

- (v) Disability of the participant, his/her children or his/her spouse or civil partner;
 - (vi) Death of the beneficiary or spouse or civil partner;
 - (vii) Termination of the employment contract or end of corporate office;
 - (viii) Use of proceeds for creation by the participant, his/her child or his/her spouse or civil partner of certain businesses;
 - (ix) Use of proceeds for the acquisition or enlargement of the participant's principal residence which includes the creation of new living space, or for its restoration following a damage caused by a recognized natural disaster;
 - (x) Over-indebtedness of the participant; or
 - (xi) Purchase of (a) a two or three wheeled motor vehicle, a motor quadricycle, a car or a light truck that uses electricity, hydrogen or a combination of both as its exclusive energy source or (b) a new electric bike.
- Participants may be offered to participate in the 2026 Offer by (i) salary deductions, in one, three or six instalments, and/or (ii) direct bank debit.

The Company acknowledges that costs related to the 2026 Offer should be borne by the Company and accepts to comply with any fund request required for completion of the 2026 Offer or, as the case may be, invoiced in accordance with the terms and conditions of the invoicing agreement concluded with the Company.

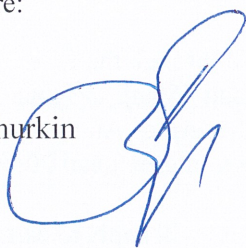
PEG rules will be made available to the Company's participants in the 2026 Offer upon their request.

The Company and participants in the 2026 Offer remain bound by the terms and conditions of the PEG until all 2026 Offer assets held in the PEG are redeemed.

Signed in duplicate, in __ Ljubljana _____ (*place*), on __ 17.4.2026 _____ (*date*).

Signature:

Alex Zhurkin



Anja Porta Petkovšek



**RCI BANQUE SOCIETE ANONYME,
BANČNA PODRUŽNICA LJUBLJANA
Dunajska cesta 22
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