2026 WOMEN OF WORTH AWARD" PROGRAM OFFICIAL RULES

The 2026 "Women of Worth Award" Program (the "**Program**") begins at 9:00 AM Eastern Daylight Time ("**EDT**") on March 9, 2025, and ends at 11:59 PM Eastern Standard Time ("EST") on March 8, 2026 ("**Program Period**"). The Program consists of two phases – Nomination and Judging. By participating, nominees agree to be bound by the Official Rules and the decisions of the judges and/or Sponsor, which are binding and final on all matters relating to this Program. The Program is subject to all applicable federal, state, territorial, and local laws for the purposes of this Program, the Sponsor's computer will be the official timekeeper of the Program.

1. **ELIGIBILITY:** Nominees must be (1) women, (2) non-binary or (3) gender non-conforming individuals who are legal residents of the 50 United States, the District of Columbia or U.S. territories (including American Samoa, Guam, Northern Mariana Islands, Puerto Rico and the U.S. Virgin Islands) and be at least 16 years old at the time of entry ("**Nominees**") and must satisfy the other criteria set forth below. Anyone under the age of majority in their state, (eighteen (18) in most states, nineteen (19) in Alabama and Nebraska, and twenty-one (21) in Mississippi) at the time of entry must also have the consent of either one of their parents, or legal guardian. That parent or other legal guardian must agree to the enforceability of these official rules. Nominee's activities, whether volunteer or paid nonprofit, must occur in any of the fifty (50) United States, the District of Columbia or U.S. territories (including American Samoa, Guam, Northern Mariana Islands, Puerto Rico and the U.S. Virgin Islands) and have primarily benefited domestic American needs.
    a. Nominators may nominate themselves or other parties. Nominees must accept the nomination from the Nominator after being notified that they have been nominated as a Women of Worth. **It is recommended that Nominators obtain the permission of a nominee prior to nominating them.** Void where prohibited by law. Employees, Board and Committee members of L'Oréal Paris ("**Sponsor**"), Points of Light Foundation ("**Administrator**") or their respective affiliates, parent companies and subsidiaries, distributors, sales representatives, advertising and promotion agencies and the immediate family members and/or those living in the same household of each of the foregoing are not eligible.
    b. Potential nominees are subject to verification of eligibility and identity per these Official Rules, which may include a background check and completion of any documentation required by Sponsor to complete such background check, the results of which must be completely satisfactory as determined by Sponsor in its sole discretion.
    c. Potential Finalists must commit to appear in a potential television broadcast, digital or social media campaign and/or a potential in-person event (location to be determined) on or about November 2026 to be considered a "Honoree,".

2. **HOW TO ENTER:** Visit www.womenofworth.com and follow the directions provided to complete and submit the nomination form ("**Submission**"). All nominations must be received by 11:59 PM EST on March 8, 2026, to be eligible.
    a. All Submissions must be complete and provide all required information as stated on the Women of Worth Official Nomination Form found at www.womenofworth.com.
    b. Nominator may nominate themselves or other parties. The Nominee must consent to being nominated after being notified of the nomination. A substantial portion (to be determined by Sponsor in its absolute discretion) of Nominee's volunteer or paid nonprofit activities and achievements must be of at least six (6) months duration and should be ongoing.
    c. In order to qualify, a Nominee, upon request, must be able to supply up to three (3)

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references who can be contacted to verify the scope and extent of the Nominee's activities. References should be persons' familiar with the volunteer or paid nonprofit activities for which the nomination is made and should not include the Nominee, Nominator, or any person related to the Nominee. Nominee's volunteer or paid nonprofit activities must occur in the fifty United States, the District of Columbia or U.S. territories (including American Samoa, Guam, Northern Mariana Islands, Puerto Rico and the U.S. Virgin Islands) and have primarily benefited domestic American needs. The foregoing as well as all eligibility determinations relating to Nominees shall be at the sole discretion of Sponsor.

d. By submitting a Nomination, Nominator acknowledges and agrees that Sponsor may obtain many Nominations in connection with this Program and/or other Programs staged and/or promoted by the Sponsor, and that such Nominations may be similar or identical in theme, idea, format or other respects to other Nominations submitted in connection with this Program and/or other Programs sponsored by the Sponsor or submitted for other reasons or other materials developed by the Sponsor. Nominees waive any and all claims Nominator may have had, may have, and/or may have in the future, that any Submission and/or other works accepted, reviewed and/or used by the entrant may be similar to his/her Submission, or that any compensation is due to entrant in connection with such Submission or other works used by Sponsor.

