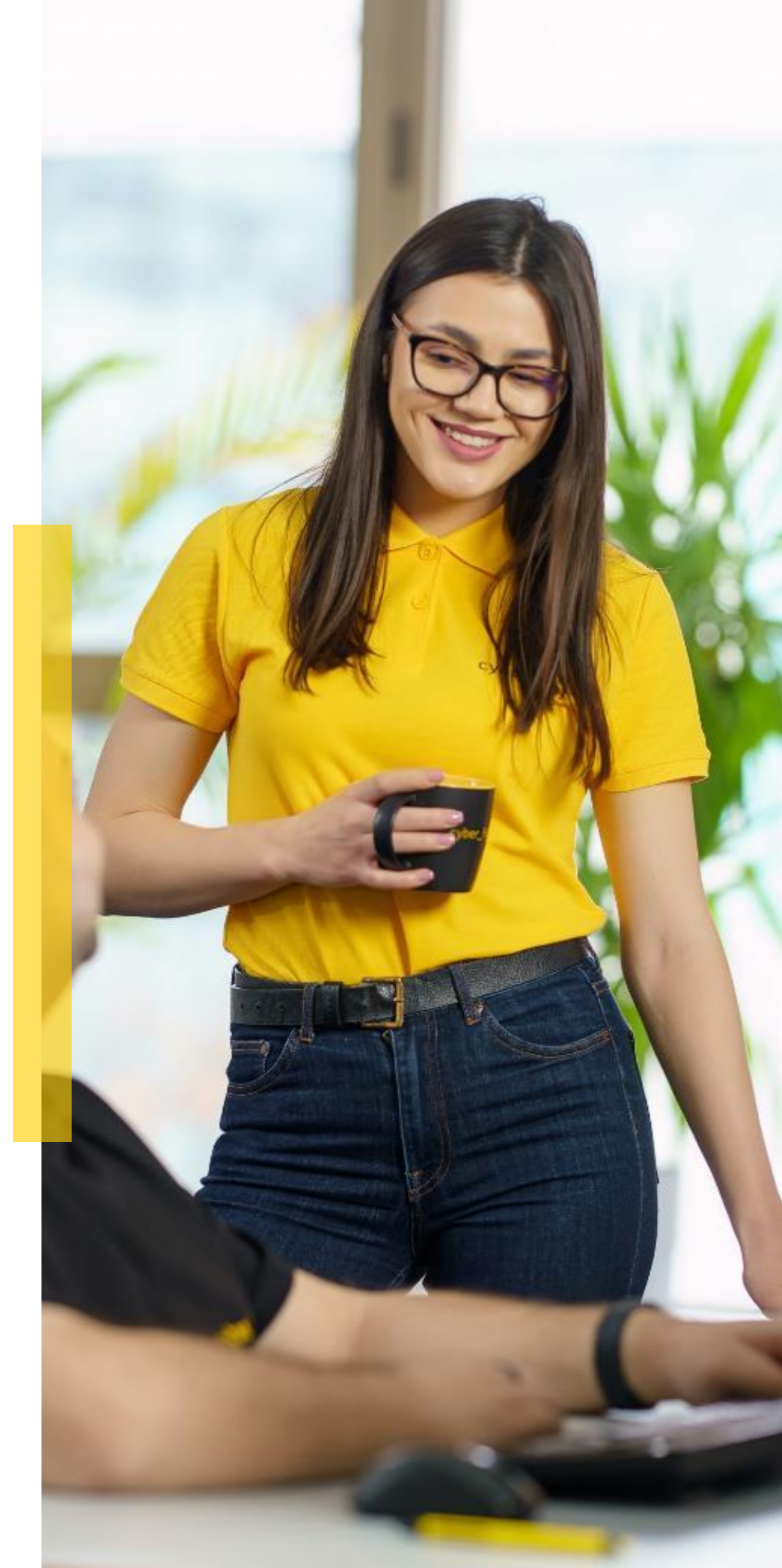
OUR SHAREHOLDERS SHARE IN OUR PROFITS

We generate **nearly PLN 170M in operating cash flow annually**, money that we invest in further growth but which we also share with our shareholders. **We have been paying a dividend, increasingly higher each year**, since the beginning of our presence on the WSE.

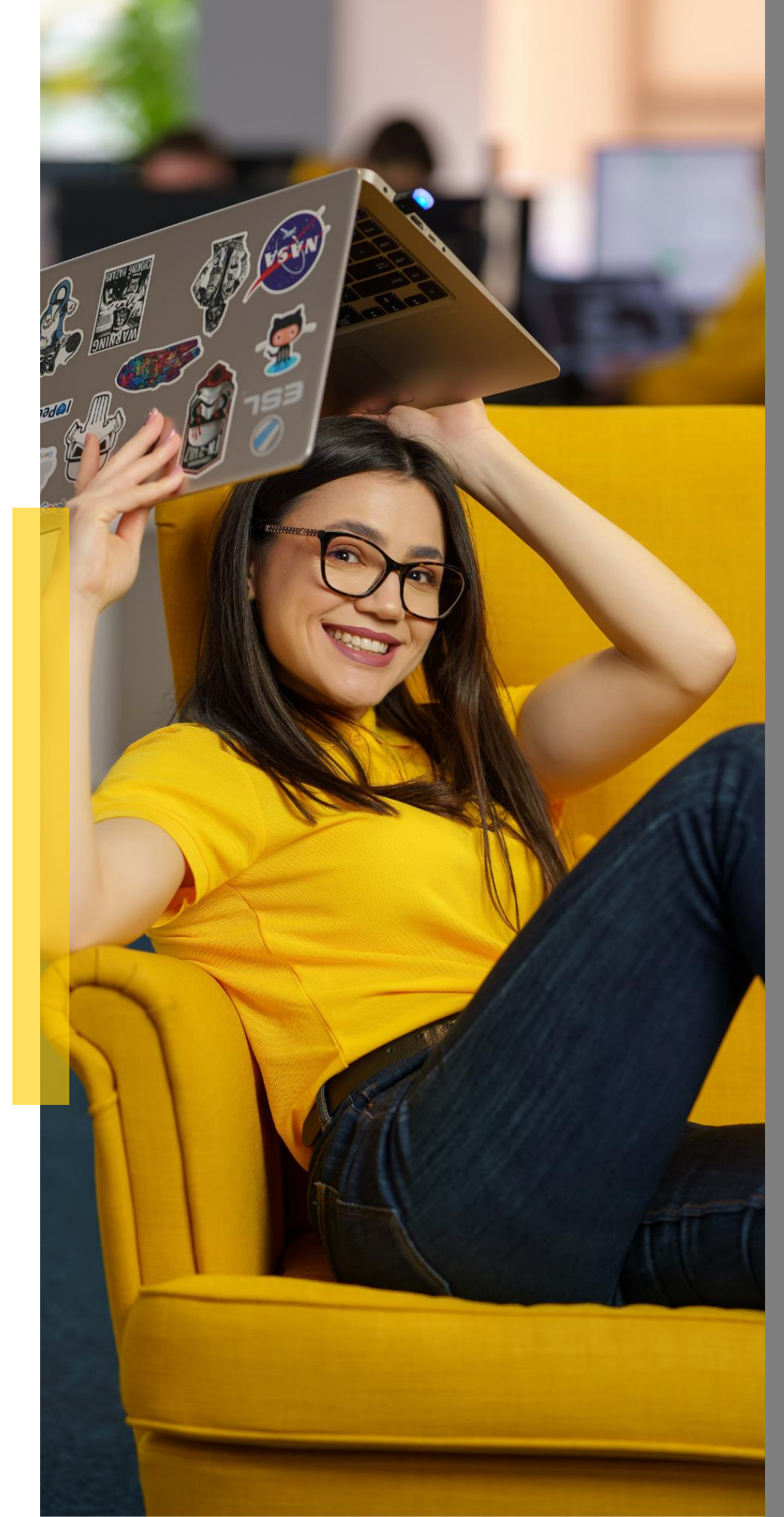
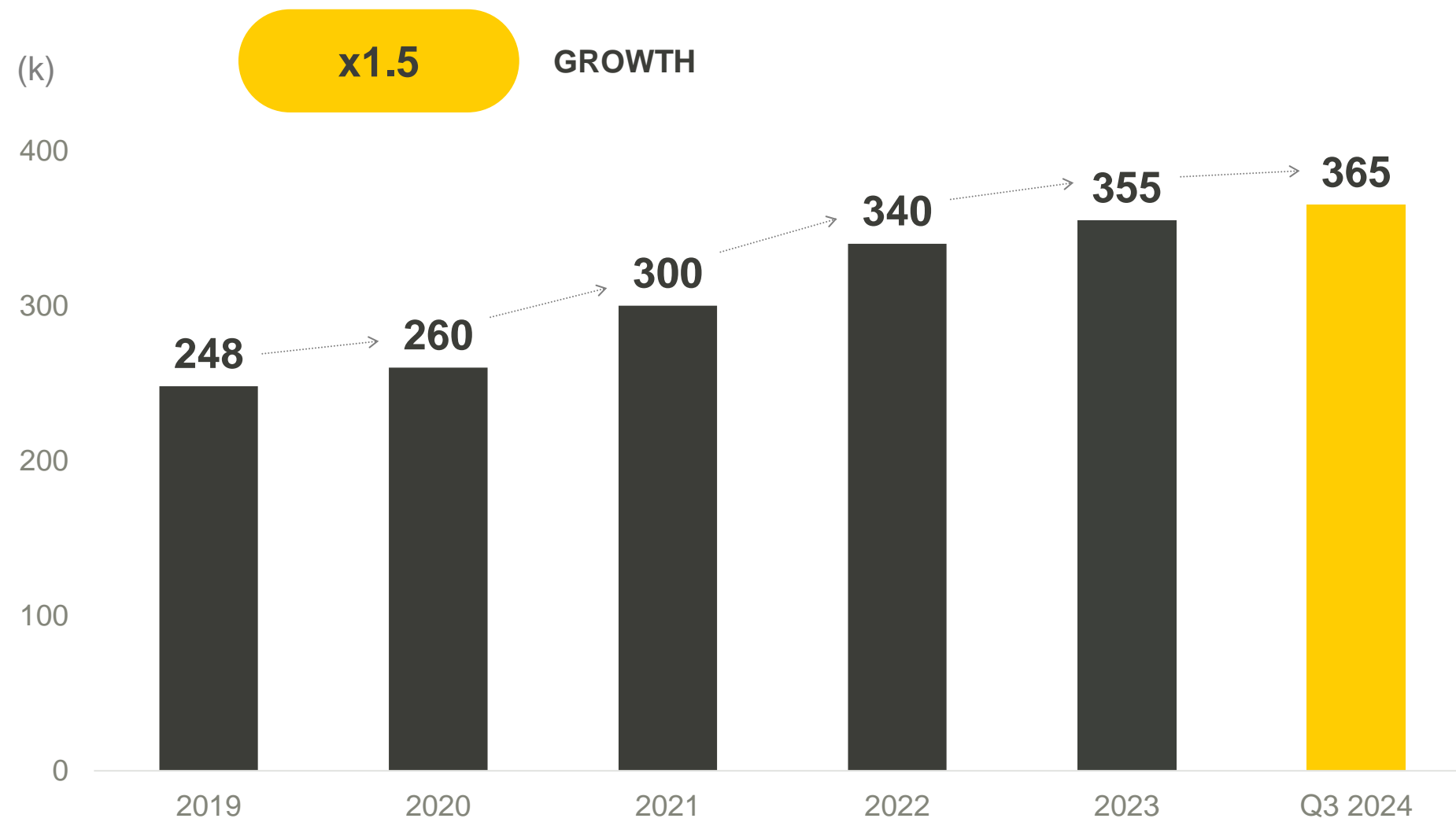
>Revenue: Accelerating the growth momentum with highly diversified revenue structure



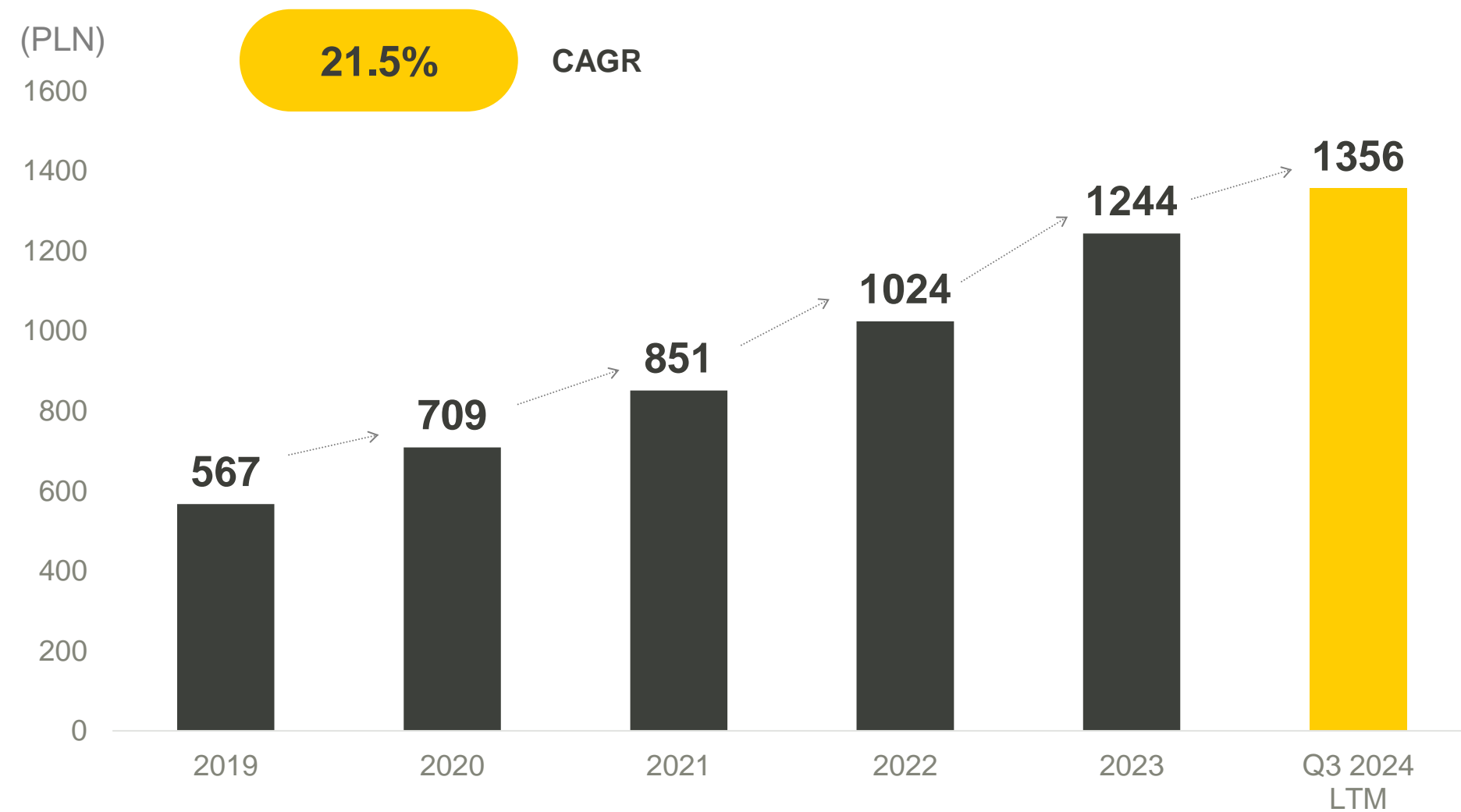
*SaaS segment: The data for this segment also includes financial results of SellIntegro, which are only consolidated by the Group in the net result (no consolidation at the level of revenues and EBITDA). cyber_Folks Group has an option of taking over a controlling stake in the company.



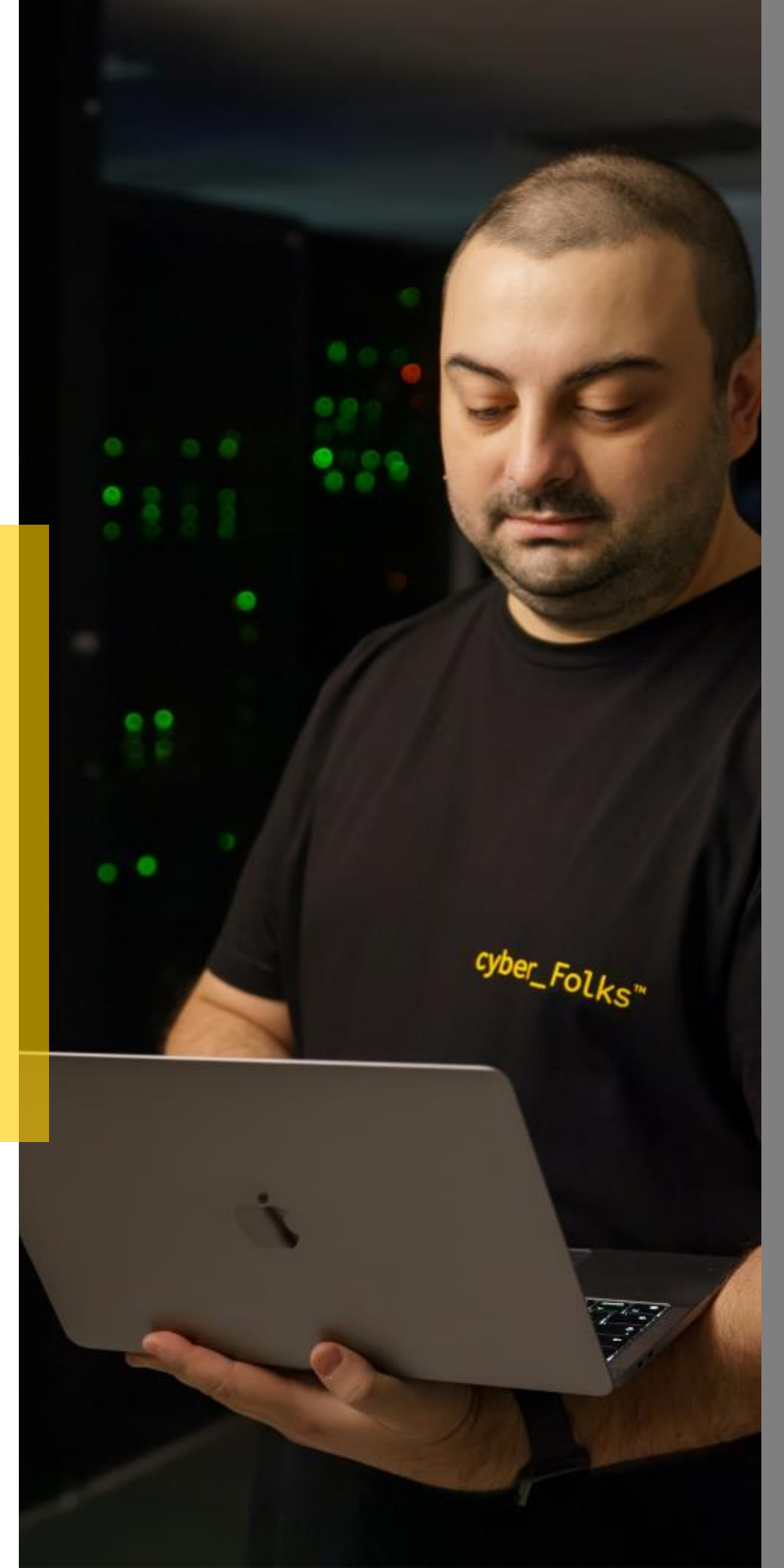
>Customers: Stability thanks to the trust of over 365k customers_



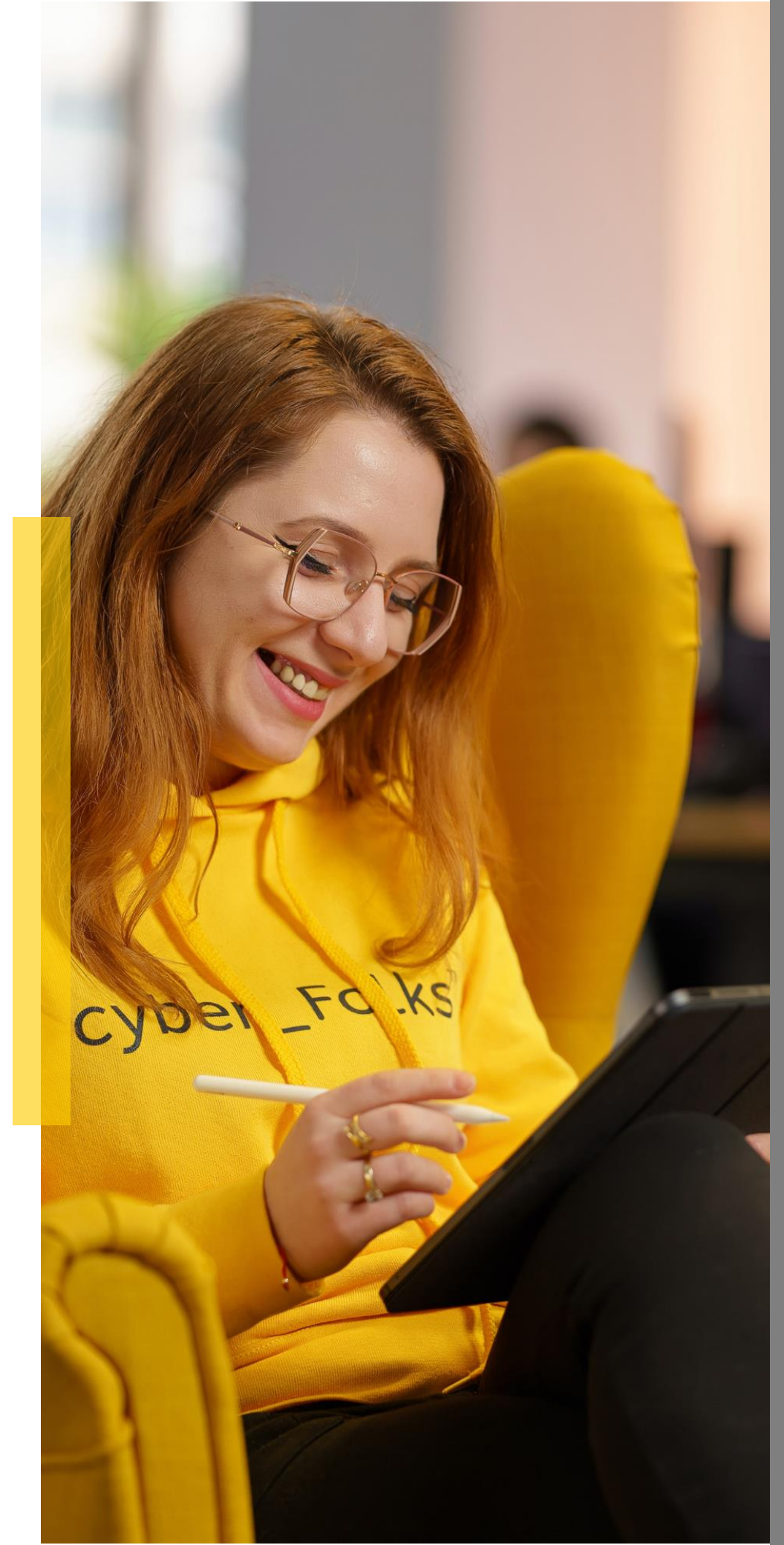
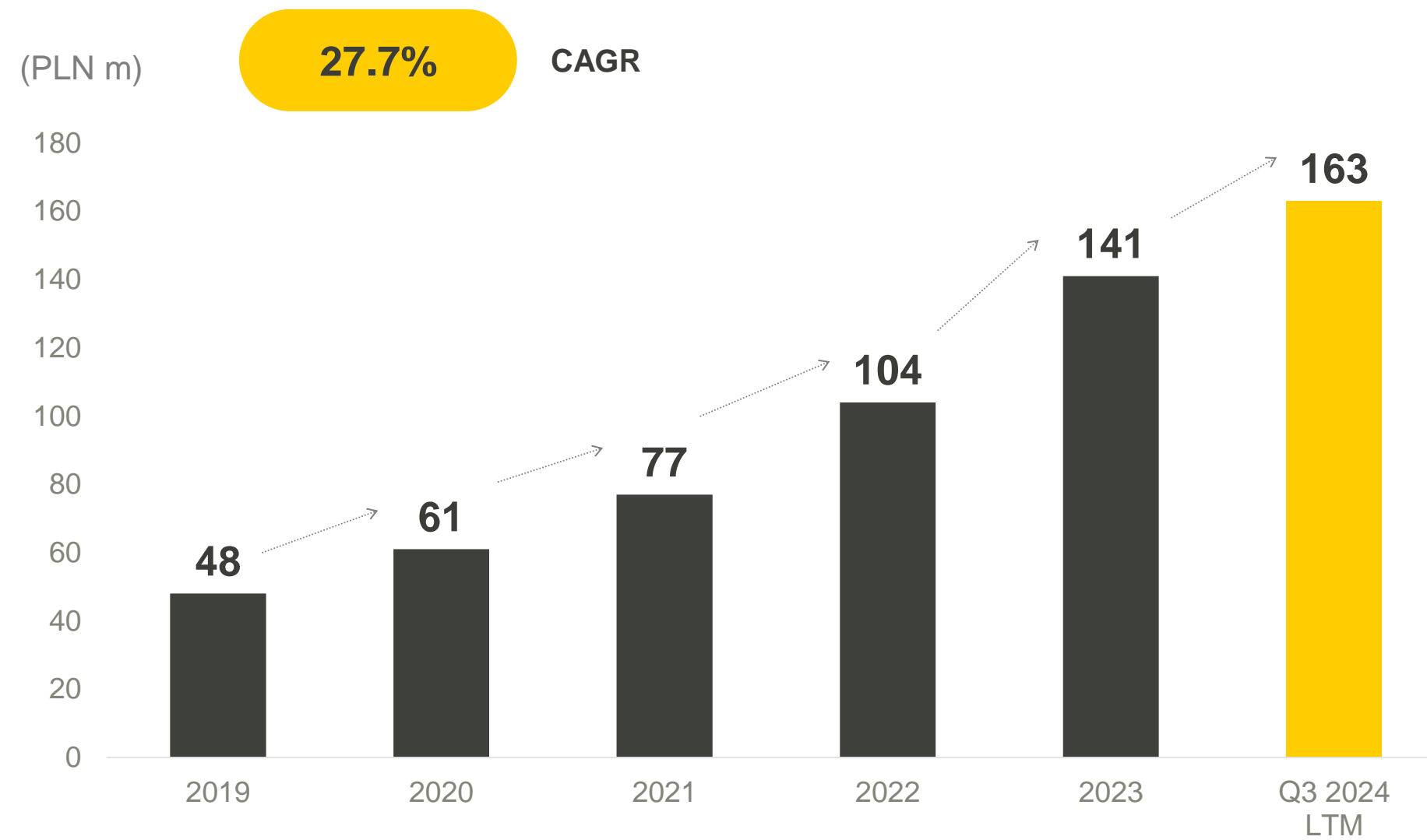
>ARPU*: Confirmation of the unique value of the offer_



