

Start-Up AwardsXXI

Terms and Conditions 2024

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1. Preamble

Young, innovative companies with ambition and potential for growth are key for the economic and social development of the territories. Their contribution is not limited solely to generating wealth and employment, but also to creating knowledge and developing technology and solutions for new societal challenges and needs.

These young, innovative companies face great challenges related to product development, negotiations, and market access in their first stages. To face these challenges, the companies need not only specialised financing, but also expert guidance that will help them to develop their potential and improve their capability to attract investors and clients.

To that end, through “CaixaBank, CaixaBank, S.A., and its subsidiary Caixa Emprendedor XXI S.A.U.,” we contribute to the development of young, innovative companies with high growth potential, providing them with financing and expert guidance in their first stages and in their later growth through DayOne, the CaixaBank service for tech companies and investors.

Furthermore, through the Start-Up AwardsXXI, we identify, recognise, and provide guidance to recently created, innovative companies with high growth potential. The Start-Up AwardsXXI aim to drive companies that have taken their first steps, allowing them to accelerate their growth process and global expansion.

This year we will be in our 18th edition of boosting entrepreneurship in Spain and Portugal. Since the awards were created in 2007, we have helped the 525 winning companies and we have given away more than 9,1 million euros in prizes. The Start-Up AwardsXXI have also had the support of over 135 entities that have been joining the initiative as co-grantors, co-organisers, or collaborators, and more 300 businesspeople, investors, and representatives of companies linked to the enterprise that they participate annually in the 50 committees and juries that are celebrated across the Whole of Spain and in Portugal.

In this edition, as we celebrate 18 years since the launch of this initiative, we place special emphasis on highlighting some of the most important cross-cutting themes in the entrepreneurial ecosystem, such as the scalability of projects and their level of innovation, as well as our commitment to addressing the challenges of our environment, such as sustainability.

2. Start-Up AwardsXXI. 2024 call

CaixaBank, through its subsidiary Caixa EmprendedorXXI SAU, announces the eighteenth edition of the Start-Up AwardsXXI to identify, recognise, and provide guidance to recently created, innovative companies with high growth potential in Spain and Portugal.

The Start-Up AwardsXXI are cogranted with the Ministry of Industry and Tourism through Empresa Nacional de Innovación S.M.E., S.A. (ENISA) in Spain and Banco BPI in Portugal, and have the support of leading entities involved in the support of the development of innovative companies.

The Start-Up AwardsXXI seek to identify young, innovative companies which, after having had some initial successful results, have an ambitious growth plan ahead of themselves and need resources to carry out their plan.

Participating companies may choose from among the following awards:

- **Regional Awards to companies with high impact in their territory.** All companies in a territory may opt for this award regardless of their sector. This award is cogranted with the Ministry of Industry and Tourism and through ENISA in Spain and with Banco BPI in Portugal.
- **18th Anniversary Awards exclusively for companies presenting the best solution within the scope of the special awards granted in this edition.** Upon registering, participants can choose up to 3 awards to compete for with their application, out of a total of 6 awards. All companies registered in the same category, regardless of their region, are eligible for this award. This category covers 6 topics: Social Impact, Sustainability, Disruptive Innovation, Scalability, Agro Boost, and Fintech.

International accompaniment

In addition to financial support, the winning companies from the regional phase (19 companies) and the 6 winners and 12 finalists of the 18th Anniversary Awards will benefit from a support program in one of the world's leading innovation ecosystems, in collaboration with ESADE and the Massachusetts Institute of Technology in Cambridge (Boston).

The Start-Up AwardsXXI rely on the support of different entities in the sphere of innovation. If any awards other than those published are presented, information on said awards will be provided on the award website (www.emprendedorxxi.es/en) and social channels (X and LinkedIn).

Investors Day Start-Up AwardsXXI

The regional winners and the finalists and winners of the challenges will take part in the Start-Up AwardsXXI Investors Day. This conference aims to bring together the more than 30 winning

start-ups of the Start-Up AwardsXXI awards with the main investors in the sector and corporates with an interest in innovation. Several events are also planned for 2024 and 2025.

Collaboration with the CaixaBank Group

Through the Start-Up AwardsXXI, candidate companies, Alumni winners from previous editions, and DayOne clients will be able to present their solutions to collaborate with the CaixaBank Group on some of the entity's business and innovation challenges. The details of the initiative will be published on the website <https://www.emprendedor.es/en> and, where appropriate, on the social channels of the Start-Up AwardsXXI.

