

IV EDITION SOCIAL INTRAPRENEURSHIP AWARD

See modification of the rules dated February 21, 2020 at the end of this document.

Award for the acknowledgement of employees of the everis Group or NTT DATA Corporation who lead technological and innovative projects with a clear social dimension that improve people's quality of life and have a transforming impact on the environments where they are developed.

One. Purpose of the Call

The following set up the Terms and Conditions for the 4th edition of the Social Intrapreneurship Award (the Award) called by **everis foundation (everis foundation or the Organization)**.

The Award is intended to acknowledge employees of everis Group (everis) or NTT DATA Corporation (NTT DATA) who participate in a volunteer project or entrepreneurship project that meets the following characteristics:

- The project may consist of only everis employees or NTT DATA employees at global level, or everis or NTT DATA employees together with people external to the company (the Candidates). everis or NTT DATA employees are required to lead or have an outstanding contribution to the project.
- The project must have a strong social component that improves the quality of life of people and positively transforms the environment where it is developed.
- The project must have a high impact for its current and potential beneficiaries.
- The project must be based on the intensive use of technologies.
- It must be an ongoing project or a project that is at an advanced stage for its launch.

The awarding will be governed by the conditions specified below, which include the eligibility criteria for participation, the selection criteria for the designation of finalists and winners, the content of proposals and other conditions of the Award. The Candidates, by the very fact of participating, accept the present conditions.

Two. How to participate. Evaluation process

The process to evaluate the Candidates includes the following stages:

1. Registration and delivery of documents by telematic means.
2. Preliminary analysis and pre-selection of Candidates.
3. Final and Jury.

1. Registration and delivery of documents:

a). Registration

Candidates will present their proposal via the following links: www.premiossocialeveris.com (Spanish) or socialeverisaward.com (English) until **11:59 pm, Spanish time, of 28 February, 2020.**

Through the registration process Candidates declare the following:

- That they accept and comply with the Terms and Conditions.
- That they accept the disclosure of the video presented within the framework of the Award.
- That the information provided is reliable.
- That they are intellectual authors, if applicable, of the ideas they present, that they do not violate the rights of third parties and that they have not made use of privileged or registered information without the corresponding permissions.
- That they lead or have an outstanding position in the project they present.
- That the Candidates are responsible for any claim on intellectual property or use of information of private domain, keeping everis free from any possible claim.
- That they accept the commitment to provide any additional information that may be required.
- That they accept the commitment to inform about changes in the constitution of the team before the date of the announcement of the winners.

b). Delivery of documents

In this preliminary stage, Candidates will submit the information required in the **registration form** available through: www.premiosocialeveris.com (Spanish) or www.socialeverisaward.com (English).

The proposal must be submitted in **Spanish** or **English**.

Together with the registration form, Candidates must:

- Present their project using the format **business model SOCIAL CANVAS**.
- Post a **video** in which they describe their project and **present the following points**:
 - Description of the project
 - Problem that is solved
 - Relevance for beneficiaries
 - Current level of development / feasibility for launch / continuity
 - Success cases, if applicable

The video must comply with the following technical specifications:

- **Maximum duration: 5 minutes.**
- The video must be attached to the registration using YouTube, VIMEO or similar.

Both the registration form and the Canvas and video are **mandatory** requirements. Candidates who do not submit this information will not be eligible. Likewise, the everis Foundation reserves the right to disqualify any proposals at its discretion under its own criteria, as well as those that do not comply with the established terms and conditions or that meet those terms and conditions but in a way that could be harmful for the reputation of the everis Group or NTT DATA.

2. Preliminary analysis and pre-selection of Candidates

Upon reception of each project, the received proposals are analyzed with a focus on the fulfilment of the criteria presented in the first clause (Purpose of the Call) of these Terms and Conditions.

everis foundation may request interviews with the Candidates for complementary clarifications of the different sections of the proposal, in order to obtain the most complete insight into the project.

The proposals received by everis Foundation will not be returned to the Candidates.

3. Evaluation Committee

everis foundation will designate an Evaluation Committee consisting mainly of members of the everis and NTT DATA Management team to select those Candidates who will proceed to the final. If so considered, members of the entrepreneurial and/or technological communities may be incorporated into the Evaluation Committee.

4. Final and Jury

The finalist Candidates will present their project to the Jury of the Social Intrapreneurship Award 2019 during the month of April 2020 at everis' offices in Madrid.

For that purpose, everis foundation will assume the transport to Madrid (round trip in the day) of the finalists of the Award (maximum 1 person representative per project) and the accommodation, for maximum two nights, for those finalists that, due to their place of origin and/or the availability travel transportation, they cannot travel on the same day, if applicable.