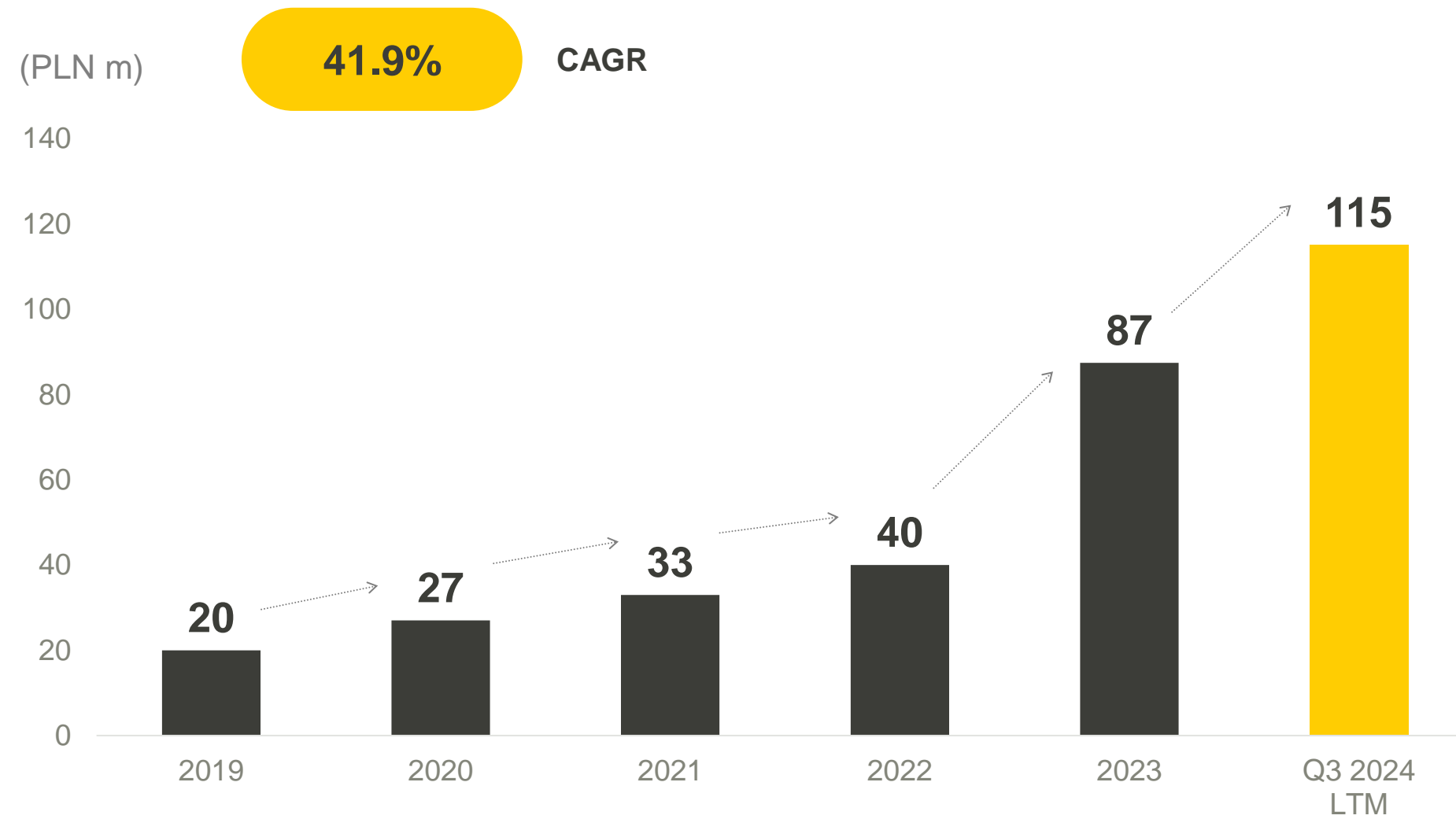
*ARPU: Excluding TOP 10 customers generating 20% of revenue (internal estimation).



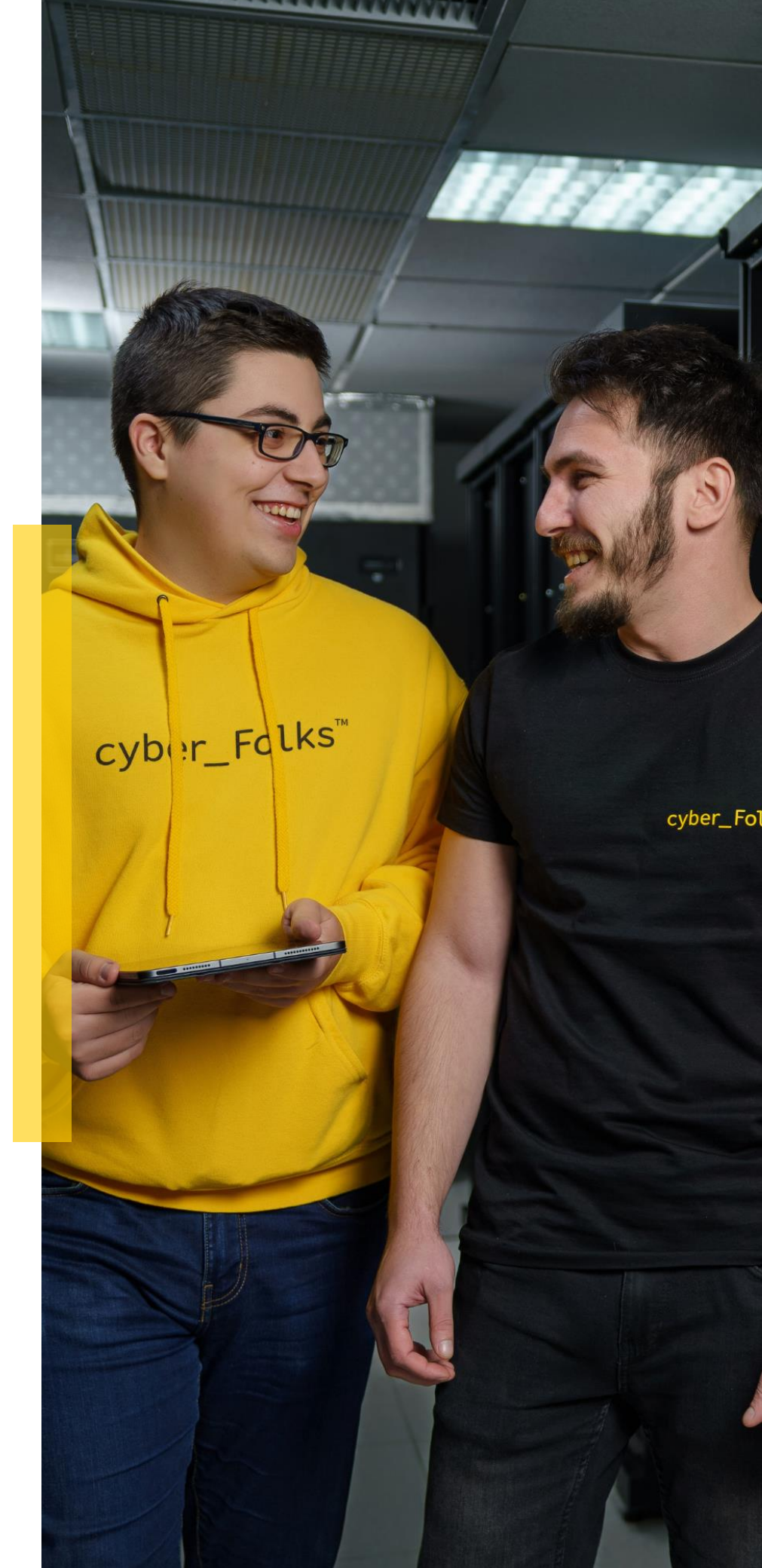
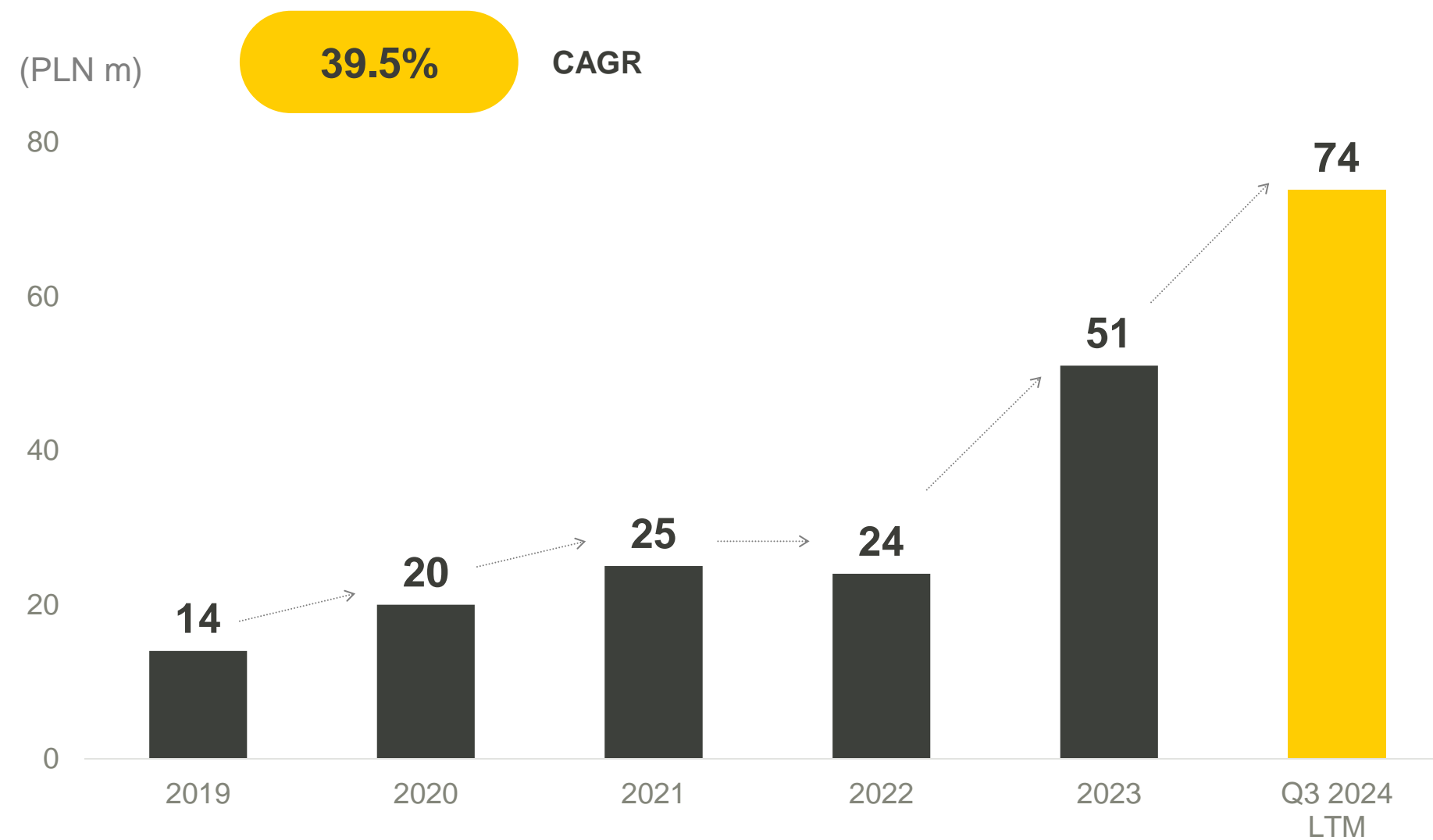
> EBITDA: Proving our business value_



> Net profit: Continuous profitability and cash flow generation



> Net profit attributable to shareholders of the parent company: Strong dividend base



cyber_Folks™

>Market

From local company to
global player



> **Market:** x40 increase of the target market through product-based and geographic expansion_

Goal: Maintaining growth through:

→ **Product-based expansion**

Unlocking new opportunities in the SaaS segment by broadening the product portfolio complexity to meet specific client needs.

→ **Segment-based expansion**

Increase customer base by mapping and targeting new customer segments in terms of customer size, industry and location.

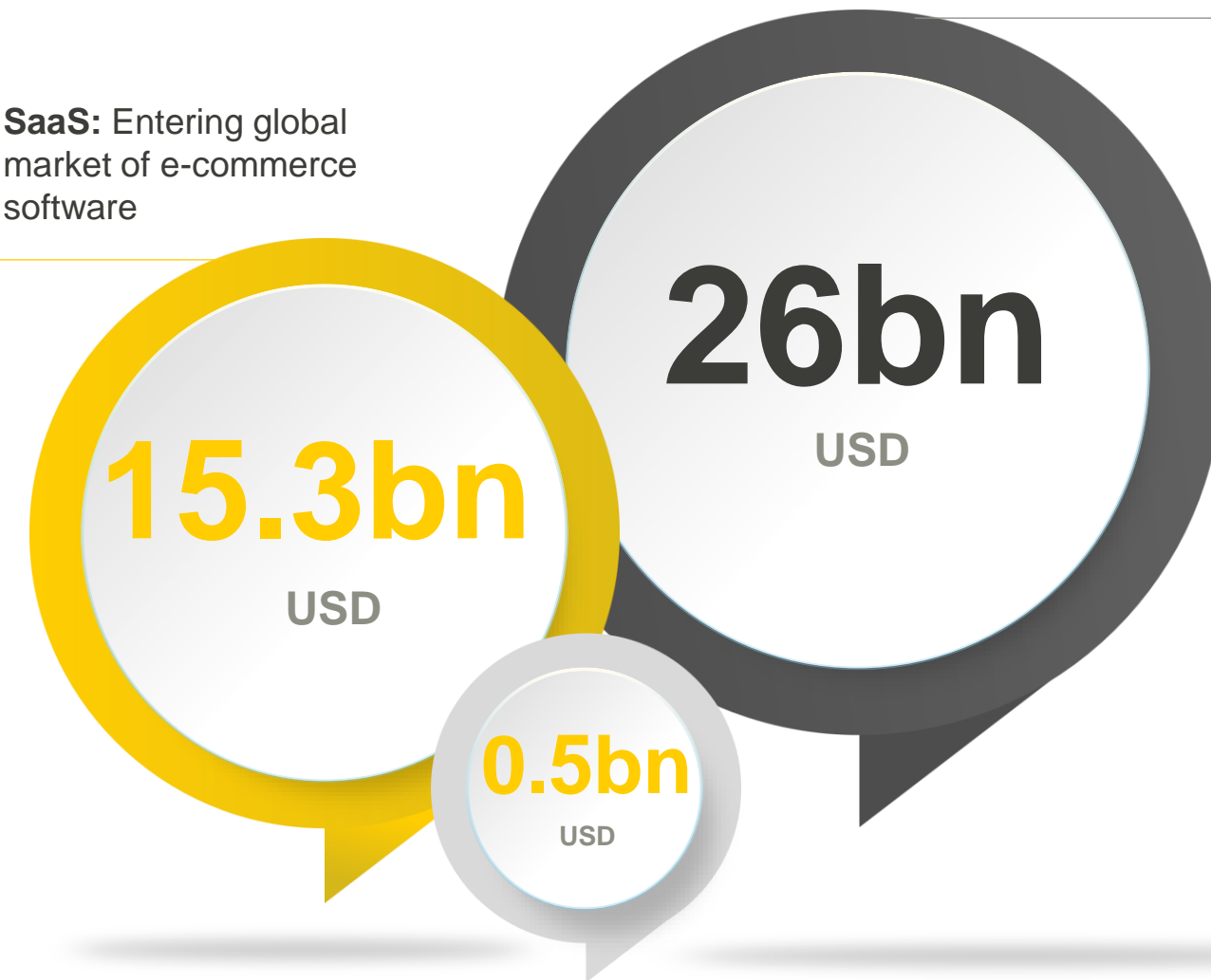
→ **Global expansion**

Explore post-merger synergies arising from MailerLite acquisition with a focus on global cross-selling and up-selling opportunities.

Market Value: USD 50bn by 2025

CPaaS: Entering global CPaaS market

SaaS: Entering global market of e-commerce software

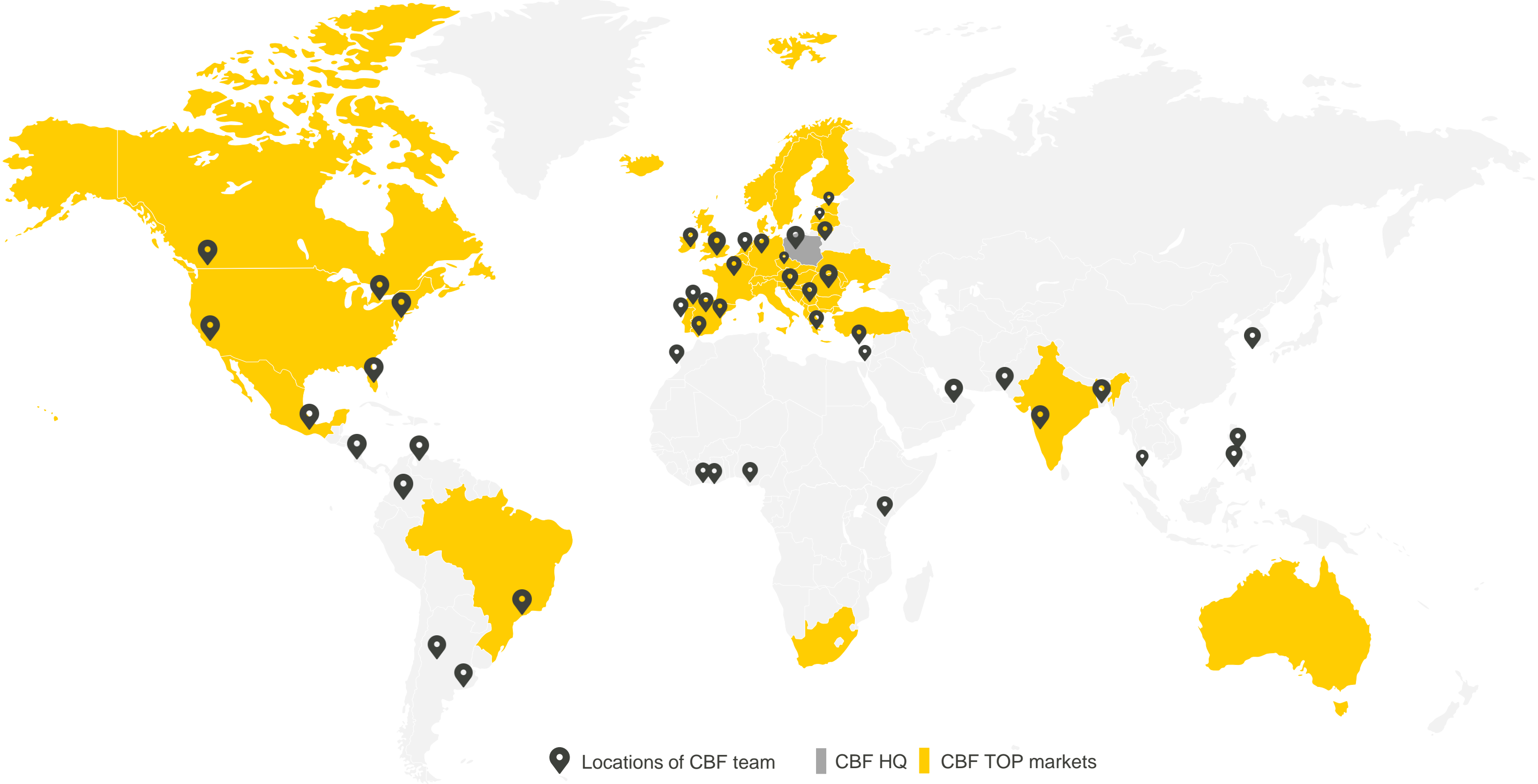


Hosting: Entering Romanian and Croatian hosting market

Information for selected markets segments

Sources: Hosting - own estimation based on internal resources and market revenue based on Statista: "data processing, hosting and related activities", SaaS: E-commerce Software - Grand View Research: "E-commerce Software Market Size, Share& Trends Analysis Report", CPaaS - Statista.

>Market: Expansion into >100 markets_



cyber_Folks™

> Q3 2024
in cyber_Folks

Record quarter
in Group history



> Q3 2024 in cyber_Folks!

>> FINANCIAL RESULTS

cyber_Folks' **rapid growth** is reflected in record financial results, including strong operating cash flow.

>> INVESTOR RELATIONS

Attractive valuation compared to global competitors, with potential further supported by rising dividends, high organic growth rates and future M&A transactions.

>> PORTFOLIO DEVELOPMENT

Our newest products, _Stores and _Now, are performing as expected, **winning more customers.**

>> BRAND DEVELOPMENT

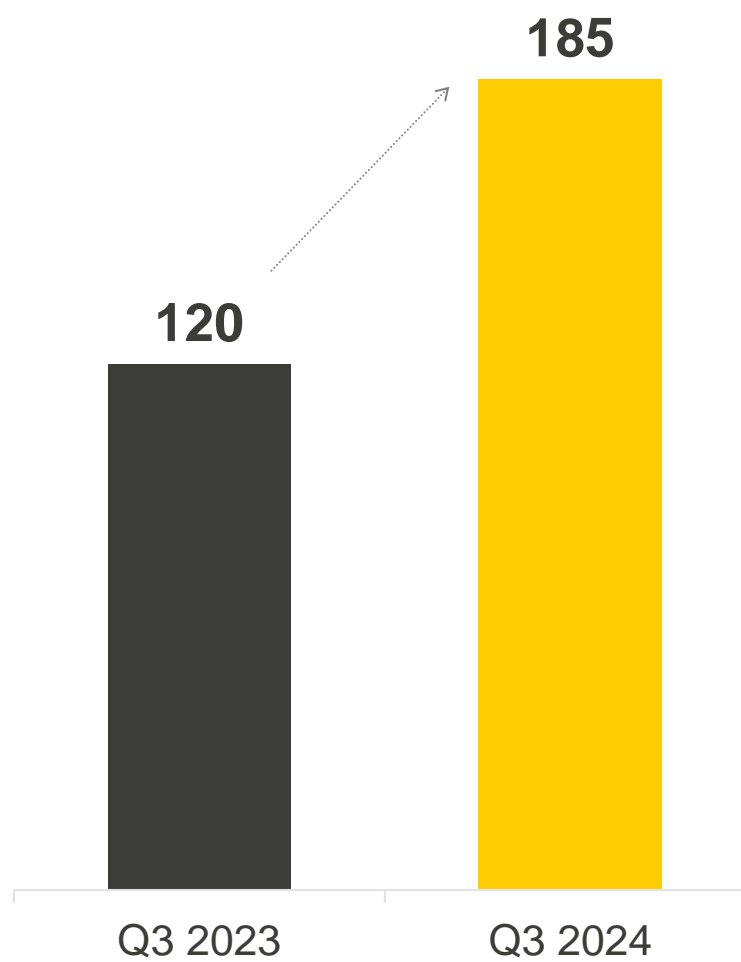
Our marketing activities have a visible impact on **customers' perception of the cyber_Folks** brand. We continue to integrate brands and companies in the group.