3. Participation requirements

In order to present an application for the Start-Up AwardsXXI, candidate companies must meet the following requirements:

- Be **companies incorporated as a profit-seeking legal entity** (S.A., S.L., Employee-owned companies, Cooperatives, Business Partnerships) and have a tax residence in Spain or Portugal.
- Have **started their activity subsequent to 01 January 2021**. (High in model 036 of the Treasury).
- The founding members must lead the company, hold a majority shareholder percentage and work principally in the company, as well as have experience in the sector and the aim to create teams. *(The participation requirement of more than 50% does not apply to technology transfer initiatives derived from Universities and research centers, as long as the entrepreneurial team is made up of technical and business profiles)*
- The Regional Award is intended for **innovative technological enterprises** in any sector of activity, broken down by territory.
- The 18th Anniversary Awards are aimed at **companies presenting the best solution within the scope of the special awards granted in this edition: Social Impact, Sustainability, Disruptive Innovation, Scalability, Agro Boost, and Fintech**.

The call is intended for **technological and digital companies, with a high growth potential and scalable and innovative business models, with innovation understood in a broad sense (product, processes, business model, etc.**

The following are explicitly excluded:

- **Self-employed individuals or freelancers**
- **Companies considered “large companies” according to the European Commission**, i.e., companies that have more than 250 employees and have more than 50 million Euro in annual revenue or whose annual balance sheet exceeds 43million Euro, or companies that have more than 25% of their capital held by one or more companies considered “large” according to the definition above.

Companies that have been awarded in previous editions may not compete for the same award, but they can apply for and compete in other categories.

4. Candidate application

Candidates may only apply for the Awards exclusively online through the website of the Start-Up AwardsXXI, which will have a link to access the candidate registration platform. The website for the Awards is: <http://www.emprendedorxxi.es/en/>.

More specifically, candidates must:

- Fill in the application form, and
- Attach the documentation that accredits that the application meets the terms and conditions, the rest of the mandatory information, as well as the optional information that may be considered suitable.

The candidate application period begins on **Wednesday, October 23, 2024 at 09:00 a.m. and ends on Thursday, December 5, 2024 at 3:00 p.m.** (all times are listed in GMT+1).

The organisation reserves the right to change the opening and closing dates of the candidate application period. If this occurs, it will be reported on the Start-Up AwardsXXI website and its social networks

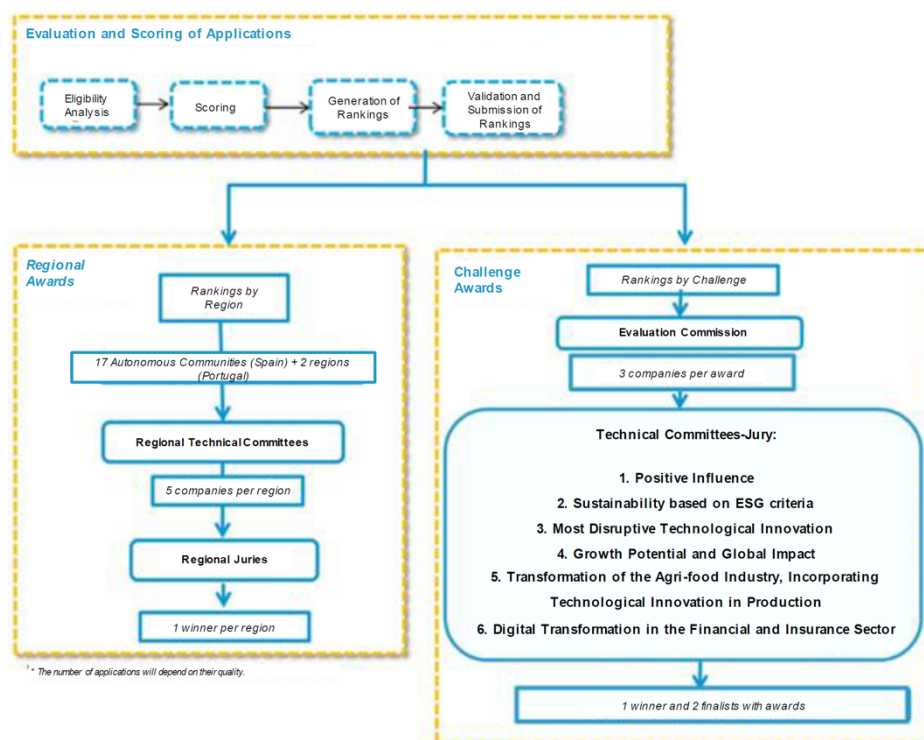
5. Evaluation criteria

The following criteria will be taken into account when evaluating candidates:

- **Team:** commitment, dedication, and risk assumed by the entrepreneurial team; suitability of the team's experience/training to the needs of the business; composition of the team and capacity to attract talent; motivation; existence of Boards of Directors and the profile of the experts, the founding teams shareholder percentage in the company, etc.
- **Business model:** value chain and monetisation of the business model; competition analysis; capacity to attract customers; commercial and marketing plan; potential and capacity for globalisation; capacity or probability of having the necessary resources to implement the business plan; internal and historical coherence of financial projections, etc.
- **Ambition:** size and growth projection of the accessible market; scalability; existing and expected competition; concentration of customers; ambition and strength of sales projections; expected gross margin; job creation, etc.
- **Innovation:** level of innovation of the product or service; suitable analysis of customer needs; competitive advantages and barriers to entry; positioning with respect to competition, suitability of its proposed value to the transformation and impact in its sector, etc.
- **Historic:** revenue and/or financing achieved; results obtained with respect to the resources employed, etc.

For the Best Company in its Region Awards, in addition to the previous criteria, the company's connection to and impact on the region will be evaluated. For the 18th Anniversary Awards, the alignment of the proposal with the categories of these awards, the project's development stage, and its potential impact will also be assessed.

6. Selection process



Graphic. Start-Up AwardsXXI selection process

Evaluating and scoring candidates

- 1. Eligibility analysis.** The candidates are reviewed once the application period closes. This review centres on confirming that the candidates match the profile of the target company for the Awards and that they meet the participation requirements detailed in these terms and conditions, especially with regards to its innovative component. Candidates that do not match the participation requirements are discarded from the process.
- 2. Scoring.** Applications are reviewed and scored based on the information provided in the application form and the attached documentation. The applications are evaluated remotely by independent evaluators who score them based on standardised evaluation tables that include more than 20 criteria.
- 3. Creating the rankings.** Once the initial evaluation process is finished, the candidates are sorted by score and different rankings are generated by territory or sector, which are then sent to the corresponding selection bodies.

Selection process for Regional Awards

- 1. The Technical Committees:** the Technical Committees are made up of representatives of the co-grantors of the Start-Up AwardsXXI Awards, the organising entities, and experts in the entrepreneurial ecosystem (successful entrepreneurs, business angels, venture capitalists). The Technical Committee analyses the top-ranking candidacies submitted and the scores given, and selects which companies will present their projects to the regional Jury. Wherever possible, the Technical Committee may request the presentation and defence of the application by the competing company in an online session and, in some cases, they may organise pitch preparation sessions for the finalists. Attendance to these sessions, if organised, is mandatory to remain in the process.
- 2. Juries and award ceremonies:** Juries designate the winning company from each community. Regional Juries are formed by members representing the co-grantors, institutional representatives, investors, prestigious entrepreneurs, successful entrepreneurs, and former winners of the Start-Up AwardsXXI. The jury is presided over by CaixaBank and the co-grantor. The Jury requires that the competing company present and defend the candidate. Furthermore, they may organise pitch preparation sessions for the finalists. Attendance to these sessions, if organised, is mandatory to remain in the process. The Jury's decision cannot be appealed and will be made public during the Start-Up AwardsXXI ceremony, which may take place that same day or on a later date. The Award ceremony will take place during the DayOne Innovation Summit assigned to the Autonomous Communities. All the participants that have been appointed finalists commit to attend. The award ceremonies will be celebrated in person, in the first quarter of 2024 and the exact dates will be published on the website (<http://www.emprendedorxxi.es/en/>).

