

cyber_Folks™

> cyber_Folks Group Financial Results_

for Q3 2025
ended 30 September 2025

POZNAŃ | 4 November 2025



**JAKUB
DWERNICKI**

CEO of cyber_Folks

> Dear Shareholders, Employees, Partners_

The third quarter of 2025 confirmed that the cyber_Folks Group is at the best moment in its history. It is a time when we are consistently implementing our strategy: combining technology, data, and artificial intelligence to create a new generation of digital services for entrepreneurs in Poland and around the world.

Our results clearly confirm the validity of our strategy. The Group's revenues increased to PLN 216 million, and adjusted EBITDA reached PLN 76 million, representing a 65% year-on-year increase and a margin of 35%. High profitability, stable revenue growth, and very good operating cash flows confirm the effectiveness of our strategy based on innovation and automation.

Behind these numbers lies a profound technological change. The solutions we create are truly transforming the way entrepreneurs develop their businesses online – from hosting infrastructure to intelligent sales systems. robo_Folks, our proprietary AI assistant, is the first tool in Poland capable of independently performing complex technical operations in real time. It represents a new level of service and administration automation.

In e-commerce, we are developing the Sales Assistant, created jointly by the Shoper and cyber_Folks teams. This intelligent tool analyzes store data in real time, providing sellers with recommendations to increase sales, margins, and operational efficiency. This allows every merchant to harness the power of AI—without the need for technical knowledge.

Strong financial results go hand in hand with investments in the future. In 2025, we are allocating nearly PLN 40 million to product development, of which over PLN 25 million is being invested directly in e-commerce solutions. In October, the value of transactions processed by our platforms exceeded PLN 2.2 billion GMV, making us the largest e-commerce technology provider in Poland (excluding marketplaces).

In the autumn, we raised over PLN 200 million from a share issue. These funds will allow us to accelerate our international expansion in the areas of hosting, digital services, and e-commerce. Thanks to this, we are ready for further acquisitions and dynamic business scaling.

In recent months, we have increased our customer base to over 420,000. The implementation of artificial intelligence-based solutions, particularly in the area of customer service, allows us to achieve even greater scalability. An example is MailerLite, where AI already handles over 70% of user queries.

Looking ahead, we see cyber_Folks Group as a European leader in digital services and e-commerce, with artificial intelligence, automation, and data at the core of its operations. Our ambition is for Poland to be the source of solutions that will set standards for the entire technology industry.

I would like to thank everyone who has contributed to this success – our employees for their passion and courage to experiment, our partners for building value together, and our shareholders for their trust and faith in a vision that is already becoming a reality today.

Together, we are creating a future in which technology becomes a real support for every entrepreneur, and this is just the beginning.

Sincerely,

Jakub Dwernicki

CEO

cyber_Folks S.A. / Shoper S.A.

>Agenda _

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>What we do_

01

We are a group of dynamically **growing technology companies** providing solutions to **~420k clients worldwide.**

02

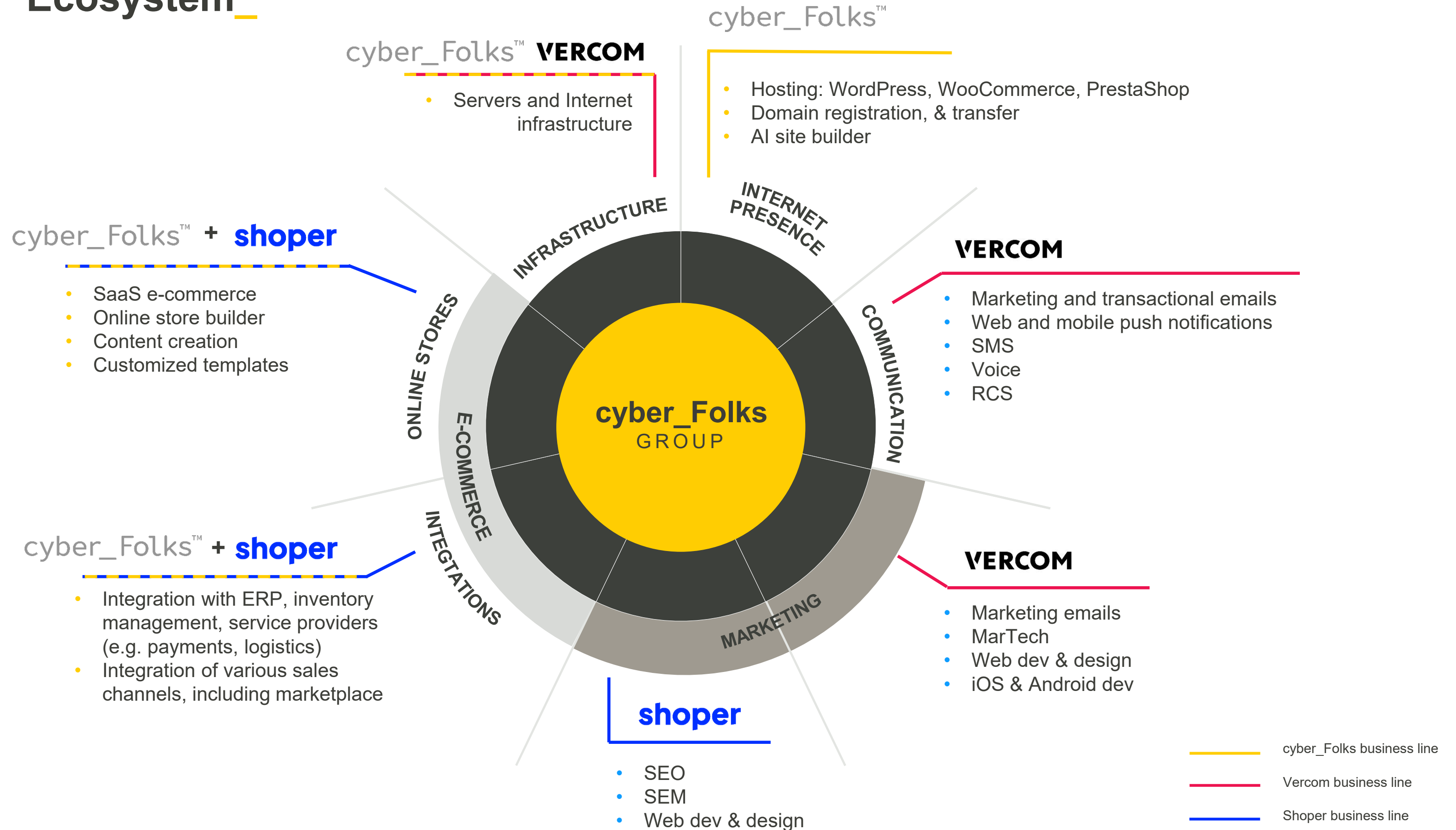
We support **small, medium and large companies** with their online presence, automation of business process, communications, marketing and sales while generating **sales of PLN 880M annually.**

03

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

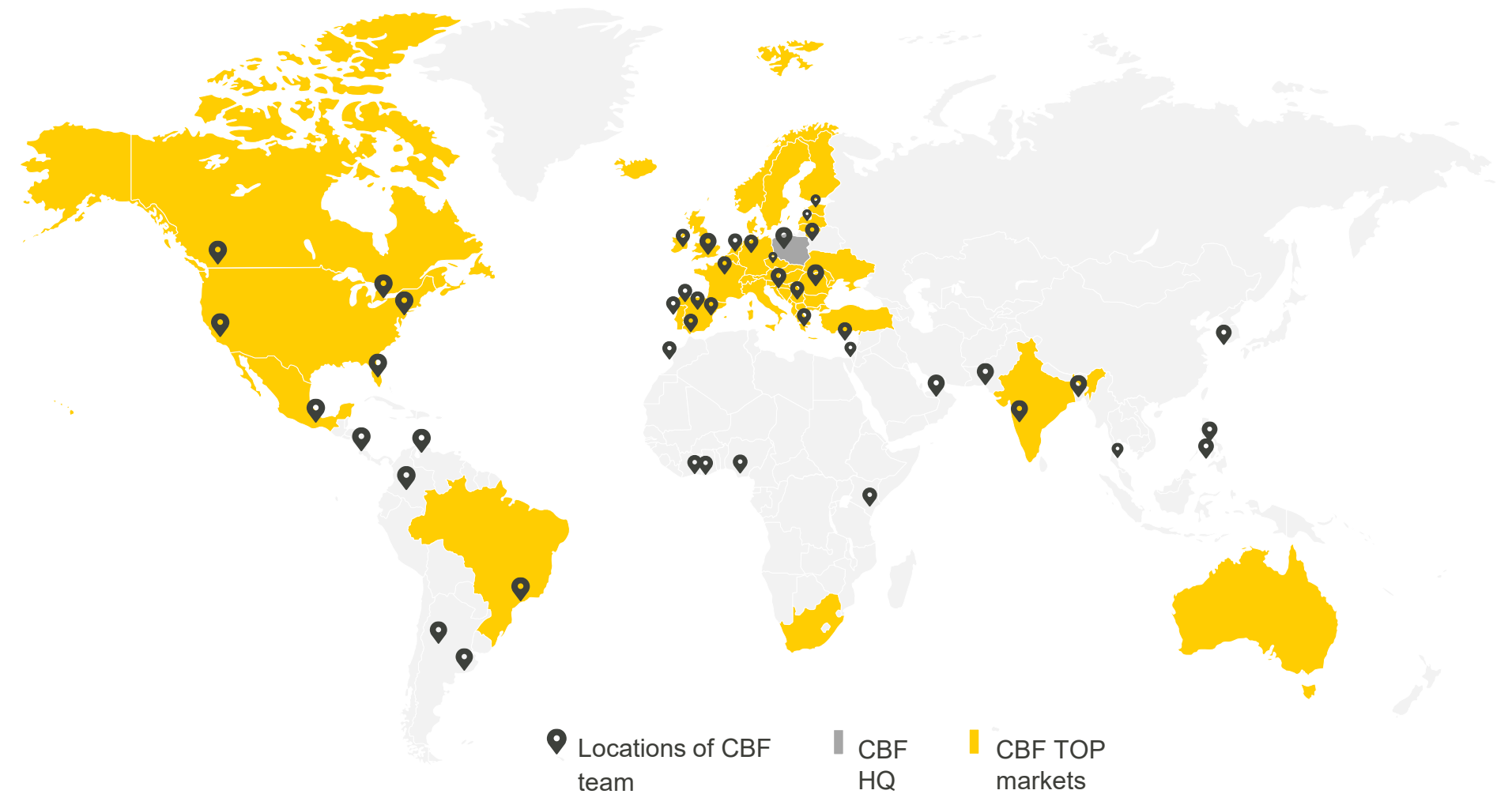
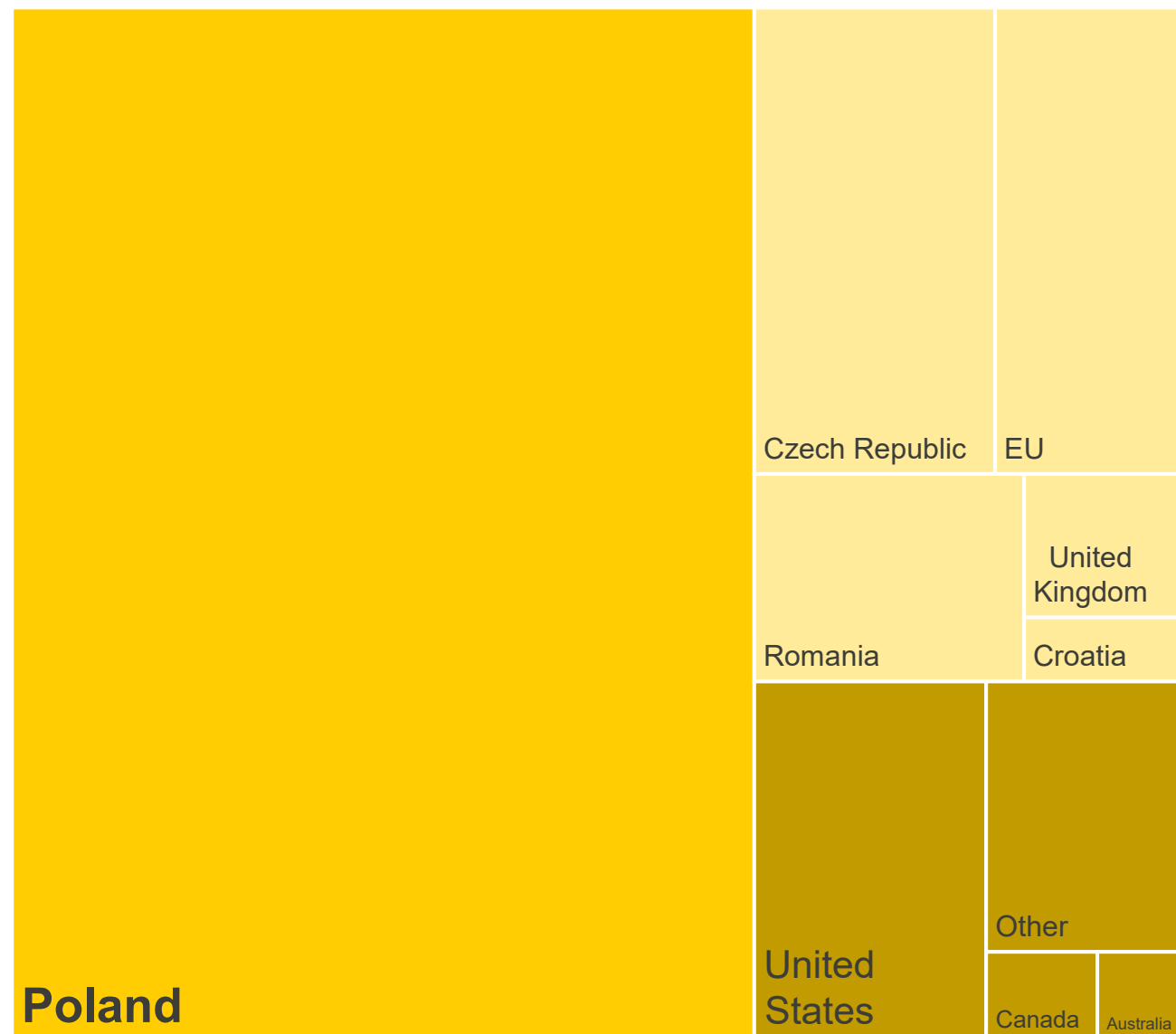


>360° Ecosystem



>One of top CEE tech companies with global costumer base_

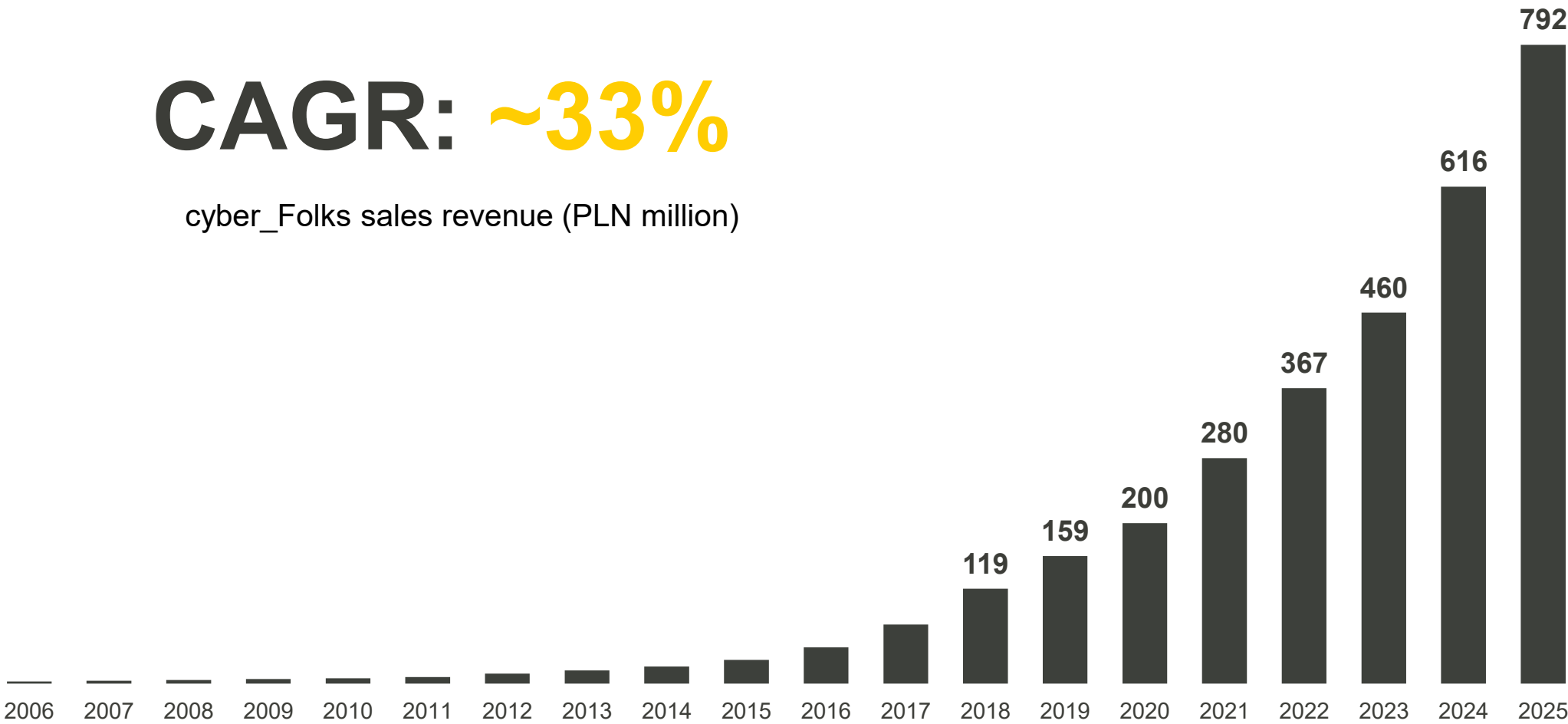
Global revenue structure



>Exponential growth driven by organic growth and acquisitions_

CAGR: ~33%

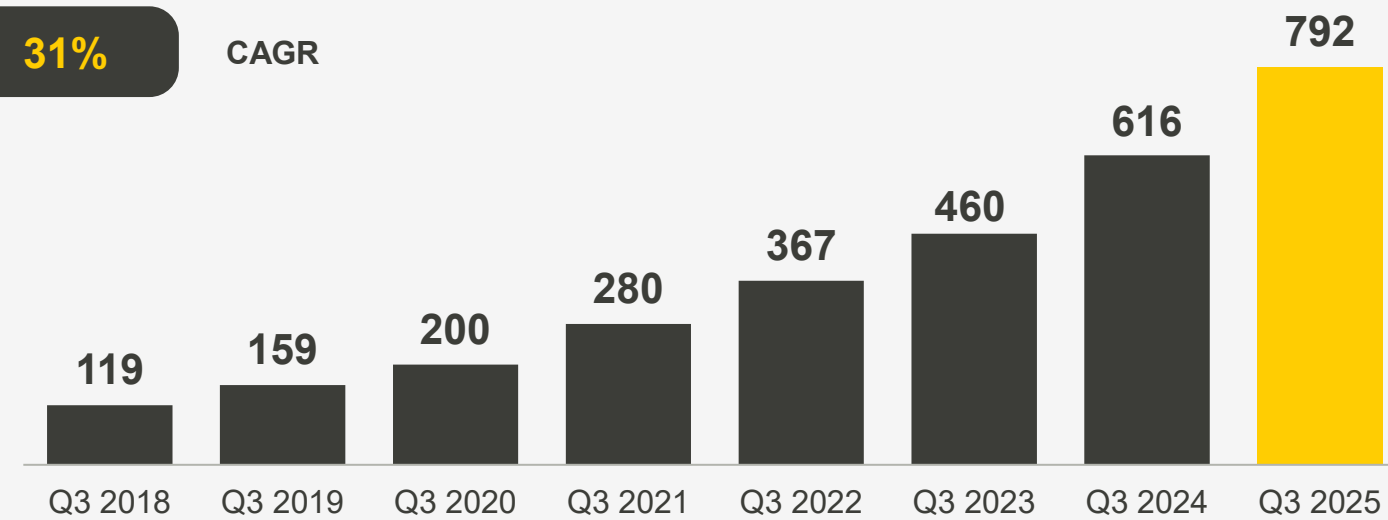
cyber_Folks sales revenue (PLN million)



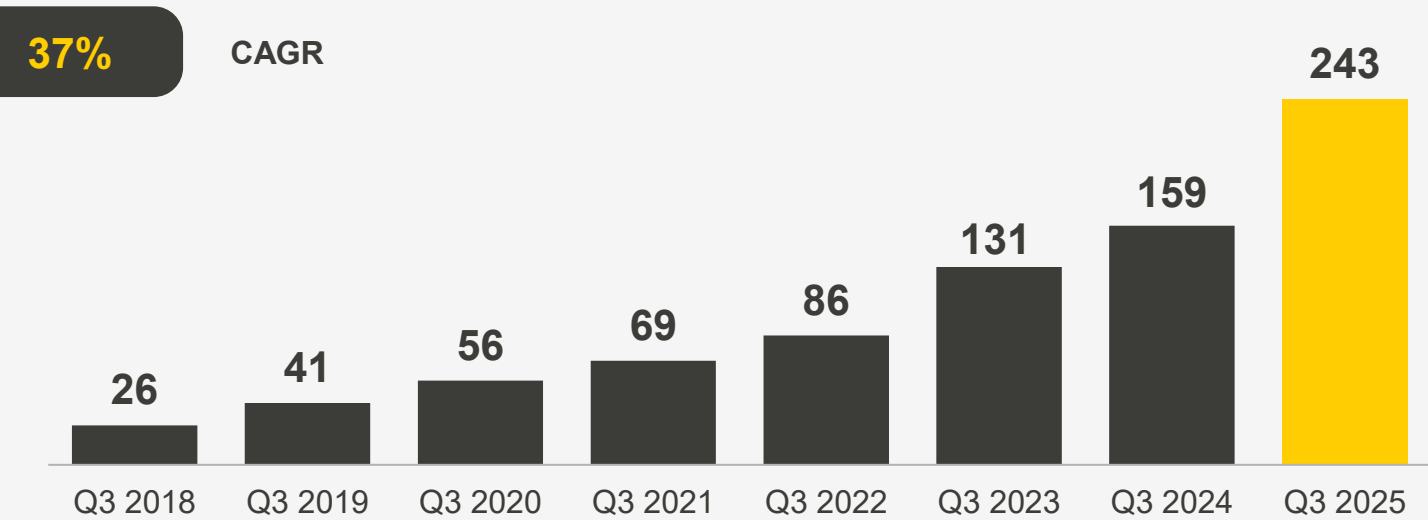
Data for Q2 LTM.

