

RULES GOVERNING THE INTERNAL CODE COMPETITION

<dev_Contest/>: *show your incredible talent!*

ORGANIZERS

BPCE SA
CIO OFFICE GROUPE
AND
ISOGRAD

1. ORGANIZATION

BPCE, a public limited company with a management board and supervisory board with share capital of €180,478,270, registered in the Paris Trade and Companies Register under number 493 455 042, whose registered office is located at 7 promenade Germaine Sablon, France, 75013 Paris,

hereinafter individually referred to as **BPCE**,

AND

ISOGRAD, a simplified joint-stock company with share capital of €106,162.00, registered in the Paris Trade and Companies Register under number 525 280 616, is the registered office at 35, rue des Jeuneurs, 75002 PARIS in France,

Hereinafter referred to individually as "**ISOGRAD**",

Together called «**the Organizers**»,

Jointly organize the code contest called "**Dev_contest: show your incredible talent!**" (Hereinafter the "Contest") under the conditions defined in these Contest rules (the "Rules").

The objective of the Contest is to promote employees and share a user-friendly moment within IT, create an emulation and community within developers, promote the development profession, promote the IT sector internally, promote externally the post event challenge for the employer brand.

The Code Contest will take place **on Friday, March 24, 2023 in two phases:**

- Dev_Contest: *show your incredible talent* **individual code contest duration 1h15 with 3 exercises of increasing difficulty easy - easy/intermediate – intermediate**
- Dev_Contest: *show your incredible talent* **code contest by team of 3-4 employees grouped on the same site, lasting 1h30 with 3 exercises of increasing difficulty easy – intermediate - difficult**

The code languages available during the competition on the ISOGRAD platform are:

Les différents langages proposés

15 langages disponibles



For tests, ISOGRAD allows you to change languages during exercises of increasing difficulty.

A Participant performing the individual contest can do the first exercise in Python and the second exercise in Cobol and the third exercise in PHP....

Participants in the team competition will also be able to change language during exercises of increasing difficulty.

The team competition will bring together 3 or 4 people from the same entity (see §2) to gather on the same site (usual professional site). When registering for the Competition, the employee must identify two or three employees with whom he or she would like to carry out the competition as a team. Employees on the same team will not necessarily have to be familiar with the same programming language. However, only one response to the exercises containing the lines of code should be sent to the editor. This single proposal will be the one corresponding to the response provided by the team.

In order to promote exchanges, share a friendly moment within the IT and create an emulation, it is required that the team consists of at least 3 employees with a maximum of 4 employees.

Any employee wishing to take part in the competition as a team who could not build a complete team can indicate this in the registration form so that the organizing team can try to build a complete team with other participants on the same site.

In order to promote collective emulation, the Organiser encourages employees to register for the individual and team competitions. However, participants may choose to participate only in the individual or team competition.

A competition opening ceremony will take place **on Thursday, March 23, 2023 (duration: 1 hour)** and a closing ceremony with awards will take place on Tuesday, **March 28, 2023 (duration: 1 hour)**. These ceremonies will be an opportunity to share a collective moment and to present the different entities, different collaborators from different locations in France and internationally participating in the contest.

2. CONDITIONS FOR PARTICIPATION

Participation in the Contest is free of charge and without obligation to purchase, subscribe or subscribe to contracts, products or services.

The Contest is exclusively open to persons who meet the following conditions: any employee employee (CDD, CDI, Alternant/intern*) capable of coding, being part of one of the following IT entities/Divisions:

- DSI Corporate (BPCE SA or service center of Porto)
- CIO Office (BPCE SA or Porto Service Centre)
- TES (BPCE SA or Porto service centre),
- BPCE SI,
- BPCE IT,
- BRED and CASDEN autonomous SIs,
- Natixis CIB (GFS) and Natixis IM (GFS),
- Digital & Payments (Oney, BPCE Payment Services, Fintechs)

(*) CDs, alternants/trainees wishing to enter the competition must be present in the Group at least until 30 March 2023,

Set hereinafter referred to as the “**Participants**”

External service providers, including temporary workers, may not participate in the competition.

3. TERMS OF PARTICIPATION

Between 23/01/2023 at 07:00 and 06/02/2023 at 20:00 (**Paris time**) inclusive, to participate in the Contest, you must:

- (i) Be an employee of the Group mentioned in Article 2 of the Regulations,
- (ii) complete, in a complete and sincere manner, the participation form by filling in his surname, first name, name of the entity/management and building where the employee is used to carry out his activity, e-mail address
- (iii) complete and validate the registration form that will serve as the final registration.

