



# LEGAL TERMS AND CONDITIONS

WONNOWN  
Women in science  
and technology awards

## 2025 WONNOWN AWARDS CONDITIONS

The financial institution CaixaBank, S.A., with company tax number (NIF) A-08663619 and registered office at C/ Pintor Sorolla, 2-4, Valencia (hereinafter, “**CaixaBank**”) and MICROSOFT IBÉRICA S.R.L. Unipersonal with company tax number (CIF) B-78603495 and registered office at Paseo del Club Deportivo, 1 – Edificio 1, Pozuelo de Alarcón (Madrid) (hereinafter “**Microsoft Ibérica**”) jointly launch the 8th edition of the WONNOWN Awards, the objective of which is to reward the academic, personal, professional and social excellence of female STEM degree students (sciences, technology, engineering and mathematics), especially in degrees where there is a low presence of women.

The WONNOWN Awards, whose prize categories are: 15 internships to work for six months at CaixaBank one cash prize of 10,000 euros and a mentoring programme with Microsoft Ibérica for the 16 winners, is for female individuals, of legal age and with their tax residence in Spain, who also fulfil the requirements and conditions indicated in these Legal Terms and Conditions (hereinafter the “Conditions”), is a free-to-enter competition and will be held on the dates and under the circumstances indicated below.

Through this competition, the organising institutions want to help solve a significant social problem, by improving gender equality in significant labour and professional areas where female participation is proportionally low.

### ONE. ENTRANT REQUIREMENTS

Female students that fulfil the following requirements may enter the 8th edition of the WONNOWN Awards:

- Have officially passed the first 180 credits of a STEM degree.
- Are still enrolled and studying a degree, master’s, post-graduate or doctorate course as a continuation of their studie.
- Who have studied their degrees at a Spanish university, with their degrees approved by the Spanish National Agency for Quality Assessment and Accreditation (ANECA).

- Whose studied degree appears on the list of degrees in the area of sciences, technology, engineering and mathematics at [www.wonnowawards.com/en/degrees](http://www.wonnowawards.com/en/degrees).

In addition, students whose degree from the sciences, technology, engineering and mathematics area is not included on the list of accepted degrees for the competition and who fulfil the other indicated requirements, may ask the organisers to consider their inclusion and registration. To do this, they must provide documentation that includes the curriculum of the degree and the percentage of women on the course. The inclusion of the degree will be at the discretion of the organisers, who may accept or reject it.

People who work at CaixaBank, Microsoft Ibérica, Cuerpo 8 Servicios Periodísticos or other companies that actively participate in the management, organisation and selection process of the 8th edition of the WONNOW Awards and their first-degree relatives may not enter the 8th edition of the WONNOW Awards.

Any entrants that, during the participation period and/or day of the awards prize-giving are debtors of CaixaBank for any due and payable debt may also not participate.

Entrants must be women and, for the purposes of the awards, women shall be understood as persons registered as being of feminine gender in the Civil Registry and with said gender appearing on their identity document (DNI) or equivalent document.

Participation in the 8th edition of the WONNOW Awards is free of charge.

## **TWO. ENTRANT REGISTRATION**

To participate in the 8th edition of the WONNOW Awards it will be necessary to complete the required information, and to do this entrants must use the registration form on the [www.wonnowawards.com/en](http://www.wonnowawards.com/en) website, which they can access directly or via banners on the CaixaBank and Microsoft Ibérica websites.

## **THREE. TIME PERIODS TO SUBMIT ENTRIES**

The period for submitting entries will start on 5th March 2025 and will end on 30th June 2025. \*The organisation may extend the registration period if it considers it necessary.

## **FOUR. ACCEPTANCE OF THE CONDITIONS**

Entrants must have read these Conditions carefully and be aware of them, and then, by ticking the box on the form, they accept them expressly, fully, unconditionally and for all relevant purposes.

## **FIVE. INFORMATION AND DOCUMENTATION**

To register for the competition, entrants must provide the following information:

1. Their name (as it appears on their DNI identity document, equivalent document or passport).
2. Surnames (as they appear on their DNI identity document, equivalent document or passport).
3. Number of their DNI, equivalent document or passport.

