General Terms and Conditions — Personio Retail, About You Voucher

Personio SE & Co. KG, Seidlstraße 3, 80335 Munich, Germany (hereinafter "Personio") will run a prize draw as part of its account-based marketing campaign for the automotive retail sector (hereinafter "Competition"). Participation and its implementation are governed by the following provisions (hereinafter the "Competition Terms and Conditions").

By entering the Competition, participants accept the Competition Terms and Conditions. The personal terms used (such as "participants") are not gender-specific.

1. Participation in the Competition

1.1. Entry in the Competition is free of charge.

1.2. Entry requires that the participant books a demo (introductory call) with Personio's sales team during the campaign period. Everyone who books a demo during the campaign period is automatically entered into the Competition/raffle.

1.3. The prize is five (5) About You vouchers worth € 100 each (total value € 500).

1.4. Eligible to enter are persons who are 18 years of age or older, reside in Germany, and are employed as HR decision-makers or managing directors at a retail or consumer goods company in Germany.

1.5. Employees of Personio as well as employees of the cooperation partners commissioned by Personio with the creation and implementation of the Competition are excluded from entry.

1.6. Existing customers of Personio are excluded from participation.

1.7. Each participant may only take part in the Competition once.

1.8. Personio reserves the right to exclude participants who use multiple email addresses to increase their chances of winning, who technically manipulate the Competition or the course of the game, who use unauthorised aids or who otherwise violate these General Competition Terms and Conditions or the law, at any time and without prior notice, taking into account the criteria of reasonableness. Personio will make exclusion decisions to a reasonable extent and on the basis of factual criteria and objective evidence. In the event of exclusion, prizes may also be subsequently withdrawn or prizes already delivered may be reclaimed.

1.9. There is no entitlement to participate in the Competition.

1.10. The Competition starts on **August 17th, 2026** and ends on **November 30th, 2026**.

2. Execution and handling of the Competition

2.1. Participants enter by booking a demo with Personio's sales team during the campaign period via the campaign booking process. They register with their professional email address. After booking, the participant will receive confirmation that their entry has been received.

2.2. The winners will be selected at random.

2.3. The winners will be drawn within **7** working days of the end of the Competition. Within **10** working days of the end of the Competition, the winners will be notified by email to the address provided at entry.

2.4. participants are responsible for the accuracy of the email address provided. If the winners cannot be notified due to incomplete or incorrect contact details, the claim to the prize will lapse.

2.5. If the winner does not confirm acceptance of the prize within 2 weeks after sending the notification, the prize will be forfeited. In this case, a new winner will be chosen at random.

2.6. The claim to the prize will be forfeited if the prize cannot be provided within eight weeks after acceptance and the reason for this lies in the person of the winners.

2.7. The prize shown in the Competition description may differ from the item or service presented to the winners, provided it is equivalent from the point of view of an average participant (e.g. deviations regarding model, arrangement or the like).

2.8. If the prize shown cannot be supplied or can only be supplied under unreasonable circumstances (e.g. the prize originally intended is no longer available), the winners will receive a replacement of equal value.

2.9. Payment of the prize or any substitute prize in cash or in kind, as well as their exchange, is not possible.

2.10. The claim to the prize or prize substitute cannot be assigned.

2.11. The winner is responsible for any taxes arising from the prize and for complying with any internal policies of their employer regarding the acceptance of gifts or benefits.

3. Responsibilities of the participants

3.1. To the extent that Personio is held liable for unlawful content or violations of the law or these General Competition Terms and Conditions for which one or more participants are responsible, the participants concerned shall, to the extent of their responsibility, indemnify Personio upon first demand against the claims and assist Personio in defending against the claims. The indemnification includes the necessary legal costs.

4. Premature termination and extension of the Competition

4.1. Personio reserves the right to terminate the Competition prematurely or extend its duration at any time without prior notice and without giving reasons.

4.2. Personio will in particular make use of an early termination if, for technical or legal reasons, a proper execution of the Competition cannot be guaranteed.

4.3. If such a termination is caused by the behaviour of a participant, Personio may claim compensation from that person for the damage incurred.

5. Liability

5.1. Personio shall be released from all obligations upon delivery of the prize, unless an earlier date is specified in these rules.

5.2. The prize may be provided by a partner (hereinafter "Sponsor"). Personio shall not be liable — subject to its own fault as set out in these liability provisions — for any items or services won that are provided by a Sponsor and not by Personio itself. The warranty and guarantee conditions of the respective Sponsor apply, provided these do not restrict the participants and can be transferred by Personio to the participants. Claims for possible material defects and defects of title in the prizes provided by Sponsors are to be made exclusively against them.

5.3. Personio is not liable for the insolvency of a Sponsor and the consequences resulting from the implementation of the Competition.

5.4. Personio is only liable for damages if the damage is due to intent or gross negligence. In addition, Personio is liable for the breach of a cardinal obligation due to simple negligence only. Cardinal obligations are those the fulfilment of which enables the proper performance of the Competition and the achievement of its purpose in the first place, and on the compliance with which a participant may regularly rely. In this case, however, Personio shall only be liable for the foreseeable, contract-typical damage. Personio shall not be liable for the slightly negligent breach of the obligations mentioned in the above sentences by others. As far as the liability of Personio is excluded or limited, this also applies to the personal liability of employees, representatives and vicarious agents of Personio. In case of grossly negligent breach of duty by vicarious agents of Personio, the aforementioned limitations for slightly negligent breach of essential duties apply accordingly. The above limitations of liability do not apply in case of injury to life, body and health. Liability under the Product Liability Act remains unaffected.

6. Data protection

6.1. Personio collects, processes, uses and stores the personal data provided by participants for the purpose of carrying out and processing the Competition in accordance with the statutory provisions and within the scope of the consent granted by the participants. Personio is entitled for this purpose to transmit the winner's data to transport companies, cooperation partners, Sponsors and cooperation partners of the Sponsors (e.g. for the delivery of the prize). Neither Personio nor third parties will use the participant's personal data for any other purpose without the participant's express consent.

6.2. Information on the processing of personal data in the context of participation in the Competition can be found in Personio's privacy policy.

6.3. Each participant is free to revoke their declaration of participation at any time and hereby object to the use of their data within the scope of the Competition. For this purpose, the participant shall notify Personio of the revocation by email at: **marketing@personio.de**.

7. Other

7.1. Personio reserves the right to change these General Competition Terms and Conditions at any time without notice.

7.2. If any provision of these General Competition Terms and Conditions is or becomes invalid, the validity of the remaining provisions shall not be affected.

7.3. The laws of the Federal Republic of Germany apply. The place of jurisdiction is Munich.