>Long-term and consistent growth_

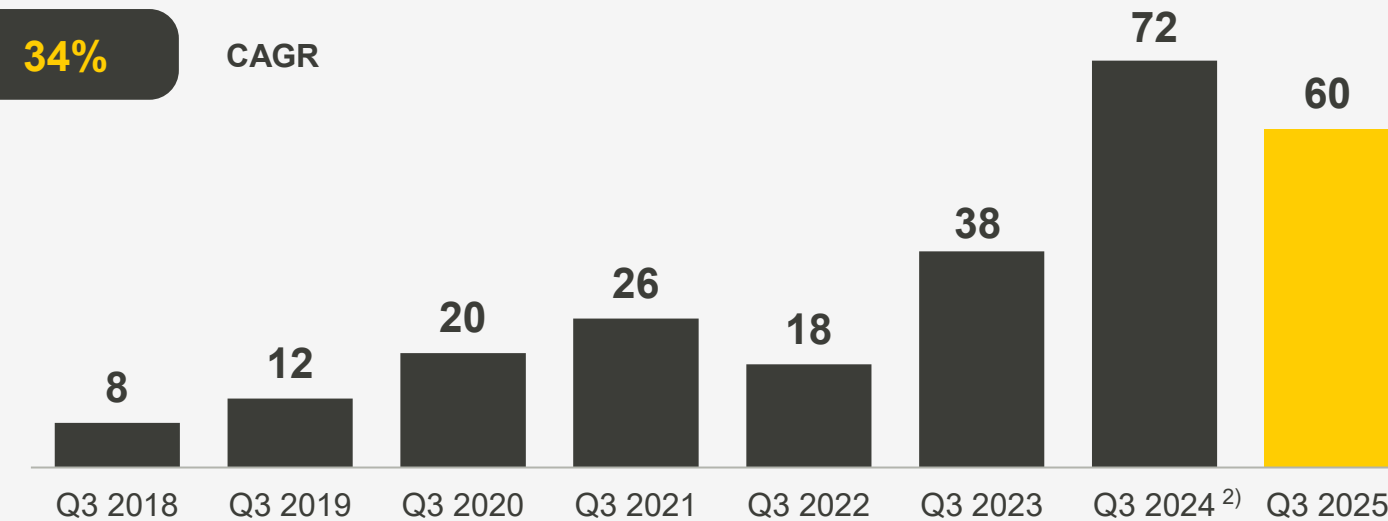
Sales revenue(LTM¹), PLN million)



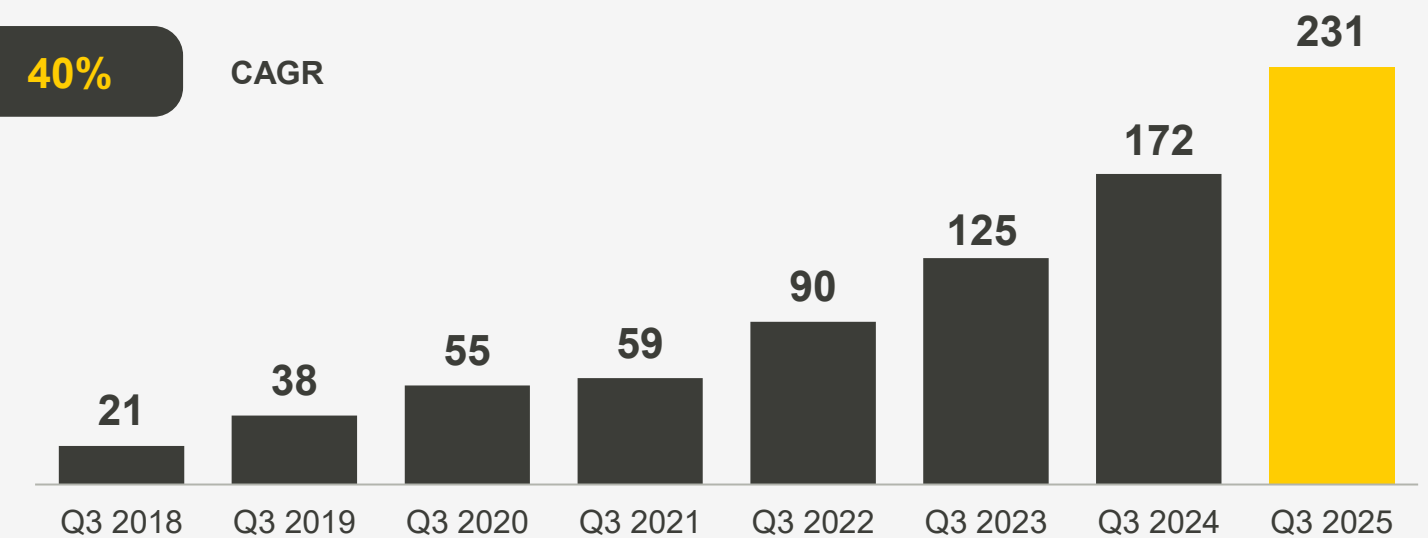
EBITDA (LTM¹), PLN million)



Net profit for shareholders of the parent company (LTM¹), PLN million)



Operating Cash Flow (LTM¹), PLN million)



1) Data presented for the last 12 months

2) Excluding profit from sales of Profitroom

01

Q3 2025 in cyber_Folks

cyber_Folks™

>2025 in cyber_Folks - agenda_

»» FINANCIAL RESULTS

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

»» BALANCED GROWTH

In all business segments - **cyber_Folks, Vercom and Shoper** (e-commerce)

»» INVESTOR RELATIONS

Growing position in stock market indices. Attractive valuation with potential further supported by rising dividends, high organic growth rates and future M&A transactions

»» BUILDING CEE LEADER

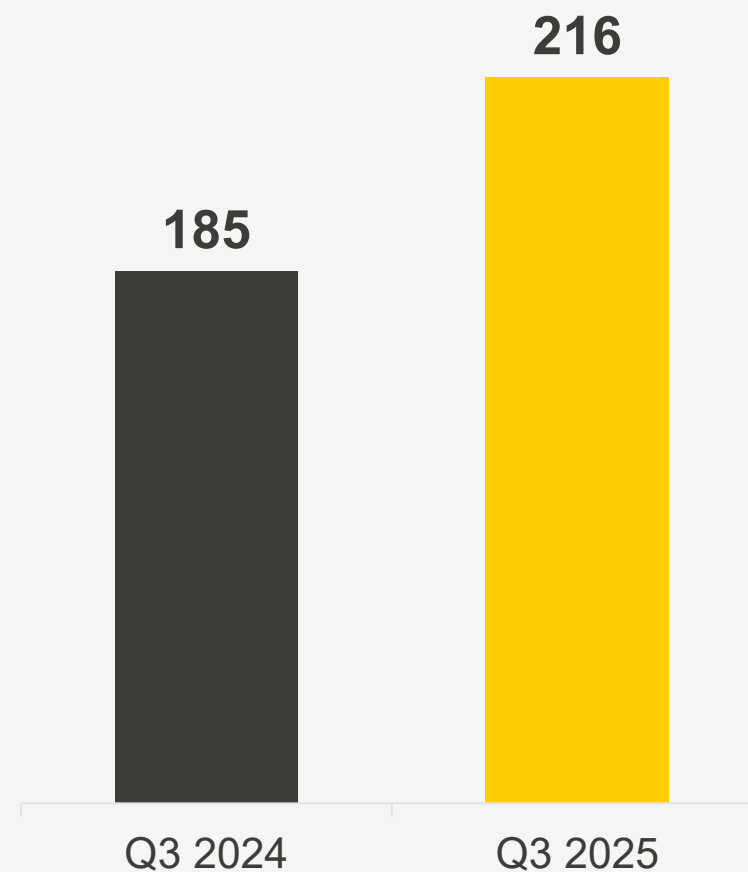
Consistent development and building of technological e-commerce leader in Central and Eastern Europe. Today, the cyber_Folks Group is No. 1 in Poland in terms of GMV.



>Dynamic revenue growth and significant improvement in profitability_

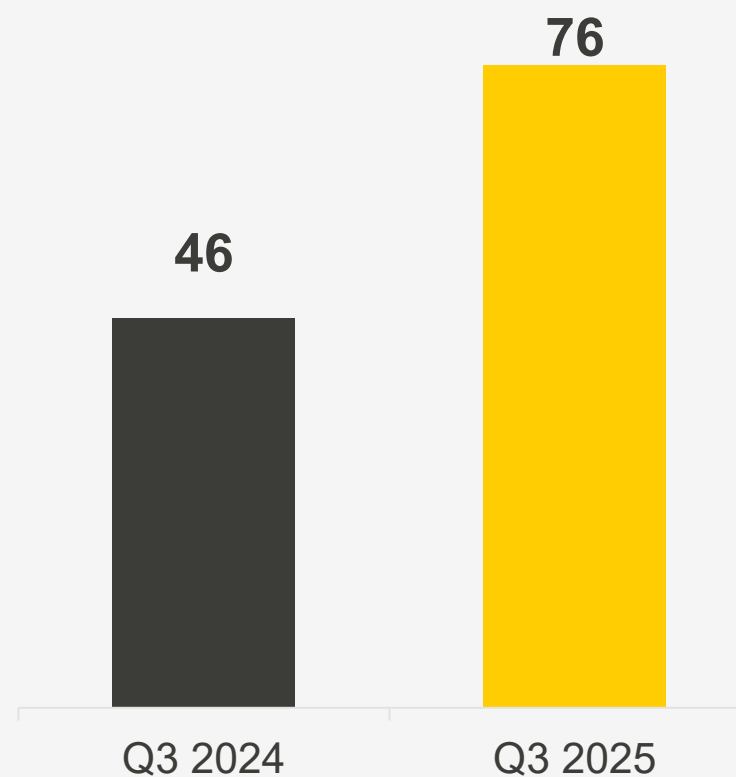
Sales revenue
(PLN million)

+17%



Adjusted EBITDA
(PLN million)

+65%



- ✓ A record quarter in the Group's history. Revenues exceeded PLN 216 million, and adjusted EBITDA amounted to PLN 76 million.
- ✓ Significant increase in profitability. EBITDA margin of 35.0% (+10.4 percentage points y/y).
- ✓ Revenue and EBITDA growth thanks to the acquisitions of Shoper (first synergies already achieved) and Hosterion (from June 2025) as well as organic growth in all segments..
- ✓ Revenue growth slowed down by a drop in sales from the largest customer in the Vercom segment, with a high base last year. Due to the wholesale nature of shipments, this had no significant impact on gross margin and profit growth.

> Pro-forma results - including Shoper results and excluding revenues of Vercom segment's largest customer_

Sales revenue
(PLN million)

+13%

189

214

Q3 2024

Q3 2025

Adjusted EBITDA
(PLN million)

+24%

61

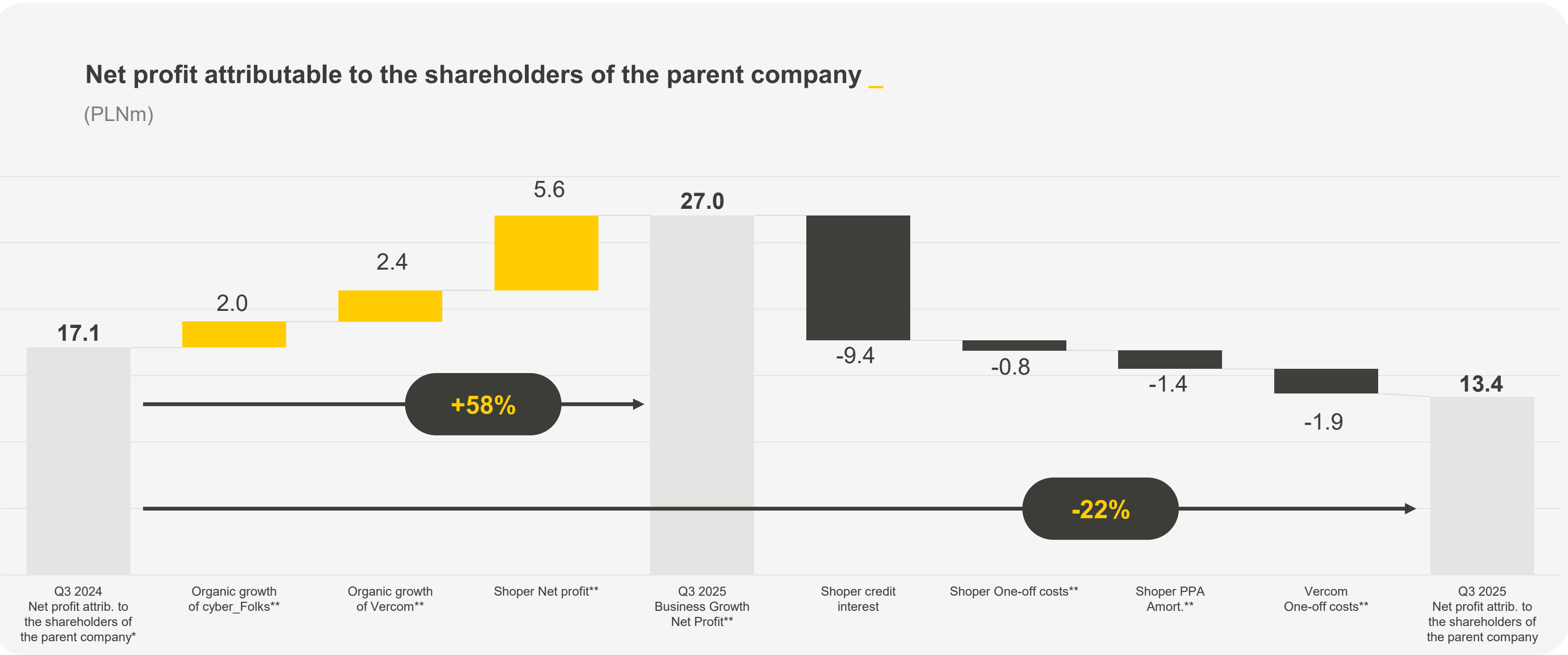
76

Q3 2024

Q3 2025

- ✓ **High, approximately 13%, pro-forma revenue growth, across all segments**
- ✓ Thanks to stable costs and growing automation, we achieve operating leverage, resulting in high EBITDA growth of more than 20% in all operating segments
- ✓ Revenue dynamics reduced by decline in sales of largest customer in Vercom segment, with high last year's base. Due to the wholesale nature of sending with no significant impact on gross margin and profit dynamics.
- ✓ Pro-forma revenue results excluding revenue from the Vercom segment's largest customer Vercom and including Shoper results for Q3 2024

>Dynamic business growth and net profitability lowered by non-operating costs



* Normalized results, i.e., excluding one-off items in the form of profit from the sale of Profitroom shares and a write-off on Blugento.
** Attributable to shareholders of the parent company

>Dynamic increase in sales and profits_

(PLN m)	Q3 2024 ¹⁾	Q3 2025	Change	Q1-Q3 2024 ¹⁾	Q1-Q3 2025	Change
Revenue	185.4	215.9	16%	483.9	618.5	28%
One-off costs ¹⁾	0.8	5.7	613%	2.5	14.3	472%
Adjusted EBITDA	45.7	75.7	66%	127.8	209.4	64%
Amortization	-8.8	-17.9	103%	-25.2	-49.8	98%
Net financial costs	-3.2	-14.6	356%	-12.8	-38.9	204%
Income tax	-5.7	-9.5	67%	-9.5	-23.8	151%
Net profit	27.3	28.1	3%	78.7	83.9	7%
Net Profit attributable to shareholders of parent company	17.1	13.4	-22%	50.6	38.9	-23%

1) Normalized results, i.e., excluding one-off items in the form of profit from the sale of Profitroom shares and a write-off on Blugento.

2) ESOP and reorganization costs

- ✓ Strong organic growth of EBITDA in Vercom and cyber_Folks segments
- ✓ Acquisition of Shoper and consolidation from February 1, 2025
- ✓ Acquisition of Hosterion and consolidation from June 1, 2025
- ✓ Following the completion of the Shoper acquisition, the Group incurred significant transaction-related expenses and experienced an increase in ESOP-related costs
- ✓ Higher depreciation is primarily driven by the consolidation of Shoper's results, including an additional PLN 4.7 million in amortisation of trademarks and customer relationships recognised as part of the purchase price allocation.
- ✓ An additional PLN 11.4 million in non-tax-deductible interest expenses, which further increased the Group's effective tax rate.

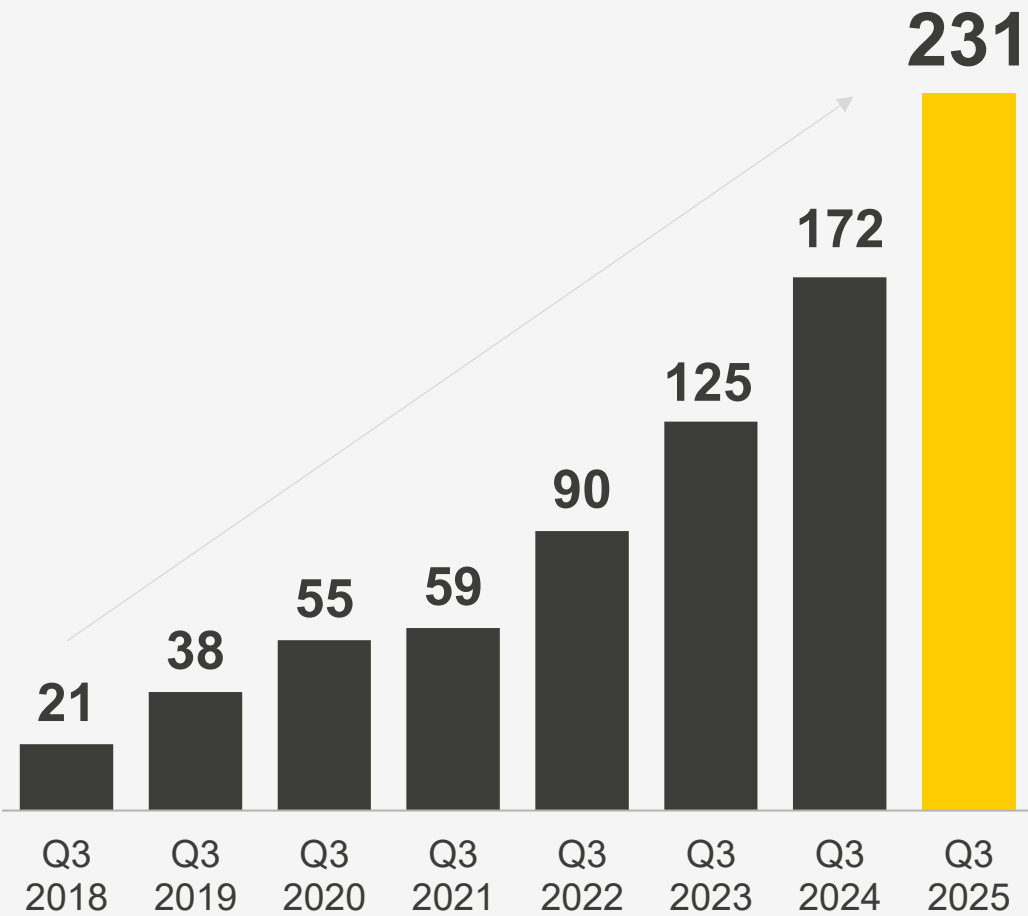
>High cash generation capacity_

(mln PLN)	Q3 2024 LTM	Q3 2025 LTM	Change
Net cash flow from operating activities	171.8	231.1	35%
Purchase of fixed real assets and intangibles	-22.6	-38.2	69%
Payments of lease liabilities	-10.4	-17.2	65%
Unlevered FCF	138.9	175.7	26%
Repayment of credits and loans	-57.5	-43.0	-25%
Interest paid minus interest received	-11.8	-39.7	236%
Dividends to minority shareholders	-19.0	-39.0	105%
Free Cash Flow (FCF)	50.7	54.0	7%

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

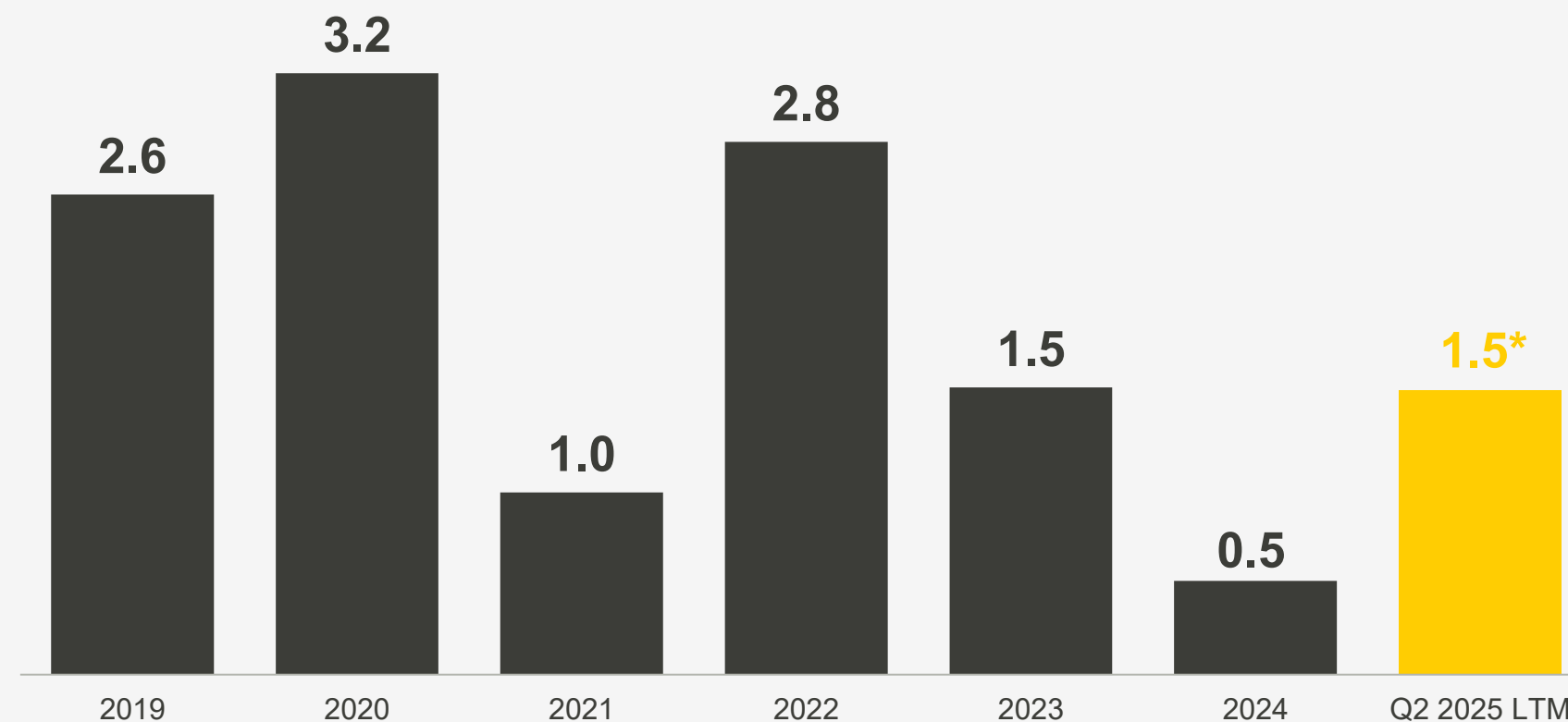
40%

CAGR



> Comfortable debt levels, even after the largest acquisition in the Group's history_

Net debt / Adjusted EBITDA



- ✓ Record EBITDA and comfortable debt levels allow us to increase dividends and make large acquisitions.
- ✓ Debt increase in 2025 due to Shoper acquisition.
- ✓ Decrease in cash balance at the end of the first half of the year due to the payment of dividends cyber_Folks, Vercom, and Shoper.