>Dynamic growth fuels our development_

Revenue (PLN m)

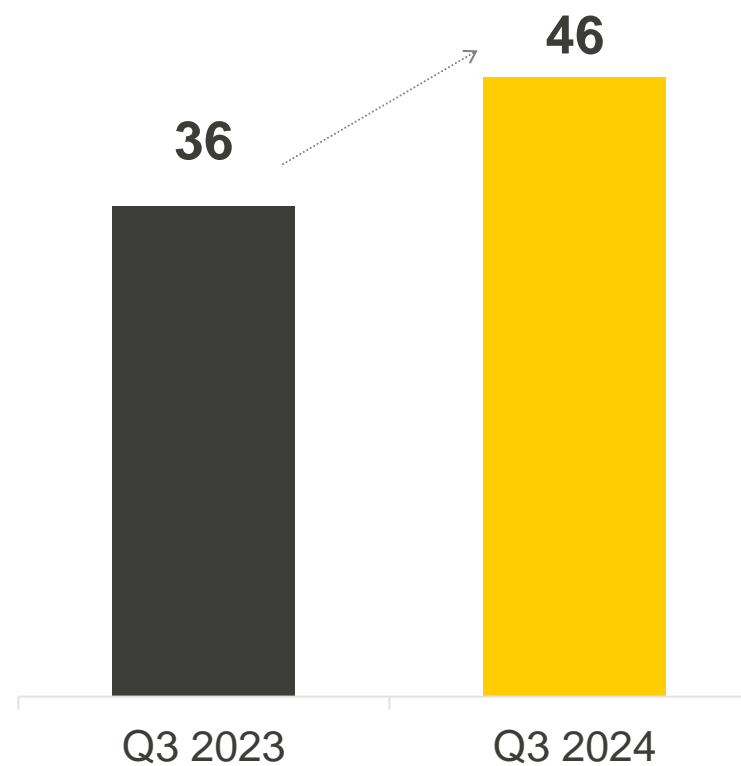
+54%



Adjusted EBITDA

(PLN m)

+26%



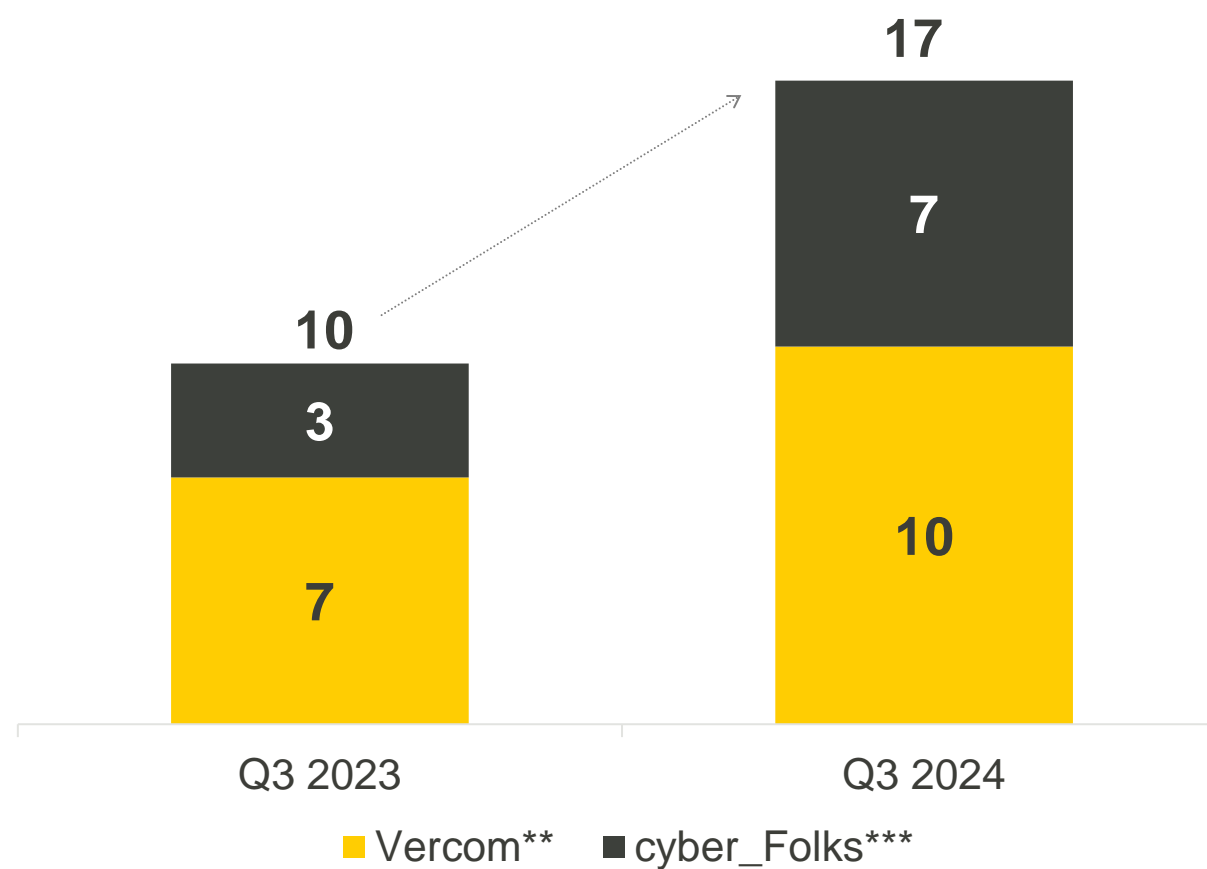
- A record quarter in the Group's history. Revenues exceeded PLN 185m for the first time, and EBITDA exceeded PLN 46m.
- We are continuing strong revenue growth at over 50%.
- Significant growth in lower-margin revenues in the Vercom segment - revenue growth higher than EBITDA.

> More than 70% increase in normalized* net income of parent company_

Net profit attributable to the shareholders of the parent company

(PLN m)

+70%



- Net profit growth is a result of revenue growth and EBITDA margin expansion.
- The growth dynamics of net profit is supported by a decrease in net financial expenses and a lower effective tax rate.
- The increase in net profit attributable to shareholders of the parent company in the past quarter in the **cyber_Folks segment (PLN 7M)** was more than 100% year-on-year.

* Net result excluding non-recurring events (one-off) resulting from the sale of Profitroom and the write-down of Blugento

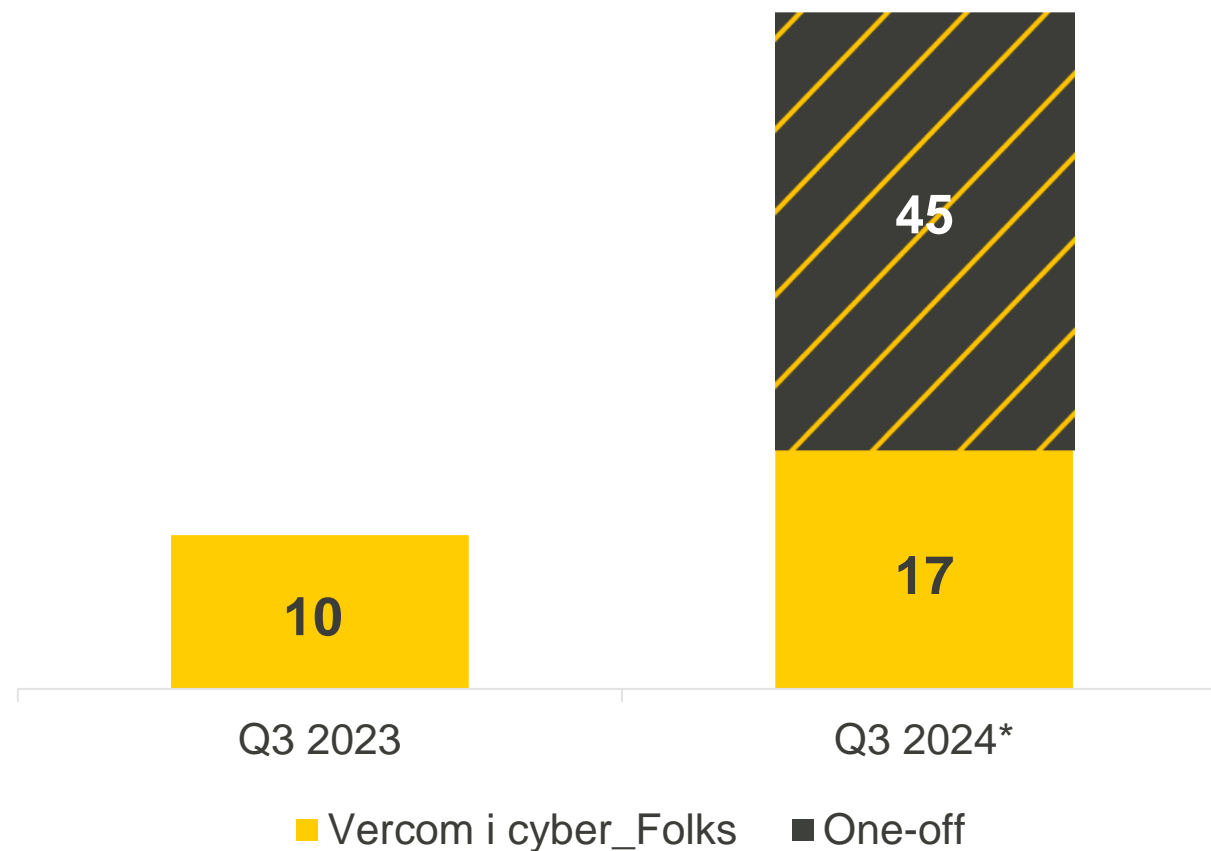
** Part of Vercom net profit which is attributable to cyber_Folks shareholders

*** Net result of cyber_Folks segment and corporate and SaaS area

> More than PLN 62M in net profit for the parent company_

Net profit attributable to the shareholders of the parent company including one-offs

(PLN m)



One-off events:

- A write-down of PLN 3.9M related to discontinued development of the Blugento platform.
- In July 2024, cyber_Folks sold all its shares (33.34%) in Profitroom. The transaction increased the Group's net profit for the third quarter by about PLN 46M.

* Net result including one-offs resulting from the sale of Profitroom and the write-down of Blugento

>Dynamic increase in sales and profits_

Selected consolidated financial data:

(PLN k)	Q3 2023	Q3 2024	Q3 2024 (one-offs)
Revenue	120 169	185 404	
ESOP and restructuring costs	878	676	
Adjusted EBITDA	36 232	45 598	0
Amortization	-8 218	-8 789	-3 882
Net financial costs	-11 463	-3 178	59 146
Income tax	-76	-5 744	-12 169
Net profit	16 822	27 320*	43 095
Net Profit attributable to shareholders of parent company	10 029	17 096*	45 197

- **Very high organic growth rate of net profit additionally supported by a one-off impact from the sale of Profitroom S.A. shares.**
- Significant growth in lower-margin revenues in the Vercom segment - revenue growth higher than EBITDA.
- The impact of one-off events on net income attributable to shareholders of the parent company (one-off) in Q3 2024 was approximately PLN 45M.
- Increase in marketing expenditures related to new product development (_Stores, _Now, MessageFlow). Q3 marketing expenditures up by PLN 2M yoy.
- In Q3, costs related to the valuation of the ESOP program amounted to PLN 676k.

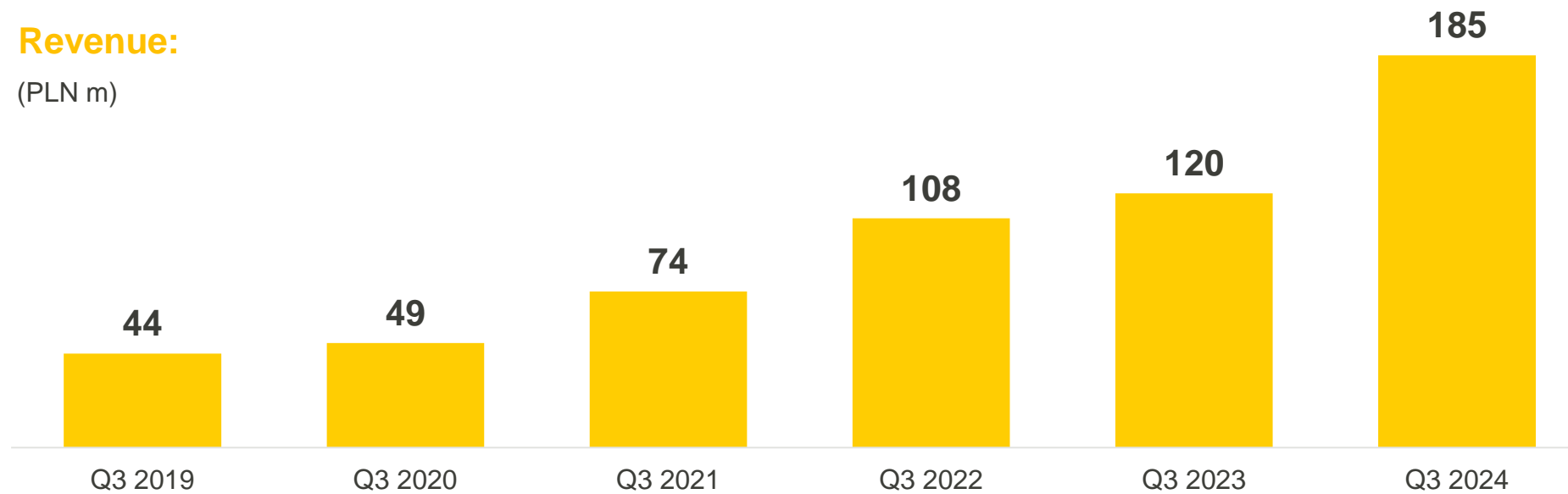
* Normalized results, i.e., not including one-offs in the form of a gain on the sale of Profitroom shares and a write-down on Blugento

>Dynamic increase in sales and profits_

Selected consolidated financial data:

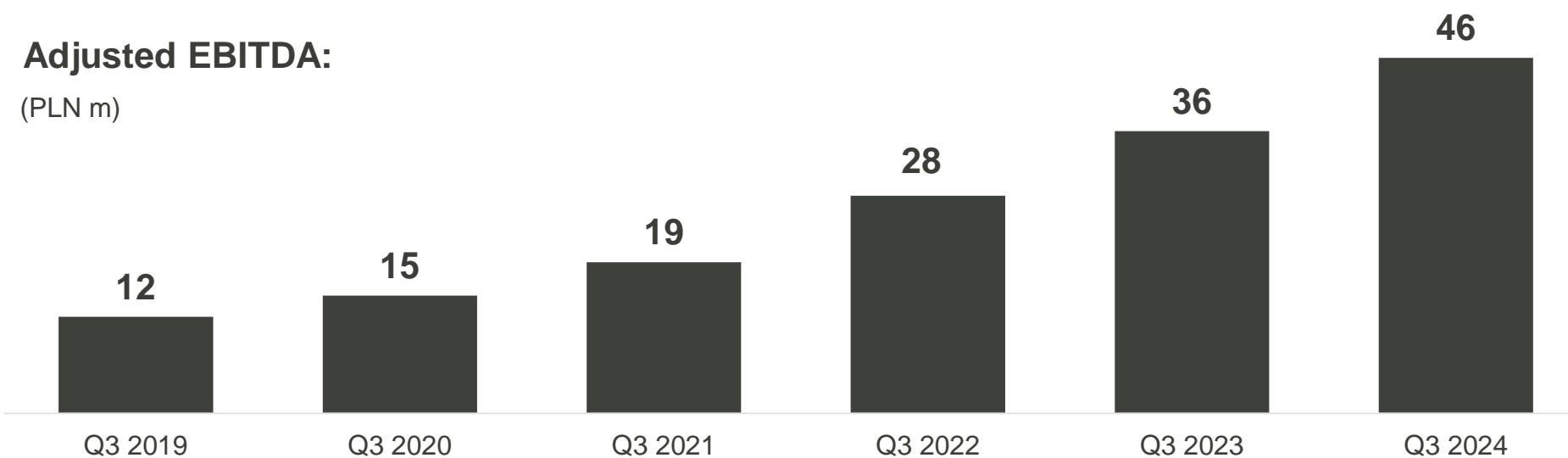
Revenue:

(PLN m)



Adjusted EBITDA:

(PLN m)



- Very high organic growth rate of net profit additionally supported by a one-off impact from the sale of Profitroom S.A. shares.
- Significant growth in lower-margin revenues in the Vercom segment - revenue growth higher than EBITDA.
- The impact of one-off events on net income attributable to shareholders of the parent company (one-off) in Q3 2024 was approximately PLN 45M.
- Increase in marketing expenditures related to new product development (_Stores, _Now, MessageFlow). Q3 marketing expenditures up by PLN 2M yoy.
- In Q3, costs related to the valuation of the ESOP program amounted to PLN 676k.

>High cash generation capacity_

Selected consolidated financial data:

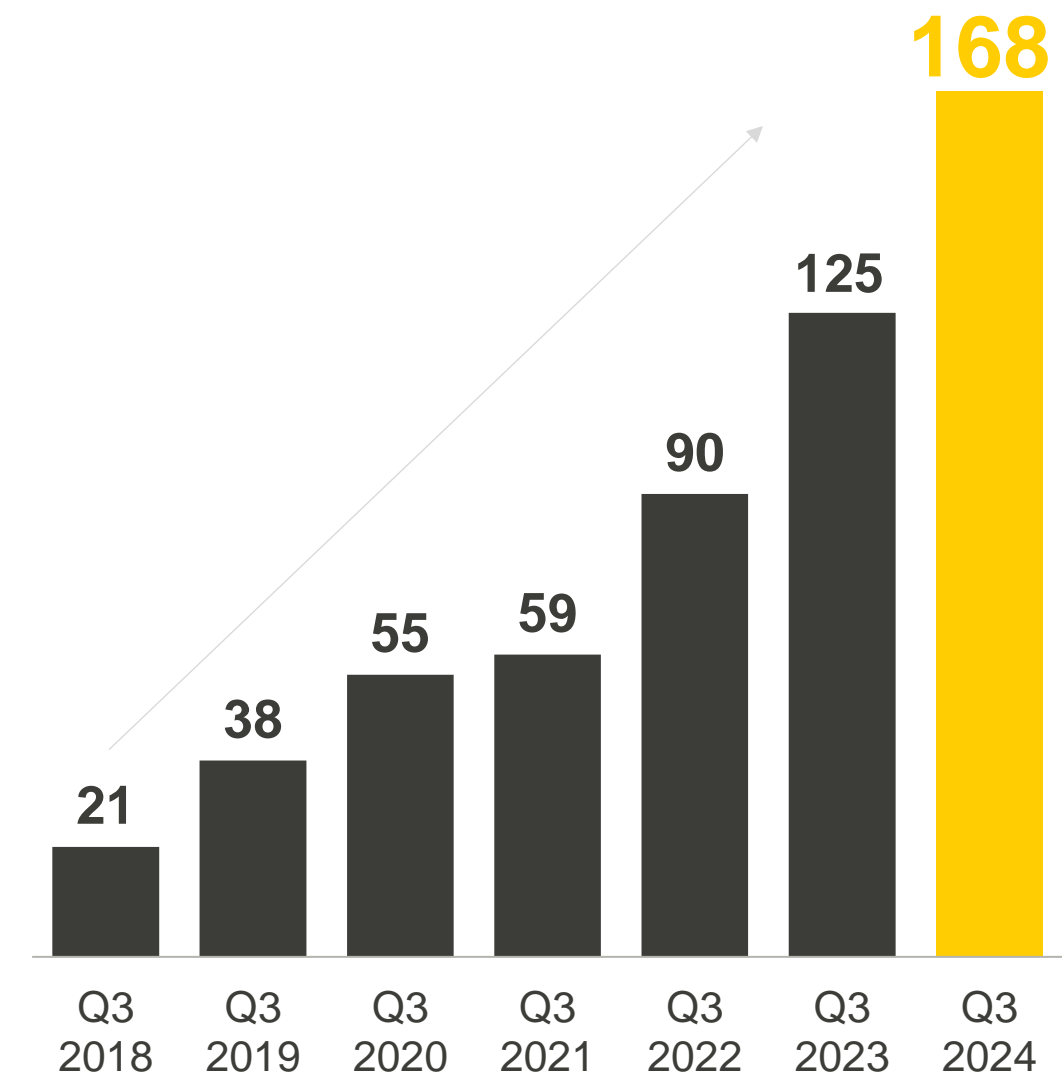
(tys. PLN)	Q3 2023	Q3 2024	Change
Net cash flow from operating activities	35 091	48 497	38%
Purchase of fixed real assets and intangibles	-5 110	-6 738	32%
Payments of lease liabilities	-1 505	-3 071	104%
Unlevered FCF	28 476	38 688	36%
Repayment of credits and loans	-10 735	-11 996	12%
Interest paid minus interest received	-7 226	-4 621	-36%
Dividends to minority shareholders ¹⁾	-12 446	0	-
Free Cash Flow (FCF)	-1 931	22 071	-

1) In 2023, dividend payments to Vercom's minority shareholders (in the amount of PLN 12.446 M) took place in Q3

Cash from operating activities (PLN m)
in terms of the last 12 months

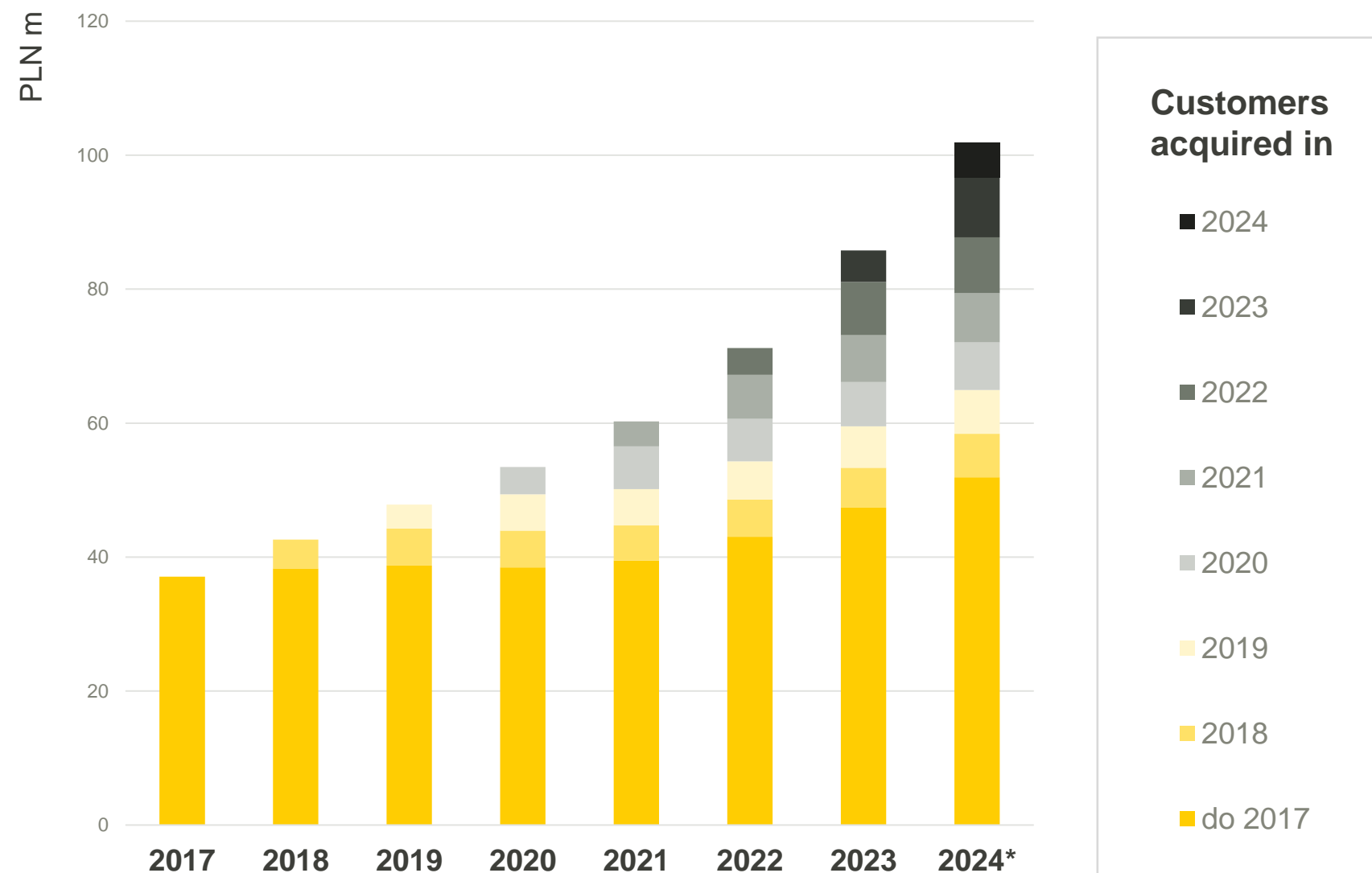
41.0%

CAGR



> Growth of cyber_Folks segment based on loyal customer base

Revenues generated by specific customer groups in the Polish market



* Annualized data for 3 quarters

113%

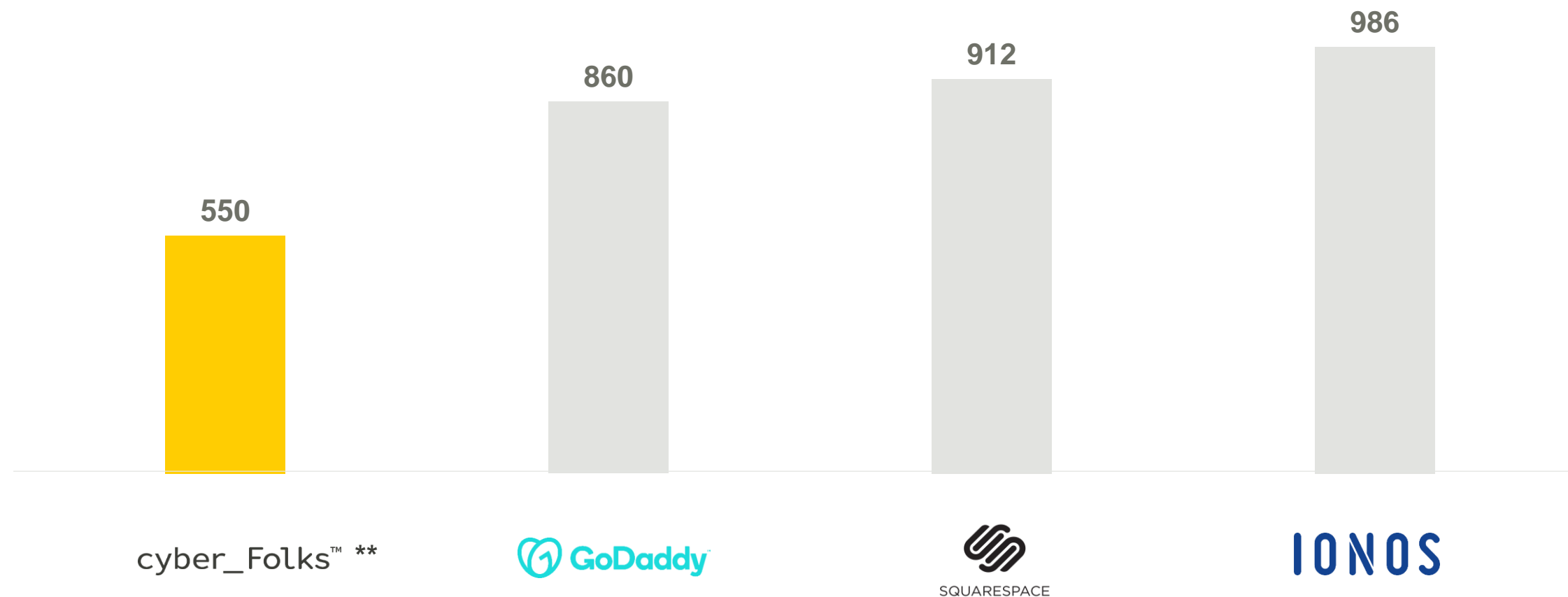
Net Revenue Retention Rate*

- In 2023, every customer group in the Polish market generated higher revenues than in the previous year.
- The Net Revenue Retention rate for all customer groups is 113%, while for the youngest group of customers, i.e. **those acquired in 2023, the rate is equal to 191%.**
- **Customers acquired before 2017 account for more than 50% of revenues.**

