

# Regulations governing participation in free on-line events

## Article 1 General provisions

1. These regulations (“Regulations”) define the general rules of participation in free on-line events, such as on-line conferences, webinars, on-line workshops, on-line courses, on-line hackathons (“Event”), which are organised by Nokia Solutions and Networks Sp. z o.o., with its registered office in Warsaw, Poland, address: ul. Rodziny Hiszpańskich 8, 02-685 Warszawa, Poland, entered in the register of entrepreneurs of the National Court Register kept by the District Court for the Capital City of Warsaw in Warsaw, 13th Business Division of the National Court Register, under the number KRS 0000265262, NIP (Tax Identification Number) 113-26-39-219, REGON (Statistical Identification Number) 140718341, BDO no 000128704, with the share capital of PLN 27,900,000.00 (“Organiser”).
2. The Event is organised as part of promotional, cultural, educational, and/or informational activities of the Organiser’s Technology Centres in Wrocław, Kraków, and Bydgoszcz. A date, a place, topics, and a purpose, and also the detailed rules of participating in the Event are provided for in the information on the Event (“Information on the Event”) made available at a website of a given Technology Centre (<https://nokiawroclaw.pl/>, <https://nokiakrakow.pl/>, <https://nokiabydgoszcz.pl/>), or at a website dedicated to a specific Event.
3. Unless stated otherwise in the Information on the Event, the Event is addressed to natural persons having full capacity to perform acts in law (“Participants”). Participants of the Event may especially include persons, who professionally pursue the topics of the Event, representatives of university circles, graduates, students, and partners of the Event.
4. The Organiser is bound by [Nokia Code of Conduct](#) available at [www.nokia.com](http://www.nokia.com) in tab [Policies](#).

## Article 2 Terms and conditions of participation in the Event

1. Unless stated otherwise in the Information on the Event, it may be actively attended by persons, who have registered for the Event and received an invitation from the Organiser sent to an e-mail address provided by them. The number of the Participants may be limited. Depending on type of the Event and content of the Information on the Event, active participation in the Event may involve following broadcasts of the Event, asking questions, participating in discussions and contests.
2. Applying for participation is done on-line by completing an application form on the website given in the Information on the Event. Application includes expressing consents applicable to the acceptance of these Regulations and the Nokia Privacy Policy, detailed principles governing participation in the Event

provided in the Information on the Event and consent to the processing of personal data, and also may include other statements corresponding to the nature and circumstances of the Event.

3. In the application form the Participant will provide the following information: first name and surname, contact details, and also, depending on the nature and topics of the Event, additional information, such as reasons for their participation, a source of knowledge on the Event, attendance in the previous editions, etc.
4. Participation in the Event is free of charge. Sending an invitation to the Participant is tantamount to concluding an agreement for the provision of services by electronic means, which is entered into for the duration of organisation and execution of the Event.
5. The Participant acknowledges that the Event may be filmed and photographed by the Organiser for the purpose of promoting, informing, and/or reporting on the Event. In such event, in the course of the application process, the Participant may be requested to express their consent to the use of their image, voice, chat content, and identification data, such as their nick, login, recorded during the Event in the form of photographs, videos, and recordings, and to their dissemination by the Organiser. Consent includes such forms of dissemination as: availability at [www.nokia.com](http://www.nokia.com), on websites indicated in the consent clause, in social media (e.g. Facebook, LinkedIn, YouTube), promotional and information materials for the purposes of promoting, informing, and/or reporting on the Event. Consent applies to multiple, unlimited by time and territory, dissemination of an image, voice, chat content and identification data such as a nick, login, recorded during the Event.
6. Depending on the nature of the Event (e.g. on-line workshops, hackathons), the Participant may be asked about their willingness to participate in current and future recruitment processes conducted by the Organiser and for this purpose, express their consent to be contacted and for the processing of their personal data provided in the application form.
7. The Participant has the right to withdraw from the agreement at any time prior to the commencement of the Event. A statement on withdrawal from the agreement should be made electronically to the e-mail address provided in the Information on the Event. The Organiser will immediately send its confirmation of receiving the statement on withdrawal from the agreement to the Participant by electronic mail.
8. The Organiser reserves itself the right to make it possible for the Participant to passively participate in the Event without registration and then the Participant's attendance involves following broadcasts from the Event.

### Article 3 Organisational matters

1. The Organiser will indicate in the Information on the Event a web service through which it will make it possible to participate in the Event (e.g. YouTube, Microsoft Teams, and Cisco Webex) ("Service") and will provide a link to the terms and conditions of its using. The Participant is required to become

acquainted with the terms and conditions of using the Service prior to registering for the Event and accept them. The Participant is requested to contact the Organiser using the details provided in the Information on the Event, in the case of any questions related to the Event.