The Jury of the Award will be appointed by agreement of the Delegate Commission of the Board of Trustees of the everis foundation, and will be made up of representatives of everis, NTT DATA and relevant individuals of the university and business worlds. The Jury reserves the right not to deliver the Award to any of the finalist projects.

Besides, everis foundation may, if necessary, grant a runner-up award to any of the projects that have been finalists, in accordance with the third clause of these Terms and Conditions.

Three. Award.

The Award recognizes the voluntary or social entrepreneurial activity of the Candidates with, respectively:

- 1- In case the Candidate are everis employees: A trip to Japan to get to know NTT DATA's entrepreneurial culture at their headquarters in Tokyo. To this end, the Award winners (max. 2 people per project) will receive an economy class airplane ticket from their hometown to Tokyo (round trip), accommodation, transportation and meals. Only Candidates who are everis employees because of their participation in social innovation projects will be eligible for this Award.
- 2- In case the Candidate are NTT DATA employees: A trip to Spain to know everis' entrepreneurial culture at their headquarters in Madrid. To this end, the Award winners (max. 2 people per project) will receive an economy class airplane ticket from their hometown to Madrid (round trip), accommodation, transportation and meals. Only Candidates who are NTT DATA employees because of their participation in social innovation projects will be eligible for this Award.

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In case the Candidates are resident in the city where the Award is to be delivered, the Organization shall determine the destination of the travel between the offices of everis and/or NTT DATA.

Additionally, the Award winner project will receive consulting services from i-deals (a Company belonging to the everis Group specializing in counselling to technological entrepreneurship projects) for a period of no more than one (1) month to improve aspects of their project.

All the necessary documentation for the trip will be responsibility of the travelers. The everis foundation will be exempt from any responsibility in this respect.

If, for any reason, the trip of the winners does not take place for reasons beyond the control of everis foundation, everis foundation will not be bound to recognize the costs of the procedures and documents incurred by the winner(s), nor will be bound to recognize economically the value of the tickets and accommodation.

Four. Conditions and eligibility criteria

All the employees of the companies of the everis Group or NTT DATA may apply for and participate in this Call while they have an employment relationship with these companies. Whenever an employee leaves any of these companies for any reason, their participation in the Award will end immediately, without entitlement to the Award in the event of being a winner.

Five. Miscellaneous

Those employees of the everis Group or NTT DATA who take part in the Award must obtain from the rest of the members of the project evidence of their consent, expressly free of charge and without territorial or temporal limit, for the use of their image and name by everis, NTT DATA and everis foundation in the intranet of the everis Group, NTT DATA, websites, or social networks for dissemination and promotion purposes in connection with this initiative, as well as to grant their own consent.

Six. Use of logos and trademarks

In any of the activities organized by the winners, as well as in their advertising brochures, websites or any other promotional media, the sponsorship of everis foundation will appear in a prominent place. It should also reflect this sponsorship in any press review. In both cases, and whatever form of publication is chosen, the winners of the Award undertake to respect and apply the regulations for the use of trademarks and logos as provided for this purpose by everis foundation. The everis foundation reserves the right to revoke the authorization to use the trademark and logo of which it is the owner.

Seven. Privacy Policy of the Competition

Who is responsible for the data processing and what is the purpose of the processing? In compliance with the applicable regulations on the protection of personal data, we inform you that the personal data that you provide in the framework of your participation in the Award will be treated by everis Foundation, as responsible for the processing, with domicile in Camino Fuente de la Mora 1, 28050, Madrid and Spanish tax ID no. [C.I.F.] G82966326, in order to allow your registration and participation in the Award and its correct organization, as well as to capture your image and/or voice in the framework of your participation in the Award and disseminate it for internal and external communication, promotion and advertising in the terms described in the Terms and Conditions of the Call for Proposals.

How the processing is legitimized? The processing of your data is legitimized through your consent, given when you register for the Award. We will not process your data for purposes other than those described, nor will we create profiles or take automated decisions based on the information you provide.

Who are the recipients of your data?

Your data may be communicated to the following recipients for the purposes identified above:

- a) Companies within the everis Group and the NTT DATA Group, some of which are located in countries which are not members of the European Economic Area and which have not been declared by the European Commission to have an adequate level of personal data protection, based on compliance with the provisions laid down in European data protection legislation, such as the signing of standard contractual clauses. The name and registered office can be found on this website (<https://www.everis.com/spain/es/group-companies>) and all of them are mainly engaged in activities related to the provision of consultancy services.
- b) Holders of the means of dissemination, modalities and/or forms of exploitation used for the execution and/or dissemination of the Award, which could be located outside the European Economic Area.
- c) When we have a legal obligation to do so, we can communicate your data to the authorities and entities that request it.

