

COMPETITION TERMS

UGLY CHRISTMAS SWEATERS 2025

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1. General rules

- To participate in the competition, you must be an OHLA Group employee.
- When presenting your candidature, send a photograph where you're wearing a Christmas sweater. The funnier, the more possibilities of winning! We want to see ugly sweaters, funny faces, fun poses and a lot of Christmas spirit. If you are a Southern Hemisphere reader, don't have a hot flash! T-shirts also work! The look is important, but so is the attitude. It's all about sharing and having fun.
- In the photograph you may be alone or accompanied by relatives or work colleagues. If those in the picture are also wearing an Ugly Christmas Sweater, so much the better!
- All photographs are valid: selfies, full body, landscape, etc.
- Only one photograph per participant may be submitted. If several are submitted, they will all be treated as a single candidature.

2. Sending the photo

Please send your picture by e-mail to sostenibilidad@ohla-group.com indicating "Ugly Christmas Sweaters 2025 Candidature" in the subject matter.

Your picture should include the following identification details: employee's full name, work position and country of residence.

Furthermore, you may share bloopers or voice notes on the matter. Anything is welcome! You may send any of this to sostenibilidad@ohla-group.com or by WhatsApp to +34 606 65 39 41.

3. Winning photographs

The final winners of the competition will be chosen through an online form that all employees of the company will have access to where they can choose the Ugly Christmas Sweaters they like the most. Only one vote per person will be counted.

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4. Prizes

- Ugly – 1st prize of €300 (or its equivalent in local currency), in each category.
- Uglier – 2nd prize of €200 (or its equivalent in local currency), in each category.
- Ugliest – 3rd prize of €100 (or its equivalent in local currency), in each category.

5. Transfer of image and processing of personal data

By participating in this activity, I hereby expressly authorize Obrascón Huarte Lain, S.A. (OHLA), pursuant to article two of Spanish Act 1/1982, of 5 May, on civil protection of the right to one's honor, personal and family privacy and self-image, gratuitously and with the possibility of sublicensing and transferability, all over the world, in an unlimited manner in time, to use any photographs or recording showing my image and/or voice for OHLA's advertising or commercial purposes to include, without limitation, OHLA's web pages or other websites and on-line media, and in any internal and/or external printed advertising material, including television, individually or as part of other contents, whether or not in amended form.

Furthermore, I hereby freely and unequivocally agree that any personal data that are hereby provided may be processed by OHLA (as the data controller), domiciled in Paseo de la Castellana 259D, 28046 Madrid (Spain). Such data will be processed for the aforementioned advertising and commercial purposes, for which they may be assigned to suppliers and collaborators that provide OHLA with the necessary services to achieve such purpose. Any data provided are necessary in order to carry out the aim described and, consequently, will be saved unless you uphold your right to withdraw your consent.

You may exercise your rights of access, rectification, erasure, objection and portability in writing, sent to the Communications Department, at the aforementioned address, enclosing a copy of your identity document. You are also hereby informed of your right to address the Spanish Data Protection Agency in relation to any issue regarding your personal data processing.

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6. Deadline to receive photographs

The timeframe in which to receive pictures will begin on **11th November and will end on 10th December** 2025. No photographs received after this date will be accepted. Any photographs that fail to meet the conditions established in these competition terms will be rejected.

7. Announcement of the winners

On 16th December, the winners will be announced in various corporate channels. All winners will receive their prizes within two weeks maximum.



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