3. **LIMIT:** There is no limit as to the number of nominations submitted per Nominator; however, each nomination must be for a different Nominee and each nomination must be substantially different from any other nomination submitted by such Nominator, as determined by Sponsor in its sole discretion. In case of multiple Submissions for the same nominee, only the first nomination received will be accepted.

4. **SELECTION OF HONOREES:** Honoree selection will take place in three (3) phases.
   a. **Initial Judging Phase:** In March 2026, a judging panel from L'Oréal USA will select fifty (50) Nominees (collectively "Candidates") from among the eligible nominations received based on the following criteria:
      i. **Community Needs, Innovative Solutions, and Impact (60%)**
         1. This refers to a Nominee's ability to meet a previously unmet *community need* or concern. Community needs are broadly defined as providing food, shelter, or access to health care; providing arts programming or activities; strengthening educational programs; or providing enrichment activities that benefit children.
         2. *Impact* is defined as an activity's positive effect on the community's social fabric and/or on individuals' or families' well-being. Impact can be measured by evaluating the programs or activities that a Nominee has implemented to determine whether the number of people those programs serve has exponentially increased since the nominee began their work.
         3. *Innovation* refers to the extent to which a Nominee's activities reflect an innovative or interesting approach to meeting community needs, as well as to the Nominee's employment of unique solutions to problems.
      ii. **Extraordinary and Passion (30%)**
         1. This refers to the success of a Nominee's work in epitomizing the statement "Because You're Worth It" and exemplifying the spirit of

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the Women of Worth program (honoring exceptional women who make a difference through their volunteer work.) Judges will look at how Nominee's story and/or work inspire others to discover their power to make a difference.

iii. The following criteria are also taken into account: (10%)
    1. Geographic location, novelty of cause, growth stage of organization, potential impact to organization if selected and ability to scale.

b. **Judging Phase II:** In June 2026, a judging panel consisting of judges from L'Oréal Paris and external Partners will select the top twenty-five (25) Honorees (collectively "**Semi-Finalists**") based on the criteria stated above.

c. **Judging Phase III:** In June 2026 a judging panel consisting of L'Oréal Paris representatives, and community and nonprofit representatives will select the top ten (10) Honorees (collectively "**Finalists**") and two (2) alternates using the criteria stated above. The ten (10) Finalists selected in Judging Phase III will be notified by telephone on or about June 30, 2026. Finalists must provide required forms and must commit to appear in a television broadcast, digital or social media and/or potential special in-person event (location to be determined) on or about November 2026, to be considered a "Honoree,". An alternate Finalist may be selected, if notification letter is returned as undeliverable, if potential Finalist cannot be contacted, or if Finalist cannot commit to television appearance or in-person event. In the event that a selected Honoree declines to accept, an alternate Honoree may be selected.

5. **OWNERSHIP OF SUBMISSIONS:** Acceptance of nomination constitutes Nominee's consent to give Sponsor and its affiliates a royalty-free, irrevocable, perpetual, non-exclusive license to use, reproduce, modify, publish, create derivative works from, and display such nominations in whole or in part, on a worldwide basis, and to incorporate it into other works, in any form, media or technology now known or later developed, including for promotional or marketing purposes. If requested, entrant Honoree will sign any documentation that may be required for Sponsor or its designees to make use of the non-exclusive rights entrant is granting to use the nomination. Released Parties (as defined below) are not responsible for lost, late, stolen, damaged, incomplete, invalid, un-intelligible, garbled, delayed or misdirected Submissions; all of which will be void.

6. **AWARDS:** The ten (10) Honorees will each receive a $25,000 donation (the "**Honoree Award**") in the Honoree's name to their accredited 501(c) 3 nonprofit. Only one (1) nonprofit can be the award recipient for each Honoree. The final selection of recipients shall be in Sponsor's sole discretion. The Award donation shall not be used to satisfy a binding pledge or other legal obligation of the Honorees to any third party. Semi- finalists agree to provide the required documentation about their nonprofit after Judging Phase II. If Honoree is required to attend television broadcast and/or in-person event, Sponsor shall provide the following for the Honorees, (a) round trip domestic coach airfare to and from the major airport nearest Honoree's city of residence to the airport nearest location of award ceremony (if Honoree's city of residence is within 100 miles of the ceremony location, alternate transportation may be provided); (b) standard hotel accommodations, which is one room double occupancy in city where ceremony will be held (c) Local Transportation and Meal Stipend for honoree of $400. Approximate Retail Value of trip: $2,000 (value of trip may vary depending on Honoree's place of residence). All travel and accommodations will be made for the Honoree; bookings made by the Honorees themselves are not authorized and may not be reimbursed. Gratuities and other ground transportation, miscellaneous expenses (internet access and phone calls) and all other costs and expenses not listed as part of the Award are the sole responsibility of the Honorees. Without in

