

GENERAL TERMS AND CONDITIONS OF COLLEAGUES PROGRAM

1. The organizer of Colleagues Program is IUVO GROUP OÜ with address at Narva mnt 7a, Tallinn City, Harju county, Estonia, hereinafter referred to as "IUVO". IUVO is a member of the business group of Management Financial Group (hereinafter referred to as the Group).

2. Colleagues Program (hereinafter referred to as the "Program") aims to provide preferential conditions for purchasing of claims to a certain group of persons (Participants) and is active from June 15th, 2020. IUVO has the right to unilaterally modify or terminate these General Terms and Conditions of the Program without notifying the participants or third parties thereof.

3. Each natural person who is an employee, partner, shareholder, member of a management body of a Group company, Sales organizer or a person, who provides services to a Group company under a service contract, has a business email address and/or *telephone number/unique code in I-check system* provided by the Group, and meets all additional criteria set out in Clause 4 of these General Terms and Conditions may participate in the Program.

4. Additional eligibility criteria for participation in the Program on a cumulative basis are:

4.1. Filling in a participation form on IUVO's website at <https://iuvo-group.com/en/colleagues-page-en/> by providing data relevant for the type of Participant under Clause 2, namely:

- Personal email address;
- Business email address provided by the Group;
- Name of the Group's company with which the Participant has a legal relationship.

4.2. Registration as a User of the Portal of IUVO at www.iuvo-group.com using the personal email filled in the participation form under Clause 4.1.

4.3. Clients of the Group companies may not participate in the Program unless they meet the conditions under Clauses 3 and 4 above.

5. A person who has met the criteria for participation under Clauses 3 and 4 above acquires the status of a Participant and receives a Welcome Bonus in their account in the amount of 10 EUR (ten euro), provided that they register on the Portal of IUVO for the first time. The bonus will be paid within 7 (seven) business days from the registration of the Participant on the Portal of IUVO.

6.1. Upon successful registration and successfully filling in the form under Clause 4.1. above, the Participant will receive a bonus of 1% (one percent) of the amount of the first money transfer to the account used to purchase claims, with a maximum allowed bonus amount of 200 EUR (two hundred euro).

6.2. If the Participant has created their account on iuvo before the start of the Program, has met all requirement under Clause 3 and 4, and registers in the form, they have the right to receive a bonus of 1% (one percent) from the size of the first money transfer to their profile after the start of the Program and that is used to purchase claims, with a maximum bonus amount of 200 EUR (two hundred euro).

7. The Participant receives an additional bonus in the size of 0.5% (zero point five percent) on the entire amount added to the account and used to purchase claims in the first 6 months since the date of the first money transfer to the account. The Participant does not have the right to receive this bonus if they have made a withdrawal from their iuvo account during the aforementioned period.

7.1. The total amount of the bonuses under Clauses 5, 6 and 7 of these General Terms and Conditions provided by IUVO to a Participant in the Program may not exceed the amount of 200 EUR (two hundred euro) in total for all three clauses.

7.2. If the Participant has more than one profile on iuvo, it is not possible to receive a bonus under this Program for more than one profile.

8. The participants in this Program are entitled to preferential conditions for participation in the "IUVO GOLD CLUB" program of the Organizer. For this purpose, they must be registered on the Portal, to have added funds to their account and to keep a total amount of purchased claims at least 15 000 EUR (fifteen thousand euro). For comparison: in non-preferential conditions, the amount must be at least 25 000 EUR. All other terms of the "IUVO GOLD CLUB" are available on www.iuvo-group.com

9. Bonuses are funded in the accounts of the Participants within 7 (seven) business days after fulfillment of all conditions of the Program.

10. The amounts received as bonuses under this Program may be withdrawn by the Participant, provided that the latter has purchased claims for a period of 3 (three) months from the date of bonus receipt under this Program.

11. In case that a Participant loses their status as a person under Clause 3 of these General Terms and Conditions, they are obliged to immediately, but not later than 3 (three) business days, notify the Portal thereof. In case that a person no longer meets the eligibility criteria under Clause 3 of these Rules, the Participant shall be entitled to receive the bonuses accrued under Clauses 5, 6 and 7, if they meet the rules for their withdrawal under Clause 10 above.

12. Participants are not allowed to use the Program in a way contrary to the principles of IUVO and the purpose of the Program - namely for the provision of certain preferential conditions when using the services of IUVO. Participants are prohibited from using the Program in a manner that may be considered as misuse of it, at the sole discretion of IUVO. For example, if the Participant registers solely for the purpose of receiving a bonus under the program rather than using the services provided by IUVO. In such case, the Participant may not withdraw the bonus. If the Participant has doubts whether their actions meet the conditions of the Program, the Participant may send an inquiry to the following e-mail address: info@iuvo-group.com.

13. The participation in the Program may be unilaterally terminated by the Organizer, at its sole discretion, and in case that the Participant no longer meets the eligibility criteria under Clause 3 of these General Terms and Conditions. The Participant, in turn, may terminate their participation in the Program by sending a unilateral written statement of intent in this respect to the following e-mail address: info@iuvo-group.com. By submitting the statement of intent under the previous sentence, the Participant loses their bonus(es) under Clauses 5, 6 and 7 of these General Terms and Conditions.

14. The legal relationships arising from Colleagues Program shall be governed by these General Terms and Conditions that are published on IUVO's website. By participating in the Program, participants accept these General Terms and Conditions, including the processing



of their personal data in accordance with all requirements of data protection legislation and in the manner described in [Privacy Policy of IUVO](#).

15. Personal data of Participants will be processed for the purposes of participation in the Program. IUVO has the right to process Participants' personal data in order to fulfill its contractual obligations on the basis of these General Terms and Conditions. More information on the processing of personal data can be found in the Privacy Policy of IUVO available at: <https://www.iuvo-group.com/bg/privacy-policy/>.

16. IUVO will process, including store, from the moment of registration, personal data provided by the Participants in connection with participation in the Program in the manner and within the time limits described in the Personal Data Protection Policy available at: <https://www.iuvo-group.com/bg/privacy-policy/>.

17. Issues not settled by these General Terms and Conditions shall be additionally subject to the Terms of Use of the Portal available on its website. In the event that the grounds for participation in the Program of a Participant no longer exist, the latter shall retain their status as a user of the Portal, and their relationships with the latter shall continue to be governed entirely by the Terms of Use available on the website of IUVO.

These General Terms and Conditions shall become effective on 03 May 2021.