

RULES OF THE INTERNAL CODE COMPETITION
<BPCE dev_Contest/> 2024:

ORGANIZERS
BPCE
(SECRETARIAT GENERAL T&O)

AND
ISOGRAD

1. ORGANIZATION

BPCE, a limited company with a management board and supervisory board with capital of 180,478,270 euros, 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 referred to individually as “**BPCE**”,

AND

ISOGRAD, a simplified joint-stock company with share capital of 106,162.00 euros, registered in the Paris Trade and Companies Register under number 525 280 616, are headquartered 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 “**<BPCE Dev_contest 2024/>**” (hereinafter the “Contest”) **according to the conditions defined in these Contest rules (the “Rules”).**

The objective of the competition is to offer a competition of emulations and challenges to enhance IT employees and their expertise. The Competition is an international internal competition of Groupe BPCE designed to highlight the IT sector while designating the best developers of the Group individually or as a team. This second edition stands out by offering participants the opportunity to use generative AI.

The Code Contest will be held **on Wednesday, December 11, 2024 in two stages:**

- Dev_Contest: **individual code contest duration 2 hours** with 5 exercises of increasing difficulty Easy, easy, intermediate, intermediate, difficult -
- Dev_Contest: **code contest for teams of 3-4 collaborators, lasting 1h30 with 4 exercises of increasing difficulty Easy, intermediate, intermediate+, difficult**

2. CONDITIONS FOR PARTICIPATION

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

The Competition is exclusively open to persons who meet the following conditions: any employee (fixed-term, permanent, work/trainee*) who can code, being part of one of the following IT/business units/departments:

- BPCE SA Corporate T&O DSI division
- BPCE SA Pole T&O TE&S
- BPCE SA Pôle T&O CIO Office
- BPCE SI,
- BPCE-IT,
- BPCE Digital & Payments – BPCE SA
- BPCE Digital & Payments – ONEY
- BPCE Digital & Payments – PAYPLUG
- BPCE Digital & Payments – XPOLLENS
- BPCE Digital & Payments – PAYPLUG
- BPCE Digital & Payments – BPCE PAYMENT SERVICES
- the autonomous IS BRED and CASDEN,
- NATIXIS CIB (Corporate and Investment Banking)
- NATIXIS AWM (Asset and Wealth Management) including Natixis IM
- NATIXIS in PORTUGAL

INTERNAL DOCUMENT

- BRED
- BRED IT in Thailand
- CASDEN

(*) The fixed-term contracts, alternating students/trainees, VIE wishing to enter the competition must be present in Groupe BPCE at least until 20 December 2024,

Set hereinafter referred to as the «**Participants**»

External providers (except those of the Porto service centre) and temporary workers may not participate in the competition.

3. METHODS OF PARTICIPATION

Between **07:00 and 20:12/2024 (Paris time)** and 01/10/2024 at 07:00, the following must be entered in order to participate in the Competition:

- Be an employee of the BPCE Group mentioned in section 2 of the Regulation,
- Complete, in a complete and sincere manner, the participation form by filling in your name, first name, last name of the entity/management and building where the employee is used to carry out his activity, e-mail address
- Complete and validate the registration form which will serve as final registration.

The possible code languages during the Competition available on the ISOGRAD platform are:



For the Competition, ISOGRAD allows to change languages during exercises of increasing difficulty.

For example, the same Participant in the individual Contest may do the first exercise in Python, the second exercise in Cobol, the third exercise in PHP....

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

The Team Contest will consist of 3 or 4 Participants from the same entity or a different entity participating in the Contest. For Participants joining a team of the same entity, it is advisable to gather on their usual professional site in order to promote exchanges and participate in the convivial moments that will be proposed, except for those who decide to have a mixed team entities and/or time zones. In this case, entity groupings will not be possible.

When registering for the Team Competition, the Participant who will have the role of team captain must identify two or three Participants with whom he would like to carry out the Competition as a team.

Participants who are part of the same team will not necessarily have to know the same programming language. However, only one answer to the exercises containing the lines of code will have to be submitted to the editor. This unique proposal will be the one corresponding to the response communicated by the team and may be transmitted by the team captain or his teammates. It is up to them to determine the day of the opening of the

ISOGRAD platform 30 minutes before the competition, who will have to submit the answers to the exercises during the Contest.

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

A team of only two people cannot be considered as a team.

In order to encourage collective competition, the Organizer encourages Participants to register for the Individual Contest and the Team Contest. However, Participants may choose to participate in either.

