

HOW TO ENTER

FULL RULES AND REGULATIONS FOR THE 2023 'WE AWARD' COMPETITION

SPONSOR

IL SOLE 24 ORE S.P.A., whose registered office is at Viale Sarca 223, Milan, Tax and VAT No. 00777910159, represented by its Managing Director, the lawyer Mirja Cartia d'Asero, invested with the necessary powers (hereinafter '**Il Sole 24 Ore**').

NAME

Competition called '2023 WE Award' (hereinafter 'Competition') run according to the provisions of section 6 of Presidential Decree No. 430 dated 26th October 2001.

PERIOD

The competition runs from 17th July 2023 to 17th October 2023 (hereinafter 'Term'): as specified hereafter, the entry forms must be completed and submitted during the Term.

Winners will be selected by mid-November 2023 and receive their awards at a special 'Women at the top' gala ceremony to be held at the Teatro Lirico in Milan on 30th November 2023.

COMPETITION AIM

The Sponsor is holding the competition in order to select, for each category, prominent female figures who have greatly distinguished themselves in their professional field, including through actual implementation of actions designed to enhance the status of women and the female figure in general.

As a result, it has set up the '2023 WE Award' to celebrate women and their successes, as well as highlight female excellence in the various categories set out hereafter.

ELIGIBILITY

The competition is open **to all women resident in Italy and/or associations** (for the 'No Profit' category) who, following receipt of a specific communication from the Sponsors, have sent, in the required manner and by the specified deadline, the entry forms and necessary documentation (hereinafter 'Contestants').

For the purposes of the Competition, entry is open to the following categories:

- 'Business' category: businesswomen, managers and C-level executives under the age of 45. This category is open to all women still under 45 years of age who have actively contributed towards the development of a scheme to promote improvement, change and/or corporate welfare that has produced measurable effects on the company (e.g. increase in company sales, increase in the number of company employees, effect of welfare schemes on employees).
- 'International' category: aimed at women responsible for an internationalisation scheme. This category is open to all businesswomen, managers and C-level executives, without age restriction, who have actively worked on the implementation of internationalisation schemes.
- 'Open Innovation' category: women working in the start-up sector that have designed and developed innovative schemes producing tangible, demonstrable results.
- 'No Profit' category: women or associations who, in Italy, have greatly distinguished themselves through activities and schemes in the tertiary and no profit sector whose purpose is to actually implement actions focused on women and the growth of their role in society.

PUBLICITY

Details of the competition will be given on a dedicated landing page containing these rules and regulations and the entry form ready for completion and submission.

In any event, the Sponsor reserves the right to utilise all media channels deemed suitable to publicise the competition.

HOW TO TAKE PART

The sponsor is running the '2023 WE Award' for the purpose of selecting the 3 contestants who, for each of

the categories in question, have greatly distinguished themselves in their professional field, through actual implementation of actions designed to enhance either the status of the company in which they work, through its development or internationalisation, or to conduct research or to enhance the role of women in the society we live in.

By visiting the dedicated landing page, all contestants can see how to take part, consult the full rules and regulations and obtain the entry form that each contestant has to complete in full and submit by 17th October 2023.

It should be noted that any entries received after the deadline will be excluded from the Competition.

Each Contestant shall state for which category she is entering, choosing from the following:

- 'Business' category
- 'International' category
- 'Open Innovation' category
- 'No Profit' category

The Contestant may submit just a single entry form, as she is only permitted to enter one of the categories offered.

On the entry form, it is essential to describe your career path, the actions taken to enhance the status of and develop the business (for 'Business' and 'International' categories), research and innovation (for the 'Open Innovation' category) or provide tangible help to women and the position they hold in society (for the 'no profit' category).

In this respect, in addition to a written description, documentation may also be enclosed: we can accept a maximum of 2 documents per entry form that must be of JPG or PNG format with maximum file size of 8 MB each.

Any documents sent will be judged along with the written description in order to evaluate the career path taken.

At any time during the Term, the Sponsors reserve the right to take the steps necessary and perform the checks needed to verify the information provided on the entry form, where necessary requesting ID to confirm such details.

Likewise, all Contestants who have breached these rules and regulations by providing false information are liable to disqualification.

Once completed, the entry forms may be saved and, where necessary, modified: nevertheless, once they have been sent no additional supplementation or modification is permitted.

The IT system will not allow multiple entries by the same Contestant who is therefore requested to submit just a single entry.

All forms must be submitted using the landing page, clicking on the special button by 17th October 2023: beyond this deadline, sending will no longer be possible and, in any event, entries will not be valid.

ENTRY FORM REQUIREMENTS

All entry forms submitted must be completed in full by the Contestants with all details requested and also contain, in addition to the selected category:

- a career resumé (maximum 2000 characters, including spaces and punctuation);
- a description of the pathway taken, including all actions, activities and schemes implemented within the remit of the category in question (maximum 2000 characters, including spaces and punctuation);
- a description of the results obtained, with particular reference to how these results have contributed, on the basis of the chosen category, to the enhancement of the company, research or improvement of women's status and their role in society (maximum 2000 characters, including spaces and punctuation);
- a description of the values that have inspired the actions taken.

As previously stated, you may enclose photographic documentation in support of the written description by following the instructions outlined above.