Selection process for the 18th Anniversary Awards

- 1. Evaluation Commission:** the Evaluation Commission is composed of representatives of the granting entities, specialists in evaluating companies, and departments of CaixaBank which are ambassadors for the Start-Up AwardsXXI. This commission selects, for each of the 18th Anniversary Awards, the companies that will be presented to the Technical Committees - Final Jury of the Start-Up AwardsXXI phase. The Evaluation Commission may request the company competing to present and defend its application in an online session.
- 2. Technical Committees – Jury of the 18th Anniversary Awards:** the Technical Committees - Juries of the 6 categories of the 18th Anniversary Awards are composed of leading professionals from the industry and sector, specialized investors, and institutional representatives. The Technical Committees - Juries will be held in May/June 2025 and will select the winning company and two finalists from each category, who will receive the award. Companies will present their application to the Committee - Jury in a pitch format, followed by a Q&A session. The decision of the Committee - Jury is final and will be announced during the award ceremony. Prior to the Committees - Juries, training and networking sessions with ecosystem members

will be organized for the finalists. Failure to attend the Committee - Jury or the prior preparation sessions will result in exclusion from the selection process.

- 3. Award Ceremony:** the awards ceremony for the 18th Anniversary Awards is scheduled for June 3, 2025, as part of the Final Phase of the Start-Up AwardsXXI, at the Príncipe Pío Theatre in Madrid. During the event, the winners of the 18th Anniversary Awards will be announced and presented by CaixaBank executives involved in the Awards, along with co-presenters.

General aspects of the selection process

The organisation reserves the right to modify any date for the committees, juries, or awards ceremonies included in these terms and conditions, as well as to adjust the procedure in the selection process if deemed necessary. If this occurs, it will be reported on the Awards website (<http://www.emprendedorxxi.es/en/>) and by email to the organising and collaborating entities.

In the event that the quality of the candidacies is not considered sufficient, the organisation may modify the number of candidacies that pass a phase or which move forward to the corresponding committees and juries, or it may declare the award forfeit.

The travel and accommodation costs for the companies invited to the Committees and Jury of the 18th Anniversary Awards may be covered by the organization (1 representative per company). In any case, the selected candidates will be informed by email of the detailed conditions.

7. Awards

Through the Start-Up AwardsXXI, the organisers and joint prize givers wish to contribute decisively to promoting companies. Therefore, apart from financial contributions, the awards offer business development programmes and actions to increase the companies' visibility before key partners for their future.

The winning companies, at the time of accepting the awards, will commit to attend and carry out the accompanying programs. The economic endowment to be delivered to the winning companies may be deferred or reduced depending on attendance at the aforementioned programs and their associated cost.

All participating companies may choose from among the following awards:

Regional Awards to companies with high impact in their territory

The 17 winning companies in Spain (1 winning company in each community) and the 2 winning companies in Portugal (1 winning company in each region) will be recognised as the companies with high growth potential in their region and will receive:

- A financial contribution of €6.000 ¹.
- Access to an International Development Programme.
- Participation in the Investors Day Start-Up AwardsXXI and collaboration with the CaixaBank Group.
- Access to the DayOne AlumniXXI Community with the winners of previous editions.

¹All awards are subject to any corresponding withholdings and tax payments that may apply. It is the responsibility of the winner, in any case, to declare the award appropriately in the tax to which they are subject. The prize money will be paid via transfer to a CaixaBank or BPI checking account owned by the winning company.

18th Anniversary Awards: to companies with the greatest potential in the proposed areas

The 6 winning companies of the 18th Anniversary Awards will be recognized as the company that presented the best proposal for the given theme and will receive financial support²:

- A financial contribution of **€20.000** to the winner of each award.

² All awards are subject to any corresponding withholdings and tax payments that may apply. It is the responsibility of the winner, in any case, to declare the award appropriately in the tax to which they are subject. The prize money will be paid via transfer to a CaixaBank or BPI checking account owned by the winning company.

Social Impact Award:

Awarded to the company with the most positive influence on society.

This award will recognize the company whose value proposition focuses on financial inclusion or creating opportunities for vulnerable groups to contribute to the social and economic development of society.

Sustainability Award:

Awarded to the most sustainable company based on ESG criteria (Environmental, Social, and Governance).

This award will recognize the company that demonstrates the most outstanding commitment to sustainability based on ESG criteria (Environmental, Social and Governance). Projects with sustainable practices that not only benefit their business but also the environment and society at large, and have integrated these practices into their corporate governance, will be highly valued.

Disruptive Innovation Award:

Awarded to the company with the most disruptive technological innovation project.

This award is given to the most disruptive technological innovation of the year. It aims to recognize projects that not only improve what already exists but also radically change the way things are done. Disruptive innovations create new markets and displace existing technologies, offering unique and revolutionary solutions.

Scalability Award:

Awarded to the company with the greatest growth potential and global impact.

