

Terms and Conditions for participation in the “H2 TOUGHBOOK Channel Incentive” for resellers and distributors.**1. The H2 TOUGHBOOK Channel Incentive**

The “H2 TOUGHBOOK Channel Incentive” (the “**Incentive program**”) is offered by Panasonic Connect Europe GmbH, Hagenauer Str. 43, 65203, Wiesbaden, Germany (“**Panasonic**”). (Registration number HRB 32599, Amtsgericht Wiesbaden/local court, Wiesbaden, Germany.) These Terms and Conditions govern the Incentive program. By participating, resellers and distributors expressly and bindingly accept and agree to comply with these Terms and Conditions.

2. Incentive Period

The incentive period for the Incentive program runs from 1 December 2025 to 31 March 2026 (the “**Incentive Period**”).

3. Conditions of Participation

3.1. The Incentive program is applicable to resellers and distributors whose place of business is in Albania, Andorra, Austria, Belgium, Bosnia and Herzegovina, Bulgaria, Croatia, Czechia, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Iceland, Ireland, Italy, Kosovo, Latvia, Liechtenstein, Lithuania, Montenegro, Netherlands, North Macedonia, Norway, Poland, Portugal, Romania, Serbia, Slovakia, Slovenia, Spain, Sweden, Switzerland, United Kingdom (the “**Participating Countries**”).

3.2. To be eligible for the Incentive program, resellers and distributors (together also referred to as “**Participants**”) from Participating Countries must be part of the Panasonic TOUGHBOOK Partner Programme and have an active account in the Panasonic Connect Partner Portal.

To take part in the Incentive program, individuals from participant organisations (“**Individuals**”) must sign these Incentive program Terms and Conditions and return a copy to partner.programme@eu.panasonic.com.

3.3. By accepting these Terms and Conditions, Individuals confirm that they have obtained the necessary approval from their employer to participate in the Incentive program.

3.4. Once the Incentive program Terms and Conditions are accepted by an individual, the Participant will be added to a dedicated Incentive Program distribution list for the purpose of receiving Incentive Program-related communications.

3.5. Panasonic reserves the right to suspend or exclude Participants from the Incentive program and withhold and reclaim the Prizes for good cause, if:

a) the Participant violates applicable laws or these Terms and Conditions and / or

b) the Participant provides false or misleading information in connection with participation in the Incentive program.

3.6. Panasonic shall be entitled to use an agency or contractor to carry out all or part of the Promotion process including the communication around it on its behalf.

4. The Incentive program process

4.1. Participants must register valid projects (also known as “**deals**”) during the Incentive Period through the Panasonic Connect Partner Portal.

4.2. The registered deal must be with a new customer, meaning a customer that has not had any active business relationship with Panasonic in the last two (2) years and is not currently being pursued by Panasonic. To avoid duplication, Panasonic maintains internal lists of accounts under active engagement. Participants may request confirmation of a customer’s eligibility from Panasonic at any time.

4.3. Furthermore, the registered deal must fulfil the following criteria:

(a) the hardware products subject to the deal registration are designated by Panasonic as new products (i.e., not refurbished);

(b) the deal must involve TOUGHBOOK main units (not only accessories or service);

(c) the deal must contain a minimum quantity of five (5) TOUGHBOOK hardware main units;

(d) the deal is not the subject of a public tender that has been published and;

(e) the deal is not registered by another partner yet.

4.4. After the Participant has registered the deal in the Panasonic Connect Partner Portal, Panasonic will review it and, if it complies with these Terms and Conditions, validate the deal.

4.5. After the deal is validated by Panasonic the reseller must set up a meeting together with the new customer and either their Panasonic TOUGHBOOK Partner Account Manager or a regional TOUGHBOOK Key Account Manager. The meeting can be in person or online.

4.6. Subject to full compliance with the conditions specified in Sections 4.2 - 4.5, the reseller shall then be deemed eligible to receive one (1) entry into the Prize Draw.

4.7. The total number of Prize draw entries earned collectively by all Individuals from a participating organisation will be communicated to each Participant via email on a bi-weekly basis.

4.8. Panasonic reserves the right to verify the eligibility of all deal registrations to protect itself against fraudulent, invalid or repetitive deal registrations.

- 4.9. Notwithstanding the timing of a Participant's registration for the Incentive program during the Incentive Period, any qualifying deals registered by the Participant in the Partner Portal during the Incentive Period but prior to the Participant's registration in the Incentive program shall be automatically included and counted towards the participant's participation in the Incentive program.
- 4.10. Where a distributor registers a deal on behalf of one of its resellers, the distributor is responsible for ensuring the reseller sets up the meeting between the end customer and Panasonic, and the distributor will earn the corresponding prize draw entry.

