



CONTEST REGULATION "Capturing identity: Fabrick's key value images."

Article 1 - ORGANIZER

FABRICK S.p.A. (hereinafter referred to as "Fabrick" or "Organizer") with registered office in Piazza Gaudenzio Sella, 1 - 13900 Biella - Enrolled in Reg. Impr. C.C.I.A.A. Monte Rosa Laghi Alto Piemonte REA BI- 202965 - CF 02654890025
Belonging to the VAT Group Maurizio Sella S.A.A. with VAT number 02675650028.

Article 2 - RECIPIENTS

The contest called "Capturing identity: Fabrick's key value images" (hereinafter referred to as "Contest") is intended for all employees of Fabrick and its Italian and foreign subsidiaries, specifically dixel srl, Codd&Date srl, Alternative Payment Ltd, Fabrick Solution Spain SL, (hereinafter referred to as "Employees") with the express exclusion of Employees involved in the implementation of the Contest and any external consultants.

Article 3 - SUBJECT OF THE CONTEST

The Contest consists of a photographic contest aimed at all Employees who may participate by making photographic images or digital elaborations (hereinafter, "Elaborates") that represent Fabrick's corporate values, namely, Openness and Accessibility, Collaboration and Trust, Co-creation and Accountability, Innovation and Empowerment, and Sustainability (hereinafter, "Corporate Values"), according to the conditions of participation of these regulations (hereinafter, "Regulations").

ARTICLE 4 - PURPOSE OF THE CONTEST

The objective of the Contest is to involve all Employees, incentivizing them to express themselves through the creation of their own Works on Corporate Values, which will correspond to the 5 phases (hereinafter, "Phases") of the Contest.

The specific characteristics of the individual Corporate Values that the Elaborates will have to capture and convey are described in detail.

1. Openness and Accessibility: Show the beauty of diversity and inclusion. The Elaborates should represent the ability to welcome new ideas, cultures and perspectives.
2. Collaboration and Trust: Represent the power of collaboration and teamwork. Elaborates should represent moments that highlight the strength and beauty of unity and cooperation among individuals.
3. Co-creation and Accountability: Explores the shared creative process. Elaborates should depict scenes of co-creation and synergy, capturing the energy that arises when minds come together to bring something new to life.
4. Innovation and Empowerment: Reveal the future through your own lens. Entries should depict images that tell stories of innovation, progress and technology that transform our world and make the seemingly impossible possible.

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5. Sustainability: Represents the balance between man, the environment and the community. The Entries should depict moments that show the beauty of nature and the importance of conservation and environmental, social and economic sustainability.

Article 5 - METHOD OF PARTICIPATION

Enrollment: To participate in the Contest, interested Employees (hereinafter, "Participants") shall:

1. access the capturingidentity.com platform (hereinafter, "Platform")
2. register, through the completion of the appropriate form on the Platform which will be followed by the sending of the credentials necessary to access the Contest and all its Phases. It will then be necessary to enter in the Platform COMPANY NAME, SURNAME and E-MAIL ADDRESS. The e-mail address must exclusively belong to Fabrick or one of its subsidiaries or you will not be able to complete the registration. The e-mail address used for registration will receive the credentials referred to in the sentences above.
3. accept these Rules and the Release (hereinafter, "Release"): unconditional acceptance of all provisions of the Rules is binding in order to participate in the Contest. The Participant must also proceed to accept the Release uploaded to the Platform for the use of the Entries by the Organizer.
4. upload their Elaborate representing their vision of the Business Value referred to in the specific Phase. Participants may upload 1 Elaborate for each Phase of the Contest. The Elaborate may be either a photographic image or digital processing, as better defined below, and must reveal the many facets of the Corporate Values and construct a visual narrative that inspires hope, reflection and action.

Elaborate Requirements. The Elaborate that the Participant will upload to the Platform must be compulsorily digital in the case of both photography and digital creation/processing.

"Photography" means any image created by photographic means, where processing is limited to corrections of image cut, brightness, and contrast.

"Digital Processing" means any image created or modified by digital means such as photographic processing, digital illustration, artificial intelligence generation or alteration.

The Organization reserves the right to request at any time the submission of the original files of the Elaborations, which must then be kept until the end of the Contest. Failure to send, if requested, by the Participant will result in the immediate disqualification of the same from the Contest.

