

# BOSQAR INVEST

## SUBSCRIPTION FORM

Second round of the Offer

Employees in the Republic of Croatia

The commercial company BOSQAR Joint Stock Company for Managing of Companies, with its registered seat in Zagreb (City of Zagreb), Ulica grada Vukovara 23, registered in the court registry of the Commercial Court in Zagreb under the registration number (MBS): 081210030, PIN: 62230095889 (the "Issuer"), has published on 19 May 2026 a Public call for subscription of new shares of the Issuer (the "Public Call").

The capitalised terms used in this Subscription Form shall have the same meaning as assigned to them in the Public Call, unless the context indicates otherwise.

This Subscription Form relates to subscription of New Shares in the Offer by Employees in the Republic of Croatia in the second round of the Offer.

### DETAILS ON THE NEW SHARES:

<b>Issuer:</b>	BOSQAR Inc.
<b>ISIN:</b>	HRMRULRB0008
<b>Quantity of offered New Shares:</b>	up to maximum 5,892,185
<b>Individual nominal amount:</b>	no-par value
<b>Price range:</b>	25.50 EUR to 26.50 EUR
<b>Start of the Second Round Offer Period:</b>	1 June 2026, at 9:00
<b>End of the Second Round Offer Period:</b>	10 June 2026, at 16:00
<b>Deadline for payment of the Total Offered Amount:</b>	10 June 2026, at 16:00
<b>Public announcement of the Final Price:</b>	No later than 11 June 2026
<b>Delivery of notice on the quantity of allocated New Shares:</b>	No later than 17 June 2026

### DETAILS ON THE INVESTOR (EMPLOYEE):

<b>Name and surname:</b>	
<b>PIN:</b>	
<b>Date of birth:</b>	
<b>Gender:</b>	
<b>Street and house number:</b>	

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Postal code and city:	
Country:	
Employer (please circle the appropriate answer):	A. Issuer (BOSQAR d.d.) B. MLINAR pekarska industrija d.o.o. C. SMART FLEX d.o.o. D. MANPOWER d.o.o. E. MANPOWER SAVJETOVANJE d.o.o. F. M Plus BPTO d.o.o. G. M Plus Croatia d.o.o. H. REAL ESTATE DEVELOPMENT PROJEKTI - Projekt Vukovarska d.o.o. I. GRAIA AI d.o.o. J. BULB d.o.o.
Landline or mobile phone number:	
Email address:	
Number of securities accounts with the CDCC:*	
Account number (IBAN) for the funds refund and for the CDCC:	

\*optional

## DETAILS ON THE PROXY (IF APPLICABLE):

Name and surname:	
PIN:	
Street and house number:	
Postal code and city:	
Country:	
Landline or mobile phone number:	
Email address:	

**Remark:** Proxies shall present a special power of attorney certified by a notary public and a personal identification document of the proxy (identity card or passport). The power of attorney form is available on the Issuer's website. **By signing this Subscription Form, the aforementioned Investor expressly, unconditionally and irrevocably represents that it subscribes for the New Shares under the conditions set out in the Public Call and in this Subscription Form.**

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## TOTAL OFFERED AMOUNT:

The Investor represents and warrants that it is willing to pay the following Total Offered Amount for all New Shares subscribed in the Offer:

\_\_\_\_\_ EUR

The Investor hereby undertakes to pay the Total Offered Amount no later than the expiry of the relevant payment deadline specified in this Subscription Form and the Public Call.

## INVESTOR'S REPRESENTATIONS AND WARRANTIES:

By executing this Subscription Form, the Investor represents and warrants:

- (i) it is acquainted with the terms and contents of the:
  - (a) Information Document;
  - (b) Public Call and all other documents relating to the Offer of New Shares published on the Issuer's website: <https://www.bosqar.com/notifications>;and that he fully understands and accepts them;
- (ii) that the Investor is an Employee as defined in the Public Call and agrees to participate in the Offer to Employees;
- (iii) that it agrees to be considered a Qualified Investor within the meaning of the Prospectus Regulation;
- (iv) all information provided in the Subscription Form is complete, true, and accurate; and
- (v) it consents to any verification of its identity by the Issuer and/or the Sole Global Coordinator and/or the Co-Arrangers and to any action that the Issuer and/or the Sole Global Coordinator and/or the Co-Arrangers deem necessary to be taken in accordance with regulations relating to the prevention of market abuse, market manipulation, money laundering, terrorist financing and the provision of financial and other services to any natural or legal persons who may be subject to economic and trade sanctions or restrictive measures, which actions may include, but are not limited to, a request for additional verification of information and the inability to accept and/or the obligation to return money received during or after the Offer period in relation to this Subscription Form.

