

PARTICIPATION TERMS & CONDITIONS

The Cartier Women's Initiative is an annual international entrepreneurship program that aims to drive change by empowering women impact entrepreneurs. Founded in 2006, the program is open to women-run and women-owned businesses from any country and sector that aim to have a strong and sustainable social and/or environmental impact. Our vision is a world in which every woman impact entrepreneur driving change can achieve her full potential. Our mission is to shine a light on these women and provide them with the necessary financial, social, and human capital support to grow their business and build their leadership skills.

the Cartier Women's Initiative includes ten categories: nine Regional Awards, and a Science & Technology Pioneer Award ("**Categorie(s)**").

The Cartier Women's Initiative (hereafter referred to as the "**Program**") is managed by Cartier Women's Initiative (hereafter referred to as the "**CWI**"), Richemont International SA located at 10, route des Biches, 1752 Villars-sur-Glâne, Switzerland.

1. Participation Terms & Conditions

1.1 In addition to the information provided on the Program website at www.cartierwomensinitiative.com regarding the organization of the Program, the following Terms & Conditions will apply to all candidates ("**Candidates**").

1.2 By submitting their application, Candidates expressly agree to be bound by these Terms & Conditions. These Terms & Conditions also incorporate by reference the additional terms specified at <https://www.submittable.com/terms-and-conditions/>; in the event of a conflict of terms, these Terms & Conditions shall prevail.

1.3 CWI and its partners reserve the right to cancel the Program or amend these Terms & Conditions at any time without prior notice. Any changes will be posted on the Program website.

1.4 Furthermore, CWI reserves the right to change the format of the Program at any point.

1.5 The language of the Program is English. A good command of the English language is required. CWI requires the Common European Framework of Reference (<https://www.coe.int/en/web/common-european-framework-reference-languages>) Level B2 or above. This level requires an understanding of the main ideas of complex text, technical discussion in business and the Candidate's field of specialization, and an ability to interact with fluency and spontaneity with native speakers. English proficiency is important because this is the common language for the CWI's team, its partners, the jury members and the overall community. Being proficient will allow the Candidate to fully participate in the community and in the fellowship. Applicants with disabilities are encouraged to apply, and every effort will be made to include them appropriately.

1.6 In the event of any dispute, whether such dispute concerns the conduct or eligibility of the Candidates, the results and/or any and all other matters relating to the Program, CWI's and/or the Jury's decision shall be considered final. No legal recourse shall be available to the Candidates.

2. Qualifying Candidates

2.1 To qualify to enter the Program, the Candidates must be at least 18 years old on the date of the

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application deadline and shall meet the eligibility criteria applicable for the selected Category of the Program. The eligibility criteria for the Regional Awards (“Regional”), and the Science & Technology Pioneer Award (“STPA”) are defined at the links below:

Regional : <https://www.cartierwomensinitiative.com/regional-awards>

STPA: <https://www.cartierwomensinitiative.com/science-technology-pioneer-award>

2.2 Candidates may only enter one Business in the Program. Multiple application forms will not be accepted.

2.3 Submissions may only be entered by individuals; teams are not accepted. Moreover, the Candidate must be the author of the application.

2.4 Businesses that have formerly participated in the Program, or any other Cartier entrepreneurship programs, are not authorized to apply to the Program a second time and will be automatically rejected. Furthermore, any prior Cartier entrepreneurship program awardees are not authorized to apply to the Program a second time and will be automatically rejected.

2.5 Any employee of the Richemont Group and/or family member of an employee of the Richemont Group, any employee (and/or family member of said employee) working for a partner organization and any employee (and/or family member of said employee) of an agency and/or consulting firm involved in the organization of the Program are not eligible to enter the Program.

2.6 A Candidate may only enter one award Category per Program edition. This means that if the Candidate chooses to apply for one Regional Awards Category, the Candidate may not submit an application for the Science & Technology Pioneer Award..

2.7 The Candidate must commit to:

- (a) taking part in a due diligence virtual assessment (one (1) day);
- (b) if selected as a CWI fellow, dedicating time to create digital assets with an agency (one (1) day);
- (c) if selected as a CWI fellow, dedicating between one (1) to three (3) hour per week to actively participate in the fellowship program;
- (d) if selected as a CWI fellow, participating in the 2026 CWI Awards Week;

Failure to do so will result in disqualification, at CWI's sole discretion.

2.8 Before registering for the Program, the Candidate shall inform CWI of any participation in another program similar to the Program organized by another organization and, if applicable, if the Candidate is subject to a non-competition clause and/or any other similar restriction. If so, the Candidate shall obtain a waiver from such organization to ensure that CWI can communicate about the Candidate's participation in the Program. If such waiver cannot be obtained, the Candidate will not be able to participate in the Program.