The individual contest can be held on site or remotely. However, since this is the same day as the team competition, it is recommended to plan to be at your workplace all day of the contest on Wednesday, December 11, 2024.

New in the 2024 edition

Participants will choose to compete with or without generative AI when registering from 01 to 31 October 2024. The format of participation with or without AI will be specified in the registration confirmation email including the ID and password transmitted by ISOGRAD.

It is recommended to use your professional computer for all the tests.

For example, the generative AIs authorized by the Group (subject to security constraints that could block access) are:

- GPT 3.5
- GPT 4
- Gemini 1.0
- Mistral (via the Google API...)
- Group IAGen portal for those who are alpha testers
- IA plugin directly integrated in VSCode (and probably other IDE),
- those being pilots on the code assistant project

All documents and information transmitted to the Organizer in connection with the Contest (hereinafter, the «**Documents**»), as well as all copyright and other property rights relating thereto, become the property of the Organizer upon transmission. 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 ownership of the Materials and any other proprietary rights therein.

4. DESCRIPTION OF THE AWARDS AND DESIGNATION OF THE LAUREATS

The Contest can be carried out with or without generative AI, several prizes are provided.

The winner of the individual contest with or without generative AI will be the participant who has completed the 5 exercises of increasing difficulty in the best time.

The winning team in the Team Contest with or without generative AI will be the team that has completed the 4 exercises of increasing difficulty in the best time.

If no Participant and/or team completes all exercises within the allotted time, then ISOGRAD will designate the best Participant or team of Participants with or without generative AI who is most advanced in the exercises.

In total, the following “awards” *will be awarded to the winners (the “Laureates”)*, in the following order:

PODIUM INDIVIDUAL COMPETITION WITH GENERATIVE IA (3 awards)

- *Gold award* for the best developer of Groupe BPCE
- *Silver award* for the best developer of Groupe BPCE
- *Bronze award* for the best developer of Groupe BPCE

PODIUM TEAM COMPETITION WITH GENERATIVE IA (3 awards)

- *Gold award* for the best team of developers at Groupe BPCE
- *Silver award* for the best team of developers at Groupe BPCE
- *Bronze award* for the best team of developers at Groupe BPCE

PODIUM INDIVIDUAL COMPETITION WITHOUT GENERATIVE IA (3 awards)

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- *Gold award* for the best developer of Groupe BPCE
- *Silver award* for the best developer of Groupe BPCE
- *Bronze award* for the best developer of Groupe BPCE

PODIUM TEAM COMPETITION WITH GENERATIVE IA (3 awards)

- *Gold award* for the best team of developers at Groupe BPCE
- *Silver award* for the best team of developers at Groupe BPCE
- *Bronze award* for the best team of developers at Groupe BPCE

PODIUM BEST HOPE (1 PRIZE)

- *Gold award* for the best trainee/student registered in the competition

PODIUM PRIZE AT THE HEART (1 PRIZE)

- A prize will be awarded to the mixed team entities and/ or time zones (divided by their performance)

No value is attached to the prizes, the *awards* are prizes that have an honorary value and whose objective is to value individual and/ or team talents.

5. PRIZE-GIVING

The winners of the various prizes will be nominated by ISOGRAD according to the rules specified above in article 4 above.

The *awards* may only be awarded after the end of the last financial year of the Competition taking place in the various countries.

ISOGRAD will provide BPCE with the list of the names of the various winners so that the *awards* can be announced by BPCE, during the awards *ceremony* which will take place on December 19, 2024.

The winners will be informed at the awards *ceremony* that they have won an *award*. *An email will also be sent to them the same day on their professional mailbox filled in the registration form, if they were not able to participate in the awards ceremony.*

For the Laureates who are internationally, if they win an *award*, it will be sent to them at the workplace abroad.

6. CONTEST MODIFICATION OR CANCELLATION

BPCE reserves the right to modify, interrupt, cancel, postpone or suspend the Contest at any time 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 modifications shall be deemed to have been accepted by the Participants.

7. DISQUALIFICATION

The Organizers also reserve the right to exclude from participation in the Contest any person disturbing the course of the Contest (including in case of cheating or fraud).

ISOGRAD will perform cross-checks during the competition to identify potential Participants who would have indicated that they did not use generative AIs during the Contest and who would still have used them.