The Investor agrees that the CDCC, the Sole Global Coordinator of the Issue may exchange all data contained in this Subscription Form and data on the securities account with the CDCC for the purpose of realizing the acquisition of New Shares by the Investor and that the above-mentioned Investor account is opened in its name. The Investor agrees that its IBAN may be communicated to the CDCC for the purposes of settlement in the event of trading in New Shares and payment of monetary amounts that the Investor acquires based on the subscribed New Shares. The

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Investor agrees that the CDCC may use its above-mentioned address as the Investor's contact address and declares that it is familiar with the general acts of the CDCC and accepts them.

The Issuer, the Sole Global Coordinator of the Issue do not assume any liability for the inaccuracy or untruthfulness of the data in this Subscription Form or for any damage or other consequences that may arise to the Investor in that regard.

## CONSENT TO THE PROCESSING OF PERSONAL DATA:

By signing this Subscription Form, the Investor also voluntarily and unequivocally declares that it agrees and confirms as follows:

- (i) the Issuer, as the controller, in relation to the personal data contained in this Subscription Form, is authorised to collect, process and store it in its internal databases and to transfer it to third parties, including abroad, which personal data the Issuer must necessarily collect for the purposes of implementing the Offer and complying with the legal obligations to which it is subject in relation to the Offer;
- (ii) personal data may be forwarded to regulatory or tax authorities and other judicial and governmental authorities in connection with the implementation of the Offer and for the purpose of fulfilling the legal obligations of the Issuer;
- (iii) although the Issuer does not intend to transfer personal data outside the European Economic Area, if personal data are nevertheless transferred outside the European Economic Area, the Issuer will ensure that: (i) the transfer is to a country approved by the European Commission as providing adequate protection in accordance with Article 45 of Regulation (EU) 2016/679 (General Data Protection Regulation), (ii) there are appropriate safeguards in place in accordance with Article 46 of the General Data Protection Regulation; or (iii) there is one of the exceptions for certain situations set out in Article 49 of the General Data Protection Regulation that apply to the transfer of personal data;
- (iv) is aware that information on the processing of personal data is available on the Issuer's website: [https://cdn.prod.website-files.com/671b931fedffc57a0446406a/67c9ccef56230559f3ba3eba\\_Bosqar\\_Opc%CC%81a%20obavijest%20o%20obradi%20podataka\\_2025-03-2.pdf](https://cdn.prod.website-files.com/671b931fedffc57a0446406a/67c9ccef56230559f3ba3eba_Bosqar_Opc%CC%81a%20obavijest%20o%20obradi%20podataka_2025-03-2.pdf), and that it may also request information on the processing of personal data by e-mail to the address: [dpo@bosqar.com](mailto:dpo@bosqar.com);
- (v) personal data will be kept for as long as necessary to implement the Offer, or for the Issuer to comply with applicable legal obligations to which it is subject as a data controller, and for a maximum of 5 years;
- (vi) is aware that, as a person subject to personal data processing, it has the right to request access to personal data, rectification or erasure of personal data or restriction of processing, as well as the right to data portability, by submitting a request to the Issuer via e-mail at: [dpo@bosqar.com](mailto:dpo@bosqar.com), as well as that it has the right to lodge a complaint with the competent data protection authority (Personal Data Protection Agency/Agencija za zaštitu osobnih podataka, Ulica grada Vukovara 54, 10000 Zagreb); and

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(vii) is aware that all data requested in this Subscription Form is necessary for the implementation of the Offer or compliance with the Issuer's legal obligations in connection with the Offer, and that, if personal data is not provided or is not provided in full, the Offer of New Shares cannot be implemented in relation to the Investor.

## GOVERNING LAW AND JURISDICTION:

Croatian law shall apply to all relations that may arise in connection with this Subscription Form. All disputes arising in connection with this Subscription Form, including disputes relating to issues of its validity and legal effects, shall be finally resolved before the competent court in Zagreb.

Place: \_\_\_\_\_

Date: \_\_\_\_\_

\_\_\_\_\_

(Signature of the Employee/proxy)