* Net Revenue Retention calculated as: $(\text{Starting MRR} + \text{Expansion MRR} - \text{Churned MRR}) / \text{Starting MRR}$

> Large space for ARPU growth in cyber_Folks segment

ARPU* (in PLN) versus global competitors



- Lowest ARPU among global competitors, which means high potential for its growth.
- Expanding the product portfolio (_Stores, _Now, _Partners) will have a positive impact on ARPU in the coming years.
- **In the upcoming years, the goal is to maintain a similar ARPU growth rate.**

* ARPU calculated as sales revenue divided by the number of customers

** ARPU excluding dedicated servers

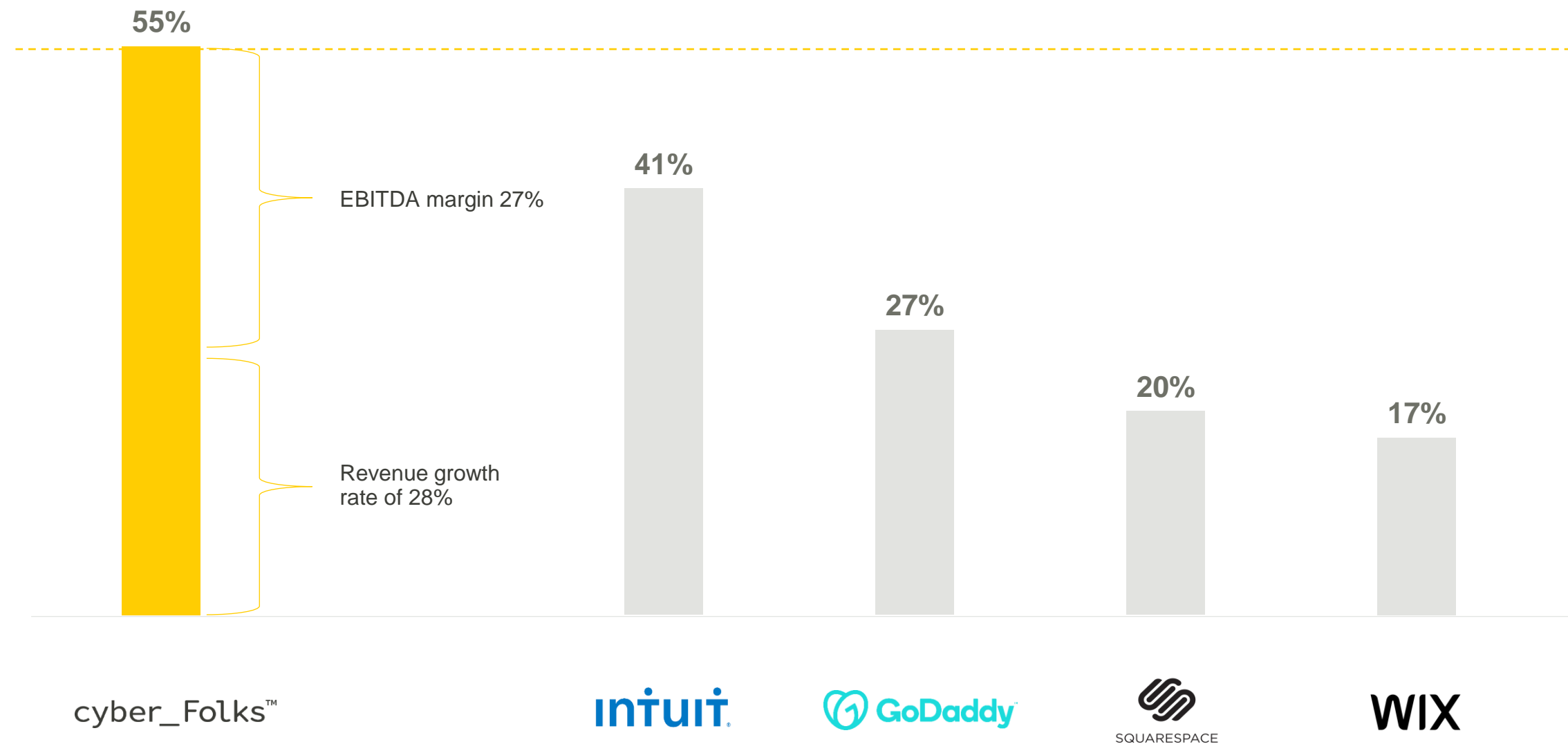
cyber_Folks™

> Our **strong financial performance** paves the way for exciting **new opportunities** ahead_



>Top technology company in the world – Rule of 40_

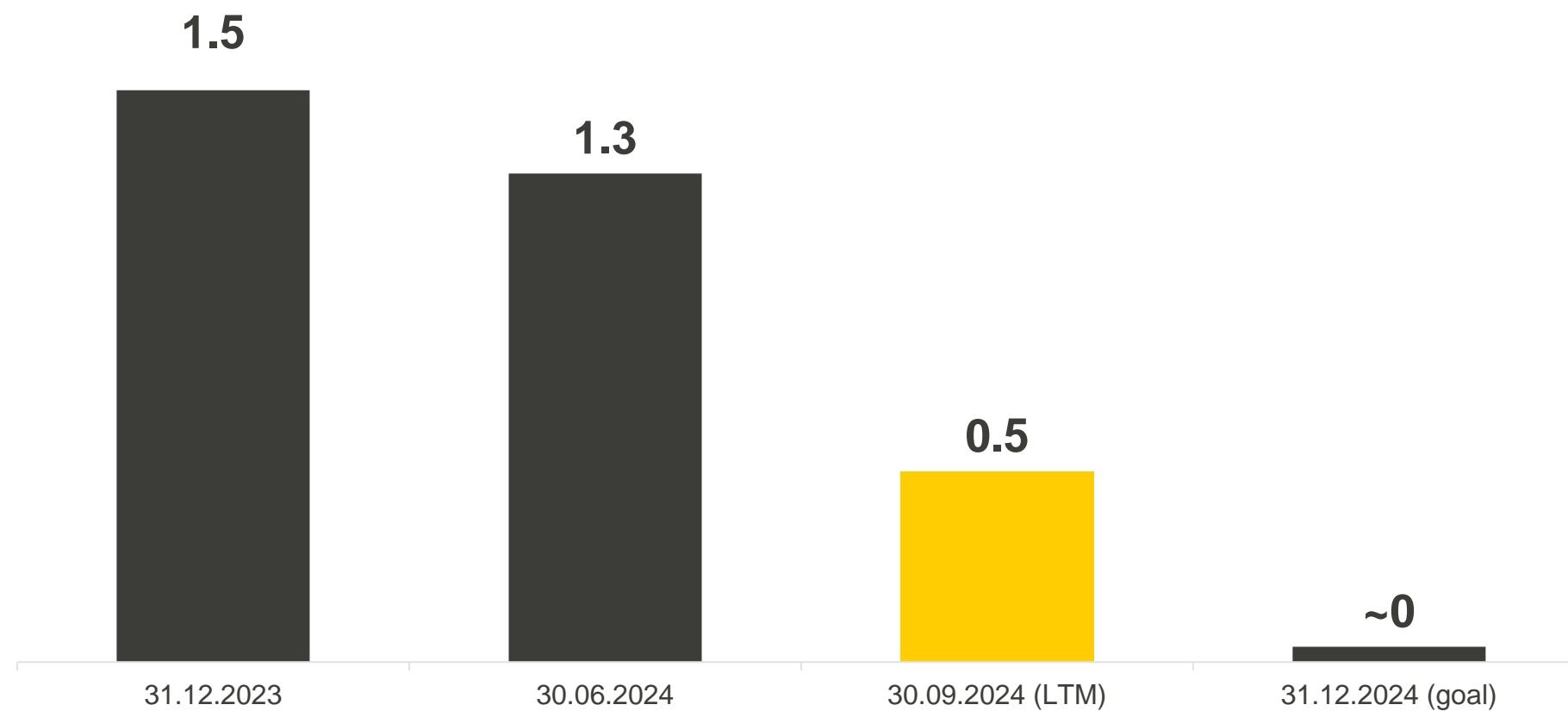
Rule of 40 versus global competitors



- Highest "Rule of 40" (revenue growth rate + EBITDA margin in the last 12 months) among global competitors.
- High revenue growth (+28% yoy LTM) combined with high profitability (27% LTM EBITDA margin).
- **In the following years, the goal is to maintain a similar growth rate, improve EBITDA margins and pay dividends.**

>Record low debt levels will bring our growth to new levels_

Net debt / Adjusted EBITDA



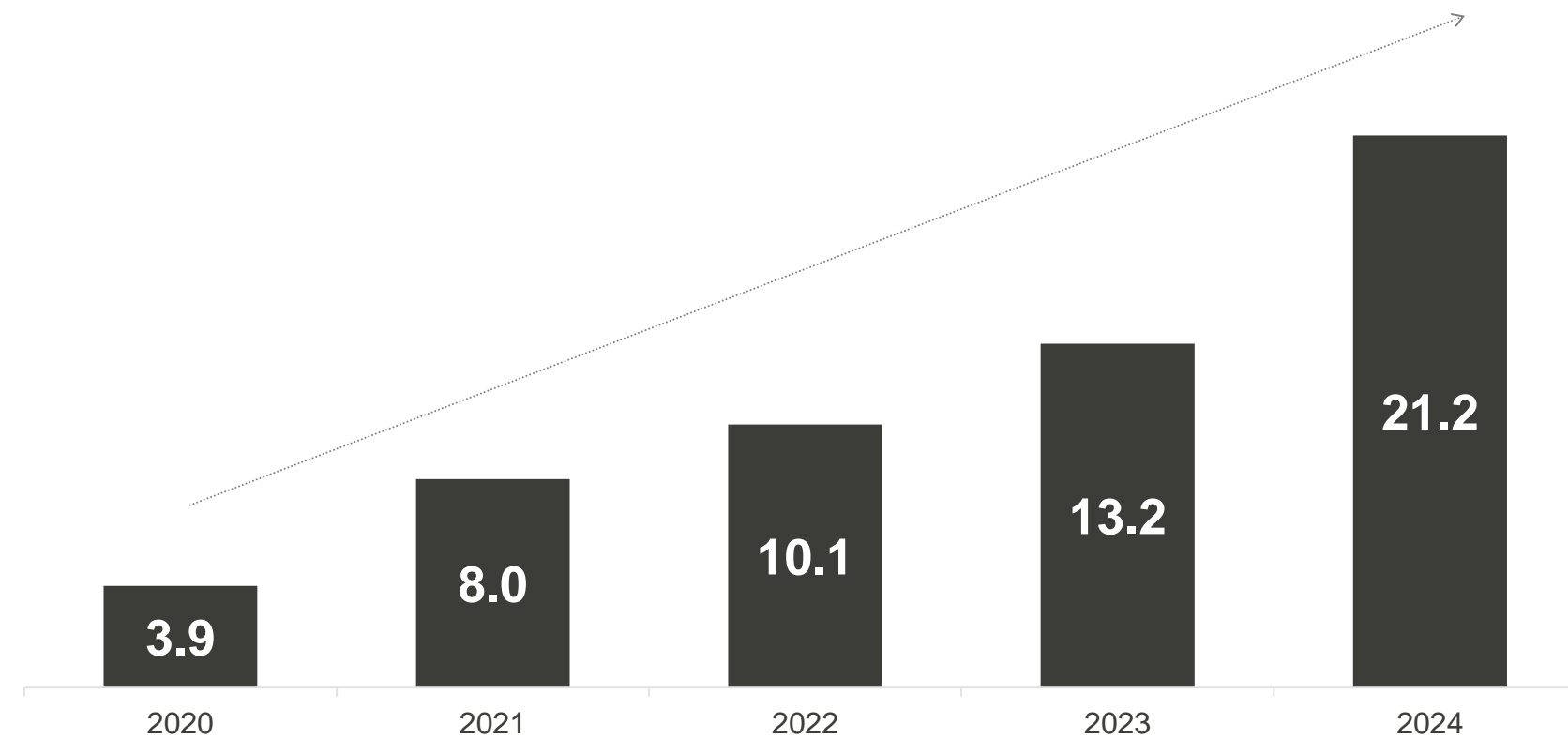
- Proceeds from the sale of Profitroom contributed to a stronger decline in net debt relative to Q2.
- Record EBITDA and low debt levels allow us to increase dividends and scale of potential acquisitions.
- **We have intensified our M&A activities, which will strengthen our product offering and international position.**

> Record results enable the payment of a **record dividend** and **further dynamic business growth**_

Dividend
(PLN m)

52.7%

CAGR

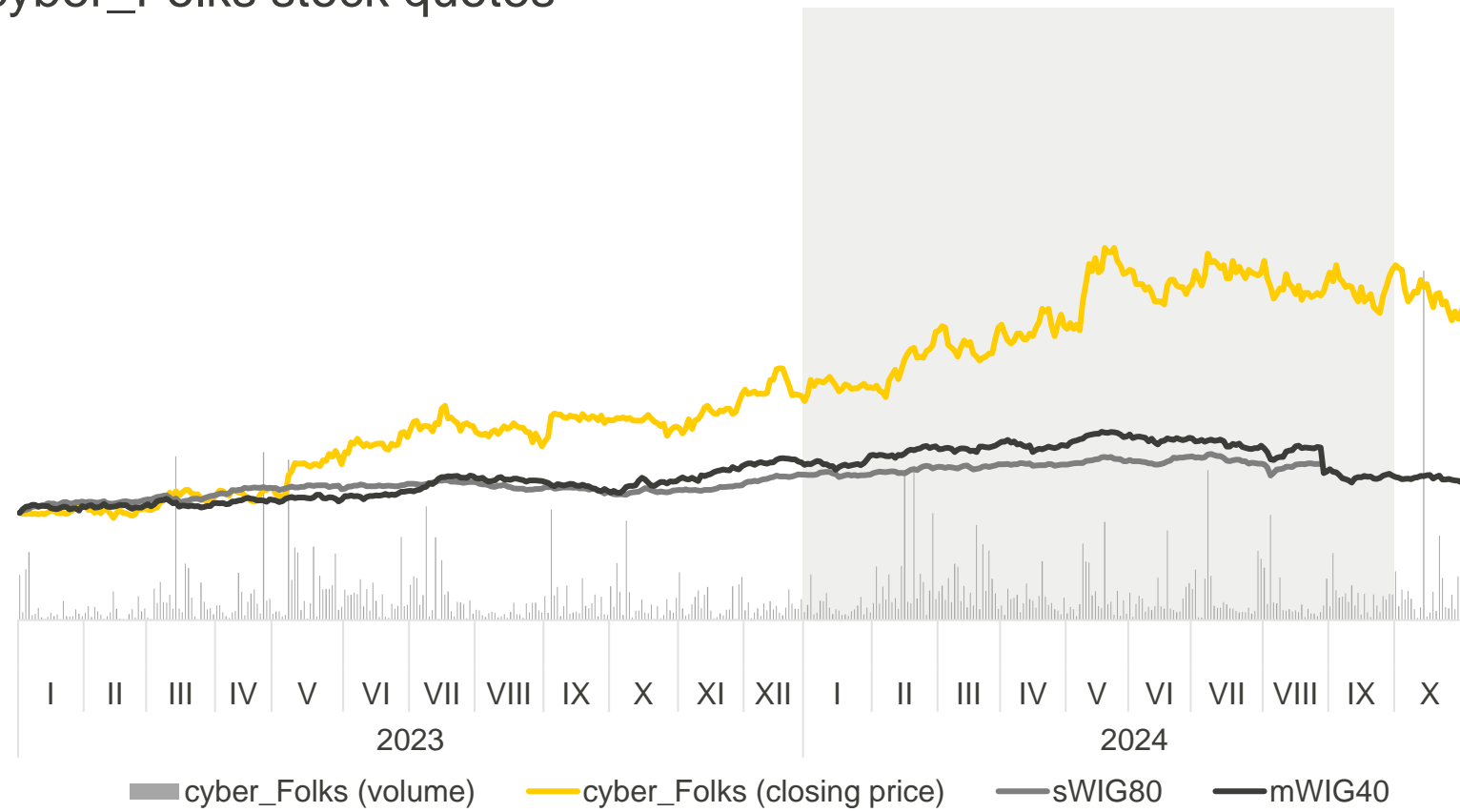


- We are one of 30 companies in the WIGdiv index - dedicated to companies that regularly pay dividends.
- Total transfer to shareholders in 2024 of PLN 28M:
 - PLN 21.2M in the form of dividends
 - PLN 6.8M for the share buyback completed in July
- **In coming years, the goal is to maintain a similar dividend growth rate**

>Shares_

At the end of Q3 2024, cyber_Folks was trading 53.0% higher than at the beginning of 2024.

cyber_Folks stock quotes



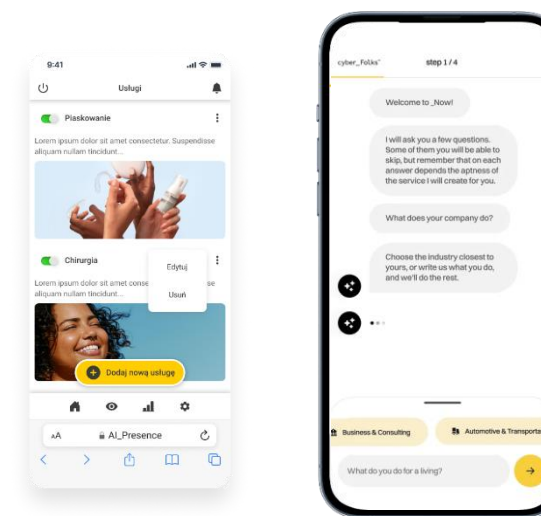
cyber_Folks™

> Shaping the
future with our
own **innovative**
products_

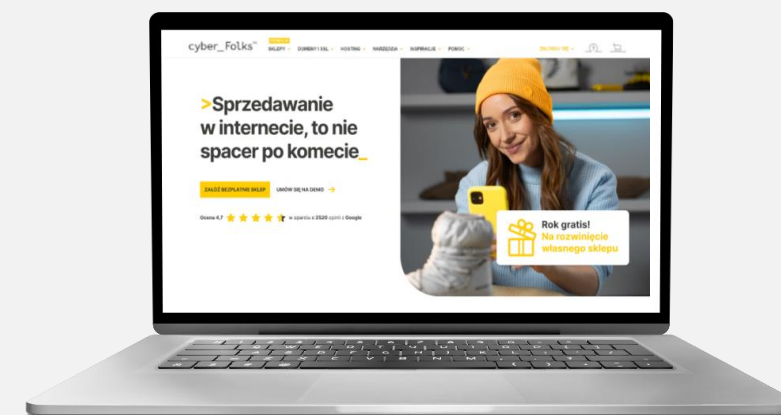
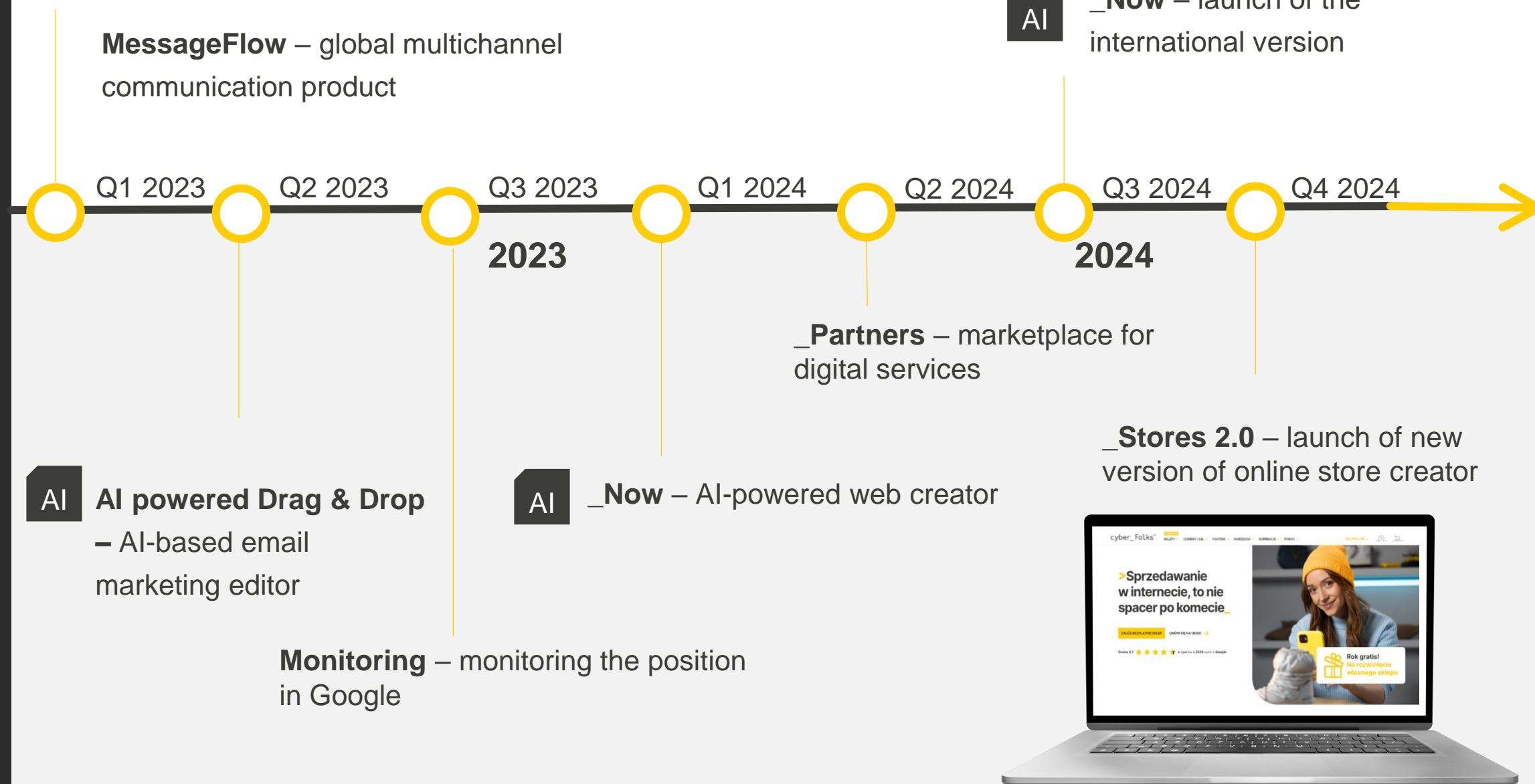


> We are building ecosystem of own technology solutions focused on e-commerce

- ✓ For the past 3 years, we have been working intensively on developing technology for e-commerce.
- ✓ We are regularly strengthening our competence and know-how in this field. We are systematically developing product teams and increasing investment.
- ✓ Today, more than 40K of our customers are already e-commerce businesses.



