

USPEO N.V.

BUSINESS PLAN

APRIL 2024

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1. OVERVIEW OF THE BUSINESS

The changing global gaming environment brings new challenges for companies looking for jurisdictions that incorporate gaming services and those provide their services to online gaming corporations. Therefore, management of USPEO N.V. (hereinafter referred to as the "Company") has chosen Curaçao as a home ground for meeting the needs of its business customers and offering a sophisticated live dealer platform for online gaming services.

Curaçao has been chosen as it is well-known one of the oldest running online gambling regulators and it has friendly e-gaming regulations that attracts companies from different global regions. Curaçao's economical environment has been very stable over the last years and it has attracted a lot of investors doing business. It is also a crossroad between European and American markets offering numerous options to connect businesses from different parts of the world. For technological companies it provides an excellent opportunity to invest into development of their IT products and software platforms to adapt them individually and cater for the needs of gaming operators. The customer base can be built from different countries and regions.

Another point of key importance is favorable tax laws and tax incentives. Curaçao charges a corporate tax in between 3% -22% on net profits, the VAT tax rate is 6%. Since 01.01.2020 new changes into tax legislation have entered into force and have been replaced by a new tax regime that solely includes income from a domestic enterprise.

Combination of the abovementioned factors sealed the decision for establishing presence in Curaçao. Management sees a solid opportunity to gain attraction and capture its market share there as well as provide the services to their customers in efficient and flexible manner.

Taken into account the above-described factors the management has devised a strategy of entering the market and gaining its share of B2C services in the Curaçao corporate market by considering a strong marketing and advertising campaign to promote the Company's products and use the favorable geographical position of the island.

As USPEO N.V. continues its journey in the online gaming industry, the expansion and development of its gambling project, **wagonbet.com**, remain a central focus within the company's business plan.

Our journey began in 2022 when USPEO NV company obtained a sub-license with the number 365/JAZ GLH-OCCHKTW0707012022 provided by Gaming Services Provider N.V. for online gambling activities for the project wagonbet.com. Initially, the project was conceived and launched with the help of a turn-key solution from Digitain, which provided us with a high-quality solution to kickstart.

Despite the successful launch using the turn-key solution, it soon became clear to us that for further development, we needed additional features and capabilities that were not available at that time. Therefore, we made the decision to create our own platform that could meet our growing needs.

And so, in 2024, the wagonbet.com project transitioned to its own platform, marking a new stage in its development. This step allowed us to more flexibly manage and develop the project, as well as provide our users with a unique and innovative gaming experience.

USPEO N.V. is committed to further enhancing and diversifying its offerings to meet the evolving needs of its clientele. In line with this commitment, the company plans to allocate significant resources towards the continued development and optimization of wagonbet.com throughout 2024 and beyond. This includes ongoing improvements to the platform's user experience, functionality, and security features to ensure a seamless and enjoyable gaming experience for all users.

Additionally, USPEO N.V. aims to expand the scope of wagonbet.com by introducing variety gaming categories, such as sports betting, virtual casinos, and esports, to appeal to a broader audience of gaming enthusiasts. By diversifying its offerings, the company seeks to attract new customers while also increasing engagement and retention among existing users.

Furthermore, USPEO N.V. recognizes the importance of staying ahead of technological advancements in the online gaming industry.

In addition to the development of wagonbet.com, USPEO N.V. is exploring opportunities to expand its presence in the online gambling market through strategic partnerships, acquisitions, and new product launches. By planning of diversifying its portfolio of gambling projects and brands, the company aims to solidify its position as a leading player in the global