*calculated on a proforma basis - including Shoper EBITDA for 2024 and including PLN 76.3 million obtained from the issue of series E shares, which were received by the Company at the beginning of October 2025.



cyber_Folks segment results

02

cyber_Folks™

>From leading hosting provider to e-commerce leader_



Leading technology company in Poland

cyber_Folks Group is one of the leaders of the Polish technology market. The solutions offered by the Group support entrepreneurs and individuals in their online presence and online business.



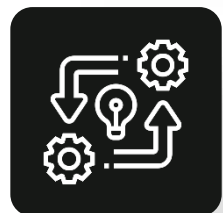
Leading hosting company in CEE

Strong position in Poland, Romania and Croatia, achieved through both organic growth and successful acquisitions.



Comprehensive offer

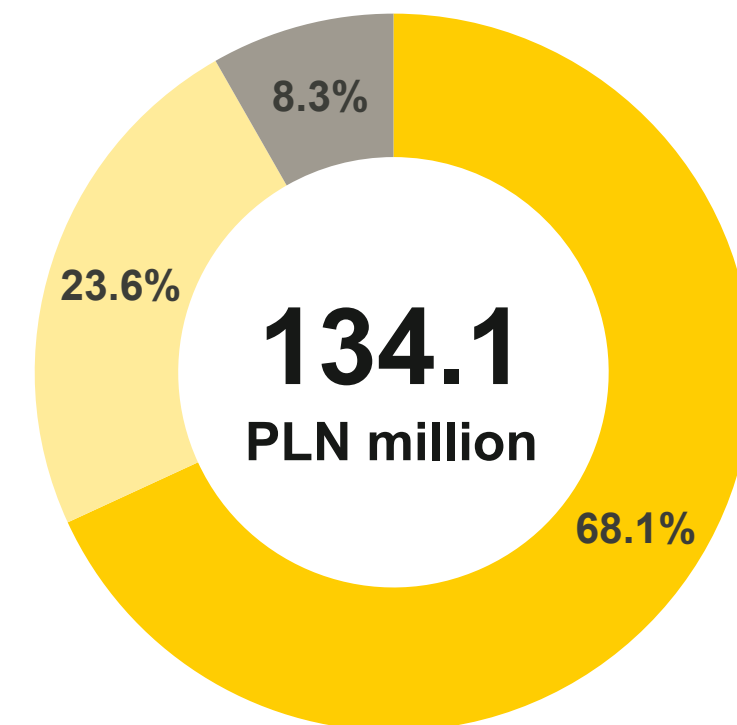
Hosting services, domains, dedicated servers, SSL certificates, website development tools, tools for analyzing and optimizing your position in Google search results.



Innovation leader

We create innovative, proprietary products, tools and services to bring business to the Internet. We use the latest technologies, including AI.

Revenues from sales of the cyber_Folks segment in 9M 2025.



■ Hosting

■ Domains

■ VAS

>Dynamic growth and record profitability of the cyber_Folks segment

Revenue: (PLN million)

+16%**39.8**

Q3 2024

46.3

Q3 2025

Adjusted EBITDA: (PLN million)

+20%**18.4**

Q3 2024

22.1

Q3 2025

- ✓ Strong, over 16% year-on-year revenue and over 20% Adjusted EBITDA year-on-year growth thanks to product development
- ✓ The main growth factors are development of product and tools, initial sales synergies with Shoper and optimizations thanks to the implementation of AI technology.
- ✓ Lower R&D expenditure as a result of changes in the Group's structure – e-commerce product development transferred to the e-commerce segment (impact of approximately PLN 2 million per year)

>Financial results of cyber_Folks segment

(mln PLN)	Q3 2024	Q3 2025	Change	Q1-Q3 2024	Q1-Q3 2025	Change
Revenue	39.8	46.2	16%	116.9	134.4	15%
EBIT	13.7	15.5	13%	38.6	46.1	19%
Amortization	-4.0	-5.8	45%	-11.1	-16.1	45%
Operating EBITDA	17.7	21.3	20%	50.1	62.2	24%
<i>One-off costs</i>	0.7	0.7	14%	2.0	2.3	15%
Adjusted EBITDA	18.4	22.0	20%	52.1	64.5	24%
<i>Margin</i>	45.9%	47.6%		44.6%	48.0%	
CapEx	4.1	3.6	-12%	14.1	18.9	34%
<i>CapEx%</i>	10.2%	7.8%		12.1%	14.1%	

- ✓ Strong year-on-year revenue growth of **over 16%** due to product development and stable customer base
- ✓ **Even faster growth in profitability is due to the operating leverage effect, thanks to stable costs and a focus on high value-added products**
- ✓ The main growth drivers are product and tool development, initial sales synergies with Shoper, and optimizations thanks to the implementation of AI technology
- ✓ Further development in Romania. In June this year, consolidation of the Romanian company Hosterion began (revenue growth of PLN 0.8 million and EBITDA growth of PLN 0.3 million)
- ✓ Lower R&D expenditure as a result of changes in the Group's structure – product development for e-commerce transferred to the e-commerce segment (impact of approximately PLN 2 million per year)
- ✓ In Q1, new office space was put into use in Krakow – related rights to use assets in the amount of approximately PLN 3.6 million were recognized
- ✓ In Q1, a significant one-off investment was also made in modern IT infrastructure prepared for AI development (approximately PLN 2.0 million)

>Selected KPIs of cyber_Folks

Hosting & e-commerce:

	Q3 2023	Q3 2024	Q3 2025 ¹⁾
# customer (k)	221.7	218.6	222.7
ARPU LTM (PLN)	385.1	460.5	537.0

Domains:

	Q3 2023	Q3 2024	Q3 2025 ¹⁾
# domains (k)	393.0	363.0	375.1
ARPU LTM (PLN)	89	105	111

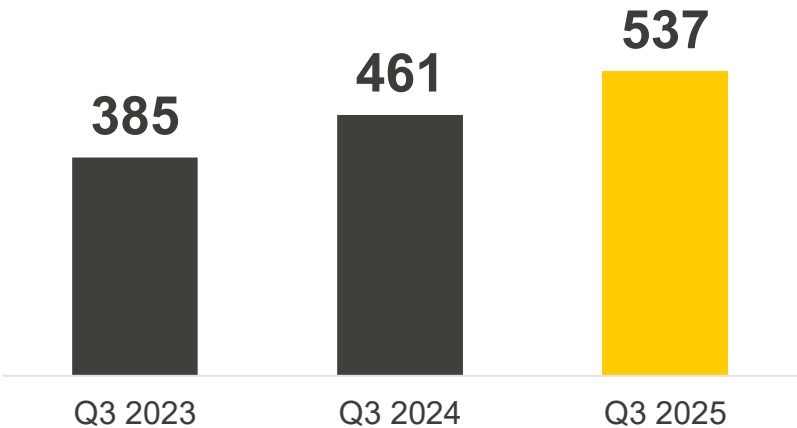
~223k
hosting
customers

~375k
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)

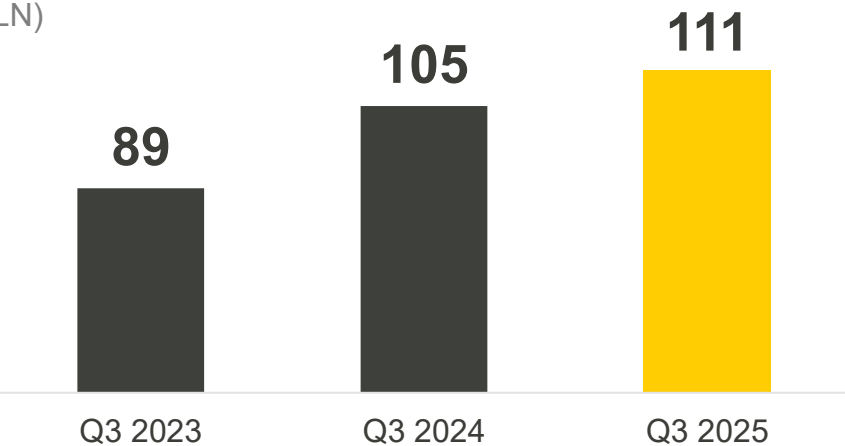
Hosting ARPU LTM:

(PLN)



Domeny ARPU LTM:

(PLN)



1) Does not include Hostinger hosting customers (approx. 6k) and domains (approx. 12k), who, due to annual payment periods, will be invoiced in subsequent periods.

>robo_Folks – the first AI assistant that not only talks, but also acts_

The world's first hosting assistant of its kind

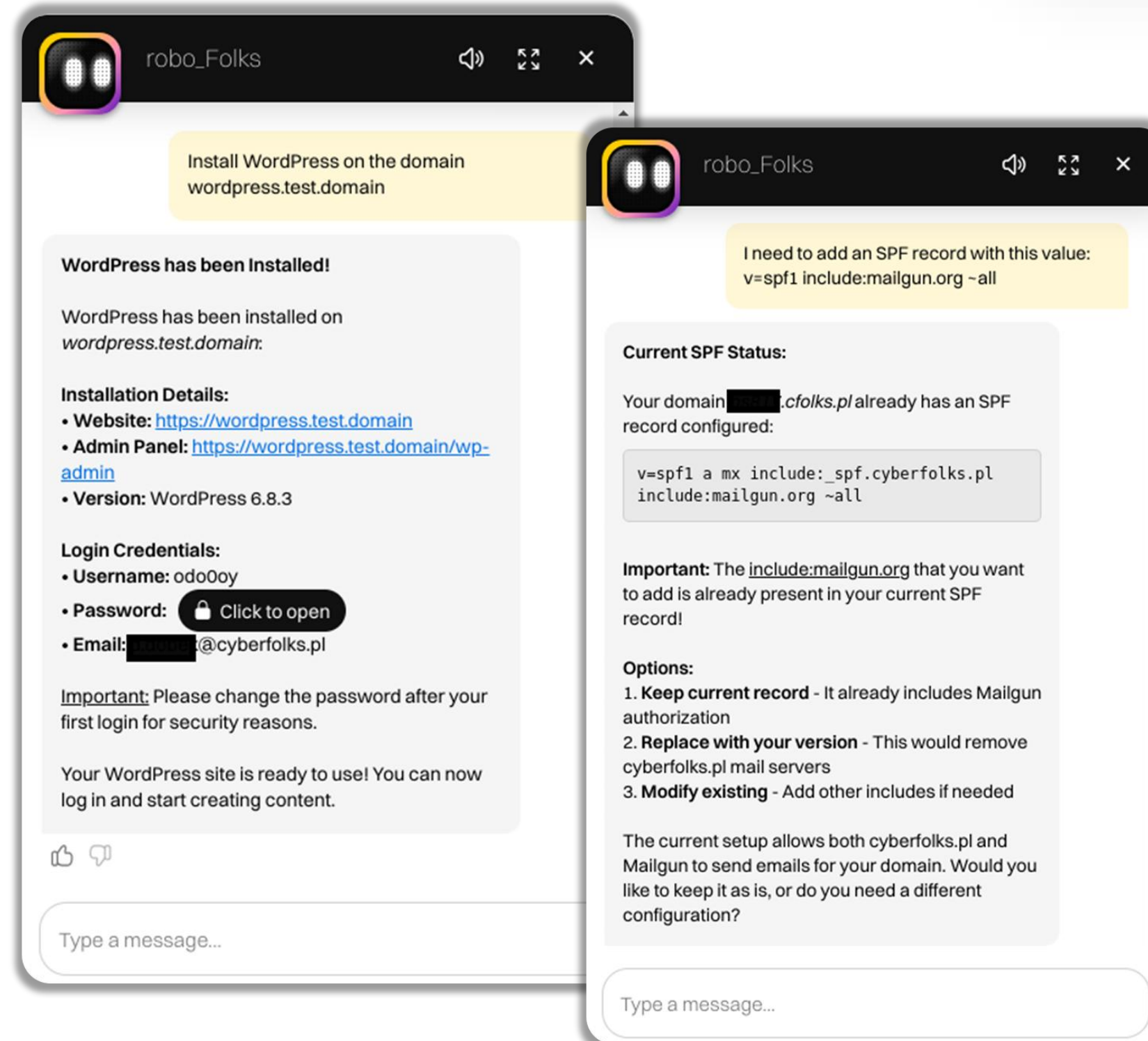
robo_Folks is more than just a Q&A “assistant”; it is a “robot” that performs real actions (e.g., server configuration, email).

Natural conversational interface

Even difficult technical challenges are easily solved during a conversation.

Support 24/7

A personal assistant at your fingertips. Woken up in the middle of the night, it remembers all your conversations.



>What's next: development and expansion of robo_Folks

From idea to functioning ecosystem

01

We are developing **cyber_Mind** – a platform that manages the robo_Folks agent team, teaches them new skills, and allows for scaling automation across the entire Group.

02

International expansion – robo_Folks in **Romania and Croatia**

03

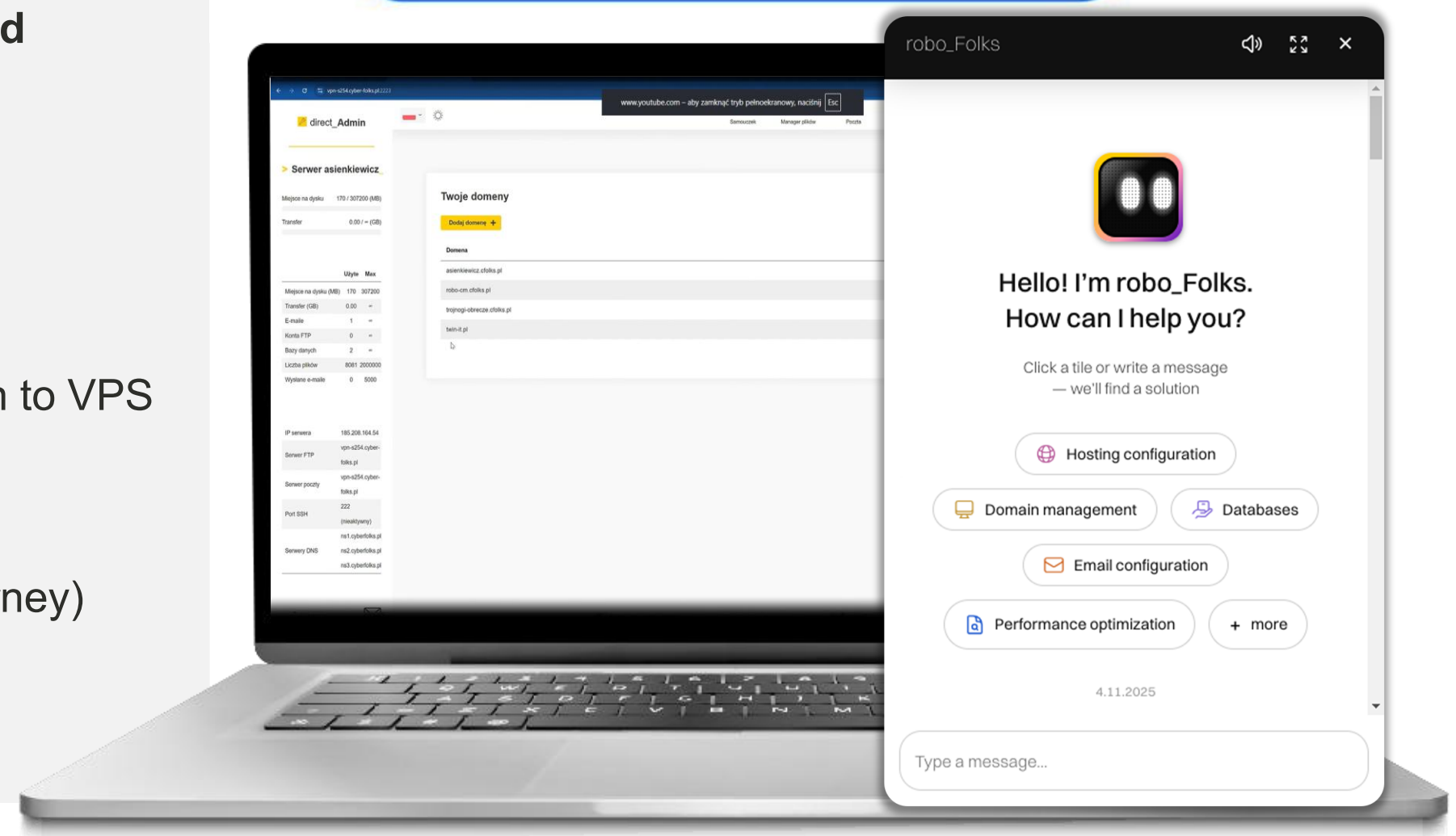
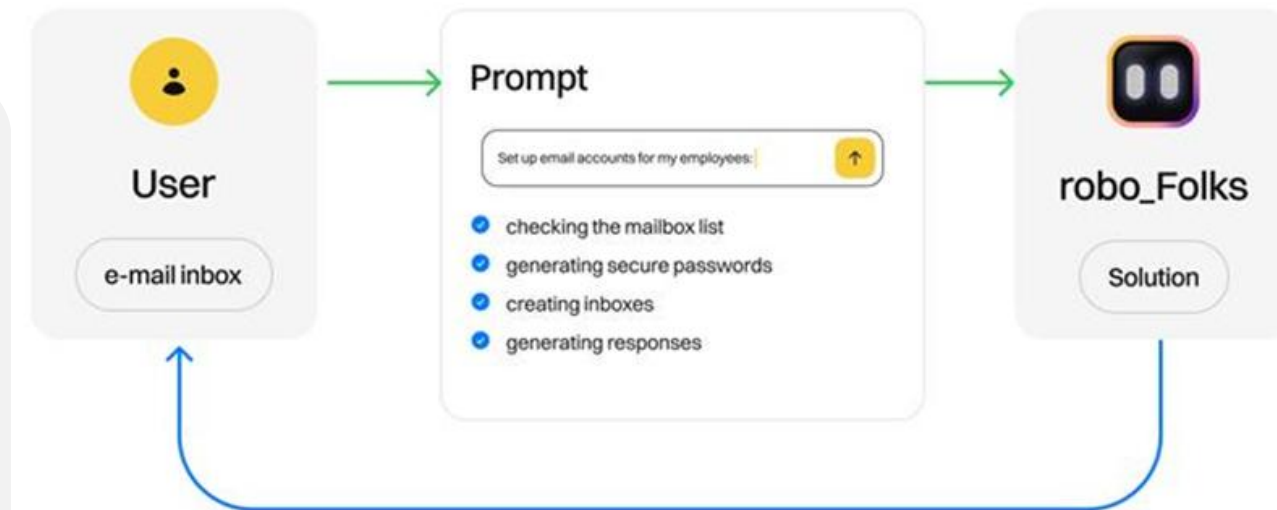
Integration of cyber_Mind with the **Shoper platform**