AI **_Now** – launch of the international version



— Stores

online store builder

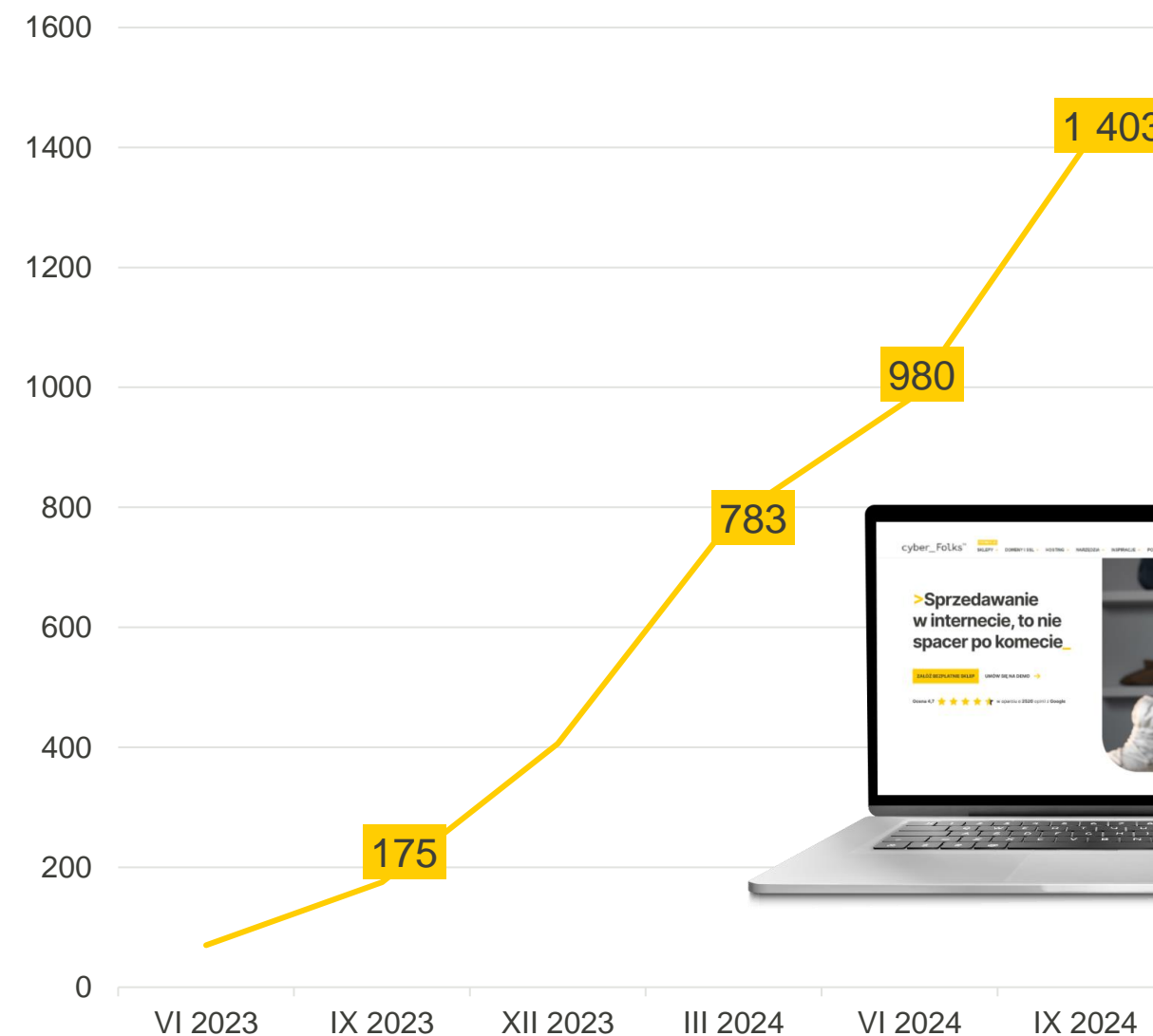
>_Stores: Already close to 1,500 active customers_

_Stores is a comprehensive online store creation tool where you will find everything to easily and effectively start, run and grow your online sales:

- ✓ Support Team focused on sales growth
- ✓ Professional templates optimized for high conversion
- ✓ Fully hosted website (incl. domain registration, email inbox)
- ✓ Simple and intuitive control panel
- ✓ Extensive multi-channel marketing module
- ✓ E-commerce tools integrations (incl. payments, delivery)

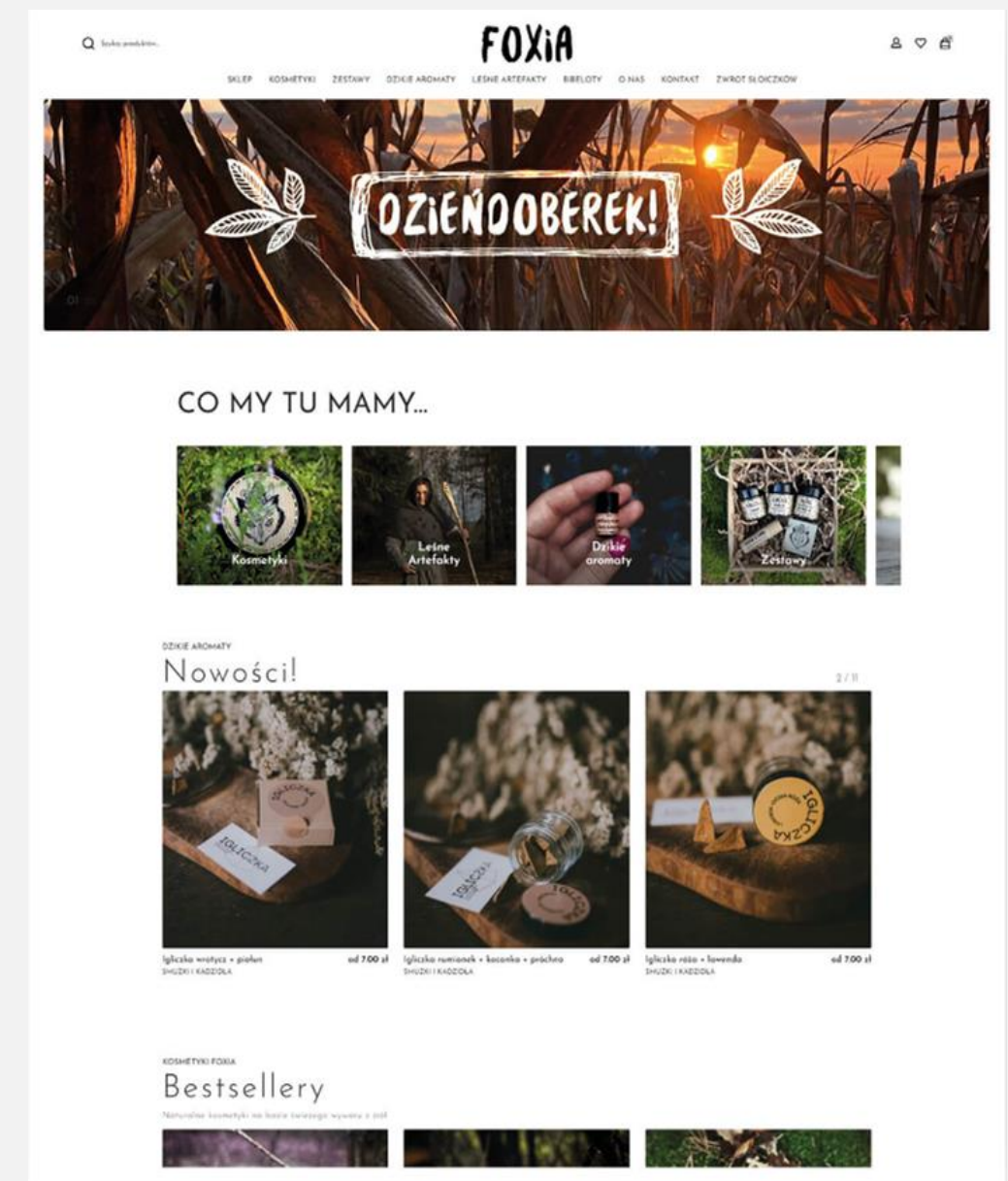
We have recently made a number of major updates of the software, including optimizing the store setup and login path for new and existing customers, refreshing the most popular templates, and, in a search for synergies, adding integration with MailerLite. These changes have contributed not only to an improvement in NPS, but also to an increase in the number of new customers and have resulted in _Stores now **acquiring about 450 new customers per quarter**.

Number of active stores _Stores



>New customers, building long-term relationships with existing ones

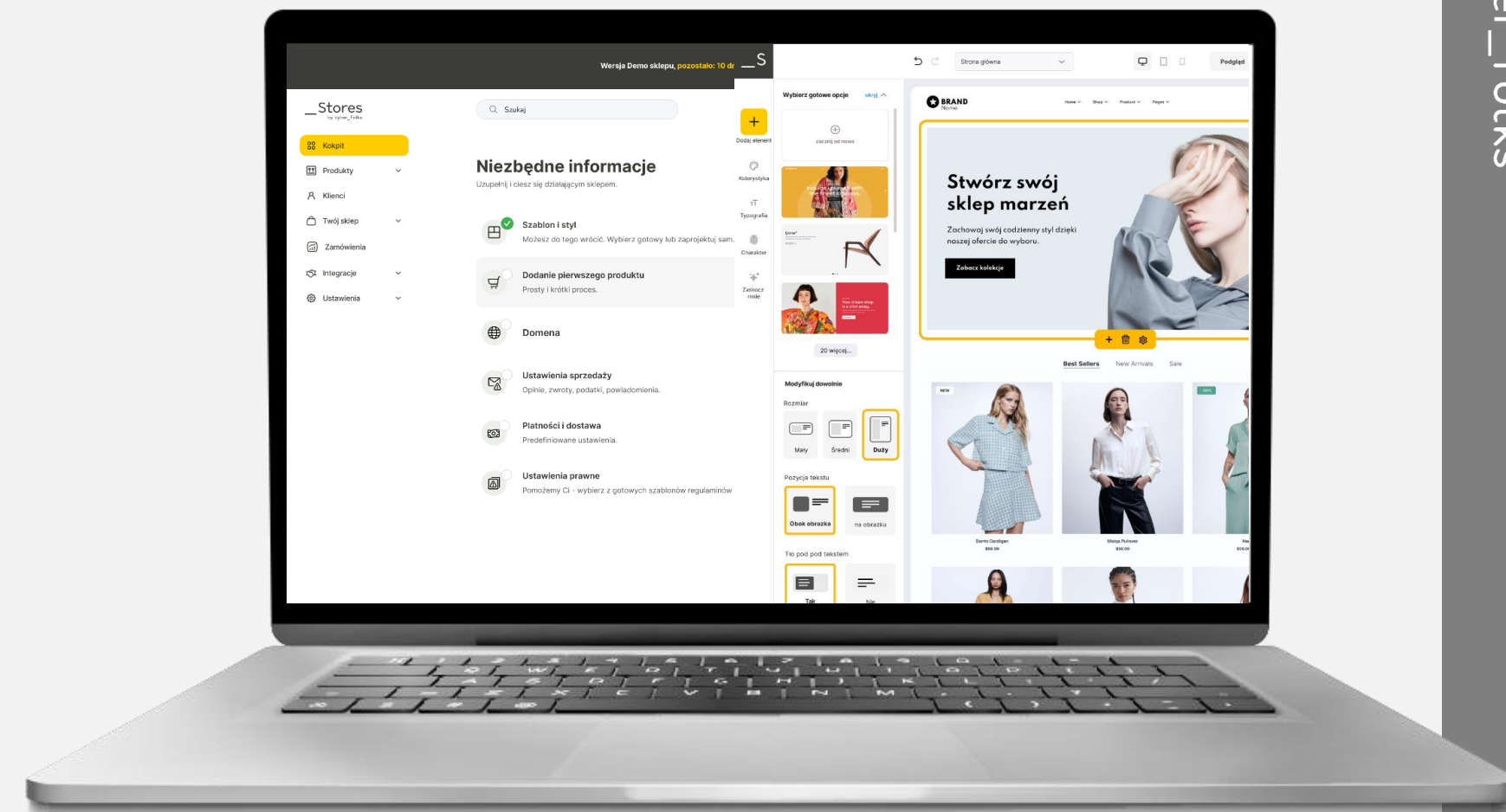
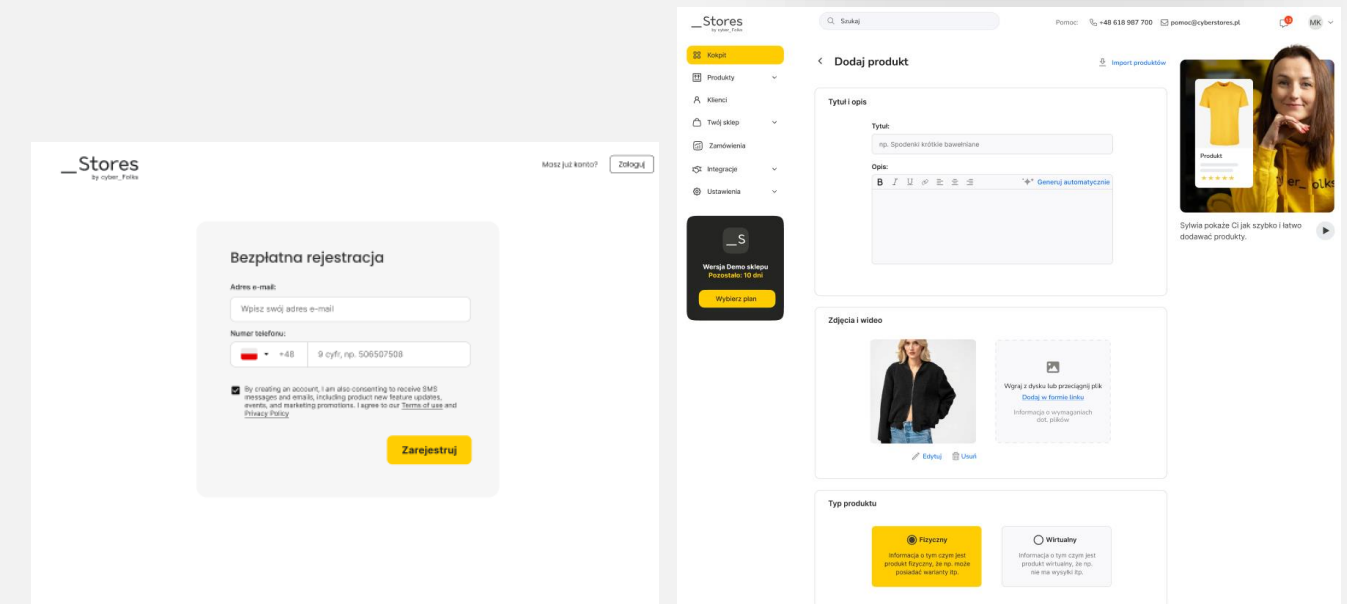
- In **_Stores 1.0**, we are achieving our sales targets, the product is more stable and is constantly being developed, and the customer feedback is getting better, which gives the wind in the sails for further development.
- We are consistently building our position in the e-commerce market, which is reflected in customer interest in our services. We are constantly developing an ecosystem of services for customers and supporting them in growing their business : <https://partners.cyberfolks.pl/>
- Our customers are selling more and more, and we strive to get to know them better and work more closely with them every step of the way. This results in new success stories, more testimonials and an exhibition with their products at our booth at the E-commerce Fair, the largest e-commerce event.



> _Stores 2.0 – innovative store design management

The new version of the website builder in _Stores 2.0 will significantly improve the quality and functionality of the product and user satisfaction (NPS) in _Stores.

- **Improving the customer experience** – store will be managed faster and more conveniently. All management will be based on an intuitive “drag & drop” wizard, which means that the customer will be able to arrange the look of the store as if made of blocks and will see the result of his work live.
- **All key integrations will be available in a clear panel** – optimized for the most important needs of merchants. The scope was designed based on analysis and discussions with thousands of merchants.
- **Matching the needs of non-technical people** – we make the project as accessible as possible to people who just want to launch a store and start selling. No need to learn programming.
- **Supporting conversions** – we design the store in such a way that it helps sales maximally from the very beginning. The technologies used will make the store maximally fast and optimized for SEO.
- **AI based** – we design the solution in such a way that many processes are supported by artificial intelligence and act as a marketing advisor.
- **Integration with experts** – The store will be fully integrated with an ecosystem of experts and partners: _Partners.



> _Stores 2.0 – innovative store design management_

New version of website builder in _Stores 2.0 will significantly improve NPS in _Stores.

- **Application architecture:** The system is separated into two separate applications - the Page Builder and the store frontend, which use a common API based on cyber_Folks solutions. Such a division allows to maintain modularity and separation of responsibilities between content management and store operation.
- **Frontend technology :** Next.js (App Router): A key technology for building both applications, allowing pages to be served using Incremental Static Regeneration (ISR) techniques. This ensures that each page is cached and dynamically revalidated only when needed, significantly improving performance.
- **Tailwind CSS i shadcn:** Used for styling, provides responsiveness.
- **Atomic Design:** Components in the system are organized according to Atomic Design principles, which ensures modularity and reusability of components.
- **Performance and UX optimization:** Dynamic import and lazy loading: Page Builder implements dynamic module import, delivering only the necessary code for a given page to the browser, which optimizes loading time. In addition, images are dynamically optimized and loaded according to modern standards, with automatic lazy loading.
- **SEO and accessibility:** The system uses Next.js to optimize metatags and a range of elements such as images, videos, fonts, scripts, static resources and external libraries. SEO and accessibility practices are also supported.





Integrations in e-commerce

> SellIntegro: Further development of product portfolio in e-commerce area

Online stores are not only a platform for selling products and services, but also part of the overall business. In order for them to work effectively, they must be well connected to operations and external information and service providers.

SellIntegro's solutions allow stores to integrate with ERP systems, warehouse management, multiple sales channels (own store, marketplace), service providers (e.g. payment, delivery).

In line with the Group's strategy, SellIntegro is also developing and customizing its offerings to meet the needs, not only of corporations, but also of small and medium-sized companies.

> ~ **9M PLN** ARR

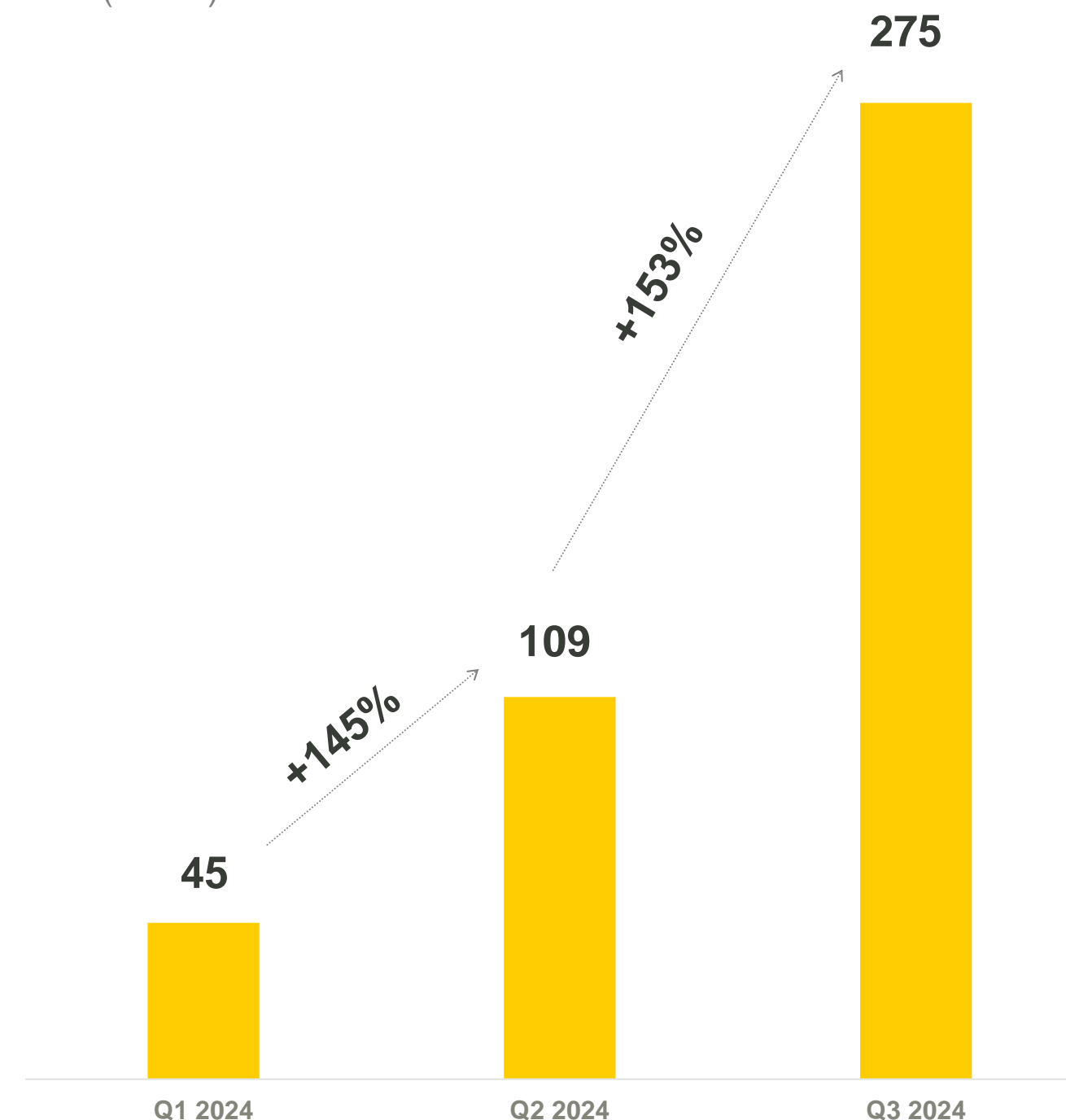
> Systematic growth of **ARPU**

> **Three-digit growth rate**

quarter-on-quarter on new SellRocket Enterprise product and rapid customer growth

Revenue and revenue growth rate from SellRocket Enterprise

(PLN k)



>Ambitious development plans_

Today



40k customers in the e-commerce area generating **PLN 200M** revenues for cyber_Folks Group



PLN 7bn GMV realized through cyber_Folks Group's platforms



We have been working for years to develop e-commerce **know-how** and **technology**.



Systematically growing team. Today, more than **100 people** are already working on the development of new products.



We regularly develop our own products. Investing more than **PLN 20M** a year, including **PLN 12M** in dedicated e-commerce tools

2025



Our goal is to have the most technologically advanced e-commerce platform, able to handle more than

90% of existing e-commerce businesses
(in the SME sector, in the CEE region)

Now

AI-powered web creator

>_Now: We're revolutionizing the Internet with an AI-based web creator_

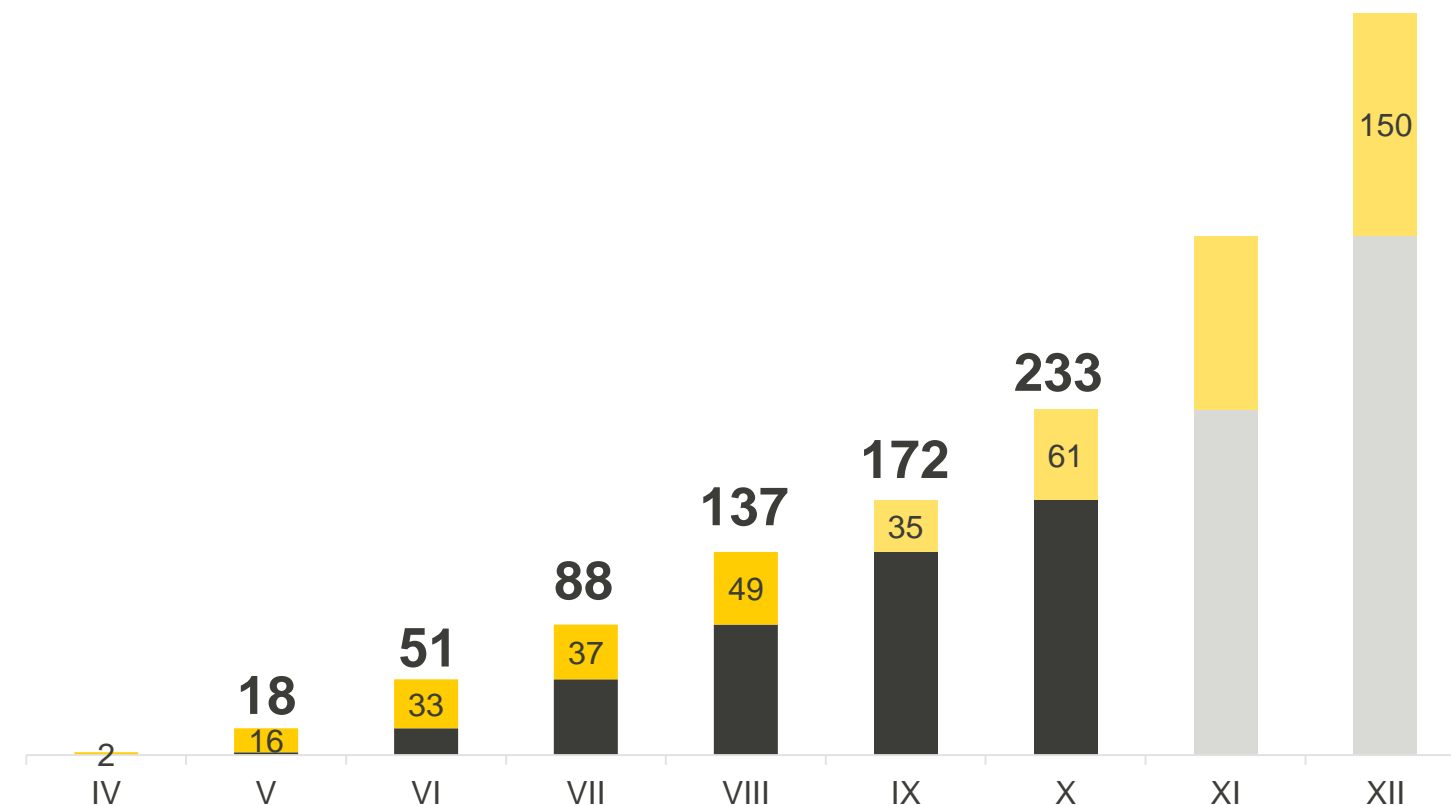
_Now is our latest own product that allows you to quickly and easily create websites in just minutes. The tool is fully based on artificial intelligence, which allows it to scale effectively.

