

GRAFTCODE

Graftcode Impact Programme

Terms and Conditions

Version: 1.0

Effective date: 2026-10-01

These Terms and Conditions (“Terms”) govern participation in the Graftcode Impact Programme (“Programme”), organised by Graftcode S.A., with its registered office at Franciszka Klimczaka 1, Warsaw, POLAND, entered in KRS: 0001173104, tax identification number 9512621520 (“Graftcode”).

The Programme is intended to encourage developers and members of the technology community to build, adapt or demonstrate software using Graftcode technology and to share meaningful technical information about their work with the broader software-development community.

Participants who satisfy the applicable technical and publication requirements may receive a cash Reward. For public Qualifying Publications, the standard Reward levels are EUR 500 and EUR 1,000. For an Internal Enterprise Publication approved under Section 7.1, project eligibility, evidence requirements and the Reward are agreed individually in writing with Graftcode.

The Programme is performance-based. Rewards are determined according to the criteria described in these Terms and are not awarded by chance or random selection.

1. Eligibility

The Programme is open to:

- independent and freelance software developers;
- open-source maintainers and contributors;
- software architects and engineers;
- recognised technology community experts, including MVPs and similar community leaders;
- students, doctoral candidates, researchers, lecturers and other members of the academic community;
- founders and employees of start-ups or other technology organisations, provided they have authority to participate;
- teams consisting of eligible participants, provided that one individual or legal entity is nominated to receive the Reward.

Participants must be at least 18 years old and legally capable of entering into these Terms.

Employees, members of the management or supervisory bodies of Graftcode, and persons directly involved in administering or evaluating the Programme are not eligible.

Participation is permitted only where lawful.

Graftcode may decline participation where legal, regulatory, sanctions, export-control, tax, payment-processing or other restrictions prevent Graftcode from operating the Programme or making a payment.

A participant acting on behalf of an employer, university or other organisation is responsible for ensuring that participation does not violate that organisation's intellectual-property, employment, confidentiality, conflict-of-interest, research or similar policies.

2. Registration and pre-approval

A participant must submit their proposed project to Graftcode for approval before becoming eligible for a Reward.

The application should contain, where applicable:

1. the participant's name and contact details;
2. information about the participant or team;
3. a short description of the proposed project;
4. an explanation of how Graftcode will be used;
5. information on whether the project is open source or closed source;
6. a repository, project page or other relevant link, where available;
7. the intended form of technical publication or presentation, including whether it will be public or internal;
8. the public platform(s) or, for an Internal Enterprise Publication, the company and internal communication channel(s) through which the participant intends to share the project or related technical content.

Graftcode may approve or reject proposed submissions in order to:

- avoid duplicate or substantially similar Programme submissions;
- prevent low-value or artificial implementations;

- verify that the planned use of Graftcode is technically meaningful;
- avoid conflicts with existing Graftcode initiatives;
- ensure that the project is consistent with the objectives of the Programme.

Approval confirms that the proposed project may participate in the Programme. Approval does not guarantee a Reward.

A Reward becomes payable only if the participant subsequently satisfies the applicable technical and publication or presentation requirements and either the applicable public traction requirements or the individually agreed Internal Enterprise Publication criteria.

An approved project remains eligible for [120] days from approval unless another period is agreed in writing.

3. Qualifying Project

3.1 New project

The participant creates a new software project incorporating Graftcode.

3.2 Existing project

The participant modifies, extends or integrates Graftcode into an existing software project.

The existing project may belong to the participant, their employer or organisation, or a third party, provided the participant has the rights and permissions necessary to make the relevant changes and publish or present the required technical information.

3.3 Open-source or closed-source projects

A project does not need to be open source to participate in the Programme. Both open-source and closed-source projects may qualify.

For a closed-source project, the participant is not required to publish the source code, confidential business information, credentials, proprietary algorithms or trade secrets.