2.9 By submitting the Business and registering for the Program, the Candidate warrants to have all the rights, titles and/or interest in the Business submitted and declares that the information it contains is true, current, accurate and complete, and that by submitting the Business and registering to the Program, the Candidate is not and will not be violating any contract or third party rights including any patent, copyright, trade secret, proprietary or confidential information, trademark, publicity or privacy rights. In particular, he/she warrants that CWI can communicate about the Candidate's participation in the Program.

2.10 CWI reserves the right to verify the eligibility of all Candidates.

3. Timing – Registration and Submissions

3.1 To register and submit an application in the Program, please access the Program webpage and register for a free account on Submittable, a software platform where the application is hosted.

3.1.1 The application form should be fully completed by the Candidate themselves to be considered by CWI. If a question is not applicable, please write "NA".

3.1.2 Registration forms sent by postal mail will NOT be accepted.

3.2 The Candidate is expected to respect the call for applications dates. Failure to meet any of the deadlines may result in disqualification.

3.2.1 The deadline for registration and submission of the application form for the competition is **June 24, 2025, 2PM (CEST / GMT+2)**. Any forms received after this date will NOT be accepted. The Candidates will be notified of the final results by December 2025.

3.2.2 Deadline for submission of additional due diligence documentation (for shortlisted applicants only): August 2025.

3.3 Fellows nomination announcement: April 2026 (exact date TBC).

3.4 Awardees ranking announcement: During Awards Ceremony: May 2026 (exact date TBC)

4. Evaluation criteria

Businesses will be assessed by the jury of the Program (the "Jury") at its sole discretion in accordance with criteria defined by CWI.

The evaluation criteria for the Regional Awards and the Science & Technology Pioneer Award can be reviewed on the Program webpage.

5. Participation

5.1 In the event that a Candidate becomes aware of any fact or matter which might exclude a Candidate from participating in the Program, the Candidate will advise CWI as soon as possible.

5.2 If a Candidate is found to be ineligible and/or is disqualified, CWI may choose to select a substitute Candidate. CWI commits to selecting the substitute Candidate by the end of January 2026. Past that date, no substitute Candidate will be selected meaning that only two Fellows will exceptionally be representing the Category.

5.3 Candidates will provide and maintain an active email address throughout the Program to receive all communications from the CWI/its partners. They notably safelist notification emails from Submittable, using the following instructions: <https://submittable.help/en/articles/3221476-how-can-i-safelist-notification-emails-from-submittable>.

5.4 Candidates must commit to providing a response to an annual impact measurement survey on the state of their Business for the first three years following their fellowship. The survey should take no longer than 30 minutes to 1 hour to complete. Eligibility for post-program support will be contingent upon impact reporting.

6. Fellow selection process

From November 3 to November 11, 2025, the 5 shortlisted Candidates of each Category are invited to give a 10 minute presentation about their Business to the Jury, followed by a 20 minutes Q&A. The Jury then ranks the top 3 Fellows per Awards Category on the basis of their presentation, their application form and the due diligence assessment conducted by an independent third party. First-place, second-place and third-place Awardees in each Category are announced during the Awards Ceremony in May 2026. Starting January 2026, they become the CWI Fellows for the 2026 edition of the Program (“**Fellows**”).

7. Winning package

Each of the Awardee shall receive a grant for their business. CWI will also provide the Awardees with a human capital support package and social capital support that includes access to the CWI network, international exposure and media visibility.

7.1 Financial capital support:

- US\$ 100,000 grant for each first-place Awardee per Category
- US\$ 60,000 grant for each second-place Awardee per Category
- US\$ 30,000 grant for each third-place Awardee per Category

7.2 Human capital support:

Our fellowship encompasses key areas of human capital support tailored to empower impact entrepreneurs.

8. Disqualification

8.1 By entering the Program, each Candidate accepts all the terms set out in these Terms & Conditions, agrees to be bound by the decisions of the CWI and/or the Jury, and warrants that the Candidate is eligible to participate in the Program. CWI reserves the right to disqualify any Candidate discovered to be ineligible, with no refund of entry fees, costs, or other expenses.

8.2 Furthermore, Candidates must refrain from engaging and/or participating at all times in practices which may lead to, whether alleged or asserted, violation of regulations and laws, civil and/or criminal liability, including without limitation, fraud, embezzlement, insolvency crimes, discriminatory speech, unfair competition, tax evasion, bribery, acceptance of bribes or other corruption crimes involving themselves, and/or persons employed by them and/or other third parties (“Prohibited Practices”).