The launch (of the beta version) took place in February 2024, with commercial sales launching in April.

Since then, we have dynamically increased sales, thanks to the systematic development of the product (new functionalities) and the optimization and scale-up of marketing activities.

Our goal for 2024 is to have **more than 500** customers and acquire at least **150 new customers** per month.

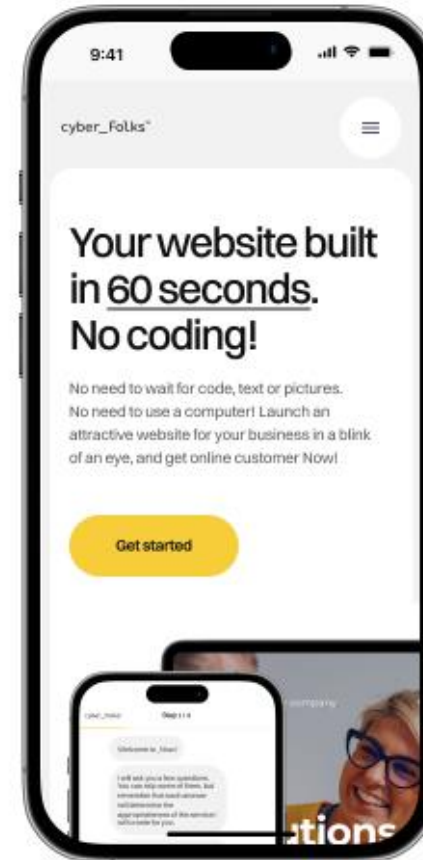
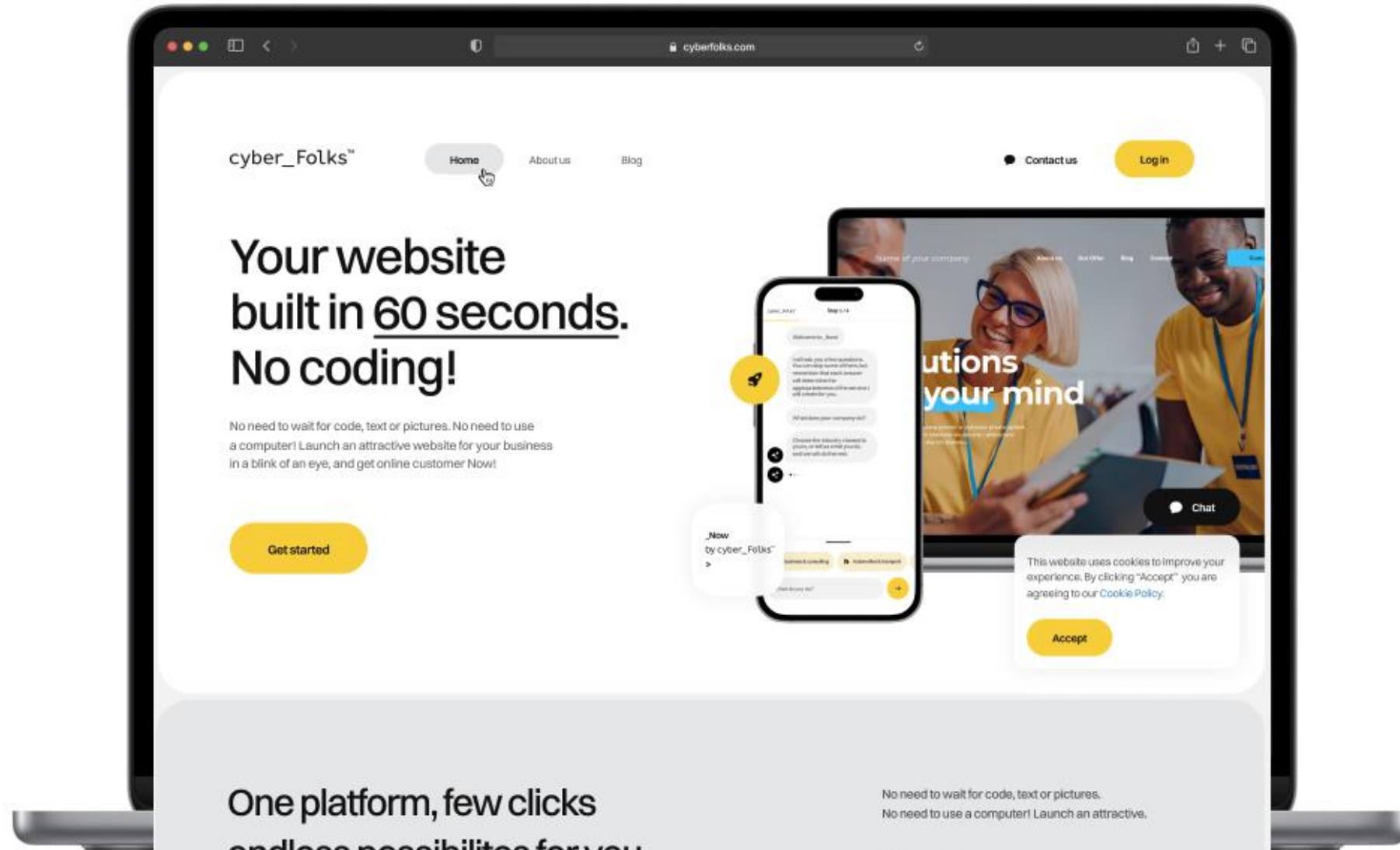
Number of new customers _Now - by month and cumulative total ¹⁾



1) Actual data for IV – X. Business targets for XI – XII

>_Now: Preparing for **global expansion**_

_Now



One platform, few clicks endless possibilities for you.

No need to wait for code, text or pictures. No need to use a computer! Launch an attractive.

[Go to Blog](#)

How to build a website?

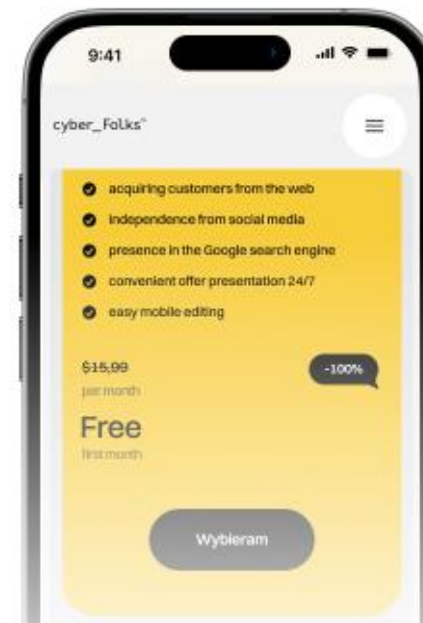
We studied 2 million websites using a wide range of criteria to pinpoint the essential elements and top strategies.

The easiest website builder

Przeanalizowaliśmy 2 mln stron pod kątem dziesiątek kryteriów, aby wytypować najważniejsze elementy i najlepsze wzorce.

How to build a website?

We studied 2 million websites using a wide range of criteria to pinpoint the essential elements and top strategies.

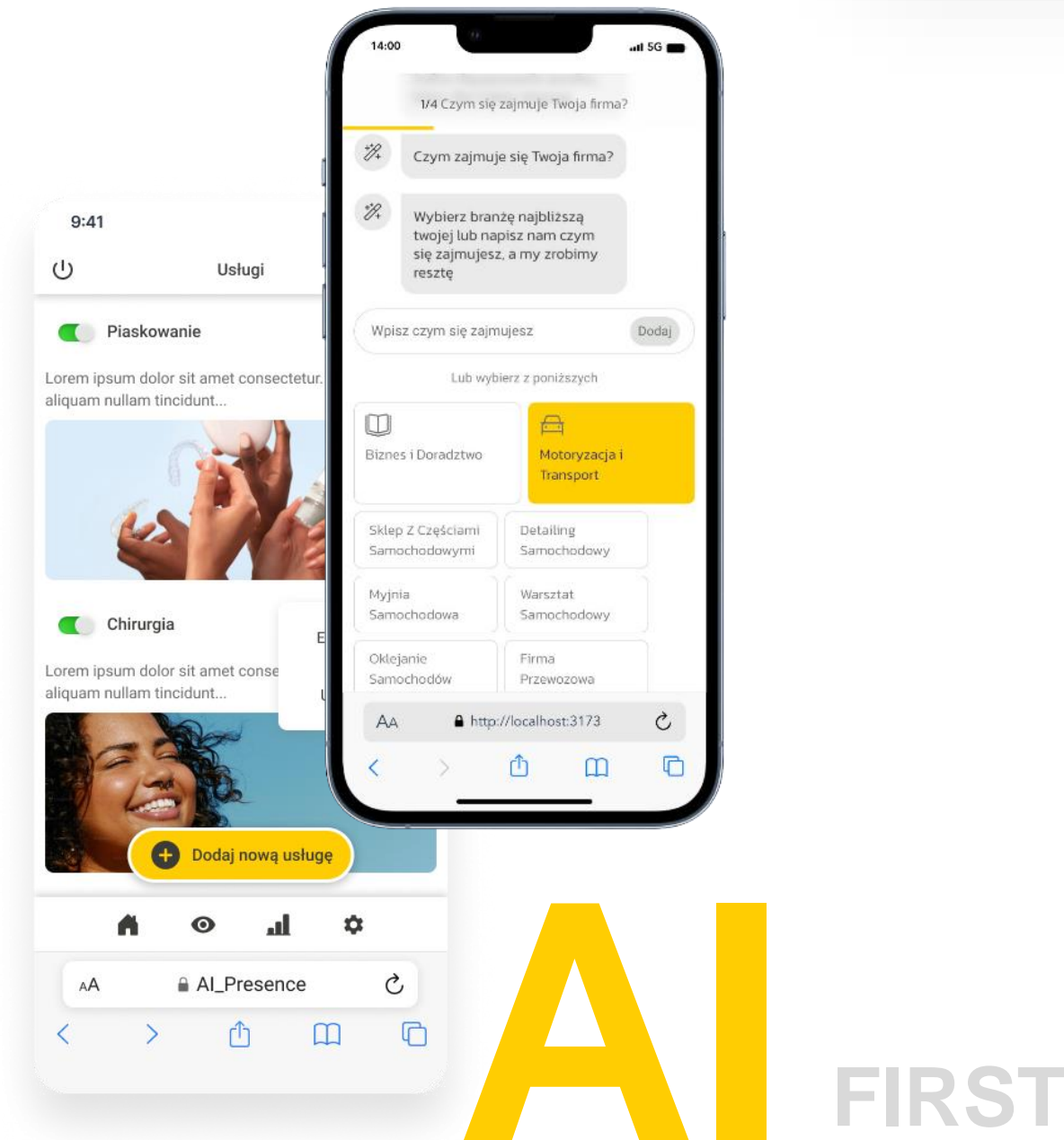


>_Now: Preparing for **global expansion**_

A foreign version of the **_Now** product was launched in the third quarter of this year.

We intend to focus on the U.S. market first, as it is the largest and most open to innovative products.

The **_Now** solution is a global innovation, so we want to compete with it for the most attractive customers.



Launched the product in the U.S. market and got the first customers!

cyber_Folks™

cyberfolks.pl/**now**

>_Partners: We also facilitate the sale of services via the Internet_

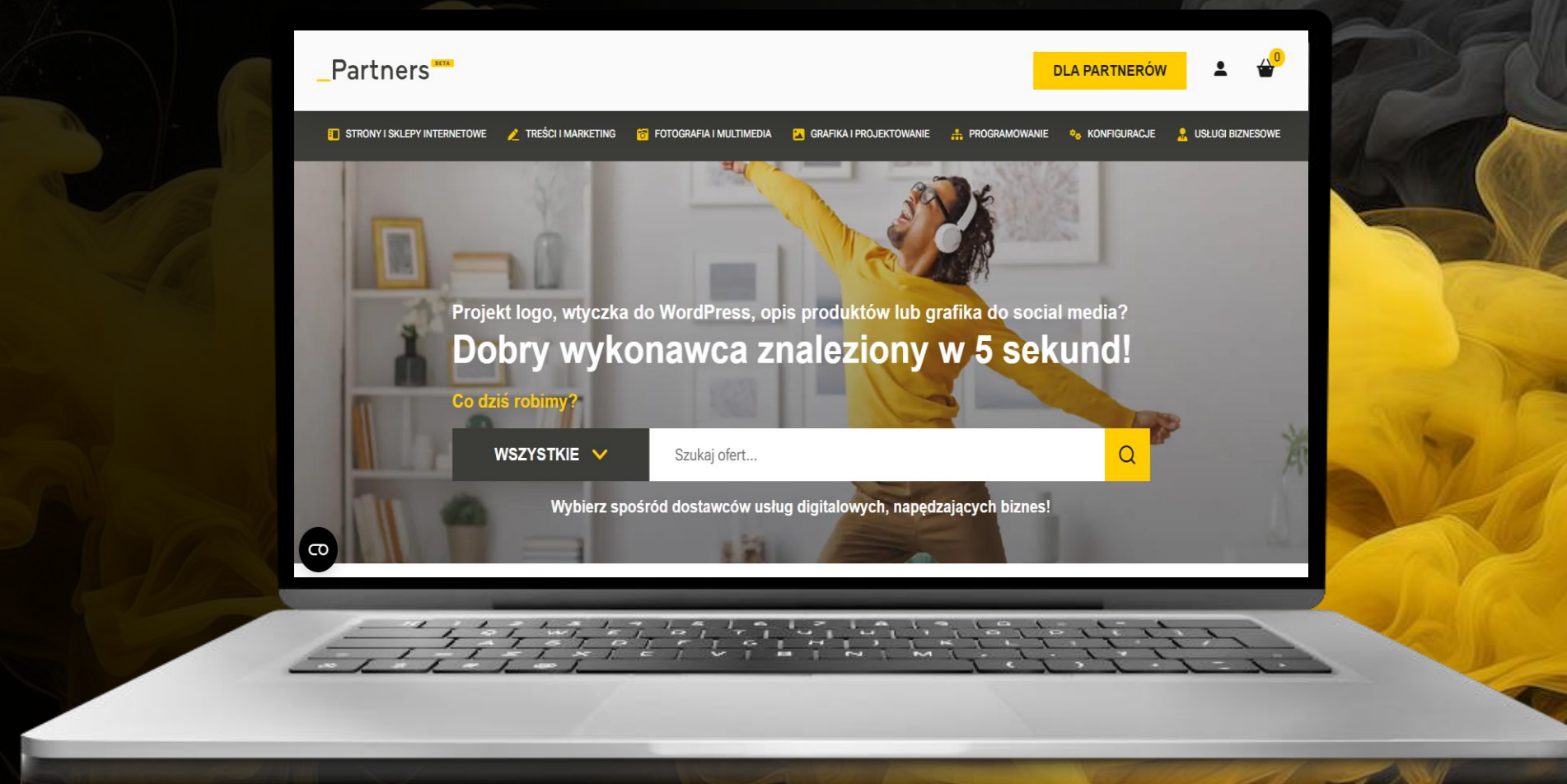
_Partners is a marketplace for digital services that connects professionals (including programmers, photographers, marketers) with customers seeking such services.

Individuals, freelancers, entrepreneurs and agencies offer such services as website development, logos, photo shoots, advertising campaigns.

_Partners is ideal for individuals, professional freelancers, entrepreneurs, as well as agencies providing services on the Internet: websites, photo shoots, computer graphics, logos, marketing campaigns and business services.

>400 offers on the marketplace

>550 partners registered on the platform



550+ PARTNERS!

cyber_Folks™

> The cyber_Folks
brand is thriving
stronger than ever_



We have taken significant steps to strengthen our brand:

01.

We've rebranded our brands in **Romania and Croatia**, consolidating them into one powerful hosting brand in the CEE region.

02.

We're **introducing new products** under the cyber_Folks brand (_Stores, _Now, _Partners)

03.

We've **increased our marketing budget**, and new cyber_Folks campaigns hitting the market (PLN +1.5M yoy in Q3 2024).

04.

We continue the processes of simplifying the structure, which translates into better efficiency and lower costs.

=

cyber_Folks, a strong global brand



cyber_Folks™

2024

> Key events



>Key events 2024_

27 February 2024

→ **Product launch of _Now**

- cyber_Folks is steadily developing a portfolio of own products, including those based on artificial intelligence. The latest solution, a creator for automatic website building, was launched in early 2024. - first in a test and free access model. Then in a commercial model, in which the preparation of the site continues to be free, and the customer pays for the maintenance of website.

26 March 2024

→ **Record results - over PLN 140m EBITDA in 2023.**

- The cyber_Folks Group continues its dynamic growth, increasing the scale of its operations and its financial performance. In 2023, EBITDA exceeded PLN 140m, an increase of 36 percent YoY. Revenues amounted to nearly PLN 480m, which is 32 percent more than a year earlier. At the same time, the Group earned more than PLN 50m in net profit. Along with the annual report, the Group published a non-financial report for the first time.

15 April 2024

→ **Sale of Profitroom shares for PLN 97.5 million**

- cyber_Folks has signed a preliminary agreement to sell all of its shares (33.34%) in Profitroom.
- The amount of the transaction will be about PLN 97.5m, which means about a 3-fold return on invested capital. The funds obtained as a result of the transaction will increase investment opportunities, reduce debt, and allow for a bolder dividend policy for the company.

22 April 2024

→ **Recommend record profit distribution to shareholders**

- The cyber_Folks Management Board has approved a recommendation to the General Meeting of Shareholders regarding the distribution of profit for 2023. The Board's proposal provides for the payment of a dividend of PLN 1.50 per share, or a total of PLN 21.3m. The remaining part of the net profit for 2023 (PLN 6.8m) would be allocated to the company's reserve capital. At the same time, cyber_Folks' Management Board recommended that the General Meeting of Shareholders approve a share buyback worth PLN 6.8m.

>Key events 2024_

June 2024

→ **1000 customers _Stores**

→ Stores, an online store creator is gaining a new audience. Today it is one of the most innovative wizards available on the market. Users can create their store in as little as 15 minutes. The solution is gradually being strengthened by integration with the cyber_Folks ecosystem, which is another sales advantage of the solution. In June 2024, the number of customers of the _Stores product exceeded 1,000, while 164 new customers joined in July. Translated with DeepL.com (free version).

24 June 2024

→ **Dividend payment**

→ Dividend payment By decision of the Company's General Meeting of Shareholders, the dividend date was set for June 24, 2024, while the dividend was paid on June 26, 2024. The Company allocated the amount of PLN 21.2 million for dividend payment, which is PLN 1.5 per share. The very good results are reflected in the Group's cash position, which enables regular record profit distribution to shareholders. We want to sustain the trend of consistently paying dividends.

5 July 2024

→ **Sale of Profitroom**

→ Finalization of the sale of all shares held (33.34%) in Profitroom. As a result, cyber_Folks recorded a nearly 3-fold return on capital. The value of the transaction was PLN 97.5M, and the net cash inflow, after transaction costs and profit tax, was about PLN 82M. The impact on net income is about PLN 46M. The funds raised strengthen cyber_Folks' financial position both in terms of profit distribution to shareholders, further product development and promotion, and the Group's acquisition potential.

8 July 2024

→ **Promotion to mWIG40**

→ cyber_Folks has been promoted to the mWIG40 index. Until now, the company's shares were part of the sWIG80 index. Cyber_Folks shares are among the 60 leading companies listed on the WSE after the July 8 trading session. This is the realization of another milestone in the company's history. This achievement was made possible by intensive and thoughtful work on business growth.

26 July 2024

→ **Buyback of own shares**

→ The amount of PLN 6.8M was used to buy back own shares, which included 42,500 shares at a price of PLN 160. The own shares purchased by the company represent 0.30% of the company's share capital and the total number of votes at the general meeting. The buyback included bids for a total of 12,035,894 shares. The average reduction rate of the submitted bids was 99.65%.

>Key events 2024_

September 2024

- **1400 Customers of _Stores**
- As of the end of September this year. _Stores recorded 1,403 paying customers, and the company gained 174 new paying users in September alone.

9 October 2024

- **Write-down related to Blugento platform**
- The company decided to discontinue the development of Blugento and create a comprehensive write-down of this goodwill. The Company held a 45.84% stake in the share capital of Blugento. The creation of the write-down reduced the cyber_Folks Group's operating profit for Q3 2024 by PLN 3.9M and net profit attributable to the parent company by PLN 1.8M. The write-down had no impact on EBITDA and, due to its non-cash nature, had no impact on cash flow.

October 2024

- **Launch of _Now in foreign markets**
- Launching global marketing and sales activities of _Now. Earlier, cyber_Folks prepared to conduct activities targeting the US market by, among other things, creating a dedicated project team, preparing a website and sales communications.

cyber_Folks™

> Business Segment Overview



cyber_Folks™

**> cyber_Folks
operating segment**



>Financial results of cyber_Folks_

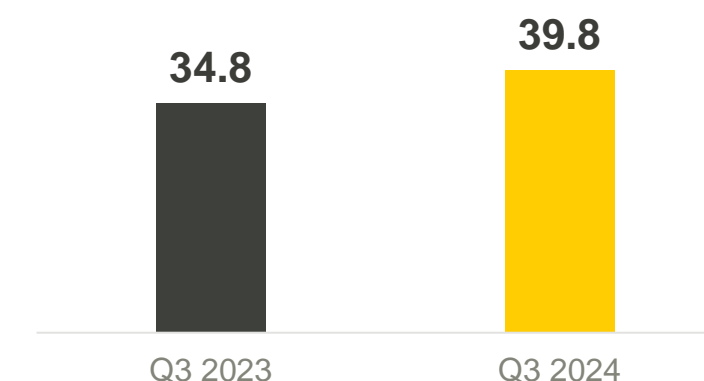
Selected financial data:

(PLN k)	Q3 2023	Q3 2024	Change	9M 2023	9M 2024	Change
Revenue	34 814	39 788	14%	103 898	116 523	12%
EBIT	10 151	13 678	35%	30 374	38 599	27%
Amortization	-3 940	-3 994	1%	-11 098	-11 503	4%
Operating EBITDA	14 091	17 693	26%	41 472	50 123	21%
<i>One-off costs</i>	774	721	-7%	2 465	2 015	-18%
Adjusted EBITDA	14 865	18 414	24%	43 937	52 138	19%
<i>Margin</i>	42.7%	45.9%		42.3%	44.6%	
CapEx	1 765	4 076	131%	8 027	14 051	75%
<i>CapEx%</i>	5.1%	10.2%		7.7%	12.1%	

- Stable revenue growth and very high EBITDA growth of about 20%.
- Positive impact on ARPU growth by expanding product offerings and delivering more value to loyal customers.
- Stable level of amortization.
- Increase in capital expenditures due to new product development.
- Increase in marketing expenditures, with Q3 spending higher by PLN 1.5M yoy.

