

Rules for Pandora Active - SEMEA Sport Challenge 2026

This document outlines the official rules for participating and competing in a fair and fun way. Whether you are a sports enthusiast or simply want to have fun, this competition is open to all Pandorians within the SEMEA Cluster.

1. Purpose

The main goals of the competition are to promote:

- well-being in the broadest sense, through engaging in sports activities, having fun, and maintaining a healthy lifestyle;
- engagement through participation and cohesion among colleagues;
- a sense of belonging to the SEMEA Cluster across countries and functions;
- active and sustainable behaviors.

2. Duration

The Sport Challenge will start on 15/09/2026 at 00:01 and will end at 24:00 on 01/11/2026.

3. Participation

3.1 Participants

1. Within the SEMEA Cluster, all employees with permanent or fixed-term contracts, as well as interns, are eligible to participate—provided they are actively employed during the Challenge and not serving a notice period for termination. Employees on maternity leave may participate if this is compatible with local laws and individual circumstances.
2. Participation is on a voluntary basis.

3.2 Enrollment

1. Enrollment must be completed starting from 1 July 2026 by accessing the dedicated Sport Challenge portal: <https://sportactive.fit/>.
2. The deadline for registration is 31/07/2026.
3. There are 3 registration options:

- a. Team registration by the team captain. The captain registers himself/herself and the team members. Each team member will receive an email invitation, which must be accepted by completing their own registration.
 - b. Individual registration with a request to join an existing team.
 - c. Individual registration without indicating a team. In this case, the participant may later request to join an existing team, receive an invitation to join an existing team, or be assigned by the Core Project Team to an existing team.
4. If an employee is hired after 31/07/2026, he/she may enroll by joining an existing team.
 5. If an employee's contract ends during the Sport Challenge, they will be excluded from further participation and from eligibility for any final prizes. However, any points—whether bonus or penalty—accumulated by the employee up to that point will still be counted toward the total score of the team with which they were registered.

6. Team Composition

1. Every registered participant must be part of one team.
2. Each team will consist of a minimum of 6 and a maximum of 8 members.
3. Teams may be freely formed.
4. When forming teams, cross-country, cross-functional, and Head Office / Retail participation is encouraged, with additional points being awarded accordingly. Every team must have a name. Teams are encouraged to be creative when choosing it: following evaluation and voting by the Core Project Team, the team with the most innovative name will receive extra points.
5. Every team must have a captain chosen by the team itself. The captain is responsible for registering the team, inviting members, or accepting join requests from individual participants until the maximum team size has been reached.
6. Moving from one team to another after the start of the Sport Challenge is not allowed.
7. If the team has not reached the maximum limit of 8 participants, or if a vacancy arises following the termination of the employment or internship of a team member, it will be possible to add another Pandorian to the team throughout the duration of the Sport Challenge.

5. Sports activities

The sports activities that can be carried out as part of the Sport Challenge are listed in the document "SEMEA Sport Challenge 2026-Pandora Active-Annex A-Sport Activities", available on the Sport Challenge platform.

6. Scoring

1. Each sports activity carried out by a team member will generate one or more points, as outlined in Annex B "SEMEA Sport Challenge 2026-Pandora Active-Annex B-Bonuses".
2. Each participant may record multiple sports activities per day, provided that at least 2 hours elapse between the end of the previous activity and the start of the next one, in order to earn the related points.
3. The team's total score will be the sum of the points earned by all its members, net of any penalties.
4. "Mini Challenges" will also be available that entitle participants to earn extra points, some of which may be self-assigned by each participant, while others will be awarded by the Core Project Team based on the completion of specific activities and/or the achievement of certain participation thresholds.
5. In order to ensure a fair and transparent competition—and in any case whenever deemed necessary for the proper execution of the initiative—the Core Project Team reserves the exclusive and absolute right, at any time and without prior notice, to introduce, modify, or suspend the Sport Challenge, in whole or in part, including these rules and any related bonuses (including weekly or special bonuses).

7. Activity tracking

1. Each participant will be responsible for recording their own sports activities (including those that give entitlement to extra points), using the dedicated functionality available on the Sport Challenge portal. The methods for tracking activities will be detailed in Annex C "SEMEA Sport Challenge-Pandora Active 2026-Activity Tracking", which will be published prior to the start of the Sport Challenge.
2. The Core Project Team will verify the information submitted, and penalty points (malus) will be assigned in the event of repeated inaccurate declarations, or where the information

provided is missing or insufficient to prove that the declared activity has actually been carried out.

