

NOTIFICATION OF THE TRANSFER OF RIGHTS AND OBLIGATIONS UNDER EMPLOYMENT LAW

Mars Svatka, a.s.

ICKO: 499 66 839

with registered office at Libušina 194, 592 02 Svatka

registered in the Commercial Register maintained by the Regional Court in Brno, file no.

B 1191 (hereinafter referred to as "**Mars Svatka, a.s.**")

a

1CSC a.s.

ID: 015 34 432

Vlastimila Pecha 1276/5, Černovice, 627 00 Brno

registered in the Commercial Register maintained by the Regional Court in Brno, file

no. B 6866 (hereinafter referred to as "**1CSC a.s.**")

Pursuant to Section 339(2) of Act No. 262/2006 Coll., the Labour Code, as amended, the employees of Mars Svatka, a.s. are hereby notified that the rights and obligations under employment relationships will be transferred from Mars Svatka, a.s. to 1CSC a.s.

Transition date

The date of the transfer of rights and obligations under employment relations from Mars Svatka, a.s. to 1CSC a.s. is 1 January 2025.

The transfer of rights and obligations from employment relations applies to all employees of Mars Svatka, a.s. working for Mars Svatka, a.s. in an employment relationship or on the basis of agreements on work performed outside the employment relationship as of 1 January 2025.

Reasons for switching

The reason for the transfer of rights and obligations under employment law from Mars Svatka, a.s. to 1CSC a.s. is the division of Mars Svatka, a.s. within the meaning of Act No. 125/2008 Coll., on transformations of commercial companies and cooperatives, as amended, in the form of a split, in which the company Mars Svatka, a.s. will cease to exist, a part of its assets, including rights and obligations from labour relations, will be transferred to the existing company 1CSC a.s. and a part of its assets will be transferred to the newly established company Svatka property a.s.

The transfer of rights and obligations under labour relations from Mars Svatka, a.s. to 1CSC a.s. will occur by law, based on the provisions of Section 244 (1) of Act No. 125/2008 Coll., on Transformations of Commercial Companies and Cooperatives, as amended.

Legal, economic and social consequences of the transition for employees

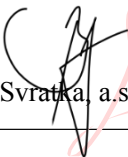
The transfer of the rights and obligations under the employment relationship to 1CSC a.s. will not have any economic or social consequences for the employees of Mars Svatka, a.s. From the legal point of view, 1CSC a.s. will fully enter the legal status of an employer instead of Mars Svatka, a.s. as of 1 January 2025. In the transfer of rights and obligations under employment law to 1CSC a.s. as the transferee employer, all unsatisfied claims under employment law existing prior to the transfer of rights and obligations under employment law to 1CSC a.s. will also be transferred.

Upcoming measures in relation to employees


In connection with the division of Mars Svatka, a.s., no measures affecting the existing employees of Mars Svatka, a.s. are being prepared except for the fact that ICSC a.s. will enter the legal status of employer instead of Mars Svatka, a.s. as the legal successor of Mars Svatka, a.s.

If you have any questions about the upcoming change, please do not hesitate to contact the HR department or the management of Mars Svatka, a.s.

In Brno, on 27.11.2024

 Digitally signed by
Miroslav Beneš
Date: 2024.11.27
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Mars Svatka, a.s.
Miroslav Beneš, Member of the Management
Management Board

 Digitally signed
by Miroslav
Beneš Date:
2024.11.27
20:52:56 +01'00'

ICSC a.s.
Miroslav Beneš, Member of the
Board