4. Gender, as it appears on their DNI identity document, equivalent document or passport.
5. Place and date of birth.
6. Current address.
7. Post code.
8. Email address and telephone number.
9. University (or universities if more than one) where they are studying, the degree (or degrees if more than one), master's degree (or degrees if more than one) and doctorate(s) they are studying for.
10. An indication of which prize the entrant wishes to compete for: the cash prize, the internship prize or both prizes.
11. The average mark of the first 180 studied and completed credits of their STEM degree. With no weighting of subjects.
12. Their curriculum vitae, which in addition to their personal details must include information regarding the achievements assessed for the prize, as indicated in the next clause (six).
13. Motivation letter or video: through either of these means, entrants must list their achievements depending on the prize or prizes they are competing for. The length of the letter must not exceed 700 words and the video must not exceed 1.5 minutes.

The information to be included in the motivation letter or video will be different, depending on whether the entrant is competing for the cash prize, internship prize or both.

- If they are competing for both prizes, they must follow the instruction in the following two points.
- If they are competing for the cash prize only, they must explain and accredit, as far as possible, how they would use the prize money.
- If they are competing for the internship only, they must choose which project/projects or areas of those listed at [www.wonnowawards.com/en/internships](http://www.wonnowawards.com/en/internships) they would like to take part in, indicating what their contribution to it/them would be and what they expect to achieve through their participation.

To submit an entry it is not necessary to provide supporting documentation for the information provided, but this documentation and further information will be requested from entrants that pass the first selection phases of the awards, and those that do not provide them in a timely manner and in due form will be disqualified.

The finalists for the cash prize will be obligatorily required to provide a certificate issued by their university showing the average mark of the first 180 credits they studied, and those that do not provide it in a timely manner and in due form will be disqualified.

## **SIX. ASSESSED ACHIEVEMENTS**

The evaluation criteria for entrants' achievements will be as follows:

### **If they are competing for the 15 paid internships to work at CaixaBank for six months:**

Personal, educational, professional and social achievements. Participation in projects, research, professional work, awards, courses, partnerships, attendance at conferences, publications, knowledge of languages, social and cultural activities, etc. will be an advantage.

Reasons included in the motivation letter or video for choosing the project/area(s) selected in which they want to participate in case they get the paid internships and what they expect to get out of the participation.

### **If they are competing for the €10,000 cash prize:**

The unweighted mean or average mark of the subjects in the academic record of the first 180 studied and completed credits of any of the degrees included in [www.wonnowawards.com/en/degrees](http://www.wonnowawards.com/en/degrees) of the competition.

Personal, educational, professional and social achievements. Participation in projects, research, professional work, awards, courses, partnerships, attendance at conferences, publications, knowledge of languages, social and cultural activities, etc. will be an advantage.

In the case of applying for the cash award, in the motivational letter or video she will have to explain and prove, to the best possible extent, the use she would make of the money obtained.

### **If they are competing for both prize:**

The unweighted mean or average mark of the subjects in the academic record of the first 180 studied and completed credits of any of the degrees included in Annex I of the competition.

Personal, educational, professional and social achievements. Participation in projects, research, professional work, awards, courses, partnerships, attendance at conferences, publications, knowledge of languages, social and cultural activities, etc. will be an advantage.

In the case they are competing for both prizes, for the motivational letter or video, the above two sections will be taken into consideration.

## **SEVEN. SELECTION FOR THE FINAL PHASE AND DOCUMENTATION REQUIRED FOR THE CASH PRIZE**

The selection of the winner of the cash prize will be performed in successive eliminating rounds and the organisation may request new supporting information and/or documentation that it considers necessary in each round. Failure to provide said information and documentation in a timely manner and in due form could be grounds for the disqualification of the entry.

The partner company will deliver a list of finalists to the panel, from which the panel will choose the award winner.

The organisation may ask entrants, especially the finalists, for any complementary information that supports the information they have provided and the achievements mentioned in their entries, with sufficient notice so that it can perform its assessment work. Failure to provide this documentation, its clear inadequacy or failure to clarify inconsistencies will mean the disqualification of the entry.

