

SheXO Young Leaders Challenge (“Challenge”)

Organised by Deloitte & Touche Management Services Pte Ltd and its affiliates (“Deloitte Singapore”) in collaboration with United Women Singapore (“UWS”)

Challenge Details

1. Registration
 - a. Registration for the Challenge opens on 13 May 2024 8.30 a.m. (SGT) and closes on 14 June 2024 11.59 p.m. (SGT).
 - b. Participants may register through the registration form available via <https://deloitte.com/sg/shexo-ylc>.
 - c. Participants are to register and take part in the Challenge individually.
2. Submission of Challenge report
 - a. All eligible registered participants will receive the case material document on 20 June 2024 via the email indicated in the participant’s registration details.
 - b. Participants are to submit a report that provides an answer to the Challenge question set out in the case material. The report should adhere to the submission guidelines in the case material, in order to qualify for the preliminary round.
 - c. Participants are to submit their report via email to seashexoylc@deloitte.com. The submission should reach the organisers by 31 July 2024 11.59 p.m. (SGT) to qualify for the preliminary round.
 - d. An automatic acknowledgement email will be sent to the participant upon receipt of the participant’s email submission.
3. Preliminary assessment of reports
 - a. Deloitte Singapore shall assess the Challenge report based on the following criteria:
 - Situational analysis
 - Solutions
 - Feasibility and impact
 - Market research and due diligence
 - b. Participants that are shortlisted to participate in the final round of the Challenge will be informed by email by Deloitte Singapore.
4. Presentation of report by shortlisted candidates
 - a. Upon notifying shortlisted participants that they have been selected to participate in the final round of the Challenge, Deloitte Singapore will seek to coordinate a suitable presentation date with the shortlisted participant and the judging panel in September 2024.
 - b. Shortlisted participants shall send their slide deck to Deloitte Singapore via email to seashexoylc@deloitte.com at least 3 days before their allocated presentation date.
5. Final assessment of presentations
 - a. The shortlisted participants’ presentations will be presented to a panel of judges, including but not limited to representatives from Deloitte Singapore, UWS, and our supporting organisations.
 - b. The presentation shall be assessed by the judging panel based on the following criteria:

Deloitte refers to one or more of Deloitte Touche Tohmatsu Limited (“DTTL”), its global network of member firms, and their related entities (collectively, the “Deloitte organization”). DTTL (also referred to as “Deloitte Global”) and each of its member firms and related entities are legally separate and independent entities, which cannot obligate or bind each other in respect of third parties. DTTL and each DTTL member firm and related entity is liable only for its own acts and omissions, and not those of each other. DTTL does not provide services to clients. Please see www.deloitte.com/about to learn more.

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- Structure and content
 - Presentation style
 - Question & Answer
6. Prizes
- a. Deloitte Singapore will announce winners in or around October 2024, who stand to win the following prizes each:
 - Paid fulltime internship (at least 10 weeks) at either Deloitte Singapore (including any Deloitte organisation in Singapore) or one of our supporting organisations
 - Assignment of a senior-level mentor within Deloitte Singapore (including any Deloitte organisation in Singapore) or the supporting organisation
 - Cash prize of SGD \$500.00
 - Networking opportunities at corporate event(s) organised by Deloitte Singapore

Terms and Conditions

1. **Eligibility** –The Challenge is open to female students currently enrolled in an undergraduate programme in any autonomous university in Singapore (as determined by the Ministry of Education, Singapore), in any field of study.

All participants are to take part in their individual capacity, and only one entry is allowed per person.

Winners of the Challenge held in previous years will not be eligible to participate in subsequent Challenges.

2. **Registration Procedure** – All participants are to submit the registration form available via the website <https://deloitte.com/sg/shexo-ylc> including all required details (“**Registration Form**”). The Registration Form will remain open for sign-ups from 13 May 2024 8.30 a.m. (SGT) and closes on 14 June 2024, 11.59 p.m. (SGT). Any incomplete, incorrect or late submissions may be disregarded at Deloitte Singapore’s sole discretion.

- a. Registrants must indicate the time period(s) they would be available for the internship which they agree to take up as one of the prizes of the Challenge should they be selected as a winner. (In the event that a selected winner of the Challenge is unable to undertake the internship, Deloitte Singapore reserves its right to revoke her status as a winner and/or forfeit any prizes awarded to her.)

3. **Agreement to Terms and Conditions** – By submitting the Registration Form, the participant agrees to the following:-

Deloitte refers to one or more of Deloitte Touche Tohmatsu Limited (“DTTL”), its global network of member firms, and their related entities (collectively, the “Deloitte organization”). DTTL (also referred to as “Deloitte Global”) and each of its member firms and related entities are legally separate and independent entities, which cannot obligate or bind each other in respect of third parties. DTTL and each DTTL member firm and related entity is liable only for its own acts and omissions, and not those of each other. DTTL does not provide services to clients. Please see www.deloitte.com/about to learn more.

