

REGULATIONS ABSL STARTUP CHALLENGE 2019

1. Organizational issues

- 1.1. The Organizer of the ABSL Startup Challenge 2019 (referred to as Project) is the Association of Business Service Leaders (English name: Association of Business Service Leaders, hereinafter referred to as "ABSL" or "Organizer"), based in Warsaw at: Rondo ONZ 1, 00-124 Warsaw, NIP [Tax identification number]: 525-246-58-47, entered in the register of associations, other social and professional organizations, foundations and public healthcare institutions and in the register of entrepreneurs of the National Court Register kept by the District Court for the Capital City Warsaw in Warsaw, 12th Commercial Division of the National Court Register, under KRS [NCR] number: 0000340712.
- 1.2. The operator of the Start-Up Challenge 2019 contest is Rebels Valley Sp. z o. o (hereinafter referred to as "Rebels Valley" or "Operator"), with its registered office in Warsaw at Chmielna 2/31, 00-020 Warsaw. NIP [Tax Identification Number]: 525-246-58-47, entered into the register of entrepreneurs of the National Court Register kept by the District Court for the Capital City of Warsaw in Warsaw, 12th Commercial Division of the National Court Register, under KRS [NCR] number: 0000387317

2. Startup Challenge

- 2.1. Startup Challenge is a competition enabling newly established companies and authors of innovative startup projects in the area of software and new technologies to present, prepare and possibly implement business proposals for potential clients and present their offer to investors, special guests and company presidents invited by the Organizer, as well as participants of the ABSL conference held on June 12-13, 2019 in Warsaw.
- 2.2. The ABSL Startup Challenge competition is addressed to all innovative startups that have a product /service/solution at least at the prototype stage - MVP (Minimum Viable Product) ready for commercialization. The Organizer is particularly interested in solutions that can be applied in the modern business services industry.
- 2.3. In the ABSL Startup Challenge competition, companies and individuals who (I) are not employees of the Organizer, Operator or any ABSL member, (II) are sole authors of the startup project, (III) have the copyright for it, and also all rights to all startup activities, whereby (IV) the implementation of the project does not infringe the copyrights of third parties, and which undertake to retain such copyright until the end of the final phase of the Startup Challenge.
- 2.4. By participating in the ABSL Startup Challenge competition, participants fully accept the terms and conditions of the competition contained in these Regulations. Participants must confirm the acceptance of the terms of these Regulations and fulfil the conditions entitling them to participate in the ABSL Startup Challenge.
- 2.5. The schedule of the ABSL Startup Challenge competition is published on the website <http://startupchallenge.pl/>.
- 2.6. All rights to projects/products/services/solutions presented by startups as part of the ABSL Startup Challenge competition remain the property of individual startups and do not pass to ABSL, the Operator, any ABSL member or any third party.
- 2.7. In the event that any third party claims any copyright claims on projects/products/services/solutions presented by startups as part of the ABSL Startup Challenge competition, the participant who presented the idea, protects and secures the Organizer against liability in respect of any such claims.

3. Participation in the ABSL Startup Challenge competition

3.1 The ABSL Startup Challenge 2019 competition is open to all companies and authors of innovative ideas that offer or plan to offer projects / products / services / solutions that may be used in companies from the modern business services sector (SSC / BPO/ITO/IT/R & D) or in the area of other business partners supporting ABSL Startup Challenge 2019 and indicated by the Organizer. Preferred are Innovations based on software solutions in the categories (Vertices) defined below:

- (I) Fintech;
- (II) HR TECH;
- (III) Sales & Marketing TECH;
- (IV) Robotic Process Automation, AI & Bots.

3.2 In the ABSL Startup Challenge competition, any company or startup project wishing to gain future cooperation opportunities and / or financing from leading Polish and international corporations involved in the ABSL Startup Challenge can participate, using the main platform of ABSL itself for that purpose, and in particular the Annual ABSL Conference, which will be held in 2019 in Warsaw under the name ABSL Summit.

