

1. Introduction

1.1. The purpose of this document is to regulate the Call for Talent "Reggio Hub 2025" (hereafter referred to as the "Initiative") organized by the Municipality of Reggio Emilia (hereafter referred to as the "Organizer") with the support of Fondazione REI (hereafter referred to as the "Organizers"). The initiative aims to attract talents from all over the world, to increase the flow of key human resources to the Reggio Emilia area, while retaining those already in the territory, facilitating then the meeting between worldwide talents and companies established in the area.

1.2. "Participating Companies" are defined as those organizations co-funding the Initiative, which will participate by providing innovation challenges, the subject of the initiative.

1.3 "Applicants" are defined as all the individuals who apply to participate (hereafter "Application") and who meet the requirements highlighted in the "Recipients" section.

1.4. Applicants are evaluated through a selection process, the terms and conditions of which are described in these Regulations.

1.5. Participation in the Initiative is free of charge. Applicants who are selected to participate in the Initiative (hereafter "Participants") will be required to sign a Letter of Commitment to Participate, which commits them to effective participation in all activities planned as part of the Initiative.

1.6. The Organizer will bear:

a. Accommodation expenses during the two nights stay in Reggio Emilia during the final event to be held in November 6th-8th. It is specified that the accommodation, for organizational reasons, could be in a single or multiple room, depending on the availability. Participants are therefore asked to be willing to possibly share th room for the duration of the initiative.

b. Some experiences to discover the territory of Reggio Emilia

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1.7. Expenses to be borne by participants include:

- a. Transportation expenses to reach Reggio Emilia
- b. The costs of food for the 7th November dinner
- c. All other expenses, if any, not expressly specified as covered by the organization in Art. 1.6

1.8. During the event, Participants will be organized into teams to respond to two challenges, launched by the Initiative's Partner Companies. The teams will be created by the Organizer on the basis of affinity of the proposed ideas and complementarity of the skills of the members, in order to make the challenge as fair and competitive as possible, in a completely unquestionable manner also for organization efficiency reasons.

Teams will participate in the development of ideas, insights, reflections and design proposals useful in solving the innovation challenge proposed by the Participating Company, starting from the ideas proposed in the application phase by the Participants themselves. The set of such ideas, insights, reflections and design proposals constitutes the "Concept" of which the Participants belonging to the same Participating Team are equally authors.

1.9 Already established companies or working groups already active on a specific project couldn't apply together or leveraging the progresses and the work already made for this purpose.

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2. Recipients

2.1. Participation in the Initiative is open to individuals who are in one of the following conditions:

- a. Students enrolled in the final year of Bachelor's Degree, Master's Degree, Single-Cycle Master's Degree or equivalent of any discipline from Italian or foreign universities;
- b. Graduates and professionals who have completed a Bachelor's Degree, Master's Degree, Single-Cycle Master's Degree or equivalent from any discipline of Italian or foreign universities or postgraduate specialization course;

2.2 Up to 48 places are available under this Initiative, without the need to fill them all while the candidates don't align with selection criteria.

3. Application Process

3.1. Under penalty of ineligibility, individuals interested in participating in the Initiative must submit an online application ("Application") through the procedure accessible from the website <https://reggiohub.it/talent-roadshow/> (by clicking on the "Apply" button) and following the related instructions (filling out the Application form and uploading attachments).

3.2. Within the Initiative, each Applicant may apply by expressing interest in one or more of the available challenges.

3.3. Only those Applications containing all the documentation indicated as mandatory within the aforementioned online computer procedure and received no later than the due date 15/10/2025 before 11.59 p.m. CET will be considered valid, unless specific communication of extension.

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3.4. In line with the competitive nature of the Initiative, the Applications submitted by each Applicant will be evaluated by a panel of delegates appointed by the Organizer (hereafter referred to as "Evaluators"), who will carry out both the verification of the requirements and the qualitative evaluation of the submitted applications, in order to draw up a merit ranking.

3.5. The application deadline is 15/10/ 2025 at 11:59 p.m. CET, unless the call is modified or extended.

4. Evaluation criteria and selection process

4.1. The selection process involves 1 step and the awarding of a final score of maximum 100 points.

Evaluation criteria:

- a. Curriculum vitae, academic qualifications, background-affinity with the specifics of the member companies and innovation challenges (max 40 points) ;
- b. Consistency of the proposed solution for solving the challenge (max 20 points);
- c. Feasibility and originality (max 20 points);
- d. Scalability and market potential of the proposed idea (max 20 points).

4.2. In the event that there is not a sufficient number of Candidates evaluated as suitable by the Evaluators, all available places could not be allocated.