04

Deeper integration in products and panels, expansion to VPS and dedicated services

05

Smart communication with customers (Customer Journey)





Shoper segment results

03

cyber_Folks™

>Financial results of Shoper segment_

Revenue:

(PLN million)

+12%

47.3

52.9

Q3 2024

Q3 2025

Adjusted EBITDA:

(PLN million)

+25%

15.6

19.4

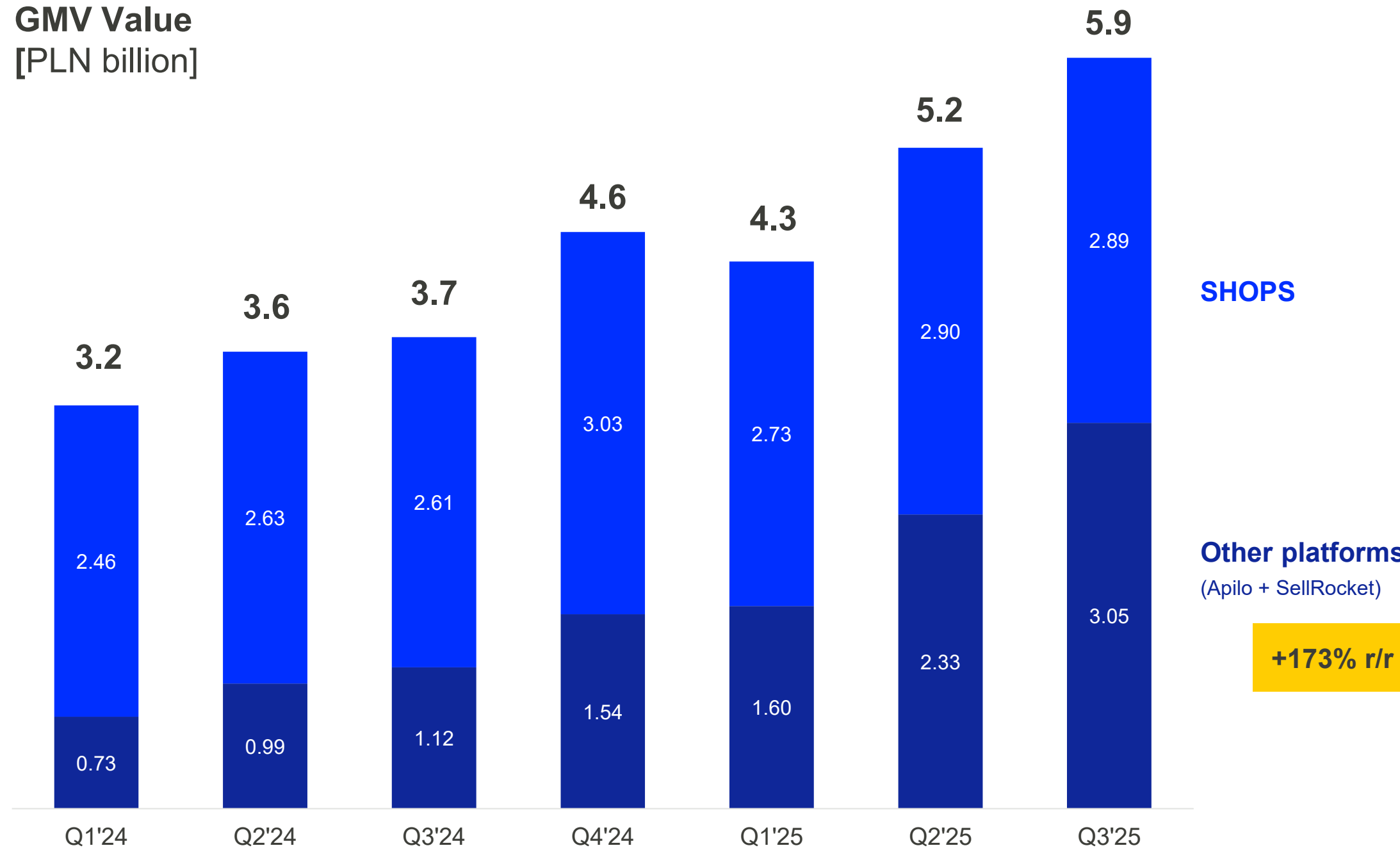
Q3 2024

Q3 2025

- ✓ 12%, purely organic revenue growth, strongest growth in logistics services, payments, and Apilo
- ✓ Approximately 25% EBITDA growth – development of scalable services, with stable overhead and sales costs, results in operating leverage
- ✓ EBITDA margin increased by 3.9 p.p. y/y to 36.7%

>The largest e-commerce platform in Poland_

GMV Value
[PLN billion]



shoper

+175%

APILO revenue dynamics
in Q3 y/y

+421%

SellRocket revenue dynamics
in Q3 y/y

Take rate in Apilo at 0.1% – high potential
for monetization and revenue growth

Other platforms
(Apilo + SellRocket)

+173% r/r

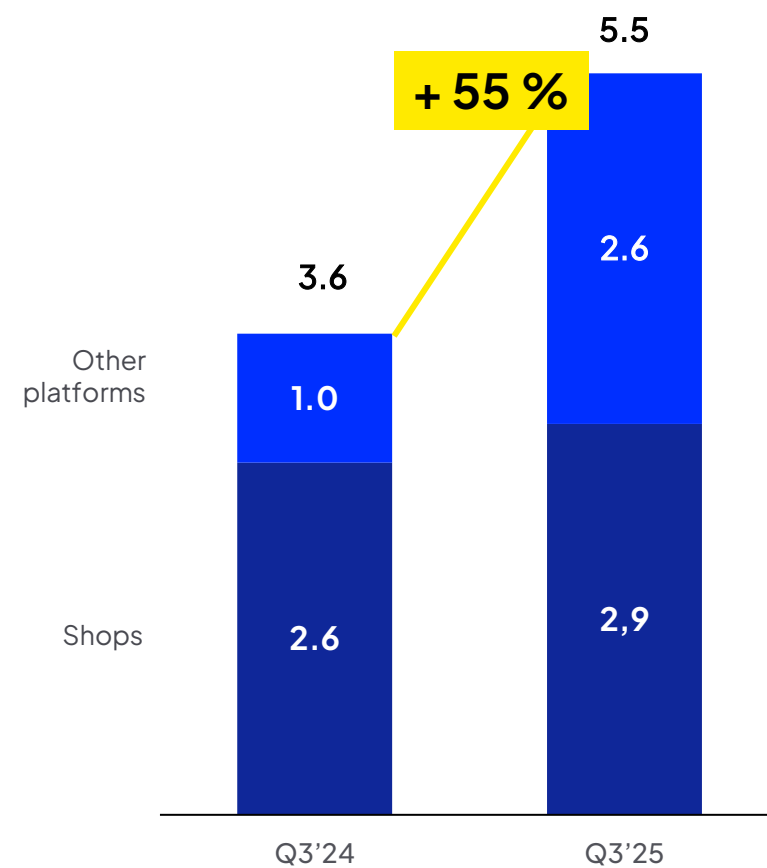
**The largest platform in terms of GMV, excluding the marketplace*

>Shoper's take rate indicators_

OMNICHANNEL

GMV [PLN billion]

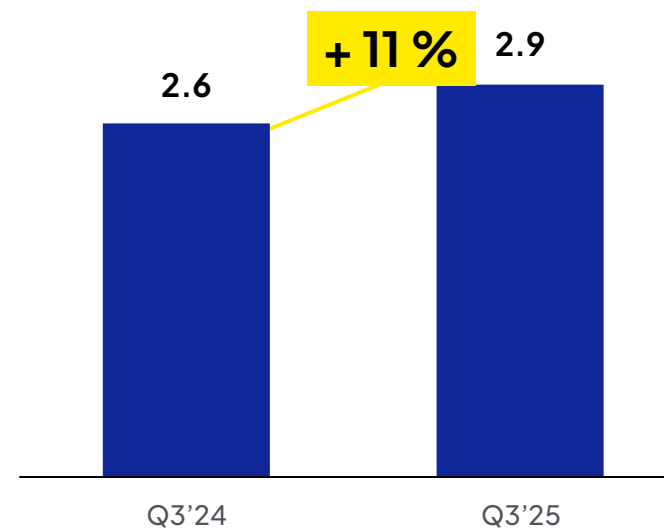
TAKE RATE **0.96%** -0.36 p.p.



SHOPS

GMV [PLN billion]

TAKE RATE **1.83%** +0.02 p.p.



- ✓ Apilo's development crucial for long-term omnichannel growth
- ✓ Spectacular growth in Omnichannel GMV (+55% y/y) driven by growth in GMV on the Apilo platform (+175%) and Shoper stores (+11%)
- ✓ Decline in omnichannel take rate due to very high GMV growth of other platforms with low take rate (0.1%) and huge growth potential
- ✓ Take rate of stores increased to 1.83% (+0.02 p.p. y/y), despite lower growth in sales of marketing services

>Financial Results of the Shoper Capital Group_

(mln PLN)	Q3 2024	Q3 2025	Change	Q1-Q3 2024	Q1-Q3 2025	Change
Revenue	47.4	52.9	12%	137.7	158.3	15%
Adjusted EBITDA	15.6	19.4	25%	46.2	57.4	24%
<i>EBITDA Margin</i>	32.8%	36.7%	+3.9 p.p.	33.6%	36.2%	+2.7 p.p.
Adjusted Gross Profit	11.1	13.9	25%	33.5	41.5	24%
<i>Gross Profit Margin</i>	23.5%	26.4%	+2.9 p.p.	24.3%	26.2%	+1.9 p.p.
Adjusted Net Profit	9.0	11.3	25%	27.2	33.6	24%
<i>Net Profit Margin</i>	19.1%	21.3%	+2.2 p.p.	19.8%	21.1%	+1.5 p.p.

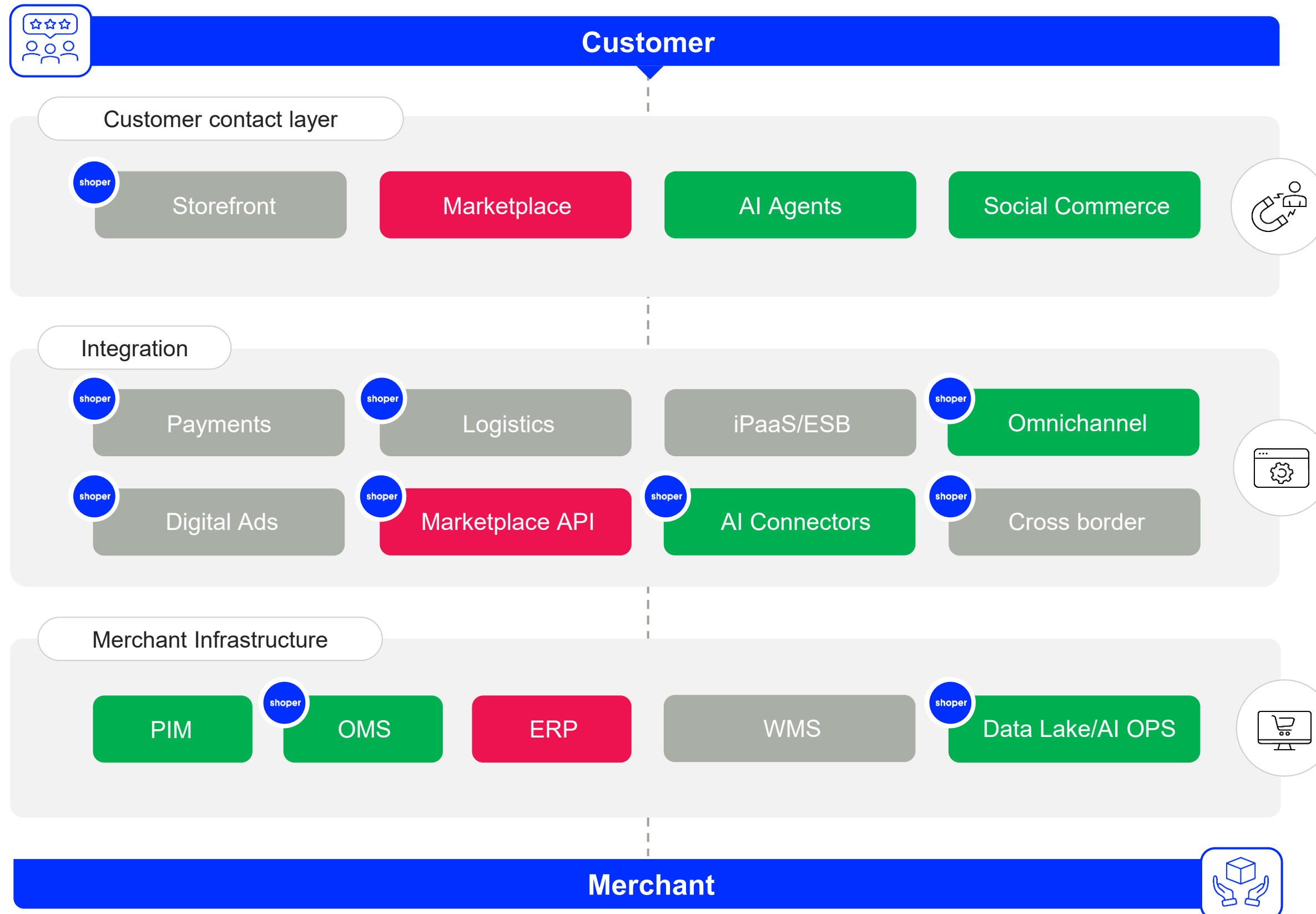
- ✓ Strong growth across all key financial and business metrics
- ✓ EBITDA margin increased by 4 p.p. yoy, reaching 36.7% in Q3'25
- ✓ Very high profitability compared to industry peers
- ✓ Adjustment of the resulting items by the costs of incentive programs (PLN 90k in the third quarter of the year) and one-off costs (PLN 0.9 million in the nine months of the year)

>Financial results of the e-commerce segment_

(mln PLN)	Q3 2024	Q3 2025	Q1-Q3 2024	Q1-Q3 2025
Sales Revenue	0.6	53.5	1.8	143.5
EBIT	-4.1	10.8	-3.8	23.9
Amortization	-0.3	-7.8	-0.6	-20.7
Operating EBITDA	-0.5	10.8	0.7	44.6
<i>Non-recurring Expenses</i>	0.0	1.0	0.0	7.6
Adjusted EBITDA	-0.5	18.6	0.7	52.2
<i>Margin</i>	-	34.8%	38.9%	36.4%
CapEx	0.0	5.4	0.0	13.1
<i>CapEx%</i>	0.0%	10.1%	0.0%	9.1%

- ✓ The e-commerce segment includes Shoper's results from February 1, 2025, and Blugento's results.

> AI strengthens Shoper's role as a partner to merchants



Shoper becomes a partner to merchants in the AI era, providing tools to improve sales and user experience

>Data integration and Big Data – the first stage of transformation_

Establishment of a new Big Data department

Building a modern platform for integrating and analyzing data from multiple sources

Data platform as a basis for reports and AI tools supporting sales

A better understanding of the e-commerce market will enable our merchants to sell more.

> 10 million

consumers

> 30 million

orders

> PLN 20 billion

GMV Omnichannel

> 20 000

shops

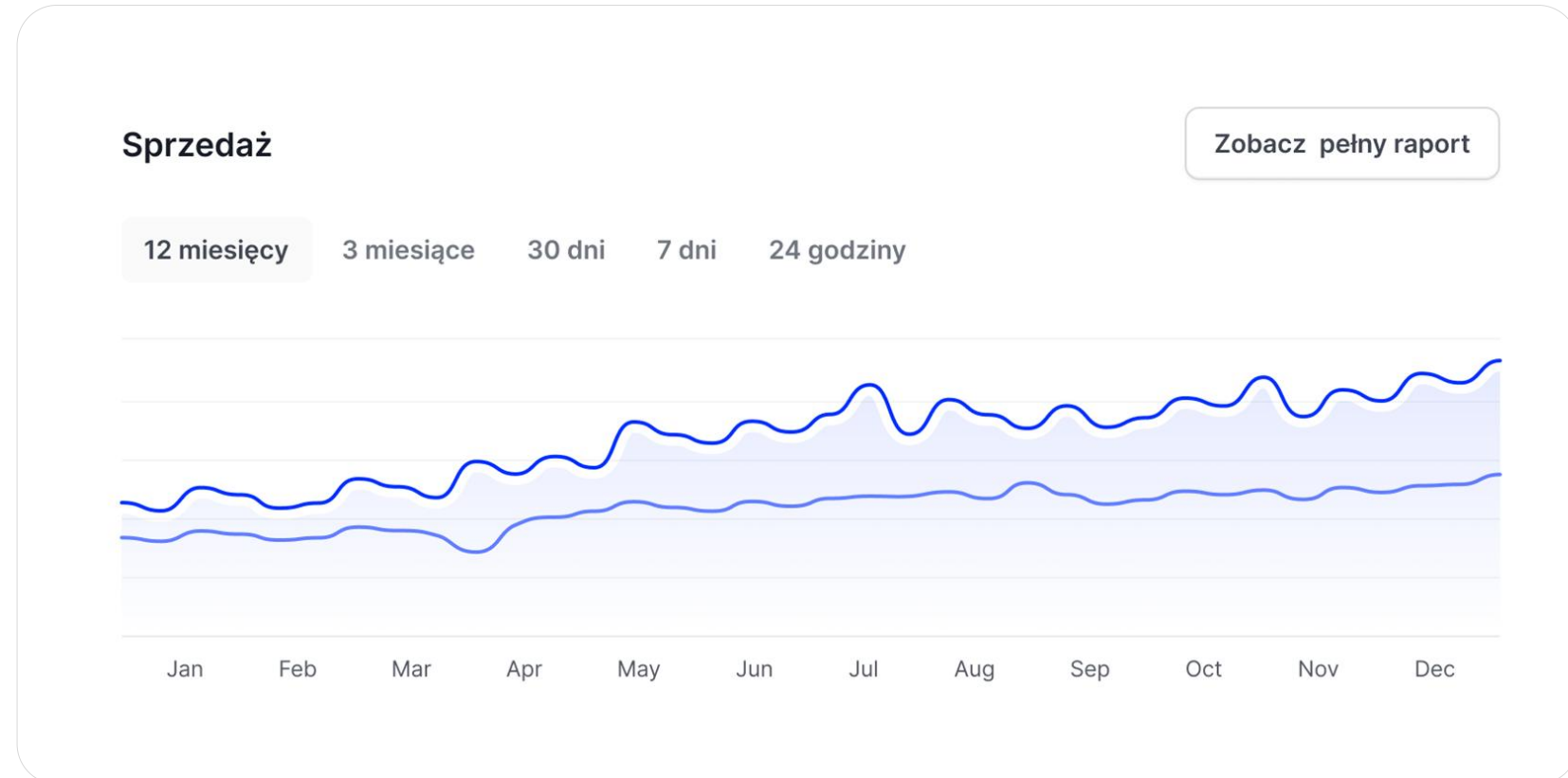
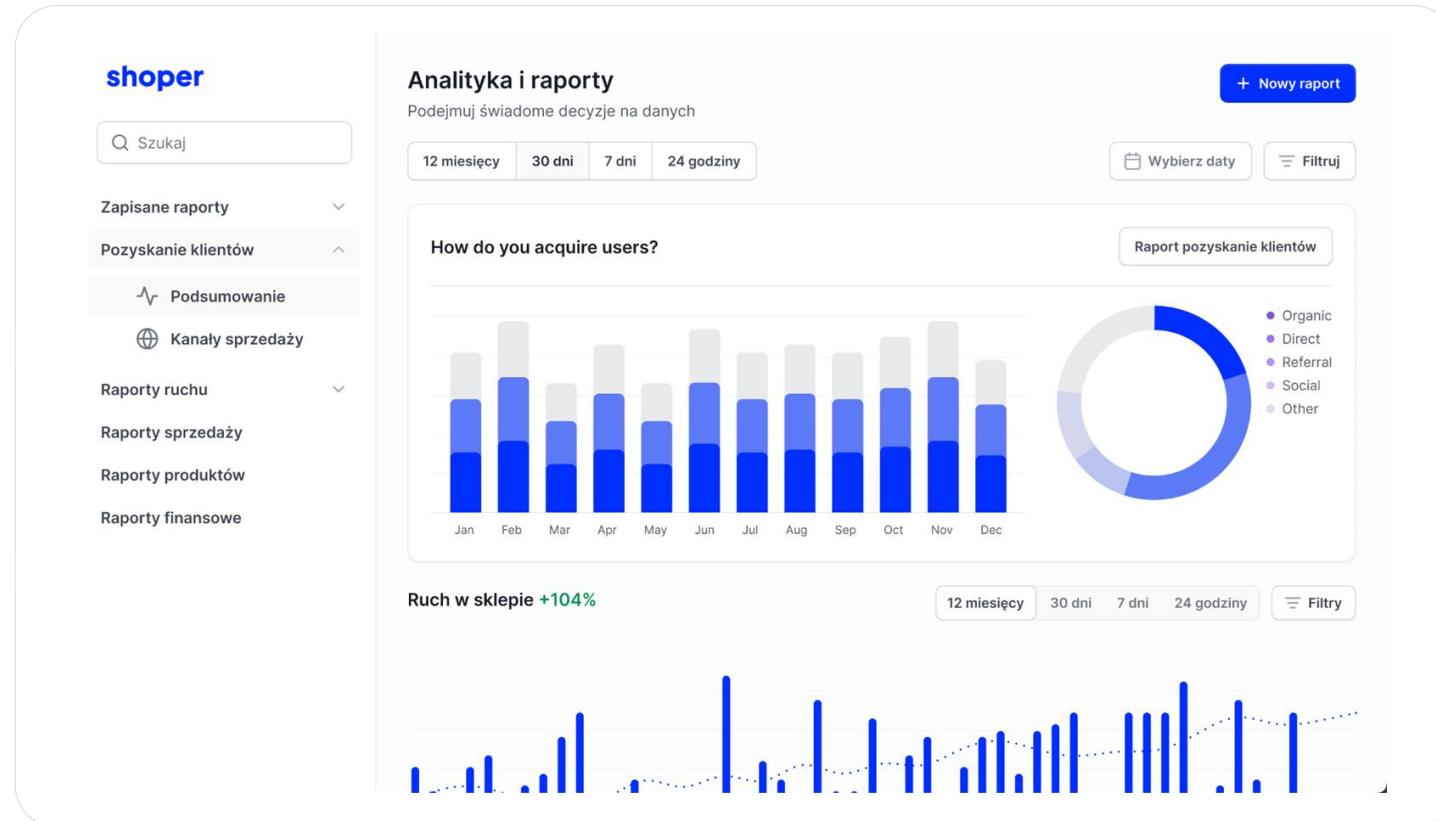
~70 million

products offered by merchants

~ PLN 250 million

orders delivered
by Shoper Campaigns

>Analytics that give our merchants an advantage_



We have built a platform that aggregates data and enables flexible access to information.



