

## **Globant Awards - Women That Build 2020 Edition**

### **Terms and Conditions**

#### **1. Description:**

This contest, called “Globant Awards - Women That Build Edition 2020” (the “Contest”), is organized by Sistemas Globales S.A. (“Globant”).

Globant will hold this Contest to acknowledge and give visibility to the role of women in IT in different countries and regions. The Contest is open to all women who reside in Argentina, Brazil, Canada, Colombia, Chile, Europe, India, Mexico, Peru, Uruguay and the United States (“the Candidate”).

The call for the Contest is aimed at three categories of defined leadership: (i) Technology Executive, (ii) Game Changer and (iii) Rising Star, with five finalists per country or region (e.g. Europe), out of which there will be only one winner per country or region and per category. After that, a global final will be held among the winners from each country or region, in which a single winner per leadership category will be chosen (the “Global Winner”).

The Contest will be valid from September 9, 2020 until December 9, 2020 and will be governed by the provisions set forth in these Terms and Conditions (the “Terms”).

The winners from each country or region, as well as the Global Winner, will be picked by a panel of 4 to 8 jurors chosen by Globant. The selection criteria for the winners will be determined in accordance with the standards defined by Globant in these Terms.

#### **2. Profile of the Participants and Award Categories:**

In order to participate in the Contest, each Candidate must meet the following requirements:

1. **Technology Executive Category:** The Candidate must meet the following criteria:
  - At the time of her participation, the Candidate must hold a C-level, VP, Director, managerial or similar role in an IT company or IT area;
  - She must promote diversity and inclusion in the business environment;
  - She must have training in the technology or STEM fields;
  - She has experience and/or recognition in the IT community, which she can invite to nominate her candidacy.

2. **Game Changer Category:** The Candidate must meet the following criteria:

- Her professional work must provide the opportunity of inspiring, including and supporting women in different IT areas;
- At the time of her participation, she must occupy a managerial or director level role;
- She must promote women's inclusion and relevance in their different areas,
- She has experience and/or recognition in the IT community, which she can invite to nominate her candidacy.

3. **Rising Star Category:** The Candidate must be under 26 years old, or with less than 10 years of experience in IT, and meet the following criteria:

- She must have achieved innovation by means of the use of technology;
- And/or she must show high potential as a role model to her peers;
- And/or she must have a history of self-improvement;
- And/or she must have progressed rapidly in her career;
- She has experience and/or recognition in the IT community, which she can invite to nominate her candidacy.

The Candidates may be Globant employees or employees of collaborating companies, companies that are partners of the Contest or other companies, as long as they meet the selection criteria.

**3. Selection of finalists and election of the winner:**

The Contest will have three (3) evaluating bodies that will perform their tasks during the different phases of the Contest (the "Phase"):

1. **The Selection Committee:** it will act during Phase I and will be entrusted with the task of collecting and analyzing all the submitted applications, and choosing at least fifteen finalists per country and/or region, that is, between 3 or 5 per category, in accordance with the criteria specified in section 8 of these Terms. During this process, the Selection Committee may make inquiries to the Candidates regarding their application. The Committee will be made up of at least 4 representatives appointed by Globant, who may be Globant employees and/or third parties.
2. **The Evaluation Committee by country and/or region:** it will act during Phase II and will be entrusted with the task of evaluating the finalists by country and/or region, in accordance with the criteria specified in section 8 of these Terms, and picking a winner by category. There will be an Evaluation

Committee per country, each of which will be made up of 4 to 8 jurors appointed by Globant, who may be Globant employees and/or employees of third parties.

3. **The Global Evaluation Committee:** it will act during Phase III and will be entrusted with the task of evaluating the winners by country and/or region, in accordance with the criteria specified in section 8 of these Terms, and picking a Global Winner per category. The Evaluation Committee will be made up of 4 to 8 jurors appointed by Globant, who may be Globant employees and/or employees of third parties.

The participation of the Committees will be on an *ad honorem* basis. The final decisions adopted by all Committees shall not be subject to an appeal.

#### **4. Phases of the Contest:**

The Contest will consist of four (4) Phases:

- **Phase I - Registration**

Application or nomination of the Candidates through the website: [womenawards.globant.com](http://womenawards.globant.com). Applications may be submitted by a third party who has her authorization.

- **Phase II - Preliminary selection**

- The Selection Committee will request additional information from the Candidates (potential finalists), which will be necessary to take part in this Phase.