Apart from the above cases, everis foundation will only transfer your data to comply with the legal obligations to which it may be subject. In case you win, we can also communicate your data to other entities that are necessary to make you benefit of the Award, including travel agencies, hotels, etc. We will inform you in advance of the entities to which we will send information in this regard, once you are designated as winner.

The information requested in the form is necessary for participation in the Award. If you do not wish to provide any of these data, you may not be able to register as an Award Candidate.

How long will we keep your data? We will keep your data only for the time necessary to manage your proposal as a Candidate to the Award and, where appropriate, to be able to grant you the Award and, if necessary in future editions, in case we need to refer to winners and/or projects from past editions. After this period, we will proceed to erase your data, being possible to keep them blocked to comply with legal obligations that are not applicable.

What are your rights? You can revoke the consents given at any time, although if you revoke your application to register as a Candidate for the Award, we will proceed to delete your application. Once the revocation has been exercised, which will not be retroactive unless legally established, we will no longer treat your data as indicated, although data may be kept blocked for the limitation periods established by the applicable rules. You may also exercise your right to access, rectify inaccurate data or, where appropriate, request their deletion when, among other reasons, the data are no longer necessary for the purposes for which they were collected.

In certain circumstances, it is possible to request the limitation of the processing of your data, in which case we will only keep your data for the exercise or defense of claims. You may also object to the processing of your data, in which case we will not process the data, except for compelling legitimate reasons or for the exercise or defense of possible claims. Finally, when appropriate, the right of portability may be exercised to obtain the data in electronic format or to be transmitted to another entity.

To exercise the aforementioned rights, you can submit a request, accompanied by a photocopy of your identity document, to the email: data.protection.office@everis.com ; or the postal address: Camino Fuente de la Mora 1, 28050,

Madrid. Finally, you are informed of your right to lodge a complaint with the Spanish Data Protection Agency in the event that you become aware of or consider that your data protection rights have been violated.

Eight. Confidentiality and transfer of image rights

everis foundation is committed to maintaining confidentiality in non-award winning projects.

The Candidates, by participating in the Award and presenting the proposals, authorize EVERIS FOUNDATION and the companies of the everis Group (hereinafter all of them, jointly called 'EVERIS') to capture and/or record the image of the Candidates, as well as to exploit their image and all elements pertaining to said image itself in any form, by any means of diffusion, forms and/or methods of exploitation, including expressly the possibility of posting the images in EVERIS' channels and in external channels such as EVERIS website, or profiles in social media (Facebook, twitter, etc.), as well as online reproduction and/or streaming platforms (e.g. Youtube), whose operation, characteristics and functionalities the signer of this form declares to know sufficiently, as well as any other means of diffusion (television, press, etc.); on the occasion of the participation of the Candidates in the IV Edition of the Award. This authorization is limited to the promotion and publicity of the Award.

This authorization is limited for the purposes of the promotion and advertising of the Award. Consequently, it grants EVERIS the power to capture and reproduce, distribute and publicly communicate the image of the Candidates for the purposes described. This authorization is granted without a temporal or territorial limit.

The images that will be captured and/or recorded may include images of the Candidates that allow their identification, without being pixelated or anonymized in any way. EVERIS undertakes to use and exploit the image within the terms and limits established in this authorization, and with scrupulous respect for the Candidates' rights to honor, privacy and their own image.

Nine. Acceptance of Terms and Conditions

Participation in the Call implies acceptance of these Terms and Conditions, without exceptions or conditions, as well as any resolution or decision that either everis Foundation or the Jury adopt due to any given incident.

Participation in the initiative implies the express submission of the participants to the interpretative decisions that everis makes of these Terms and Conditions. These Terms and Conditions are subject to Spanish legislation and courts.

APPENDIX: On Social Intrapreneurship

Social entrepreneurship is aimed at achieving a social change that benefits the underprivileged or somehow improves the society in which we live. It is essential to create social value, based on business principles and tools but with innovative solutions to social problems, so it is possible to generate or drive change in our society.

DEADLINE EXTENSION NOTICE

Modification of the rules dated February 21, 2020

For organizational reasons, it has been agreed to extend the **deadline for submission of proposals until 23:59, Spanish time, on April 19th, 2020. Also, the date of celebration of the end of the everis Award for Intrapreneurship Social 2019** will take place during the month of June 2020 at the everis offices in Madrid.