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

8. FORCE MAJEURE – LIMITATION OF LIABILITY

The Organizers shall not be held liable for any direct or indirect damage, material or immaterial, of any nature, caused by (i) force majeure, circumstances beyond their control (fraud, attempted fraud, etc.) or any other circumstance that would require it, if the Contest were to be modified, suspended, extended, shortened or cancelled, (ii) failure of any receiving equipment or communication lines, (iii) loss of any paper or electronic mail and, more generally, loss of any data, (iv) routing problems including endowments, (v) 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 prize concerned, (vii) any strikes or legal or regulatory provisions that do not allow the Laureates to take full advantage of their prize.

9. IMAGE RIGHT

Subject to the agreement expressed in the entry form for the Contest, Participants authorize the Organizers to use:

- their first names, last name, images and individual/team photos or photos and videos taken during the opening, closing and competition ceremonies, and, where applicable, their comments as fixed on the films; and
- in the context of internal or external communication operations (limitation to the Organizers' website and LinkedIn social network) relating to the Competition and its non-advertising promotion, without any compensation other than the delivery of prizes;
- worldwide.

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

Participants who do not wish to make this information available to the public should inform the Organizers at **BPCEdevcontest@bpce.fr**

10. CONSULTATION OF THE REGULATION

These rules have been filed via [depotjeux.com](http://www.depotjeux.com) with the office of Maitre Doniol located at 7 rue Jean Jaurès - 77410 Claye Souilly, bailiff.

The rules may be consulted free of charge throughout the duration of the game at the following address: <http://www.depotjeux.com/>. Participation in the game implies pure and simple acceptance of these rules in all their provisions, as well as the laws and regulations applicable to competitions in force in France.

The rules may be amended at any time in the form of a rider by the organisers, in compliance with the conditions set out, and published by online announcement on the site. The amendment is filed via [depotjeux.com](http://www.depotjeux.com) at the office of Maitre Doniol located at 7 rue Jean Jaurès in CLAYE SOUILLY (77410).

The modification will come into force as soon as it is put online and all participants will be deemed to have accepted it simply by taking part in the Game, as from the date on which the modification comes into force. Any Participant who does not accept the modification(s) must cease to take part in the Contest.

The Rules and, where applicable, any amendments thereto, may also be accessed free of charge when registering at the following URL address: <https://bpce.vocaza.net/cgi-bin/HE/SF?P=1z50z2z-1z-1z05994FEDC0>.

These Rules may also be sent to any Participant who so requests at the following e-mail address, during the Contest, until one month after the Contest closing date: BPCEdevcontest@bpce.fr.

Incomplete requests will not be taken into account. No information will be given 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 implement appropriate technical and organisational measures to ensure that the processing of Personal Data is carried out in accordance with applicable legislation. The conditions of participation include the collection of the following DCP: name, surname, postal address, personal or professional email.

Nature of the Personal Data: name, surname, e-mail address and entity of attachment. The nature of personal data must then include all DCPs.

Purposes of the processing of Personal Data: management of participation in the Competition <BPCE Dev_Contest 2024/> and submission of prizes.

Recipients of Personal Data, data controller(s): The Organizers

Retention period: 5 months after the Contest.

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

These rights may, subject to proving their identity by producing a copy of the identity, be exercised at any time at the following addresses:

By mail:

BPCE SA
Data Protection Officer
"DEV_CONTEST 2024 COMPETITION"
7, Germaine Sablon, 75013 Paris

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

Participants can consult the information leaflets on personal data protection available for the BPCE collective [at the following link](#).

Complaints: The Participants concerned have the right to lodge a complaint with a supervisory authority in charge of protecting natural persons with regard to the processing of personal data. In France, the supervisory authority is:

National Commission for Information and Liberties (CNIL)
3 place de Fontenoy
TSA 80715
75334 PARIS Cedex 07

For ISOGRAD:

By mail:

ISOGRAD
Data Protection Officer
'BPCE Dev_contest 2024
Rue Saint-Germain, 75002 Paris

By email: dpo@isograd.com

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 use of all or part of the elements composing the Competition, including in particular the marks appearing therein, are strictly prohibited.

13. EVIDENTIARY CONVENTION

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 date and time of publication of the post Yammer, for BPCE, have 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 the Rules are subject to French law.

If one or more provisions of the Regulations were to be cancelled or declared ineffective, it would not result in the invalidity of the entire Regulation or its other provisions and this would not affect the performance of the commitments entered into by the parties under the Regulation.

Any complaints 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:

«DEV_CONTEST 2024» contest, BPCE, 7 promenade Germaine Sablon, 75013 PARIS

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

INTERNAL DOCUMENT