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- (a) The details provided in the Registration Form are complete and accurate;
- (b) Deloitte Singapore's Privacy Statement (link provided at Section 10 below)
- (c) These Terms and Conditions

Once the registration has been submitted, a participant may not withdraw from any part of the Challenge, unless unforeseen circumstances arise beyond the reasonable control of parties and subject to Deloitte Singapore's sole discretion.

4. **Report** – All registered participants will receive a case material on 20 June 2024 via the email address indicated in the participant's Registration Form. If any participant does not receive the case material by the said date, it is the participant's responsibility to inform Deloitte Singapore and obtain a copy of the case material.

Participants shall submit a report that provides an answer to the Challenge question set out in the case material. The report shall adhere to the submission guidelines set out in the case material. Deloitte Singapore reserves the right to remove, in its sole and absolute discretion, any submission deemed inappropriate or that is not in compliance with the terms and conditions of the Challenge.

All participants shall submit their report via email to seashexoylc@deloitte.com no later than 31 July 2024 11.59 p.m. (SGT).

An automatic acknowledgement email will be sent to the participant upon receipt of the participant's email submission. If the participant does not receive the automatic acknowledgment email, it is the participant's responsibility to notify Deloitte Singapore by 31 July 2024 11.59 p.m. (SGT), in order to confirm that it has received the report. Deloitte Singapore shall not be responsible for any failure, whether on the part of the participants or due to any technological error, of the successful transmission of each participants' report to Deloitte Singapore by the stipulated deadline.

5. **Presentations** - If a participant is shortlisted to provide a presentation, she will be informed via email by Deloitte Singapore.

Deloitte Singapore will seek to coordinate a suitable presentation date for the shortlisted participant and the judging panel in September 2024. The shortlisted participant should endeavour to accept the presentation date and timeslot allocated by Deloitte Singapore. Deloitte Singapore will provide a maximum of 3 date and timeslot options for the presentation. The shortlisted participant is obliged to select one of the date and timeslot options provided by Deloitte Singapore, otherwise the shortlisted participant shall be deemed to have forfeited her place in the Challenge if she is unable to agree to the date and timeslot options provided to her,

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and Deloitte Singapore shall have sole discretion to not allow the shortlisted participant to proceed with the presentation.

Deloitte Singapore shall have sole discretion to decide whether the presentations will be held in-person or via other platforms (such as Zoom), subject to prevailing laws and regulations at the stipulated time.

Once a presentation date has been confirmed, the shortlisted participants are not permitted to postpone the presentation unless unforeseen circumstances arise and Deloitte Singapore is provided with at least 24 hours' notice. Any re-scheduling of the presentation date is subject to the discretion of Deloitte Singapore.

Shortlisted participants shall send their slide deck to Deloitte Singapore via email to seashexoylc@deloitte.com at least 3 days before their presentation. It is the shortlisted participants' responsibility to ensure that a copy of their slide deck is available on the day of the presentation.

The shortlisted participants' presentations will be presented to a panel of judges, including but not limited to representatives from Deloitte Singapore, UWS, and our supporting organisations.

6. Judging Criteria – Participants shall be judged based on the following criteria:

Preliminary assessment of reports:

- Situational analysis
- Solutions
- Feasibility and impact
- Market research and due diligence

Final assessment of presentations:

- Structure and content
- Presentation style
- Question & answer

7. Prizes – at least 5 individuals will be selected and stand to win the following prizes each:

- Paid fulltime internship (at least 10 weeks) at either Deloitte Singapore (including any other Deloitte organisation in Singapore) or one of our supporting organisations
 - a. It is a condition of the Challenge that selected winners must complete the internship (minimum of 10 weeks) allocated to them, to be awarded as a winner of the YLC (and receive the rest of the prizes entailed to winners, including the cash prize). In the event that a selected winner of the Challenge is unable to undertake the 10-

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week internship, Deloitte Singapore reserves its right to revoke her status as a winner and/or forfeit any prizes awarded to her.

- Assignment of a senior-level mentor within Deloitte Singapore (including any other Deloitte organisation in Singapore) or the supporting organisation
- Cash prize of SGD \$500.00
 - a. The cash prize will be issued only upon completion of the 10-week internship and submission of the internship and mentorship completion form (which will be sent to the winners before the start of their internship) to Deloitte Singapore.
 - b. Winners are obligated to inform Deloitte Singapore on the start and end date of their internship prior to commencing their internship, notify Deloitte Singapore upon the completion of the internship and submit the duly completed Internship and Mentorship completion form (to be provided to winners at the start of their internship), in order for the cash prize to be issued.
- Networking opportunities at corporate event(s) organised by Deloitte Singapore

The winners shall be selected in or around October 2024.