8.3 Consequently CWI reserves the right, at its sole discretion, to disqualify any Candidate from the Program in the event of any kind of involvement in any Prohibited Practices which affects the reputation, the integrity of the Program and/or CWI and/or its affiliated companies and/or the legitimate operation of the Program.

8.4 In addition, a Candidate may notably be disqualified:

8.4.1 if CWI has reasonable grounds to believe that the Candidate has breached any portion of the Terms & Conditions including any of the organizational measures as set out on the website; and/or

8.4.2 if a Candidate is found to be acting in an inappropriate, disruptive or unethical manner or with the intent to abuse, threaten, or harass any other person; and/or

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8.4.3 if there is any attempt by any Candidate to deliberately damage or undermine the legitimate operation of the Program; and/or

8.4.4 if the Candidate and/or the Business is likely to cause harm and/or damage the reputation and/or integrity of the Program and/or CWI and/or its affiliated companies and/or the legitimate operation of the Program in any way whatsoever.

8.4.5 if the Candidate, the Business and/or Candidate's close family members including spouses, children and parents (creating in particular a conflict of interest) in any past or ongoing litigation, whether settled or not, with the Program, CWI and/or its affiliated companies.

8.5 The decisions of the CWI and/or the Jury are final and binding.

8.6 In the event of a disqualification, the Candidate will not be allowed to use any assets or materials provided during and/or by the Program, reference any association with the Program and/or any of CWI affiliated companies, or disclose any information about the Program that is not readily available to the public.

9. General

9.1 Payment of any and all taxes in relation to the Program and the Winning Package is the sole responsibility of the Candidates.

9.2 Disbursement of the Winning Package will be made via bank transfer by Richemont International SA to the Candidates' Business bank account. Disbursement cannot and will not be made to the Candidates' personal bank account.

9.3 Any and all costs and expenses incurred by Candidates in relation to the Program, unless otherwise stated, will be assumed by the Candidates.

9.4 The Fellows' names will be available on the CWI website in April 2026 (exact date TBC) and the Awardees' ranking in May 2026 (exact date TBC).

9.5 Candidates must be willing to participate in PR opportunities in relation to the Program including having a short summary of their Business, photographs and video footage featured online on the CWI website and social media channels and offline in various media publications. Candidates cannot claim compensation for taking part in these PR-related activities.

9.6 CWI also reserves the right, and the Candidate agrees, to feature the Candidate's name, short Business description, photo or video in any future promotional campaign in relation to the Program.

9.7 The application form along with any additional Business information submitted by the Candidate will be treated confidentially by CWI, its partners, the Jury and mentors. Other than a brief summary of the Business (name of the Business, brief description of the Business, field of industry), no other information will be made available to the public without the prior authorization of the Candidate.

9.8 However, in spite of the foregoing, CWI and/or its affiliated companies, its partners and/or members of the Jury cannot be held responsible if information relating to the Candidate's Business is released to the public by any third party.

9.9 CWI will retain any data submitted during the call for applications for research purposes and in accordance with privacy laws and our privacy policy at

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<https://www.cartierwomensinitiative.com/privacy-notice>. All information will be anonymized and aggregated in order to ensure that no individual responses or personal information are identifiable. This information will be used for research purposes in order to create primary insights on the state of impact entrepreneurs globally.

9.10 CWI uses LSEG World Check (<https://www.lseg.com/en/risk-intelligence/screening-solutions/world-check-kyc-screening>) for screening purposes. LSEG World Check privacy statement is available at: <https://www.lseg.com/en/policies/privacy-statement>.

10. Third Party Applications

10.1 As part of the Program process, the Candidate may be required to subscribe to applications or services provided by third parties. These may include document management services.

10.2 CWI is not responsible for the services provided by third parties, including their terms and conditions of use, data collection policies or security management processes and procedures. If the Candidate chooses to use third party applications and services, then this is at the Candidate's own risk and CWI is not liable for any issues arising out of such use.

11. Liability

CWI cannot accept any responsibility for any damage, loss, injury or disappointment suffered by any Candidate participating in the Program or as a result of accepting any prize. Furthermore, CWI will not accept any responsibility resulting from any problems or technical malfunction of any telephone network or lines, computer online systems, servers, server providers, computer equipment, standard mail, etc. resulting in the failure to receive emails, telephone messages relating to the Program and/or other correspondence. Nothing shall exclude liability for death and personal injury as a result of a negligence.

12. Intellectual Property and Image Rights

12.1 Nothing in these Terms and Conditions will give CWI any rights to Candidates' existing intellectual property rights.