However, the participant must publish or present sufficient technical information to enable a reasonably knowledgeable software developer to understand:

- what the project does;
- what role Graftcode performs;
- which application components or services use Graftcode;
- how Graftcode has been integrated into the architecture;
- the type of communication or functionality enabled by Graftcode;
- practical technical result of using Graftcode.

The published or presented material must provide more than a purely promotional statement that the project “uses Graftcode”.

4. Technical requirements

A Qualifying Project must:

- contain a genuine and functioning Graftcode integration;
- use Graftcode in an actual execution path, application interaction or architectural function relevant to the project's purpose;
- demonstrate meaningful use of Graftcode rather than merely installing or referencing a Graftcode package;
- be sufficiently complete to demonstrate the integration in operation;
- comply with applicable third-party software licences;
- contain no deliberately introduced malware, malicious functionality, credentials, secrets or knowingly material security vulnerabilities;
- be reasonably verifiable by Graftcode.

There is no minimum number of lines of code. Projects are evaluated based on technical substance, functionality and usefulness rather than project size.

Examples that would normally not constitute a Qualifying Project include:

- installing a Graftcode dependency without materially using it;
- adding Graftcode only to configuration files without implementing relevant functionality;

- publishing documentation without a functioning implementation;
- creating a technically trivial wrapper whose only apparent purpose is qualifying for the Programme;
- presenting a mock-up or simulated integration as a functioning implementation;
- automatically generated projects without a meaningful technical purpose.

Graftcode may request reasonable changes necessary to verify or qualify an otherwise eligible submission.

5. Verification of closed-source projects

Where the project source code is not publicly available, Graftcode may request additional evidence that the implementation exists and functions as described.

Such verification may include, for example:

- a live demonstration;
- screen sharing;
- a recorded technical demonstration;
- architecture diagrams;
- configuration examples;
- selected code snippets;
- logs or screenshots;
- a technical walkthrough;
- temporary access to a development or demonstration environment;
- another mutually agreed verification method.

The participant is not required to disclose information that is unrelated to verifying the Graftcode integration.

Graftcode will not require participants to publicly disclose proprietary source code or trade secrets as a condition of participation.

Where the participant cannot provide sufficient evidence to reasonably verify the implementation, Graftcode may determine that the project does not qualify.

6. Intellectual property

The participant retains ownership of their original source code, project, documentation and other intellectual property.

Participation in the Programme does not transfer ownership of the participant's project to Graftcode.

Where the project includes third-party software, the participant represents that they have complied with the applicable licences and permissions.

Where the project is owned by an employer, university, company or other organisation, the participant represents that they have sufficient authority to participate in the Programme and publish or present the required technical information.

The participant grants Graftcode permission to:

- link to the Qualifying Publication;
- link to any publicly available repository or project page;
- mention the project and participant in relation to the Programme;
- reshare or repost Qualifying Publications using normal social-media functionality;
- embed publicly available Programme content where supported by the relevant platform.

The permissions above apply to publicly accessible Programme materials. Graftcode does not obtain a right to publish or reproduce confidential internal materials used for an Internal Enterprise Publication unless the participant and, where applicable, the participant's employer separately agree to such use.

Any broader use of the participant's materials in paid advertising, edited promotional videos, case studies or separate marketing campaigns may require additional permission from the participant where required by applicable law.

7. Qualifying Publication

After completing the technical implementation, the participant must publish or present at least one original piece of technical content describing the project and its use of Graftcode.

A Qualifying Publication may take the form of:

- a technical social-media post;
- a technical article;
- a video;
- a demonstration;
- a project or repository page;
- a Show HN submission;
- a Reddit post;
- an Internal Enterprise Publication approved under Section 7.1;
- another format expressly approved by Graftcode.

