

Workato®

New Year Certification Drive Contest

OFFICIAL RULES

THESE OFFICIAL RULES ARE A CONTRACT—READ THEM CAREFULLY BEFORE ENTERING. WITHOUT LIMITATION, THIS CONTRACT INCLUDES A RELEASE AND LICENSE FROM YOU, AND A LIMITATION OF CERTAIN OF YOUR RIGHTS AND REMEDIES.

NO PURCHASE NECESSARY. VOID WHERE PROHIBITED.

1. Promotion and Sponsor. Participation in the Workato New Year Certification Drive Contest promotion (the “Promotion”) constitutes Entrant’s (as defined below) full and unconditional agreement to these Official Rules. Entrant is free to disclaim any prize and status as Entrant and, as a result, will not be eligible to receive any prize. The Promotion is sponsored and administered by Workato, Inc., 215 Castro Street, Suite 300, Mountain View, California 94041 (“Sponsor”). All decisions related to and interpretation of these Official Rules by Sponsor are final and binding. While this Promotion may be publicized on social media websites, such websites are not affiliated with Sponsor or this Promotion. This Promotion is in no way sponsored, endorsed or administered by, or associated with, Facebook, X (formerly Twitter), Instagram, TikTok or any other third-party website or application that might host content where information about this Promotion is published (collectively “Content Hosts”).

2. Promotion Period. The Promotion begins at **12:01 a.m. PT on January 1, 2024**, and ends at **11:59 p.m. PT on February 9, 2024** (the “Promotion Period”). Only entries completed, submitted and received during the Promotion Period will be accepted. Sponsor is the official timekeeper of this Promotion.

3. Eligibility. The Promotion is open only to individuals age 18 or older who at the time of entry have a valid and active account on the free Workato Automation Institute platform, and who at all times during the Promotion (including the winner selection process) have a valid and active LinkedIn account with a publicly visible profile and follow @workato on LinkedIn. Attempts to enter from LinkedIn accounts that are not designated “public” or that are not otherwise visible or searchable by Sponsor using standard social media tracking and monitoring tools will be ineligible and disqualified. Employees or agents of Sponsor or its parent or affiliate companies, vendors, suppliers, agencies, consultants, subcontractors or legal counsel, as well as the immediate family (spouse, parents, siblings and children) and household members of each such employee or agent, are not eligible. Legal entities are not eligible to enter. Eligibility is contingent upon agreement to, compliance with, and fulfillment of all requirements of these Official Rules.

4. How to Enter. NO PURCHASE NECESSARY. There are four methods of entry. By participating in the Promotion in any way you will become an “Entrant.” Each Entrant who enters by completing and submitting the entry form at <https://mktg.workato.com/2024LearningDrive.html> (the “Entry Form”) and then completing any one or more of the below methods of entry will receive the stated number of points for the respective method of entry.

Certification Course Entry: You will automatically become an Entrant and receive three points in the Promotion when you log in to your free account on the Workato Automation Institute platform and complete one of the following free certification courses during the Promotion Period: Automation Pro I, Automation

Pro II, Automation Pro III, Gen AI & Business Ops, Enterprise Automation, and Marketing Process Automation (each, a “Certification Course”). You will receive three points for each Certification Course completed through your Automation Institute account during the Promotion Period. Limit 18 total points for this entry method.

Social Profile Entry: After completing at least one Certification Course, you will receive two points in the Promotion when you add the Certification Course completion credential to the “Licenses & Certifications” section of your LinkedIn profile during the Promotion Period. To be eligible for this entry method, the first and last name shown on the LinkedIn profile used to enter must match the first and last name shown on the Entry Form. Limit two points earned using this entry method for each unique Certification Course added to your LinkedIn profile. Limit 12 total points for this entry method.

Social Sharing Entry: After completing at least one Certification Course, you will receive two points in the Promotion when you publish a post regarding your learnings from the Certification Course along with the hashtag “#workato2024contest” to your LinkedIn account during the Promotion Period (each, a “Post”). To be eligible for this entry method, the first and last name shown on the LinkedIn profile used to enter must match the first and last name shown on the Entry Form. Limit two points earned using this entry method for each unique Post and per unique Certification Course. Limit one eligible post per Certification Course completed. Limit 12 total points for this entry method.