4.3. The judgment of the Board of Evaluators is final and unquestionable.

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5. Timetable of the initiative and execution

5.1. The Initiative consists of the three phases briefly described below, the timetable for which is available on the <https://reggiohub.it/talent-roadshow/> website.

a. Phase 1 "Call For Talents"

As of 11/09/2025, it is possible to submit the Application to apply for the Initiative, with the deadline for application submission set on 20/10/2025 11.59 p.m. CET, unless modified or extended, through the web procedure accessible from the website <https://reggiohub.it/talent-roadshow/>

b. Phase 2 "Selection"

Applicants' applications will be evaluated on the basis of resumes, academic qualifications and the idea of solving the proposed challenge, starting from 22/10/25, unless deadline extension. Selected candidates must confirm their spot until 2 days after. The organization will then scroll down the ranking.

c. Phase 3 "Innovation Challenge"

In November 2025, Participants will spend 3 days (6th afternoon – 8th) of full immersion in Reggio Emilia, working in teams to further develop the solution in response to the challenge for which they applied and were selected with the possibility to win an internship at one of the sponsor companies. Activities to discover and connect with the local area are also planned throughout the initiative.

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5.2 The Organizers and the Companies participating in the Initiative, even disjunctly with each other, reserve the right, at their discretion, to recognize one or more Applicants the opportunity to be evaluated for access to other existing or upcoming initiatives.

5.3. The Organizer reserves the right to vary the number of Participants at its sole discretion.

6. Final Ranking

6.1. The ranking list will be published starting by October 16 2025 on the <https://reggiohub.it/talent-roadshow/> website. A notification will be given to the selected Candidates through an e-mail message to the account communicated during the Application.

Applicants must confirm their acceptance by October 18, 2025 at 1:00 pm CET, otherwise the ranking will be slided and, by the same date, they must sign the Letter of Commitment to Participate, a fac-simile of which is attached at the end of these regulations. Any reserves will be contacted as of October 16, 2025. In the event that an eligible Candidate declines to participate in the Initiative, they will be replaced by scrolling down the merit list based on their subject area. Please also pay attention to the messages in the "junk/spam" folder.

7. Limitation of responsibility

7.1. The organizers shall not be liable in any way about any technical, hardware or software malfunctions, interruptions of network connections, failed, incorrect, inaccurate, incomplete, illegible, damaged, lost, delayed, misdirected or intercepted user registrations, or about Participants' registrations that, for any reason were not received, electronic or other communications that were delayed, or about other technical problems related to the registration and uploading of content under this Initiative. Therefore, Applicants will not be able to make any claims for compensation or restitution in any capacity in connection with the aforementioned events. The Organizers and the Participating Companies are also exonerated from any liability with

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regard to any damage to property and/or persons that may be caused, directly or indirectly, by the participants or their possible "external assistants" in the course of the different phases of the Initiative.

8. Intellectual Property

8.1. The Parties acknowledge that, due to the nature of the activities carried out under these Regulations, the Initiative in question does not aim to create new industrial or intellectual property rights and does not expect results that may constitute the subject of exclusivity under current national, EU and international intellectual and industrial property law, referred to as "Foreground."

8.2 Participants will retain intellectual property of the proposed ideas, with the possibility of entering into licensing or collaboration agreements with sponsoring companies for the development and implementation of the proposed solutions.

8.3 Any pre-existing industrial or intellectual property right, referred to as "Background", represented by knowledge, data and information having the protection features provided for by the national laws in force, shall remain in the possession of the owner party. The actual admissibility of project ideas and proposals involving the use of the Background in the context of the activities covered by these Rules and Regulations will be subject to the approval of the member companies with whom the conditions for any subsequent access to said Background will also be discussed. For this reason, each Applicant is invited as of now to declare any type of Background possessed at the time of the Application.

9. Duties of winners

9.1. Successful applicants must:

- a. communicate their acceptance to participate in the Initiative by October 18, 2025 at 1:00 p.m. CET;

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b. sign the Letter of Commitment to Participate in every activity scheduled as part of the Initiative, a fac-simile of which is attached at the end of these regulations, by October 18, 2025 at 1:00 p.m.CET;

c. carry out the Initiative in accordance with the specified contents and commitments provided by the Organizers;

9.2. These activities are part of the Initiative and failure to carry them out will be interpreted as Participant's failure to complete the Initiative.

9.3. Should one or more Participant(s) withdraw from the Initiative before the end, the Participant(s) will be required to repay the costs of food and lodging incurred on their behalf by the Organizer in the manner that will be indicated. This Article 9.3 does not apply in case of withdrawal due to proven force majeure.

10. Personal Data Processing

10.1. Personal data provided by the Applicant in the context of participation in the Initiative will be processed by Fondazione REI and partner companies, designated by the Municipality of Reggio Emilia as Data Processors pursuant to Art.28 of EU Regulation 679/2016 until the expiration of this contract and in the manner described below.

