

COMPETITION TERMS AND CONDITIONS

EVERIS AWARDS BELGIUM

See the modification of the Terms and Conditions made on July 15th 2020 and May 20th 2020 at the end of this document, in red.

EXECUTIVE SUMMARY CHART

What kind of projects are we looking for?	How do you apply?	What can you win?
<ul style="list-style-type: none"> → Category of “New business models in the Digital Economy.” → At least in the prototype phase (start-ups not scale ups) (at least a Minimum Viable Product). → The objective should be to improve the quality of life of people, and/or the environment. → Proposal have to be in English. → The project should not have accumulated more than 1 million euros in investment in the past three years or earned more than 500,000 euros in the last fiscal year. → The company must be set up in the Netherlands. → Participants cannot be employees of the everis group or their second-degree relatives or in-laws. 	<ul style="list-style-type: none"> → Accept and meet the terms and conditions. → Fill in the preliminary questionnaire you will find in the website. → Present your project under the business model CANVAS format, which shall be filled in through the same online platform. → You need to publish a video in which you explain your topic, it has to be 5 minutes maximum and it can be a selfie video with a phone, no professional video making required. This video is a mandatory requirement; therefore candidates that do not send a video will be disqualified from the contest. 	<ul style="list-style-type: none"> → A chance to go to Tokyo and participate in the Open Innovation Contest hosted by NTT Data. → The Global Award consists of a financial contribution of €60,000 to support the development and launching of the winning project. → The local award winner (Belgium everis Awards) can win up to 10k euros to support their project’s development. → A free support service package by i-deals (everis Groups Company specialized in tech entrepreneurship) of a maximum duration of 3 months. → The semi-finalists will also have access to platforms, incubators, projects and initiatives related to entrepreneurship that are promoted and/or developed by associations and/or entities with which everis Nederland and/or the everis foundation has signed collaboration agreements. → The semifinalists will have access to networking opportunities and everis will give visibility to their project in Japan, Southern Europe and Latin America.

Awards for entrepreneurship, innovation and talent.¹

First: Aim of the competition

The following terms and conditions establish the rules to participate in the everis Awards Belgium contest organized by **everis Belgium in collaboration with everis foundation**.

Due to the current situation caused by the COVID-19 pandemic and the measures adopted or that may be adopted by the Government of Spain during the coming months, **everis Belgium and/or the everis Spain Foundation reserve the right to partially or totally modify, at any time, the present rules of the everis Awards Belgium 2020 in the development, format and celebration of the phases and dates of both the everis Awards Belgium and the everis Global Award - 19th edition.**

¹ Throughout the document you will find highlighted in yellow the most relevant parts, also included in the previous Executive Summary chart for your better understanding. In any case, we encourage you to read the whole document.

The everis Awards Belgium will be awarded to the candidate whose proposal is geared toward leveraging a technological, managerial, social or environmental innovation, in the category of "New business model in the Digital Economy".

We are looking for projects that are at least in the prototype phase (at least a Minimum Viable Product) with high social impact and that contribute to improving the quality of life of people, and/or the environment and, in general, that are in line with the sustainable objectives of the UN that lead to a transformative mark on society.

This Award is aimed at projects developed in Belgium by entrepreneurs, freelancers, groups of entrepreneurs or Belgian companies. In the case that the winning project is of an entrepreneur, freelancer or group of entrepreneurs, the acceptance of the Prize means that they must constitute a commercial company in Belgium.

The everis Awards Belgium is governed by the conditions explained below which include entry requirements, selection criteria for choosing the finalists and winners, content of the proposals and other Award conditions.

Second: Stages of the competition. Evaluation process.

