

SCHEDULE 3 - INVESTMENT AID

1. CASH GRANT

Subject to the Investment Incentives Act and following up on the Investment Aid Decision, Slovakia will provide the Company with the Regional Aid in relation to the Project in the maximum permissible aid amount for a large investment project, pursuant to General Block Exemption Regulation meaning Commission Regulation (EU) No 651/2014 of 17 June 2014 declaring certain categories of aid compatible with the internal market in application of Articles 107 and 108 of the Treaty, as amended by the Commission Regulation amending Regulation (EU) No 651/2014 declaring certain categories of aid compatible with the internal market in application of Articles 107 and 108 of the Treaty dated 9 March 2023 in the form of a cash grant.

2. TRAINING AID

Based on a request by the Company to be addressed to the respective Labour, Social Affairs and Family Office, Slovakia shall provide the Company with a financial contribution for training of employees. The amount of contribution shall correspond to the maximum amount allowed per one project by the respective state aid for training regulation in effect as of the provision of the financial contribution.

Eligible costs to be covered:

- a. training of the Company's employees, including
 - (i) training of the new employees with no relevant prior work experience,
 - (ii) external training of the new employees with the work experience relevant for the Company,
 - (iii) super gross salary of internal employees who will be trained (trainees) during the training,
 - (iv) super gross salary of the internal employee who will train (trainer) during the training;
- b. travelling costs to the place of the training;
- c. insurance cost to cover potential damage caused by employees to the equipment dedicated for
- d. training;
- e. other eligible costs according to Article 31 of the General Block Exemption Regulation.

3. GENERAL

Slovakia guarantees that the Investment Aid Decision will be issued not later than **by 31 August 2023** provided that the relevant investment aid application submitted by the Company contains all information required by applicable laws.

The respective Investment Aid tranche shall be paid to the Company **within 90 days** from the submission of a complete and correct annual report.

Slovakia shall use its best efforts to identify and inform the Company about the possible funding for Renewable energy sources projects, and projects related to jobs or upskilling and other from state or European funding (including Recovery and Resilience Plan) as well as other possible and relevant for the Company funding opportunities (including ESIF, JTF, etc).