

Urteste S.A.  
ul. Starodworska 1  
80-137 Gdańsk

12.02.2025

Current Report No. 2/2025  
Dated: 12.02.2025

Subject: Adoption and Approval of the Company's Incentive Program Regulations for the Years 2022-2026 Along with Information on the Granting of Rights to Participate in the Program

Legal Basis: Article 17(1) of MAR – Inside Information

The Management Board of Urteste S.A., based in Gdańsk (the "Company", the "Issuer"), in reference to current ESPI report No. 16/2022 dated 29.06.2022, in which the Issuer informed, among other things, about the adoption of a resolution by the Ordinary General Meeting to establish an Incentive Program in the Company for the years 2022-2026, hereby informs that today, i.e., 12.02.2025, the Supervisory Board has approved the Regulations of the Company's Incentive Program for the years 2022-2026, following the adoption of a resolution by the Management Board on the same day regarding the acceptance of the content of the aforementioned Regulations.

At the same time, the Supervisory Board also approved the Management Board's resolution on including seven key managers of the Company (excluding Management Board members) as eligible participants in the Incentive Program. As a result, the total number of entitlements granted under the Incentive Program now amounts to 45,000 warrants out of the 80,000 warrants specified in the Incentive Program.

The content of the Incentive Program Regulations is attached to this current report.