The individual contest can be carried out on site or remotely. However, as this one takes place on the same day as the team competition, it is recommended to plan to be on site all day on Friday, March 24, 2023.

The team competition must take place in person on the sites of the different entities in order to promote sharing, the encounter of the other.

For the opening and closing ceremonies, employees are invited to join the amphitheatres reserved for the occasion by the various participating entities, to follow the ceremonies remotely or replay according to time zones.

All documents and information transmitted to the Organizer in connection with the Contest (hereinafter the “Documents”), as well as all copyright and other related proprietary rights, become the property of the Organizer upon transmission. The Participants agree to take any action (including, but not limited to, statements of honor) reasonably requested by the Organizer for the purpose of establishing, complete or confirm the Organizer’s ownership of the Materials and any other related proprietary rights.

4. DESCRIPTION OF ALLOCATIONS AND DESIGNATION OF LAUREATES

The winner of the individual competition will be the employee who has completed the 3 exercises of increasing difficulty in the best time.

The winning team in the team competition will be the team that has completed the 3 increasing difficulty exercises in the best time.

If no collaborator, no team completes all exercises in the allotted time, then ISOGRAD will designate the best developer or the best team of developers having the most advanced in the exercises.

The winner of the ALL ENTITIES PODIUM will be the participant who has completed the series of exercises of increasing difficulty in the shortest time. However, the winner of the ALL ENTITIES PODIUM will not be able to be part of the winners of the best developer PER ENTITY. He/she may, however, be included in the winners of the best team of developers PER ENTITY. This is so as not to penalise colleagues who are members of the same team.

In order to carry out these rankings, BPCE would like ISOGRAD to be able to communicate a single list containing all the participants registered for the competition (France and international) in order to proceed with the presentation of the awards.

In total, the following awards *will be awarded to the Winners (the "Winners")*, in the following order:

PODIUM ALL ENTITIES (6 awards)

- *Gold award* for the Group's best developer
- *Silver award* for the best developer of the group
- *Bronze award* for the Group's best developer

- *Gold award* for the Group's best team of developers
- *Silver award* for the Group's best team of developers
- *Bronze award* for the Group's best team of developers

PODIUM PER ENTITY (20 awards)

- *Gold award* for the best BPCE SI developer (France and Porto)
- *Gold award* for the best developer of BPCE IT (France and Porto)
- *Gold Award* for Best CIO OFFICE Developer (France & Porto)
- *Gold award* for the best TES developer (France & Porto)
- *Gold award* for the best developer of DSI Corporate (France & Porto)
- *Gold Award* for Best Developer of Digital & Payments (Oney, BPCE Payment Services, Fintechs)
- *Gold Award* for Best CASDEN Developer
- *Gold Award* for Best BRED Developer
- *Gold Award* for Best GFS-Natixis CIB Developer
- *Gold Award* for Best GFS-Natixis IM Developer

- *Gold award* for the best team of BPCE SI developers (France and Porto)
- *Gold award* for the best team of BPCE IT developers (France and Porto)
- *Gold award* for the best team of CIO OFFICE developers (France and Porto)
- *Gold award* for the best team of TES developers (France and Porto)
- *Gold award* for the best team of developers of the DSI Corporate (France and Porto)
- *Gold award* for the best team of Digital & Payments developers (Oney, BPCE Payment Services, Fintechs)
- *Gold award* for the best team of CASDEN developers
- *Gold award* for the best team of BRED developers
- *Gold award* for the best team of GFS-Natixis CIB developers
- *Gold award* for the best team of GFS-Natixis IM developers

BEST HOPE PODIUM (1 ENDOWMENT)

- *Gold award* for the best alternant/trainee entered in the competition

TOP OF MIND AWARD PODIUM (1 ENDOWMENT)

- A favorite prize will be reserved for the employee and the team who made the most buzz to promote the event.

(**) The employees who will win the podium awards for all entities together will not be able to win the podiums by entity. Therefore, ISOGRAD will have to communicate to the organizing teams the following names in the list of Winners (examples are given below).

