



Terms and conditions

YOUR MISSION:

For this sixth edition of the Devogame, Devoteam returns with an exciting #Betterchange mission:

At Devoteam, we truly believe that Technology can create a positive impact on the world, as long as it includes human values - and that's even more true today.

That's why for this 6th edition of the Devogame, you'll be confronted to a *Tech for Better Change* mission, in which you'll have first to conduct an investigation based on your soft skills through an online immersive experience, and then to design a real business case and pitch your global solution to a jury of experts.

Put yourself in the shoes of Charlie Hopkins, an experienced cloud analyst, your role is to help your colleague, the cybersecurity agent Phil Cooper, discover the data thief within your own Cloud Intelligence Agency, the CIA, before a billion-dollar tech stack is lost to the black market.

To find out who is behind this cyberattack, you will have to help Phil conduct several interrogations by applying behavioral skills, the famous soft skills. Throughout this experience, you will be expected to put into practice: active listening, negotiation, persuasion, and emotional intelligence techniques.

You will assist Phil remotely, thanks to the software developed by the agency. If you make the right choices, you will help Phil obtain information that, after each interrogation, will lead you towards your suspect.

TO PARTICIPATE

This is a free competition with no obligation to purchase anything. The game is organized by Devoteam.

1. Start here: www.devogame.devoteam.com
2. Click on "Participate" and follow the instructions until you get to the registration form.
3. The mission is presented as an online game, with several interrogations to get the thief to admit the crime he or she is about to commit. The goal is to successfully identify within the 3 suspects who the thief is, between October 11th and October 29th. You can get an extra tip if you upload your resume when registering. Think carefully as you will only have 1 chance to go through all the questions and identify the thief. Once you have identified the thief or if you choose the wrong question during the interrogation, the game will be over.

For French students:

1. If you complete the online game successfully, you will be invited to the final on November 18th in Devoteam's headquarter in Levallois Perret (or online depending on the health advisory announcement at the time). As the final is a team effort, we would like you to invite one trusted and highly skilled friend from your school/university to accompany you on the day of the final. Choose your teammate wisely as your friend will follow you to the amazing trip to Dubai.
2. On November 18th, in the Devoteam office (or online depending on the health advisory announcement at the time), you will be asked to complete a mission with your teammate. You will be invited to design and pitch a real business case based on the online phase story, and build a solution for the client that would prevent the company from experiencing any other cyber crisis. During the day, you will be assisted by a Devoteam coach.
3. By the end of the day, a panel of high profile tech specialists will choose one team per country who has been able to respond in the best way to the challenges proposed during the final as the winner of this year edition. The winning team will be invited to an amazing trip to Dubai with access to the 2021 World Fair and the Formula 1 Grand Prix.

For Saudi Arabian students:

1. If you complete the online game successfully, you will be invited to the final in the local Devoteam office (or online depending on the health advisory announcement at the time). As the final is a team effort, we would like you to invite one trusted and highly skilled friend from your school/University to accompany you on the day of the final. Choose wisely who you want to be accompanied with, as your friend will follow with you until the work experience in Devoteam KSA & the Ministry of Human Resource & Social Development, if your team wins. You will have to fill out his/her name on the form.

2. On November 25th, in your Devoteam office (or online depending on the health advisory announcement at the time), you will be asked to complete a mission with your teammate. During the day, you will be assisted by a Devoteam coach who is a Devoteam senior consultant.

3. By the end of the day, a panel of experts (senior consultants and members of the Ministry of Human Resource & Social Development) will choose the best team who will be able to continue this project for 6 months internship at Devoteam KSA.

DATES OF THE CONTEST:

Launch date of the game: October 11, 2021

End date of the online part: October 29, 2021

Final France: November 18, 2021

Final Saudi Arabia: November 25, 2021

THE PARTICIPANTS:

The competition is open to students residing in France or Saudi Arabia. If needed the students will be responsible for their travel expenses. Devoteam cannot be held responsible for the progress of the trip or for the show, as the latter is not the organizer. Participants under the age of 18 shall provide to Devoteam a parental permission.

VALUE OF THE PRIZE:

France: An amazing trip to Dubai for the winning team with access to the 2021 World Fair and the Formula 1 Grand Prix.

Depending on the health advisory announcement at the time, Devoteam reserves the right to shorten, extend, modify, suspend or cancel the game or any condition of participation if the circumstances require so or in case of force majeure. It cannot be held liable in this respect.

Saudi Arabia: a 6-month internship at the Devoteam KSA, working on the chosen subject during the final. This experience will be starting in 2021. Also, the winning team will win a significant prize money:

1st place: 30,000 SAR

2nd place 20,000 SAR

3rd place 10,000 SAR

PRINCIPLE OF THE GAME

Phase 1: Online Game

Your goal is to conduct a series of interrogation to win your ticket to the final.

