

TERM SHEET template

as of [date]



**Simpact 2.0. ASI Simpack Ventures
spółka z ograniczoną odpowiedzialnością S.K.A.**

PARTIES

Company	The Investment will be made to [company name] with its registered office in [city], [address], entered into the register [name of the commercial register] maintained by [authority/court] under number: [register number]
Founders	[Founder 1], [Founder 2] & [] (the " Founders ")
Investor	Simpact 2.0. ASI Simpact Ventures spółka z ograniczoną odpowiedzialnością S.K.A. with its registered office in Warsaw at Raclawicka street no. 19/16a, 02-601 Warsaw, KRS: 0000931335, NIP: 5213945230, REGON: 520387663, with its share capital in the amount of [], paid in total (the " Investor ") or (" Simpact ").
Investors	The Investor in conjunction with other investors [] (the " Investors ") mutually agreeable to the Investor and the Company.

TRANSACTION

Financing	Simpact will invest [PLN/EUR/USD] [] via newly issued [] preferred shares ("Preferred Shares") and would hold no less than [] stake of the Company on a fully diluted basis, including all equity, an unallocated employee share option plan, the conversion of any convertible instruments, and any arrangements that may affect the Cap table. Other Investors will invest [PLN/EUR/USD] [] and would hold no less than [] stake of the Company.
Documentation	For executing the Financing, the Parties shall finalize, execute and procure entering into effect the following documentation: 1. Investment and Shareholders Agreement; 2. Company Articles of Association and any other relevant subscription agreements; 3. Documents transferring or assigning all relevant IP rights to the Company; 4. Employment or other similar agreements between the Company and the Founders and key employees, including relevant IP assignment provisions; 5. Due Diligence Assessment; 6. Impact Thesis and 7. Investment Memorandum.
Cap table	Pro forma fully diluted Cap table is an Attachment no. 1 to this Term Sheet.
Pre-money valuation	Fully diluted pre-money valuation of [PLN/EUR/USD] [].
ESOP	There will be a share option plan in the Company enabling key employees to acquire shares that correspond to [] %

	post-money capitalization on a fully diluted basis (the “ESOP”). ESOP may not dilute the Investor shareholding.
Closing	The parties aim to close the investment within 45 days after signing this Term Sheet. Implementation of the proposed transaction shall be subject to: (i) Non-occurrence of any notable adverse change in the affairs of the Company, (ii) Completion of confirmatory due diligence and (iii) Entering into effect of the Documentation.
INVESTORS RIGHTS	
Liquidation Preference	1x non-participating. Upon a liquidation, dissolution, winding up, merger, acquisition, sale, exclusive license or other disposal of substantially all of the assets or a majority of the shares of the Company (the “ Change of Control ”), the Investor shall receive the higher of: (a) 1x (one time) the original purchase price for the Shares; or (b) the amount they would receive if all shareholders received their pro rata share of such assets or proceeds.
Anti-Dilution:	Investors shall be entitled to a broad-based weighted average adjustment if the Company issues additional equity at a price less than the original issue price for the Investor.
Pre-emption Right and Right of First Refusal	Each shareholder shall have a Pre-Emption Right to subscribe for any new shares issued by the Company on a pro rata basis. Each shareholder shall have the Right of First Refusal to purchase any shares being sold by another shareholder. If more than one shareholder exercises the Right of First Refusal, such shareholders will have the right to purchase shares pro rata.
Participation Right	The Investors shall have a priority right, but no obligation, to participate as (co-)investor in future financing of the Company, along the same terms as any new or existing third-party investor, with follow-on investment(s) to preserve or extend their shareholding within the Company. This participation right is divided pro rata to investment amount between Investors. For the future investments, the Investors may assign this right to another entity related by capital or personally to them, not conducting any competitive activity against the Company, which will exercise this right.
Drag Along:	In the event that a majority of the Preferred Shares and a majority of the rest of the shareholders wish to accept an offer to sell all of their shares to a third party, or enter into a Change of Control event of the Company, all other shareholders shall be required to sell their shares or to consent to the transaction on the same terms and conditions, the Liquidation Preference also apply.