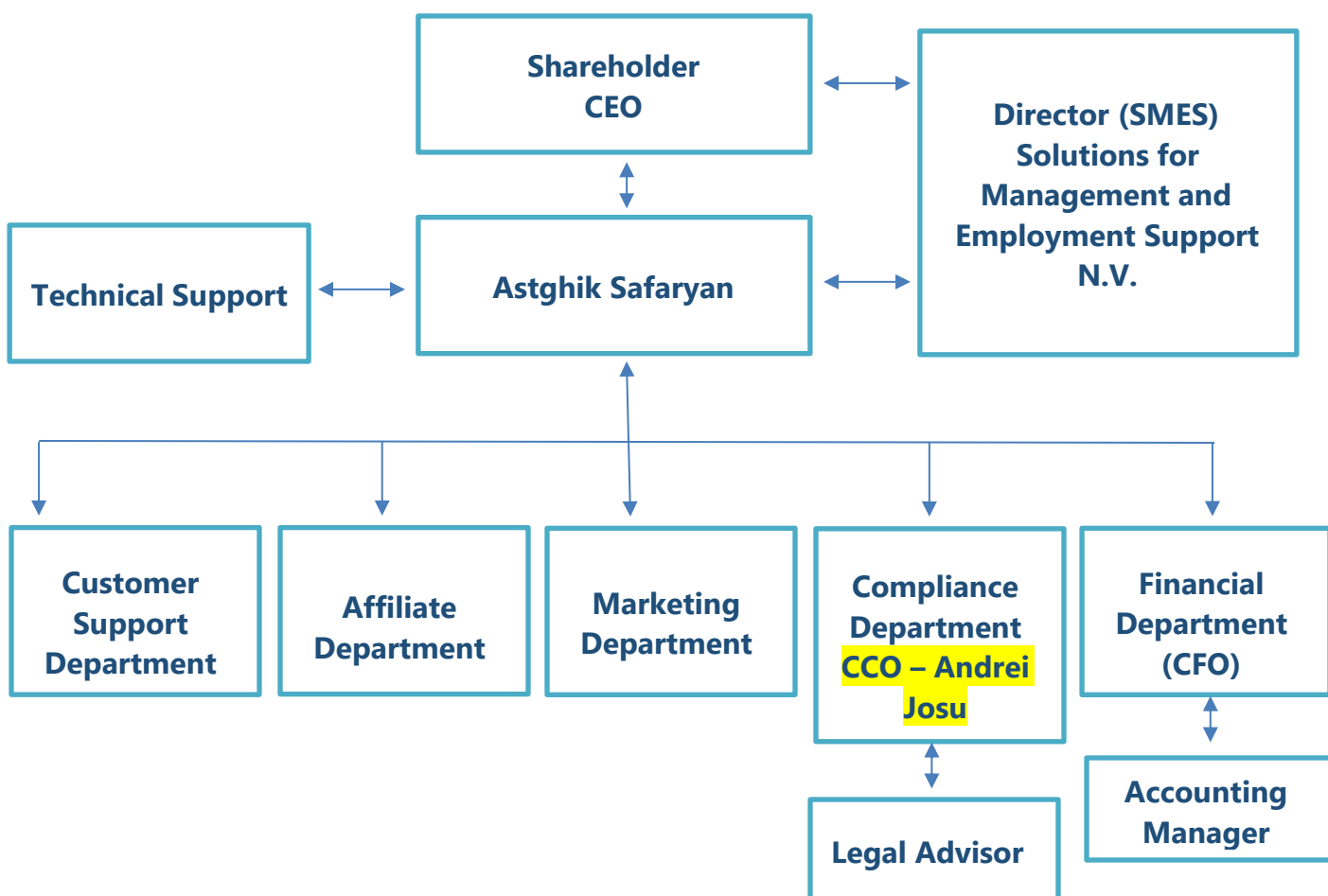
gambling industry.

Overall, USPEO N.V. remains committed to driving growth and innovation in the online gambling sector through the continued development and expansion of wagonbet.com, as well as through strategic initiatives aimed at capitalizing on emerging trends and opportunities in the market.

2. COMPANY MANAGEMENT STRUCTURE

Below is the Organogram defining the functions and the organizational structure of the Company at the initial period. It is expected to employ at least 10 employees to fill the most critical positions within the first two years in operation. Remainder of functions shall be outsourced until a team of sufficiently skilled personnel is formed within the Company.

