

Terms & Conditions - Super People Hack

The company BeMyApp, a French company with a capital of 1.250,00 euros, whose registered office is located 18 Boulevard Michelet, 13008 Marseille, France - company registration number B 523 824 258 (Marseille RCS) - is organizing on behalf of the company Rio Tinto, a British-based company with a capital of \$100 billion euros, whose registered office is located 6 Saint James Street, London UK, company registration number 001-34121 (hereafter referred to, collectively, as "Organizer") a hackathon called "Super People Hack" (hereafter referred to as "Competition") from September 16th 2022 to September 27th 2022.

This document lays out the terms and conditions (T&Cs) for participation in the Competition.

OBJECTIVE OF THE COMPETITION

The aim of the competition is to develop, in teams and over a limited amount of time, an innovative solution around the following topic: "Be the hero that stands up and makes a change!".

GENERAL ENTRY REQUIREMENTS

A participant is eligible to enter if he/she meets the following requirements at the time of entry:

- The Competition is open to registered participants who are at least 18 years old, or the age of majority in the jurisdiction where they reside, whichever is older. If the participant is under the age of 18, he should obtain his parent's or legal guardian's permission to participate in the challenge. The Organizer reserves its right to ask for the proof of this permission at any time during the challenge, in particular at the time of reward of any prizes and is entitled to cancel the participation of a minor participant if said permission is not supplied.
- The Event is only open to Rio Tinto employees.

By registering to the Competition, the participant agrees:

- To abide by all the T&Cs stated in this document.
- To release and hold harmless the Organizer, The Administrator, its partners, subsidiaries, affiliates, employees and agents from any and all liability for any injury, loss or damage of any kind, arising from or in connection with The Event or any prize won by the participant.
- That all the Organizer's and the Administrator's decisions will be final and binding on all matters related to The Event.
- That all the Jury's decisions will be final and binding on all matters related to The Event.

- That any photo or video containing their likeness or voice, as may be shot or filmed during The Event, may be published by the Organizer, in part or in full, with or without stating the participant's name, on any media, including but not limited to the Organizer's website, at their sole and absolute discretion.

In addition, participants agree that their submitted ideas:

- Will not include illegal, vulgar, offensive, racist or otherwise inappropriate or discriminating content;
- Will not encourage the use of controlled substances, including but not limited to alcohol and drugs;
- Will be in English.

The Organizer reserves the right to disqualify, at its sole discretion, any participant who does not comply with the above-mentioned criteria.

PROJECT SELECTION AND TEAM FORMATION

Individual applications to the event will not be accepted. This Event is intended for teams which are self-organized for the event.

The recommended team size is 4 people, 5 being the maximum permitted, and 3 being the minimum. Each team member must meet the eligibility criteria in these Official Rules, and each must be registered in a team by the 11th of February 2022 on the dedicated application form on the registration platform: <https://www.platform-super-people-hack.com>. Participants may not be part of more than one team. The Organizer is not responsible for, and will not assist in resolving, any disputes between team members.

Event registration will involve the entry of basic information to identify the participant, their contact details, their office location, the team with which they are in.

Line Manager permission should be gained before registering for the event, and each Entity will need to bear any costs relating to travel or accommodation, so Line Manager permission should also be gained for the related expenses.

Teams will then be required to submit their ideas through an "Ideation Platform" (dedicated website for The Event at <https://www.platform-super-people-hack.com>), and will be asked to provide a project page, providing a high level outline of the idea, and the approach that the team anticipates taking to deliver a solution.

FACILITIES AND TECHNOLOGY NEEDS

Event participants must be able to attend the event at Brisbane on 26th to 27th of September, 2022. For those not able to attend the event itself, participants may access the ideation and mentoring platform to access training and to develop their ideas, but will not be able to participate in the event itself.

Public WiFi access will be provided.

Participants must bring their professional laptop.

The Organizer shall not be held liable if for any event or circumstances beyond its control, The Event has to be modified, shortened or canceled. The Organizer reserves the right to extend the duration of the event and to postpone any defined date.

The Organizer reminds participants that the network may be subject to technical difficulties that may cause slowdowns or render any connection impossible. The Organizer cannot be held liable for any trouble in accessing the Organizer's website and/or the online registration process due to a failure of the network, maintenance work or malfunction of The Event's servers or for any other reason. Each participant is solely responsible for its internet access.

Each participant takes part in The Event at its own risk.

During The Event, participants endeavor to take all appropriate measures to safeguard their own data and/or software stored on their computer equipment against any harm. The Organizer cannot be held liable in this regard. The Organizer cannot be held liable for the contamination by any virus or any third party intrusion into the participant's computer equipment.

To the extent permitted by law the Organizer excludes liability for any loss, damage, personal injury or other harm caused to participants, their computer equipment and their data stored as well as any consequences on their personal or professional activity, other than death or personal injury arising as a result of the Organizer's negligence.

Each participant is solely responsible for the equipment and personal belongings brought to The Event. The Organizer cannot be held liable in the event of theft, loss, harm or damages to the equipment and/or personal belongings of a participant.