A Qualifying Publication must:

- identify or describe the project;
- mention Graftcode by name;
- meaningfully explain how Graftcode is used;
- include technical information rather than purely promotional statements;
- contain a link to the project, demonstration, repository or relevant technical material where appropriate;
- for a public Qualifying Publication, be publicly accessible during the applicable Measurement Period; this requirement does not apply to an Internal Enterprise Publication approved under Section 7.1;
- comply with the rules of the platform on which it appears or, for an Internal Enterprise Publication, the applicable internal communication, confidentiality and employment policies;
- accurately represent the project;
- avoid knowingly false or misleading claims.

For closed-source projects, the Qualifying Publication does not need to include source code. However, it must contain sufficient technical information about the Graftcode implementation to satisfy Sections 3 and 4.

7.1 Internal Enterprise Publications

As an alternative to publishing content publicly, Graftcode may approve participation based on sharing a genuine technical experience with Graftcode through an internal communication channel of an established company or other established business organisation (“Internal Enterprise Publication”).

This route is available only where the company or organisation:

- employs at least 50 employees at the time Graftcode approves the proposed participation; and
- is well established in its relevant market, with a genuine ongoing business and a demonstrable market presence. Graftcode may consider factors such as operating history, market presence, customer base, organisational scale and public recognition when determining whether this requirement is satisfied.

Qualifying internal channels may include:

- a company intranet, internal portal, wiki or knowledge base;
- an internal engineering, architecture or developer-community platform;
- an internal newsletter or similar employee communication;
- a company town hall, all-hands meeting, internal conference, engineering forum, webinar or technical talk;
- another internal communication format expressly approved by Graftcode.

The internal material or presentation must describe a real use of Graftcode and contain sufficient technical detail for the intended professional audience to understand the use case, the role of Graftcode in the solution, the relevant integration approach and the participant’s practical experience or conclusions. The participant is not required to disclose source code, trade secrets or confidential information unrelated to verification of the Graftcode use case.

Project eligibility, the qualifying internal publication or event, evidence requirements, audience or reach expectations, any applicable measurement period and the Reward amount must be agreed individually in writing with Graftcode before the internal publication or event takes place.

The standard public-platform traction thresholds in Sections 13-19 and Schedule 1, and the standard 60-day Measurement Period in Section 10, do not apply to an Internal Enterprise Publication unless the individual written agreement expressly incorporates them.

Graftcode may require reasonable evidence of the internal publication or event, such as screenshots, intranet analytics, an event agenda, presentation materials, attendance figures, a recording or written confirmation from

the company. Graftcode will not require public disclosure of confidential internal materials solely to verify participation.

The participant is responsible for obtaining any permission required from their employer or organisation to use the internal channel, discuss the project and participate in the Programme.

8. Disclosure of Programme participation

Because a participant may receive monetary compensation, Qualifying Publications must clearly disclose participation in the Programme. For an Internal Enterprise Publication, the participant must use an appropriate disclosure of the potential Reward unless different wording or a different disclosure method is agreed with Graftcode to comply with the employer's internal policies.

Recommended wording:

“Disclosure: this project participates in the Graftcode Impact Programme. I may receive monetary rewards from Graftcode depending on the organic traction generated by this content/project.”

Equivalent clear wording may be used.

Where a platform provides a built-in paid-promotion, sponsorship, brand-partnership or equivalent disclosure mechanism, participants must use it where required by applicable law or platform rules.

The disclosure must be reasonably prominent and must not be presented in a manner intended to conceal the potential commercial relationship.

9. Measurement Period

For public Qualifying Publications, traction is measured for 60 consecutive days.

For public Qualifying Publications, the Measurement Period begins when the participant publishes the first designated Qualifying Publication, unless otherwise agreed in writing with Graftcode. The Measurement Period for an Internal Enterprise Publication, if any, is agreed individually under Section 7.1.

For the public publication route, only activity generated during the Measurement Period counts towards the Programme Reward.

For the public publication route, a participant may designate a maximum of three platforms for one project.

For the public publication route, multiple publications on the same platform are not aggregated unless Graftcode has approved aggregation in advance.