USPEO N.V. ORGANIZATIONAL CHART



Shareholder (Astghik Safaryan):

Responsibilities: Provides overall strategic direction and guidance to the company, participates in major decision-making processes, and ensures that the company's operations align with its goals and values.

Director (SMES) Solutions for Management and Employment Support N.V.:

Responsibilities: Oversees the management and operations of (SMES) Solutions for Management and Employment Support N.V., including setting objectives, monitoring performance, and ensuring compliance with legal and regulatory requirements.

CEO (Chief Executive Officer) - Astghik Safaryan:

Responsibilities: Provides executive leadership and management oversight to the entire company, sets strategic goals and objectives, represents the company to stakeholders, and ensures the overall success and growth of the organization.

The CEO of the Company ensures that the strategic, financial and overall control functions are in place. It is a direct responsibility of the CEO to provide that Company's strategic goals are reached and that top-level executives operate in line with the Company's long and short term strategy and look after the management processes in the respective departments. CEO shall be also responsible for communicating with regulatory government institutions of Curacao. In addition to this, the CEO together with COO will be controlling the Company's financial position and take care of payment arrangements.

Compliance Department:

Ensures the company's adherence to laws, regulations, and standards, develops internal policies to mitigate risks, and conducts monitoring, training, and investigations to uphold ethical standards. Additionally, it provides regular reporting on its activities and collaborates with management and regulatory authorities.

Compliance Officer (CCO – Andrei Josu):

Ensures compliance with all applicable laws, rules, and regulations, including licensing, anti-money laundering efforts, customer data protection, and adherence to gambling regulations.

Developing and implementing policies and procedures to ensure compliance with regulatory requirements and industry best practices, including those related to responsible gambling, anti-money laundering (AML), and know your customer (KYC) procedures.

Continuously monitoring the company's operations to detect and prevent any potential violations of regulatory requirements or internal policies. This includes conducting regular audits and preparing reports for regulatory authorities as required.

Providing training and education to employees on compliance-related matters, including regulatory requirements, company policies, and procedures. This ensures that all staff members understand their roles and responsibilities in maintaining compliance.

Conducting regular risk assessments to identify and mitigate any potential compliance risks faced by the company. This may involve evaluating new products or services, changes in regulations, or emerging industry trends.

Conducting internal investigations into any suspected breaches of compliance, such as fraud, money laundering, or other illegal activities. This may involve coordinating with internal departments, external advisors, and regulatory authorities as necessary.

Building and maintaining positive relationships with regulatory authorities, industry associations, and other relevant stakeholders. This includes responding to inquiries, participating in industry forums, and staying informed about regulatory developments.

Ensuring that all compliance-related documentation and records are accurately maintained and easily accessible. This includes keeping records of policies, procedures, training sessions, audits, and regulatory communications.

By effectively carrying out these functions, the Compliance Officer plays a crucial role in safeguarding the company's integrity, reputation, and regulatory compliance within the online gambling industry.

Technical Support:

Technical Support shall be responsible for developing Company's strategy for using technological resources, ensuring technologies are used efficiently and in line with the Company's business goals. One of the main aspects of CTO would be evaluating and

implementing new technological infrastructure elements as well as supervise system infrastructure in general to ensure functionality and efficiency and adapt to the Company's customer needs.

Affiliate Department:

Responsible for managing relationships with the company's partners, including developing affiliate programs, maintaining partner agreements, and providing timely support to partners.

Customer Support Department:

Provides quality technical and informational support to the company's customers, including troubleshooting, answering questions, and product/service consultations.

Marketing Department:

Develops and implements marketing strategies and campaigns to promote the company's products, including advertising, PR, content marketing, and social media.

Compliance Department: Ensures compliance with all applicable laws, rules, and regulations, including those related to gambling, document verification, advertising control, and data protection.