2. The Event's agenda will be defined in the Information on the Event.
3. Due to important reasons or those not attributable to the Organiser, it reserves itself the right to change the agenda at any time (e.g. due to an illness of speakers), the date (e.g. registration of an insufficient number of those willing to participate), the duration, the place and technical requirements (e.g. technical problems with the selected Service). The Organiser will publish changes in the Information on the Event. The registered Participants will be additionally notified about a change of the date, the duration, the place, or the technical requirements of the Event by electronic mail. The above-mentioned changes may not be the basis for making complaints against the Organiser.
4. There is a strict prohibition to advertise during the Event other entities than those that have been approved by the Organiser. Persons defaulting on the prohibition will be excused from the Event and will be held accountable.
5. Unless the Information on the Event provides specific technical conditions applicable to the participation in the Event, the Participant will be obliged to arrange on their own as follows:
  - a. a PC, a laptop, or other multi-media devices with the Internet connection and equipped with speakers and/or headphones;
  - b. access to electronic mail;
  - c. a web browser in its latest available version (Mozilla Firefox, Google Chrome, Safari, or Microsoft Edge, etc.);
  - d. recommended minimum display resolution is 320x480;
  - e. activating in the web browser an option of saving Cookies and JavaScript service.

## Article 4 Liability

1. The Organiser will not be held liable for losses caused through fault of the Participants during the Event. The Event Participant will be held legally and financially liable in full for losses caused through their actions or omissions to act.
2. The Organiser will not be held liable for any loss or inability to make use of or participate in the Event caused by:
  - a. providing a defective electronic mail address or such address to which the Participant has no access;
  - b. blocking by the mail server administrators sending of messages to the electronic mail address indicated by the Participant and removing or blocking electronic messages by software installed on electronic devices used by the Participant;

- c. failing to execute or improperly executing the process of registering, re-directing to a provided link, if it has been caused through a communication or technical defect, failure of devices or disruption of a connection or its poor quality due to reasons not attributable to the Organiser;
  - d. force majeure, i.e. an external event not attributable to the Organiser, especially, such as: epidemic, fire, flood, war, strike, road blockades, acts by state authorities, an actual or alleged terrorist attack preventing completion of the registration process or conducting the Event;
  - e. the Participant's failure to comply with the technical conditions or improper operation of the Participant's devices;
  - f. disturbances, including disruptions in the operation of the Service caused by non-compatibility of the Service with the Participant's information and communication technology infrastructure and other circumstances defined in the rules of using the Service that are not attributable to the Organiser.
3. In the event of the Participant's default on the detailed rules of participating in the Event, the provisions of these Regulations, the rules of using the Services, and/or the provisions of generally applicable laws relating to the Event, the Organiser may block the Participant's access to the Event, and may also terminate the agreement with an immediate effect. The Organiser has the right to terminate the agreement until the end of the Event.
  4. The Organiser represents that it exercises reasonable diligence in selecting speakers and persons hosting Events. Nonetheless, the Organiser will not be held liable for the content of scientific or private views and interpretations presented by such persons during the Event.

## Article 5 Personal data

1. The Organiser is the Data Controller of the Participant's personal data. The Organiser processes the personal data of the Participants in compliance with the Nokia Privacy Policy, subject to the provisions included in this article herein.
2. The processing of the Participant's personal data is based on the provisions of Article 6(1)(a), Article 6(1)(b), Article 6(1)(c), Article 6(1)(f) of Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data.
3. The purpose of the processing of the Participant's personal data is to allow them participating in the Event, and also, depending on the nature of the Event, purposes given during submission of the application form, consents covered by the clause, such as information, promotion, and recruitment purposes. The data will also be processed further to the implementation of legitimate interests of the Data Controller for the purpose of determining, making, and defending claims, and also for statistical purposes related to the improvement of work efficiency, the quality of the provided services, and their adjustment to recipients. The personal data may be processed for the purpose of implementing

obligations arising under regulations of law, such as accounting for prizes and awards granted in contests.

4. The scope of personal data processing depends on the nature of the Event and includes: first name, surname, contact details (e.g. e-mail address or telephone number, address of legal residence, or address for correspondence), connection data (e.g. IP, login, MAC address of the network card, website browser, operating system). Due to a limited number of the Participants, the nature, or topics of the Event, it may be required to provide other information on the Participant, such as: the place of learning or work, reasons for participating in the Event, etc.
5. The personal data may be entrusted to entities collaborating in the organisation of a specific Event. In such case, detailed information is provided at the stage of registration for the Event. The Organiser will not transfer the collected personal data to other data recipients except for the circumstances under which such recipient is authorised to obtain detailed information on the Participant pursuant to the provisions of Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data and generally applicable laws.
6. The Organiser informs that it acts as a joint controller on the following social portals and messengers:

Name of a joint controller	Link to the privacy policy
Facebook Ireland Limited	<a href="https://www.facebook.com/about/privacy">https://www.facebook.com/about/privacy</a>
Google Ireland Limited (as the owner of YouTube)	<a href="https://policies.google.com/privacy?hl=pl&amp;gl=pl">https://policies.google.com/privacy?hl=pl&amp;gl=pl</a>
LinkedIn Ireland Unlimited Company	<a href="https://www.linkedin.com/legal/privacy-policy">https://www.linkedin.com/legal/privacy-policy</a>
Discord Netherlands BV	<a href="https://discord.com/privacy">https://discord.com/privacy</a>

The Organiser runs its own sub-sites on the above-mentioned social portals, and has limited administrator accounts using which, in particular, it has access to statistics created by those social portals and may manage the Participants, and also engaged in communication with them. Detailed information on the rules of personal data processing by the social portals may be found in their privacy policies links to which have been provided above.

