

The Lion's Den ING Risk Modelling Challenge

Competition Rules

Article 1.

General rules

1. These Rules (hereinafter referred to as: "**Rules**") specify the terms and conditions of participation in and principles governing the "**Lion's Den ING Risk Modelling Challenge**" Competition (hereinafter referred to as: "**Competition**").
2. The Competition is organised by:
 - a) **ING Bank Śląski S.A.** with its registered office in Katowice, at ul. Sokolska 34, 40-086 Katowice, entered into the Register of Entrepreneurs in the District Court Katowice-Wschód, Division VIII Commercial of the National Court Register under KRS number 0000005459, with the share capital in the amount of PLN 130 100 000,00 and with the paid-in capital in the amount of PLN 130 100 000,00, NIP 6340135475 and being a member of the ING VAT Group registered as an active taxpayer VAT NIP 1070047800 , having the status of a large enterprise within the meaning of the Act of 8 March 2013 on counteracting excessive delays in commercial transactions: (hereinafter "**ING Bank**");
 - b) **ING Hubs B.V.**, a company incorporated and operating under the laws of the Netherlands with its registered office in Amsterdam, the Netherlands, registered in the Dutch commercial register under number 65184769, Tax Identification Number NIP: PL5263195854, operating in Poland in the form of a branch, under the name **ING Hubs B.V. Spółka z ograniczoną odpowiedzialnością Oddział w Polsce**, with its seat in Katowice, Zabrska 19 Street, 40-083 Katowice, Poland, entered in the Register of Entrepreneurs of the National Court Register kept by the District Court of Katowice-Wschód in Katowice, VIII Commercial Department of the National Court Register under KRS No. 0000702305 (hereinafter "**ING Hubs Poland**")

ING Bank and ING Hubs Poland hereafter may also be referred to collectively as the "**Organizers**", or each of them separately as the "**Organizer**".
3. The Competition will be held on April 2-3, 2025, in the ING Hubs Poland building located at Pańska 97, in Warsaw (hereinafter: "**Competition Venue**")
4. The subject of the Competition will be to solve the risk modelling assignment based on financial and macroeconomic data.

Article 2.

Terms and conditions concerning participation in the Competition

1. Participation in the Competition is voluntary and free of charge. Any person who meets jointly the following conditions may be a Competition Participant:
 - a) is of age and has full capacity to perform acts in law,
 - b) has the status of a student or a graduate of higher education and is not more than 27 years old (at the age of one year) on the date of entry to the Competition,
 - c) is a consumer, i.e. a person who participates in the Contest without any connection with his/her business or professional activity
2. None of the mentioned herein below persons can be a Competition Participant:
 - a) an employee, a partner or a service provider of any of the Organisers,
 - b) an employee, a partner of a service provider of any company from the ING Group.
 - c) the winner of the first three places of the Competition from the previous two editions (2023-2024).
3. Applications are made by electronic means, namely by filling in an e-application form that is available on web portal: <https://events.ing.pl/LionsDen>. Applying for the Competition is possible from February 11, 2025 to February 24, 2025.
4. Application form comprises personal data questionnaire and open questions that shall be given short answers.
5. Each applicant who intends to participate in the Competition as part of a Team, with concrete people, shall apply individually, indicating in the application form the name of the Team of which he intends to be a member.
6. Prior to applying, that is prior to sending an application form, anyone interested in participation in the Competition is obligated to familiarize themselves with the Competition Rules and Organisers' privacy notices. Sending an application form, anyone interested in participation in the Competition declares that they:
 - a) familiarized themselves with the Competition Rules and accept their content,
 - b) familiarized themselves with the privacy notices concerning personal data processing by the Organisers,
7. To qualify to participate in the Competition, the Team who applied must obtain a positive grade from the Organisers for solving a Preliminary Assignment. Such a Preliminary Assignment prepared by the Organisers will be sent to anyone who submitted Applications to the e-mail address specified in the Application Form. It shall be solved following instructions given by the Organisers in the e-mail. The solved assignment should be then send back by the Leader of a Team by the deadline provided for in the same e-

mail. The Preliminary Assignment will be to carry out a statistical analysis of a collection of bank data.

