

HELLO 2023 Challenge

Paris, December 15th, 2022

To enter 2023 in style, we wish you greetings to 2023 and offer you to participate to our challenge. If you find the hidden elements in our world of greetings, you will get the chance to win a prize:

- 90 Devoteam beanies (reserved for customers and partners)
- 10 sessions of remote trainings (reserved for customers and partners) by Devoteam Training Center in Luxembourg, to be chosen between the following 4 options: Microsoft Teams, OneNote, OneDrive, Microsoft Forms).

And OPEN TO EVERYONE

1 500 trees planted donations to the foundation 'plant a tree'. (Open to everyone).

To participate:

1. Go to this address: www.hello2023.devoteam.com.
2. try to find the hidden element to win. It will open a win message 'congratulations, you find the hidden element that will allow to win a price.
3. Fill a form to participate to a draw and try to be among the 100 winners of a price.
4. The number of prizes is limited to a number of prizes.
5. The draw will take place February 10th 2023. participations after January 31st 2023 will not be taken into account.

THE PARTICIPANTS:

The competition is open to everyone residing in Europe, Middle-East and Africa. Participants under the age of 18 are not permitted.

VALUE OF THE PRIZES:

1st prize: Devoteam Beanies have a unique value of 25 euros each. They are produce in the UE.

2nd prize: Devoteam training are provided by Devoteam training center in Luxembourg.

3rd prize: A gift to plant a tree as a donation of Devoteam to 'Deforestation' (you will receive a link to plant a tree if you will).

DATES OF THE CONTEST:

Launch date: December 15th 2022.

End date: January 31st 2022

Creative tech for Better Change

The winners will be announced after the draw in February 10th, 2023 and their project will be featured on the www.hello2023.devoteam.com website. In case of a tie between two teams, the vote of the jury will take precedence.

LEGAL NOTICE

Personal Data Protection

The information gathered in the course of the game by Devoteam is necessary to take into account the participation of each participant. Only Devoteam and its service providers, which are required to know such information for the strict purpose of organizing the game will receive this data unless the participant has agreed to receive any offers and information from business partners. In accordance with the personal data protection regulations applicable in France, each participant has the right to access, modify, rectify and delete data concerning them at the following address: hello2023@devoteam.com.

Intellectual property

Participants, within the framework of the realization of their project, declare to be the authors of the project and thus hold all the intellectual property rights related to their project. The project shall

not infringe any rights of third parties, failing which the team involved in the disputed project will be eliminated and will automatically invalidate the participation of the entire team. Thus, they guarantee Devoteam from any claim, including from third parties alleging that the use of any intellectual property rights relating to their project and assigned to Devoteam hereinafter results in an infringement of these third parties rights. Participants transfer to Devoteam the intellectual property rights on the elements which were realized within the framework of the projects, as soon as such elements are submitted to Devoteam. Consequently, Devoteam is irrevocably assigned with full ownership of all the intellectual property rights (except for moral rights) relating to the projects, including but not limited to the right to exploit, reproduce, represent, modify, adapt, translate, market and use parts or all of the elements, in the broadest way, for the entire duration of copyright protection. This transfer is granted, for free, without limitation of the number of reproductions or representations, for all countries and languages, for all modes of exploitation and on all current and future media. It is granted exclusively to Devoteam, with the right for Devoteam to transfer or dismiss all or part of its rights to any other entity it may designate.

FRAUD

In general, any abusive behaviour that results in a distortion of the principle of the game, any attempt of fraud or cheating on the part of a participant will lead to the nullity of its participation. Individuals who have failed to substantiate their identity and/or their identity, or who have provided them inaccurately or untruthfully, will be disqualified, as will those who refuse to collect, record and use personal information that is necessary for the purposes of the management of the game. Devoteam

reserves the right to carry out any verification in this respect and may at any time verify the surnames, first names, postal addresses, telephones (etc.) of the participants by all means, it would consider useful. Devoteam may cancel all or part of the game if it appears that the fraud has taken place in any form whatsoever, in particular by

computerized methods in connection with the participation in the game. In this case, to exclude fraudsters from the game, not to award them the prizes and / or to prosecute them before the competent courts. However, it cannot be held liable in any way towards the participants as a result of any fraud committed.

INTERNET USAGE AND DISCLAIMER

Devoteam draws the participants' attention to the particularities of the Internet, including technical performance, response times for consulting, querying or transferring information, risks of interruption and, more generally, the risks inherent to any connection and transmission on the Internet, the lack of protection of certain data against possible diversions, piracy, and the risks of contamination by possible viruses circulating on the network. Devoteam makes every effort to provide participants with information and/or tools available and verified but cannot be held responsible for errors, lack of availability of information and/or the presence of viruses on its site, Any malfunction or congestion of the Internet network, preventing the proper functioning and progress of the game; Interruptions, data transmission delays, computer, telephone, modem, participant telephone line failures, servers, Internet service providers, telephone operators, computer equipment, Software, problems with the routing or loss of with electronic mail and, more generally, the loss of any data, the consequences of any virus, computer bug, anomaly, technical malfunction, any damage to a computer's any technical malfunction, hardware or software of any kind, that has prevented or restricted the ability to participate in the game or that has damaged a participant's system. It is the responsibility of all participants to take all appropriate measures to protect their own data and/or software stored on their computer

and telephone equipment from harm. Participant's participation to the game is and remains under the participants' entire and sole responsibility. In all cases, if the administrative and/or technical progress of the game is disrupted by a virus, computer bug, unauthorized human intervention or any other cause beyond the reasonable control of Devoteam, Devoteam reserves the right to interrupt the game.

ORGANIZER OF THE GAME:

DEVOTEAM SA, N ° RCS 402 968 655 73 Rue Anatole France, 92300 Levallois-Perret

Devoteam reserves the right to shorten, extend, modify, suspend or cancel the game or any condition of participation if the circumstances require so or in case of force majeure. It cannot be held liable

in this respect. It is freely available on the website www.devogame.devoteam.com.

Tip: Do not waste time! Visit now www.hello2023.devoteam.com

About Devoteam

Devoteam is a leading consulting firm focused on digital strategy, tech platforms and cybersecurity. By combining creativity, tech and data insights, we empower our customers to transform their businesses and unlock the future.

With 25 years of experience and 10,000 employees across Europe, the Middle East, and Africa, Devoteam promotes responsible tech for people and works to create better change.

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