

General Conditions for Participation on the Platform

for entrepreneurs, mentors and experts (further referred to only as "**participants**").

We would like to introduce you to the terms and conditions of the mentoring platform *DoToho!* implemented by company **Opero s.r.o.**, ID: 05103991, with Registered office at Salvátorská 931/8, Staré Město, 110 00 Praha 1, registered in the Business Register maintained by the Municipal Court in Prague, Section C, Subsection 258172 ("**Opero**"), which govern and bind the mutual rights and obligations of the participants and Opero within the framework of the *DoToho!* platform.

By logging onto the *DoToho!* platform, you acknowledge that you have read and agreed to these terms and conditions.

The *DoToho!* platform is assisted by the so-called Steering Committee, i.e. a group of experts involved in the concept of the program. They set the rules, supervise the platform programme direction and consult the applications of participants, mentors and experts.

Participation in the *DoToho!* programme is voluntary and without the right to any remuneration.

Programme Admission Conditions:

- Entrepreneur

A programme participant is an owner or manager of a company who is interested in working on the advancement of their business and the growth of their firm. The program is designed for micro, small and medium-sized enterprises with at least 2 employees. Each application is considered individually and the final decision on the admission of the participant to the programme depends entirely on the Steering Committee's assessment.

- Mentor

A mentor is a person with many years of experience in leading a company or a larger work team, ideally with experience in several different fields or sectors and a wide network of contacts. Their main task is to find opportunities in mutual dialogue to innovate and improve the business of the company of the participant of the programme. The expected intensive cooperative work has a recommended duration of a total of 15 hours during the first 3 months of connecting to another participant. Its result is a plan of new activities and changes to the company that will help its growth.

- Expert

An expert is an experienced professional in a particular area needed to successfully run a business. Within the framework of the programme, they provide free individual consultations to participants in the field of their know-how as requested. The experts decide how many hours of consultation in total they are willing to provide for the programme. A single consultation for a specific company is provided for free, any possible further cooperation is up to an individual agreement.

The Process of a Participant's Programme Admission:

- **Entrepreneur**

After accepting the application, we will check the formal requirements. If everything is in order, we will always have the application assessed by at least one member of the Steering Committee, who will decide whether or not to include the participant in the platform. Please note that the Steering Committee member's assessment is entirely at his/her discretion; his/her decision is final and cannot be reviewed. If accepted, we will select a suitable mentor for the participant, with whom they will subsequently be connected and thus the mentoring will begin.

- **Mentor**

After accepting the application, we will check the formal requirements. If everything is in order, we will always have the application assessed by at least one member of the Steering Committee, who will decide whether or not to include the participant in the platform. Please note that the Steering Committee member's assessment is entirely at his/her discretion; his/her decision is final and cannot be reviewed. If accepted, the profile and photo of the mentor will be uploaded to the public database on the platform's website at <https://dotoho.pro>. We will select a suitable entrepreneur they can mentor as soon as possible. The mentor has a right to refuse the entrepreneur. If the mentor agrees, they will be linked to the entrepreneur via email and the mentoring will begin.

- **Expert**

After accepting the application, we will check the formal requirements. If everything is in order, we will always have the application assessed by at least one member of the Steering Committee, who will decide whether or not to include the participant in the platform. Please note that the Steering Committee member's assessment is entirely at his/her discretion; his/her decision is final and cannot be reviewed. If accepted, the expert's profile and photo will be uploaded to the public database on the platform's website at <https://dotoho.pro>. The contact details of the expert will be uploaded to a non-public part of the site, which only logged-in participants can access. Participants have the opportunity to contact them if necessary.

The Duration and Conditions of Termination of Programme Participation:

The objective of the *DoToho!* platform is to help companies innovate their business model, stabilize and further develop their business. If the participant is an entrepreneur, they will be able to use free consultations with their mentor for 3 months from the moment of their admission to the programme. During the 3 months of their active participation in the programme, they can also use all the other platform options, that is, consultations with experts, participation in events and the content of the library. After the termination of their participation in the programme, they can continue to use the contents of the library and participate in publicly accessible events within the framework of the programme. In the event that the participant (entrepreneur, mentor, expert) is no longer able to continue the programme for objective reasons, they should contact their contact person from the platform's organizational team in order to agree on the way forward.

In the event that it is not possible to find another solution, the participant will prematurely withdraw from the programme without a possibility of returning.

The duration of the *DoToho!* platform and its related programmes are not time-limited. Opero reserves the right to terminate the *DoToho!* platform and/or any programmes at any time without compensation. In such an event, the participants acknowledge that they cannot claim any compensation.

Treatment of Intellectual Property During the Programme:

The participants agree that the logo of the company applying to the programme will be published on the website or social networks of the platform in relation to sharing information about the platform or the presentation of participants.

Where participants grant any intellectual property rights to Opero or other participants under the programme, unless otherwise specified, they grant a non-exclusive license to use such intellectual property rights for all customary uses. The license is limited for the time of the duration of the programme. In the event that the subject of the intellectual property right is a photograph, the participant agrees that Opero may modify the photographs or combine them with other copyrighted works.

Participants agree to the publication of materials that they provide in the framework of public events organized for other participants of the platform. These are primarily presentations and materials shared within the framework of workshops, seminars and other lectures, from which an audiovisual recording will be taken.

Personal Rights of the Participants:

The participants acknowledge that as part of their participation in events that may be part of the programme, photographic and video recordings capturing the image of the participants may be taken.

By entering the programme, participants agree that their likenesses may be publicly published (ex.: on the website, social networks of the platform or any other marketing materials) and expressly give their consent to do so. The consent may be revoked at any time by the participant, if the consent is not revoked, such data may continue to be used.

Conditions Validity

These conditions are valid and take effect starting on 24. 11. 2022.