Finance Department:

Manages the company's financial operations, including budgeting, financial analysis, accounting, reporting, tax planning, and liquidity management.

Legal Advisor:

Provides legal support to the company in various aspects of its operations, including drafting and reviewing legal documents, legal consultations, and participation in legal transaction support.

Accounting Manager:

Manages the company's accounting operations, including bookkeeping, financial reporting in accordance with local and international standards, and ensuring compliance with tax laws.

3. BUSINESS FORECAST

Profit and Loss statement

	Year 1	Year 2	Year 3
PROFIT & LOSS	USD	USD	USD
Revenue from sales operations	500,000	800,000	1,000,000
<u>Gross profit/net sales</u>	<u>500,000</u>	<u>800,000</u>	<u>1,000,000</u>
Expenses			
Salaries and Administrative fees:	-250,000	-300,000	-300,000
Server and IT infrastructure fees	-250,000	-250,000	-250,000
Marketing & Business Dev	-70,000	-100,000	-150,000
<u>Total expenses</u>	<u>(570,000)</u>	<u>(650,000)</u>	<u>(700,000)</u>
<u>Corporate Tax</u>	-	<u>(33,000)</u>	<u>(66,000)</u>
<u>NET PROFIT</u>	<u>(70,000)</u>	<u>117,000</u>	<u>234,000</u>

Balance Sheet

	Year 1	Year 2	Year 3
	USD	USD	USD
BALANCE SHEET			
Assets			
<u>Fixed Assets</u>			
Computers and hardware	40,000	50,000	60,000
<u>Current Assets</u>			
Cash in bank	300,000	400,000	900,000
Accounts receivable	40,000	60,000	10,000
Other current assets	141,000	76,000	20,842
<u>Total Current Assets</u>	<u>481,000</u>	<u>536,000</u>	<u>930,842</u>
<u>TOTAL Assets</u>	<u>521,000</u>	<u>586,000</u>	<u>990,842</u>
Liabilities and Equity			
<u>Current Liabilities</u>			
Accounts payable	-530,000	-455,000	-642,842
Corporate Tax	0	-33,000	-66,000
Other current liabilities	-60,000	-50,000	0
<u>Total Current Liabilities</u>	<u>(590,000)</u>	<u>(538,000)</u>	<u>(708,842)</u>
<u>Total Liabilities</u>	<u>(590,000)</u>	<u>(538,000)</u>	<u>(708,842)</u>
<u>Equity</u>			
Initial Share Capital	-1,000	-1,000	-1,000
Capital Increase			
Retained earnings	70,000	47,000	281,000
<u>Total Equity</u>	<u>69,000</u>	<u>48,000</u>	<u>282,000</u>
<u>Total Liabilities & Equity</u>	<u>-521,000</u>	<u>-586,000</u>	<u>-990,842</u>

4. BUSINESS STRATEGY OVERVIEW

Industry overview:

Online gaming market is constantly developing along the latest technology trends that enables players to use new features such as virtual assets and currencies. Changes in industrial standards require quick adaptation from vendors. At the same time, the digital revolution is transforming the gaming world and virtual gaming and particularly, sports betting market is likely to experience huge growth in the future as the betting market already holds around 70% of the global gaming revenue.

Among games European football has been attracting the highest revenue, followed by baseball. The increasing popularity of virtual sports betting is one of the major factors likely to support the market for sports betting over the forecast time period. The technological developments have also transformed the process of conducting sports betting. This has left the impact on government policies of different countries across the world as well. Recently, several European region countries have opened their domestic sports betting markets for the operators.

Based on the platform, this global market is segmented into online and offline. The online sports betting segment is likely to dominate the sports betting market in the upcoming years, due to the increasing awareness regarding the online betting platform. On the basis of type, this market is segmented into line-in-play, fixed odds betting, exchange betting, e-sports, pari-mutuel, and others.

