

REGULATION TOP WELLBEING EMPLOYER OF THE YEAR

Competition dedicated exclusively to recognizing excellence in employer wellbeing in Romania

The Bodyshape Transformation Center, hereinafter referred to as the "Organizer," is organizing the first edition of the "Top Wellbeing Employer of the Year" competition, according to this Regulation, which is mandatory for all participants.

Participation in this competition implies the full, express, and unequivocal knowledge and acceptance of this Regulation by the participants.

Chapter I. Competition Description

The "Top Wellbeing Employer of the Year" competition is a project aimed at recognizing the excellence of initiatives carried out by companies in Romania to improve the wellbeing of employees and the community in which they operate.

The project aims to publicly recognize and highlight the best wellbeing actions for employees, thus contributing to a better understanding of the field in Romania.

The entire organization of the competition, as well as the management of the "Top Wellbeing Employer of the Year" brand, is carried out by the Bodyshape Transformation Center.

Chapter II. Participants

The participants eligible to submit applications are exclusively commercial companies operating in Romania, regardless of the field of activity, which simultaneously meet the following eligibility criteria:

- Company with Romanian or foreign capital
- Established/registered in Romania for at least 3 years
- With a team of at least 10 employees
- With revenues in the last 2 financial years (2020 and 2021)

Applications submitted by companies that have violated Romanian state laws or are subject to judicial investigations are not eligible. Similarly, companies established by a member of the jury or having a member of the jury in the management team are not eligible. As a general rule, the Organizer may verify the information regarding a participant's eligibility based on public databases. However, for additional verifications/in case of suspicions regarding compliance with the eligibility criteria, the Organizer may request documents/information from the participant. Non-cooperation in this regard will be considered as non-compliance with the eligibility criteria.

It is assumed that any participant who submits an application meets all the eligibility criteria cumulatively.

Chapter III. Project Registration in the Competition

The registration period for the "Top Wellbeing Employer of the Year" competition begins on May 17, 2023, and ends on August 7, 2023.

To register projects in the competition, the company must complete the form on the website www.bodyshapetransformation.com/top-wellbeing-employer.

To participate in the competition, the participant must correctly fill in all the fields in the registration form and provide all the details indicated as mandatory in the registration form.

After the registration period, the jury will deliberate and select the winning projects.

After the first round of judging, each participant in the competition will receive an email notification whether they have been selected for the second round of judging or not.

Chapter IV. Awards Granted

The following awards will be presented in the competition:

- 1st Place - Top Wellbeing Employer of the Year
- 2nd Place - Visionary Wellbeing Employer of the Year
- 3rd Place - Innovative Wellbeing Employer of the Year

Chapter V. Judging Criteria

The organizer will announce on the dedicated competition page of the website www.bodyshapetransformation.com the complete composition of the jury, consisting of 7 members, before the start of the registration period.

For the first round of judging, all jury members will consider the following criteria:

1) Company's vision regarding employee wellbeing (maximum 20 points): The clarity of the wellbeing vision will be assessed, including how it is correlated with the company's mission and values, as well as how it is translated into the wellbeing strategy.

2) Employee wellbeing strategy (maximum 20 points): The qualitative and quantitative aspects of the physical, mental, and emotional wellbeing strategy will be evaluated.

Specific, measurable, tangible, and realistic objectives will be assessed, as well as how the company's strategy addresses specific needs identified internally (within the company) and/or externally (in the communities it operates in).

3) Wellbeing programs implemented in the past 12 months (maximum 20 points): The specific objectives of the exemplified programs, the implementation method, and the impact achieved will be assessed. The jury will consider the changes generated in the short, medium, or long term.

4) Positive impact in the organization, including monitoring and measurement methods (maximum 20 points): The impact of the wellbeing programs in the company and/or the communities it operates in will be evaluated, including specific monitoring and measurement methods.

5) Innovation brought through the implemented programs (maximum 20 points): The efficient methods used to implement project activities will be assessed. The originality of the proposed solutions to address identified needs will also be taken into account.

Scoring:

- Each jury member will assign a score for each criterion based on the level of fulfillment of that specific criterion.
- Scores will be given on a scale from 1 to 20, with 1 representing the minimum score and 20 representing the maximum score that can be obtained.

- **The participant's score in the first round of judging by a jury member will be obtained by adding up the scores achieved for each criterion (maximum of 100 points for each participant).**

In the second round of judging, jury members will meet and directly discuss with the 7 participants who obtained the highest scores in the first round of judging. After the final deliberation, the jury members will designate the three winners (1st, 2nd, and 3rd place).