Exception: if a winner of the Best Developer award *finds himself a team winner at the entity level, he will win two awards: gold, silver or bronze award of the best developer of all entities and gold award of the team podium per entity.*

PODIUM ALL ENTITIES (6 ENDOWMENTS)

- Gold Award for Best Developer of the Group
- Silver award of the best developer of the group
- Bronze award for the Group's best developer

- Gold award for the Group's best team of developers
- Silver award from the Group's best team of developers
- Bronze award for the Group's best team of developers

PODIUM PER ENTITY (20 ENDOWMENTS) ()**

- Gold award for the
- Gold award for the best developer of BPCE IT (France and Porto)
- CIO OFFICE Gold Award for Best Developer (France & Porto)
- Gold award for the best TES developer (France & Porto)
- Gold award of the best developer of the DSI Corporate (France & Porto)

- Gold Award for Best Developer of Digital & Payments (Oney, BPCE Payment Services, Fintechs)
 - Gold Award for Best CASDEN Developer
 - Gold Award for Best BRED Developer
 - Gold Award for Best GFS-Natixis CIB Developer
 - Gold Award for Best GFS-Natixis IM Developer
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- Gold award of the best team of BPCE SI developers (France and Porto)
 - Gold award for the best team of BPCE IT developers (France and Porto)
 - Gold award for the best team of CIO OFFICE developers (France and Porto)
 - Gold award of the best team of developers of TES (France and Porto)
 - Gold award of the best team of developers of the DSI Corporate (France and Porto)
 - Gold award for the best team of Digital & Payments developers (Oney, BPCE Payment Services, Fintechs)
 - Gold award from the best team of CASDEN developers
 - Gold award for the best team of BRED developers
 - Gold award for the best team of GFS-Natixis CIB developers
 - Gold award for the best team of GFS-Natixis IM developers

No value attached to endowments, Awards are in paper.

5. DELIVERY OF GRANTS

The Winners for the various awards will be nominated by ISOGRAD according to the rules specified in Article 4 above. The *awards* can only be awarded at the end of the last competition in the different countries.

ISOGRAD will provide BPCE with a list of the names of the various BPCE Laureates to be *announced by BPCE at the closing ceremony*. soient annoncés par BPCE, lors de la cérémonie de clôture.

If it appears after the Laureates' determination that there is doubt about the accuracy of the contact information provided by the Participants, BPCE reserves the right to request all supporting documents for the purpose of definitively validating the allocation of the allocations.

Winners will be informed *at the closing ceremony that they have won an award*. An e-mail will also be sent to them on the same day on their professional email entered in the registration form, if they were unable to attend the closing ceremony.

For international employees, the *awards* will be communicated via the communication relays of the organising entities (except for BRED and CASDEN where the relays are the IT directors).

The persons organizing the competition of the entity concerned, mainly BRED, Natixis CIB (GFS) and Natixis IM (GFS) will be in charge of making the necessary contacts to transmit the *awards* abroad if they appear.

6. CONTEST AMENDMENT OR CANCELLATION

BPCE reserves the right to modify, discontinue, cancel, postpone or suspend the Contest at any time and without notice without this decision giving rise to any claim or compensation. Any changes to the Rules made during the Contest will be announced by means of an amendment available by e-mail to each participant. Such changes shall be deemed accepted by the Participants.

7. DISQUALIFICATION

BPCE also reserves the right to exclude from participation in the Contest any person disturbing the conduct of the Contest (in particular in case of cheating or fraud. The use of *chatGPT is also prohibited*) or having failed to comply with the conditions of the rules and to revoke the Participant's right to obtain any award.

It is not the responsibility of ISOGRAD to verify that the use of chatGPT has taken place.

No claim relating to the Contest may be received after 30 calendar days from the closing of the Contest. The Organizers reserve the right to prosecute anyone who has defrauded or attempted to do so.

8. FORCE MAJEURE – LIMITATION OF LIABILITY

The Organisers shall not be liable for any direct or indirect, material or intangible damage of any kind caused by (i) force majeure, circumstances beyond their control (fraud, attempted fraud, etc.) or any other circumstances that would require it, if the Contest were to be amended, suspended, extended, shortened or cancelled, (ii) the failure of any receiving equipment or lines of communication, (iii) the loss of any paper or electronic mail, and, more generally, loss of any data,

INTERNAL DOCUMENT

(iv) problems of routing, in particular of endowments, (v) a technical, hardware and software failure of any kind, including connection to the ISOGRAD platform, (vi) use or enjoyment of their endowment; any complaint in this regard must be addressed directly by the Laureate to the manufacturer of the concerned endowment, (vii) any strikes or legal or regulatory provisions not allowing the Laureates to fully benefit from their endowment.