The candidate evaluation process involves the following stages:

1. Registration and document submission on the everis Awards Belgium website.
2. Preliminary analysis and pre-selection of candidates by consultants and experts of everis Belgium
3. Pitch rehearsal and mentoring session lead by a group of experts from the entrepreneurial domain
4. Final: Presentation of finalist projects to the Jury
5. Deliberation of the Jury and assessment

1. Registration and document submission on the everis Awards Belgium website

a) Registration

Candidates' submissions are due online by August 20th, 2020 at 11:59p.m. GMT+1. Candidates can present as many proposals as they wish, provided they clearly relate to a different project within the deadline specified. They can do so on the website www.everisawards.be

During the registration process, candidates acknowledge that:

- They accept and meet the terms and conditions.
- Candidates that submit their proposal, are duly authorized to present it as well as to manage all the requirements and procedures needed during the duration of the contest.
- They give up their image rights to everis Belgium and the everis foundation within the framework of the everis Awards, as well as accept that they have obtained the necessary authorizations regarding the usage of the image of third parties that might appear on the promotional video for candidates.
- They accept the data protection clauses and consent on the processing in accordance with what is included in the clauses.
- They agree to the dissemination of the video under the scope of the everis Awards Belgium.
- The information presented is truthful and accurate.
- They are the intellectual property right owners of the ideas they are presenting and they have not used inside or proprietary information without obtaining the corresponding permissions.

- The owners take full responsibility for any claim on intellectual property rights or from using information in the private domain, releasing everis Belgium and everis foundation from any responsibility in view of any possible claim.
- The entrepreneurs does not have any extrajudicial or judicial claim and/or dispute with everis or any of the companies that are part of the everis Group.
- They commit to report any extrajudicial and/or judicial claim and/or dispute with any natural or legal person as well as internal disputes in the candidate company or candidate organization.
- They agree to send additional information that may be required.
- They agree to inform the everis foundation of any changes to the team prior to the date for announcing the winners.
- The proposed solution is proven or, at least, it must be shown that there are sufficient indicators or evidence that it works for the purpose it presents.

b). Documentation submission

Candidates will register their proposals under the category **New business models in the Digital Economy**: Projects based on digital disruptive business models that take advantage of opportunities offered by the new technologies.

In this preliminary stage, candidates will provide the information requested in the application form which can be found on the following link www.everisawards.be

The proposal must be presented in **English**.

Together with the application form, candidates must:

- Fill in the preliminary **questionnaire** they will find in the website
- Present their project under the **business model CANVAS** format, which shall be filled in through the same online platform.
- Publish a **video** in which they explain their project. This video is a mandatory requirement; therefore candidates that do not send a video will be disqualified from the contest.

The video must meet the following criteria:

- **Maximum duration: 5 minutes**
- Candidates must upload the video to a video sharing site (like YouTube, Vimeo or similar) and send the link of the video.

The presentation of the project must be in both CANVAS format and in video. This is a mandatory requirement. Candidates who don't send their projects in both formats will not be evaluated.

2. Preliminary analysis and pre-selection of candidates by consultants and experts of everis analysis and pre-selecting candidates.

Once each project has been received, the preliminary analysis stage will take place where consultants and experts of everis Belgium will analyze each proposal. During this phase the main focus will be on the following criteria:

- **It solves a problem:** ability of the project to solve a recognized problem.
- **Market reach:** ability of the project to develop a product or service that answers one or more needs of the market and that has a sustainable business model.
- **Innovation level:** level of innovation of the product or service.
- **Impact and potential:** ability to grow and generate a significant change in society or the environment.
- **Presentation:** quality of the presentation of the information sent.
- **Compliance with the basis of the call for projects.**

everis Belgium and/or everis foundation may request interviews with short-listed finalists, to get to know the candidate and to obtain authorization to visit their place of work, to receive further clarification on the different sections of the proposal, in order to obtain as much information as possible about the project, the new company and its business plan.

The proposals received by everis Belgium and everis foundation will not be returned to the candidates.

The best projects will be selected to continue to the following stage.

3. Pitch rehearsal and mentoring session lead by a group of experts from the entrepreneurial domain

The selected projects will be presented to a group of experts in start-up evaluation before presenting to the Jury. The experts will provide practical feedback to each project regarding their pitches. The Jury is composed by C-level representatives of partnering Companies within the digital business arena and a representative of everis.

4. Jury selection of finalists

The Jury selects the finalist who go to the final stage of the contest. They will present again their projects and business ideas during the final event.

5. Final: Presentation of finalist projects to the Jury

The finalist projects will be presented before the Jury of the everis Awards Belgium. The Jury, after listening to all the finalists presenting one after another, will select the winner that will be announced at the ceremony of the everis Awards Belgium.