The participant acknowledges that the Organizer cannot be held responsible in the event the participant injures himself during the Competition.

THE IDEATION PLATFORM MENTORS

The Organizer will provide a number of Mentors during the preparation phase leading up to The Event, and during The Event itself.

- Upon a request from a participant, Mentors shall, at their sole discretion and at any time that they choose, provide feedback to registered participants' on their submissions.
- Mentors shall not be held liable for any loss or damages suffered and costs and expenses incurred arising from any advice that they provide to the participants.

SELECTION OF EVENT FINALISTS

At the end of the ideation phase, 10 projects will be selected.

Rio Tinto collaborators will have the opportunity to vote for their favourite projects. The 10 projects with the maximum of votes on the event platform will be selected to participate in the Event.

The teams will be informed of their successful selection, or otherwise.

HACKATHON JURY AND THE SELECTION OF THE WINNERS

The Jury for the Competition will be composed of representatives of The Organizer.

- The Jury will evaluate the projects/solutions created during the Competition based on the demonstration and according to the judging criteria, which are listed further below.
- The members of the Jury might change at The Organizer's sole discretion and upon availability.
- In the event of a conflict of interest, a member of the Jury may disqualify him- or herself or be disqualified by The Organizer from passing judgment on a particular team or participant. Such disqualification shall not affect the judging or review of the team or participant's submission by other members of the Jury.

PROGRESS OF THE HACKATHON

Attending the Competition is free of charge for the participants. Meals will be provided during the Competition. The venue will be open from the 26th to the 27th September 2022. The participants are able to come and go as they please. For people not located in Brisbane, hotel and traveling costs are borne by the Organizer.

AND THE WINNERS ARE....

The Jury will select the winning team of the Competition according to the following judging criteria.

- **Simplicity:** Does this idea make Rio Tinto's process more simple?
- **Bureaucracy:** Does this idea reduce bureaucracy?
- **Climate Impact:** Does this idea help us reduce our carbon footprint?
- **Innovation:** How innovative is the project?
- **Technical Feasibility:** Technically and financially feasible in the short to medium term
- **Scalability:** Is the solution able to grow by adding resources?
- **Design:** How pleasant is the User Experience (UX)?

Jury decisions are final and cannot be challenged.

PRIZES

The Competition is endowed with 3 prizes:

The 3 best solutions will receive up to \$30.000 to develop their ideas.

The gained prizes are neither exchangeable nor refundable against their cash value.

Rio Tinto reserves the right, if circumstances so require, to replace the prizes by others of equivalent value, without liability being incurred thereby.

An incubation program might be offered to the winning Teams to further develop the prototype.

Prizes will be given to winners following the announcement of the jury decision on the 27th of September around 6:00 PM.

PRIZE ALLOCATION

Prizes will be provided by Rio Tinto to the Winners within a maximum of 4 (four) months, to the address indicated by the winners.

If the coordinates of a winner are unusable (illegible, incomplete or erroneous), the latter will lose the profit of its prize. In addition, the Organizer cannot be held liable because of an error of routing of the prize, the loss of this one during his shipment or the impossibility to contact the winner.

FRAUD

The Organizer may cancel all or part of participation in the Competition if it appears that fraud has occurred in any form whatsoever, in particular computer fraud, during the Competition. The Organizer reserves, in this case, the right not to award prizes to fraudsters, to disqualify the concerned prototype project and/or to bring actions against the authors of these frauds. The Organizer shall not incur any responsibility towards the Participants because of the committed frauds.

INTELLECTUAL PROPERTY RIGHTS

Any data used as part of The Event may be subject to intellectual property rights. Participants are compelled to use such data in accordance and with respect to any intellectual property rights.

Authorisation granted to the participants to use data provided by the Organizer is limited to the duration of The Event. Any use of this data outside the scope of the Competition is subject to a prior separate agreement concluded between the Organizer and the participants.

Participants in The Event are aware and accept that the intellectual rights and property of their resulting work will become the exclusive property of Rio Tinto for business use.

The participants expressly authorize the Organizer to publish, communicate, disclose, divulge and represent the submitted ideas and work results verbally, graphically or in writing, in any medium worldwide and without restrictions in time, and by any means, either present or future, free of charge, in relation to this Competition.

IMAGE RIGHTS

The Participants may be filmed or photographed during the event. By joining the Competition, the Participants agree to the use and the distribution of their image by the Organizer, including for promotional events occurring after the Competition. The production and distribution of films and photographs of the event will not lead to any compensation of the Participants.

VALIDITY

If one or more provisions of these T&Cs should be declared not enforceable, any other provisions will not be affected and will remain enforceable.

APPLICABLE LAW AND DISPUTE RESOLUTION

The T&Cs and any contractual and non-contractual disputes in connection with them shall be governed by, construed and take effect in accordance with British law. Any dispute arising out of or in relation to the Terms and Conditions shall be brought to amicable settlement.

In case of failure to reach an amicable settlement, the parties submit to the exclusive jurisdiction of the British courts to decide and settle any claim, dispute or matters arising out of or in connection with the T&Cs or established by them (whether contractual or non-contractual).