- The selection of finalists by category and by country and/or region will be made pursuant to the criteria provided for in section 8 of these Terms.

- Each finalist will be asked for a prior consent request to participate in the semifinal and a 1.5 minute video that reflects the reasons for their candidacy.

- The announcement of the finalists and the dissemination of their videos will be made through Globant's different communication channels.

- **Phase III - Finals by country/region**

- Each Evaluation Committee will choose a winner per country and/or region per category from among the finalists chosen in Phase II and in accordance with the criteria provided for in section 8 of these Terms.

- A live stream will be held to announce the finalists by country and/or region and each category's winner will be chosen.

- Later, the information of the winners by country and/or region will be published on the website [womenawards.globant.com](http://womenawards.globant.com)

- **Phase IV - Global Final:**

- There will be semifinalists from Argentina, Brazil, Canada, Colombia, Chile, Europe, India, Mexico, Peru, Uruguay and the United States.
- The Global Evaluation Committee will choose a Global Winner per category from among the finalists by country and/or region chosen in Phase III and in accordance with the criteria provided for in section 8 of these Terms.
- A live stream will be held to present the winners by country and/or region, as well as the final selection of the Global Winner by the Global Evaluation Committee.
- Later, the information of the global winners will be published on the website [womenawards.globant.com](https://womenawards.globant.com)

## **5. The Contest Application Process:**

The Contest application process requires only the submission of the [online form](#) mentioned in section 4 of these Terms, fully completed. By entering the Contest, the Candidates undertake to answer any inquiries that may be made by the Selection Committee and to submit a 1.5-minute video during Phase II, within the term set forth in section 4. Lack of response by a Candidate within the specified time frame will immediately result in the disqualification of such Candidate from the Contest.

The Contest application period will be from September 9, 2020, to November 4, 2020 (such date included). No applications to the Contest will be admitted once this period has elapsed.

## **6. Selection criteria and evaluation of applications:**

Each country and/or region's Selection and Evaluation Committees and the Global Evaluation Committee will evaluate the Candidates in accordance with the following criteria:

The Candidates will be evaluated by the Selection and Evaluation Committees in accordance with the following criteria:

- Meeting the admission requirements for each category, as set forth in section 2.
- Proven experience in area, expertise or team leadership.
- Ability to make an impact in their area.
- General quality and clarity of the submitted material.
- Academic background.
- Quality and clarity of her presentation.

## **7. Awards:**

7.a The awards will be given to the Global Winners in the following categories: (i) Technology Executive, (ii) Game Changer and (iii) Rising Star.

Global Winners will receive all of the following prizes:

- A diploma of recognition.
- They will be named ambassador of the “Women that Build” international community that promotes the award. This honor includes participation in press releases of the world's main media, the possibility of being a speaker at events, a jury in future editions of the award and other actions that the community takes to empower women in the IT sector.
- The possibility to participate in an online program on female leadership, designed by Globant together with a top-level university.
- The possibility of participating in an online “Executive Program” to be held during the year 2021, such as, but not limited to, “the Innovation and Strategy Program at Harvard”, or similar ones. This award will be subject to the following conditions: (a) it may not exceed the total amount of USD 5,000 (five thousand US dollars), corresponding to each winner and (b) their attendance will be subject to the terms and conditions of the Executive Program that will eventually be published and to the approval of the organizing entity (the "Organizing Entity of the Executive Program") Globant will notify the Global Winners and coordinate with them the selection, authorization and attendance to the Executive Program.

To receive their prize, Global Winners must present a national identification card to Globant and sign a receipt indicating that they receive the prize to their satisfaction. The winners must also have all the necessary documentation to travel and comply with all the requirements established in these Terms.

**7.b** The prizes for the winners of each category, of each country and / or region, will be all the following:

- A diploma of recognition.
- The possibility to participate in an online program on female leadership, designed by Globant together with a top-level university.
- Invitation to be part of the international community "Women that Build" promoted by the organizers of the award to empower women in the IT sector.

Prizes are non-transferable and cannot be exchanged for cash or other goods or prizes.

When unforeseen circumstances so warrant, Globant may cancel, suspend or modify these Terms, communicating it by the same means by which they were disclosed. Any matter not covered by these Terms will be resolved by Globant, without prejudice to the rights of the Candidates by law.

**8. Requests for additional information and assets:**

During Phase II, the Candidates will be asked to fill a form with further information regarding the evaluation criteria set forth in section 8. The format, content and term for the submission of the requested materials will be agreed upon at the time of the request. Notwithstanding the foregoing, the Selection Committee will be entitled to request that the information provided in the forms be expanded.