10. Reward levels

For public Qualifying Publications, two standard Reward levels are available:

Achievement	Reward
Standard Traction Threshold	EUR 500
High Traction Threshold	EUR 1,000

For public Qualifying Publications, the maximum Reward payable for one project is EUR 1,000. For an Internal Enterprise Publication, the Reward amount and any applicable maximum are agreed individually in writing under Section 7.1.

Standard public-platform Rewards are not cumulative.

If a participant first reaches the EUR 500 threshold and subsequently reaches the EUR 1,000 threshold during the same Measurement Period, the total Reward becomes EUR 1,000. The participant does not receive EUR 1,500.

Reaching the EUR 500 threshold on several platforms does not automatically qualify the participant for EUR 1,000.

Unless expressly agreed otherwise before publication, the EUR 1,000 threshold must be reached on at least one qualifying platform.

Only one Reward is payable for substantially the same technical project or implementation. Minor variations, forks, reposts, duplicate publications or similar implementations do not create additional Reward eligibility.

The rules in this Section 11 concerning standard Reward levels apply to public Qualifying Publications. Internal Enterprise Publications are governed by the individually agreed terms described in Section 7.1.

11. Organic traction requirement

For the public publication route, only genuine organic engagement counts towards Reward eligibility. Any reach or engagement criteria agreed for an Internal Enterprise Publication must likewise be genuine and must not be artificially manipulated.

The following are prohibited:

- purchased views, followers, likes, comments, reposts, GitHub stars or forks;
- bots or automated engagement;
- engagement farms or engagement exchanges;
- coordinated engagement pods;
- use of multiple accounts controlled by the participant;
- paid advertising or sponsored boosting;
- payments to third parties for traffic or engagement;
- giveaways in exchange for likes, shares, stars, votes or comments;
- vote solicitation where prohibited by the relevant platform;
- artificial or coordinated attempts to manipulate ranking systems.

Normal organic sharing by followers, colleagues, users, community members, Graftcode or unrelated third parties is permitted.

Graftcode may disregard activity it reasonably determines to be artificial, fraudulent or materially inconsistent with genuine audience behaviour.

See APPENDIX A for traction KPIs required for each reward level.

12. Evidence and verification

For the public publication route, the participant must submit a Reward claim no later than seven days after the end of the 60-day Measurement Period. For an Internal Enterprise Publication, the claim timing and any applicable measurement period are agreed individually under Section 7.1.

The claim should include, as applicable:

1. Qualifying Project name;
2. relevant project or repository URLs;
3. URLs to all Qualifying Publications;
4. screenshots or exports of analytics;
5. evidence of the relevant traction metrics;
6. evidence reasonably necessary to verify the Graftcode implementation.

For an Internal Enterprise Publication, the evidence will be the evidence agreed under Section 7.1 and may include screenshots, intranet or internal-platform analytics, presentation materials, event agendas, attendance figures, recordings or written confirmation from the company.

Graftcode may independently verify publicly available metrics.

Where statistics are not publicly visible, the participant may be required to provide screenshots or exports from platform analytics.

Graftcode will not request social-media account passwords.

Where a platform removes fraudulent, automated or invalid engagement before the Reward is paid, corrected statistics may be used.

14. Platform compliance

Participants must comply with the terms, community standards, commercial-content rules and other policies of the platforms used. For an Internal Enterprise Publication, participants must also comply with the employer's or organisation's applicable internal communication, confidentiality, intellectual-property and employment policies.

Participants must not:

- manipulate GitHub stars or forks;
- solicit Hacker News votes contrary to Hacker News rules;
- violate subreddit self-promotion rules;
- conceal sponsored or incentive-based relationships where disclosure is required;
- use methods prohibited by the relevant platform.

Removal of content by a platform because of a policy violation may make the publication ineligible.

14. Reward validation

Graftcode will assess whether:

- project meets the technical requirements;
- Graftcode is genuinely used;
- any closed-source implementation has been sufficiently verified;
- Qualifying Publication contains sufficient technical information;
- required disclosure is present;
- applicable public traction threshold or individually agreed Internal Enterprise Publication criteria have been satisfied;
- submitted engagement appears genuine;
- participant has complied with these Terms.