In addition, the finalists will be able to participate, if they wish so, in the Open Innovation Contest, an initiative of NTT DATA (a Japanese communications company specialized in systems integration, subsidiary of Nippon Telegraph and Telephone, NTT, one of the most important companies in Japan) which aims to look for innovative commercial proposals that fit with the existing NTT DATA services/solutions, and that are attractive to its customers (large corporations). The startup winner of the Open Innovation Contest will be able to embark on the development of its business proposal with the support of NTT DATA and mentoring for three months. To learn more about this initiative, you can send an email to toyosu-no-minatokara@realize-corp.jp (for cyber security reasons, no files should be attached to emails addressed to this email address).

The semi-finalists will also have access to platforms, incubators, projects and initiatives related to entrepreneurship that are promoted and/or developed by associations and/or entities with which everis Belgium and/or the everis foundation has signed collaboration agreements. This depends on the finalists' country of origin and the agreements in effect at the time the semi-finalists are chosen. You can access more information about these benefits at: marketing.benelux@everis.com

6. Deliberation of the Jury and assessment

The Jury of the everis Awards Belgium will be appointed by everis Belgium and it will be made up of personalities from the university and business worlds. The Jury reserves the right to not grant the award to any of the finalists. The Jury's decision shall be final and irrevocable.

Third: everis Award Belgium.

The Award consists of a financial contribution of €10,000 to support the development and launching of the winning project, and a free support service package for the amount and duration they deem appropriate up to a maximum of €5,000 and over a period of three months.

The Award will be paid in one lump sum or in successive installments, until the above-mentioned amount has been paid in full. Payment of the Award does not imply the acquisition of the company or project in any way, nor does it imply any economic right. The Prize is a contribution from the everis Belgium and everis foundation to the development of the project.

The granting and payment of this sum will not be detrimental to any other subsidy or grant from a third part or entity.

The winning project will go directly to the international final of the Global everis Awards that will take place in Madrid, Spain with the possibility of competing for an additional prize of 60,000 euros contributed by the everis global foundation based in Madrid, Spain. For this purpose, the winning project will receive an airplane ticket in tourist class, Brussels - Madrid (round trip) for the representative of the winning project and four nights in a hotel so that he/she can exhibit his/her project in the international competition, in Madrid, Spain, which is subject to the evolution of the COVID-19 pandemic.

All documentation related to the trip will be the responsibility of the traveler. everis Belgium and the everis foundation will be exempt from any liability in this regard.

Fourth: Conditions and entry requirements.

Candidates must fulfill the following requirements:

- The product or service must be in prototype phase, near to market launch or in the commercialization process.
- Any individual entrepreneur, group of entrepreneurs, companies incorporated under the Belgian law will be able to participate in this Call for Projects for the everis Awards Belgium as long as they have not accumulated more than 1 million euros in investment in the past three years, or earned more than 500,000 euros in the last fiscal year.
- This Award is aimed at projects developed by Belgian companies or, if the company has not yet been incorporated, at projects that have been developed or are being developed in Belgium. In any case, the acceptance of the Award implies the set-up of the company in Belgium.
- A high-impact project refers to a type of project that holds a strong innovative component and that, thanks to technology, can lead to a positive and long-lasting transformation in society and/or in the environment.

Employees of the everis group or their second-degree relatives or in-laws may not participate in the contest.

Fifth: Global everis Awards – XIX Edition

1. Description.

The Global Award consists of a financial contribution of €60,000 to support the development and launching of the winning project, and, if the Jury deems suitable, it may also offer a free support service package by i-deals (everis Group company specialized in technological entrepreneurship) for the amount and duration they deem appropriate up to a maximum of €10,000 over a period of three months. The Global Award will be paid in one lump sum or in successive installments, until the above-mentioned amount has been paid in full. Payment of the Global Award by the everis foundation does not imply the acquisition of the company or project in any way, nor does it imply any economic right. The granting and payment of this sum will not be detrimental to any other subsidy or grant from a third part or entity.

The Global Award will be granted at the international grand final where the different local winners from different countries from Latin America and Europe will compete against each other.