The selection of the winners shall be at the sole discretion of Deloitte Singapore. A list of the winners will be published at <https://deloitte.com/sg/shexo-ylc>. The decision of the winners shall be final and binding.

Winners will be notified via the email address provided in the registration form and will be required to acknowledge receipt of the same within 7 days. If no response is provided, Deloitte Singapore reserves the right to consider the participants as withdrawn from the Challenge and shall have the sole discretion to pick another winner.

Internship winners will be allocated an internship with a department and organisation selected by Deloitte Singapore and subject to the execution of an internship contract with the relevant organisation. The period of the internship will be decided between the winner and the allocated supporting organisation, coordinated by Deloitte Singapore. All winners have to undertake the internship within a 1-year period upon announcement of the Challenge winners.

The exact remuneration for the internship remains at the sole discretion of the organisations to which the winners are allocated and subject to the internship contract to be executed between the winners and the organisations. Deloitte Singapore shall not be held responsible for any matters regarding such remuneration.

Deloitte Singapore reserves the right to substitute, withdraw or cancel any prize without disclosing any reason and without any payment or compensation whatsoever.

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8. **Professionalism** - Deloitte Singapore upholds high standards of integrity and ethics. Unprofessional behaviour and breaches of applicable laws and regulations will not be tolerated and Deloitte Singapore reserves the right to immediately disqualify participants who conduct themselves in such a manner. Deloitte Singapore shall have sole discretion in determining whether any participant has breached this Section 8.
9. **General** – Deloitte Singapore reserves the right to make changes, delays, or cancellations at any time and will endeavour to inform any affected participants promptly.

By participating in the Challenge, all participants agree to release and hold harmless Deloitte Singapore from any and all liability whatsoever for any injuries, losses or damages of any kind to any person or property arising from or in connection, either directly or indirectly, with the awarding, acceptance, receipt, possession, use or misuse of any of the prizes or part thereof awarded pursuant to the Challenge; or the participation in the Challenge, or any prize-related activities.

Each participant warrants that any submission made in this Challenge is the original work of the participant and, as such, the participant is the sole and exclusive owner and rights holder of the submitted work, and that the participant has the right to submit the work to the Challenge and grant all required licenses. Each participant agrees not to submit any entry that: (i) infringes any third party's proprietary rights, intellectual property rights, or any other rights, including without limitation, copyright, trade mark, patent, trade secret, privacy, publicity, or confidentiality obligations; (ii) otherwise violates any applicable laws and regulations.

Deloitte Singapore shall not be responsible for any unlawful or unlawfully produced Challenge entry.

In the event of any inconsistency between these Terms and Conditions and any brochure, marketing or promotional material relating to the Challenge, these Terms and Conditions will prevail.

10. **Privacy** - The participants consent under the Personal Data Protection Act 2012 (“Act”) to the collection, use and disclosure of the participants’ personal data by/to Deloitte Singapore (including any other Deloitte organisation), UWS, the supporting organisations, and such other third party for the purpose of administering the Challenge and for recruitment purposes, including the inclusion of the participant's personal data in Deloitte Singapore’s recruitment management system. The participants confirm that they have read and agree to be bound by the terms of the Deloitte Singapore’s Privacy Statement, as may be amended, supplemented and/or substituted by Deloitte Singapore from time to time, a copy of which may be found at https://www2.deloitte.com/sg/en/footerlinks1/privacy.html?icid=bottom_privacy

Photos or videos of the winning participants in the Challenge may be taken or recorded by or on behalf of Deloitte Singapore and they may include the participant’s own picture or likeness. These

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photos or videos and identity details (including full name and education institution) of the winning participants may be posted by Deloitte Singapore on its website and social media sites or published by the Promoter in any of its marketing brochures for a duration of up to seven (7) years. The participants renounce the right to any compensation deriving from or linked to the use of their image within the framework of the Challenge.

11. **Disclaimer** – This Challenge and its associated content and materials contain general information only, and none of Deloitte Touche Tohmatsu Limited (“DTTL”), its global network of member firms or their related entities (collectively, the “Deloitte organisation”) is, by means of this Challenge, rendering professional advice or services. Before making any decision or taking any action that may affect your finances or your business, you should consult a qualified professional adviser. No representations, warranties or undertakings (express or implied) are given as to the accuracy or completeness of the information in this Challenge, and none of DTTL, its member firms, related entities, employees or agents shall be liable or responsible for any loss or damage whatsoever arising directly or indirectly in connection with any person relying on the content and materials associated with this Challenge. DTTL and each of its member firms, and their related entities, are legally separate and independent entities.

12. **Governing laws** – This Terms and Conditions are governed by the laws of Singapore and subject to the exclusive jurisdiction of the Courts of Singapore.

For any enquiry about the Challenge or the Terms and Conditions, please contact the Deloitte SheXO Program team at seashexoylc@deloitte.com.

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