9. IMAGE RIGHTS

Subject to the agreement expressed in the Contest Entry Form, Entrants authorize the Organizers to use:

- their given names, surnames, individual/team images and photos or photos and videos taken during the opening, closing and competition ceremonies, and, if applicable, their comments as fixed on the films; and this
- within the framework of internal or external communication operations (limitation to the Organisers' website and to the LinkedIn social network) relating to the Contest and its promotion, without any consideration other than the award;
- worldwide.

More specifically, regarding BPCE, the communications operations will be carried out on the various Yammer groups of participating entities and social networks.

Participants who do not wish this information to be accessible to the public should inform the Organizers at the following address: anne-laure.lapluye@bpce.fr.

10. CONSULTATION OF THE REGULATION

The Standing Orders were tabled for consideration of:

Maître Doniol
Judicial officers 8 Rue Souilly - 77410 Claye Souilly -France

The Regulations and, if applicable, their amendments will be available free of charge upon registration at the following URL: <https://www.enquetes.bpce.fr/cgi-bin/HE.exe/SF?P=1z1525z2z-1z-1zFE38CFC723..>

The Rules may also be sent to any Participant who requests them to the following email address, during the Contest, until one month after the closing date of the Contest: anne-laure.lapluye@bpce.fr

Incomplete applications will not be considered. No information will be provided by telephone.

11. PERSONAL DATA

In the context of participation in the Contest, the Organizers collect personal data ("Personal Data") concerning the Participants. Otherwise, the participation of the Participants cannot be taken into account. The Organizers shall implement appropriate technical and organizational measures to ensure that the processing of Personal Data is carried out in accordance with applicable legislation.

Nature of Personal Data: last name, first name, business email address.

Purposes of the processing of Personal Data: management of the participation in the individual contest and by team «Dev_Contest: *show your incredible talent*, nomination of the Winners, award ceremony.

Recipients of Personal Data, responsible(s) for processing: the Organizers.

Shelf Life: March 28, 2023, Closing Ceremony Day

Exercise of rights: Participants have a right of access to their Personal Data. Under the conditions provided by law, Participants may also request a limitation of the processing, rectification or erasure of their Personal Data, withdraw their consent to the processing of their Personal Data, request their portability or provide instructions on their fate in the event of death.

These rights may, subject to proof of their identity by the production of an identity copy, be exercised at any time at the following addresses:

For BPCE:

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By mail:

BPCE
Data Protection Officer
«dev_contest/ Show your incredible talent!» 24 March 2023
7 promenade Germaine Sablon, 75013 Paris, France

By email: delegue-protections-donnees@bpce.fr

Participants can consult our information notice on [the](#) protection of personal data

For ISOGRAD:

By mail:

ISOGRAD
Data Protection Officer
«dev_contest/ Show your incredible talent!» 24 March 2023
35 Rue des Jeûneurs, 75002 Paris

Email: dpo@isograd.com

Complaints: Data subjects have the right to lodge a complaint with a supervisory authority in charge of the protection of natural persons with regard to the processing of personal data. In France, the supervisory authority is: Commission Nationale de l'Informatique et des Libertés (CNIL)
3 place de Fontenoy TSA 80715 75334 PARIS Cedex 07.

12. INTELLECTUAL PROPERTY RIGHTS

All names, trademarks, copyrights, designs, models and other intellectual property rights mentioned in the Rules or on the media dedicated to the Contest remain the exclusive property of their author, applicant and/or holder. In addition, in accordance with French intellectual property law, the reproduction, representation and exploitation of all or part of the components of the Contest, including in particular the trademarks contained therein, are strictly prohibited.

13. EVIDENCE AGREEMENT

Except in the case of manifest error, it is agreed that the information resulting from the information systems of the Organizers or its service providers, such as in particular the date and time of the publication of the post Yammer, for BPCE, has probative force in any dispute, as regards the connection elements and the computer processing of said information.

14. APPLICABLE LAW / DISPUTES / ASSIGNMENT OF JURISDICTION

The Contest and Rules are subject to French law.

If one or more provisions of the Regulations were to be rescinded or declared void, it would not result in the nullity of the entire Rules or its other provisions and it would not affect the performance of the commitments made by the parties under the Rules.

Any claims or disputes relating to the Game and the Rules must be made in writing up to 30 calendar days after the end date of the Game (as evidenced by the postmark) at the following address: 50, avenue Pierre Mendes France 75013 PARIS

The Organizers and the Contest Participants will endeavour to resolve amicably any dispute arising from the interpretation or execution of the Rules. If the disagreement persists, it will be submitted to the competent courts.