5. The Prizes

- 5.1. The prize of the Incentive program will be a trip to the Spanish Formula 1 Grand Prix in Barcelona, Spain. There will be a total of four (4) winners, consisting of (3) resellers and one (1) distributor. Winners will be accompanied by Panasonic employees.
- 5.2. The person chosen to attend the trip is at the discretion of the winning reseller / distributor but must be an employee who is directly involved with marketing or selling TOUGHBOOK solutions.
- 5.3. The trip will take place from 12th to 15th June 2026. By participating, entrants confirm their availability and willingness to travel during this period. If the winner is unable or unwilling to accept the prize for any reason and this situation remains for more than five (5) business days, Panasonic reserves the right to award the Grand Prize to an alternate winner.
- 5.4. The trip will include:
- ✓ Round-trip economy class flights to Barcelona, Spain, from the country that the trip Participant is based, including standard checked baggage as permitted by the airline. If the rail journey from the Participant's country of residence to Barcelona does not exceed five (5) hours, a round-trip train ticket shall be provided in lieu of the round-trip economy class flight. Standard seat reservations will be included;
 - ✓ Three (3) nights hotel, based on single occupancy in a minimum three (3) -star hotel including breakfast. Hotel location will be within or near a designated town relevant to the itinerary;
 - ✓ Meals and refreshments as specified in the final itinerary;
 - ✓ Airport transfers and travel between scheduled activities by private taxi;
 - ✓ Two days Grand Prix race ticket for 13th and 14th June 2026 including hospitality.

The trip will NOT include (the list is not exhaustive):

- ✓ Travel insurance;
- ✓ Passport and visa application fees, if applicable;
- ✓ Personal expenses, including but not limited to souvenirs, mini-bar consumption, in-room service and incidental hotel charges and any other personal expenses incurred during the trip;
- ✓ Meals and refreshments beyond those explicitly included in the itinerary;
- ✓ Any required vaccinations (if any) or medical precautions;
- ✓ Costs related to travel to/from the airport of initial departure;
- ✓ Any other costs that are not explicitly stated as part of the prize.

5.5. Panasonic reserves the right to substitute elements of the trip for alternatives of equal or greater value in the event of unforeseen circumstances.

5.6. Final itinerary details, including meal plans, hotel names, and activity descriptions, will be provided to winners prior to departure.

5.7. The value of the prize is approximately €3500 per person.

6. Claim Process

6.1. Winners will be selected on 10th April, 2026 by separate draws among all Participants by way of a random draw from all the entries. The first draw will take place between all distributor entries in which one (1) winner will be drawn. The second draw will take place between all reseller entries in which three (3) winners will be drawn.

6.2. The winners will be notified by email by a member of the Panasonic TOUGHBOOK Channel Marketing team. Communication with all winners will be handled directly by Panasonic.

6.3. A participating reseller company (meaning all participating individuals from the same participating company) can only win once so if a participating reseller company who was already selected as a winner is drawn again, another winner will be randomly picked out instead. This process will continue until there are three (3) different winning companies.

7. Taxes and Social Charges

7.1. The provision of prize may be treated as taxable income (either direct taxation or otherwise) and may be considered direct compensation for the purposes of taxation, national insurance or social security contributions (or equivalent taxes or social charges applicable under local law).

7.2. Participants are solely responsible for any federal, state, provincial taxes, social security, national insurance contributions, social charge or other taxes (whether direct, indirect or otherwise) that may be incurred as a result of receiving the prize under the Incentive program.

8. Privacy and Data Protection

Any personal information supplied by the Participants will be used by Panasonic, as well as Panasonic's contractors solely for the purpose of this Incentive program and will be processed in accordance with all relevant Data Protection legislation and regulations. Please see Panasonic's Privacy Policy for further information: <https://eu.connect.panasonic.com/gb/en/panasonic-privacy-policy>.

9. General Conditions

- 9.1. The prize is non-exchangeable, non-transferable, non-refundable and there is no credit, cash or product alternative that will be offered.
- 9.2. Panasonic reserves the right to amend and modify these Terms and Conditions at any time at its sole and absolute discretion and to terminate, suspend, amend, modify, revoke, or cancel the Incentive program, in whole or in part, for any reason at any time without prior notice. Panasonic assumes no liability for such modifications or cancellations.
- 9.3. This Incentive program is not available in conjunction with any other offer or promotion.
- 9.4. These Terms and Conditions are governed by German law. The courts of Hamburg, Germany, shall have exclusive jurisdiction to settle any dispute or claims arising out of this Incentive program.
- 9.5. Should one or more provisions of these Terms and Conditions be or become wholly or partly ineffective this shall not affect the validity of the remaining provisions. The wholly or partly ineffective provision shall be replaced by a valid provision that best meets the economic purpose of the invalid provision.
- 9.6. Panasonic assumes no responsibility for any incorrect, incomplete, or delayed deals registrations to the Incentive program due to technical or human errors.
- 9.7. Panasonic is a trip coordinator, who finances the trip at its own expense. Please note that Panasonic's responsibility is to purchase round-trip economy class flight tickets from the winner's country that business is placed to Spain; all other aspects of the trip, including flights, accommodation, meals are provided by independent service providers. Panasonic assumes no liability for their services, and any complaints or issues must be directed to the respective service providers. Additionally, Panasonic is not responsible for any delays or disruptions related to flights, any travel disruptions, injuries, losses, or damages incurred by the winner during the trip. The winner acknowledges that any complaints, claims, or disputes regarding flights, accommodation, meals, or any other aspects of the trip must be addressed directly to the respective service providers.
- 9.8. For any questions or concerns regarding the Incentive program, please contact partner.programme@eu.panasonic.com.

- 9.9. If any Participant believes that this Incentive program has not been carried out in accordance with these Terms and Conditions, then they may submit a full written complaint to the following email address: partner.programme@eu.panasonic.com. The complaint will then be investigated, and a formal response will be provided by email back to the complainant within twenty-eight (28) days.

For and on behalf of **Participant**

Signed: _____

Name: _____

Company: _____

Date: _____