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any way limiting the foregoing, all taxes on the Award, if any, are the sole responsibility of Honorees. Sponsor recommends that the Honorees consult a tax advisor regarding any tax consequences relating to acceptance of the Award. The Award is not transferable.

7. **GENERAL CONDITIONS:** By participating, each Nominator (and nominee, if not same) agrees: (a) to abide by these Official Rules and decisions of Sponsor and judges, which shall be final and binding in all respects relating to this Program; (b) to release, discharge and hold harmless Sponsor, Administrator, its respective parent, affiliates, subsidiaries, and advertising and Program agencies, and the respective officers, directors, shareholders, employees, agents and representatives of the forgoing (collectively, "**Released Parties**") from any and all injuries, liability, losses and damages of any kind to persons, including death, or property resulting, in whole or in part, directly or indirectly, from Nominator's and/or Nominee's participation in the Program or any Program-related activity or the acceptance, possession, use or misuse of any awarded prize (including any travel or activity related thereto); Nominators, Nominees and Honorees agree to confirm the foregoing grants in writing upon Sponsor's and/or Administrator's request and to cooperate with Sponsor by executing any additional documents Sponsor deems necessary in its discretion to secure all rights needed for Sponsor to use nomination materials for advertising and/or promotional purposes. Failure to confirm these grants in writing may result in disqualification of the Honorees, at Sponsor's sole discretion. The Honorees may be featured in follow-up promotional materials and activities of Sponsor. Sponsor and Administrator reserve the right to modify and/or edit any nomination copy for the purpose of press releases and for feature stories in publications. By participating in the Program, Nominators and Nominees acknowledge and agree that publication of a nomination or story on the Women of Worth website or in any other media during the submission period in no way indicates that a nomination has been selected to receive an award. The Nominator, Nominee, and Honoree may be required to sign and return an Affidavit of Eligibility, Liability, and where legally permissible, Publicity Release. Nominee may be disqualified (at the absolute discretion of Sponsor) if any such documentation is not received within the time period requested in correspondence from the Sponsor or Administrator. The Award may be forfeited and an alternate Honoree selected, if notification letter is returned as undeliverable or potential Honoree cannot be contacted. In the event that a selected Honoree declines to accept an Award, an alternate Honoree may be selected. Sponsor reserves the right to award fewer than ten (10) Honoree Awards, if the nominations received are not of acceptable quality.
    a. By submitting a completed nomination form, Nominator represents and warrants to the Sponsor that: (1) any photographs submitted depict the Nominee only; (2) Submission is Nominator's original work; (3) Nominator has obtained permission from the Nominee to submit Nominee's name, story (and video, where applicable) in connection with this Award and to grant Sponsor and Administrator the right to use the entry as provided in these Rules; and (4) no nomination materials infringe upon or violate, nor will they infringe upon or violate, the rights of any third party. If nomination materials include likenesses of third parties or contain elements not owned by the Nominator and/or Nominee (such as, but not limited to, company or team logos), Nominator and/or Nominee must provide legal releases for such use in a form satisfactory to judges and Sponsor, or the affected nomination will be disqualified. Sponsor reserves the right to disqualify any nomination containing photograph and/or images of third parties or any third-party materials.
    b. By accepting the title of Honoree and the Award attached, Honorees agree to complete specific action items including but not limited to: an article to be featured on the

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Women of Worth website, availability for a hometown video and photo shoot, diary Submissions to be featured on the Women of Worth website, reporting metrics back to Administrator showing impact of award, best practices and poll questions that may be featured on the Women of Worth website and social media postings supporting the Program and helping with the next year's call for nominations.

