

Video Entertainment Employee Awards ("Awards")

1. Introduction

- The Awards presented by MultiChoice aim to create a comprehensive employee recognition programme that promotes critical behaviours in the business by celebrating employees who have excelled in the past financial year.
- These terms and conditions regulate the online nomination and participation in the Awards and may be amended by MultiChoice without notice from time to time.
- By participating in the nomination process, you agree that you have read, understood and consider yourself bound by these terms and conditions.

2. Awards categories

- **Innovation Awards** shall be divided into the following subcategories:
 - Technology (recognises excellence in technological innovation)
 - Customer First (recognises excellence in customer-centricity)
 - General (recognises excellence in general contribution, excluding technology innovation and customer-centricity)
- **Video Entertainment Employee of the Year**
 - The ultimate winner in this category will be selected from a pool of winners who would have been selected from each function within the Video Entertainment business and who would have each received an award in their respective functions.

3. For a Nomination to be eligible, it MUST:

- comply with these terms and conditions;
- be in favour of an employee by another employee;
- be for an act of excellence achieved in the past financial year;
- be complete, failing which such Nomination shall be automatically disqualified; and

- comply with the Nomination and category guidelines which are available on the nomination page.

3.1 In addition to the above requirements, for the Video Entertainment Employee of the Year category the following requirements must be met:

- All permanent and fixed term contract employees may participate.
- The nominated employee (whether permanent or fixed term contractor) must have been employed within the Video Entertainment business for more than 6 (six) months at the time of the Nomination.
- All companies, countries and business units in the Video Entertainment group are included in these awards i.e. MultiChoice South Africa, MultiChoice Africa, SuperSport, MNET, DStv Media Sales and ShowMax
- Nomination process is not confidential
- An employee cannot nominate themselves
- No social metrics will be used. No voting and commenting
- Team entries are not allowed
- An award will be awarded to one employee per business unit as per the new Global Operating Model
- The nominated employee must be in the employ of the Video Entertainment group at the time of nomination and the awards ceremony
- There is no limitation on how many times an employee can be nominated
- A person can only exercise their nominations 3 times

3.2 In relation to the Innovation Awards and related categories, only permanent employees may be nominated.

4. Definition

- "**Key behaviour**" means in these terms and conditions any consistent demonstration by an Employee of the company values of care, connect and create, including the demonstration of excellence in the performance of their duties; or the demonstration of leadership qualities as envisaged in the Leadership Charter.

- **"Employee"** means any permanent employee in any of the companies of the Group (for the purpose of this competition it shall mean MultiChoice (Pty) Ltd, MultiChoice Support Services (Pty) Ltd, MultiChoice Africa Corporate, SuperSport, M-Net, DStv Media Sales and Irdeto) at the time of nomination and the awards.
 - **For the purposes of the Video Entertainment Employee of the year, the definition of Employee will include Fixed term Contractors and exclude Irdeto.**
- **"Engineer"** means an employee within the Group whose role is to design, build or work with devices or equipment within the broadcast and technology space. This includes software engineers.
- **"Excel"** means an effort or attempt of highest standard.
- **"Exemplary"** means whether relating to leader or employee, outstanding effort to serve as a desirable model envisaged in the company values of care, connect and create or in the Leadership Charter.
- **"Group"** means the Video Entertainment Group.
- **"MultiChoice"** means MultiChoice Support Services (Proprietary) Limited, a company incorporated in accordance with the laws of the Republic of South Africa with registration number 2007/014131/07.
- **"Nomination"** means the complete and compliant undertaking of the Awards Nomination process.
- **"Participating Territories"** means South Africa and the MAL regions.
- **"Past financial year"** means the period commencing on 1 April 2017 ending on 31 March 2018.

5. Submission of Ideas

- Nominations are accepted only via ThinkTank. Any nominations emailed, posted or faxed will not be considered. MultiChoice accepts no responsibility for failure to submit nominations by the stated deadline or for incomplete entries or those lost due to problems with the internet. Proof of completion is not proof of receipt.
- MultiChoice accepts no responsibility for any late, lost or misdirected nominations; including nominations not

received, delayed due to technical disruptions, network congestion or for any other reason.

