

### 1. Participation requirements

All employees of CloserStill Media Germany GmbH and companies on the jury are excluded from participating in the competition.

### 2. Event-specific information

#### 2.1. Organizer

CloserStill Media Germany GmbH

Theodor-Heuss-Anlage 2

D-68165 Mannheim

Tel.: +49 621 70019-0

E-Mail: info@messe.org

#### 2.2. Location of the event

Koelnmesse GmbH,

Messeplatz 1

D-50679 Köln

#### 2.3. Period of the event

HR Innovation Award, September 09, 2025

As part of the Zukunft Personal Europe 2025: September, 09 – 11, 2025

### 3. Jury evaluation

The jury's decision on the winners of the HR Innovation Award is final. There is no legal remedy.

3.1. CloserStill Media Germany GmbH has no influence on the jury's results. The winners of the categories will be determined exclusively by the members of the jury to the best of their knowledge and belief based on the evaluation criteria.

CloserStill Media Germany GmbH is not a member of the jury.

### 4. Competition

CloserStill Media Germany GmbH promises that the submitted documents will only be made available to those people and jury members who are directly involved in organizing the competition. This group of people is obliged to maintain confidentiality.

Regardless, you are strongly recommended to take appropriate measures to protect intellectual property rights (e.g. patent application, etc.) before shipping the products and other documents. CloserStill Media Germany GmbH assumes no responsibility for any damage resulting from an infringement of the rights to the products submitted for the competition.

### 5. Conclusion of contract through registration and admission

5.1. The exhibitor's registration must be made in electronic form using the registration form provided by the organizer. The registration deadline is May 31, 2025.

5.2. The organizer is entitled to consider registrations received after the registration deadline.

### 6. Payment terms

Applications are free for companies exhibiting at a Future Personal event. All other companies must pay a processing fee of €290.00 (plus VAT). The company will then receive an invoice electronically.

### 7. Consent to data transfer

7.1. Since the organizer is a subsidiary of CloserStillMedia Ltd, the exhibitors' data will be used within the CloserStillMedia Ltd group of companies.

7.2. The organizer collects the registration data (contact details such as company, contact person, address, telephone number and email address, URL) and uses them to execute the contract. In addition, the name (company, contact person) and address are used for written advertising purposes. The organizer uses the collected email addresses to provide further information about its own similar offers. You can object to the use of your own data for advertising purposes at any time - for example by sending an email to [datenschutz@messe.org](mailto:datenschutz@messe.org).

7.3. The participant consents to the data collected during registration being transmitted to CloserStillMedia Ltd and its subsidiaries. This includes the following data: company, address (street, zip code, city) as well as telephone number, URL, name of the owner/date of the event.

7.4. The participant also agrees that the company can be named as a participant in all communication measures relating to the event (press releases, print and online publications).

### 8. Image and sound recordings

The participant hereby declares his consent to the publication of images from the videos, the use of the logo and the creation of image and sound recordings during the event. The photo instructions and information in accordance with Art. 13 GDPR can be viewed at [www.zukunft-personal.com/de/fotorechte](http://www.zukunft-personal.com/de/fotorechte).

### 9. Final provision

9.1. All claims or complaints in connection with the event, organization and presentation of the event (including the premises) must be submitted in writing to the organizer within a deadline of two weeks after the end of the event. The participant's claims against the organizer expire within six months, starting with the end of the month in which the closing day of the event falls.

9.2. Should individual provisions of these "Special Trade Fair and Exhibition Conditions" (bMAB) be or become ineffective, this will not affect the effectiveness of the remaining provisions. In this case, the parties are obliged to replace the invalid provision with an effective provision that comes as close as possible to the economic purpose of the invalid provision. The same applies in the event of a loophole in the regulations.

9.3. The law of the Federal Republic of Germany applies to this bMAB and the entire legal relationship between the organizer and the participant, excluding the reference norms of international private law. The application of the United Convention on Contracts for the International Sale of Goods (CISG) is excluded.

9.4. If the exhibitor is a merchant within the meaning of the Commercial Code, a legal entity under public law or a special fund under public law, the organizer's registered office in Mannheim, Germany, is the exclusive - including international - place of jurisdiction for everything arising out of or in connection with this contractual relationship or indirectly arising disputes. The same applies if the exhibitor is an entrepreneur within the meaning of §14 BGB. However, the organizer is also entitled to sue the exhibitor at its general place of jurisdiction or at any other permissible place of jurisdiction.

9.5. The "Special Trade Fair and Exhibition Conditions" were drawn up in German and translated into other foreign languages. In case of doubt or in the event of a discrepancy between the German and the foreign language version, the German version is authoritative for both contracting parties.

CloserStill Media Germany GmbH | Mannheim, Januar 28, 2025