8. On the basis of the solution of the Preliminary Assignment, the Organisers will appraise potential and motivation of each person, interested in taking part in the Competition, as well as diversity of the skills represented by the Teams.
9. Maximum 16 Teams of 3-4 people will be qualified to the Competition, 64 people in total.
10. Only those who receive an e-mail from the Organisers, from lionsden@ing.com confirming that they have been qualified to the Competition will have the Competition Participant status. E-mail with the confirmation that you have been qualified to the Competition will be sent to you 7 days prior to the Competition at the latest.

Article 3.

Rights and obligations of the Participants

1. The Participants are required to be on time at the Competition Venue, at the time indicated by the Organizers, in accordance with the established Competition Schedule, which is attached as Appendix 1 to the Regulations.
2. Should a Participant not be able to take part in the Competition, they shall inform the Organisers thereof immediately by sending an e-mail to: lionsden@ing.com.
3. During the Competition, the Participants will be expected to prepare from scratch the proposed solution (**Competition Project**) to the problem assignments prepared by the Organisers.
4. Preparation of the Competition Project by the Participants shall be allowed only at the Competition Venue during the hours which, according to the Competition Schedule, constitute the duration of the Competition. Participants are obliged to prepare the Competition Project independently within the Team, without the assistance of third parties
5. During the Competition, each Participant may:
 - a) take part in the Competition in accordance with the Competition Schedule,
 - b) make use of subject-related advice of the persons running the Competition within the scope offered by the Organisers.
6. Participants taking part in the Competition are provided by the Organizers with food and a place to work with access to electricity and the Internet. The Organizers do not provide Participants with accommodation, medical care or computers. Each participant is required to have a personal computer on his/her own, on which he/she will carry out the Competition Project.
7. Each Participant in the Competition shall:

- a. comply with the Competition Rules and routine instructions of the Organisers;
 - b. abide by the rules of order, in particular fire regulations, in force at the Competition Venue;
 - c. use a name badge obtained from the Organizers, if the manager or administrator of the building where the Competition will be held requires control of access of persons.
8. Participants must not behave in any way that puts safety or rights of other Participants and third parties at risk.
 9. The Organiser may exclude from the Competition any Participant under the influence of alcohol or any other intoxicants, or whose behaviour disrupts the Competition or puts the safety, health or life of other Participants or any third persons at risk, or infringes the law or the Competition Rules in any other way.

Article 4.

Execution and course of the Competition

1. Competition Schedule is Attachment No. 1 hereto.
2. Participants will work and make the Competition Project in the Teams of 3 to 4 Participants. During registration, Participants must indicate the name of the Team in which they will work.
3. Each Participant may be a member of one Team only.
4. During the Competition, each Team works on the assignment prepared by the Organisers.
5. Competition Project will be related to risk modelling based on the provided financial and macroeconomic data.
6. During the Competition, the Participants will have access to Mentors from the relevant areas of the Organisers. The Mentors will support the Participants and will give them advice and answer their questions concerning the process of creation of the Competition Project. The Mentors will be available to the Participants in time slot specified by the Organisers in the Competition Schedule.
7. Competition Projects will be appraised according to the following criteria:
 - a) innovativeness and attractiveness of the solution,
 - b) merits,
 - c) business potential,
 - d) adequacy to the subject of the Competition,
 - e) formula and method of presentation.
8. Competition Jury consists of maximum six representatives of the Organisers.

9. Competition Jury will select 6 best Teams that will present the prepared Competition Projects. Presentation time of each Competition Project cannot exceed 10 minutes.
10. At the end of the Competition, the Competition Jury will select three winning Teams, placing them from the first place to the third one (Winning Teams). The Competition Jury will base their decision on how the Competition Projects realise the goals and criteria set by the Organisers.
11. Any decisions of the Competition Jury are final and cannot be appealed against.
12. The Winning Teams will get the awards funded by the Organisers and provided for in Articles 5.2, 5.4 and 5.7 of the Rules (hereinafter: "Awards").
13. In the event that a Participant or Team is found to have violated the provisions of the Competition Rules, the Organizers may exclude the Participant or Team from the Competition. If, due to the exclusion of a Participant, the Team of which that Participant was a member has less than 3 members, then the entire Team will be excluded from the Competition.

Article 5.