3.3 By submitting to participate in ABSL Startup Challenge, startup declares that its participation in ABSL Startup Challenge does not violate or will not violate the provisions of any agreements or rights of third parties, including but not limited to patents, copyrights, trade secrets, trademarks, advertising and personal rights and will not disclose, in breach of applicable law, any confidential or proprietary information about another person or entity.

3.4 If the Organizer finds any violation of any conditions for participation in the ABSL Startup Challenge, in particular in the case of illegal activities, violation of these regulations, he will have the right to reject the startup application immediately and irrevocably.

3.5 The stages of the competition:

- (I) Stage I - March 2019 - Ideation - workshops with partners to identify areas of interest / business needs/for startups wanted.
- (II) Stage II - March - April 2019 - Dissemination - recruitment/scouting of startups.
- (III) Stage III - April 2019 - Identification - selection of startups qualified to participate in the project.
- (IV) Stage IV - April - June 2019 - Prototyping - a mentoring program, an acceleration support process and related events within the vertical framework.
- (V) Stage V - June - December 2019 - Presentation - finale, implementation/pilotage and events after the final.

3.6 Recruitment, acceleration support process, semi-finals and the ABSL Startup Challenge final.

3.6.1 Candidates wishing to take part in the ABSL Startup Challenge competition are required to complete the online application form at: <http://startupchallenge.pl/>, by 12 April 2019 at the latest.

3.6.2 From among the submitted applications, the qualification commission with the support of the Operator will select startups that will be qualified to participate in the project addressing the needs of the ABSL Startup Challenge business partners to the greatest extent and the following criteria:

- (I) the level of innovation,
- (II) validation in the field of practical feasibility of the undertaking,
- (III) business model, which means opportunities for increasing the number of customers and revenues,
- (IV) technical implementation in terms of product functionality and user experience,
- (V) adequacy in relation to the preferences set by the Organizer in point 3.1. of these Regulations.

The Organizer will publish a list of participants qualified to participate in the semi-final of the ABSL Startup Challenge competition on the website: <http://startupchallenge.pl/>, no later than on April 17, 2019. The Organizer is not obliged to notify startups not qualified to participate in the second stage competition. Communication with startups will take place using the resources of the Operator

- 3.6.3 It is assumed that 5 to 8 startups will be qualified for participation in the project for each of the four verticals (in total from 20 to 32 startups). The Organizer reserves the right to qualify, if there is such a need or adequate circumstances, fewer or more startups to each of the verticals, after making appropriate internal arrangements with the Operator and business partners of the project.
- 3.6.4 As part of the competition, startups will present their business proposals addressing the needs of the ABSL Startup Challenge business partners. The quality of business proposals and their adequacy will be assessed at the end of this stage during semi-finals dedicated to particular verticals (the place and time of the semi-finals will be announced no later than the date of publication of the list of qualified ABSL Startup Challenge participants). The evaluation of business proposals will be carried out by the Evaluation Committee, which will include representatives of ABSL, business partners supporting the ABSL Startup Challenge and possibly other industry experts involved by the Organizer. An additional criterion for the assessment of a given participant will be the Operator's recommendation based on the quality of cooperation with a given participant in the period of preparation of the value proposal.
- 3.6.5 The startups qualified for the competition will receive from the Operator the support of mentoring and networking, including the support of one dedicated member of the Operator's team or indicated by the Operator. The support will be directed at preparation by the startup of a business proposal to the fullest extent addressing the needs of the business partners of the Startup Challenge and aimed at the future establishment of commercial cooperation of selected participants with the business partners of the Startup Challenge.
- 3.6.6 Monitoring support will be provided using workshops, teleconferences and individual meetings by the Operator team and market experts with experience in the preparation or evaluation of offers addressed to large corporations and their subsequent implementation.
- 3.6.7 Participation of qualified participants in workshops, teleconferences and individual meetings is obligatory, and its unjustified lack may be the basis for exclusion of a given startup in the ABSL Startup Challenge by the Organizer, based on a recommendation submitted by the Operator.
- 3.6.8 Each of the persons indicated by the participant taking part in substantive events under the ABSL Startup Challenge must be associated with this Participant by a contract of employment or through a different civil-law contract. The Operator reserves the right to verify the persons representing the Participant.
- 3.6.9 The participant bears full responsibility for the actions of people indicated by him to participate in the ABSL Startup Challenge.
- 3.6.10 The semi-finals will be organized for each vertical (4 semi-finals combined) and consist of a presentation of value proposals by each of the qualified startups (pitch) to the jury appointed by the Organizer, representatives of the project's business partners, representatives of ABSL member companies and the audience. The presentation should be in English. Each presentation should last about 5 minutes + questions from the jury (Evaluation Committee).