Each Post must include the hashtag “#workato2024contest” to be eligible. Posts must not include any express or implied request to “like,” “share,” “comment” or “repost” and must not invite others to, or suggest that others can, influence the outcome of the Promotion in any way. Posts must be original to Entrant and not contain any material created by any third party. Posts must not reference the brand or trademark of any other company or product, or contain any lewd, vulgar, indecent, defamatory, discriminatory, obscene, offensive or illegal conduct or material. Posts must not invade or infringe the rights of any third party, including without limitation, privacy, publicity and intellectual property rights. Posts must not contain any advertisements or references to other products, offers or websites, or any email addresses, domain names or URL links, phone numbers, physical addresses or other forms of contact or personal information. Any Post that does not comply with these Official Rules will be deemed ineligible.

Non-Certification Course Entry: You will automatically become an Entrant and receive one point in the Promotion when you log in to your free account on the Workato Automation Institute platform and complete one of the free non-certification courses during the Promotion Period. A non-certification course is any course other than a Certification Course. You will receive one point for each non-certification course completed through your Automation Institute account during the Promotion Period.

5. Conditions of Entry. Entries not legitimately submitted in accordance with these Official Rules are void. Only qualified entries completed during the Promotion Period are eligible for participation. Entrants may be required to provide the following information to be eligible for a Promotion prize: first, middle and last name, month, day and year of birth, email address, complete mailing address and phone number (collectively, “Personal Information”). All requested Personal Information must be provided to participate in the Promotion and to be eligible to win a prize. Unintelligible entries; entries with incomplete, invalid or incorrect information; and entries that are counterfeit or tampered with in any way will be disqualified. Sponsor is not responsible if a potential winner does not receive a prize because incomplete, invalid or

incorrect information was provided during the Promotion. Proof of completed entry or entry receipt (such as a screenshot) does not constitute proof or verification by Sponsor of an actual entry.

Participation must be by Entrant. Participation by any other individual or entity, or originating at any other website, email address or LinkedIn or Automation Institute account, including without limitation, commercial promotion entering and subscription notification service sites, is invalid. Any attempt by any Entrant to obtain more than the stated number of points by using multiple email addresses, phone numbers, identities, registrations or logins; entries through a sweepstakes club or similar entity; or any other unauthorized method of entry will void all of Entrant's entries and Entrant will be disqualified from the entire Promotion. Submitting mass entries or entries created with the assistance of any generative artificial intelligence tools or models, or generated by an automated program, script or macro, or the use of any other similar device, program or method to enter this Promotion is prohibited and will result in disqualification.

In the event of a dispute as to the identity of Entrant, the authorized account holder of the email address associated with the Automation Institute account used to enter will be deemed the Entrant. A potential winner may be required to show proof of being the authorized account holder. The "authorized account holder" of an email address is the natural person assigned to that email address by any organization responsible for assigning accounts to that email address. If the identity of the individual who actually participated in the Promotion cannot be resolved to Sponsor's satisfaction, all of the affected individual's entries will be deemed ineligible.

Sponsor may, in its sole discretion, disqualify any individual it finds to be in violation of these Official Rules, tampering with the entry process or the operation of the Promotion (including without limitation, tampering with websites, email addresses or accounts), or acting in a non-sportsmanlike or disruptive manner. Any attempt to undermine the operation of the Promotion may be a violation of criminal or civil law, and Sponsor may seek damages to the fullest extent permitted by law from any person it finds to have made such an attempt.

6. Prizes. There are six prizes available to be won. Approximate retail value ("ARV") of all prizes is two hundred forty United States Dollars (USD \$240). Each prize consists solely of one pair of Workato-branded shoes. The ARV of each prize is forty United States Dollars (USD \$40).