Article 6 - DURATION OF THE CONTEST

The Contest will run from May 6, 2024, to November 18, 2024, according to the following schedule, which may be subject to change that will be promptly communicated to Participants.

The Contest period is divided into 5 Phases: each Phase will correspond to a specific Company Value. Participants may attend to only one or to all Phases by submitting an Entry for each Phase in which they intend to participate, uploading it to the Platform at the beginning of each Phase according to the schedule below. The start of each Phase will also be notified to Employees by e-mail communication as well as during the course of internal events, such as Monthly or Quarterly. At the end of each Phase of uploading, the voting period will follow.

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The following is a schedule of the Contest Phases with an indication of the relevant Company Value:

OPENING

1st theme: upload period May 6-May 20

1st theme: voting period May 27 - June 03

COLLABORATION

2nd theme: upload period June 10 - June 24

2nd theme: voting period July 1 - July 08

CO-CREATION

3rd theme: upload period July 15 - August 5

3rd theme: voting period August 12 - September 9

INNOVATION

4th theme: upload period September 16 - September 30

4th theme: voting period October 7 - October 14

SUSTAINABILITY

5th theme: upload period October 21 - November 4

5th theme: voting period November 11 - November 18

AWARDING December 13 during Fabrick's Christmas Party

ARTICLE 7 - JURY AND SELECTION OF WINNERS

The winner selection process will be carried out according to the following steps:

1) Selection of the 5 Finalists of each Phase.

The Entries will be evaluated by a jury (hereinafter, "Jury") of 5 jurors, composed as follows:

- 2 external jurors of proven expertise in the artistic field, with a focus on photographic issues in the persons of Prof. Arch. David Vicario (Professional Photographer and lecturer in the history and technique of photography at the Polytechnic University of Turin) and Prof. Avv. Salvo dell'Arte (Cassation lawyer. Lecturer in industrial law and information and communication law at the University of Turin. Lecturer in Fundamentals of law for cinema, theater, entertainment and multimedia at the University of Turin DAMS master's degree course. Trainer accredited by the Ministry of Justice for mediation and conciliation under Decree Law 28/2010)

- 3 Fabrick internal jurors in the persons of Paolo Zaccardi, Marco Casartelli and Ruth Di Nunzio.

The Jury will select, at its sole discretion, the deserving Entries and thus the 5 finalists (hereinafter, "Finalists") of each Phase, for a total of 25 Finalists. The Jury's judgment will focus on the following themes:

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- adherence to the Corporate Value;
- originality;
- artistic quality;
- technical quality.

2) Selection of Winners.

Upon completion of the Jury's voting, the winner (hereinafter, "Winner") of each Phase will then be chosen from among the 5 Finalists by direct vote of the Employees who wish to participate in the voting, upon registration in the Platform (hereinafter, "Users"), constituting the jury of Employees (hereinafter, "Employee Jury").

3) Selection of the Jury Prize Winner.

The Jury will ultimately have the task of designating the Winner of a specific prize (hereinafter, "Jury Prize Winner") from among the 25 Finalists previously selected. There will then be 6 Winners: 1 Winner for each Phase defined by the Employees and 1 Jury Prize Winner.

The Entries will be visible on the Platform anonymously, so there may be a case where one or more Phases are won by the same Participant. The judgment of the Jury and the Employee Jury will be unquestionable and unappealable. All Winners will be informed of the outcome of the voting: the Winner of each Phase and the Jury Prize Winner will in fact be notified personally and the communication will also be made to all Employees.

ARTICLE 8 - VOTING PROCEDURES FOR USERS

To proceed with the voting of the Finalists for the definition of the Winners of each Phase, Users will have to go to the page of the Platform and register through the relevant form by entering their NAME, SURNAME and COMPANY E-MAIL ADDRESS and accepting the Rules and Regulations. It is specified that the company e-mail address used for registration must belong to Fabrick or one of its subsidiaries, otherwise the registration cannot be completed.

In case the Employee is already registered on the Platform as a Participant, no further registration will be necessary: the credentials previously activated to participate in the Contest will be valid. It will only be possible to vote 1 time per Phase during the voting periods designated by the above calendar. It will not be possible to vote for oneself.