8. **MISCELLANEOUS:** Released Parties are not responsible for lost, late, incomplete, damaged, inaccurate, stolen, delayed, misdirected, undelivered, or garbled Submissions or for lost, interrupted or unavailable network, server, Internet Service Provider (ISP), website, or other connections, availability or accessibility or miscommunications or failed computer, satellite, telephone or cable transmissions, lines, or technical failure or jumbled, scrambled, delayed, or misdirected transmissions or computer hardware or software malfunctions, failures or difficulties, or other errors or difficulties of any kind whether human, mechanical, electronic, computer, network, typographical, printing or otherwise relating to or in connection with the Program, including, without limitation, errors or difficulties which may occur in connection with the administration of the Program, the processing or judging of Submissions, the announcement of the prize(s), the incorrect uploading of the photo or in any Program-related materials. Released Parties are also not responsible for any incorrect or inaccurate information, whether caused by site users, tampering, hacking, or by any equipment or programming associated with or utilized in the Program. Released Parties are not responsible for injury or damage to any person's computer related to or resulting from participating in this Program or downloading materials from or use of the website. Persons who tamper with or abuse any aspect of the Program or website, who act in an unsportsmanlike or disruptive manner or who are in violation of these Official Rules, as solely determined by Sponsor, will be disqualified, and all associated Submissions will be void. Should any portion of the Program be, in Sponsor's sole opinion, compromised by virus, worms, bugs, non-authorized human intervention or other causes which, in the sole opinion of the Sponsor, corrupt or impair the administration, security, fairness or proper play, or entry of Submissions, Sponsor reserves the right at its sole discretion to suspend, modify or terminate the Program and, if terminated, at its discretion, select the potential winner[s] from all eligible, non-suspect Submissions received prior to action taken using the judging procedure outlined above. Submissions for any technical problems, malfunctions of computer systems, servers, providers, hardware/software, lost or unavailable network connections or failed, incomplete, garbled or delayed computer transmission or any combination thereof. Released Parties are not responsible for any unauthorized third-party use of any Submission. CAUTION: ANY ATTEMPT TO DELIBERATELY DAMAGE THE WEBSITE OR UNDERMINE THE LEGITIMATE OPERATION OF THE PROGRAM MAY BE IN VIOLATION OF CRIMINAL AND CIVIL LAWS AND SHOULD SUCH AN ATTEMPT BE MADE, SPONSOR RESERVES THE RIGHT TO SEEK DAMAGES AND OTHER REMEDIES (INCLUDING ATTORNEYS' FEES) FROM ANY SUCH INDIVIDUAL TO THE FULLEST EXTENT OF THE LAW, INCLUDING CRIMINAL PROSECUTION.

ARBITRATION: Except where prohibited by law, as a condition of participating in this Promotion, participant agrees that (1) any and all disputes and causes of action arising out of or connected with this Promotion, or any prizes awarded, shall be resolved individually, without resort to any form of class action, and exclusively by final and binding arbitration under the rules of the American Arbitration Association and held at the AAA regional office nearest the participant; (2) the Federal Arbitration Act shall govern the interpretation, enforcement and

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all proceedings at such arbitration; and (3) judgment upon such arbitration award may be entered in any court having jurisdiction. Under no circumstances will participant be permitted to obtain awards for, and participant hereby waives all rights to claim, punitive, incidental, consequential damages, or any other such indirect damages, including attorneys' fees, other than participant's actual out-of-pocket expenses (i.e., costs associated with participating in this Promotion), and participant further waives all rights to have damages multiplied or increased.

9. **PUBLICITY:** Nominees agree to the use of their name, photograph, city and state of residence, likeness, photos, essays, and other information provided by Nominators in the for programming, advertising, publicity and promotional purposes in any and all media, now or hereafter known, worldwide and on the Internet, and in perpetuity by Sponsor and its designees, without compensation (unless prohibited by law) to Nominator or Nominee additional consents from Nominator or any third party and without prior notice, approval or inspection, and to execute specific consent to such use if asked to do so. By participating, Nominator and Nominee also agrees not to release any publicity or other materials on their own or through someone else regarding their participation in the Program without the prior consent of the Sponsor, which it may withhold in its sole discretion.

10. **SPONSOR:** L'Oréal Paris, 10 Hudson Yards, New York, NY 10001.

11. **ADMINISTRATOR:** Points of Light Foundation d/b/a Points of Light, 101 Marietta Street, Suite 3100, Atlanta, GA 30303.

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