Graftcode should normally complete validation within 10 business days after receiving a complete Reward claim.

Where Graftcode rejects or reduces a claim, it should provide the participant with a brief explanation.

A participant may request reconsideration within 14 days.

15. Payment

Rewards are stated as gross amounts.

Payment will normally be made within 30 days after final approval of the Reward claim and receipt of documentation reasonably required for accounting, payment and taxation purposes.

Participants operating a business may be required to provide an invoice or equivalent accounting document.

Participants who do not operate a business may be required to provide information necessary for Graftcode to comply with applicable tax or reporting obligations.

Participants are responsible for their own tax obligations except where Graftcode is legally required to deduct, withhold or account for tax.

Where legally required withholding applies, the amount transferred to the participant may be reduced accordingly.

16. International participants

The Programme may be open to participants outside Poland.

International participation remains subject to applicable law, sanctions and export-control requirements, tax rules, payment-provider restrictions, banking requirements and other regulatory requirements applicable to Graftcode or the participant.

Graftcode may require additional information from international participants before making payment.

17. Teams

A project may be submitted by a team.

The team must nominate one person or legal entity as the Programme participant for administrative and payment purposes.

Only one Reward is payable per Qualifying Project.

Graftcode is not responsible for distributing the Reward among team members.

The nominated participant is responsible for obtaining any necessary agreement from the other contributors.

18. Availability of project and content

For public Qualifying Publications, the participant agrees to make reasonable efforts to keep the content publicly available for at least six months following payment. An Internal Enterprise Publication may remain internal and is subject only to the availability or retention requirements, if any, agreed under Section 7.1.

Where a public repository forms part of the qualifying submission, the participant should also make reasonable efforts to keep it publicly accessible for that period.

This requirement does not prevent removal or modification where reasonably necessary due to security issues, legal requirements, intellectual-property disputes, employer or client requirements, upstream project decisions, platform actions or another legitimate reason.

Closed-source projects are not required to remain publicly accessible.

19. Programme integrity

Graftcode may reject or disqualify a submission where there is reasonable evidence of:

- fraud;
- metric manipulation;
- plagiarism;
- intellectual-property infringement;
- falsified analytics;
- false technical claims;
- a fabricated implementation;
- deliberate misrepresentation;
- duplicate submissions intended to circumvent the Reward limit;
- material violation of these Terms.

Where a Reward has already been paid and eligibility was obtained through deliberate fraud or materially falsified information, Graftcode may seek repayment to the extent permitted by applicable law.

20. Programme changes

Graftcode may modify, suspend or terminate the Programme for future participants.

Changes should not normally reduce the eligibility or maximum Reward applicable to a project already approved before the change.

If a social platform changes or removes a relevant metric during an active Measurement Period, Graftcode may use the closest reasonably equivalent metric.

Graftcode may make immediate changes where required by law, regulation, platform rules, security requirements or circumstances outside Graftcode's reasonable control.

21. No employment or agency relationship

Participation does not create an employment relationship, agency relationship, partnership, joint venture or representation agreement.

Participants may not represent themselves as employees, authorised representatives or official spokespersons of Graftcode solely because they participate in the Programme.

22. Confidentiality

Where Graftcode receives non-public information solely for the purpose of verifying a closed-source project, Graftcode will use such information only as reasonably necessary to administer and verify participation in the Programme.

Participants should avoid providing confidential or proprietary information unless it is necessary for verification. Where more extensive disclosure is required, the participant and Graftcode may enter into a separate confidentiality agreement. Participation in the Programme does not itself require a participant to transfer ownership of or publicly disclose trade secrets.

23. Data protection

Graftcode may process personal data necessary to administer the Programme, including participant identification, contact details, project information, analytics evidence, payment information, tax information and correspondence regarding Programme participation.