ARTICLE 9 - VERIFICATION OF ENTRIES

During the awarding of Prizes, the Organizer will require Participants to produce the original file of the Elaborate (see Article 5 of these Rules) in order to verify its authenticity and compliance with the requirements, therefore it must be kept until the end of the Contest. In case of failure to receive the required original files, the Elaborate will be directly disqualified and excluded from the Contest.

Original files are defined as:

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- for photographic files: photographs as recorded by the camera without manipulation - in TIFF, JPG, DNG or original slide format. If a Participant does not have RAW or DNG, or have only JPG or TIFF format, the sequence of shots before and after the shot under consideration will be requested.
- for graphics processing: the native file.
- for AI-generated images: the full creation prompt.

However, the Organizer reserves the right to require all Participants to submit the original file of the Elaborate.

ARTICLE 10 - PRIZES

The prizes (hereinafter "Prizes") consist of travel vouchers (hereinafter "Travel Vouchers"), which will be paid to the Winners as consideration for the concession in favor of Fabrick, to be understood as non-revocable and indefinite of the rights of use and publication of the Elaborates with the relative indication of the Participant who created them, as agreed with the acceptance of these Rules and with the signing of the Release.

Each Travel Voucher will have a value of €500 and duration of 12 months from the delivery of the Prize. The Travel Vouchers will be redeemable for the purchase of airline tickets, ferries, hotels and trips organized at AGENZIA VIAGGI SCARAMUZZI SRL, even remotely. All the characteristics of the Travel Voucher will be indicated by the agency and communicated to the Winners together with the process of its use.

The prize pool for the Contest is €3,000 (including VAT) and is distributed as follows among Corporate Values:

- 500€ Opening
- 500€ Collaboration
- 500€ Co-creation
- 500€ Innovation
- 500€ Sustainability
- 500€ Jury Prize Winner

The Prizes will be presented to the Winners and to the Jury Prize Winner during Fabrick's Christmas Party to be held in Milan in December 2024. If the Winners and the Jury Prize Winner cannot be present to collect the Prize, the same will be delivered to them by electronic mail, using the company e-mail address, after being informed about the win in accordance with Article 7 "Jury and Winner Selection" above.

The Awards will constitute fringe benefits and as such they will adhere to the relevant taxation regulations.

ARTICLE 11 - AMENDMENTS TO THE REGULATIONS

Any changes or additions that may be made to these Rules by Fabrick will be brought to the attention of the Participants with an appropriate informative notice and with the updating of the Rules available for consultation on the Platform.

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ARTICLE 12 - RIGHTS AND RESPONSIBILITIES

By participating in the Contest each Participant warrants:

- that he/she is the author of the Elaborate;
- that any persons portrayed and recognizable have expressed, where required, their free, explicit and demonstrable consent to the diffusion of their image. Therefore, it will be the Participant's responsibility to collect specific disclaimer for the use and publication of their images by the people portrayed in their Elaborate and the accompanying information on the processing of personal data, as well as a copy of their identification document. In the absence of such documentation the Elaborate will be excluded from participation in the Contest and in case it has already been selected as Winner or Jury Prize Winner the Prize will pass to the runner-up in each Phase;
- that the Elaborates do not constitute infringement of copyright or intellectual property of third parties;
- that the Entries do not incite violence, crime or lawlessness;
- that the Elaborates do not convey obscene, vulgar, scandalous, pornographic, false, harassing, or defamatory content.

The Elaborates shall not portray minors.

The intellectual property and copyrights of the Elaborates are and remain with the Participants. The Participants will grant Fabrick the right to use and publish the Elaborates themselves. In the event that the Elaborates are selected as Winners or Jury Prize Winner as a result of the Jury Prize award the aforementioned rights shall be understood to be non-revocable, and indefinite Elaborates published on the Platform and belonging to other Participants may not be disseminated by other Contest Participants.

Each Participant is responsible for the content of his or her Elaborates and indemnifies Fabrick, keeping it indemnified and undamaged from any prejudicial consequences the same may suffer, including any claim for damages, expenses, costs and/or claims for compensation, including in relation to the infringement of third-party rights and / or dispute by third parties on the Elaborates.

ARTICLE 13 - FINAL PROVISIONS

Fabrick reserves the right to modify or cancel the Contest at any time. In case of cancellation, only the eventual Winners and/or the Jury Prize Winner already selected will be entitled to receive the Prize.

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