This award targets the company that demonstrates the greatest growth potential and capacity to make an impact on a global scale. The company's ability to rapidly expand, adapt to different markets, and maintain sustainable growth will be assessed. Winning companies usually have strong, scalable business models and a clear vision for international expansion.

Agro Boost Award:

Awarded to the company that transforms the agri-food industry by incorporating technological innovation in its production.

This award recognizes projects that transform the agri-food industry by implementing innovation and technology in agriculture and livestock farming. It focuses on initiatives that incorporate technological innovation into production processes, improving efficiency, reducing environmental impact, and promoting sustainability. Award-winning projects must have a positive impact on the industry, the environment, and rural communities.

Fintech Award:

Awarded to the company committed to transforming the financial and insurance sector.

This award celebrates digital transformation in the financial and insurance sectors. It is given to companies that are leading fintech innovation, offering solutions that enhance the efficiency, accessibility, and security of financial services. Winning companies leverage advanced technologies such as blockchain, artificial intelligence, and big data to revolutionize the way financial services are managed and delivered.

The 6 winning companies and 12 finalists (2 per award) will have access to:

- Participation in the Investors Day Start-Up AwardsXXI and collaboration with the CaixaBank Group
- Access to the international training program Moonshot Thinking for Entrepreneurs, organized with MIT in Boston.
- The DayOne AlumniXXI Community, with the founders of the winning companies from previous editions.

Start-Up AwardsXXI reserves the right to defer part of the payment at the end of the edition and once the established requirements have been met.

International Business Development Programme.

As well as the cash prize included in the award, the 19 winning companies of the Regional Award and the 6 and 12 finalists of the 18th Anniversary Awards will have access to an international support programme.

The program will include an international stay in one of the main innovation hubs in the world. The program is scheduled to take place during the month of June or July 2025.

International support and second prize in innovation

The Start-Up AwardsXXI relies on the support of different international entities. The information on this topic will be reported on the awards website (www.emprendedorxxi.es/en/) and its company channels.

The Awards are supported by the Israeli Embassy in Spain and the Adjoint Ministry of Economy and the Agência Nacional da Inovação de Portugal.

To grant the second prizes in innovation, the evaluators will assess the value contribution and the disruptive capacity of the proposed innovation, with innovation being understood in a broad sense (technology, business model, processes, sales channel, etc.).

The promoters of the Start-Up AwardsXXI will submit candidates that opt for the second prize to the entity that grants this prize, which will select and propose the winning company. The entity also reserves the right to declare the second prize forfeit. The entity granting the second prize may request additional information and perform interviews, whether in person or over the phone, with the candidate companies.

Investors Day Start-Up AwardsXXI

All of the companies winning awards in the 18th edition of the Start-Up AwardsXXI will have access to the “Start-Up AwardsXXI Investors Day” sessions where they will be able to network with the main investors and corporations with an interest in innovation. The dates and formats will be announced to the winning companies nearer the time.

Collaboration with the CaixaBank Group

Through the Start-Up AwardsXXI, candidate companies, past Alumni winners, and DayOne clients will have the opportunity to present their solutions to collaborate with the CaixaBank Group on some of the bank's business and innovation challenges. The details of the initiative will be published on the website www.emprendedor.com/en and, where applicable, on the social media channels of the Start-Up AwardsXXI.

Online training sessions for all candidates

In addition, just for presenting your candidacy for the Start-Up AwardsXXI, the candidate companies will have access to online training sessions on some of the topics of greatest interest to entrepreneurs. These sessions will take place during the months of December 2024 to February 2025, dates pending final confirmation, and may consist of a webinar format, an online training course or others considered by the organization.

DayOne AlumniXXI Community

The DayOne AlumniXXI Community was born as a meeting point for the exchange of knowledge, ideas and experiences between the founders of the award-winning start-ups throughout the history of the Start-Up AwardsXXI.

An initiative that combines a virtual community and face-to-face meetings that will help strengthen links and create synergies between the winners and the entrepreneurial and innovation ecosystem.

8. Confidentiality, Advertising and Delivery of Newsletters

The prizes are awarded by Caixa Emprendedor XXI S.A, coawarded together with CaixaBank, S.A. together with the National Innovation Company S.M.E., S.A. (ENISA) of the Ministry of Industry and Tourism in Spain and Banco BPI in Portugal, and managed by CaixaBank SA through DayOne, its division for technology companies and their investors.