Further information concerning processing purposes, legal bases, retention periods, recipients and participant rights should be provided in the Programme Privacy Notice available at: [PRIVACY NOTICE URL].

24. No certification or warranty

Approval of a project or payment of a Reward does not constitute certification by Graftcode that the participant's project is secure, free from defects, suitable for production use, compliant with any specific industry standard or officially supported by Graftcode.

Participants remain responsible for their own software, publications and representations.

25. Governing law

These Terms are governed by the laws of Poland, without prejudice to any mandatory rights or laws that cannot legally be excluded.

26. Questions and complaints

Questions, Reward claims and complaints relating to the Programme may be submitted to: contact@graftcode.com

Graftcode will endeavour to respond to formal Programme complaints within 14 business days.

Graftcode Impact Programme

This appendix defines the platform-specific organic traction thresholds used to determine the EUR 500 and EUR 1,000 rewards.

Measurement period	60 consecutive days from publication of the designated qualifying content.
Project eligibility	Projects may be open source or closed source . For a closed-source project, the participant must publish sufficient technical detail to allow Graftcode and the developer audience to understand how Graftcode is used. This may include architecture information, relevant code excerpts, diagrams, a technical demo, or an equivalent detailed explanation.
Organic traction only	Paid boosting, purchased engagement, bots, engagement pods and other artificial amplification do not qualify.
Combined metrics	Where a reach metric and an engagement metric are listed, both requirements must be met .
Maximum reward	EUR 1,000 per qualifying project . Rewards are not cumulative across platforms unless expressly agreed in advance.

LinkedIn

Reward	Required organic performance
EUR 500	At least 5,000 impressions and 50 engagements , including at least 5 comments, reposts, saves or sends.
EUR 1,000	At least 20,000 impressions and 200 engagements , including at least 20 comments, reposts, saves or sends.

Engagements may include reactions, comments, reposts, saves and sends shown in LinkedIn analytics.

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Reward	Required organic performance
EUR 500	At least 10,000 views/impressions and 100 engagements , including at least 10 replies or reposts.
EUR 1,000	At least 40,000 views/impressions and 400 engagements , including at least 40 replies or reposts.

A thread is treated as one qualifying publication. Metrics should normally be based on the opening post unless thread aggregation was approved in advance.

YouTube - long-form technical video

Reward	Required organic performance
EUR 500	At least 1,000 engaged views , 50 engaged watch hours and 30 likes/comments/shares .
EUR 1,000	At least 5,000 engaged views , 250 engaged watch hours and 150 likes/comments/shares .

The video must contain substantive technical content explaining the project and the Graftcode integration.

YouTube Shorts

Reward	Required organic performance
EUR 500	At least 5,000 engaged views and 150 likes/comments/shares .
EUR 1,000	At least 25,000 engaged views and 750 likes/comments/shares .

GitHub

Reward	Required organic performance
EUR 500	At least 30 new stars and 5 forks .
EUR 1,000	At least 125 new stars and 20 forks .

GitHub thresholds apply only where a public repository is used as the qualifying publication channel. Metrics are measured as increases after publication. For contributions to a large existing public repository, upstream repository stars/forks do not count unless an alternative measurement approach was approved in advance.

Hacker News / Show HN

Reward	Required organic performance
EUR 500	At least 30 points and 10 substantive comments .
EUR 1,000	At least 100 points and 30 substantive comments .

Participants must comply with Hacker News rules and must not request, coordinate or incentivise votes or comments.

Reddit

Reward	Required organic performance
EUR 500	At least 75 post score and 20 substantive comments .
EUR 1,000	At least 300 post score and 60 substantive comments .

The post must appear in a technically relevant subreddit and comply with that subreddit's rules. Participant replies do not count toward the comment threshold. Cross-post scores are not automatically aggregated.

Important: This appendix should be read together with the full Graftcode Impact Programme Terms and Conditions. In case of conflict, the full Terms and Conditions prevail.