



BQUO PROGRAM
TERMS AND CONDITIONS

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1. INTRODUCTION

BQUO is born from DOMINION's commitment to education and the belief that entrepreneurial talent and ideas require rigour, resources and business experience to turn them into solutions.

BQUO allows DOMINION and its business and innovation culture to open its doors to two groups: people with a business management profile who want to develop professionally and people with innovative and sustainable business projects at any stage of development.

1.1. Program objectives

At BQUO, we seek to promote talented people with an entrepreneurial spirit and technology projects that improve sustainability in any of the areas of activity in which DOMINION works.

Our entrepreneurship and talent development initiative offers everything a person may need to develop their skills through a transformational project.

What sort of people are we looking for?

At BQUO, we are looking for people with ambition, talent and a desire to step up to new challenges. BQUO offers intensive training in management and the soft-skills necessary for entrepreneurship.

BQUO is open to people of any age and culture in any country where DOMINION operates, as long as they are fluent in Spanish and English. We are looking for people with a proactive, creative, innovative profile and with experience in multicultural environments. They can have any educational or professional background, but their professional objective must be business management.

What sort of projects are we looking for?

We are looking for projects focused on using technology to improve sustainability in any of DOMINION's areas of activity. We offer comprehensive support, financing, resources and personalised training, regardless of the stage your project is at. We work with you, respecting your autonomy, recognising that the project is yours.

For those who apply without a project, DOMINION will propose a challenge to be developed during the duration of the program, in one of the company's own areas.

1.2. Scope

This is a unique program for entrepreneurship and talent, which goes much further than traditional proposals and incubators. These are the main advantages of participating in the BQUO program:

- **Personalised training plan**

Participants in BQUO will receive a personalised training plan, adapted to their needs and those of their project.

- **Guidance and Mentoring**

They will be mentored by one of DOMINION's top 100 managers, who will accompany the participant throughout the entire process, providing a unique opportunity to benefit from their knowledge and experience.

- **Comprehensive advice and access to all resources**

Participants in BQUO have access to comprehensive advice and to all the company's resources and departments in the 35 countries where it currently operates, to promote both their professional and personal growth, as well as the development of their project or challenge.

- **Entrepreneurial culture**

You will have the opportunity to immerse yourself in a large company with a unique management culture that you will experience from the inside and that will contribute to the development of your projects and talent.

- **Non-equity financing**

Participants will enjoy financial support in the form of a grant to cover expenses during the entire program in Bilbao, including travel and accommodation, and a monthly allowance of 1,400 euros gross per month.

The economic value of the entire program to each participant is more than 40,000 euros.

- **Possibility of incorporation**

Once the program has come to an end, BQUO and DOMINION will work with the participant to analyse the most appropriate next step to develop his or her professional career or business project. Among the possible options, we will evaluate the opportunity of joining DOMINION's staff, as well as exploring investment formulas on the part of DOMINION, if both parties so wish.

2. PROGRAM PLANNING

2.1. Defining the characteristics of the program

BQUO has six places available, but more than six people can participate in the program, since a project can be formed by a team of several people.

The program is held at the company's headquarters in Bilbao, with an initial duration of six months, which can be extended for a further six months if required. In addition, it offers a fully personalised training plan, financing with no requirement for equity in return, with financial support to cover the costs of relocation and accommodation and a monthly allowance of €1,400 gross per month, as well as full support and comprehensive advice provided by the company's top 100 managers.

The program takes place on an equal footing, granting autonomy to the participants in the program to make decisions regarding their projects. Candidates who do not propose their own entrepreneurial project will work on the resolution of a business challenge proposed by DOMINION linked to the company's areas of business and strategy.

2.2. Evaluation of applications

The process of selecting applications will involve rigorous evaluation focusing on a series of fundamental aspects. Firstly, candidates will be assessed on their compliance with the terms and conditions of the recruitment competition, ensuring that they meet all the requirements.

Secondly, the feasibility of market success of the proposals submitted will be analysed, considering their potential to develop in a competitive environment. The originality of the proposed ideas will be another essential factor, as the aim is to encourage innovation and creativity.

Last but not least, special attention will be paid to the impact and social responsibility of the applications, assessing how they contribute to social well-being and to the fulfilment of ethical and sustainable values.

These aspects will be assessed holistically to ensure the selection of the most promising applications aligned with the objectives of the competition.

2.3. Launch

As part of this process, a number of key milestones are set out:

- ***Opening of the call and registration***

The call will open on 14th May 2024, with the opportunity to fill in the registration form on the BQUO website (www.bquobydominion.com). Thereafter, the application period will run until 28th June, covering a period of 7 weeks to allow interested applicants to complete their applications. The completed form will be your application to the BQUO Program, and BQUO will use it to evaluate your project and/or your profile to match it with the program requirements. It is therefore essential that you tell us everything you consider important and that you think we should know.

- ***Screening, selection and notification***

The Selection Committee will work to review and select participants throughout this period and the finalists will be notified during the last two weeks of July, by email or telephone.

To conclude this selection phase, a final presentation by candidates is scheduled for the first week of September, followed by a decision by the BQUO Selection Committee, which will take place on the same week.

- ***Communication***

The final selection of participants will be officially announced on the first week of September, paving the way for the start of the program, which is scheduled for 7th October.

This detailed timetable demonstrates our commitment to a rigorous and transparent selection process, giving those selected the opportunity to join the program on the specified date.

3. OTHER INFORMATION OF INTEREST

3.1. Confidentiality and industrial/intellectual property rights

BQUO requires a commitment to confidentiality by all parties, in relation to the ideas and information submitted as long as such ideas and information are not made public in a lawful manner.

Applicants undertake not to disseminate any information provided in connection with our program, and not to use, without prior authorisation, the trademarks or trade names of BQUO and/or DOMINION, or any symbol or image that could be confused with them. Failure to comply with the obligations outlined in this article is an express cause for expulsion from the BQUO Program without prejudice to any legal action that DOMINION may be entitled to take for such non-compliance.

3.2. Acceptance of the terms and conditions and liability

Submission of the form necessarily implies that the candidate accepts the terms and conditions of the program. The candidate undertakes to complete the form with accurate and truthful information, assuming all responsibility for the data provided. In this regard, in the event that the submission of the application infringes the rights of third parties, he/she shall hold DOMINION harmless for any damages that may be caused to them, including any claims, judicial or extrajudicial proceedings.

The candidate accepts and acknowledges that, in the event of non-compliance with the start and end dates of the programme, he/she will be responsible for all expenses associated with the transfer, including transport, accommodation and any related costs that may arise as a consequence of non-compliance.

BQUO and/or DOMINION reserve(s) the right to make changes to these Terms and Conditions of participation in the Program without prior notice. For the interpretation and fulfilment of these terms and conditions, the organising entities and the candidate submit to the jurisdiction and competence of the Courts and Tribunals of the city of Bilbao.