

Bus Staff Affinity SIM 12M & 3 Bus Staff Affinity SIM 24M (each a “Plan” and together the “Plans”)

1. The following terms and conditions of the 3 Bus Staff Affinity SIM 12M & 3 Bus Staff Affinity SIM 24M Plan(s) are in addition to and form part of the terms and conditions of the Three Ireland (Hutchison) Limited ("Three") terms of service available at <https://www.three.ie/legal/terms.html>. In the event of any conflict, the terms and conditions below shall prevail.

2. The 3 Bus Staff Affinity SIM 12M Plan is subject to a 12 month minimum term and the 3 Bus Staff Affinity SIM 24M Plan is subject to a 24-month minimum term. Each Plan includes and is subject to the allowances set out below, per month.

3. Each Plan comes with an unlimited allowance with a fair usage cap of 10,000 Units which can be used for voice calls or text messages where each unit equals 1 voice minute or 1 text message (“Units”). These minutes and texts are available for calls and texts to Irish and EU* networks (in Republic of Ireland and when roaming in the EU (but excluding calls from ROI to EU) as follows;

Unlimited 10,000 Unit allowance applies to:

- Voice calls made to landlines and mobiles within the Republic of Ireland • Calls made to non-geographic numbers (0818)
- Calls made while roaming in EU* to other EU numbers and back to Republic of Ireland
- Texts sent to Irish mobile numbers and any Irish landline numbers while in the Republic of Ireland
- Texts sent while roaming in EU* to other EU numbers and back to Republic of Ireland

Unlimited 10,000 Unit allowance doesn't include:

- Calls to voicemail
- Roaming calls (other than those mentioned above)
- International calls (your Plan comes with a separate allowance of International Units)
- Calls to premium rate numbers, directory enquiries and all other call types
- Any other call types • Texts to premium rate numbers and directory enquiries numbers
- MMS (multimedia messages)
- International texts (your Plan comes with a separate allowance of International Units) • Texts sent while roaming outside of the EU*
- Any other texts

4. Your Plan comes with All You Can Eat Data for data use in Republic of Ireland and is 5G enabled subject to you having a 5G device and being in a Three 5G coverage area.

5. Your Plan comes with 80GB of data for use elsewhere in the EU* (when roaming in the EU).

6. Your Plan comes with unlimited minutes for use on the Three network for calls to other Three customers in the Republic of Ireland only. A fair usage cap of 3,000 minutes applies. Free Three to Three minutes excludes calls to voicemail.

International Units

7. Your Plan comes with an allowance of 300 units which can be used for voice calls or text messages where each unit equals 1 voice minute or 1 text message, to international numbers from Republic of Ireland ("International Units") to the following destinations; U.K.^, EU*, Andorra, Australia, Brazil, Canada, China, Egypt, Hong Kong, India, Israel, Japan, Mexico, Morocco, New Zealand, Pakistan, Philippines, Russia, Saudi Arabia, Singapore, South Africa, Switzerland, Thailand, Turkey, United Arab Emirates, USA, Vietnam.

Out of allowances rates

8. Any usage outside the above allowances will be charged at the applicable Plan out of allowance rates set out at <https://www.three.ie/legal/pricing/>

9. You should always check your allowances by calling 1913 or visiting My3 before roaming in the EU*. You will be alerted to your usage of the allowances and advised when out of allowance rates will apply.

No carryover

10. Unused allowances within your Plan do not carry over from month to month. For example, if you only use 8,000 of your 10,000 Units, the remaining 2,000 Units will not carry over to the following month. After your monthly allowance is used up, prices for out of allowance services are as set out at <https://www.three.ie/legal/pricing/>

All you Can Eat Data Service

11. Your Plan comes with the All You Can Eat Data service. The All You Can Eat Data service can be used on the Three network in the Republic of Ireland only. For the avoidance of doubt there is no limitation on the use of terminal equipment with the All You Can Eat Data service with your Plan. For terms of the All You Can Eat Data service please see www.three.ie/legal/terms/all-you-can-eat-data/.

Add-ons

12. You can choose to add more minutes, texts or data to your Plan. However, these Add-ons will be at an additional cost and are not available on a standalone basis. Some Add-ons are recurring as per applicable Add On terms at https://www.three.ie/pdf/three_billpay_addon_terms.pdf

Minimum Term

13. The applicable Plan is subject to either a minimum of 12 months or 24-month minimum term, as specified in [paragraph 2 above]. The applicable minimum price for the services provided under your Three agreement is the cost of the applicable Plan monthly recurring charge for the applicable minimum term.

14. If you cancel your Three agreement during the minimum term you agree to pay a cancellation fee calculated by multiplying the applicable Plan monthly recurring charge by the number of months or part months remaining in your applicable Plan minimum term. This cancellation fee will not apply for any cancellation you make within 14 days of entering into your agreement where you have entered into a distance contract, ie exclusively via three.ie or over the phone.

15. When the applicable Plan minimum term has expired, we will supply you with Three Services until you advise us that you wish to cancel your agreement. If you wish to cancel your agreement after the applicable Plan minimum term has expired, you can end your agreement by giving 30 days written or phone notice to us via 1913 and no cancellation fees will apply.

Charging

16. Where you have used up your allowance or use services not included in your allowance or make calls or send texts which are not included in your allowance these are charged per minute or per text (unless otherwise stated).

17. Voice call usage outside your Plan allowances will be charged for the first minute and thereafter rounded up to the next minute. A call set up fee of 9c (inc. VAT) applies to out of allowance calls from Republic of Ireland to numbers within Republic of Ireland and out of allowance calls when roaming in either Andorra or in the EU* for calls to Republic of Ireland or calls within the country in which you are roaming.

18. Allowance usage will be applied in the following manner:

- a. Any non-recurring Add-ons
- b. Any recurring Add-ons
- c. The applicable Plan allowance

Changing price plan

19. Customers can change to another 3 Bus Staff Affinity Plan subject to the following rules:

- a. Where your applicable Plan minimum term has not expired, you may only migrate to a plan of equal or greater monthly recurring charge value to your applicable Plan.
- b. Where your applicable Plan minimum term has not expired, you are not permitted to move to a plan with a lesser minimum term than your applicable Plan.

*EU includes Andorra, Austria, Belgium, Bulgaria, Canary Islands, Croatia, Cyprus, Czech Republic, Denmark, Estonia, Finland, France, French Guiana, Germany, Greece, Guadeloupe, Hungary, Iceland, Italy, Latvia, Liechtenstein, Lithuania, Luxembourg, Malta, Martinique, Mayotte, Moldova, Netherlands, Norway, Poland, Portugal, Reunion, Romania, Saint Pierre and Miquelon, Slovakia, Slovenia, Spain, St. Barth, Saint Maarten, St Martin, Sweden, U.K.^, Ukraine, Vatican City. ^ U.K. includes Gibraltar, the Channel Islands and the Isle of Man