The international final of the Global everis Awards will take place in Madrid, Spain, during the **everis-talent-week**, that will take place Monday 23rd, Tuesday 24th, Wednesday 25th of November of 2020 (event and dates subject to change depending on the evolution of the COVID-19 pandemic)

2. everis-talent-week

2.1- Description

The everis-talent-week will be based in sessions dedicated to promote entrepreneurship through different activities such as workshops, conferences about topics related to innovation and entrepreneurship with special guests. The finalist projects will have the chance to meet with investors and different institutions, among others.

The main event of these sessions will be the selection and awarding of the international winner of the **XIX Edition of the Global everis Awards**.

All local winners must commit to attend the activities that will be organized for them during the everis-talent-week: mentoring, workshops, meetings with potential clients/investors, etc.

2.2- Final Stage and Jury

The local winners will present their projects before the Jury of the **XIX Edition of the Global everis Awards**.

The Jury of the Global everis Awards will be appointed by global everis foundation. The Jury will be made up of personalities from the university and business world. The Jury reserves the right to not grant the award to any of the finalists. The Jury's decision shall be final and irrevocable.

In case in the international phase the winning project is of an entrepreneur, freelancer or group of entrepreneurs, it will be a requirement for receiving the Prize that the winner constitutes, prior to delivery of the Prize, a commercial company.

Sixth: Miscellaneous.

Use of logos and brands.

In any of the activities organized by the award winners or by the new company, once it has been created, as well as in its marketing material, web page or any other promotional means, reference to the everis foundation and everis Belgium sponsorship will appear in a convenient, notable position. In addition, this sponsorship must be mentioned in press appearances. In both cases, and regardless of the form of publication chosen, the award winners promise to respect and apply the rules of use to brands and logos which are provided by the everis foundation for these purposes. everis Belgium and everis foundation reserves the right to withdraw its authorization to use the brand and logo which it owns.

Image rights and intellectual property.

The intellectual property contained in the proposals and / or projects, in no case will be transferred to everis Belgium or everis foundation. In any case, the candidates ensure that they hold ownership of these rights and have obtained, when appropriate, the necessary authorizations from any third party.

Candidates authorize without perception of economic compensation for it and voluntarily, to the everis foundation and everis Belgium to capture and/or record their image during the awards ceremony, either by itself or through any third party to whom the everis foundation or everis Belgium authorized, and to exploit the same as those identifying elements of their own image and/or the child he or she represents in all its facets, by any media, modalities and/or forms of exploitation, specifically including the ability to publish their images through internal channels of the everis foundation and entities of the everis Group, such as the intranet, as well as external channels such as websites or social network profiles (Facebook, Twitter, etc.), online video platforms and/or streaming (i.e. YouTube), meetings, forums, conferences, presentations and publications, as well as any other media (television, press, etc.). This authorization is limited to the effects of internal and external communication, promotion and advertising of the everis foundation and everis Group companies and any related or ancillary activities of the above. In this regard, participants grant the everis foundation and everis Group companies the ability to reproduce, distribute and transmit the image of the participants for the purposes described in the preceding paragraph. This authorization is granted in a transferable form (with the possibility of giving it to others), without territorial or temporary limits (for any country).

Participants and the winner/s will remain harmless towards the everis foundation and liable to the same, or towards third parties, of any damages that may be caused by the failure of the transfer of rights and guarantees contained in these Terms and Conditions of any liability that may arise from image rights, intellectual property and breach of the applicable regulations that may arise from the provision contained in proposals or projects by those participating in the competition. Thus, participants and the winner/s will be responsible for violations caused or that may be caused to the rights of others and/or breach of the Terms and Conditions of the contents provided.

Personal data protection.

In compliance with the applicable regulations regarding the protection of personal data, we inform you that personal data that is provided within the framework of their participation in the awards organized and promoted by everis Belgium in collaboration with everis foundation will be treated by everis Belgium as Controller, for the following purposes:

- (i) Enable the development, management and control of the everis Award Belgium in accordance with these Terms and Conditions.
- (ii) Enable the development, management and control within the framework of the possible participation of candidates in the everis Global everis Awards and the Open Innovation Contest of NTT DATA.
- (iii) Receive information about the Open Innovation Contest of NTT DATA.