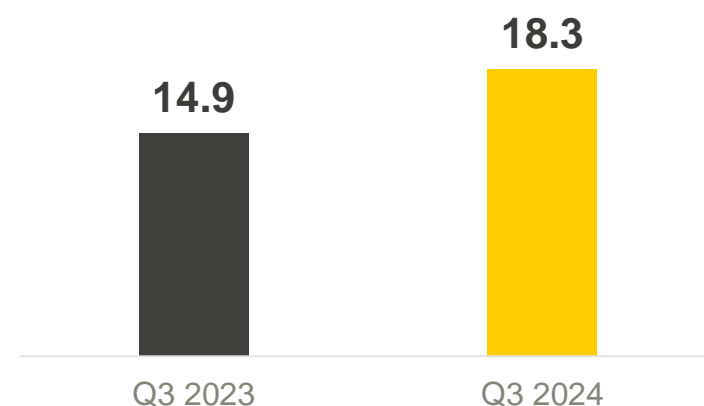
Revenue:

(PLN m)



Adjusted EBITDA:

(PLN m)



> Selected KPIs of cyber_Folks

Hosting & e-commerce:

	Q3 2022	Q3 2023	Q3 2024
# customer (k)	221.7	221.7	218.6
ARPU LTM (PLN)	329.4	385.1	460.5

Domains¹⁾:

	Q3 2022	Q3 2023	Q3 2024
# domains (k)	391.4	393.0	363.0
ARPU LTM (PLN)	78	89	105

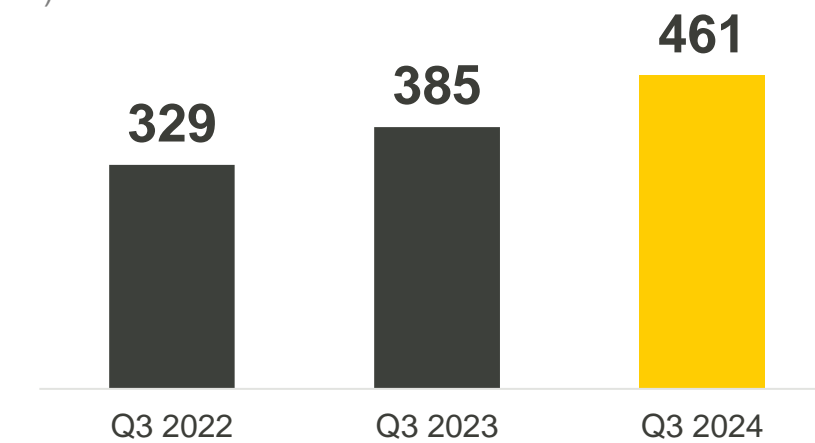
~220k
hosting
customers

~360k
domains

- ✓ Focus on e-commerce sector
- ✓ ARPU and margin growth
- ✓ High level of service quality and customer satisfaction
(stable level of NPS and First Time Response rate)

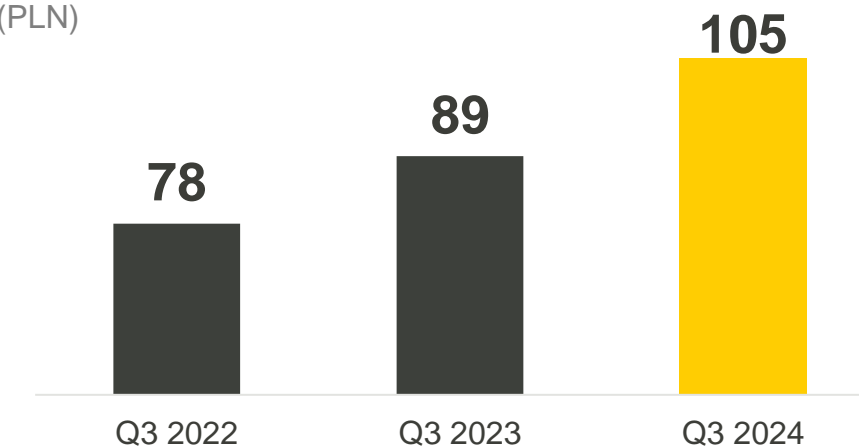
Hosting ARPU LTM:

(PLN)



Domains ARPU LTM:

(PLN)



1) All paid domains

VERCOM

**> Vercom operating
segment**



> Vercom financial results

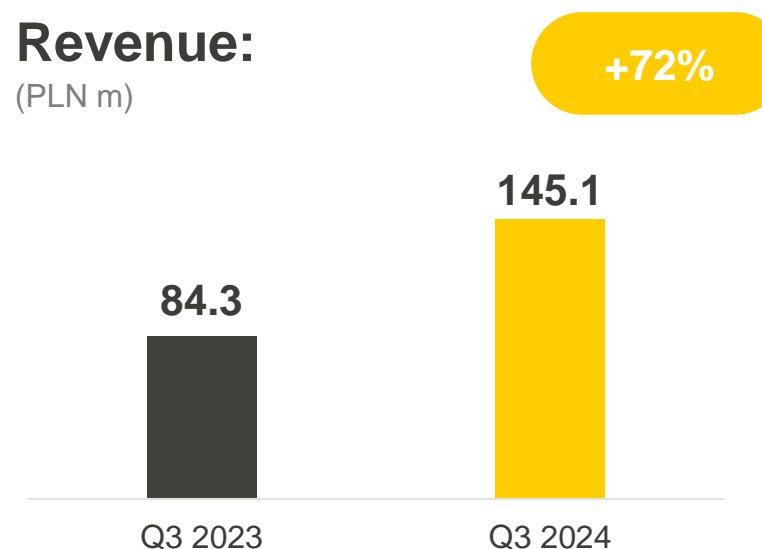
Selected financial data:

(PLN k)	Q3 2023	Q3 2024	Change	9M 2023	9M 2024	Change
Revenue	84 281	145 112	72%	240 846	365 586	52%
EBIT	-42 251	24 526	-158%	-11 179	66 628	-696%
Amortization	56 491	-4 020	-107%	49 281	-12 016	-124%
Operating EBITDA	22 179	28 547	29%	60 460	78 761	30%
<i>One-off costs</i>	104	104	0%	338	499	48%
Adjusted EBITDA	22 283	28 651	29%	60 798	79 260	30%
<i>Margin</i>	26.4%	19.7%		25.2%	21.7%	
CapEx	2 974	3 721	25%	8 451	10 629	26%
<i>CapEx%</i>	3.5%	2.6%		3.5%	2.9%	

- ✓ High revenue and profit growth. In particular, growth in sales to Enterprise customers with higher volumes but lower unit margins.
- ✓ Continued very strong growth of SME customers in the global market.
- ✓ Stable overhead and selling costs.
- ✓ Stable capital expenditures.

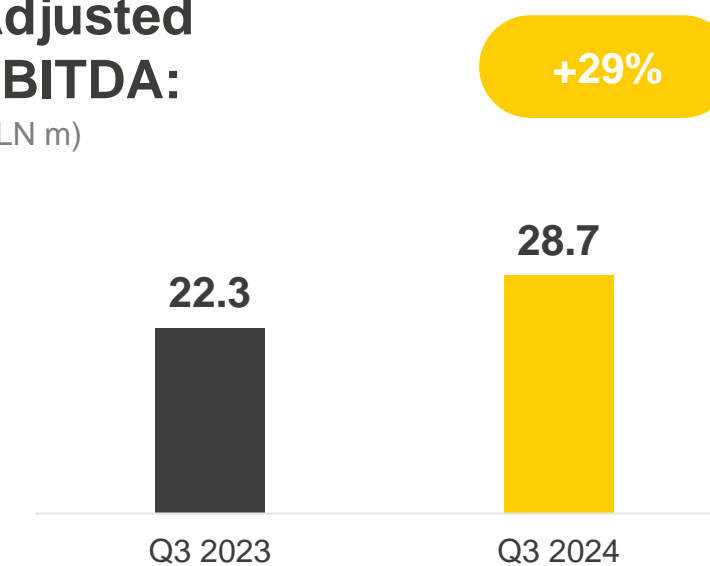
Revenue:

(PLN m)



Adjusted EBITDA:

(PLN m)



> Vercom Flywheel_



Growing use of artificial intelligence

>Gross margin growth driven by new customers and upselling_

Gross profit
(PLN m)

+23%

+16 100

156%

-18 p.p.

+ PLN 2.5M

The significant increase in sales to Enterprise customers in 2024 translated into an increase in NER while diluting gross margin. (NER 120% excluding the largest customer)

Gross margin in foreign currencies converted at 2023 exchange rate.

Q3 2023

New customers

NER*

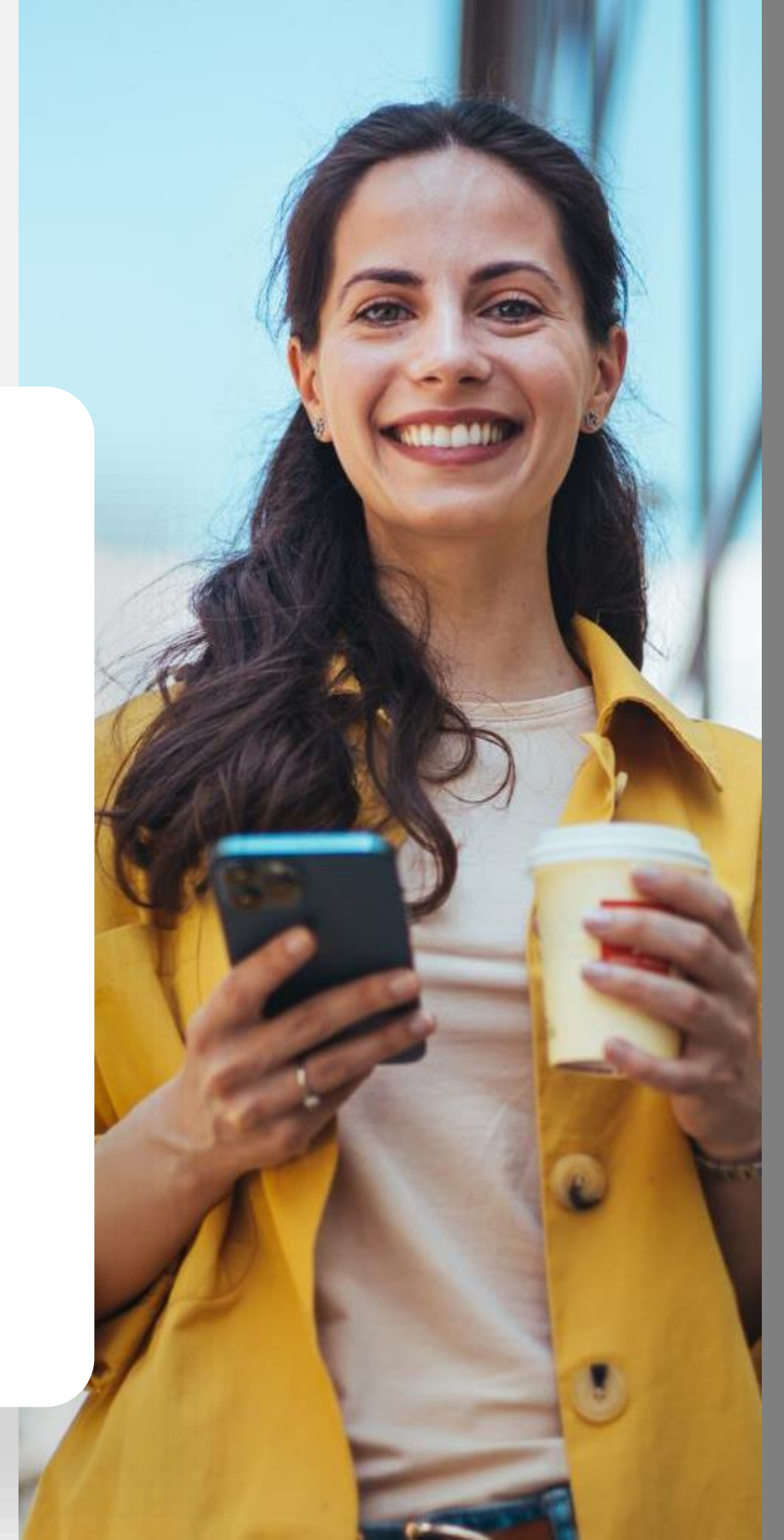
Increase in profitability

Q3 2024

Impact of exchange rate changes

Q3 2024

* NER (Net Expansion Rate) – increase in sales to a repeat group of customers, i.e. entities that were the Group's customers in the period for which the ratio is calculated and in the comparative period, excluding wholesale traffic. Indicator calculated on the basis of data for the last 12 months. The NER for all customers was 99%.



cyber_Folks™

> **Development
prospects**



>Development prospects_

ARPU boost

- Development of product offerings, including proprietary solutions.
- Continuation of offering changes related to unification.
- Activities aimed at cross-sell and up-sell of products and services.
- Increasing sales of additional services.

Product development

- Development of own products, including _Now, a web page creator based on artificial intelligence algorithms.
- Development of products using artificial intelligence (AI): cyber_Folks - AI domain builder, FreshMail - SendGuard (anti-spam and anti-phishing tool to increase email deliverability).
- Development of tools for e-commerce, including, the solution for creating and running online shops _Stores and the e-commerce integration Sellintegro. Commercialisation in international markets, including cross-sell to Group customers.
- Use of cyber_Folks investee companies to sell existing and new Group products - Appchance (solutions using push and RCS), MailerLite (new markets for sms and push sales),
- Product development of Vercom's range of instant messaging products such as Viber, WhatsApp, RCS using chatbot technology.
- The Group also plans to develop platforms to support the tools currently offered. The main areas of focus are primarily email, retargeting and lead generation.

Marketing strategy

- Consolidate marketing and communications strategy.
- In the long term - a comprehensive solution for all those operating on the Internet and wishing to communicate effectively with their customers.
- In the short-to-medium term, we will consolidate brands and marketing activities in the hosting area, so that we can more effectively use existing marketing budgets to attract new customers and further ARPU growth activities.
- In 2024, cyber_Folks launched a marketing campaign to promote the _Stores product. This year, marketing activities are planned for the _Now product, both in Poland and abroad.

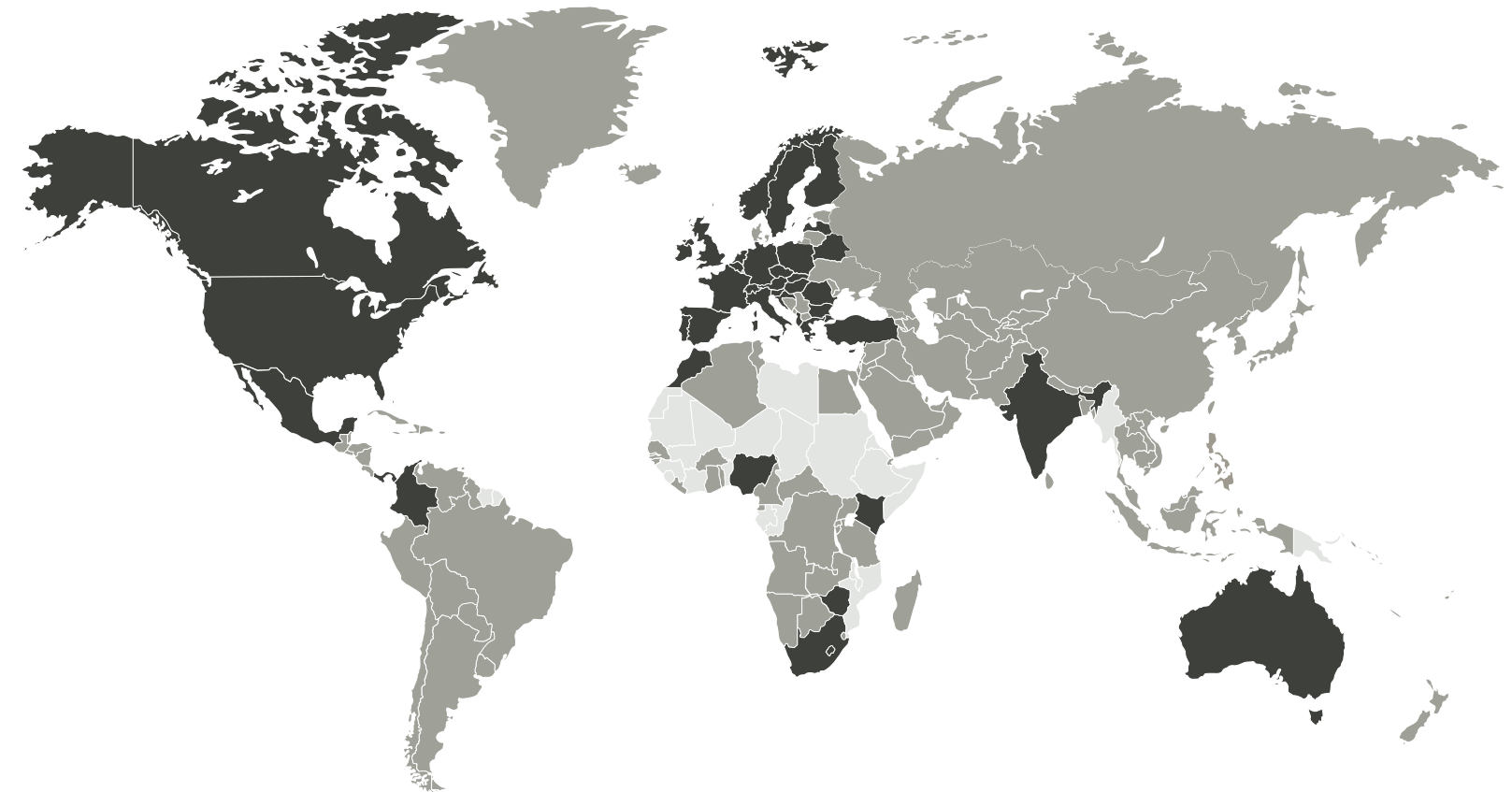
ESG

- Due to the subject and specificity of its activity, cyber_Folks has no significant impact on the environment. The company conducts low-emission activities, mainly in the area of software production.
- In its activities, cyber_Folks takes into account factors reducing the impact on the environment through, inter alia, reduction of electricity consumption (e.g. investments in energy-saving servers) and paper consumption (e.g. implementation of electronic documentation flow).
- One of the Group's priorities is to ensure appropriate working and development conditions for all employees. The company complies with all regulations related to employee rights, and the principles of gender equality are respected.

>Foreign expansion_

Acquisitions and sales growth

- In 2018 the Group extended the activities of its hosting segment to the CEE region through its investments on the Romanian and Croatian markets.
- The first step towards foreign expansion in the CPaaS segment was the takeover of ProfiSMS at the turn of Q3 and Q4, 2020. ProfiSMS is the leader of the Czech SMS market with a strong position on the Slovak market.
- In Q2 2022 Vercom acquired MailerLite (UAB Mlr grupe). The transaction, worth approximately PLN 340m, was financed using own resources from Vercom's IPO in 2021, debt financing and a stock issue for the previous owners of MailerLite.
- The investment in MailerLite allowed the Group to scale its business to the global market (over 100 countries) while expanding the base of CPaaS clients 5-fold.
- Sales of Group's companies in foreign markets are growing rapidly in 2023, including MailerLite (US, Western Europe) and cyber_Folks (Romania).
- In Q4 2024, cyber_Folks launched global sales and marketing activities for the _Now product. In Q2 and Q3 of this year, cyber_Folks prepared for these activities (among other things, recruiting people in the U.S. market, establishing a company in the U.S.).



■ The Group's main markets

■ Group's markets

cyber_Folks™

> Financial results



>Dynamic revenue growth and improved profitability_

Consolidated P&L cyber_Folks Group

(PLN k)	9M 2023 01.01.2023 – 30.09.2023	9M 2024 01.01.2024 – 30.09.2024	Change	Q3 2023 01.07.2023-30.09.2023	Q3 2024 01.07.2024-30.09.2024	Change
Sales revenue	347 470	483 886	39%	120 169	185 404	54%
Other operating revenue	155	339	118%	88	30	-66%
Amortization	-23 683	-25 165	6%	-8 218	-8 789	7%
External services	-199 506	-309 236	55%	-68 334	-124 661	82%
Costs of employee benefits	-41 379	-43 879	6%	-13 491	-14 210	5%
included: salary costs related to the incentive program	-2 569	-2 217	-14%	-862	-676	-22%
Use fo materials and consumption of energy	-4 680	-4 651	-1%	-1 556	-1 527	-2%
Taxes and charges	-520	-677	30%	-157	-222	41%
Other operational expenses	-387	-514	33%	-186	-268	44%
Profit / (loss) on sale and liquidation of tangible fixed assets	272	20	-93%	1	16	
Impairment losses on non-financial fixed assets	0	-4 018		0	-3 882	
Other write-offs	-1 434	1	-100%	-1 180	362	-131%
Profit on operating activity (EBIT)	76 308	96 103	26%	27 136	32 251	19%
Net financial cost	-19 130	46 387	-342%	-11 463	55 968	-588%
Share in profits of associates accounted for using the equity method	2 002	1 016	-49%	1 225	109	-91%
Profit before taxes	59 180	143 506	142%	16 898	88 328	423%
Income tax	-8 586	-21 719	153%	-76	-17 913	
Net profit from continuing operations	50 594	121 787	141%	16 822	70 415	319%
Net profit	50 594	121 787	141%	16 822	70 415	319%
- attributable to the shareholders of the parent	29 437	95 826	226%	10 029	62 293	521%
- attributable to non-controlling shares	21 157	25 961	23%	6 793	8 123	20%

> Consolidated P&L cyber_Folks Group

Factors affecting performance in Q3 2024

- Organic sales and earnings growth in Vercom and cyber_Folks segments.
- Decrease in net finance costs, primarily due to a decrease in debt levels and lower interest rates on loans
- In Q3 EBITDA and operating profit were affected by one-time costs:
 - Valuation of the cyber_Folks ESOP in the amount of PLN 572k,
 - Valuation of the Vercom ESOP in the amount of PLN 104k.
- In addition, net income was affected (no impact on EBITDA):
 - Blugento write-down in the amount of PLN 3.9M (impact on profit in the amount of PLN 1.8M),
 - Settlement of the sale of Profitroom shares - sale for PLN 97.5M, the cash inflow after transaction costs and tax is PLN 82M, while the impact on net profit is PLN 45M.

>Stable asset situation_

Assets

	31.12.2023	30.09.2024
Tangible fixed assets	17 252	18 258
Right to use assets	37 366	33 329
Intangible assets and goodwill	610 272	599 413
Investments in affiliates	55 028	23 782
Loans granted	486	610
Assets due to deferred income tax	1 216	182
Other assets	973	953
Fixed assets	722 593	676 527
Trade receivables	35 443	74 684
Loans granted	628	586
Cash and cash equivalents	70 322	148 273
Other assets	3 942	4 122
Current assets	110 335	227 666
Total assets	832 928	904 192

Equity and liabilities

	31.12.2023	30.09.2024
Basic capital	284	284
Own shares	-1 696	-7 417
Retained earnings and other capital	262 154	330 656
Exchange differences on the translation of foreign operations	-37 704	-48 218
Equity attributable to equity holders of the parent	223 038	281 935
Non-controlling shares	201 659	209 901
Equity capital	424 697	491 836
Liabilities for loans and borrowings	193 020	162 460
Liabilities due to financial leasing	27 080	23 607
Liabilities due to contracts with clients	306	375
Deferred income tax	14 822	15 309
Other liabilities	58	575
Long-term liabilities	235 286	202 326
Liabilities for loans and borrowings	53 228	42 163
Liabilities due to financial leasing	10 497	10 324
Trade liabilities	41 954	85 180
Liabilities due to contracts with clients	50 289	55 340
Income tax liabilities	6 694	6 697
Liabilities for employee benefits	4 240	4 026
Other liabilities	6 043	6 301
Short-term liabilities	172 945	210 030
Total liabilities	408 231	412 356
Total equity and liabilities	832 928	904 192

>Steadily increasing cash flows from operating activities_

Statement of cash flows

	9M 2023	9M 2024		9M 2023	9M 2024
Net profit for the reporting period	50 594	121 787	Purchase of tangible fixed assets and intangible assets	-12 560	-18 379
Adjustments, including i.a.:	53 379	6 306	Expenses for acquisition of subsidiaries - additional remuneration	0	-270
- Income tax	8 586	21 719	Net cash from investing activities	-15 013	62 088
- Amortization	23 683	25 165	Proceeds from the sale of own shares	2 618	0
- Impairment losses on non-current assets	0	4 022	Purchase of own shares	0	-6 800
- Net interest and exchange expenses	21 093	13 175	Dividends paid to owners	-13 156	-21 253
- Valuation of the ESOP program	2 569	2 217	Dividends paid to non-controlling shareholders	-13 755	-18 508
- Profit on sale of shares in subsidiary	0	-59 146	Repayment of loans and credits	-30 859	-35 989
Change in inventories, receivables, liabilities and other assets - total	5 310	8 436	Receipts / (Repayment) of overdraft facility	7 868	-5 569
Cash generated on operating activities	109 283	136 530	Interest paid	-20 527	-14 908
Tax paid	-15 526	-7 857	Payments of liabilities under lease agreements	-6 915	-8 894
Net cash from operating activities	93 757	128 673	Acquisition of non-controlling interests in subsidiaries	-3 621	-17
Interest received	476	1 582	Net cash from financing activities	-78 347	-111 938
Loans granted	-958	-159	Total net cash flow	397	78 823
Repayments of loans granted	121	51	Impact of changes due to exchange rate differences on cash and cash equivalents	-254	-872
Dividends received	1 362	0	Increase (decrease) in cash and cash equivalents	143	77 951
Acquisition of subsidiaries reduced by cash acquired	-949	0	Cash and cash equivalents at the beginning of the period	54 078	70 322
Investments in affiliates	-2 782	-2 800	Cash and cash equivalents at the end of the period	54 221	148 273
Proceeds from sale of shares in an affiliate	0	82 039			
Proceeds from sale of tangible fixed assets	277	23			

The most significant changes in cash flows

High conversion of EBITDA into operating cash flows:

- Adjusted EBITDA: **PLN 127.7M**,
- Cash flow from operating activities: **PLN 128.7M**.