Chapter VI. Rights and Obligations

Participants have the following rights:

- To register for the competition without being charged any fees.
- To promote their participation in the "Top Wellbeing Employer of the Year" competition and any possible prizes obtained through any communication channel. Communications involving the "Bodyshape Transformation Centre" brand shall comply with applicable legal and ethical advertising rules, regardless of the channel used.
- For any questions and notifications regarding the "Top Wellbeing Employer of the Year" competition, participants and other interested parties can contact the organizer at the email address: info@born2succeed.ro.

Participants have the following obligations:

- To strictly comply with the competition regulations and jury decisions.
- Not to use the name "Top Wellbeing Employer of the Year" in defamatory contexts that could harm the project's and/or the organizer's image.
- To provide the organizer or the jury, if necessary, with additional documents to detail the information from the registration form and, if applicable, to demonstrate the cumulative fulfillment of eligibility criteria.
- Participants agree that photographs and video materials taken during the competition, which may contain their image and/or voice, as well as any other personal data, may be used for promotional purposes by the organizer. In this regard, the participant shall duly inform the individuals concerned that their personal data may be subject to processing by Bodyshape for the purpose of promoting this competition and for general promotion of Bodyshape's services.

In the event of an investigation carried out by the competent authority, the participant shall promptly (within 48 hours) provide the list of technical and organizational measures implemented to ensure compliance with this regulation. The participant assures the organizer

that they have informed the individuals concerned about the processing activities related to their participation in this competition.

Chapter VII. Right to Use Information

Participants entering the competition by completing the registration form and validating compliance with the eligibility criteria agree that the submitted materials and uploads on the website www.bodyshapetransformation.com may be made public and used by the organizer through any means and in any manner for presentation purposes, regardless of the competition's outcome.

The exhibition of materials, as well as all information related to the contest, will take place on the dedicated webpage of the competition www.bodyshapetransformation.com, on partner media websites, and on social networks, as well as in any materials promoting the competition, activity, and services of the Bodyshape Transformation Centre. By completing the registration form, participants agree that the materials submitted to the competition may be exhibited and used by www.bodyshapetransformation.com.

Chapter VIII. Rights Reserved by the Organizer

The organizer reserves the following rights:

- Not to automatically consider that any submitted proposal will participate in the competition. Only proposals that comply with the eligibility rules and entry conditions will be accepted.
- To refuse the entry of a proposal into the competition without being obliged to justify the decision, in cases where the entry rules and conditions are not met.
- To interrupt the organization of the competition in case of force majeure or by unilateral decision, but not before notifying the participants through an announcement published on the website www.bodyshapetransformation.com.
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Chapter IX. Intellectual Property Rights

The company participating in the competition is solely responsible for any direct or indirect consequences that may arise from the submission of materials in this contest.

The organizer cannot be held responsible for any infringement of intellectual property rights or other exclusive rights over the materials submitted to the competition, as participants explicitly guarantee that they have the exclusive right to use the materials as described in this Regulation.

Participants retain the copyright over the materials but grant the organizer the right to use them indefinitely, under the conditions described in this regulation.

The organizer reserves the right to notify any participant regarding any suspicion of infringement of its intellectual property rights or any use of the Bodyshape Transformation Centre brand contrary to the company's principles. Following such notification, the participant agrees to immediately cease/modify the communication according to the organizer's requests.

Chapter X. Final Provisions

Companies that submit projects to the competition agree to abide by this regulation. The winning companies will be made known to the public for advertising purposes through mass media/other promotional materials of Bodyshape Transformation Centre's activities and services, in the ways that the organizer deems necessary (unlimited exposure: company name publication, company logo, representative's name, surname, and position, etc.), without any form of financial compensation or prior announcement.

The organizers, as well as the jury, reserve the right to disqualify any participant suspected of any form of contest fraud.

The organizers are not obligated to engage in correspondence regarding non-winning submissions.

The organizers reserve the right to modify/supplement and/or change this regulation, as well as the right to suspend and/or terminate the competition, provided that participants are notified in advance of any changes to its provisions by publishing them on the dedicated webpage, namely www.bodyshapetransformation.com.

By entering the competition, participants agree to the provisions of this regulation. They also expressly confirm their compliance with the rules regarding the processing of personal data as stated in this document.