Tag Along	Should any shareholder (except Investor) receive an offer from a third party to acquire shares in the Company, and the shares are not acquired by the other shareholders in the Company through the Rights of First Refusal, all Preferred Shares shareholders shall have the right to sell their shares on a pro-rata basis on the terms offered by the third party.
1-[PLN/EUR/USD]-Put Option	Investor shall at any time be entitled to sell and transfer any of its shares in the Company to the Founders or the Company for a total purchase price of [PLN/EUR/USD] 1.00.
Equalization of Financial Terms	In case the offer for a proposed acquisition of all or of part of the shares of the Company, which includes, in addition to the purchase price offered for such shares, additional consideration or advantages offered to one or several shareholders or employees (including without limitation, any additional cash payments, securities or other assets, retention bonuses, salaries above market standards, and so forth), even if made conditional upon the occurrence of certain future events or with deferred payments terms, the total value of such additional consideration or advantages shall be added to the offered purchase price, and shall be deemed to form part of, without any discount of any kind, the aggregate purchase price offered for the relevant shares of the Company (the "Aggregate Purchase Price"). The Aggregate Purchase Price shall then be allocated between all the shareholders selling their shares in the proposed acquisition, proportionally to their respective shareholdings in the Company on the date of the purchase. This rule shall apply independently of the reasons, motivations or consideration for which the relevant additional consideration or advantages may have been granted. Liquidation Preference also apply.
Information Rights	The Company will provide Investors with financial and non-financial reports on a monthly, quarterly, and annual basis. Reporting may be conducted through software provided by the Investor. Additionally, there will be a minimum of one update call per month with the Investor. Investors will be entitled to standard and reasonable inspection and visitation rights. These rights may be transferred to other entities indicated by the Investors. The reporting costs including Investor specific compliance (e.g. related to SFDR Article 9 Classification) will be committed by the Company. The Investor reserves the right to appoint a financial controller who will be employed by the Company. The investment agreement will provide for contractual penalties for breaches in reporting.

Reserved Matters

Company's articles of association may stipulate that certain important decisions and actions of the Company shall require consents of the relevant governing body of the Company (i.e. Supervisory Board, provided it is established, or Shareholders Meeting of the Company). Additionally, Investor may be granted some personal rights of approval, in particular including the following Reserved Matters:

1. amendment of the Company articles;
2. alteration of the Company's share capital such as (i) alter the rights, preferences or privileges of the Preferred Shares (ii) allot any new shares beyond those anticipated by this investment (iii) create any new class or series of shares having rights, preferences or privileges senior to or on a parity with the Preferred Shares (iv) increase the number of shares reserved for issuance to employees and consultants, whether under the ESOP or otherwise;
3. change of the CEO of the Company and the appointment or change of the CFO of the Company;
4. entering into or amend material terms of convertible loan agreements, option plans, etc.;
5. acquisition or disposal or merger of the Company;
6. sale, transfer, grant into use or other encumbrance of the Company's assets or IP rights;
7. payment of dividends or other distributions;
8. subscription or acquisition of any shares in the capital of another company;
9. sale or IPO of the Company;
10. permission of the Company to cease, or propose to cease, to carry on its business or to wind up;
11. permit of the Company to take any step into bankruptcy;
12. adoption of the Company's budget;
13. incurring any expenditure exceeding EUR 50,000, outside the Company's budget;
14. any material change to the nature of the Company's business;
15. changing the name of the Company or its jurisdiction;
16. making any loan or advance or giving any credit to any person or acquiring any loan of any corporate body; and entering into or varying any transactions with related parties.

Substantially similar restrictions shall apply to actions taken by any of the Company's subsidiaries.

Other rights

Most Favored Nation - without prejudice to the other provisions of this Term Sheet, the Investors shall enjoy rights and privileges that are no less favorable than those currently enjoyed by the existing shareholders of the Company, as well

as the holders of Convertible Loan Agreements (CLA) or similar agreements.