Based on region, this global market comprises the segments of Asia Pacific, North America, Latin America, Europe, and the Middle East and Africa, of which the Asia Pacific region holds the most significant share of the sports betting market, owing to the growing awareness of sports betting in the developing regions of China, India and other countries.

Besides, Internet has changed people's daily habits in general. First and foremost, the younger generations but increasingly middle aged and even some of the elders are actively present on the Internet. This transition is happening in the betting industry as well. More people prefer experience of betting of comfort of one's home or even mobile. Instead of relying on

advice of “experienced bettor”, bettors opt to rely on oddscomparison and tipster websites. This population segment also tends to be in the higherearning bracket, comfortable with allocating a greater portion of their discretionary income to this form of entertainment.

The demand for internet-based gaming technologies has encouraged USPEO N.V. to base it’s business model on cloud services, specifically on Platform- As-A-Service (PaaS) model, offering a flexible framework to develop and build customised applications with special software components, thus putting an emphasis to customer experience, friendly interface and easiness of making bets and receiving winnings and providing a cost-effective solution for small to big scale gaming operators to work with theircustomer base.

Business Background:

USPEO N.V. is a new company specifically orientated towards customers that are looking forward to entering into sports betting and online casino markets and are in need of sophisticated solutions for their gaming platforms that match international certification requirements. Although USPEO N.V. is initially structured as a small company, it has a strong belief that with the right amount of financing, talented and experienced team and a good marketing and customer acquisition strategy in placeit can benefit from operational flexibility and adaptiveness to different regional specifics of it’s clients. The Company plans to develop its key competitive advantages in exceptional game offerings, elaborated dealer gaming platforms and localization of the games based on the market needs and user experience. The Companyundertakes to provide consistently high satisfaction rate by providing excellent service and top-notch player experience.

Our project has a strong focus on Latin American countries such as Mexico, Brazil, Peru, and Chile, where we aim to provide tailored gaming experiences to meet the diverse preferences of players in these regions.

With a targeted approach towards Canada as well, we are committed to delivering top-notch online gambling services that resonate with the Canadian audience, offering them an immersive and engaging platform.

Understanding the unique cultural and gaming preferences of Latin American markets,

we have customized our platform to cater specifically to the tastes and needs of players in Mexico, Brazil, Peru, and Chile.

Our expansion strategy encompasses both Latin America and Canada, recognizing the immense potential and growing interest in online gambling within these regions, and we are dedicated to delivering exceptional gaming experiences across borders.

By strategically aligning our efforts towards Latin American countries and Canada, we are poised to establish ourselves as a leading provider in these markets, offering innovative solutions and a diverse range of gaming options to meet the demands of our target audience.

Operational Objectives:

Uspeo N.V. has operated as a sublicensee of Gaming Services Provider N.V. up until now. However, our ambition for 2024 is to obtain a full license from the GCB (Gaming Control Board) to fully align with the updated legislation of Curaçao. This pivotal step reflects our unwavering commitment to regulatory compliance and underscores our dedication to upholding the highest standards of integrity and professionalism in the online gambling industry.

USPEO N.V. is looking forward to offering its products and services to the companies providing e-gaming services. The Company plans to set up a business of offering Live Dealer platforms as a B2B platform provider for a global online gaming markets catering to the needs of multiple gaming operators, providing the best possible user experience to players using top-of-the line casino equipment and cutting-edge player interface, providing unique game offerings with new games and localize the games based on market needs and end user experience.

Curaçao was selected for unique combination of factors. With favorable tax regulations and numerous online gambling and sports betting operators Curaçao makes a strong presence in the gaming market, with both large scale as well as start-up companies with a small budget. The Company intends to use this to its advantage by offering its products and services focusing on start-up companies as many of them are looking forward to save on staffing and huge technology investments in favor of fast entry into market, setting up the necessary gaming platform and adapting the games to their customer local needs.

In future, the Company has an aim to establish itself in the South-Eastern Asian markets, by signing strategic partnership with B2C providers for this market. The Company plans to expand its offering to Europe in the next two years and grow its market share with the help of strong marketing and advertising campaign.

