

TO:

EJL Slovakia s. r. o.

Bratislava 30 June 2022

LETTER OF INTENT

The aim of this Letter of Intent is to confirm the intent of Slovakia to support the economic development of the Eastern Slovakia Region. Development of the region is one of the key priorities for Slovakia and attracting and supporting companies who wish to establish business activities in the area, such as the Company's planned manufacturing plant in Valaliky, resulting in many new direct and indirect job opportunities is of key importance to achieve that objective.

Based on the outlined investment plans of the Company, the Company intends to recruit thousands of employees starting from September 2025 of which 1.500 new employees are planned to be recruited within the first six months and potentially over ten thousand employees in total over a longer period. To achieve such ambition, the Company is to a large extent depending on efficient co-operation with state and regional labour offices, private recruitment firms and schools.

Slovakia has declared its intention to support the Company and other potential investors that are expected to locate in the region in an efficient and successful recruitment process.

To this end, Slovakia intends to establish a regional center referred to as the "Regional Centre for Transformation – Innovation and Education of Eastern Slovakia" (hereinafter referred to as the "**Regional Centre**") for the purpose of supporting the economic development of Eastern Slovakia Region, providing assistance in the transformation of the entire Eastern Slovakia Region, its industry and workforce and providing support for the innovative industry in the Eastern Slovakia Region.

Implementation of the Regional Centre within the meaning of the previous sentence shall include the provision of all possible support for the construction and subsequent operation of the Regional Centre,

the operation of its multiple functional parts, as well as the support for the fulfilment of various tasks or functions related to the area of its operation.

In connection herewith, Slovakia undertakes to:

1. support the construction and operation of a "People Centre", a multifunctional facility forming a part of the concept of the Regional Centre. The People Centre will primarily provide possibilities for health and recreation activities, indoor people-gathering for up to 600 people, training, recruitment and requalification of workers and education functions. The People Centre is planned to be located in close range to the industrial zone in the vicinity of Valaliky. The People Centre is intended to be operational and ready for public use by 1 September 2025. For this purpose, a concept design shall be prepared by Slovakia by the end of the year 2022 to be followed by procurement of the relevant designs and construction and manning;
2. support efficient co-operation between the "People Centre", the Technical University of Košice and the Slovak Science Academy in matters pertaining to the field of technical and scientific research and development for the benefit of the entire Košice Self-Governing Region and Eastern Slovakia more generally;
3. support traineeship or internship programmes to be completed for higher education students regionally, including without limitation through the Erasmus+ programme, as well as equivalent programmes for students at the high-school level depending on their objective availability; and
4. facilitate for publishing, placement and easy accessibility of recruitment advertisements across the educational sector, aimed at final year students in universities and dual education schools;.
5. to ensure that the state budget for individual years allocates sufficient funds in the relevant budget chapters to implement the Regional Centre, including financial backing of the construction of the "People Centre" as well as the operation of its functions up to the maximum capital expenditure amount of EUR 40 million and maximum operational expenditure amount of EUR 5 million for the first 5 (five) years of operation,
6. in order to attract and retain investors in the industrial zone in the vicinity of Valaliky, to make every effort to increase the number of engineering and other relevant study

programs at universities and vocational schools and to further promote these study programs

7. to ensure through state labour authorities retraining and recruitment of employees for companies in the Eastern Slovakia Region, promotion of the industrial zone in the vicinity of Valaliky towards Slovak citizens living abroad, establishment of one-stop-shops for providing information to foreigners and Slovak citizens working abroad who desire to work in Slovakia, as well as to further enable the fulfilment of the goal of regional economic development for the benefit of the industrial zone in the vicinity of Valaliky: and
8. to ensure newly created job vacancies by companies in the Eastern Slovakia Region are advertised abroad, namely in places with sizeable Slovak minorities, including without limitation, the United Kingdom of Great Britain and Northern Ireland, Ireland and the Czech Republic, and to ensure and provide necessary financial support to achieve the fulfilment of this undertaking, whether via direct State-led advertisement or indirect market advertisement.

Richard Sulík

Minister of Economy