- 3.6.11 The winners of the semi-finals within individual verticals will be given the opportunity to present their business proposal to the participants of the Annual ABSL Conference - ABSL Summit.
 - 3.6.12 ABSL reserves the right to grant the ABSL Startup Challenge 2019 business partners the opportunity to grant "wild cards". This means that the partner will have the right to grant a startup / startups that have not won one of the semi-finals the right to appear in the final of the competition. The use of such rights by the partners will not be in conflict with the right of all the final winners of all semi-finals in the verticals to participate in the final. The wild card can also be awarded by ABSL.
- 3.4. Final
 - 3.4.1. The Organizer will publish the list of participants qualified to participate in the final of the ABSL Startup Challenge competition on the website: <http://startupchallenge.pl/>, no later than on June 10th, 2019. The Organizer is not obliged to notify startups not qualified to participate in the finals of the ABSL Startup Challenge competition.
 - 3.4.2. The startups qualified for the final of the ABSL Startup Challenge competition will be invited to the conference organized by ABSL in Warsaw on June 12th-13th, 2019, during which the final of the competition will take place (the 2nd day of the Conference, June 13th, Thursday, the main stage).
 - 3.4.3. Each startup must prepare a presentation of its project for the participation in the Final. The presentation should last up to five (5) minutes and will be presented before the competition jury (the jury will be announced on the website: <http://startupchallenge.pl/> until 31 May 2019).
 - 3.4.4. From among the startups participating in the final, the competition jury will choose the winner of the ABSL Startup Challenge, taking into account their business attractiveness, potential reasons for the added value offered and the visual quality of the presentation.
 - 3.4.5. The winner of the ABSL Startup Challenge competition will be announced on the second day of the Conference. However, if in the jury's opinion none of the startups participating in the finals deserves to win, the jury may decide not to select the winner.
 - 3.5. Facilitation of implementations
 - 3.5.1. The Organizer, through the Operator's support, will provide startups designated by the ABSL Startup Challenge business partners with an advisory service supporting the process of building commercial cooperation with the corporations.
 - 3.5.2. Facilitation support will include workshops, meetings and analysis of information provided by the team to the Operator team and will serve to increase the likelihood of commercial cooperation with a given ABSL Startup Challenge business partner.
 - 3.5.3. In the phase of implementation facilitation, selected invited ABSL Startup Challenge participants will be given the opportunity to present their experiences to other potential recipients of their solutions during events organized by ABSL.
 - 3.5.4. The terms of commercial cooperation between the startup and the ABSL Startup Challenge business partner remain solely with these parties and neither ABSL nor Rebels Valley is responsible for any legal or business consequences of such cooperation.