Actual value of prize may vary. No compensation or substitution will be provided for any difference in prize value. Sponsor is not responsible for any cancellations, delays, postponements, diversions, substitutions, changes in service or accommodations, or any other act, omission, or result thereof, caused by any third party. All prizes must be accepted as awarded without substitution and are not, in whole or in part, assignable, transferable or available for resale. Prizes have no cash surrender value, except where required by law. Sponsor has made no warranty, representation or guarantee, express or implied, in fact or in law, with respect to any prize. This includes, without limitation, any warranty, representation or guarantee regarding any prize's quality or fitness for a particular purpose. Prizes are subject to availability and Sponsor may substitute a prize with another prize or component of equal or greater value if the prize is not available for any reason, as determined in Sponsor's sole discretion. Other prize substitution options are available where required by law. Federal, state and local taxes and all other costs and expenses associated with acceptance of any prize not specified as being awarded are the winner's sole responsibility. Any prize details not specified in these Official Rules will be determined by Sponsor in its sole discretion.

If any potential winner is disqualified, not eligible, or for any other reason cannot accept the prize as stated, then Sponsor may select a new potential winner from the remaining pool of eligible Entrants using the Criteria (as defined below). Where legal, each winner may be required to submit, without alteration and in the form provided by Sponsor, a completed and signed Affidavit of Eligibility and Liability & Publicity Release (the "Release") within the required time period communicated in the Release to be eligible to receive a prize.

Only six prizes will be awarded. In the event that any error or discrepancy causes more than the stated number of prizes as set forth in these Official Rules to be promoted, noticed or claimed, Sponsor may award only the stated number of prizes in accordance with Section 7 below (if such process has not already taken place at the time such error or discrepancy is discovered), or by applying the Criteria to all legitimate, unawarded, eligible prize claims received by Sponsor within 10 days of the end of the Promotion Period as a result of the process set forth in Section 7 below.

7. Winner Determination and Verification. The process leading to the selection of each potential prize winner is within the sole discretion of Sponsor. Within a reasonable time after the end of the Promotion Period, six potential winners will be selected from the pool of all eligible Entrants. Limit one prize per Entrant in this Promotion.

The potential winners will be selected as follows (collectively, the "Criteria"): The three Entrants with the three highest combined point totals at the end of the Promotion Period will be selected as potential winners. The three Entrants with the three highest combined quantities of Engagement Actions (as defined below) among all of such Entrant's eligible Posts will be selected as potential winners.

An "Engagement Action" is a "like," "share," unique "comment" or "repost" of an eligible Post by another individual using the official LinkedIn platform tools. Actions that are generated using any fraudulent or dishonest means, generative artificial intelligence tools or models, automated program, script or macro, or through the use of any other similar device, program or method, are not Engagement Actions in this Promotion, and are prohibited and will result in disqualification.

In the event of a tie, the Entrant with the higher combined quantity of Engagement Actions on a Post regarding the Automation Pro I Certification Course will be selected as the potential winner. Then, if a tie persists, the Entrant with the higher combined quantity of Engagement Actions on a Post regarding the Automation Pro II Certification Course will be selected as the potential winner. Then, if a tie persists, the Entrant with the higher combined quantity of Engagement Actions on a Post regarding the Automation Pro III Certification Course will be selected as the potential winner.

Potential winners are each subject to eligibility verification by Sponsor on an ongoing basis. **An Entrant is not a winner of any prize, even if notified of being a potential winner, unless and until Entrant's eligibility is verified to Sponsor's satisfaction.** To be verified as eligible to receive a prize, each potential winner must fulfill all requirements and continue to comply with all terms and conditions of these Official Rules, and not be disqualified for any reason. Sponsor will attempt to notify each potential winner by email or LinkedIn message (subject to Sponsor's discretion). If a potential winner cannot be contacted using the information provided, or fails to respond to Sponsor's attempt to notify them of selection within three business days; if any prize or notification is returned as undeliverable or yields an error or undeliverable message (regardless of whether the message is ultimately delivered to the recipient); if a potential winner fails to sign and return the Release or any other required documentation or fails to comply with these Official Rules; if a potential

winner is unable or unwilling to accept the prize as stated; or if a potential winner cannot be verified as eligible for any reason at any time before, during or after the Promotion Period, then that potential winner is disqualified and forfeits the prize, and an alternate potential winner will be selected from among the remaining eligible Entrants based on the Criteria.