Mission:

Company's principal mission is to establish its company name and provide services of USPEO N.V. to the leading online gaming operators in different parts of the world. Achieving this objective shall be based on cutting-edge gaming platform and game offerings and teaming up with vital partners and operators. The Company will strive to providing excellent service to the operators and their customers and create an IT support team of professionals focused on client satisfaction and retention. Management is confident that combined strength of efficient brand promotion, carefully chosen partners and gaming products will allow the Company to penetrate different sectors of the global market and gain its market share.

Growth Strategy:

- Expanding Geographic Reach: We plan to expand our geographical reach. This may include launching new websites or applications, as well as partnering with local operators.
- Product Diversification: We will engage gaming providers to attract a new audience.
- Enhancing User Experience: Continuously improving the website or application interface, streamlining the registration and account funding process, as well as enhancing transaction processing speed and quality.
- Marketing and Advertising Campaigns: Conducting targeted marketing campaigns, including online advertising, participation in special events, and sponsoring sports events.

Financial Plans:

- Marketing and Advertising: Promoting through various channels and organizing advertising campaigns.
- Investments in Product Development: Research and development focused on enhancing existing services and features.

Marketing Plans:

- SEO and Content Marketing: Increasing organic traffic to the website through content optimization and using keywords related to gambling.
- Social Media: Active presence on social media platforms for engaging with the audience, conducting promotional activities, and participating in discussions.
- Partnership Programs: Establishing partnerships with other websites, bloggers, or affiliate partners to expand coverage and attract new players.

5. KEY SUPPLIERS AND MATERIAL DEPENDENCIES:

The primary supplier critical to our gaming operations is DAMA NV. They provide slot machines, gambling games, and technical support to ensure the smooth operation of their products on our platform.

Additionally, our business heavily relies on banking services for financial transactions, including deposits, withdrawals, and fund transfers.

Risk Management:

To mitigate the risk associated with the loss or interruption of key suppliers and material dependencies, we have implemented several strategies:

1. **Supplier Diversification:** Currently, DAMA NV is our primary supplier; however, we also plan to collaborate with alternative game providers to reduce dependence on a single source. This will enable us to quickly transition to alternative suppliers when needed.
2. **Contractual Agreements:** We have comprehensive contractual agreements with DAMA NV, outlining service level agreements, contingency plans, and procedures for addressing disruptions or service breaches.
3. **Contingency Action Plans:** We have developed contingency action plans to address potential supply disruptions or service interruptions. These include backup systems and reserve infrastructure to ensure operational continuity.
4. **Regular Monitoring and Evaluation:** We continuously monitor the performance and reliability of our suppliers and material dependencies. This allows us to identify emerging risks or issues and take proactive measures to mitigate them.

6. RISK EVALUATION AND MANAGEMENT

For us, risk assessment and management are of paramount importance due to the regulatory framework, financial intricacies, and associated operational issues. Here's how risks are evaluated, mitigated, audited, and overseen within our company:

Risk Assessment:

1. Regulatory Compliance Risk: Regular assessment of regulatory compliance risks is conducted to ensure adherence to local and international gambling regulations. This includes evaluating changes in legislation, licensing requirements, and regulatory enforcement measures.
2. Operational Risk: Identification and assessment of operational risks, such as technical failures, cybersecurity threats, and fraud prevention, are integral to maintaining the integrity of our gaming platform.
3. Financial Risk: Evaluation of financial risks, including market volatility, currency fluctuations, and liquidity management, is crucial for financial stability and sustainability.

Risk Mitigation:

1. Comprehensive Compliance Measures: Implementation of robust compliance measures, including Know Your Customer (KYC) procedures, anti-money laundering (AML) controls, and responsible gambling initiatives, to mitigate regulatory compliance risks.
2. Technology and Security Solutions: Investment in advanced technology and security solutions to mitigate operational risks, such as data breaches, DDoS attacks, and unauthorized access to sensitive information.