3. Any behavior that is inconsistent with these rules and the purpose of the Sport Challenge may result in the exclusion of the participant and/or the entire team from the competition, at the sole discretion of the Core Project Team. Such behavior may also lead to disciplinary consequences, proportionate to the severity of the verified misconduct, ranging from a verbal warning up to the maximum sanction of dismissal.

8. Awards

1. The 3 teams that, at the end of the Sport Challenge, achieve the highest total number of points will be entitled to:
Welfare vouchers/credits for all members of the 1st, 2nd and 3rd ranked teams, with different amounts depending on the final podium position:
 - € 500 for first place;
 - € 350 for second place;
 - € 200 for third place.
2. If a participant joins the Sport Challenge after the start date, the corresponding prize, if due, will be proportionally adjusted based on the number of days of actual registration.
3. These amounts are intended per person and may be subject to local taxation and applicable labor laws.
4. In the event of a tie in the points recorded and validated by the Core Project Team, the number of different sports practiced by each team during the Challenge will be taken into account. The team with the highest number of different types of sports will be ranked higher.
5. In the event of a further tie, the winning team will be the one that has recorded sports activities on the highest number of days throughout the duration of the Challenge.
6. At the time of the prize allocation, the employment relationship with Pandora must still be in effect and neither party must have expressed the intention to terminate the existing employment contract.
7. If, on the date of prize distribution, disciplinary proceedings are underway against the winning employee, they will be automatically excluded from receiving the prize.
8. The Core Project Team reserves the right to assess any additional prizes to be assigned at its sole discretion.

9. Core Project Team

The Core Project Team is made up of:

- Laura Sottile – Performance, Reward & HR Operations Manager
- Antonello Lucarelli - Performance, Reward & Data Specialist
- Elisabetta Basso – Performance, Reward & Data Specialist
- Michelle Quirino – Talent Acquisition Associate Specialist

10. Additional Information

For anything not expressly indicated herein, please refer to the Core Project Team, which during the Sport Challenge may issue additional binding guidelines for all participants to better clarify and specify these rules.

At any time and without obligation to provide prior notice, the company reserves the right to decide, at its sole and absolute discretion, whether to maintain or introduce changes to the overall mechanics of the Sport Challenge.

11. Privacy Policy

In accordance with the Protection of Personal Information Act (POPIA), Pandora Jewellery South Africa (Pty) Ltd, Bryanston Johannesburg, registration number: 2016/515991/07 (hereinafter "Pandora" or the "Data Controller"), in its capacity as data controller, will process the personal data of the participants in the Sport challenge, in accordance with the provisions of the applicable legislation on the protection of personal data and this policy.

Pandora will process the personal data of the participants in the Sport challenge, and in particular name, surname, email address, sports activity practiced and image portrayed in the photograph (the "Personal Data"), for the purpose of initiating and carrying out the Sport challenge, awarding prizes to the winners and for related internal company communications as well as, subject to the consent of the participants, to promote the implementation of the Sport Challenge within the company and to keep employees informed about its progress through internal communication channels and employer branding communications external to the company (including on social media).

Personal Data will be processed manually and with the support of computer or telematic means, and in particular through the use of the Google Forms application; please refer to the web page

Privacy Policy – Privacy and Terms – Google to learn about the processing carried out by Google. The provision of personal data is necessary to allow participation in the Sport challenge.

Personal Data will be made accessible to the Data Controller's employees, and in particular to the Core Project Team for the verification of the sports activities carried out by the participants and the awarding of prizes to the winners. Personal Data may be communicated to other companies of the Pandora Group for internal information communications regarding the performance of the Sport challenge.

Personal Data will be stored in compliance with the principles of proportionality and necessity and, therefore, will be deleted within 60 days of the awarding of the prizes to the winners of the Sport challenge.

In relation to the Personal Data communicated, the participants concerned have the right to: access and request a copy of it; request its rectification or erasure; obtain the limitation and object to its processing; receive it in a structured, commonly used and machine-readable format and which are transmitted without hindrance to another data controller, where technically feasible. To exercise the aforementioned rights, a communication may be sent to the email address comunicazione.hr@pandora.net.

If they believe that there has been a violation of the law in relation to the processing of their Personal Data, the data subjects have the right to contact the to the local data protection authority.

Pandora declines any responsibility deriving from the sharing on external channels, with particular reference to social media, of Personal Data (e.g., personal image and sport practiced) by other participants in the Sport challenge. It is recommended that all participants obtain the prior consent of the interested parties (including the members of the same team) before carrying out any sharing activity in this regard on their social profiles.