In the event that an Entrant or potential winner is disqualified or fails to claim a prize for any reason, the process set forth above will be repeated until all prizes are awarded, or until three attempts have been made to award each prize and each attempt has failed. EXCEPT AS REQUIRED BY LAW, IF ANY PRIZE REMAINS UNAWARDED FOR ANY REASON AFTER THREE ATTEMPTS, THAT PRIZE WILL NOT BE AWARDED IN THIS PROMOTION. If any winner is awarded and claims a prize, a winners list may be obtained by hand printing the requestor's name and complete mailing address on a 3x5" postcard and mailing it to Workato, Inc., Attn: New Year Certification Drive Contest Winners List, 215 Castro Street, Suite 300, Mountain View, California 94041. Limit one request per person, per household. Requests must be received within three months of the end of the Promotion Period.

8. Limitations of Liability. By entering or participating in this Promotion or accepting any prize in any way, each Entrant agrees to indemnify, defend (regardless of ultimate liability), and hold harmless, and thereby does release and discharge Sponsor and Content Hosts, and each of their respective parent and affiliate companies, vendors, suppliers, agencies, consultants, subcontractors and legal counsel, and each of their respective parent companies and each such company's officers, directors, employees and agents, as well as the immediate family (spouse, parents, siblings and children) and household members of each such individual (collectively, the "Released Parties") from and against all loss, liability, damage, injury, claim or cause of action related in any way whatsoever to this Promotion, these Official Rules, or the rights, consents and licenses granted to Sponsor under these Official Rules, including without limitation, violation of any agreement or obligation; infringement of any right of publicity or intellectual property; threatened or actual injury, loss or damage to any person, including sickness, disease, death and disability; defamation or portrayal in a false light (intentional and unintentional); invasion of privacy; and damage to or loss of property, arising out of such Entrant's participation in the Promotion or receipt, use or misuse of any prize. To the maximum extent allowed by law, in no event will Released Parties be responsible for any damages or losses of any kind, including indirect, incidental, consequential or punitive damages arising out of this Promotion. Some jurisdictions may not allow the limitations or exclusion of liability for incidental or consequential damages or exclusion of implied warranties. Check local laws for restrictions regarding these limitations or exclusions.

Entrants waive any right to claim ambiguity in these Official Rules. The Released Parties are not responsible for: (a) technical failures of any kind; (b) incorrect information, whether caused by Entrants, any internet or email service provider, any promotional or advertising agency, printing or computing errors, or by any of the equipment or programming associated with the Promotion; (c) unauthorized human intervention in any part of the entry process or the Promotion; (d) technical or human error that may occur in the administration of the Promotion, the processing of entries or the announcement of any potential winner or prize; (e) any injury or damage to persons or property, including without limitation, computers, phones and tablets, that may be caused, directly or indirectly, in whole or in part, by Entrant's participation in the Promotion or access to the Promotion materials; (f) the receipt, use or misuse of any prize; or (g) any other errors in any materials, information or announcements associated with the Promotion.

EACH ENTRANT WAIVES CALIFORNIA CIVIL CODE § 1542 (AND ALL SIMILAR LAWS OF ANY STATE), WHICH READS: "A GENERAL RELEASE DOES NOT EXTEND TO CLAIMS THAT THE CREDITOR OR RELEASING PARTY DOES NOT KNOW OR SUSPECT TO EXIST IN HIS OR HER FAVOR AT THE TIME OF EXECUTING THE RELEASE, AND THAT IF KNOWN BY HIM OR HER, WOULD HAVE MATERIALLY AFFECTED HIS OR HER SETTLEMENT WITH THE DEBTOR OR RELEASED PARTY." EACH ENTRANT REPRESENTS AND WARRANTS FULL UNDERSTANDING OF, AND ACKNOWLEDGES THE SIGNIFICANCE AND CONSEQUENCE OF, WAIVER OF CALIFORNIA CIVIL CODE § 1542 (AND ALL SIMILAR LAWS OF ANY JURISDICTION).