Auditing and Oversight:

1. Internal Audit Function: Establishment of an internal audit function to independently assess and evaluate the effectiveness of risk management processes, internal controls, and compliance with regulatory requirements.
2. External Audit Services: Engagement of external audit services from reputable audit firms to provide independent assurance on the accuracy and reliability of financial statements, compliance with accounting standards, and effectiveness of internal controls.

Risk Registers:

1. Risk Identification: Compilation of a comprehensive risk register documenting identified risks across various categories, including regulatory, operational, financial, and strategic risks.
2. Risk Prioritization: Prioritization of risks based on their likelihood and potential impact on the business, allowing for focused mitigation efforts on high-priority risks.
3. Monitoring and Reporting: Regular monitoring of risk indicators and reporting to senior management and the board of directors to ensure timely identification of emerging risks and proactive risk management actions.

By implementing these risk assessment and management methods, we aim to protect our business operations, safeguard stakeholders' interests, and ensure long-term sustainability in the dynamic and complex gambling industry environment.

7. LEGAL AND GOVERNANCE FRAMEWORK.

Board Oversight and Current Board Membership.

The board of directors of USPEO N.V. plays a pivotal role in providing strategic guidance, ensuring effective governance, and safeguarding the interests of stakeholders. Comprised of seasoned professionals with diverse backgrounds and expertise, the board members bring a wealth of experience in finance, technology, and gaming industries to the table.

Their collective knowledge and strategic insights enable the board to oversee the company's operations, assess risks, and make informed decisions that drive sustainable growth and value creation. By setting clear objectives and performance metrics, the board establishes a framework for accountability and transparency, fostering a culture of integrity and ethical conduct throughout the organization.

The board's interaction with senior management is characterized by a collaborative approach that balances oversight with operational autonomy. While the board sets the company's strategic direction and approves major decisions, senior management is entrusted with the day-to-day execution of business operations, guided by the board's vision and objectives.

Regular board meetings serve as a forum for robust discussions on key business matters, including financial performance, market trends, risk management, and strategic initiatives. Through constructive dialogue and debate, board members provide valuable guidance and oversight, ensuring that management decisions align with the company's long-term objectives and shareholder interests.

Overall, the board of directors of USPEO N.V. is committed to upholding high standards of corporate governance, accountability, and ethical conduct. By leveraging their collective expertise and experience, the board plays a crucial role in driving the company's success and delivering sustainable value to shareholders and stakeholders alike.

Reserved Matters and Deadlock. Certain matters, such as major investments, mergers or acquisitions, changes to corporate structure, and significant financial decisions, are reserved for the board and ultimate beneficial owner (UBOs). In the event of a deadlock between board members or UBOs, mechanisms are in place, such as mediation or arbitration, to facilitate resolution and prevent operational disruptions.

Legal Support and Advice. USPEO N.V. recognizes the critical role that legal counsel plays in navigating the complex regulatory environment and ensuring compliance with applicable laws and regulations. The company engages external legal advisors with expertise in gaming law, corporate law, and regulatory compliance to provide tailored legal support and advice.

The legal team collaborates closely with senior management and the board of directors to identify legal risks, assess potential liabilities, and develop strategies to mitigate legal exposure. They conduct thorough reviews of contracts, agreements, and regulatory filings to ensure alignment with legal requirements and protect the company's interests.

Moreover, the legal advisors provide proactive guidance on emerging legal issues, legislative changes, and regulatory developments that may impact the company's operations. They offer timely advice on matters such as data protection, intellectual property rights, and contractual disputes, helping the company proactively manage legal risks and avoid costly litigation.

In addition to day-to-day legal support, the legal team plays a key role in strategic decision-making processes, providing legal analysis and recommendations to inform board decisions on matters such as mergers and acquisitions, corporate restructuring, and international expansion.