- (iv) Send information and allow access and/or participation of the finalist projects in initiatives, incubators, accelerators and other projects of the organizations and/or everis Belgium or and/or everis foundation partners that are of interest to the participants, as indicated in this call.
- (v) Treatment, uptake and/or dissemination of images provided by participants and those obtained during the awards ceremony in the terms indicated in the "image rights and intellectual property" of these Terms and Conditions.
- (vi) Sending commercial communications by any means (including electronically) concerning activities, events of the everis foundation including also activities, events, newsletters, products or services of the everis Group.

With the purposes stated in the previous section, we inform you that your data may be communicated to everis foundation and the member companies of the everis Group, some of them established not members of the European Economic Area and which have not been declared by the European Commission with appropriate level protection of personal data. The name and registered office are contained on this website (<https://www.everis.com/spain/es/group-companies>), all of which are dedicated to providing related consulting services activities. In addition, we inform you that your data may be subject to international transfer to NTT DATA, located in Japan, as part of its possible participation in the Open Innovation Contest.

Likewise, in relation to the purpose of sending information and allowing access and/or participation of the semi-finalists and/or finalists in initiatives, incubators, accelerators and other projects that are of interest to you as a participant, we inform you that your data may be communicated to everis foundation and to other organizations and/or collaborating entities that are owners or promoters of said projects, some of which may be established in countries that are not members of the European Economic Space and that have not been declared by the European Commission to have an adequate level of personal data protection. We guarantee that when your data may leave the European Economic Area, it will maintain the same level of protection based on compliance with the provisions of European data protection regulations. In this respect, international data transfers will be carried out (i) to countries with an adequate level of protection declared by the European Commission (ii) on the basis of the provision of adequate guarantees such as standard contractual clauses or binding corporate rules or (iii) by virtue of the authorisation of the competent control authority or other cases provided for in the regulations.

The legal basis for the treatments and/or data transfers set out above is based on:

- The legal relationship established based on their participation in the everis Award Belgium and, where appropriate, in the everis Global Innovation Award and the Open Contest of NTT DATA, in order to facilitate their development, management and control.
- The consent given in relation to the other purposes.

The personal data provided by candidates to participate in this award must be truthful and accurate. Candidates guarantee that they have the consent of the holders of personal data to provide, to communicate them to the everis Belgium for the purposes specified in these Terms and Conditions. Personal data shall be retained for the development of this Contest, and where appropriate, during the Global everis Awards and the Open Innovation Contest of NTT DATA and insofar as deletion is not requested.

It may be possible to request access to personal data, their correction or deletion, and the limitation of their treatment and the portability of your data when the reasons or circumstances set forth in the applicable regulations are met. To this end, the following channels may be used, always accompanied by photocopy of ID or other document verifying their identity, addressing the data protection office (data.protection.office@everis.com or Camino Fuente de la Mora 1, 28050, Madrid, España).

We also inform you that you may request the protection of your rights before the competent supervisory authority (e.g. in Belgium : the Belgian Data Protection Authority located at Rue de la presse 35, 1000 Brussels; in Spain: the Spanish Data Protection Agency located at Calle de Jorge Juan, 6, 28001 Madrid).

Confidentiality.

everis Belgium and everis foundation undertakes to maintain confidentiality in those projects not awarded.

Acceptance of the Terms and Conditions.

Participation in the competition implies acceptance of these Terms and Conditions, without exceptions or conditions, and any resolution that, either everis Belgium, everis foundation or the Jury, adopt due to occurrences.

NOTIFICATION OF CHANGE OF THE TERMS AND CONDITIONS DUE TO THE STATE OF ALERT AND THE COVID-19 PANDEMIC

Modification of the Terms and Conditions dated July 15th 2020

For organizational reasons, everis Netherlands has decided to extend the deadline for the submission of proposals until 23:59hrs, Belgian time, on the 20th of August 2020.

Modification of the Terms and Conditions dated May 20th 2020

Due to the current situation caused by the COVID-19 pandemic and the measures adopted or that may be adopted by the Government of Spain during the coming months, everis Belgium and/or the everis Spain Foundation reserve the right to partially or totally modify, at any time, the present rules of the everis Awards Belgium 2020 in the development, format and celebration of the phases and dates of both the everis Awards Belgium 2020 and the everis Global Award - 19th edition.