



Everestairs 2026 rules

Preamble

Reasons to participate:

- Cohesion and engagement: Unite around a charitable action.
- Health promotion: Raise awareness among employees about combating sedentary behavior and the importance of physical activity.

Climbing even a single floor contributes to the collective effort and to set the body in motion.

- Solidarity: Companies pledge to donate to the A Chacun son Everest Association! This donation is eligible for corporate sponsorship. All employees of a company can participate in this Challenge.

A ranking is established based on the number of floors climbed and published on the dedicated webpage.

Article 1 – Organizing Company

The company Scalène (hereinafter referred to as "the Organizing Company"), a limited liability company with a share capital of €7,300, headquartered at 42 Rue de la Barallaz, 74940 Annecy, registered with the Annecy Trade and Companies Register under number 489 719 302, organizes the inter-company Everestairs Challenge (hereinafter referred to as "Challenge") for the benefit of the association A Chacun son Everest! (Association governed by the 1901 law, recognized as being of public utility – SIREN number: 400 181 285 – RNA number: W923000357. Headquarters: 703 Rue Joseph Vallot, 74400 Chamonix-Mont-Blanc).

The Organizing Company manages the design, development, implementation, and execution of operations related to the preparation and execution of this Challenge.

The participation terms for this Challenge are described in these rules (hereinafter referred to as "the Rules").

This Challenge will take place from November 23, 2026, at 12:01 AM (Paris time zone) to November 27, 2026, at 11:59 PM (Paris time zone).

Article 2 – Participation Terms

The Organizing Company is the organizer and owner of the dedicated webpage for the Challenge. Its website will serve as the platform for recording contributions made. The Organizing Company



entrusts Marie Lavoix with the responsibility of the ethical conduct of the Challenge. She is authorized to resolve disputes, complaints, appeals, and unforeseen cases.

The Challenge is exclusively reserved for employees of participating companies.

Any company is considered a participant if it has previously signed the registration form committing it to make a donation to the A Chacun Son Everest! Association and has paid the registration fee.

A flat registration fee of €100 to €500 excluding VAT is applied to the company, depending on the potential number of employees involved in the Challenge. This registration fee must be paid to validate the company's registration for the Challenge.

There is no limit to the number of participants within participating companies.

Potential number of employees involved	Up to 100	From 101 to 200	From 201 to 300	From 301 to 400	From 401
Registration fees	100 €	200 €	300 €	400 €	500 €

Article 3 – Dates and Location

Participants can submit their photos between November 23 (starting at 12:01 AM) and November 27, 2026 (until 11:59 PM). Photos must be taken in staircases, either at work or elsewhere. The photo serves as proof of having climbed a floor on foot.

Article 4 – Registration Period

Registration is open from January 26, 2026.

Companies wishing to participate in the Challenge must notify their intent by November 22.

Article 5 – Method

Employees climb the stairs, take a photo, and submit it via the dedicated page on the Scalene website.

The counting method is as follows: 1 foot or pair of feet on the stairs = 1 floor.

Group photos are counted as one floor per foot or pair of feet.

Everyone can participate once a day, every day if they wish, for the duration of the Challenge, and thus contribute up to 5 floors through individual or group photos.

A group photo is only submitted once per day, regardless of who takes it, on behalf of the entity.

Contributions will be uploaded daily to the dedicated webpage of Scalene's website. The cumulative contributions made by each company will be used to determine the ranking.

Article 6 – Ranking

The ranking is based on the total number of floors climbed by each company. An "Engagement" mention may highlight the company most mobilized in terms of ratio, i.e., the company with the highest percentage of active employees compared to the total potential number. A "Coup de Coeur" mention may reward the funniest or most unusual photos.



Article 7 – Communication of Results

The ranking will be visible and updated daily on the dedicated webpage of Scalene's website. Updates and sharing will also be done on LinkedIn and Instagram. The official ranking will be announced by the Organizing Company during week 49, the week following the Challenge.

Article 8 – Support and Complaints

All technical complaints related to the submission of contributions must be addressed directly to the Organizing Company at the following email address: contact@scalenefrance.com.

Article 9 – Commitments

At the end of the Challenge, each company will make a donation to the association A Chacun son Everest! Once the donation is made, each company will receive a tax receipt allowing for tax deductions. The donation will be used to fund workshops and stays at the Maison de Chamonix.

The participating company may, if it wishes, specify the allocation of its donation to children or women. If the participating company does not specify a preference, the donation will be allocated to the general fund by the Association.

Article 10 – Insurance

Participants take part in the Challenge at their own risk and under their full responsibility. They certify that they are physically fit to participate. They confirm that they have individual accident insurance covering bodily injuries. They release the Organizing Company and A Chacun son Everest!, as well as their leaders, from any liability for any claims related to personal injury, death, or property damage resulting from participation in this Challenge.

Article 11 – Data Protection

The Organizing Company does not share, rent, or sell any information about users of its website to third parties. The information from the participation form "Submission of Contributions" integrated into the dedicated webpage is used exclusively by the Organizing Company for the Challenge. This data is essential for organizing the event and will only be processed for the following purposes:

- Establish the ranking
- Display the ranking on the event's webpage
- Calculate floors for determining donation amounts

The ranking may be retained for one year after the event for display purposes on this webpage. The Organizing Company guarantees:

- That the personal data collected on its website is only used for the purposes mentioned above.
- That this personal data is processed solely for the intended purpose by Scalene, in compliance with



data protection requirements under the General Data Protection Regulation (GDPR) and the French Data Protection Act.

- That the storage and processing of these data are carried out confidentially and securely.
- That no personal data is collected without prior information to the user.
- And that this personal data is not transferred to third parties. Only individuals strictly authorized by Scalene will have access to your data.

Your Rights: In accordance with the GDPR, you have the following rights regarding your personal data:

- Right of access
- Right to object to their processing and use
- Right to verification
- Right to rectification
- Right to erasure
- Right to data portability (possibility to obtain a copy of your data)
- Right to restrict data processing
- Withdrawal of your consent at any time

A note on the event's webpage states that by participating in the Challenge, each participant expressly authorizes the Organizing Company to use or retain images in which they may appear, taken during their participation in the Challenge, on all media, including promotional and/or advertising materials, worldwide and for the longest duration permitted by law, regulations, and treaties in force.

For more information or to exercise your rights, you can contact:

Marie Lavoix, Associate Director of the Organizing Company, at the following address: Scalene, 42 Rue de la Barallaz, 74940 Annecy, France, or by email at m.lavoix@scalenefrance.com.

In case of no response or dispute, you have the right to file a complaint with the French Data Protection Authority (CNIL).

Article 12: Amendments to these rules

These rules may be updated.