Confidentiality

The confidentiality of the candidacies submitted will be guaranteed throughout the entire process. In any case, their general characteristics may be disclosed along with, in due time, the name of the winning projects, their logo, their activity and main achievements, as well as the members of the promoting team.

Caixa Emprendedor XXI S.A.U. states that:

- a) For the management of the call, Caixa Emprendedor XXI SAU will not be had access to personal data, with the exception of the Contact details of candidates companies to the awards, according to are defined in the following section.
- b) Details of the representatives of the legal persons.

The details of representatives, employees or other individuals that they act in name or payable by the companies candidates and that they are provided by these to Caixa Emprendedor XXI S.A.U. (this is, professional contact details, charge carried out in the company/company and, where applicable, powers 15 to act in its name and representation - the "Contact details"), will be processed based on Caixa Emprendedor's legitimate interest with the aim of maintaining a relationship with the legal entity to which they provide services, as set out in Article 19 of Spanish Organic Law 3/18, on the Protection of Personal Data (LOPDGDD). In particular, they will be processed for the purposes of managing these terms and conditions with the aim of managing the current bases, that it will be able to include these details' communication to the Technical Committees and to the Jury, according to are defined in the current bases, and to the companies organisers and co-granted of the Prizes, in order to being able to analyse and assess the applications made, as well as, where applicable, to comply with the imposed regulatory obligations to Caixa Emprendedor XXI S.A.U. during their validity. Once completed the validity, the details will be upheld (such as indicates the standard), to only effects of complying with the required legal obligations and for the formulation, financial year or defense of claims, during the limitation period of the stock derived from the current conditions.

- c) Caixa Emprendedor XXI, as a subsidiary of the CaixaBank Group, will be able to share the information obtained from the participating companies with CaixaBank S.A for the purpose of analysing the information provided by the participants within the scope of the

Start-Up Awards XXI and adapting their range of products and services to the entrepreneurial sector.

- d) Caixa Emprendedor XXI collaborates with business schools and universities in generating the relevant knowledge on the state and growth of entrepreneurial initiatives with high growth potential in Spain starting with the information generated through the Start-Up Awards XXI. To this end, Caixa Emprendedor XXI S.A. discloses the data solely for research purposes and the publication of aggregated and anonymised results and excludes any personal data before providing this information.

The data holder may exercise the rights in accordance with the applicable legislation, through the following address: premio@emprendedorxxi.es. The contact details of the Data Protection Officer are: https://www.caixabank.es/particular/general/dpo_en.html. Furthermore, they may direct any claims derived from the processing of their data to the Spanish Data Protection Agency (www.agpd.es).

Advertising the nominations for the Awards

The winning and nominee companies may advertise this status on their letterheads, announcements, and reports, specifying the year in which they were awarded and if they are winning or nominated companies, as well as publishing or broadcasting the granting of the Awards in any communications media.

The organising and granting entities will advertise the companies that win and are nominated with the due relevance in the national and/or regional media they consider most appropriate and on all platforms which request examples of excellence and best practices in the field of innovation.

“Start-Up Awards XXI” Newsletter

Caixa Emprendedor XXI issues a newsletter with contents that are relevant to the entrepreneurial sector such as events, opinion articles and interviews with experts, among others.

If you wish to receive the newsletter at the email address provided during the applicant registration process, you can request this in the application form.

The data processed are identifying data (contact details such as name, address and email address). The legal basis for the processing of these data is the contractual relationship that is formed when you apply.

These data may be passed on to public authorities and entities to comply with any required legal obligation, as well as to service providers and third parties that are necessary in the communication process.

The data will be processed as long as the application is not withdrawn and shall be stored during the limitation period of the corresponding legal actions derived from these relationships for the sole purposes of complying with the required legal obligations, and for the formulation, exercise, or defence of claims.

The data holder may exercise the rights in accordance with the applicable legislation, through the following address: premio@emprededorxxi.es. The contact details of the Data Protection Officer are: https://www.caixabank.es/particular/general/dpo_en.html. Furthermore, they may direct any claims derived from the processing of their data to the Spanish Data Protection Agency (www.agpd.es).

Acceptance of the Terms and Conditions

Participation in the Contest implies the full acceptance of these terms and conditions, the interpretation of which corresponds to the Jury corresponding to each phase.

Any breach of the deadlines or procedures reflected in these terms and conditions will result in the loss of the ability to participate in the awards.