During Phase II, the Selection Committee will request a testimonial video from the finalist regarding her candidacy. The format, content and term for the submission of the video will be agreed upon at the time of the request.

### **9. Participation in events:**

Participation in this Contest entails, in addition, the winners' consent to a live stream organized by Globant between the weeks of November 30 and December 9 of 2020.

### **10. Ownership of data, confidentiality of information and data:**

The copyrights of the videos, developments and other intellectual property related to this Contest will be deemed the property of their respective authors. Notwithstanding the foregoing, by entering the Contest, the participants authorize Globant to use, when they deem it appropriate, the videos mentioned in this paragraph that belong to the participants in whole or in part, for the purposes of advertising the Contest in any media outlet throughout the country.

The information of the Candidates, finalists and winners by country and/or region, and Global Winners will be treated in accordance with the Argentine Personal Data Protection Law (Law No. 25,326) and the EU General Data Protection Regulation ("GDPR"). The owner of the personal data is entitled to exercise the right of access to such data free of charge at intervals of no less than six (6) months unless the existence of a legitimate interest to that effect is proven. By entering the Contest and providing Globant with their Personal Data, the Candidates expressly consent to that data being used by Globant with relation to this Contest. The Candidates' data may be shared with partner organizations for the sole purpose of incorporating such data to their data Bases in order to potentially offer Candidates job opportunities. The owner of the data may request that their name be withdrawn or blocked from the data base via email at [woman-awards@globant.com](mailto:woman-awards@globant.com).

### **11. Communication and dissemination:**

All the information about the Contest, as well as the Terms and the application form, can be found at [womenawards.globant.com](http://womenawards.globant.com)

All dissemination efforts regarding this Contest and its development will be made through Globant's communication channels and those of the Contest's sponsors, partners and collaborators.

## **12. Knowledge of the Terms:**

Sending the application form implies acceptance of these Terms. No claims based on ignorance of the Terms will be admitted from any candidate. The Terms are the only rules applicable to the Contest and will be deemed known by all Candidates.

## **13. Amendments:**

Globant may amend, at any time and without prior notice, any of the provisions of these Terms, which amendment shall be notified to the Candidates by means of the publication of the new Terms on the website [womenawards.globant.com](http://womenawards.globant.com).

## **14. Liability and compensation:**

Under no circumstances shall the Candidates have the right to claim compensation of any kind and/or reimbursement of expenses made for the purpose of their participation in the Contest.

## **15. Acts of God or force majeure:**

Should it be justified, Globant may temporarily suspend the Contest or cancel it altogether due to circumstances not attributable to Globant and not provided for by these Terms, or which constitute an Act of God or an event of force majeure. Such suspension or cancellation will be notified to the parties through its publication on the website [womenawards.globant.com](http://womenawards.globant.com).

In addition, and notwithstanding the foregoing, Globant reserves the right to declare the Competition void at any time, not being bound to give explanations or express reasons.

## **16. Interpretation of the Terms:**

In the event of any discrepancy between the content of the Terms and the content of graphic and/or media advertising, the content of the Terms shall prevail. Participation in the Contest entails acceptance of the decisions that Globant shall make regarding any matter not provided for in these Terms and any interpretation that Globant may make of such Terms, which will be definite and unquestionable.

In the event of breach of these Terms by a Candidate, Globant may, upon notice by any written verifiable means, disqualify her from the Contest. In any such event, the Candidate must return any award she may have received in the context of this Contest to Globant.

For any questions regarding the Terms and Conditions, any applicant may contact

[woman-awards@globant.com](mailto:woman-awards@globant.com).

**17. Free of charge participation:**

Participation in this Contest is completely free of charge.

**18. Costs, taxes, expenses:**

All costs resulting from obtaining or using the awards, as well as any tax, fee, contribution, rate or amount of money that must be paid or may potentially have to be paid regarding the awards, and all expenses which the Candidate must incur as a consequence of obtaining and being granted the award by country and/or region and the global award, including, but not limited to, all travel and accommodation expenses which she may incur for obtaining, being granted, or giving effect to such award, will be borne exclusively by the Candidate.

**19. Jurisdiction and applicable law:**

The Candidates and Globant agree to submit any dispute arising from the Contest to the jurisdiction of the Courts of the City of Buenos Aires. Argentine law shall be applicable to such dispute.