We focus on educating merchants to better use data to grow their businesses.



We are implementing a new reporting interface that takes into account the needs and requests of our customers.



The new analytics system has been designed with sellers and AI agents such as Shoper's Merchant Sales Assistant in mind.

>We turn data into decisions – AI-based Sales Assistant



We are creating an AI-powered Sales Assistant that analyzes store data in real time. It provides recommendations to increase sales, margins, and operational efficiency for salespeople.



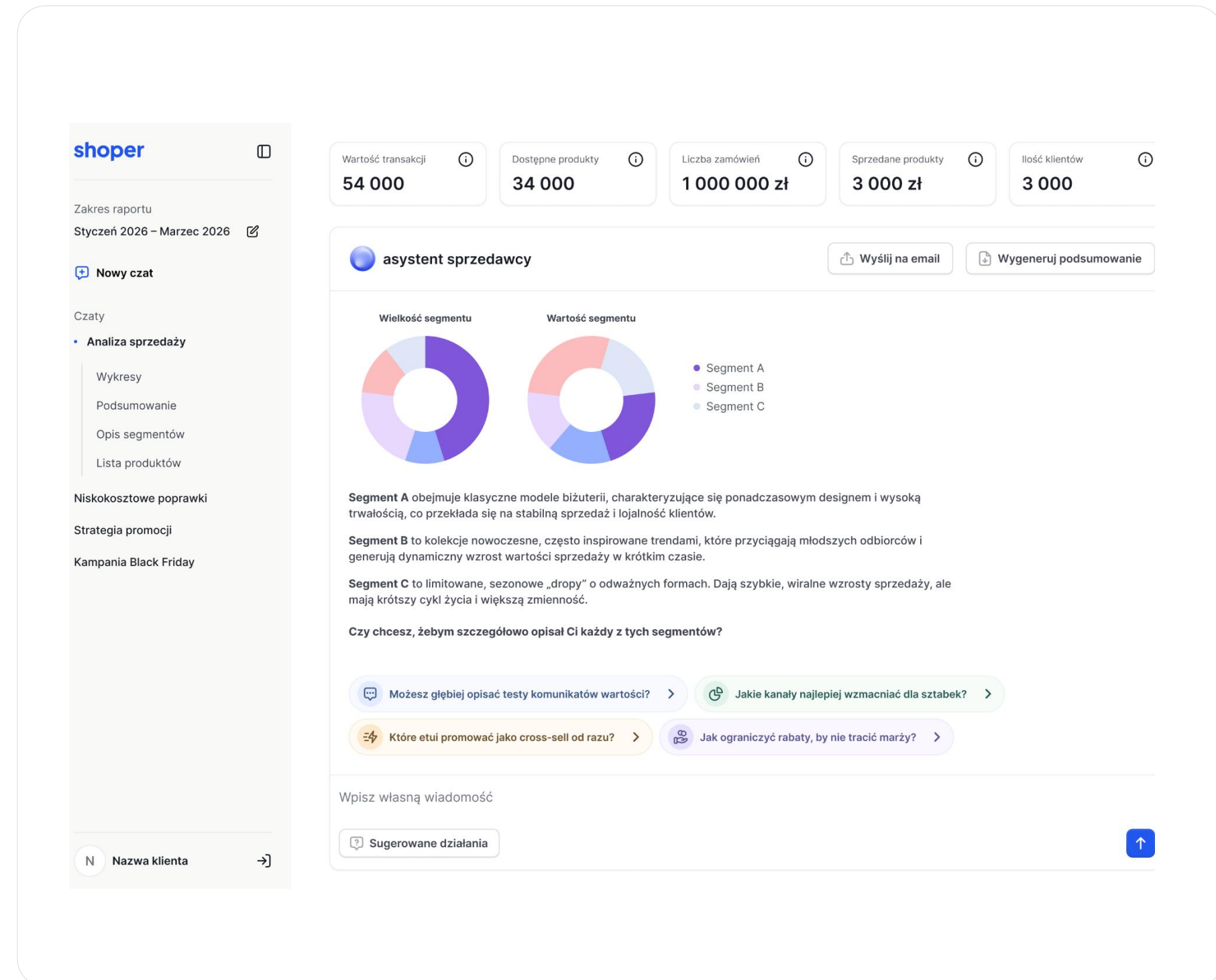
The assistant identifies growth opportunities and areas requiring optimization on its own. It helps make the right decisions, which it can justify in a way that is understandable to the salesperson. It can also suggest marketing activities.



Communication with the Assistant takes place in natural language, just like with an experienced business advisor. This allows every merchant to use analytics and recommendations without the need for technical knowledge.



Ultimately, the Assistant will be fully integrated into the store panel. It will suggest specific actions in real time and help with their immediate implementation.





Vercom segment results

04

cyber_Folks™

>Global multi-channel communication solutions_



Communications Platform as a Service

Vercom tools enable multi-channel and automated customer communications, supporting the business processes of large corporations as well as small and medium-sized companies worldwide.



Global growth

Strong position in Poland and the Czech Republic and attractive exposure to a global, diversified customer base.



Effective communication tools

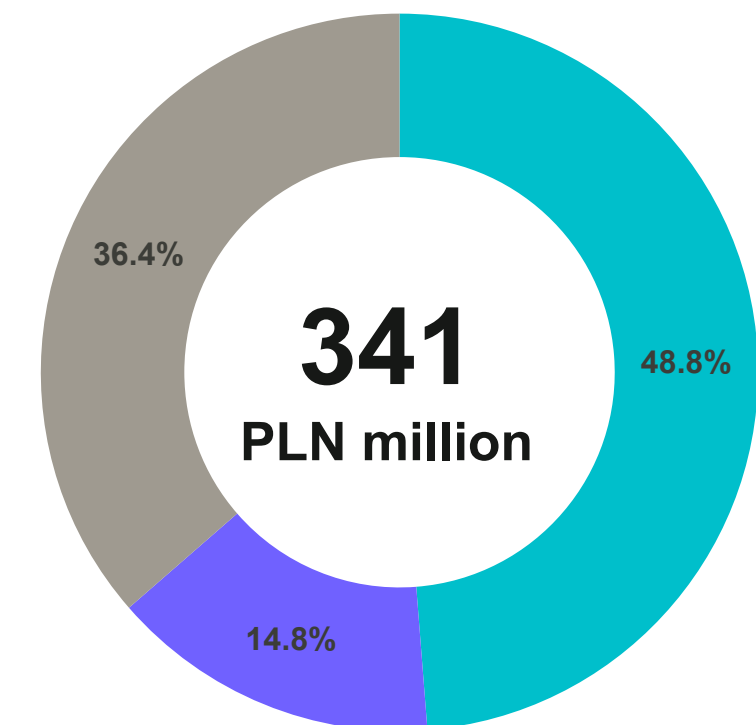
Communication platform, SMS, marketing and transactional emails, web and mobile push notifications, voice, OTT and RCS.



New implementations and solutions

We are constantly developing our product offerings, implementing new products (e.g. MessageFlow), modern communication channels (e.g. RCS) and developing existing ones using automation and artificial intelligence.

Vercom segment sales revenue
in 9M 2025



■ Poland ■ Czech Republic ■ Other

>Financial results of Vercom segment

Revenue

excluding the
largest customer
(PLN m)

+12%

101.8

Q3 2024

114.3

Q3 2025

Adjusted EBITDA:

(PLN m)

+23%

28.6

Q3 2024

35.2

Q3 2025

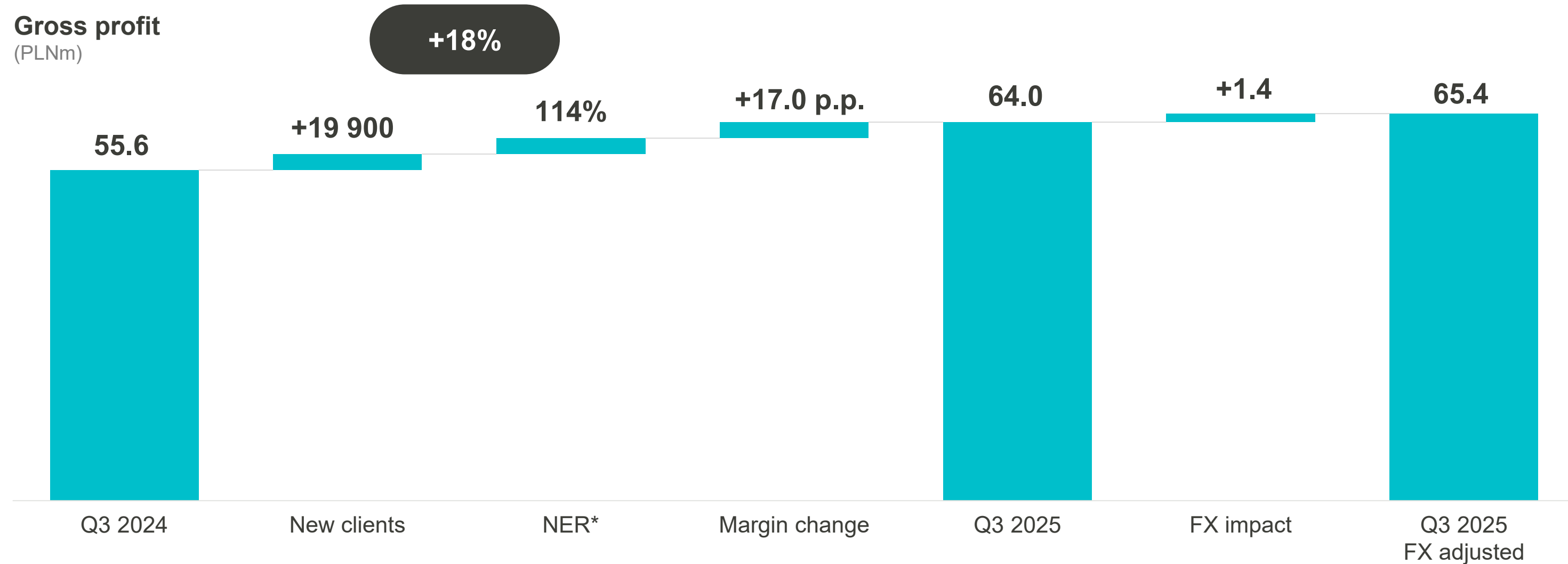
- ✓ High revenue growth, accompanied by an increase in the share of high-margin services and stable overhead costs, resulting in high organic EBITDA growth of over 20%.
- ✓ The reported revenues were significantly affected by shipments generated by the largest customer (PLN 2.3 million in Q3 2024 vs. PLN 43.3 million in Q3 2025).
- ✓ Stable capital expenditures covering almost entirely product development expenditures
- ✓ Increase in marketing expenditures due to expansion of OTT/RCS services and MessageFlow brand.

>Financial results of Vercom segment

(PLN million)	Q3 2024	Q3 2025	Change	Q1-Q3 2024	Q1-Q3 2025	Change
Revenue	145.1	116.5	-20%	365.6	341.4	-7%
EBIT	24.5	27.7	13%	66.6	81.5	22%
Amortization	-4.0	-3.7	-8%	-12.0	-11.5	-4%
Operating EBITDA	28.5	31.4	10%	78.8	93.0	18%
<i>One-off costs</i>	0.1	3.8	3700%	0.5	3.8	660%
Adjusted EBITDA	28.6	35.2	23%	79.3	96.8	22%
<i>Margin</i>	19.7%	30.3%		21.7%	28.4%	
CapEx	3.7	4.7	27%	10.6	14.9	40%
<i>CapEx%</i>	2.6%	4.0%		2.9%	4.4%	

- ✓ High revenue growth, accompanied by an increase in the share of high-margin services and stable overhead costs, resulting in high organic EBITDA growth of over 20%.
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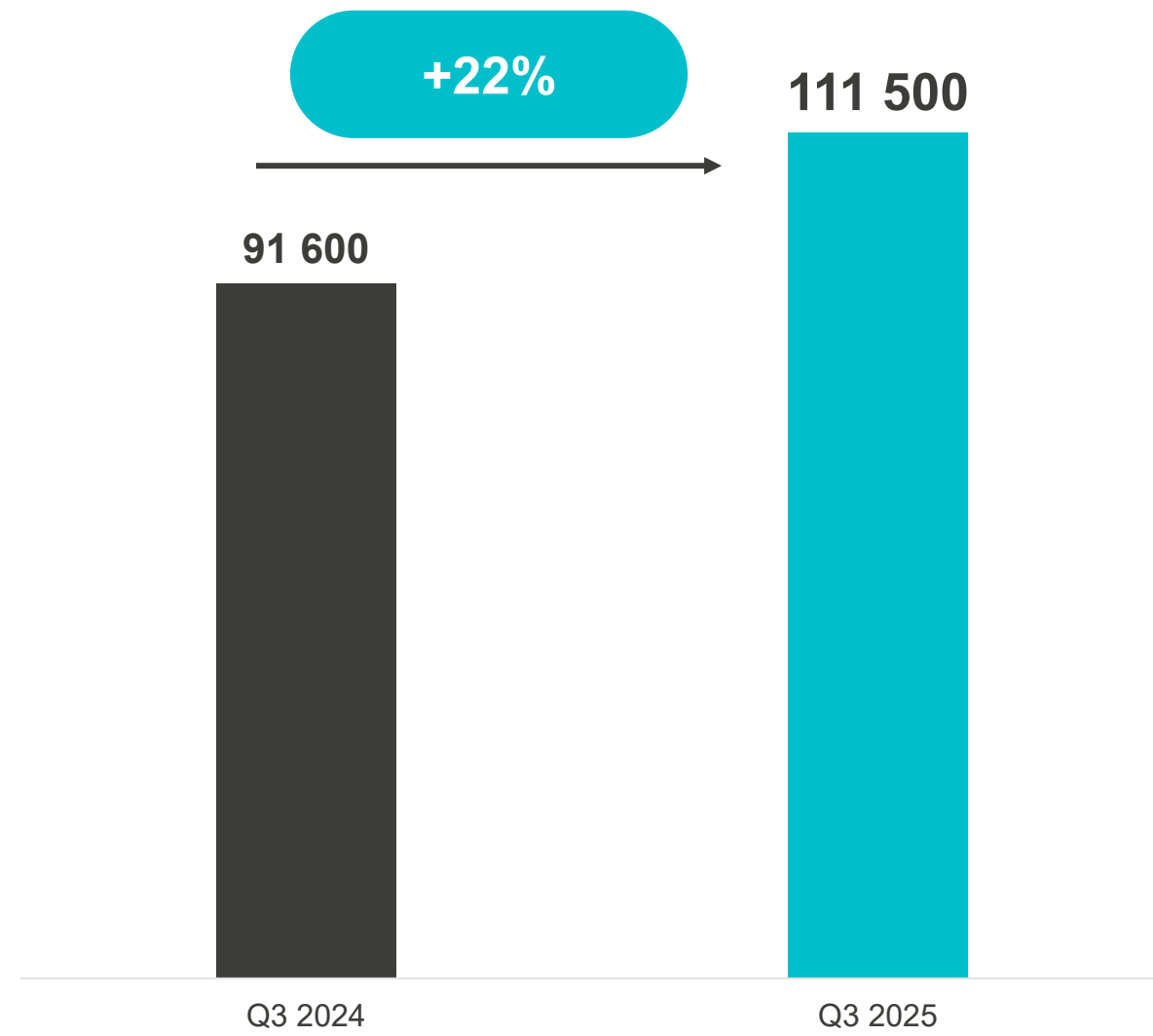
>Gross profit growth driven by customer adds and cross-selling of services_



*NER (Net Expansion Rate) – change in revenue from customers generating revenue in the current and the comparative period, excl. wholesale traffic

>We have reached a milestone – 100k customers

Number of customers



VERCOM

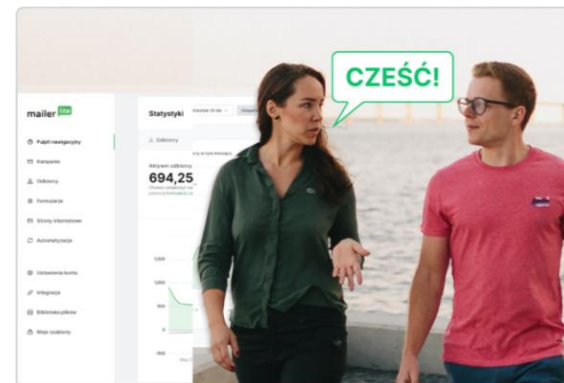
**>We have unlocked the
power of AI for
MailerLite customers**



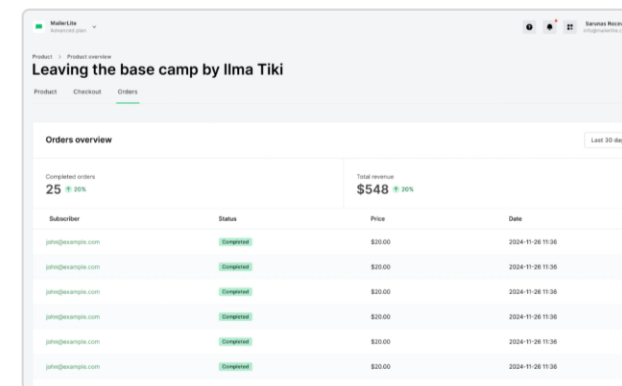
>Product development in MailerLite aims to expand the addressable market

Localized versions of MailerLite were launched to **increase market penetration** in selected geographies

Polish & Spanish localization

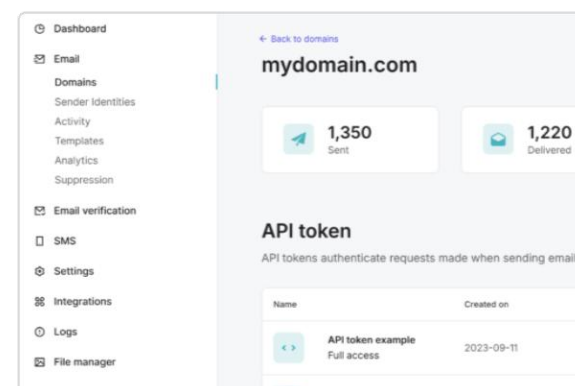


Sell digital products



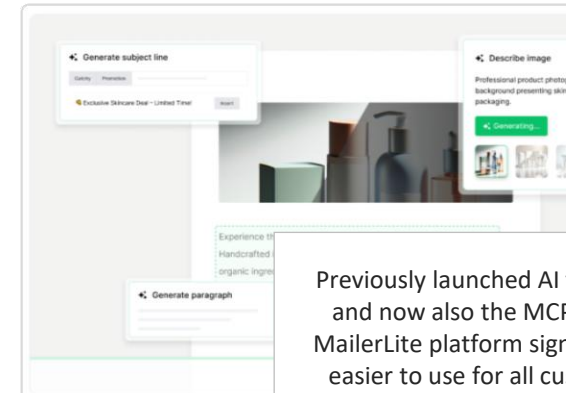
New SDP platform allows MailerLite customers to sell digital content, which is a **major selling point for creators and solopreneurs**

Transactional emails



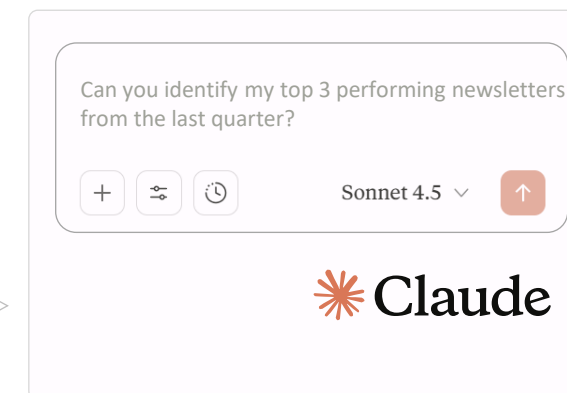
Transactional emails are **aimed at growing SMBs** and are complementary to email marketing services