9. LICENSES FROM ENTRANT. To the extent allowed by law, participation in the Promotion in any way constitutes each Entrant's consent for, and grant of a non-exclusive, sub-licensable and assignable license to Sponsor to record, publish, post, display and otherwise exploit such Entrant's name, social media handles, likeness, image, voice, aural and visual performance (together or independently), statements and hometown, regardless of whether altered, distorted or used alone or with other material, in Sponsor's sole discretion, for commercial, promotional, marketing and trade purposes in any medium now known or later discovered, worldwide and in perpetuity, without review or approval, and without further notice, payment or consideration of any kind.

By uploading, submitting or posting any material related to this Promotion, Entrant grants Sponsor a non-exclusive, royalty-free license, with the right to sublicense, to exploit, reproduce, copy, modify, publish, transmit, display, distribute and create derivative works of the material using all mediums or distribution methods now known or later developed, including on any social media platform, in whole or in part, individually or as part of a compilation, for any lawful purpose whatsoever, with such license extending to, without limitation, all trademark rights, copyright rights, performance rights and all publicity and privacy rights of any kind, worldwide and in perpetuity. Entrant agrees that Sponsor may make the material available on the internet for public access and information, and grants Sponsor permission for such internet publication and use. Entrant waives the right to inspect or approve any use of the material by Sponsor and its licensees, including any added material. Sponsor may, but is not obligated to, include Entrant's name as a credit in connection with any use of the material. Entrant agrees that Sponsor is not obligated to use any of the rights granted to it by Entrant in these Official Rules.

All rights, consents and licenses granted to Sponsor under these Official Rules or the Release will survive the termination of this Promotion. Such consents and licenses may only be revoked in writing, and the mere ending of this Promotion is not sufficient to revoke such consents or licenses.

10. Right to Modify or Cancel. The invalidity or unenforceability of any provision of these Official Rules will not affect the validity or enforceability of any other provision. In the event any provision is found invalid or unenforceable, these Official Rules will otherwise remain in effect in accordance with their terms as if the invalid or unenforceable provision was never included. Sponsor's failure to enforce any provision of these Official Rules does not constitute a waiver of that provision.

To the extent permitted by law, Sponsor may cancel, suspend or modify the Promotion or any part of it, in any way, if Sponsor determines in its sole discretion that the Promotion is not capable of executing as Sponsor intended, or that any error, omission, fraud, technical failure, tampering, computer virus or other factor, technical or otherwise, beyond Sponsor's reasonable control, impairs or may impair Sponsor's ability to properly conduct the Promotion. In such event, Sponsor may, but is not obligated to, award any applicable prize by using the Criteria to select a potential winner from among the eligible Entrants at the time

of the cancellation, suspension or modification of the Promotion. Inclusion in such process is Entrant's exclusive remedy under such circumstances.

In the event of an inconsistency between these Official Rules and any information contained in any Promotion-related materials, including without limitation, a Promotion entry form or any point-of-sale, radio, television, print or online advertising, these Official Rules will prevail and govern.

11. Disputes; CLASS ACTION WAIVER. Except where prohibited by law, Entrant agrees that: (a) all disputes, claims and causes of action arising out of or related to this Promotion or any prize will be resolved individually, without any form of class action, and Entrant consents to the personal jurisdiction of the appropriate federal or state court located in Santa Clara County, California for such purpose; and (b) all claims, judgments and awards will be limited to actual out-of-pocket costs incurred, including costs associated with entering this Promotion, but in no event attorneys' fees. The Promotion and these Official Rules are governed by and will be construed in accordance with the laws of California, without giving effect to any choice of law or conflict of laws rules that would cause the application of the laws of any other jurisdiction.

12. Privacy. By entering this Promotion, Entrant agrees to Sponsor's manner of collection, use, retention and disclosure of Entrant's Personal Information submitted or obtained in connection with the Promotion. Personal Information collected from Entrant is subject to Sponsor's privacy policy, which can be found at workato.com/legal/privacy-policy, and may also be disclosed in connection with a public list of Promotion winners, or pursuant to any license granted to Sponsor by Entrant under these Official Rules or the Release.