The finalists for the cash prize must defend their entry, either via a video conference system or in person, before the panel.

## **EIGHT. SELECTION FOR THE FINAL PHASE AND DOCUMENTATION REQUIRED FOR THE 15 INTERNSHIP PRIZES**

As in the case of the cash prize, the selection of the winners of the 15 internship prizes will be performed in successive eliminating rounds and the organisation may request new supporting information and/or the documentation that it considers necessary in each round. Failure to provide said information and documentation in a timely manner and in due form could be grounds for the disqualification of the entry.

The organisation may ask entrants, especially the finalists, for any complementary information that supports the information they have provided and the achievements mentioned in their entries, with sufficient notice so that it can perform its assessment work. Failure to provide this documentation, its clear inadequacy or failure to clarify inconsistencies will mean the disqualification of the entry.

A shortlist will be selected from the participating entrants, based on the information indicated in clause five. The entrants on the shortlist will be contacted by one of the selecting companies in order to continue with the process.

The shortlisted entrants that advance to the next rounds of the selection process for the 15 internships may be interviewed individually, via a video conference system or in person, by one of the partner companies and by CaixaBank.

## **NINE. COMPOSITION OF THE PANEL AND DECISIONS**

The decisions of the panel, which will be composed of executives from CaixaBank and Microsoft Ibérica, will be final, and it will enjoy full autonomy in its choice of the winning entries. The decisions of the panel shall be taken by majority. In the event of a tie, the chairman of the panel will have the deciding vote. In addition, the panel will interpret and complement the Conditions for this prize, filling in any possible omissions and resolving any queries that might arise.

In the cash prize, from the entrants shortlisted as finalists, the panel shall select one winner and a number, at its discretion, of definitive finalists, based on the achievements indicated in clause five. The decision of the panel will be final and there will be no right of appeal against it of any kind. The acceptance of these Conditions represents the express waiver of the right to make any claim, both regarding the selection process for the entrants and regarding the panel's decisions.

## **TEN. PRIZES**

The prizes will be as follows:

- 15 internship prizes, consisting of 15 professional opportunities to work for six months at CaixaBank in the areas and/or on the projects specified in [www.wonnowawards.com/en/internships](http://www.wonnowawards.com/en/internships).
- One cash prize, consisting of the payment of €10,000 to continue or expand studies, training or entrepreneurial projects (the gross amount of the prize is 10,000 euros and is subject to applicable tax legislation).
- Both the winner of the cash prize and the winners of the internship award will participate in a mentoring programme with Microsoft Ibérica. The conditions of said programme will be as agreed between the participants and Microsoft Ibérica.

All the successful entrants will be issued with a diploma, certifying they have been selected as finalists.

Entrants may enter to compete for either the cash prize, the internship award or both, as they wish. Registration for just one of the two prizes does not represent registration for the other.

The characteristics of the positions included in the aforementioned internships will depend upon the possibilities available within the corporate structure of CaixaBank. Said positions shall be offered to each winner in the most cutting-edge areas of the company. They are described in [www.wonnowawards.com/en/internships](http://www.wonnowawards.com/en/internships) and they shall be allocated by attempting to match areas and/or projects and the interests of each winner as closely as possible.

The company will issue accredited certificates for all award.

Award winners will be notified by the award organisation.

## **ELEVEN. PRIZE ACCEPTANCE AND ITS REJECTION OR NON-ACCEPTANCE**

The 2025 WONNOW Awards may not be changed or exchanged for compensation at the request of the winner.

Under no circumstances may a prize be awarded to any person other than the winner.

If for any reason the winner of the cash prize and/or of the 15 internships rejects, or for any reason cannot accept the prize, it will automatically pass to the next definitive finalist and so on.

If an entrant competes for both the cash prize and for one of the 15 internship prizes and is the winner of both, they may reject one and keep the other.

Once the prize is awarded to the winner, it may not be used in any business transaction by the winner.

## **TWELVE. DISCLOSURE AND COMMUNICATION**

CaixaBank and Microsoft Ibérica may provide all the entities and institutions they consider convenient, through the media or any other means of communication, with all the information about the competition and its associated events and activities. Said notifications will include references to the winners and finalists, and regarding their achievements, which may be disclosed fully, in a summarised form, or partially. By accepting these Conditions, the entrant consents to the aforementioned disclosure.