AI features

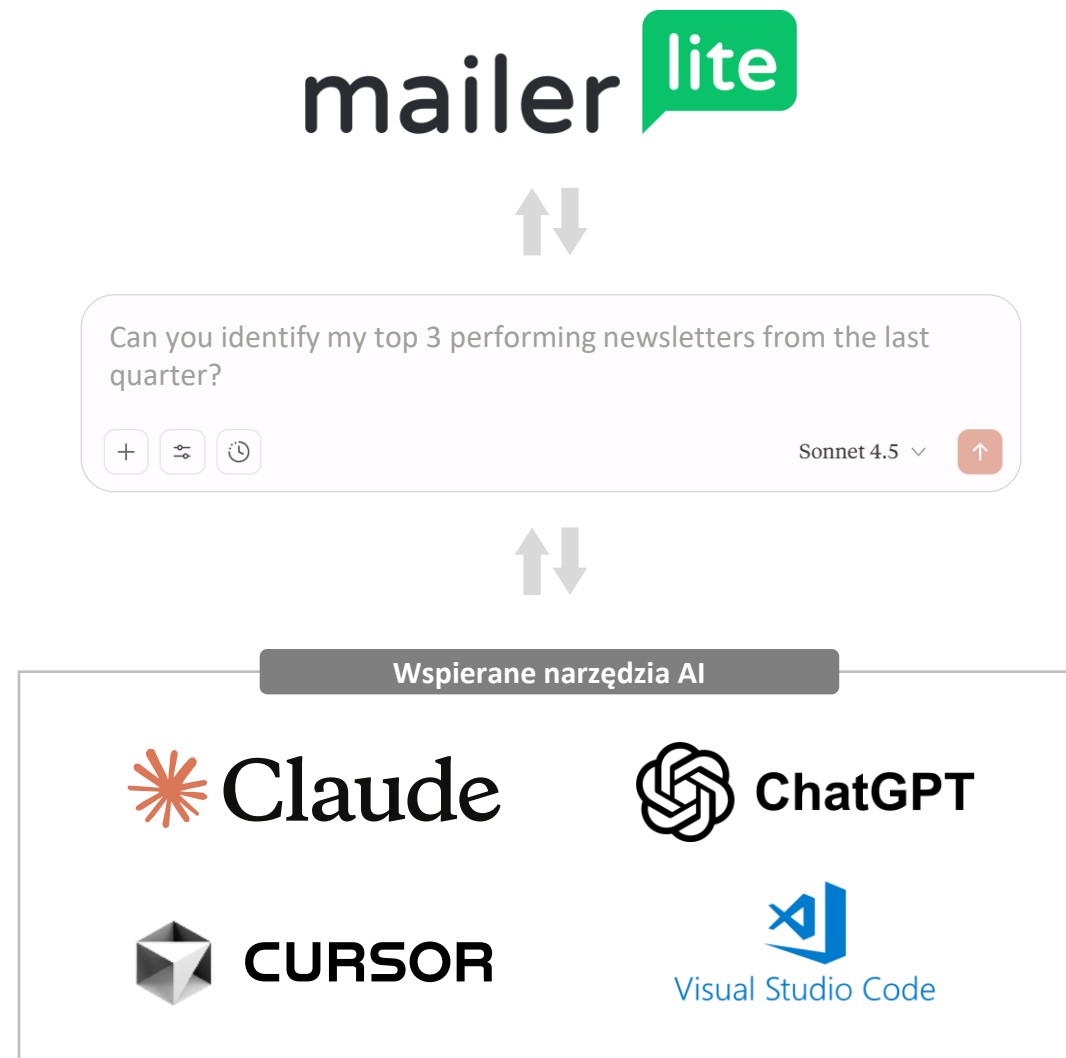


Previously launched AI features and now also the MCP make MailerLite platform significantly easier to use for all customer groups **reducing potential entry barriers**

MCP (AI tools connector)



> AI tools can now „talk” to MailerLite



- ▶ In Q3 we have launched MCP (Model Context Protocol) allowing AI tools to securely connect to MailerLite
- ▶ MCP gives AI secure, live access to MailerLite data and can be used to create/schedule campaigns, manage groups, and analyse performance
- ▶ Customers can currently use 4 popular AI tools (ChatGPT, Claude, Curson and VSCode) depending on the subscription plan they have

>Customers can leverage AI tools to get insights and automate tasks in MailerLite

Case study: using Claude AI model to generate LinkedIn posts based on the most recent newsletter

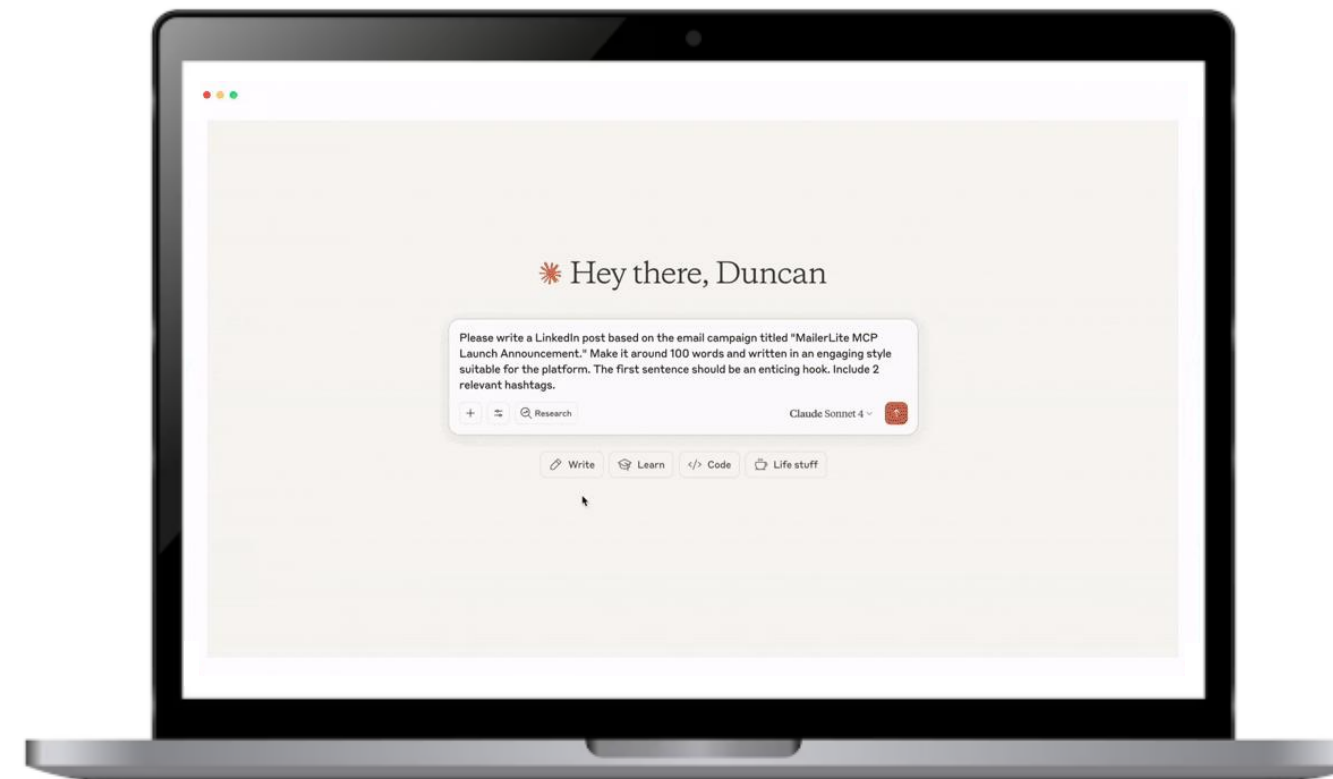
Turn my last newsletter into a LinkedIn post.

Generate

Can you identify my top 3 newsletters from the last quarter?

Generate

mailer lite & Claude



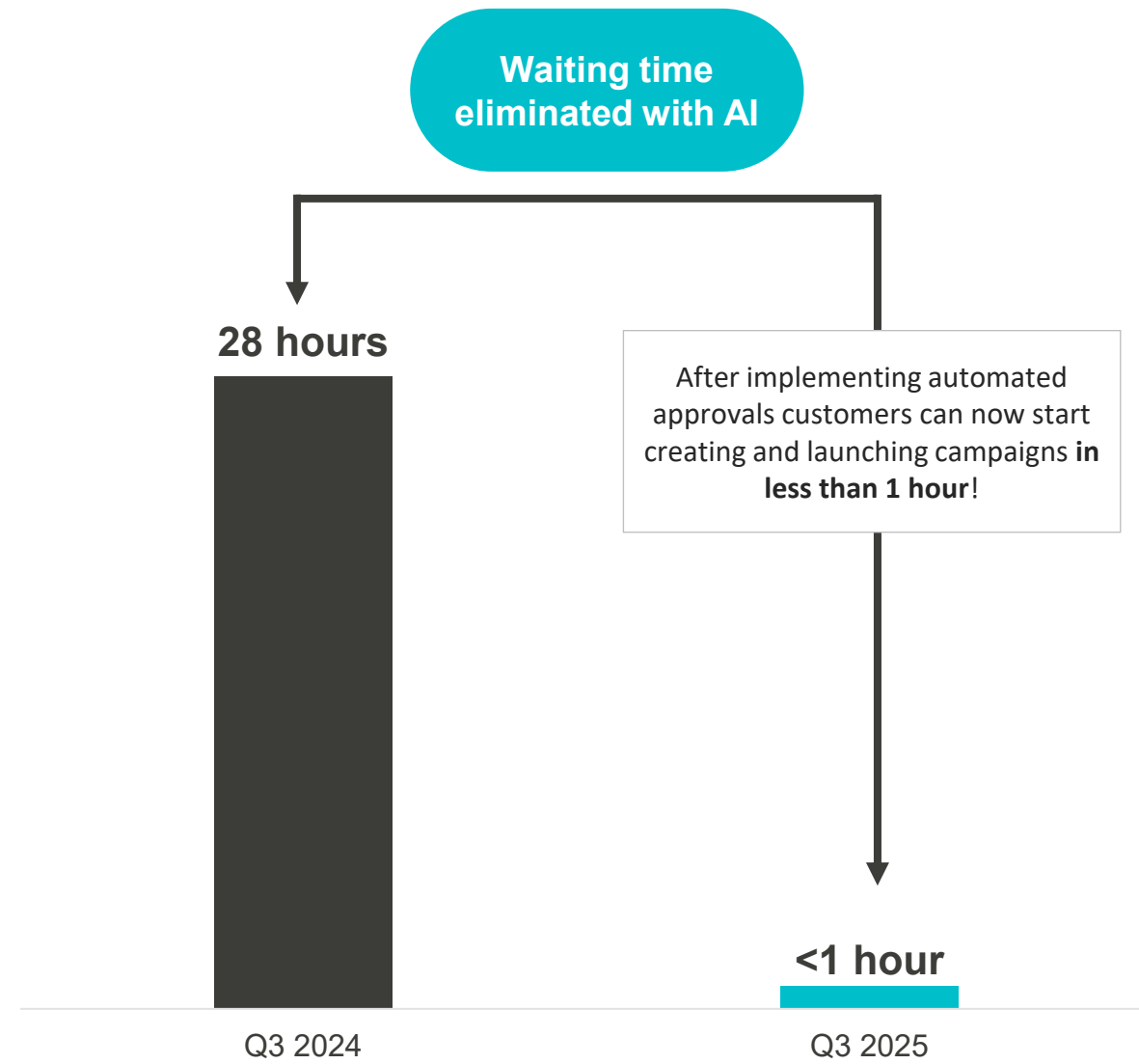


VERCOM

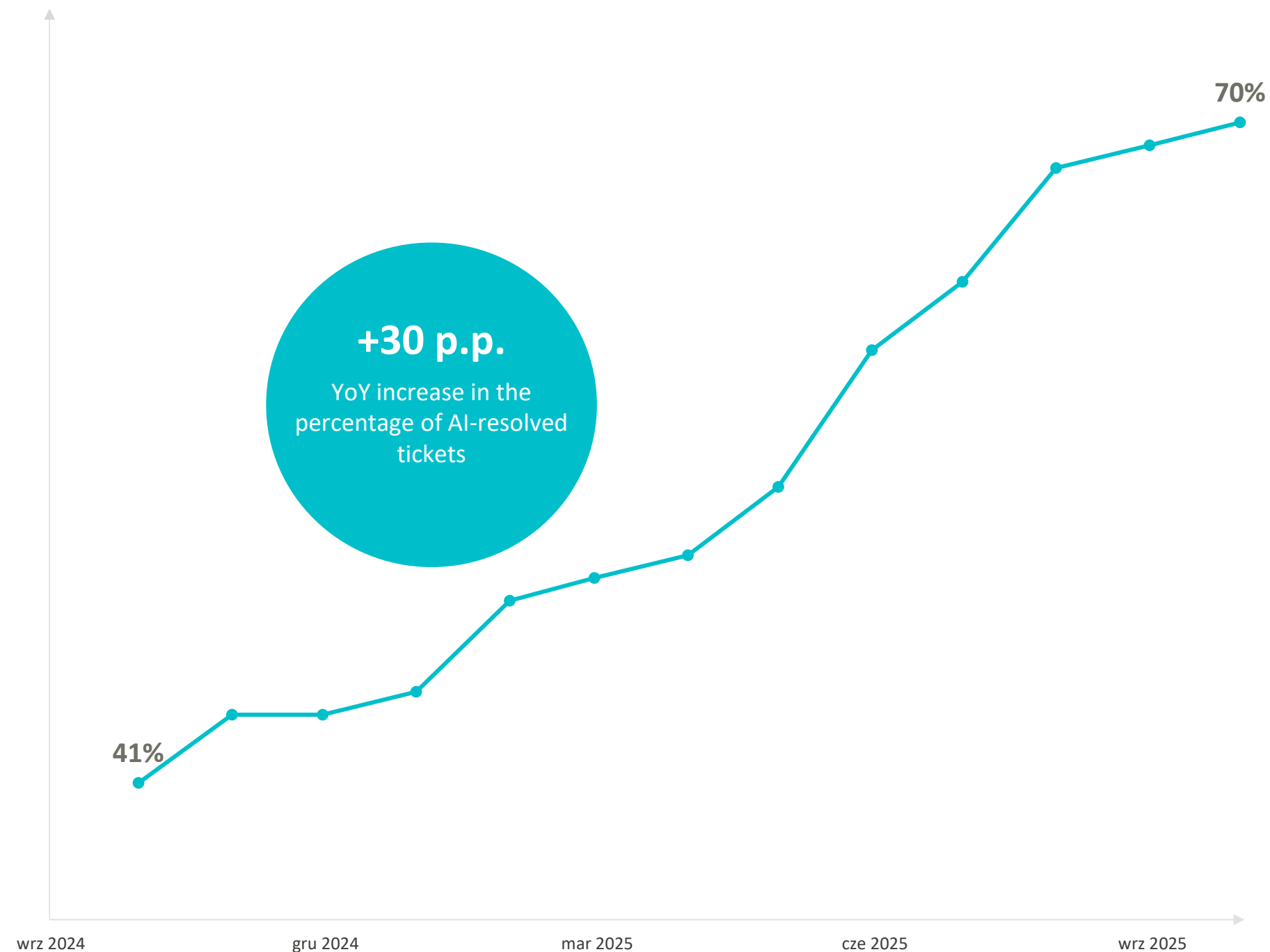
➤ **AI drives our operating efficiency and customer experience.**

>Faster onboarding boosts conversion rates

Average customer approval time



>Customer support is leveraging AI to provide even better customer experience



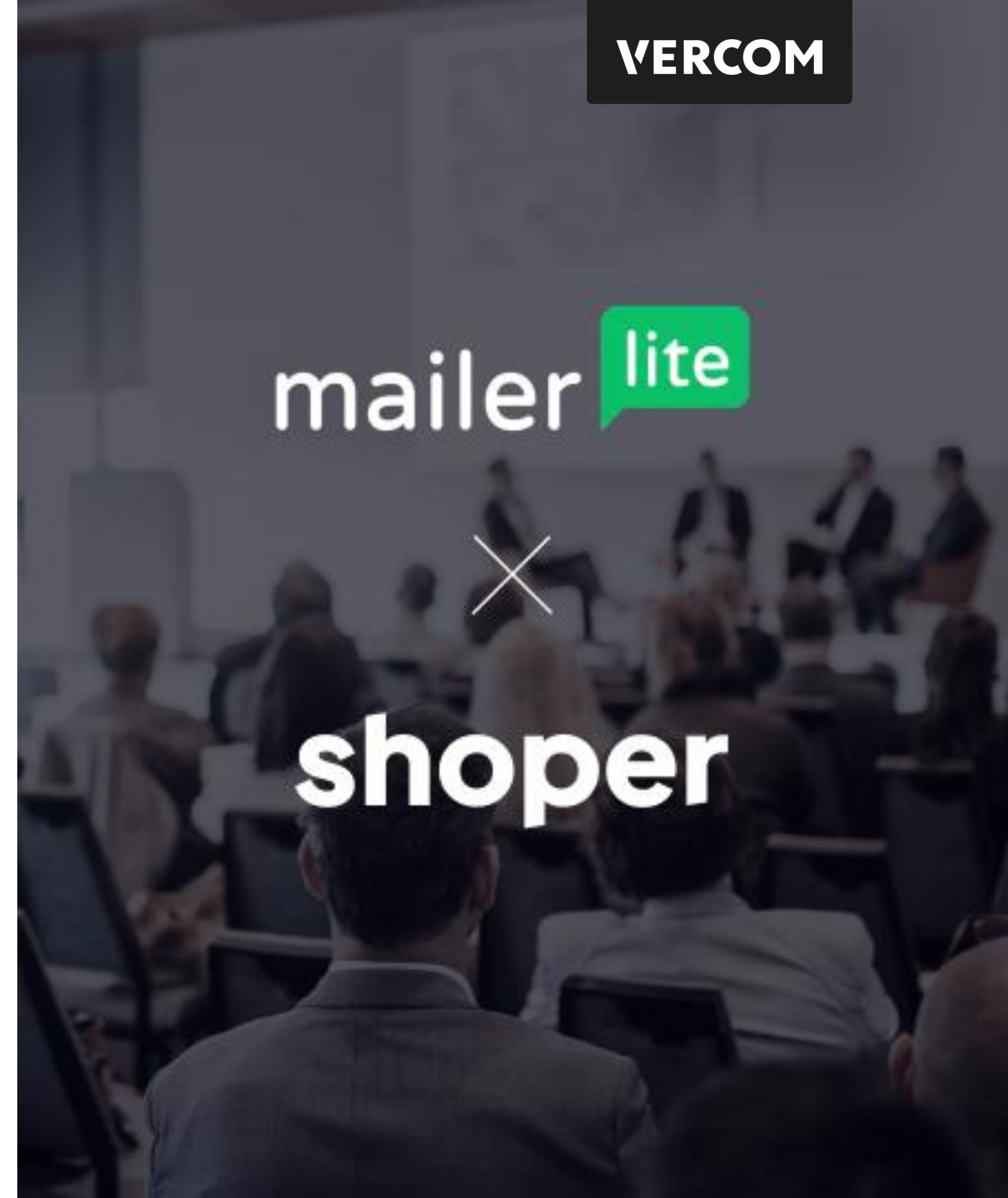
▶ We are now resolving c. 70% of customer support tickets using AI, resulting in faster, more accurate replies

▶ Total number of AI tickets resolved with AI increased more than 3x YoY, giving our team more space to refocus on customer experience

▶ Customer experience score reached the record high-level of nearly 90%, which should strongly support long-term customer retention

>Integration with Shoper launched in Q4_

- ✓ Integration with Shoper launched in Q4 creates an opportunity to access 20,000+ potential SME customers
- ✓ Seamless integration of the two systems will allow Shoper customers to:
 - Continuously sync subscribers, products and orders from Shoper with MailerLite
 - Dynamically segment subscribers (e.g. into new customers, inactive buyers, high-value customers) to create custom communication workflows
 - Add products from the Shoper store directly to newsletters, landing pages, and websites
 - Implement advanced automations to recover abandoned carts, automate post-purchase messages and track sales generated by marketing campaigns
- ✓ The partnership with Shoper accelerates MailerLite expansion on the Polish market and reinforces our role as the go-to email marketing solution for SME customers in Poland