Entries are open from the 11th of October 2021 at 10:00 CET to the 29th of October 2021 at 23:59 CET. Entries are made on the site www.devogame.devoteam.com.

You will need to specify your first name, your last name, your email address, your phone number, the name of your school, your country of origin, your country of study, your graduation date, a proof of student status as well as your login details. Enrolment implies full and complete acceptance of the rules by the participant. Failure to comply with the participation conditions set out in the rules will result in the invalidity of the participation.

The Online Investigation

Throughout this immersive experience, you will be expected to put into practice: active listening, negotiation, persuasion, and emotional intelligence techniques.

You must take your time to answer correctly and make the right decision as wrong choices will be eliminatory.

However, you will obtain a tip at the beginning of the game by uploading your resume when registering. If you leave the game before the interrogation has ended, **your progression will not be saved**, and you will have to start over right after the tutorial phase.

Phase 2: Final

Registration

You will be required to bring one friend of your choosing from your school for the final on November 18th in Devoteam Headquarters for France (or online depending on the health advisory announcement at the time) or on November 25th in Devoteam's local office for Saudi Arabia (or online depending on the health advisory announcement at the time).

To create your team, you will have to register information about your friend: first name, last name, email address, phone number, name of school, country of origin, country of study, graduation date, and proof of student status.

In that respect, your teammate will have to accept the terms and conditions, as enrolment implies full and complete acceptance of the rules and the terms & conditions by the participants.

Failure to comply with the participation conditions set out in the rules will result in the invalidity of the participation.

Covid-19 requirements

Capacity limits have been lifted for all events and venues. Both yourself and your teammate will need to present a health pass. Where necessary, Devoteam may put in place further restrictions.

Mission

By team and with the help of a coach from Devoteam, you will be required to design and pitch in front of a jury a real business case based on the online phase. The goal will be to build a business proposal enabling the company (CIA) to protect its employees, data, processes, tools and cloud from any theft in the future.

The theme of the final that the participants will have to answer is as follows:

“Based on the online investigation, imagine, design and pitch the most suitable solution that would enable the company to overcome its security breaches and issues.

The viable solution will have to present a 360° action plan, which should involve the 6 strategic domains Devoteam masters in.”

A Devoteam coach will accompany them throughout the day to help them perform at their best and, should his or her team wins, may win the ultimate prize.

The final will be filmed and may be broadcasted by Devoteam, including on its website www.devoteam.com, during exhibitions or for other promotion purposes. The participants of the game grant Devoteam a right to use their image for the whole world and for a duration of 2 years, for any mode of communication.

Any finalist team wishing to withdraw from the final must notify its abandonment in the form of a letter from the team leader to the organizing team, at this address: devogame@devoteam.com at least one week before the final on November 18.

The winning team will be announced at the end of the day.

Phase 3: The prize

1. France

An amazing trip from December 9 to December 13 to Dubai for the winning team with access to the 2021 World Fair and the Formula 1 Grand Prix (meals not included and at your own expense)

Depending on the health advisory announcement at the time, Devoteam reserves the right to shorten, extend, modify, suspend or cancel the game or any condition of participation if the circumstances require so or in case of force majeure. It cannot be held liable in this respect.

If a winning team declines the prize or fails to comply with the conditions for participation in the game, it will be considered as having renounced the prize and the prize will be awarded to the subsequent team in the ranking.

A second and third prize will be awarded to the 2nd and 3rd teams for a value of:

- second prize: 500€ per team
- third prize: 300€ per team

Covid-19 requirements for the winning team :

You and your teammate will need to provide a health pass and a valid passport to Devoteam to be fully registered for the trip to Dubai.

The pass must prove one of the three following items:

- That you are fully vaccinated (with an EMA-approved vaccine or similar):
 - Seven days after the second shot for two-shot vaccines (Pfizer, Moderna, AstraZeneca);
 - Four weeks after the shot for one-shot vaccines (Johnson & Johnson);
 - Seven days after the shot for vaccines administered to people who have already had COVID-19 (only one dose is necessary).
- OR that you have been tested (PCR or antigen) with a negative result within the last 48hrs;
- OR that you have recovered from COVID-19, attested by a positive PCR or antigen test result, at least 15 days and no more than 6 months old.

Where necessary, local authorities may put in place further restrictions.

2. Saudi Arabia

Saudi Arabia: a 6-month internship at the Devoteam KSA, working on the chosen subject during the final. This experience will be starting in 2021. Also, the winning team will win a significant prize money:

1st place: 30,000 SAR

2nd place 20,000 SAR

3rd place 10,000 SAR

You and your teammate will need to provide a health pass to Devoteam.