Municipality of Reggio Emilia, as data controller in accordance with EU Regulation 679/2016 ("GDPR") and the privacy policy available at the following website <https://reggiohub.it/privacy-policy/>, which is an integral part of these Regulations.

11. General Conditions

11.1. The Organizer reserves the right to cancel, modify or suspend, in whole or in part and at any time, the Initiative, as well as any of its contents, aspects or selective criteria, or to select a smaller number of Participants than initially planned, at its sole discretion upon notice of the changes on the Initiative website.

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11.2 The Organizers reserve the right, at their sole discretion, to disqualify any Applicant and/or Participant who:

- a. attempts to tamper with the entry process or the operation of the Initiative;
- b. acts in violation of these Rules;
- c. behaves inappropriately, unsportsmanlike, and contrary to the best interest of the peaceful and proper conduct of the Initiative.

11.3 In the full spirit of the initiative, whose goal is to attract talent to the Reggio Emilia area and its businesses, the latter will be able to consider the inclusion of Participants in their organizations.

13. Truthfulness of informations

13.1. Applicants and Participants warrant that all information, data and, more generally, any other material provided to the Organizers in the Application and/or at any other stage of the Initiative, is accurate, correct, true and complete. Applicants and Participants therefore assume full and sole responsibility for any breach of the aforementioned statement.

14. Effectiveness

14.1 The obligations contained in the Regulations shall be effective from the time of submission of the Application and shall remain in effect until the end of the Initiative.

15. Court of jurisdiction

15.1 Any dispute arising in connection with the Rules, including disputes relating to its validity, interpretation, execution, termination or performance, shall be within the exclusive jurisdiction of the Court of Reggio Emilia, any other competing Court being excluded.

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For any additional information and questions please write to
info.reggiohub@comune.re.it

Letter of commitment (fac-simile)

Object: Commitment to participate to the initiative “Call for Talent - Reggio Hub 2025”

With this letter, I, the undersigned, _____

born on the _____ in _____ Region _____,
Province _____

Tax code _____, resident in

_____ zip code _____ declares to have read and

understood the purposes, terms and conditions of the "Call for Talent - Reggio Hub 2025" Initiative, organized by REI Foundation and the Municipality of Reggio Emilia and represented at the web address <https://reggiohub.it/talent-roadshow/> and by the Rules and Regulations found at the aforementioned web address and provided in conjunction with this letter.

Specifically, signing this Letter, the writer commits to:

1. take part in all activities that are part of the Initiative, the main ones of which are summarized in the table below:

Date	Location	Activity
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November 6-8th

Reggio Emilia

Innovation Challenge

2. respect other Participants and not implement actions to impede the project development of any other Participating Team;
3. not use expressions that incite violence, discrimination, obscenity and/or defamation;
4. avoid content that is offensive, defamatory, vulgar, violates privacy, is contrary to applicable law, is advertising, political, ideological or religious in nature;
5. not to infringe copyrights, trademarks or other reserved rights. In particular, any idea, project or part thereof submitted as part of the event must be original and not infringe in any way, in whole or in part, on the intellectual property rights of third parties: to this end, each Participant agrees to hold the Organizer harmless from any and all liability, liabilities, claims for damages and/or compensation that may be made by third parties in this regard;
6. under penalty of disqualification, not to use creative, ideational and design contributions from third parties not registered for the event;
7. take care of personal belongings and equipment and premises made available by the Organizers. The Organizers are not responsible in case of theft, loss, damage to Participants' equipment and/or personal belongings;
8. strictly adhere to the safety and conduct rules provided and any directions given by the Organizers in order to ensure the safety and security of all Participants;
9. safeguard their own data and/or software stored in their computer equipment against any attack;
10. indemnify and hold the Organizers harmless from any claim, including for damages, that may be made, for any reason, in connection with the project;
11. indemnify and hold harmless the Organizers from any claim, including for damages, related to the malfunctioning of the Internet connection made available to the Participants;
12. assume all responsibility for access to and use of the Internet connection made available by the Organizers;
13. assume all responsibility for the presence on their electronic devices of any proprietary software not properly licensed for its use.

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The Organizers, at their sole discretion, reserve the right to disqualify and exclude from the Initiative any Participant and/or Participating Team who does not comply with the provisions of the regulations and in this letter and those who, with fraudulent or impermissible maneuvers, hinder and/or attempt to alter the proper functioning of the Initiative and, in any case, jeopardize the successful outcome of the entire event. Except in cases of proven force majeure, in the event of early withdrawal from the Initiative and/or non-participation in all the activities envisaged in point 1 of this letter, the Participant will be charged according to the principle of proportionality and reasonableness the relevant share of expenses incurred by the Organizer at the Organizer's sole discretion and in any case within the maximum threshold of 500.00 (five hundred/00) euros.

Place and Date

Signature for full acceptance

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