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

05

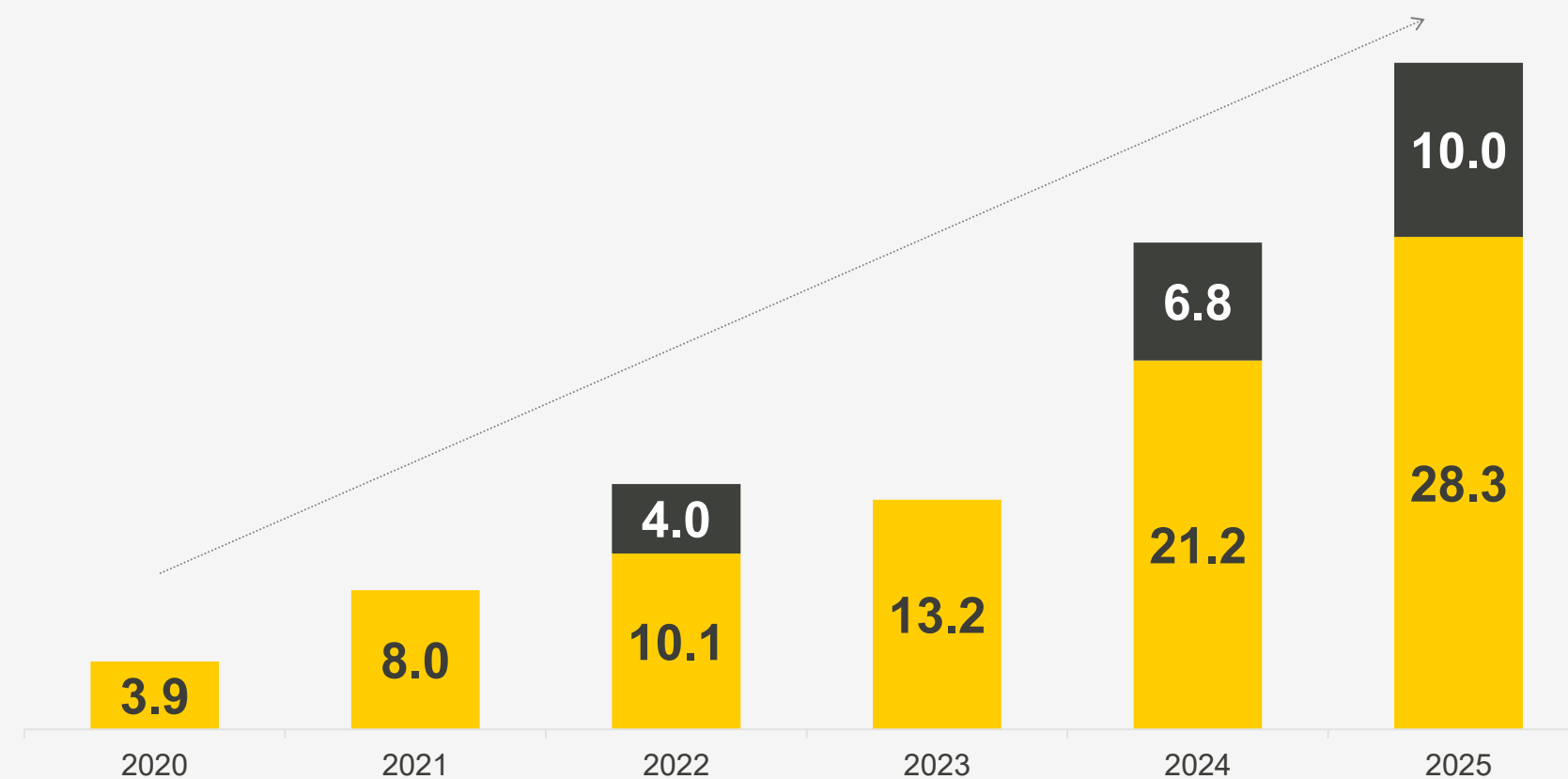
cyber_Folks™

>Record results enable the payment of a record dividend and further dynamic business growth_

Dividend and share buyback (PLN m)

58%

CAGR



- ✓ We are one of 30 companies in the WIGdiv index - dedicated to companies that regularly pay dividends.
- ✓ The Annual Shareholders' Meeting on 15 May 2025 decided on the distribution of profit for 2024.
- ✓ Total transfer to shareholders in 2025 PLN 38.3m:
 - ✓ PLN 28.3m in the form of dividends
 - ✓ Dividend date: 4 June 2025.
 - ✓ Dividend payment date: 6 June 2025.
 - ✓ PLN 10.0m for the share buyback - up to 50k shares at a maximum price per share of PLN 200
- ✓ In coming years, the goal is to maintain a similar dividend growth rate

06

**Building a technological
leader in CEE with our own
innovative products**

cyber_Folks™

>We are building ecosystem of own technology solutions_

- ✓ We are regularly strengthening our competence and know-how in this field. We are systematically developing product teams and increasing investment.
- ✓ In 2024 we invested more than PLN 20m, including PLN 12m in dedicated e-commerce tools
- ✓ Together with Shoper we have a strong R&D budget over PLN 30m, which allows to continue building world-class products



>Ambitious development plans_

cyber_Folks™

+

shoper

TODAY



60k e-commerce customers in cyber_Folks and Shoper



The largest e-commerce platform in Poland in terms of GMV (excluding marketplace). **PLN 2.2 million GMV** generated in **October 2025** through the cyber_Folks Group platforms.



We have been working for years to develop e-commerce **know-how** and **technology**. What will be even boosted by acquisition of leading e-commerce platform and an **experienced team** of experts



We regularly develop our own products. Investing more than **PLN 40m** a year, including **PLN 25m** in dedicated e-commerce tools



**CEE leader
in e-commerce SaaS**

One of Europe's leading
technology companies



Key events

07

cyber_Folks™

>Key events of 2025



4th February 2025

Completion of the acquisition of Shoper S.A.

- The company signed binding agreements to acquire 49.9% of the shares of Shoper S.A. The transaction value amounts to nearly 550 million PLN. The announced investment is a key step in implementing the strategy to become the leader in e-commerce technology in Central and Eastern Europe. Preliminary agreements were signed on November 29, 2024.

18th March 2025

Record results for 2024 – nearly PLN 180 million EBITDA

- The cyber_Folks Group continues its dynamic growth, expanding the scale of its operations and financial results. In 2024, the EBITDA reached PLN 176m, representing a 25% year-over-year increase. Revenues reached PLN 657m, which is 37% more than the previous year. At the same time, the Group generated over PLN 154m in net profit. Meanwhile, the net profit attributable to the shareholders of the parent company exceeded PLN 116m (+130% year-on-year).

3rd April 2025

E-commerce Fair – cooperation between Shoper and cyber_Folks

- Since the completion of the acquisition of Shoper, the teams of both companies have been working intensively on synergies in operational and marketing activities. The first major external result of this cooperation was their joint presence at the largest e-commerce fair in Poland, which took place at the beginning of April in Warsaw.

15th May 2025

Record profit distribution to shareholders

- The General Meeting of Shareholders decided on a record profit distribution to shareholders. A dividend totaling PLN 28.3m (PLN 2.00 per share) will be paid out to them. The remaining part of the net profit, i.e., PLN 66.5m, was allocated to the Company's reserve capital. At the same time, the Shareholders approved a share buyback program worth up to PLN 10m, involving the purchase of up to 50,000 shares at a price of up to PLN 200 per share.

15th May 2025

Organization of the Shoper Future Lab event

- A unique event organized for Shoper's largest current and potential partners to motivate them to increase sales and attract new customers.
- This year, nearly 100 merchants took part in the event.

>Key events of 2025

26th May 2025

Buyout of Sempire

- Purchase of the remaining 40% of Sempire shares for PLN 15 million
- Further development of Sempire as separate services (without full integration with Shoper)

9th June 2025

Acquisition of shares in Romanian hosting company Hosterion

- The company was valued at EUR 5.7 million, and the transaction value was increased by EUR 1.0 million in cash held by Hosterion. The total transaction value is therefore EUR 6.7 million. On the closing date, cyber_Folks paid EUR 5.5 million, and two tranches of EUR 600k will be paid within 6 and 12 months.
- Hosterion specializes in web hosting services in Romania, serving over 12k hosting accounts and approximately 13k active customers. The company also provides domain registration services, managing over 19k domains. The company's annual revenue is nearly EUR 2.1 million.

9th September 2025

Acquisition of over PLN 204 million as part of the SPO transaction

- Conducting the process of building a book of demand for series E shares, raising PLN 204.192 million (EUR 48 million) from investors.
- Investors acquired all 1,134,400 shares at a minimum discount of less than 2% to the market price.
- The funds raised will be used to implement the acquisition strategy, strengthening the Group's position in the European market for hosting, digital services, and e-commerce.

8th October 2025

Launch of Poland's first AI assistant in a hosting panel – robo_Folks

- This solution redefines how users manage their hosting infrastructure and use technical support..
- By analyzing the context of the user's actions, the system identifies the area in which operations are performed and automatically selects the appropriate technical procedures. This approach eliminates the need to wait for support from a consultant and significantly speeds up the service process..

08

Development prospects

cyber_Folks™

>Development prospects

ARPU growth

- Development of product offerings, including proprietary solutions.
- Continuation of changes related to unification of offer and price list.
- Acquisition of Shoper, development and unification of e-commerce tool offerings.
- Activities targeting cross-sell and up-sell of products and services.
- Increased sales of value-added services.

Product development

- Development of proprietary products, including, among others, the _Now web development creator, based on artificial intelligence algorithms.
- Development of products using artificial intelligence, among others, cyber_Folks: _Now and AI domain creator, Vercom: SendGuard (anti-spam and anti-phishing tool to increase email deliverability), mailing builder.
- Development of tools for e-commerce, including, among others, the solution for creating and running online stores _Stores and e-commerce integration Sellintegro. Optimization of product offerings as a consequence of the Shoper acquisition. Commercialization in international markets, including cross-sell to Group customers.
- Use of cyber_Folks investee companies in the sale of the Group's existing and new products - Appchance (solutions using push and RCS), MailerLite (new sms and push sales market).
- Product development of Vercom's offerings, in terms of instant messaging like Viber, WhatsApp and RCS using chatbot technology.
- The Group also plans to develop platforms to support the tools it currently offers. The main areas of focus are primarily email, retargeting and lead generation.

Marketing strategy

- Continue to increase the efficiency and effectiveness of marketing activities aimed at attracting new customers and activities to increase ARPU.
- In the past quarters, we successfully achieved the objectives arising from the consolidation of brands and marketing activities in the hosting area. This allowed us to use existing marketing budgets more efficiently.
- In connection with the development of proprietary products in the cyber_Folks (_Now, _Stores) and Vercom segments, the Group conducted more intensive promotional activities in 2024, and marketing budgets were increased as a result. In 2025, it is planned to maintain them at a similar level, possible increase of about PLN 2m.
- Further consolidation of marketing strategy and communications, including the area of e-commerce.

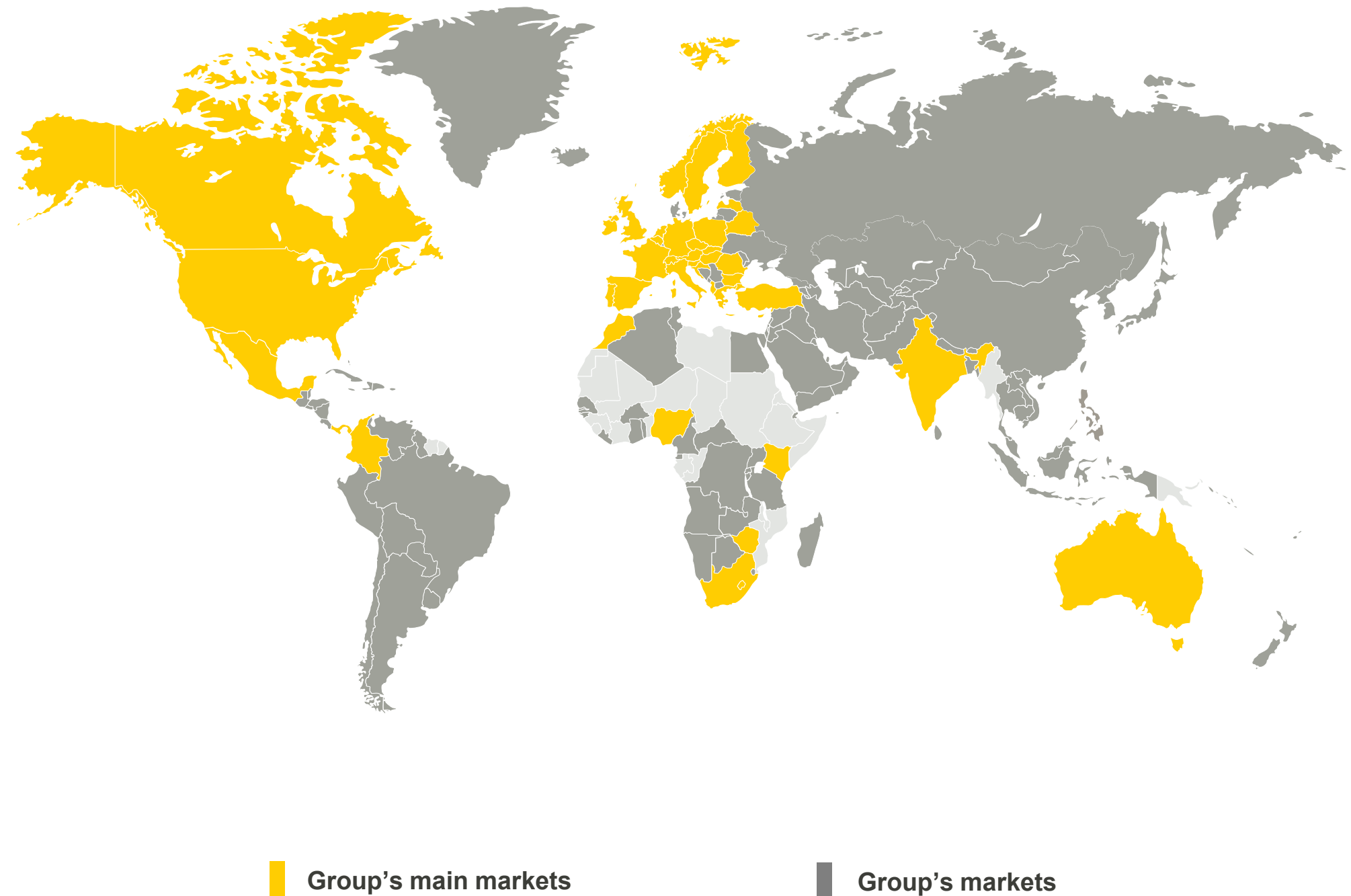
ESG

- Due to the subject matter and nature of its business, the cyber_Folks Group does not have a significant impact on the environment. The company conducts low-carbon activities, mainly in the area of software production.
- In its operations, cyber_Folks takes into account factors that reduce its environmental impact by, among other things, reducing power consumption (e.g., investing in energy-efficient servers) and paper consumption (e.g., implementing an electronic documentation workflow).
- One of the Group's priorities is to provide adequate working and development conditions for all employees. The Group complies with all regulations related to employee rights, and the principles of gender equality are observed.

>Foreign expansion_

Acquisitions and sales growth

- The cyber_Folks Group is strengthening its international position and geographic diversification of revenues, both through acquisitions and organic operations, particularly based on foreign companies acquired in previous years.
- In Q1 2025, cyber_Folks finalized the acquisition of a 49.9% stake in Shoper. The Group is analyzing further opportunities to consolidate companies providing e-commerce tools in the CEE region.
- In Q2 2025, cyber_Folks finalized an acquisition on the Romanian market. Hosterion manages 12k hosting accounts and 19k domains. The transaction value is EUR 6.7 million.
- Acquisition opportunities are also being analysed by Vercom.





Financial results

09

cyber_Folks™

>Dynamic revenue growth and improved profitability_

Consolidated P&L cyber_Folks Group

(PLNk)	Q3 2024 01.07.2024-30.09.2024	Q3 2025 01.07.2025-30.09.2025	Change	Q1-Q3 2024 01.01.2024-30.09.2024	Q1-Q3 2025 01.01.2025-30.09.2025	Change
Sales revenue	185 404	215 920	16%	483 886	618 483	28%
Other operating revenue	30	284	861%	339	697	106%
Amortization	-8 789	-17 857	103%	-25 165	-49 787	98%
External services	-124 661	-112 081	-10%	-309 236	-330 705	7%
Costs of employee benefits	-14 210	-31 299	120%	-43 879	-84 264	92%
included: salary costs related to the incentive program	-676	-4 615	583%	-2 217	-7 326	230%
Use fo materials and consumption of energy	-1 527	-1 720	13%	-4 651	-5 291	14%
Taxes and charges	-222	-875	294%	-677	-1 873	177%
Other operational expenses	-268	-127	-52%	-514	-590	15%
Profit / (loss) on sale and liquidation of tangible fixed assets	16	-213	-1460%	20	-285	-1563%
Impairment losses on non-financial fixed assets	-3 882	0	-100%	-4 018	26	-101%
Other write-offs	362	98	-73%	1	-554	-92696%
Profit on operating activity (EBIT)	32 251	52 126	62%	96 103	145 855	52%
Net financial cost	55 968	-14 645	-126%	46 387	-38 883	-184%
Share in profits of associates accounted for using the equity method	109	148	36%	1 016	670	-34%
Profit before taxes	88 328	37 629	-57%	143 506	107 642	-25%
Income tax	-17 913	-9 484	-47%	-21 719	-23 777	9%
Net profit from continuing operations	70 415	28 144	-60%	121 787	83 865	-31%
Net profit	70 415	28 144	-60%	121 787	83 865	-31%
- attributable to the shareholders of the parent	62 293	13 413	-78%	95 826	38 910	-59%
- attributable to non-controlling shares	8 123	14 730	81%	25 961	44 954	73%

>Consolidated P&L cyber_Folks Group_

Factors affecting results in the third quarter and in the nine months of 2025

- Organic growth in sales and profit in the Vercom and cyber_Folks segments.
- Consolidation of Shoper's results from February 1, 2025, and Hosterion's results from June 2025.
- Year-on-year revenue growth reduced due to lower sales to the largest customer in the Vercom segment, with a high base last year. Due to the wholesale nature of shipments, this had no significant impact on gross margin and profit growth.
- Increase in financial costs in connection with the launch of a loan for the purchase of Shoper
- EBITDA and operating profit for Q3 2025 were affected by one-off costs:
 - Valuation of cyber_Folks ESOP in the amount of PLN 799k,
 - Valuation of Shoper ESOP in the amount of PLN 90k,
 - Valuation of Vercom ESOP in the amount of PLN 3,727k,
 - Transaction costs in the amount of PLN 1,056k,
- EBITDA and operating profit for the nine months of 2025 were affected by one-off costs:
 - Valuation of cyber_Folks ESOP in the amount of PLN 1,609k,
 - Valuation of Shoper ESOP in the amount of PLN 1,991k,
 - Valuation of Vercom ESOP in the amount of PLN 3,727k,
 - Transaction costs in the amount of PLN 6,437k, including:
 - Structure reorganization costs in the amount of PLN 596k.



>Stable asset situation

Assets	31.12.2024	30.09.2025
Tangible fixed assets	19 652	24 697
Right to use assets	36 663	57 106
Intangible assets and goodwill	621 523	1 248 646
Investments in affiliates	23 998	24 668
Loans granted	456	416
Assets due to deferred income tax	-	1 445
Other assets	486	587
Fixed assets	702 777	1 357 567
Trade receivables	51 938	51 179
Loans granted	721	906
Cash and cash equivalents	142 936	256 884
Other assets	44 287	85 785
Current assets	239 881	394 754
Total assets	942 658	1 752 320

Equity and liabilities

	31.12.2024	30.09.2025
Basic capital	284	306
Own shares	350 597	545 910
Retained earnings and other capital	-7 417	-3 523
Exchange differences on the translation of foreign operations	-26 885	-63 957
Capital from share-based payments	7 254	11 759
Equity attributable to equity holders of the parent	323 833	490 496
Non-controlling shares	223 000	303 528
Equity capital	546 833	794 023
Liabilities for loans and borrowings	153 113	593 226
Liabilities due to financial leasing	26 213	42 418
Liabilities due to contracts with clients	392	1 255
Deferred income tax	15 117	36 917
Other liabilities	574	2 927
Long-term liabilities	195 408	676 743
Liabilities for loans and borrowings	39 492	80 509
Liabilities due to financial leasing	10 922	17 015
Trade liabilities	63 803	56 264
Liabilities due to contracts with clients	67 824	85 135
Income tax liabilities	5 266	10 961
Liabilities for employee benefits	4 749	9 455
Other liabilities	8 359	22 216
Short-term liabilities	200 416	281 554
Total liabilities	395 825	958 297
Total equity and liabilities	942 658	1 752 320

>Steadily increasing cash flows from operating activities

Statement of cash flows

	9M 2024	9M 2025
Net profit for the reporting period	121 787	83 866
Revisions:, including but not limited to:	14 725	111 810
Income tax	21 719	23 777
Depreciation	25 165	49 787
Valuation of Financial Instruments	-	893
Participation in (profits)/losses of equity accounted investees	-1 016	-671
Profit on the sale of non-financial fixed assets	-20	285
Goodwill impairment charges	3 088	-
Impairment losses on non-financial fixed assets	934	-26
Net interest and exchange expenses	13 175	36 550
Valuation of the ESOP program	2 217	7 326
Revaluation of financial assets	45	33
Profit on the sale of shares/stocks in an associated entity	-59 146	-
Other revisions	128	127
Total change in inventories, receivables, payables and other assets	8 436	-6 272
Cash generated from operating activities	136 513	195 675
Tax paid	-7 857	-23 386
Net cash from operating activities	128 656	172 289
Interest received	1 582	2 667
Loans granted	-159	-200
Repayments of loans granted	51	56
Acquisition of subsidiaries reduced by cash acquired	0	-485 904

	9M 2024	9M 2025
Investments in affiliates	-2 800	0
Proceeds from the sale of shares in an associate	82 039	-
Proceeds from sale of tangible fixed assets	23	747
Purchase of tangible fixed assets and intangible assets	-18 379	-29 782
Net cash from investing activities	62 088	-527 416
Purchase of own shares	-6 800	-
Net proceeds from the issue of shares by the parent company		124 230
Dividends paid to owners	-21 253	-28 308
Dividends paid to non-controlling shareholders	-18 508	-38 994
Proceeds from taking out loans and credits		513 499
Repayment of loans and credits	-35 989	-32 508
Receipts / (Repayment) of overdraft facility	-5 569	38
Interest paid	-14 908	-39 341
Payments of liabilities under lease agreements	-8 894	-13 750
Acquisition of non-controlling interests in subsidiaries	0	-13 755
Net cash from financing activities	-111 921	471 111
Total net cash flow	78 823	115 984
Impact of changes due to exchange rate differences on cash and cash equivalents	-872	-2 037
Increase (decrease) in cash and cash equivalents	77 951	113 947
Cash and cash equivalents at the beginning of the period	70 322	142 936
Cash and cash equivalents at the end of the period	148 273	256 883

Most significant changes in cash flow

High conversion of EBITDA to operating cash flow:

- Adjusted EBITDA: **PLN 209.4m**,
- Cash flow from operating activities: **PLN 172.3m**.

High dynamics of operating cash flow due to high dynamics of profits.