LEGAL NOTICE

Personal Data Protection

The information gathered in the course of the game by Devoteam is necessary to take into account the participation of each participant. Only Devoteam and its service providers which are required to know such information for the strict purpose of organizing the game will receive this data unless the participant has agreed to receive any offers and information from business partners. In accordance with the personal data protection regulations applicable in France, each participant has the right to access, modify, rectify and delete data concerning them at the following address: devogame@devoteam.com.

Intellectual property

Participants, within the framework of the realization of their project, declare to be the authors of the project and thus hold all the intellectual property rights related to their project. The project shall not infringe any rights of third parties, failing which the team involved in the disputed project will be eliminated and will automatically invalidate the participation of the entire team. Thus, they guarantee Devoteam from any claim, including from third parties alleging that the use of any intellectual property rights relating to their project and assigned to Devoteam hereinafter results

in an infringement of these third parties' rights. Participants transfer to Devoteam the intellectual property rights on the elements which were realized within the framework of the projects, as soon as such elements are submitted to Devoteam. Consequently, Devoteam is irrevocably assigned with full ownership of all the intellectual property rights (except for moral rights) relating to the projects, including but not limited to the right to exploit, reproduce, represent, modify, adapt, translate, market and use parts or all of the elements, in the broadest way, for the entire duration of copyright protection. This transfer is granted, for free, without limitation of the number of reproductions or representations, for all countries and languages, for all modes of exploitation and on all current and future media. It is granted exclusively to Devoteam, with the right for Devoteam to transfer or dismiss all or part of its rights to any other entity it may designate.

FRAUD

In general, any abusive behavior that results in a distortion of the principle of the game, any attempt of fraud or cheating on the part of a participant will lead to the nullity of its participation. Individuals who have failed to substantiate their identity and/or their identity, or who have provided them inaccurately or untruthfully, will be disqualified, as will those who refuse to collect, record and use personal information that is necessary for the purposes of the management of the game. Devoteam reserves the right to carry out any verification in this respect and may at any time verify the surnames, first names, postal addresses, telephones (etc.) of the participants by all means it would consider useful. Devoteam may cancel all or part of the game if it appears that the fraud has taken place in any form whatsoever, in particular by computerized methods in connection with the participation in the game. In this case, to exclude fraudsters from the game, not to award them the prizes and / or to prosecute them before the competent courts. However, it cannot be held liable in any way towards the participants as a result of any fraud committed.

INTERNET USAGE AND DISCLAIMER

Devoteam draws the participants' attention to the particularities of the Internet, including technical performance, response times for consulting, querying or transferring information, risks of interruption and, more generally, the risks inherent to any connection and transmission on the Internet, the lack of protection of certain data against possible diversions, piracy, and the risks of contamination by possible viruses circulating on the network. Devoteam makes every effort to provide participants with information and/or tools available and verified, but cannot be held responsible for errors, lack of availability of information and / or the presence of viruses on its site, Any malfunction or congestion of the Internet network, preventing the proper functioning and progress of the game; Interruptions, data transmission delays, computer, telephone, modem, participant telephone line failures, servers, Internet service providers, telephone operators, computer equipment, Software, problems with the routing or loss of with electronic mail and, more generally, the loss of any data, the consequences of any virus, computer bug, anomaly, technical malfunction, any damage to a computer's any technical malfunction, hardware or software of any kind, that has prevented or restricted the

ability to participate in the game or that has damaged a participant's system. It is the responsibility of all participants to take all appropriate measures to protect their own data and / or software stored on their computer and telephone equipment from harm. Participants' participation in the game is and remains under participants' entire and sole responsibility. In all cases, if the administrative and / or technical progress of the game is disrupted by a virus, computer bug, unauthorized human intervention or any other cause beyond the reasonable control of Devoteam, Devoteam reserves the right to interrupt the game.

ORGANIZER OF THE GAME

DEVOTEAM SA, N ° RCS 402 968 655 73 Rue Anatole France, 92300 Levallois-Perret
Devoteam reserves the right to shorten, extend, modify, suspend or cancel the game or any condition of participation if the circumstances require so or in case of force majeure. It cannot be held liable in this respect. The rules and conditions of the Devogame were filed with the Okerman and Daguin study 2, rue Jacques Ibert 92300 Levallois-Perret. It is freely available on the website www.devogame.devoteam.com.

ABOUT DEVOTEAM

At Devoteam, we deliver innovative technology consulting for business.

As a pure player of Digital Transformation for leading organizations across EMEA, our 7 600+ professionals are dedicated to ensuring our clients win their digital battles. With a unique transformation DNA, we connect business and technology.

Present in 18 countries in Europe and the Middle East, and drawing on more than 20 years of experience, we shape Technology for People, so it creates value for our clients, for our partners and for our employees.

Devoteam achieved revenues of €762 million in 2019.

At Devoteam, we are Digital Transformakers.

ISIN: FR 0000073793, Reuters: DVTM.PA, Bloomberg: DEVO FP

Tip: Do not waste time!

Visit now www.devogame.devoteam.com