FOUNDERS OBLIGATIONS

Lock-up	Until the 5th anniversary of the closing date, each Founder shall not sell more than 5% of his or her shares.
Good and Bad Leaver	Investment agreement will contain Good and Bad Leaver clauses regarding the Founders. The redeemed shares will increase the ESOP shares pool.
Founder Shares Vesting	Until the 5rd anniversary of the closing date, the Founders' shares will be subject to reverse vesting with a 1-year cliff. During the vesting period, the Bad and Good and Bad Leaver clauses are applied.
Management Supervisory Board	- Supervisory Board (if applicable): Two board members appointed by the shareholders majority (or Founders) and one board member appointed by the majority of the Preferred Shares holders (or Investor). The Investor may appoint a board observer if not represented on the board. The Management Board will consist of at least [] of the Founders. Members of the Management Board may be obliged under the investment agreement to have a qualified electronic signature complaint with eIDAS and valid in Poland.
Non-compete, non-solicitation and operational exclusivity	Each Founder, as long as it is a shareholder of the Company and within 24 months following a date on which the Founder ceased to be a shareholder of the Company, will be bound by a non-competition undertaking in respect of providing a service similar to the current business activity field of the Company and will be also prohibited from soliciting employees (regardless of the form of cooperation) of the Company. Founders will devote all their business time to the Company.
Representations and Warranties	The Company and the Founders warrant the completeness, truth and accuracy of information disclosed throughout the due diligence process and warrant their right to contracting and the legality thereof. Parties set out the exact elements of the warranty statements in the investment agreement.
Founders as legal persons	If the Founders own Company's shares as legal entities, the Founders undertake that each of them will maintain ownership of all shares and full control over the respective entity for the duration of its presence in the Company's cap table. All provisions of the Term Sheet regarding Founders apply regardless of whether they are natural or legal persons.

IMPACT SPECIFIC REQUIREMENTS

Mission Statement	The Company will establish its social mission (" Social Mission "), focused on achieving measurable, positive social impacts through the provision of goods or services that generate social returns - in its articles of association, statutes, or any other document by which the Company is established. This Social Mission will be intrinsically linked to the Company's business model, ensuring that the development of the business model aligns with the advancement of the Social Mission. The Parties acknowledge that the Company will prioritize using its profits to achieve this Social Mission. Additionally, the Company will develop and implement procedures and rules to ensure that its dividend policy does not undermine Social Mission.
Impact Thesis	The Company will prepare an Impact Thesis including Social Mission, which may be subject to changes as part of the DD process. The Impact Thesis will include at least two measurable, trackable Social KPIs.
Policies	The Company will implement the policies that ensure the monitoring of UNGC principles, OECD Guidelines for Multinational Enterprises, human right policy and dividend policy. ¹
Other Requirements	The Company and the Founders assure and guarantee that ² : 1. Restricted Sectors - the Company is not and will not (directly or indirectly) engage in activities within Restricted Sectors; 2. SME status - the Company is a micro, small or medium-sized enterprise; 3. Operations - the Company is established or operating in the Central and Eastern European Region (Poland, Czech Republic, Slovakia, Hungary, Romania, Bulgaria, Slovenia, Austria, Lithuania, Latvia and Estonia); 4. Environment - the Company will support its internal carbon emission reduction initiatives aimed at aligning with the Paris Agreement.
MISCELLANEOUS	
Non-binding Effect	This Term Sheet does not constitute a legally binding obligation to the Parties, except points listed below:
Exclusivity	Considering that the Investor commits time and expense to put in place this financing, the Company and the Founders agree not to discuss, negotiate or accept any proposals regarding the sale or other disposition of debt or equity securities (other than with Investors in relation to the Investment), or a sale of

¹ Please check www.simpact.vc for the proposed policy templates.

² Please check www.simpact.vc for Simpack Investment Policy.

	material assets of the Company for 60 Days from the date of execution of this Term Sheet, unless otherwise agreed and confirmed in advance in writing with the Investor. In the event of a breach of this section, the Founders agree to reimburse the Investor for all costs and expenses (including legal fees) incurred in relation to the contemplated Investment until and including the day the Investor becomes aware of the breach.
Confidentiality:	The Company and Founders shall not disclose these terms to anyone other than its officers, directors, key service providers, and other potential investors in this financing, without the consent of Investor.
Expenses	Company to pay to the Investor costs of legal, technical, and financial due diligence not to exceed [PLN/EUR/USD] [] in aggregate (from the Investment amount, or otherwise if the Company desists to conclude the transaction without substantial changes to what has been agreed in this Term Sheet).
Applicable Law	This Term Sheet shall be governed in all respects by the laws of the Republic of Poland. All disputes arising out of or in connection with this Term Sheet shall be settled by the Parties. If any dispute cannot be settled in this manner, the Parties will refer such dispute to a Polish common court competent for the registered office of the Company.

Signatures:

Appendix no. 1 - Capitalization Tables