

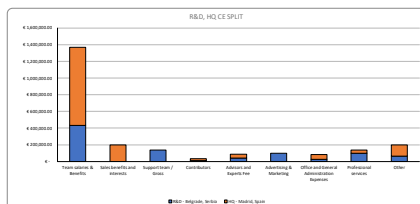
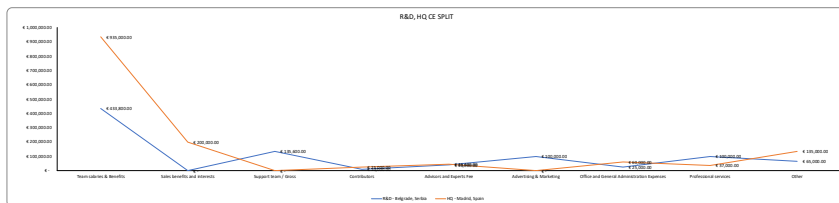


Investment plan 2023/2025

Research & Development - Belgrade, Serbia

EUR
Expenses Cost of Goods Sold (SGGS) € 909,400.00

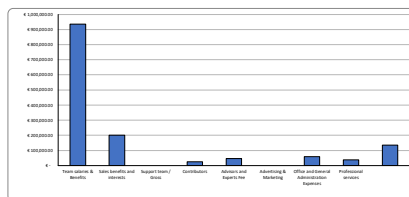
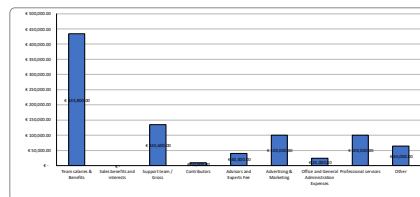
Team salaries & Benefits	€ 439,800.00
CEO	€ 50,000.00
Head of Product	€ 45,000.00
Product Owner and Scrum master	€ 45,000.00
Mobile Application Development Team Lead	€ 40,000.00
Mobile Application Developer #1	€ 35,000.00
Mobile Application Developer #2	€ 35,000.00
Software developer/ Team Lead	€ 40,000.00
Software developer #1	€ 32,800.00
Software developer #2	€ 28,400.00
Software developer #3	€ 28,400.00
QA Automation Engineer	€ 24,200.00
UX/UI Designer	€ 30,000.00
Support team / Gross	€ 135,000.00
R&D Expert, Business development Specialist	€ 38,000.00
Administration Expert	€ 24,400.00
Customer Care and Support Specialist #1	€ 24,400.00
Customer Care and Support Specialist #2	€ 24,400.00
Customer Care and Support Specialist #3	€ 24,400.00
Founder Interest	€ 10,000.00
Contributors	€ 10,000.00
Advertiser	€ 10,000.00
Advances and Experts Fee	€ 40,000.00
Advisors	€ 40,000.00
Advertising & Marketing	€ 100,000.00
Marketing agency fee	€ 100,000.00
Office and General Administration Expenses	€ 25,000.00
Office rent (including maintenance)	€ 25,000.00
Professional services	€ 100,000.00
Legal advisors	€ 20,000.00
Accounting	€ 80,000.00
Other	€ 60,000.00
Travel costs	€ 20,000.00
Representation	€ 1,000.00
Third Party services (Verification, Cloud services, CRM licenses)	€ 25,000.00
Team operating costs	€ 15,000.00



HQ - Madrid, Spain

EUR
Expenses Cost of Goods Sold (SGGS) 2025 € 1,438,400.00

Team salaries & Benefits	€ 929,000.00
Founder	€ 150,000.00
VP of Product	€ 120,000.00
VP of Sales	€ 120,000.00
VP of Marketing	€ 90,000.00
Head of Sales	€ 120,000.00
Sales manager #1	€ 80,000.00
Sales manager #2	€ 80,000.00
Key Account Manager #1	€ 55,000.00
Key Account Manager #2	€ 55,000.00
Key Account Manager #3	€ 55,000.00
Key Account Manager #4	€ 55,000.00
Sales benefits and interests	€ 200,000.00
VP Sales	€ 100,000.00
Sales managers bonus	€ 100,000.00
Contributors	€ 25,000.00
Advertiser and interests	€ 25,000.00
Advances and Experts Fee	€ 46,400.00
Financial advisor	€ 46,400.00
Advertising & Marketing	€ 60,000.00
Single Level in HQ office	€ 60,000.00
Office and General Administration Expenses	€ 60,000.00
Office rent (including maintenance)	€ 60,000.00
Professional services	€ 97,000.00
Legal advisors	€ 20,000.00
Accounting	€ 17,000.00
Other	€ 15,000.00
Travel costs	€ 70,000.00
Team operating costs	€ 25,000.00
Insurance and other foreign employees costs	€ 50,000.00



Team salaries & Benefits	R&D - Belgrade, Serbia	HQ - Madrid, Spain
	€ 439,800.00	€ 929,000.00
Sales benefits and interests	€ 200,000.00	€ 200,000.00
Support team / Gross	€ 135,000.00	€ 200,000.00
Contributors	€ 20,000.00	€ 25,000.00
Advances and Experts Fee	€ 40,000.00	€ 46,400.00
Advertising & Marketing	€ 100,000.00	€ 60,000.00
Office and General Administration Expenses	€ 25,000.00	€ 60,000.00
Professional services	€ 100,000.00	€ 97,000.00
Other	€ 60,000.00	€ 15,000.00
	€ 909,400.00	€ 1,438,400.00