4. Awards

- 4.1. The Organizer undertakes to cover the accommodation costs of team members qualified to participate in the finals of the Startup Challenge. The Organizer covers the accommodation costs for not more than two members of each participant of the finals.
- 4.2. The Organizer provides free participation in the ABSL Conference to no more than two members of each team qualified to participate in the finals of the ABSL Startup Challenge.
- 4.3. The main prize for qualifying for the final of the ABSL Startup Challenge competition is the opportunity to present your startup project in front of a professional and reputable jury of the ABSL Startup Challenge (in the setup indicated on the website <http://startupchallenge.pl/>) and participants of the ABSL Summit 2019 conference.
- 4.4. In addition, from June to December 2019, the Organizer and the Operator will provide all finalists and selected competition participants with support in establishing business relationships with ABSL members and actively support possible pilotage and implementation.
- 4.5. The winner of the final of the competition (or more companies, if so decided by the Organizer) will be able to take part in Polish Tech Day, held in London on June 20, 2019 (<http://polishtechday.com/>) ABSL will cover the accommodation and travel costs of participants Polish Tech Day. The Organizer covers the accommodation costs for not more than two members of each team.
- 4.6. In addition, each of the finalists of the ABSL Startup Challenge competition will be able to participate in the conference with the representatives of companies associated in ABSL. Thanks to this, participants will have a unique opportunity to intensify their business contacts and consult their ideas with the leaders of the business services sector.
- 4.7. The winner of the ABSL Startup Challenge competition will receive an ABSL Diploma, a commemorative statuette and an individual coaching session with a jury member of his choice. If, however, it turns out that the winner of the ABSL Startup Challenge competition has breached the provisions of these Regulations, the Organizer has the right to withdraw the prize and to award the prize and the title of the winner to another finalist of the competition.
- 4.8. The Organizer reserves the right to establish additional prizes as part of the ABSL Startup Challenge.

5. Consent to the use of the right to image and data protection

- 5.1. The participant agrees that the Organizer or the Operator may use his trademark, verbal, graphic or verbal-graphic signs in marketing or information materials related to or connected with the ABSL Startup Challenge.
- 5.2. During the conference, the Organizer has the right to take photos and record films for the purposes of their use in mass media (TV, radio, Internet, press) and for documentation, promotion and marketing purposes of the Organizer, ABSL Sponsors and other entities indicated by the Organizer. Participation in the Startup Challenge competition is synonymous with consenting to the registration, use and issue by the Organizer, its affiliates and sponsors of the image/voice/expression of each participant in all promotional and marketing materials without any time or territorial restrictions.
- 5.3. The expression of consent means that photographs, films and recordings recorded during the conference may be published on the conference website or on other websites operated by the Organizer, including those broadcast in audio, video and image formats. Each participant hereby waives all claims (current and future), including claims for compensation to the Organizer and its sponsors, for the use of his image / vote / expression for the purposes set out in these Regulations.

6. Personal data

All entities submitting applications for participation in the competition are hereby informed that:

- 6.1. ABSL is the administrator of personal data provided by those applying to participate in the competition. Personal data collected by ABSL via the notification system will be processed for the organization of ABSL Startup Challenge in accordance with these regulations. All personal information provided to ABSL is protected by ABSL in accordance with the Privacy Policy, which is available at: <http://absl.pl/absl/privacy-policy/>;
- 6.2. As part of the implementation of contracts with business partners of the ABSL Startup Challenge project, ABSL will provide personal data provided by the filing parties to ABSL Startup Challenge business partners in order to enable them to establish business contacts with those submitting applications to the competition;
- 6.3. As part of a separate project management agreement, ABSL entrusted the processing of personal data to Rebels Valley.

7. Confidentiality

- 7.1. Participant and members of the participant team are obliged to keep all Confidential Information (as defined below) which they will enter into when participating in the Program in their confidentiality, "Confidential Information" means: (i) any information about other participants' solutions, ABSL, Rebels Valley, and ABSL Startup Challenge business partners; and (ii) information otherwise considered confidential, regarding involvement in the ABSL Startup Challenge, which may be provided to the participant during the course of ABSL Startup Challenges that have been or will be obtained in a different way by the participant in connection with participation in the ABSL Startup Challenge, regardless of whether the message is in verbal, written or any other form, including all notes, reports, analyses, compilations, forecasts, studies, summaries and other materials.

8. Closing Provisions

- 8.1. Participation in the ABSL Startup Challenge competition is tantamount to acceptance by the participant in full of the rules of the ABSL Startup Challenge competition and the regulations of the ABSL Conference. The participants also ensure that they will comply with all the provisions of these regulations, and that they meet all the conditions for participation in the competition.
- 8.2. The schedule of the ABSL Startup Challenge competition is available on the website: <http://startupchallenge.pl/>. The Organizer reserves the right to change the schedule of the competition. All changes will be announced on the website: <http://startupchallenge.pl/>.