6. Judging Criteria

6.1 For the Innovation Category:

- All Nominations shall be reviewed according to the set criteria in every category with the objective of selecting nominees who best exemplify excellence in their category.
- The three shortlisted nominees from the Group for all three sub-categories (Innovation of the Year: Technology; Innovation of the Year: Customer First and Innovation of the Year: General) will be announced prior to the Awards ceremony. The winner in each award category will be chosen by the judging panel and announced at the Awards ceremony.
- A withdrawal of a Nomination by the nominee or nominator shall be final and a Nomination may not be reinstated.
- MultiChoice reserves the right to reject a Nomination should it transpire that the nominee and/or nomination does not meet the requirements as set out in these terms and conditions.
- The winner of the Innovation of the Year: Technology Award shall automatically qualify to participate in the Naspers Awards under the Technology category.
- Nominations for the Innovation of the Year categories will be vetted by the CEO/CFO/COO (or other C level executive) within the relevant company before they are sent to the selection committee.

6.2 For the Video Entertainment Employee of the Year category:

- All Nominations shall be reviewed according to set criteria, with the objective of selecting nominees who consistently live and apply the Group's values and behaviours, and who consistently demonstrates excellence in the performance of their duties.
- A winner will be chosen for each function as per the Global Operating Model.

- In MAL, there will be one overall winner. The process to select the one overall winner for MAL will be in the form of a “roll up” process from Country, to Regional to overall winner. Therefore, a winner will be chosen per Country. The Country winners will be included in the pool of names from which the Regional winners will be chosen. The Regional winners will be the pool of names from which the MAL CEO and his / her judging panel will select the 1 (one) winner for MAL.
- The Global Operating Model winners will be the pool of names from which the VE Group CEO and his / her judging panel will select the 3 (three) Video Entertainment Employee of the Year winners.
- The 3 (three) Video Entertainment Employee of the Year winners will be announced at the Awards ceremony.
- A withdrawal of a Nomination by the nominee or nominator shall be final and a Nomination may not be reinstated.
- MultiChoice reserves the right to reject a Nomination should it transpire that the nominee and/or nomination does not meet the requirements as set out in these terms and conditions.

7. Visitors to the Awards nomination platforms

- Unless expressly permitted by MultiChoice, you may not copy, publish or reproduce the content that appears on any part of MultiChoice’s platforms relating to the Awards.
- The opinions expressed by users on the platforms for purposes of the Awards are theirs and not those of MultiChoice or the Group.
- MultiChoice reserves the right to block or remove postings or communications at any time at its sole discretion.
- Participation in the Awards is deemed acceptance of these terms and conditions and agreement to be bound by them.
- MultiChoice website terms and conditions are incorporated in these terms and conditions, and you agree to be bound by the website terms and conditions as if its

provisions have been included in these terms and conditions in full.

- In the event of any conflict between these terms and conditions and those obtained at the MultiChoice website, the former shall prevail.
- Violation of these terms and conditions may result in the suspension or termination of your access to any of the MultiChoice platforms and Nomination.
- The nominee and nominator give all consent necessary for the Awards to produce publicity material based on the Nomination, entry and judging report, which may be edited by MultiChoice if required, and agree to participate without financial reward in interviews, which may be used by MultiChoice in any form on its platforms.

8. The Prizes

- The judging panel's decision (as appointed by MultiChoice at its sole discretion) shall be final and shall not be subject to any appeal or review. MultiChoice shall not be obliged to provide feedback to any participant.
- Prizes may not be exchanged for any other product and must be recouped within 30 days of being awarded, failing which the prize shall be forfeited.
- The Innovation of the Year prize money is a net amount.

9. General

- These terms and conditions shall be construed and interpreted in terms of the laws of South Africa.
- Should a dispute arise in terms of these terms and conditions, the parties agree to the exclusive jurisdiction of the South African courts to settle such dispute.
- MultiChoice will not be liable for any claims made under these terms and conditions, however should a court find otherwise, the parties agree that any and all claims made against MultiChoice will be limited to direct damages and shall not exceed the value of the prize.