Under investing activities:

- Increased capital expenditures due to one-time investment
- in modern IT infrastructure prepared for AI development
- Finalizing the acquisition of Shoper shares
- Finalizing the acquisition of Hosterion shares

Under financing activities:

- Mobilization of the loan in connection with the finalization of the acquisition of Shoper shares, and consequently also an increase in interest expense
- Dividend payment at cyber_Folks, Vercom, and Shoper in the total amount of **PLN 67.3 million**.
- Receipt of **PLN 124.2 million** from the issue of series E shares. An additional **PLN 76.3 million** from the aforementioned issue was credited to the Company's account at the beginning of October.

>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 2025	284	350 597	-7 417	-26 885	7 254	323 833	223 000	546 831
Zysk netto	-	38 910	-	-	-	38 910	44 955	83 865
Other comprehensive income	-	-	-	-37 072	-	-37 072	-686	-37 758
Total income in the period	-	38 910	-	-37 072	-	1 838	44 271	46 108
<i>Transactions with owners included directly in equity</i>	-	-	-	-	-	-	-	-
Acquisition of subsidiaries	-	-	-	-	-	-	74 245	74 245
Issue of shares in the parent company	23	200 515	-	-	-	200 538	-	200 538
Sale of own shares	-	-3 894	-	3 894	-	-	-	-
Payment of dividends to owners	-	-28 308	-	-	-	-28 308	-	-28 308
Increase / (decrease) due to changes in ownership interests in subsidiaries	-	-11 941	-	-	14	-11 928	-1 827	-13 755
Equity from the valuation of the incentive program	-	-	-	-	4 491	4 491	2 835	7 326
Payment of dividends to non-controlling shareholders	-	-	-	-	-	-	-38 994	-38 994
Other	-	33	-	-	-	29	-	29
As at 30 September 2025	306	545 910	-3 523	-63 957	11 759	490 495	303 528	794 023

>Factors important for the Group's development, threats and risks _

The cyber_Folks Group holds a well-established position in the Polish market and is dynamically expanding in international markets, particularly in the Central and Eastern Europe region, as well as in English-speaking countries (United States, United Kingdom, Canada, Australia) and Spanish-speaking countries (Spain, Venezuela, and other South American nations). The Group operates in the new technologies sector, supporting online presence, e-commerce, and multichannel customer communication.

Among the most important factors and risks that may affect the Group's financial and market situation over at least the next quarter are:

- Risks associated with acquisitions carried out by the Group
- Increase or decrease in customer trust and customer retention
- Dependency on suppliers in the Vercom operational segment
- Dependency on suppliers in the cyber_Folks operational segment
- Financial risk
- The development of artificial intelligence (AI)
- Retention and acquisition of new employees. The ability to effectively allocate employee competencies and knowledge, and to motivate them
- The situation in the e-commerce and m-commerce markets
- Ensuring compliance with GDPR and other legal regulations
- Potential hacker and phishing attacks
- Effectiveness in achieving operational, revenue, and cost synergies resulting from past and future acquisitions
- Opportunities and risks related to relatively rapid technological changes and innovations in the IT market
- Actions taken by competing companies
- The economic, business, and political situation globally and in countries key to the Group's operations (including Poland, Czech Republic, Romania) or settlements (PLN, USD, EUR, CZK, RON)
- Increase or decrease in demand for shared hosting, dedicated hosting, domain names, and related additional services
- Increase or decrease in demand for multichannel, automated digital communication services



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Shares and shareholding

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>Shares and shareholding

Shareholders with at least 5% of the number of votes at the general meeting

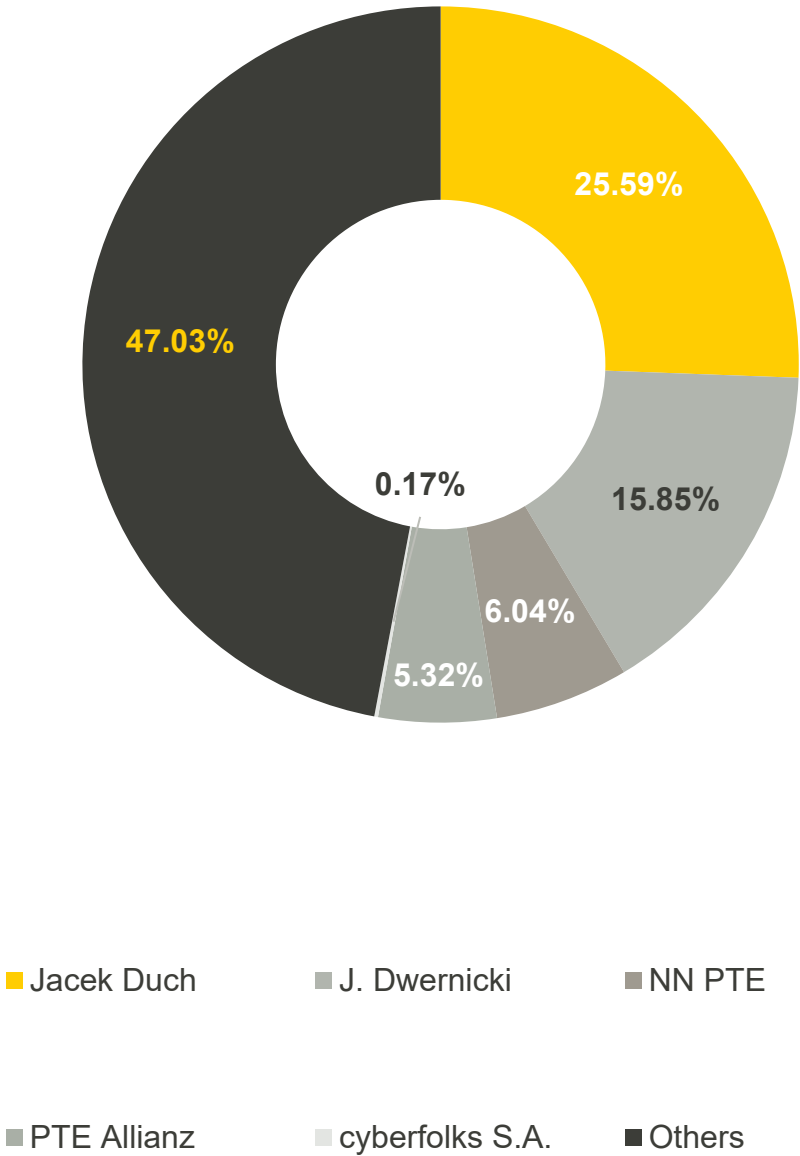
As at the date of this report, the Company's share capital amounts to PLN 306,288 and is divided into 15,314,400 shares with a par value of PLN 0.02 each.

In connection with the increase in share capital as part of the issue of series E shares, the threshold for the number of shares constituting 5% of the share capital and the number of votes at the General Meeting

Shareholders holding at least 5% of the votes at the General Meeting as at September 30, 2025, and as at the date of approval of this report:

Shareholder	30 September 2025		30 September 2025	
	# of shares / votes at the GM	Shareholding at the GM	# of shares / votes at the GM	Shareholding at the GM
Jacek Duch ¹⁾	3 918 658	25,59%	3 918 658	25,59%
Jakub Dwernicki ¹⁾	2 427 898	15,85%	2 427 898	15,85%
NN PTE	924 619	6,04%	924 619	6,04%
PTE Allianz Polska	814 393	5,32%	814 393	5,32%
cyber_Folks S.A.	25 916	0,17%	25 916	0,17%
Other Shareholders	7 202 916	47,03%	7 202 916	47,03%
Total	15 314 400	100,00%	15 314 400	100,00%

1) Directly and through subsidiaries



>Shares and shareholding

Own shares

As of the end of Q3 2025, cyber_Folks held 25,916 treasury shares, compared to 54,568 treasury shares at the end of Q1 and at the beginning of 2025. In Q3, treasury shares were sold to employees as part of the incentive program (ESOP).

Employee shares

cyber_Folks runs an Employee Stock Ownership Plan (ESOP), aimed at the Company’s employees, the execution of which is subject to the achievement of economic and loyalty-based goals. The program has been offered to approximately 100 individuals, who—upon meeting the targets—may subscribe for shares representing up to 1.11% of the Company’s share capital

Economic targets within the incentive program for the cyber_Folks operational segment for individual years:

[mIn PLN]	2023	2024	2025	2026	2027
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EBITDA	57	70	85	100	115
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A similar employee stock program is also operated by the subsidiary Vercom S.A. It is intended for employees of the Vercom Group, and its execution is conditional on the achievement of the Vercom Group’s market and financial performance goals.

Agreements That May Result in Future Changes to the Shareholding Structure of Shareholders and Bondholders

The Company is not aware of any agreements that may result in changes to the proportions of shares held by shareholders.

Company Shares Held by the Management Board and Supervisory Board

Name	Position	2 September 2025	5 November 2025.
Jacek Duch, including related entities.	Chairman of the SB	3 910 932	3 918 658
Jakub Dwernicki, including related entities.	President of the MB	2 427 898	2 427 898
Robert Stasik	Vice President of the MB	54 861	54 866
Artur Pajkert	Member of the Board	1 827	1 827
Katarzyna Juskiewicz	Member of the Board	4 466	4 466
Konrad Kowalski	Member of the Board	1 252	1 252

>Changes in shareholding structure

On September 8, 2023, the Company's Management Board adopted a resolution to increase the share capital by 1,134,000 new shares within the limits of the authorized capital. As part of the share issue, the Company planned to raise PLN 204 million to finance M&A transactions to be carried out by the Company or another entity from the Issuer's group. Currently, the Issuer's group has identified five potential acquisition targets with a unit transaction value ranging from approximately EUR 15 million to approximately EUR 150 million. The Issuer's group plans to carry out one or more M&A transactions in the next 12 months, which will be financed entirely from the proceeds of the share issue or with partial use of debt financing.

On September 9, 2025, the Company completed the accelerated book-building process for the new issue of series E bearer shares. In connection with the completion of the accelerated book-building process, the Company's Management Board, having reviewed the recommendation of the Offer Managers, adopted a resolution on September 9, 2025, on the determination of the issue price and preliminary allocation of Series E Shares. In connection with the adoption of the Management Board's resolution, in performance of the provisions of the placement agreement of September 8, 2025, the Company today concluded a price annex to the placement agreement with the Offer Managers, which indicates that as part of the public offering of Series E Shares, the Company will offer investors 1,134,400 Series E Shares at the Issue Price.

On September 16, 2025, it entered into agreements with selected investors to acquire 1,134,400 (one million one hundred thirty-four thousand four hundred) series E ordinary bearer shares of the Company with a par value of PLN 0.02 (two groszy) each ("Series E Shares"), and the above-mentioned investors made the required cash contributions to cover all Series E Shares.

On September 30 this year, the Company's share capital was increased to 15,314,400. Prior to the increase, the number of shares in the Company was 14,180,000.

On October 1, 2023, the Company received a notification from Vienna Otwarty Fundusz Emerytalny (Vienna Open Pension Fund) regarding a decrease in its share in the share capital from 5.15% to 4.77% as a result of the registration of a share capital increase on September 30, 2023. The change in the share in the share capital was not related to the purchase or sale of the Company's shares.

On October 2, the Company received a notification from Nationale-Nederlanden PTE regarding the acquisition of 924,619 new shares, resulting in an increase in its share in the share capital from 0.00% to 6.04%. Following this event, NN PTE holds 924,619 shares.

On October 6, 2023, the Company received a notification from Allianz Towarzystwo Funduszy Inwestycyjnych (Allianz Investment Fund Company) regarding a decrease in its share in the share capital from 5.23% to 4.84% as a result of the registration of a share capital increase on September 30, 2023. The change in the share in the share capital was not related to the purchase or sale of the Company's shares.

On October 6, 2023, the Company received a notification from Mr. Robert Dwernicki regarding the sale by him and the R. Dwernicki Family Foundation of 309,030 shares held, resulting in a decrease in their share in the share capital from 7.03% to 4.53%. The decrease in the share in the share capital was also due to the registration of a share capital increase on September 30 this year. After this event, Mr. Robert Dwernicki and his subsidiaries held 694,400 shares in the Company.



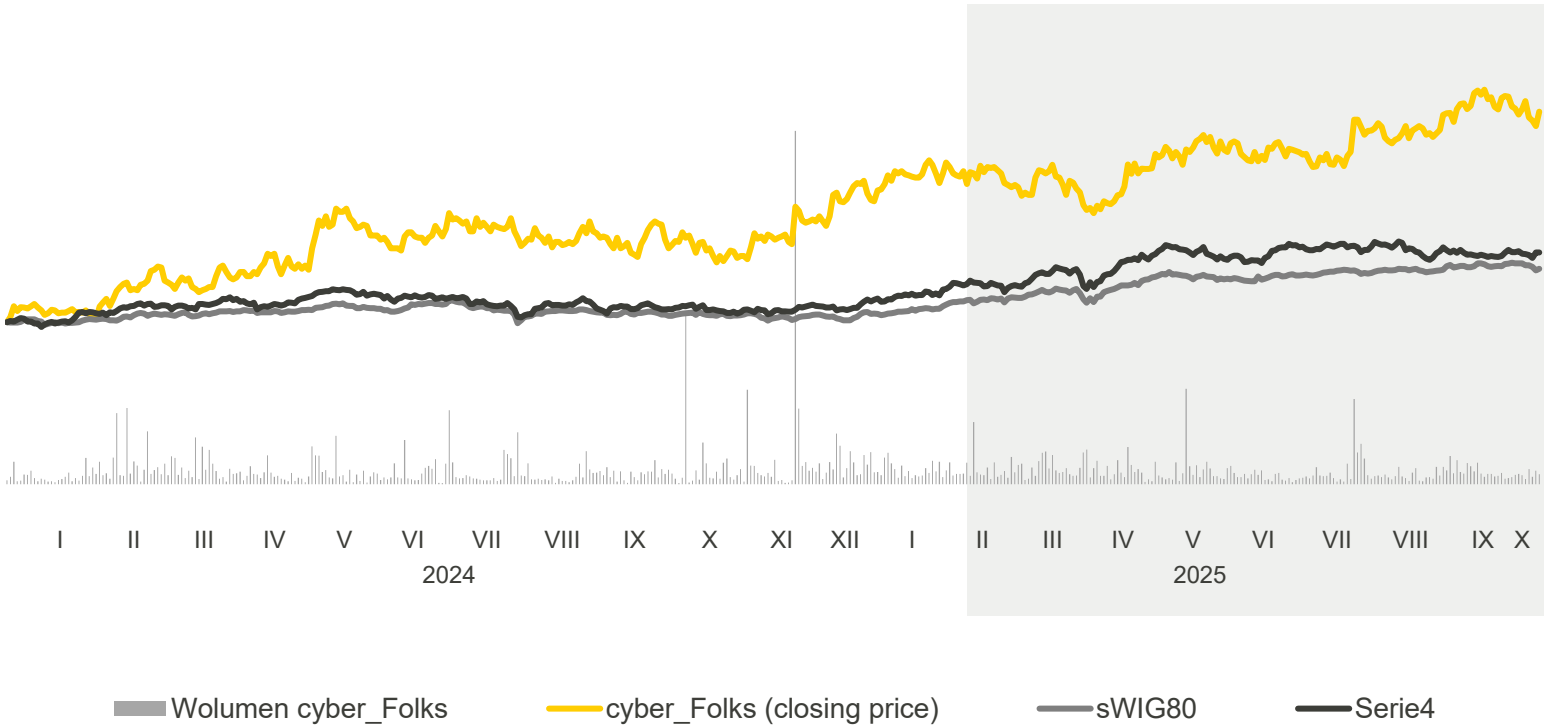
>Shares and Shareholding

cyber_Folks on WSE

cyber_Folks shares have been listed on the Warsaw Stock Exchange since December 29, 2017. cyber_Folks shares are included in the following stock exchange indices: mWIG40, mWIG40TR, WIGdiv, WIG, WIG-Poland, WIGTECH.

At the end of the first half of 2025, cyber_Folks' share price was 12.7% higher than at the beginning of 2025.

cyber_Folks share price (closing price) since the beginning of 2024, compared to the sWIG80 and mWIG40 indices.



Dividend

The Ordinary General Meeting of Shareholders of cyber_Folks, held on 15 May 2025, decided on the distribution of the 2024 profit: PLN 28.3m was allocated for dividends (dividend per share of PLN 2.00), and PLN 66.5m was allocated to the reserve capital. At the same time, the shareholders of cyber_Folks approved a share buyback program worth PLN 10.0m.

Dividend Policy

The Management Board of cyber_Folks intends to regularly share profits with shareholders and continue the principles of the existing dividend policy. According to this policy, the Management Board will recommend to the General Meeting of the Company the payment of a dividend amounting to at least 30% of the consolidated net profit of the cyber_Folks Capital Group attributable to the shareholders of the parent company, while simultaneously increasing the nominal dividend per share.

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

The final decision on the amount of dividend to be paid is made by the General Meeting of cyber_Folks S.A.

Dividends and share buybacks conducted by the company in individual calendar years:

Year	Dividend per share	Dividend amount	Value of share buybacks	Total transfer to shareholders
2019	PLN 0.30 ¹⁾	PLN 4.254m	PLN 2.0m	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
2025	PLN 2.00 ⁷⁾	PLN 28.308m	PLN 10.0m ⁸⁾	PLN 38.308m

1. Dividend for the 2018/2019 financial year
2. Dividend advance payment from the 2019/2020 financial year profit
3. Dividend for the 2019/2020 financial year
4. Dividend for the 2021 financial year
5. Dividend for the 2022 financial year, Dividend record date: August 30, 2023, Dividend payment date: September 4, 2023
6. Dividend for the 2023 financial year, Dividend record date: June 24, 2024, Dividend payment date: June 26, 2024
7. Dividend for the 2024 financial year, Dividend record date: June 4, 2025, Dividend payment date: June 6, 2025
8. Share buyback approved by the General Meeting of Shareholders on May 15, 2025. Not executed as of the date of this Quarterly Report preparation



Management and Supervisory Board

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>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

Vicepresident 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)

Graduate of the Faculty of Organization and Management at the Lodz University of Technology. She holds the title of Chartered Financial Analyst (CFA) and the CFA Certificate in ESG Investing. She has completed numerous courses and trainings in accounting, financial management, financial modeling and business valuation.

While running her own business and previously working at KPMG Advisory or Pekao Access, companies specializing in corporate finance consulting, she carried out projects in the field of mergers and acquisitions, raising financing for transaction purposes and implementing investment plans, as well as financial restructuring projects.

She served as Member of the Board, Commercial Director and Director of Strategy at PKP Intercity, where she was responsible, among other things, for information systems and IT development. She has extensive experience in corporate governance. She currently serves as Chairman of the Supervisory Board of PKO Bank Polski and Vice Chairman of the Supervisory Board of Bank Pocztowy.



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 PhDs, 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 specialises 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 cyber_Folks S.A.) based in Poznań as an EU Projects Specialist.



Kamil Pałyska

Member of the Supervisory Board (independent)

Kamil Pałyska is an experienced specialist in the field of finance with more than 15 years of professional experience. He has extensive experience in financial management, controlling and auditing. Since 2024, he has served as Member of the Management Board and Chief Financial Officer at Czerska 8/10 Sp. z o.o., as well as Chief Financial Officer at Agora Książka i Muzyka Sp. z o.o., where he is responsible for strategic financial management, development of financial departments and supervision of financial reporting and analysis processes.

During his career, he held key positions at leading companies such as Deloitte Poland and KPMG Poland, where he gained extensive experience in audit and financial consulting.

He holds a Certificate of Accountant issued by the Minister of Finance and is in the final stages of obtaining the international title of ACCA. His professional experience and knowledge of finance, risk management and financial strategy enable him to effectively support the development of the organization and make decisions at the highest management level.

Changes in the Management Board and Supervisory Board

There were no changes in the composition of the Management Board or Supervisory Board in Q1 2025.



Other information

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>Other information_

Corporate and Group Management Principles

During the reporting period, no other significant changes occurred in the fundamental management principles of the Company and its Capital Group..

Description of changes in the Capital Group's organization

Merger of companies on the Romanian market

On July 1, 2025, the merger of the subsidiary cyber_Folks S.R.L with its subsidiaries Hosvision S.R.L. and Skale Tech Web S.R.L. was registered.

Sale of shares in the subsidiary Freshmail Sp. z o.o. within the Capital Group

On July 25, 2025, the subsidiary Vercom S.A. sold 100% of shares in Freshmail Sp. z o.o. The sale of shares took place within the Capital Group.

Both events are described in Note 1.4 to the Consolidated Financial Statements.

Description of Significant Legal Proceedings

The cyber_Folks Group is not involved in any significant proceedings pending before a court, arbitration authority, or public administration authority concerning the claims of cyber_Folks and its subsidiaries.

Employment

As at September 30, the Group employed 787 people on a full-time equivalent basis, compared to 816 people as at June 30 this year and 463 people at the end of 2024. During the third quarter of 2025, the average employment was 797 people.

Significant transactions with related parties

Transactions with related parties were conducted on market terms. These transactions are presented in the Consolidated Financial Statements.

Financial Forecast

The Management Board of the Company has not published any financial forecasts.

Significant Agreements

In the third quarter of 2025, the cyber_Folks Group did not enter into any significant agreements.

General Meeting

The General Meeting of Shareholders took place on May 15, 2025. During this Ordinary General Meeting, the Shareholders decided, among other matters, on the distribution of net profit for 2024, payment of dividends, conducting a share buyback, and approval of the Management Board's and Supervisory Board's reports on activities in 2024.

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

Loans and Credits

Information on loans and credits taken out is presented in the Consolidated Financial Statements.

Sureties and Guarantees

Sureties and guarantees are described in the Consolidated Financial Statements.

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



Date of preparation and approval for publication of
cyber_Folks Group Quarterly Report for Q3 2025
4 November 2025

Date of publication of cyber_Folks Group Quarterly Report
for Q3 2025
5 November 2025