Awards and Tax implications

1. The Organisers are responsible for handing over the Awards.
2. The total award pool for the Winning Teams amounts to PLN 39,000.00 in cash (*say: thirty-nine thousand Polish zlotys 00/100*). The awards will be distributed as follows:
 - a) for the first place - the total award of PLN 18,000.00 (*say: eighteen thousand Polish zlotys 00/100*) for the whole Team; will be financed and paid by ING Bank;
 - b) for the second place - the total award of PLN 12,000.00 (*say: twelve thousand Polish zlotys 00/100*) for the whole Team; will be financed and paid by ING Hubs Poland;
 - c) for the third place - the total award of PLN 9,000.00 (*say: eight thousand Polish zlotys 00/100*) for the whole Team; will be financed and paid by ING Hubs Poland.
3. The awards will be distributed equally to each Participant of the Winning Team. They will be transferred by wire transfer to the bank account of each Participant of the winning Team.
4. An additional prize for the Participants of the Winning Team in the Competition will be able to work as a full-time employee in the area of risk modelling at ING Bank and/or ING Hubs Poland, after meeting with the Area Manager and providing the necessary documentation. The prize includes the possibility of employment for a trial period of 3 months.

5. Regardless of the monetary awards specified in section 1 above, the Organisers reserve for themselves the right to give any other special awards funded by the Organisers. It is the Competition Jury who take decision about granting special awards.
6. In order to hand over the Awards and in order to pay the tax on the awards, the Organisers will request by mail the Winning Participants to give their indispensable personal data and a bank account where the Award is to be transferred. A template of an Award protocol is shown as Attachment No. 2. The Awards will be paid within 14 days from the date of receipt of complete and correct data from the Win of an Award Participants. The Organisers reserve for themselves the right to deprive a Participant or a Team of the Award if they determine that the Participant or the Team infringed the Competition Rules, most notably if they determine that preparing the Competition Project they infringed the rights of third persons, commonly applicable law, or they behaved in a way contrary to the social co-existence principles.
7. For each of the prizes referred to in Articles 1 and 5, an additional cash prize will be awarded for payment of the tax referred to in Article 9.
8. The Winner cannot request payment of the additional cash award in any other form but handing it over by the Organisers for payment of the income tax referred to under section 7 and 9.
9. The equivalent of the prizes awarded referred to in paragraphs (2), (5) and (7), constitutes income from the prizes won in the Competition, subject to 10% flat-rate personal income tax - in accordance with art.30 paragraph 1 point 2 of the Act of July 26, 1991 on Personal Income Tax. Organizers of the Competition are obliged to calculate, collect and remit to the appropriate tax office the amount of tax, in accordance with the provisions of art.41 item 4 of the aforementioned Act.

Article 6.

Intellectual Property Rights

1. Any intellectual property rights, inclusive of copyright to the Competition Projects created during the Competition, shall be the joint property of the Participants who prepared the Competition Project working as a Team.
2. Preparing the Competition Project, the Participants undertake not to infringe any rights of any third parties.

Article 7.

Complaints

1. Any complaints about the course of the Competition should be submitted in writing or by electronic means (as an e-mail) within 30 days from the end of the Competition. A complaint shall contain at least full name, e-mail address and a precise address of the person making the complaint, as well as a description of and reason for the complaint. Complaints may be submitted at the following address: (i) in case of written complaints: ING Bank Śląski S.A, Risk Division, ul. Puławska 2, 02-566 Warszawa, (ii) in case of complaints sent by electronic means: lionsden@ing.com
2. Complaints will be processed by the Organisers. A Participant will be informed about the outcome of the complaint within 14 (fourteen) days from the date of receipt of the complaint by the Organisers. A decision taken by the Organisers concerning the complaint does not deprive the Participant of their right to make claims at court or to make claims in any other form provided for in the applicable regulations.
3. Any questions, comments or complaints about the Competition shall be addressed to the Organisers and sent: i) in case of a written form to: ING Bank Śląski S.A, Risk Division, ul. Puławska 2, 02-566 Warszawa, (ii) in case of electronic form at: lionsden@ing.com

Article 8.

Final Provisions

1. The Organisers reserve for themselves the right to change the Rules for significant reasons being out of their control.
2. The Organisers will inform the Participants about amendment of the Rules by electronic means, namely by sending an e-mail to the address specified in the application form.
3. The Organisers shall not be responsible for any damage caused by the Participants. It is a Participant who shall be fully responsible for any damage caused.
4. The applicable regulations of the Polish law shall apply to any matters that are not governed herein.

Attachments:

- 1) Competition Schedule;
- 2) A template of an Award protocol.