## **THIRTEEN. CONFIDENTIALITY AND PERSONAL DATA PROTECTION**

The personal data provided in the form will be included in files, of which CaixaBank, S.A. ("CaixaBank") with company tax number (NIF) A-08663619 and registered office at c/ Pintor Sorolla, 2-4, Valencia is the data controller.

The requested data are required for the participation in and, where appropriate, the awarding of the prize, and will be processed for the following purposes:

- To identify the entrant.

- To validate and verify the entry requirements for the prize, including the status as a CaixaBank customer as required.
- To manage the selection of the winner and the awarding of the prize, if they are winners.

The data may also be processed in order to comply with the regulatory obligations of CaixaBank. You can read additional information about how CaixaBank processes your data at [www.caixabank.com/privacy](http://www.caixabank.com/privacy).

The personal data may be disclosed to public authorities and organisations, for compliance with a legal obligation required of CaixaBank, and to necessary service suppliers and third parties for the management of this prize.

Your data will be processed for as long as the authorisations arising from participation in this prize are in force. Without prejudice to the foregoing, they shall be locked 30 days after the date of the awarding of the prize and will be retained (during the limitation period for actions arising from said relationships) for the sole purposes of complying with mandatory legal requirements and for the preparation, exercise or defence of claims.

You may exercise your rights and make complaints to the Spanish Data Protection Authority regarding your personal data in accordance with current legislation, by writing to Apartado de Correos 209-46080 Valencia, or sending an email to [https://www2.caixabank.es/apl/particulares/gdpr/index\\_en.html](https://www2.caixabank.es/apl/particulares/gdpr/index_en.html).

Data Protection Officer contact details:  
[www.caixabank.es/particular/general/dpo\\_en.html](http://www.caixabank.es/particular/general/dpo_en.html).

#### **FOURTEEN. AUTHORISATION FOR USE OF NAME AND ASSIGNMENT OF IMAGE RIGHTS**

By accepting the prize, both the winner and the finalists authorise CaixaBank and Microsoft Ibérica and expressly give their consent, through the relevant authorisation document, for their names and surnames to be used and for the capture and recording of their image, by photograph, filming or any other audiovisual recording procedure, and for their reproduction and publication for any type of event, publicity, promotion, publication or any other kind of dissemination of any nature (TV, internet, social media or others), for informative or promotional purposes related to the 2025 WONNOWN Awards, all strictly in accordance with the obligations of both parties derived from personal data protection regulations and Organic Law 1/1982 on Civil Protection of the Rights to Honour, Personal and Family Privacy, and One's Own Image.

The photographs and recordings that are finally selected may be used without any modification whatsoever, and may also be composed or distorted, in a static or animated image through the relevant adaptation.

They, for these purposes, exclusively assign and transfer to CaixaBank and Microsoft Ibérica, free of charge, for a geographical scope that include all the countries of the world and for a period of 5 years, all the exploitation rights of their images, including the rights of reproduction, transformation, distribution, public communication and supply, for the aforementioned publicity purposes.

The authorisation and assignment of the aforementioned rights also includes the reproduction, digitisation and publication of their image through the reproduction, distribution, public communication and supply of the media in which they are recorded, which may be of any kind –on paper, analogue, digital or any other– and format –photograph, digital photograph,

video film, CD, DVD or any other–, by any adequate means of communication for publicity and internal communication.

#### **FIFTEEN. CLAIM PERIOD**

Any possible claims regarding the holding of the competition may be made within 15 days of the date of the publication of the winners and/or awarding of the prize, by sending an email to [consultas@wonnnowawards.com](mailto:consultas@wonnnowawards.com). This claim option does not include those relating to matters expressly excluded from claims in clause eight.

#### **SIXTEEN. APPLICABLE LAW AND JURISDICTION**

The Conditions of the competition are governed by Spanish law. CaixaBank, Microsoft Ibérica and the entrants submit to the jurisdiction of the applicable courts in accordance with Spanish procedure laws.