



*Rules of the draw 'Kenjo's Mental Well-being at Work Survey: 2021'.

Kenjo GmbH (hereinafter Kenjo), with registered office at Urbanstrasse 71, Berlin, Germany 10967 will hold a nationwide prize draw as part of the participation in the 'Mental Well-being at Work Survey', promoted by Kenjo. VAT number: DE311075739

The draw will be governed by the following:

RULES

First: Purpose of the draw - To encourage participation in the 'Mental Well-being at Work Survey', promoted by Kenjo.

Second: Duration of the draw - The draw will start on 17.06.2021 and end on 01.09.2021.

Third: Geographical scope: The promotion will be national in scope, only in Germany.

Fourth: Personal scope: The promotion is aimed at those participants, of legal age and resident in Germany, who have completed the 'Mental Well-being at Work Survey'.

The prize draw does not apply to Kenjo employees, nor to any person professionally involved in this prize draw.

Fifth: Prize - 3 free one on one coaching sessions in German or English with Sanaz Von Elsner usually worth 150€ each, plus 5 Amazon gift cards worth 50€ each will be drawn.

The process to give the prizes is as follows:

- a) One on one coaching sessions: Three winners who chose this option in the draw will be selected at random by Kenjo. The winners will be contacted via email. If they do not respond by confirming that they accept the prize within 10 working days of sending the email, a new winner in their place will be chosen at random. The winners cannot transfer the use of this prize. When the winner accepts the prize, they will be put in touch with Sanaz Von Elsner (Business Coach) by Kenjo. Kenjo accepts no liability in the event that the winner and the coach fail to organise the one on one session. The coaching session will be one hour and the winner and coach can decide the language of the session- either English or German. Kenjo limits the awarding of prizes to a maximum of one prize per winner.
- b) Amazon cards: Five winners who chose this option in the draw will be selected by Kenjo at random and it can only be used by them and cannot be transferred. Their use is reserved exclusively for the Amazon platform. The winners will be contacted via email. If they do not respond by confirming that they accept the prize within 10 working days of sending the email, a new winner in their place will be chosen at

random by Kenjo. Kenjo is not liable for any problems arising from the purchase of these products or for any claims or defects in the products. Kenjo limits the awarding of prizes to a maximum of one prize per winner.

The amount that is not used on the Amazon platform and the amount of each coaching session will not be refunded in cash and cannot be exchanged on any other platform or at any other seller.

Sixth: Mechanics of the draw - Participation will be by means of the 'Mental Well-being at Work Survey: 2021' to be completed as set out in the survey.

The prize will be awarded by means of a draw to be held during the month of July 2021. The mechanics of the draw will be as follows:

1st: A total of 3 winners for the one on one coaching prize will be chosen at random from the list of participants who opted for this prize. In case the winner refuses the prize, another participant will be chosen at random from this same list.

2nd: A total of 5 winners for (one per amazon gift card) will be chosen at random from the list of participants who opted for this prize. In case the winner refuses the prize, another participant will be chosen at random from this same list.

Kenjo reserves the right to declare the prize void if neither the winning participant nor any of the reserves fulfil the requirements mentioned in these rules.

Seventh: Publicity of the prize draw - The prize draw will be publicised by the following means, including but not limited to:

- Email sent by Kenjo to potential participants in the 'Mental Well-being at Work Survey: 2021'.

- Social Media: Kenjo will ask the winners who accept the prize if they would like to be featured in a social media post on Kenjo's account as the prize winners.

Eighth: Communication of the winners - Kenjo will communicate the result of the draw via the email address provided by the participant in the survey. Once the winners have been confirmed, Kenjo will communicate the winners on social media.

Ninth: Processing of personal data: The personal data of the participants (name, surname, email address) will not be communicated to third parties without the prior consent of the winners.

The personal data provided by the participants in this survey to Kenjo, as data controller, will be processed in strict compliance with the provisions of the General Data Protection Regulation (EU) 2019/679 of 27 April 2016 ("GDPR") as well as with the national legislation applicable at the time of the promotion.

Tenth: Grounds for disqualification of an entrant from the prize draw - This promotion is organised in order to encourage participation in the 'Mandatory Mental Well-being in the Workplace: 2021' conducted by Kenjo. Kenjo will automatically and immediately exclude from the promotion any participant who violates the rules of good faith, behaves in a

mendacious, inadequate, untruthful or improper manner, uses disproportionate, fraudulent or abusive means, or fails to comply with these rules in any of their aspects.

In any case, by way of example but not limitation, and as far as applicable, any participant will be excluded from the prize draw in the following cases:

1. Entry of inaccurate, erroneous, mismatched or false personal data. The finding that an entrant has entered inaccurate, altered or false personal details will result in the immediate exclusion of all his/her entries to the prize draw and will disqualify him/her from receiving any prize.

2. The use of fraudulent systems to conduct the survey.

In the event that any of the above irregularities, or any others, are detected after the actual delivery of any of the prizes, Kenjo reserves the right to take the appropriate action against the author or person responsible, including, among others, those aimed at returning the prizes.

Eleventh: Acceptance of the rules: Participation in the promotion implies the acceptance of these rules by the interested parties.