USPEO N.V. maintains a strong commitment to ethical conduct and legal compliance, and the legal team serves as a trusted advisor in upholding these principles. By leveraging external legal expertise, the company ensures that its business practices adhere to the highest legal standards, fostering trust and confidence among stakeholders and contributing to long-term success and sustainability.

Additional Attendees at Board Meetings. In addition to the core board members, USPEO N.V. recognizes the importance of including key stakeholders in board meetings to ensure comprehensive decision-making and informed strategic direction. Depending on the agenda items and specific expertise required, senior executives such as the CEO, UBO, and CFO may be invited to provide insights and updates on operational performance, financial matters, and strategic initiatives.

Furthermore, legal advisors play a crucial role in ensuring that board decisions align with regulatory requirements and legal standards. Their presence provides valuable guidance on matters related to compliance, risk management, and corporate governance, helping the board navigate complex legal landscapes and make well-informed decisions.

Additionally, financial consultants or advisors may be invited to board meetings to offer expert opinions on matters such as investment strategies, financial forecasting, and capital allocation. Their input aids the board in assessing financial performance, evaluating investment opportunities, and optimizing resource allocation to maximize shareholder value.

By including relevant stakeholders in board discussions, USPEO N.V. fosters a collaborative and inclusive approach to governance, ultimately enhancing the effectiveness and strategic direction of the company.

8. BUSINESS OBJECTIVES

Target KPIs:

1. Customer Acquisition and Retention: We consistently monitor our monthly new customer acquisition rate and quarterly customer retention rate to ensure a continuous influx of new users and sustained loyalty among existing customers.

2. User Engagement: We actively track metrics such as daily average session duration, bets per user, and monthly active users to gauge the level of engagement on our platform and continuously enhance user satisfaction.

3. Compliance with Regulatory Requirements: Through our regular checks, we ensure strict adherence to gambling regulations and licensing requirements, underscoring our commitment to operating within legal boundaries.

4. Effectiveness of Risk Management: Our proactive approach to risk management involves promptly documenting and addressing any security incidents, cases of fraud, or regulatory violations, ensuring the integrity and security of our operations.

Business Objectives:

1. Market Expansion: Building on our existing experience, we are actively pursuing opportunities to enter new emerging markets within the next year, leveraging strategic partnerships with local operators to swiftly establish our presence.

2. Innovative Products: With a track record of innovation, we consistently introduce new gaming products annually, collaborating closely with developers to integrate cutting-edge features and functionalities that captivate our audience.

3. Brand Establishment: Our ongoing efforts to increase brand recognition include targeted online advertising campaigns, high-profile event sponsorships, and strategic partnerships with industry influencers, solidifying our position as a trusted in the market.

4. Enhanced Customer Service: Through updates to our user-friendly interface and continuous optimization of payment processes, we ensure seamless user experiences. Our round-the-clock responsive customer support further reinforces our dedication to superior service.

9. POLICIES AND PROCEDURES

USPEO N.V. adopts an internal approach to the development of its policies and procedures. This means that the company's internal teams, including legal, compliance, and operational departments, collaborate to create robust and tailored policies and procedures that align with the company's objectives, values, and regulatory requirements. By leveraging internal expertise and resources, USPEO N.V. ensures that its policies and procedures are customized to address the unique needs and challenges of the organization, as well as the dynamic nature of the gaming industry.

The company is fully committed to the ongoing review, maintenance, and enhancement of its policies and procedures. Recognizing the importance of regulatory compliance and risk management, USPEO N.V. dedicates resources and efforts to ensure that its policies and procedures remain up-to-date and effective. The commitment to keeping the Gaming Control Board (GCB) apprised of any changes or updates is unwavering. USPEO N.V. understands the critical role of regulatory authorities in overseeing the gaming industry and values transparency and collaboration in its interactions with regulatory bodies. Therefore, the company maintains open lines of communication with the GCB and provides timely updates on any policy or procedural changes to ensure alignment with regulatory standards and expectations. This proactive approach underscores USPEO N.V.'s commitment to regulatory compliance, integrity,