

DIRECTOR'S SERVICE AND REMUNERATION AGREEMENT

Date: 6 January 2025

This Director's Service and Remuneration Agreement ("Agreement") is entered into on 6 January 2025 between:

- **DigitalCryptoPay Sp. z o.o.** (the "Company")
- Mr. Luigi Spina, Director and Ultimate Beneficial Owner of the Company (the "Director").

1. Appointment

The Company confirms the appointment of Mr. Luigi Spina as Director of the Company. In consideration of the services provided in this role, the Company agrees to remunerate the Director in accordance with the terms of this Agreement.

2. Monthly Remuneration

The Director shall receive a gross monthly remuneration of EUR 9,500 (nine thousand five hundred euros), payable monthly in accordance with the Company's standard payroll or payment procedures and subject to any applicable taxes, deductions, or legal obligations.

3. Performance Bonus

In addition to the monthly remuneration, the Director shall be entitled to receive an annual discretionary performance bonus of up to EUR 150,000 (one hundred and fifty thousand euros). The annual bonus may, at the Company's discretion, be paid:

- As a single payment; or
- In multiple instalments throughout the calendar year,



4. Duration

This Agreement shall become effective on 6 January 2025 and shall remain in force until amended or terminated by mutual written agreement or by resolution of the Company.

5. Governing Law

This Agreement shall be governed by and construed in accordance with the laws applicable to the Company.

6. Entire Agreement

This Agreement constitutes the entire understanding between the parties concerning the Director's remuneration and supersedes any previous verbal or written arrangements relating to the same subject matter.

SIGNATURES

For and on behalf of DigitalCryptoPay Sp. z o.o.

Luigi Spina Director Signature:  Date: 6 January 2025

Luigi Spina Head of the Board Signature:  Date: 6 January 2025

Luigi Spina Ultimate Beneficial Owner / Sole Shareholder (Approving Shareholder)
Signature:  Date: 6 January 2025