12.2 All of the Business prototypes, documentation, drawings, database, software, or multimedia contents presented to CWI stay the sole property of Candidates. Candidates authorise CWI to use all such material submitted to CWI, including by copying, reproducing and communicating it, for any purposes related to the Program, with no time or territorial restrictions. It is specified that CWI will not make any commercial use of such material other than the uses listed herein, and the authorisation granted to CWI is limited to its use in relation with the Program.

12.3 By submitting an application, Candidates guarantee that they have own all intellectual property rights in the above-mentioned material submitted to CWI, or they have been duly authorised by their owner to use and submit that material, and that the information the application contains is accurate and complete, and that by submitting the application to CWI they are not and will not be violating any contract or third party rights including any patent, copyright, trade secret, proprietary or confidential information, trademark, publicity or privacy right. This could mean that they created the technology, that the patent is in their name, or that they have the explicit (i.e. written) permission of the person or organization that owns the intellectual property to use such intellectual property rights in connection with the Program. In case of breach of the guarantee specified in this Section 12.3, Candidates shall be fully responsible towards CWI and/or its affiliated companies, its partners and/or members of the Jury, for any damage, loss, expense, etc., related to the use of the submitted material. Furthermore, any Candidate that violates this guarantee will

be automatically disqualified from the contest.

12.4 Before submitting entries, CWI urges Candidates to confirm with appropriate advisors or legal counsel that any intellectual property described in their summary is protected; i.e., by appropriate intellectual property filings, notices, (patent, copyright, etc) by the owning institution and/or individuals.

12.5 Candidates will not hold CWI and/or its affiliated companies, its partners and/or members of the Jury responsible for any loss of rights resulting from their participation in the Program. In particular, CWI and/or its affiliated companies, its partners and/or members of the Jury cannot be held responsible for the copying or plagiarizing by third parties of the Candidates' ideas and projects resulting from their participation in the Program.

12.6 Candidates shall not, as a result of their participation in the Program, acquire any rights and/or license in any of CWI's and CWI's affiliated companies' intellectual property rights, and undertakes not to use those rights.

12.7 Candidates authorise CWI to use their image and name, externally and internally, with no time or territorial restrictions, for any purposes related to the Program.

13. Data Protection

13.1 All Candidates are required to read and accept the special Data Protection Statement applicable to their participation.

13.2 Data Protection Statement

INFORMATION AND CONSENT REGARDING THE PROCESSING OF PERSONAL DATA: CANDIDATES MUST READ THIS STATEMENT BEFORE SUBMITTING INFORMATION ABOUT THEMSELVES AND THEIR BUSINESS.

CWI will collect certain personal information from Candidates and potential Candidates in order to manage and administer the Program and communicate with Candidates. Candidates will be asked to provide personal information such as their name, date of birth, nationality, email address, telephone number, current occupation, resumé, etc. (hereinafter referred to as "Personal Data"). CWI will only process Candidates' Personal Data as set out in the CWI Privacy Policy: <https://www.cartierwomensinitiative.com/privacy-notice>. The Personal Data requested from Candidates is obligatory. CWI may reject applications if they are incomplete, as the requested Personal Data is required to evaluate Candidates as well as to contact and correspond with them. CWI will share Candidates' Personal Data with its affiliates and partners solely for the purpose of the Program administration and always in accordance with the CWI Privacy Policy. These affiliates and partners may be located outside of France and the European Union and in which case, if the country we transfer your personal information to does not provide an adequate level of data protection, we have implemented standard contractual clauses to ensure adequate safeguards are in place to protect your personal information. While other territories may not have the same standards of data protection as those within your home country, we will continue to protect the personal information we transfer in accordance with this Privacy Policy.

In addition, CWI and its partners may make the Program Fellows' names and email addresses available to relevant third parties in our partner organizations in order to provide the Program in accordance with our Privacy Policy. Candidates must be willing to participate in PR opportunities in relation to the Program including having a short summary of their Business, photographs and video footage featured online on the CWI website and social media channels and offline in various media publications. CWI also reserves the

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right to feature the Fellows' names in promotional campaigns for future editions of the Program. Candidates have the right to request access to any information held by CWI and to correct any inaccuracies. Candidates can also object to CWI processing their Personal Data in some cases. Please see CWI Privacy Policy for further information at: <https://www.cartierwomensinitiative.com/privacy-notice>. For all other questions relating to how CWI processes Personal Data, Candidates should consult the CWI Privacy Policy, which can be found at <https://www.cartierwomensinitiative.com/privacy-notice>

Should Candidates have any queries about data protection, they should contact CWI at: contact@cartierwomensinitiative.com.

14. Applicable laws and jurisdiction

These Terms & Conditions are governed by Swiss law, to the exclusion of its conflict of laws principles. Courts of Geneva shall have exclusive competence.