All forms submitted using the landing page are screened progressively by the Sponsors' own internal panel that will arrange, at its absolute discretion, to exclude those considered off topic or, in general, not in keeping with the categories offered, offensive or in breach of public decency laws or, finally, failing to comply with the terms and conditions set out above.

All forms submitted must contain information that can be verified as true: therefore, entries will not be accepted if they contain descriptions of clearly unfeasible activities that are incapable of existing in the real world.

To the extent they are able, the Sponsors may carry out the checks required, where necessary, requesting additional material from the Contestant to demonstrate the truth of the description provided.

Finally, the Sponsors shall be entitled to exclude entry forms and submissions that fail to comply with these requirements.

All entry forms accepted and complying with the rules of entry shall be admitted to the final selection by the special panel.

ASSESSMENT OF WORK

In accordance with the registration rules specified herein, all entry forms submitted by contestants are eligible for inclusion in the process to select the best Contestants in each individual category.

A specially-appointed Panel will arrange to evaluate all applications received as part of each different category.

For each category, the Panel will select the 3 Contestants that have, at its absolute discretion, been most successful in obtaining the requested results.

More specifically, in assessing each individual entry, the Panel will take into account the following parameters, including on the basis of the individual categories to be judged:

- level of innovation and value;
- quality of presentation;
- effectiveness of the results obtained.

Additional contestants may also be selected for use as reserves should the need arise.

The authors of the selected submissions will be contacted at the e-mail address they have specified on the entry form and must confirm their acceptance within the following 10 days: in the absence of a reply by this deadline or should the e-mail address provided prove inaccessible, presentation of the award will not be possible and the author whose entry was chosen as reserve will be contacted.

In this respect, the Sponsor shall not be liable when:

- the mailbox is full;
- the e-mail specified when entering is wrong or incomplete;
- there is no response from the host computer after sending the e-mail notifying the winner;
- the mailbox has been disabled;
- the e-mail specified when entering is blacklisted.

Names of winning authors may be disclosed and published in spaces that the Sponsor has allocated to the competition.

The selected Contestants will receive their awards at a special '2023 WE Award' ceremony to be held at the Teatro Lirico in Milan on 30th November 2023.

Furthermore, the award winners will be notified through official media channels: newsletter, institutional website, press release about the Competition, social networks, any fringe events at which the winners are invited to speak, including to illustrate the results obtained and the processes implemented.

In acknowledgement of their individual merit, in addition to the commemorative plaque or trophy, each winner will receive a mention on the page celebrating the Award to be published in the hard copy of the Il Sole 24 Ore newspaper.

WARNING

The Sponsor shall accept no liability for problems of access or impediment to, failure or difficulties with technical equipment, computer, phone line, cables, electronics, software and hardware, transmission and connection that may prevent a would-be entrant from taking part.

In addition, the Sponsor shall accept no liability for problems caused by the configuration of the computer and the Contestant's method of connection to the Internet that might compromise her entry.

The Contestant shall be responsible for the cost of the Internet connection based on the existing phone plan with her provider.

All Contestants are required to accept these rules and regulations.

Entering the competition implies the Contestant's complete and unconditional acceptance of the rules and clauses contained herein without any limitation.

The Sponsor or those acting on its behalf reserve the right to act as they see most fit, and in compliance with current legislation, in order to prevent and restrict every scheme designed to circumvent these rules and regulations.

Any other motivation that can lead to the suspicion of fraud as far as the specific objectives of this competition are concerned shall exonerate the Sponsors from fulfilment of these provisions.

In the capacity of data controller, the Sponsor advises that taking part in and running the competition inevitably requires processing of personal data and this will occur in compliance with Regulation (EU) 679/2016 and Legislative Decree 101/2018.

Throughout the Term of the Competition, Contestants may contact the e-mail address WEaward@ilsole24ore.com in order to receive further information.

TRANSFERRING RIGHTS AND PUBLICATION OF WORK

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If the Contestant did not take some of the photographs enclosed with the entry form and does not possess their full exploitation rights, she agrees to indemnify and hold the Sponsor harmless from any type of claim made by third parties, including compensation for damages, that might be submitted by the author or the owner of such rights or any assignees.

The Sponsor shall be entitled to destroy the material received from Contestants without granting the latter any right to submit claims for compensation or damages.

In entering the Competition and, in particular, in submitting her entry form, once considered eligible, the Contestant agrees to assign to the Sponsor, on an exclusive basis and without charge or time limit, the right of use, including commercial usage, of the submission pursuant to current legislation, including exploitation rights, as well as for commercial and profit-making purposes, to publish, adapt, modify, develop, implement or distribute it, prepare derivative works and publish them in any form and using any media or use them, even partially, in any form and by any means, available now or in the future, without the need for prior consent from the Contestant and without entitling her to request payment, a right that she waives as of this time.

Once named as a winner of the competition, the Contestant authorises the Sponsor without charge to carry out media campaigns in its hard-copy and digital newspapers and on its social networks and the Internet.

In any event, the Sponsor will contact the winners and obtain, at its own expense, written confirmation of the transfer of copyright without compensation.

The contestant confirms its willingness to sign all declarations needed for the granting of rights, failing which, no publication will take place.

Contestants who refuse to sign a written declaration may be excluded from the competition.