High operating cash flow dynamics due to high profit dynamics.

Within investing activities:

- Stable capital expenditures
- One-time inflow from sale of Profitroom shares of PLN 82M

Within financial activities :

- Payment of dividends to cyber_Folks shareholders and Vercom minority shareholders - a total of PLN 39.8M
- An increase in loan repayments, which significantly reduced interest expense.

> Statement of changes in equity

	Basic capital cyber_Folks S.A.	Retained earnings and other capital	Own shares	Exchange differences on the translation of foreign operations	Capital from share- based payments	Equity attributable to equity holders of the parent	Capital attributable to non-controlling shares	Equity
As at 1 January 2024	284	257 488	-1 696	-37 704	4 666	223 038	201 659	424 697
Net profit		95 826				95 826	25 961	121 787
Other comprehensive income				-10 470		-10 470	38	-10 432
Total income in the period		95 826		-10 470		85 357	25 999	111 355
<i>Transactions with owners included directly in equity</i>								
Payment of dividends to owners		-21 253				-21 253		-21 253
Net assets attributable to non-controlling shares due to change in percentage interest in subsidiary		-528			-5	-533	516	-17
Sale of own shares within ESOP		-1 079	1 079					
Buyback of own shares			-6 800			-6 800		-6 800
Capital from valuation of ESOP		75			1 969	2 044	173	2 217
Payment of dividends to non-controlling shareholders							-18 508	-18 508
Other		127		-44		83	62	145
As at 30 September 2024	284	330 656	-7 417	-48 218	6 630	281 936	209 901	491 836

> Factors important for the development of the Group & threats and risks

The cyber_Folks Group has an established position in the Polish market and is growing dynamically in global markets. The markets in which the cyber_Folks Group operates are characterized by high growth rates and are influenced by many internal and external factors, which in the future may translate into the Group's financial and market situation. Among the most important factors and risks that may affect the Group in the perspective of at least one quarter are:

- Effectiveness of operating, income and cost synergies resulting from the acquisitions made so far
- Increase or decrease in customer confidence and volatility of the CHURN
- Dependence on suppliers in the cyber_Folks and Vercom operating segment
- Financial risk
- Retaining and gaining new employees. The ability to effectively allocate employee competences and know-how and motivating them
- Situation on e-commerce and m-commerce market
- Development of artificial intelligence (AI)
- Ensuring compliance with the GDPR and other legal provisions
- Potential hacking attacks
- Risks and opportunities relating to the relatively rapid technological changes and innovations on the IT market.
- Actions taken by competitors.
- The economic, business and political situation globally and in countries relevant to the Group's operations (including Poland, Romania, Czech Republic) or settlements conducted (PLN, USD, EUR, CZK, RON).
- An increase or a decline in the demand for shared hosting services, dedicated hosting, Internet domains and additional, related services.
- An increase or a decline in the demand for multichannel, digital mass communications services.



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> Shares and shareholding



> Akcje i akcjonariat

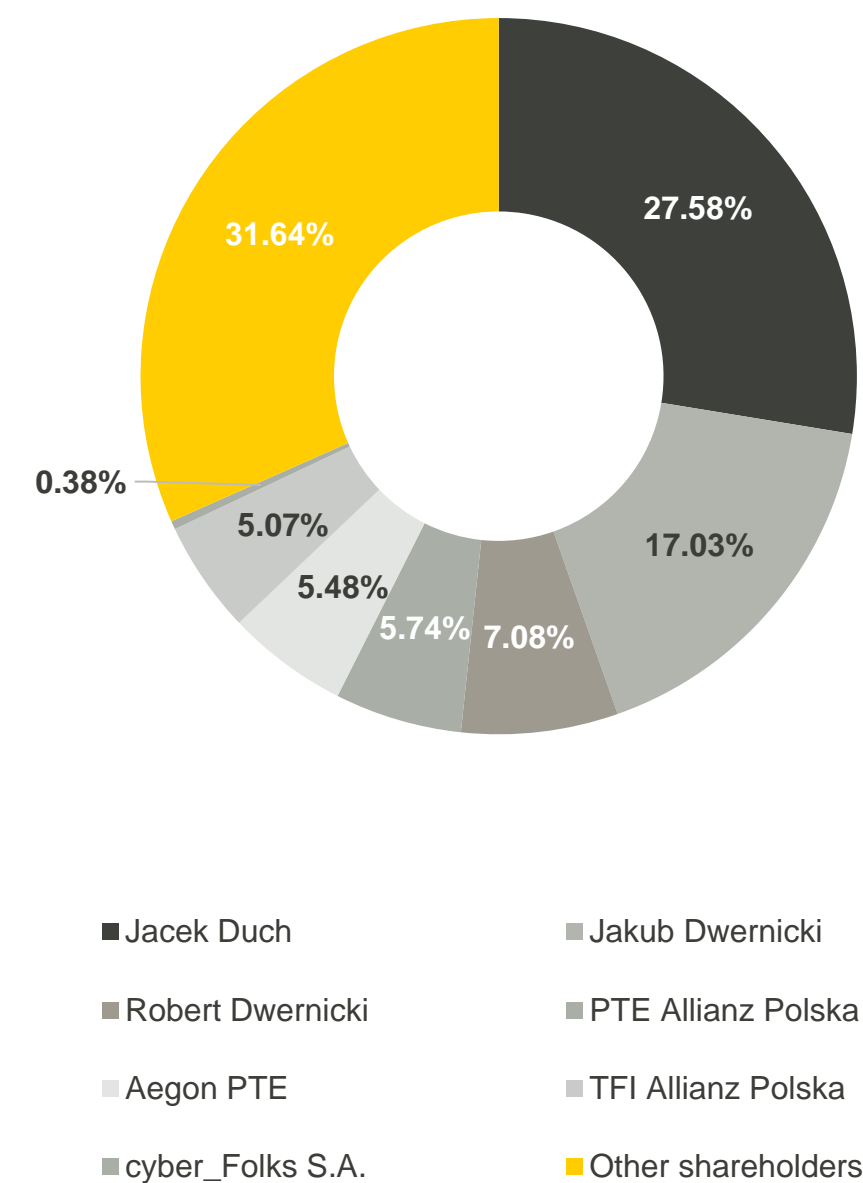
Shareholders holding at least 5% of votes at the General Meeting

As at the date of this report, the Company's share capital amounts to PLN 283,600 and is divided into 14,180,000 shares with a nominal value of PLN 0.02 each.

Shareholders holding at least 5% of the number of votes at the General Meeting as at 30 September 2024 and as at the date of approval of this report (according to the information provided to the Company in the notifications of change of ownership or under Article 19 of MAR):

Shareholder	30 September 2024		13 November 2024	
	Number of shares at the GM	% of shares in the share capital at the GM	Number of shares at the GM	% of shares in the share capital at the GM
Jacek Duch ¹⁾	3 910 932	27.58%	3 910 932	27.58%
Jakub Dwernicki ¹⁾	2 414 422	17.03%	2 414 422	17.03%
Robert Dwernicki ¹⁾	1 003 430	7.08%	1 003 430	7.08%
PTE Allianz Polska	814 393	5.74%	814 393	5.74%
Vienna PTE (ex Aegon PTE)	776 507	5.48%	776 507	5.48%
TFI Allianz Polska	718 880	5.07%	718 880	5.07%
cyber_Folks S.A.	54 568	0.38%	54 568	0.38%
Other shareholders	4 486 868	31.64%	4 486 868	31.64%
Total	14 180 000	100.00%	14 180 000	100.00%

1) Directly and through subsidiaries



>Shares and shareholding_

Own shares

In Q3 2024, cyber_Folks conducted a share buyback in the form of an invitation to sell shares for cyber_Folks shares from July 10-24, 2024. As part of the buyback, the company repurchased 42,500 of its own shares, at a price of PLN 160.00 per share. The total value of the buyback was PLN 6.8M, and the purchased shares represent 0.30% of the company's share capital.

At the end of Q3 2024, cyber_Folks S.A. held 54,568 own shares, compared to 12,068 own shares at the end of Q2. At the beginning of 2024 the company held 33,176 own shares. The decrease in own shares held in Q2 was a consequence of a series of transactions with participants in cyber_Folks' employee stock ownership program, which took place between June 3-14 this year. As part of these, the company sold a total of 21,108 own shares.

Employee shares

cyber_Folks operates an employee share ownership programme (ESOP), which is aimed at the Company's employees and is subject to economic and loyalty objectives.

The programme has been targeted at approximately 100 individuals who, if the objectives are met, can subscribe for a maximum of shares representing 1.11% of the share capital of this company.

Economic goals in the incentive program for each year for cyber_Folks operating segment:

[PLN M]	2023	2024	2025	2026	2027
EBITDA	57	70	85	100	115

An employee share scheme is also operated by the subsidiary Vercom S.A. It is aimed at employees of the Vercom Group and is dependent on the achievement of the Vercom Group's market and performance targets.

Agreements that may result in future changes in the proportions of shares held by shareholders and bondholders

The Company is not aware of agreements that may result in a change in the proportion of shares held by shareholders.

Company shares held by the Management Board and the Supervisory Board

Name	Position	2 September 2024	13 November 2024
Jacek Duch	Chairman of the SB	3 910 932	3 910 932
Jakub Dwernicki	President of MB	2 414 422	2 414 422
Robert Stasik	Vicepresident of MB	44 753	44 753

Changes in shareholding

In Q3 2024, there were no changes in the structure of significant shareholders (those holding more than 5% of the Company's shares).

In Q3 entities closely related to Jacek Duch and Jakub Dwernicki reported in accordance with Article 19 of MAR on sales and purchases of cyber_Folks shares carried out. In total, as a result of them, the number of shares held by Jack Duch and related parties decreased by 8,061 shares, and the balance of shares held by Jakub Dwernicki and related parties decreased by 8,557 shares.

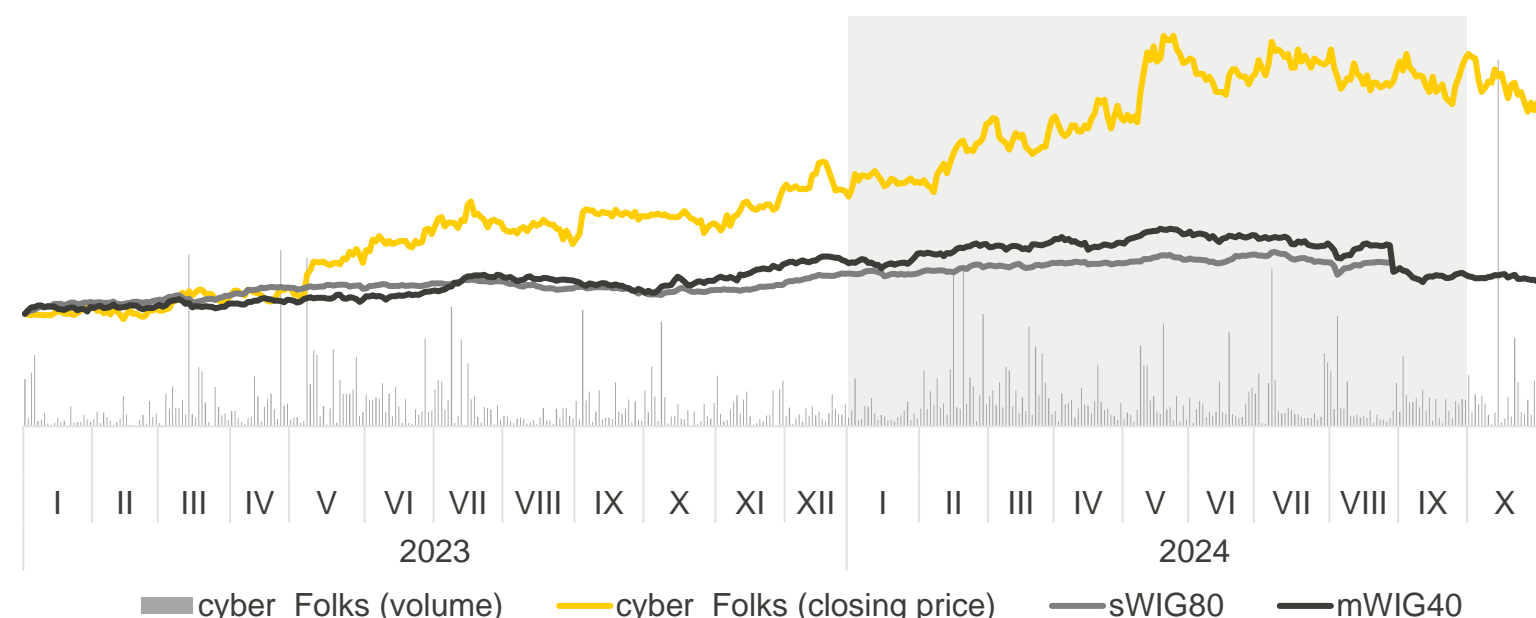
>Shares and shareholding_

cyber_Folks on the WSE

Shares of cyber_Folks have been listed on the Warsaw Stock Exchange since 29 December 2017. cyber_Folks shares were added to the: mWIG40, mWIG40TR, WIGdiv, WIG, WIG-Poland, WIGTECH indices.

At the end of Q3 2024, cyber_Folks was trading 53.0% higher than at the beginning of 2024.

cyber_Folks share price since the beginning of 2023, with a comparison to sWIG80 and mWIG40 index.



Dividend

The Annual General Meeting of cyber_Folks shareholders on 27 May 2024 decided to distribute profit for 2023: PLN 21.3M was allocated to dividends (dividend of PLN 1.50 per share), and PLN 6.8M to reserve capital. At the same time, cyber_Folks shareholders passed a PLN 6.8M share buyback. The buyback was carried out in July this year.

Dividend policy

In accordance with the dividend policy cyber_Folks, the Management Board will recommend to the General Meeting of the Company the payment of a dividend in the amount of at least 30% of the consolidated net profit of the cyber_Folks Capital Group, attributable to the shareholders of the parent company, with a simultaneous increase in the nominal amount of dividend per share.

When recommending the distribution of the net profit cyber_Folks, the Management Board will take into account the current and predictable financial and liquidity situation of cyber_Folks S.A. and the cyber_Folks Capital Group as well as existing and future liabilities.

The dividend policy was adopted by the cyber_Folks Management Board on 9 September 2019. The final decision on the amount of dividend paid is made by the General Meeting of cyber_Folks S.A.

Dividends and share repurchases carried out by the company in each calendar year.

Year	Dividend per share	Value of dividends	Value of share buy-backs	Total transfer to shareholders
2019	PLN 0.30 ¹⁾	PLN 4.254m	PLN 2.0,	PLN 6.3m
2020	PLN 0.28 ²⁾	PLN 3.948m	-	PLN 3.9m
2021	PLN 0.57 ³⁾	PLN 8.037m	-	PLN 8.0m
2022	PLN 0.71 ⁴⁾	PLN 10.068m	PLN 4.0m	PLN 14.1m
2023	PLN 0.93 ⁵⁾	PLN 13.169m	-	PLN 13.2m
2024	PLN 1.50 ⁶⁾	PLN 21.253m	PLN 6.768m	PLN 28.021m

1) Dividend for 2018/2019 FY.

2) Advance dividend on profits for 2019/2020 FY.

3) Dividend for 2019/2020 FY.

4) Dividend for 2021 FY.

5) Dividend for 2022 FY. Dividend date: 30 August 2023, Dividend payment date 4 September 2023.

6) Dividend for 2023 FY. Dividend date: 24 June 2024, Dividend payment date 26 June 2024.

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> **Management and
Supervisory Board**



>Management Board_

Jakub Dwernicki

President of the
Management Board

Founder and main person managing cyber_Folks Group. The main author of the hosting business acquisition strategy.

In cyber_Folks, he is responsible for development strategy and acquisitions



Robert Stasik

Vice-President of the
Management Board

CFO of cyber_Folks Group, CIMA.
Associated with cyber_Folks Group since
2010, in the role of CFO since 2014.

Responsible for managing the Group's
finances, controlling, relations with banks,
acquisitions

>Management Board_

Artur Pajkert

Member of the
Management Board

Joined cyber_Folks Group in 2008 r. One of the more notable figures behind cyber_Folks brand, responsible for its implementation in Romania. Authored a marketing support software solution. A university lecturer and a speaker at industry conferences.

Responsible for sales, product-related communications and marketing at cyber_Folks.



Katarzyna Juszkiewicz

Member of the
Management Board

At cyber_Folks since 2001 as Director of the Customer Service Office, then as Operations Director. She gained experience in the management of networking projects, software development and operations audit.

At the Managing Board responsible for planning and supervision over operating activities.



Konrad Kowalski

Member of the
Management Board

Experienced specialist in finance and the head of controlling department at Japan Tobacco International and Samsung Electronics Poland Manufacturing.

He has worked at cyber_Folks Group since 2017 as the director of finance of cyber_Folks segment.

In charge of preparation of pricing strategy and the preparation and control over the execution of that segment's financial plans.



>Supervisory Board_

Jacek Duch

Chairman of the Supervisory Board

A graduate of the Warsaw University of Technology with extensive, long-standing experience in both technical software engineering and management in international and Polish IT corporations.

During his doctoral studies, he worked at Nixdorf Computer in Germany and then as a researcher at PSI AG in Berlin. From 1978 to 1993, he worked for Digital Equipment Corporation (DEC) where he led projects in Munich, Vienna and Paris. He oversaw the establishment of DEC subsidiaries in Central European countries, including Poland.

From 1993 to 1998, he headed Oracle Polska and then served on the Management Boards of Prokom Software and Prokom Internet. He has served on numerous supervisory boards, including Postdata, Bank Pocztowy, PVT and Asseco Group companies.



Katarzyna Zimnicka-Jankowska

Member of the Supervisory Board (independent)

A graduate of the Faculty of Organization and Management at the Lodz University of Technology. He holds the Chartered Financial Analyst title. She completed numerous courses and trainings in accounting, financial management, financial modeling and business valuation.

Running his own business, and previously working at KPMG Advisory Spółka z ograniczoną odpowiedzialnością sp. K., Pekao Access Sp. z o.o., Armada Sp. z o.o. and Grupa Zarządzająca Łódź Sp. z o.o. - companies specializing in corporate finance consulting - implemented projects in the field of mergers and acquisitions, obtaining financing for transaction purposes and the implementation of investment plans, as well as financial restructuring projects.



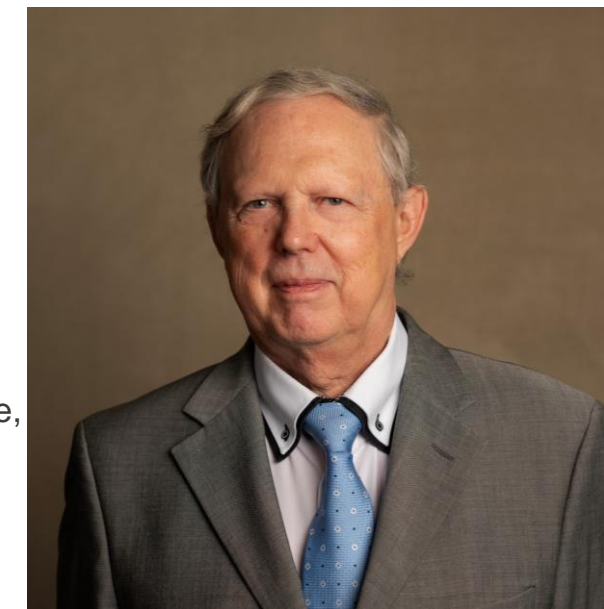
She was a Member of the Management Board, Commercial Director and Strategy Director of PKP Intercity S.A., where she was responsible, inter alia, for IT systems and IT development. She sat on the supervisory boards of IDS-BUD S.A. and DiM Construction Sp. z o.o.

Prof. dr hab. inż. Wojciech Cellary

Member of the Supervisory Board (independent)

Computer scientist currently working at the WSB Merito University in Poznan. Previously he worked at 3 universities in Poland – Poznan University of Technology, where he held the position of Deputy Director of the Institute of Computer Science, at the Franco-Polish School of New Information and Communication Technologies, where he held the position of Vice Rector for Science, and at the Poznan University of Economics, where he held the position of Head of the Department of Information Technology. In addition, he worked at 6 universities in France and Italy and was a visiting professor at the United Nations University in Macao and Portugal. He was the manager of more than 80 research and industrial projects, the main organizer of 60 scientific conferences, and a member of the program committees of 350 conferences. He has authored over 200 scientific publications. His professional activities include consulting, membership in professional organizations, editorial boards of scientific journals, expert groups, committees, councils and associations. He has promoted 18 PhD's, 6 of whom were subsequently habilitated and 2 of whom became full professors. He has received 40 awards for achievements in scientific and teaching work.

His lectures in Polish, English and French were attended by about 20,000 students. Currently he specializes in e-business technology, e-government, digital economy and society and Industry 4.0.



>Supervisory Board_

Magdalena Dwernicka

Member of the Supervisory Board

In 2002, she graduated from the University of Agriculture in Poznań, in 2003 and 2004 she graduated from Marketing Business Management and Human Resources Management at the Academy of Economic Development. In 2003-2004 she participated in a series of trainings in the field of implementation and settlement of projects implemented under the European Social Fund organized by PARP.

She worked in 2007-2012 as a PR specialist in Telepuls "Spider" Sp. z o.o. S.K.A. based in Poznań, in the years 2012 - 2017 as Ogicom "Spider" Sp. z o.o. S.K.A. (currently H88 S.A.) based in Poznań as an EU Projects Specialist.



Kamil Pałyska

Member of the Supervisory Board (independent)

Kamil Pałyska has over 13 years of experience in the field of finance. Currently, he leads the team in the finance department at Agora SA Capital Group, supporting the companies in the Group in the field of controlling, financial and non-financial reporting, taxes and financial reporting. He also conducts training in the field of new standards and changes in tax legislation regarding the finances of large enterprises.

He has an accounting certificate issued by the Minister of Finance and is at the final stage of receiving the international ACCA (Association of Chartered Certified Accountants) title.

He is a graduate of the University of Warsaw, where he graduated in Finance and Accounting.

He started his professional career in an accounting office where he took his first steps in finance. After 4 years, he moved to the international consulting company KPMG, where he continued to expand his knowledge in the field of finance, starting from the position of the Senior Manager of audit projects in the Technology, Media and Telecommunications department. In the years 2018-2020 he was a Manager in the Audit Department at Deloitte Polska. During these 7 years, he participated in many consulting projects in the field of audit, acquisition, restructuring and assistance in introducing IPO of listed companies.



Changes in the Management Board and Supervisory Board

There were no changes in the composition of the Management Board or Supervisory Board in 2024.

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> Other information



>Other information_

Principles of managing the Company and the Group

There were no other significant changes in the basic management principles of the Company and its Capital Group in the reporting period.

Description of material court proceedings

As at the date of the report, proceedings brought by the company Vercom S.A. are pending towards Polkomtel sp.z o.o. for the payment of PLN 4,806,945 with statutory interest for delay for the period from 4 May 2020 to the date of payment as a contractual penalty reserved for the benefit of the Company. The suit was filed by the Company on 5 February 2021. In the opinion of the Company, Polkomtel did not duly perform its obligations under the contract concluded between the parties regarding the execution of the Company's orders regarding the sending / receiving of SMS / MMS messages by the Company in accordance with the rules set out between the parties.

Aside from the above, cyber_Folks Group has no other material proceedings before courts, arbitration bodies or the institutions of public administration relating to claims by cyber_Folks and its subsidiaries

Employment

As at 30 September 2024 the Group had 458 employees calculated on a full-time basis. During the Q3 2024, average employment was 455 people.

Sureties and guarantees

Sureties and guarantees are described in the consolidated financial statements.

Significant transactions with related entities

Transactions with related entities were presented and described in consolidated financial statements (Note 25).

Financial forecast

The Management Board has not published financial forecast.

Relevant Agreements

In Q3 2024 the Group has not signed significant agreements.

General Meeting

The Company's Annual General Meeting was held on 27 May 2024. During the AGM, the shareholders decided, among other things, on the distribution of the net profit made in 2023, the payment of dividends, carry out a buyback of own shares and the approval of the Management Board and Supervisory Board Report on activities in 2023.

Information on the General Meetings is available on the company's website:
<https://investors.cyberfolks.pl/company-pages/walne-zgromadzenie>

Jakub Dwernicki

President
of the Management Board



Robert Stasik

Vice President
of the Management Board



Artur Pajkert

Member
of the Management Board



Katarzyna Juskiewicz

Member
of the Management Board



Konrad Kowalski

Member
of the Management Board



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of cyber_Folks Group Quarterly Report for Q3 2024.

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