

RULES

The SIAD¹ Group is organizing the "Images of Our Life" photography contest for all SIAD Group employees and their family members. The contest aims to enhance and share visual experiences related to the daily and professional lives of its participants through photography.

The theme of the artwork is Working Together. All works should interpret the proposed theme, expressing the participant's personal vision.

Participants

All SIAD Group employees and their family members over the age of 18 may participate in the contest. Family members and participants must indicate the degree of relationship and the name of the relevant employee at the time of registration.

Participation in the contest is free and voluntary.

Each Participant may submit up to a maximum of 3 works.

Submission modalities.

Digital or digitized, color or black and white photographic shots are allowed.

All works must be submitted in landscape format and in JPG files with a maximum size of 5 MB.

Works must be uploaded through the dedicated <https://www.thesiadgroup.com/photography-contest-images-of-our-life> page of The SIAD Group website. It is necessary to provide the author's name, title of the work and a brief description (max 300 words) for each image submitted.

If requested, entrants must provide the original of the images or, for digital photographs, EXIF data (set of information automatically stored by the camera at the time of shooting).

Copyright and liability

By submitting images, participants declare that they are the sole authors of the submitted images, that they are original, unpublished and not in the process of publication, and that they do not infringe on the rights of third parties.

Participants also declare that they hold all rights necessary for participation in the competition, both on the originals of the submitted images and on digital acquisitions and/or processing of the same images.

Works that include images of minors or recognizable persons will not be accepted, and where submitted, SIAD Group companies reserve the right to exclude them from the contest and not publish them. In any case, authors are personally responsible for the content of their works, as well as for the protection of the privacy and image rights of any persons depicted in images submitted in violation of the above prohibition against submitting images depicting recognizable persons.

By participating in the contest, the authors grant, free of charge, the companies to the SIAD Group the non-exclusive right to use the submitted images for internal purposes or for promotional purposes related to the photo contest and therefore authorizes the companies of the SIAD Group to disseminate the same, without limitation of space or time, for the aforementioned purposes, jointly and/or separately, in full and/or partial form, through all means of communication, both online and offline, including, without limitation, publication on social platforms and/or use in company publications, without the obligation to request consent from the author and with the sole burden of indicating the author's personal details.

The companies of the SIAD Group will have full discretion with reference to the aforementioned uses and the author may not demand any compensation or make any other claim against the companies of the SIAD Group with reference to the same uses.

It is understood that the SIAD Group will not be liable in any way for any action and/or claim of third parties in relation to the content of the submitted images, including, without limitation, for any claims of

¹ SIAD Group means each and all member companies that belong to the SIAD Group.

compensation for any reason whatsoever advanced by individuals depicted in images submitted in violation of the prohibition to submit images depicting recognizable persons and/or by third parties holding rights to the images submitted. Participants

agree to indemnify and hold the SIAD Group entirely harmless from any liability and/or action and/or claim related to the submitted images, including, without limitation, from any indemnity liability towards any individuals depicted in the same images in violation of the above prohibition, as well as third party rights holders on the submitted images.

Jury and evaluation criteria

An internal jury will evaluate the works based on criteria of originality, adherence to the theme, artistic and technical quality.

The jury's decision will be final and unappealable.

The 12 best photos selected by the jury will be published in SIAD Group's corporate calendar.

Awards

The winner of the contest will receive a digital camera. Details of the prize and the award ceremony will be communicated to participants.

Important deadlines

Contest opening: **June 17, 2024**

Contest closing: **October 31, 2024**

Announcement of the winner: **November 30, 2024**

Final Provisions

Images created with artificial intelligence are prohibited and, where submitted, SIAD Group companies reserve the right to exclude them from the contest and not publish them.

The SIAD Group reserves the right to exclude from the contest and not publish images that do not conform in form and subject matter to what is stated in these rules, as well as to commonly recognized rules of public morality, ethics and decency, for the protection of participants and third parties.

Images uploaded to the portal will be stored on the SIAD Group's servers for a period of one calendar year, after which, unless otherwise evaluated by SIAD, which may concern only part of the uploaded works, they will be deleted.

Acceptance of the Rules and Regulations

Participation in the contest implies full acceptance of all the clauses and conditions expressed in these rules. Any violation of the rules will result in the automatic exclusion of the participant.

Amendments to the rules and regulations

The SIAD Group reserves the right to make changes to these rules at any time, should it deem it necessary for the success of the contest, ensuring adequate communication of the changes made through the contest's official communication channels.

Personal data

Please be advised that the personal data provided by the participants with the completion of the entry form will be used to identify the winners and to identify the authors of the images on the various occasions in which they will be exhibited and/or published under these regulations, as well as for any communication related to the contest itself, in accordance with the provisions of EU Regulation 2016/679, as well as Legislative Decree No. 196 of June 30, 2003.

The company S.I.A.D. S.p.A., with registered office in Via S. Bernardino, 92, Bergamo as the data controller will manage the data in accordance with Art.13 EU Regulation 2016/679. The personal data provided by the participants will be processed by paper and electronic means in accordance with current legislation and the principles of fairness, lawfulness, transparency and confidentiality.

Participants have the right to access their data and to exercise the rights of access, rectification, deletion and restriction guaranteed by EU Regulation 2016/679. The provision of data and consent to its processing are necessary conditions for participation in the competition.