7. The Participants personal data will be stored for the purpose that is referred to in section 3 hereof, in the course of the organisation and duration of the Event, and also after its completion for a period required by regulations of law or during a time of expiry of the time limits for claims under the agreement - depending which of those periods is longer.
8. The Participant has the right to request access to their personal data, its rectification, and, to the extent provided by statutory law, erasure, restriction of processing, transfer, and to object to such processing.

9. The Participant has the right to withdraw their consent to the processing of their data at any time without affecting the lawfulness of the processing, which has been performed on the grounds of consent before its withdrawal. Irrespective of consent made by the Participant, the Organiser may also process their personal data on the basis of another reason provided for in section 3 hereof, which forms a separate legal basis that is not affected by consent withdrawal.
10. The Participant has the right to lodge a complaint to the President of the Personal Data Protection Office, at ul. Stawki 2, 00-193 Warszawa, Poland.
11. Provision of the personal data is voluntary, however, it is required for the purpose referred to in section 3 hereof.
12. The Participant's personal data will not be used for automated decision-making in individual cases, including profiling.
13. Any questions or doubts concerning personal data should be sent to the Organiser's contact address provided in the Information on the Event or the address provided in the Nokia Privacy Policy.

## Article 6 Obligations of the Participant

1. The Participant undertakes to use and participate in Events in compliance with the regulations of laws applicable in Poland, rules of social coexistence, the detailed rules of participation in the Event, the provisions of these Regulations, and the adopted customs, and in particular not to violate the rights of other participants of the Event, legitimate interests of the Organiser or those of third parties.
2. It is prohibited for the Participants to provide illegal, offensive content infringing on personal rights of third parties or general social standards, and also untrue content or such that may be misleading.
3. It is prohibited for the Participant to record, make available, or archive statements made by persons conducting the Event or by other Participants, and also images of such persons, if there is a video connection during the Event.
4. During the Event, the Participant is not authorised to record sound and/or image of such Event without the Organiser's written consent. If such recording is made without the Organiser's consent, the Organiser may request the Participant to delete such recording, or, if it has already been disseminated, to discontinue its further dissemination and to delete the recording from electronic media or the Internet/Intranet, and also to bear any costs related to the removal of the consequences of such violation.
5. Modifying, copying, distributing, transferring, displaying, transmitting, re-printing, sub-licensing, creating collective works from the materials and information made available during Events, and also sending back and selling such materials is inadmissible.

## Article 7 Final provisions

1. Any disputes that may arise out of participation in the Event will be resolved by a court of law having competent material and territorial jurisdiction for the registered office of the Organiser.
2. The Participant may lodge complaints to the Organiser in relation to their use of the services provided by electronic means by the Organiser. A complaint may be lodged electronically and sent to the electronic address of the Organiser provided in the Information on the Event or to the general contact address of the Organiser: [warsaw.reception@nokia.com](mailto:warsaw.reception@nokia.com). The Participant will include a detailed description of the occurred problem in their complaint notice. The Organiser will forthwith review the complaint, however, not later than within 30 days, and will provide an answer to the Participant's electronic mail address given in the complaint notice, informing the Participant about further proceedings.
3. Upon the Participant's request the Organiser will make available updated information on specific hazards related to the use of the service provided electronically and features and purpose of software or data that is not part of the service's content, which is entered by the Organiser into the information and communication technology system that the Participant uses.
4. The Organiser reserves itself the right to cancel the Event at any time due to important reasons that prevent or make it significantly more difficult to conduct the Event, about which it will notify in the Information on the Event. Additionally, the registered Participants will be notified about cancellation of the Event by e-mail or telephone.
5. The Organiser has the right to amend the provisions of the Regulations at any time due to important reasons. Amendments will become effective within a period of time determined by the Organiser, which, however, is not shorter than 14 days from the date of their announcement on the website of the Organiser. In addition, the registered Participants will be notified about the amendments by electronic mail, if the amendments apply to the Event he/she registered for. If the Participant does not agree to the amendments to the Regulations, he/she will have to notify the Organiser within such period accordingly. Declaration of no consent to the new wording of the Regulations will be considered as resignation from the participation in the Event and withdrawal from the agreement with an immediate effect.
6. The Regulations are made available to the Participants free of charge on the following websites: <https://nokiawroclaw.pl/>, <https://nokiakrakow.pl/>, <https://nokiabydgoszcz.pl/>, and also during the registration process in a manner that allows retrieving the Regulations, their reading and saving.
7. If the Event is both a stationary and on-line Event, the Regulations governing participation in free on-line events shall apply supplementary.
8. These Regulations are effective as of 20 September 2022. These Regulations replace the previous Regulations for participation in free online events valid from 13 October 2020 till 19 September 2022.