

Terms and conditions of granting the "Innovation Diamonds" awards

§1

Purpose of the awards

The purpose of the "Innovation Diamonds" awards is to acknowledge the best companies, outstanding managers and business leaders who implement new technologies and innovations. Laureates must also stand out in terms of their commitment to the country's economic development and exhibit special attention to the highest standards of leadership.

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Organiser

The organiser of the event is the Company under the name: "Executive Club" Sp. z o.o. with its registered office in Warsaw (00-526) at ul. Krucza 16/22, REGON: 141040680, NIP: 521-345-63-99, registered in the National Court Register under KRS No. 000280689.

§3

Participants

Any person or company whose activity falls within the scope of the competition categories and who is entered into the competition according to the rules specified in §5 of these Terms and Conditions may become a Participant. Participants will be informed of the results of the nomination stage by e-mail or telephone.

§4

The Competition Jury

The Competition Jury (alternatively referred to as the Jury) is appointed by the Organiser. The work of the Competition Jury is directed by the Chairman. The detailed composition of the Competition Jury is available in promotional and information materials and directly through the Organiser.

§5

Categories and Evaluation Criteria

Awards will be granted in the following categories (below are the criteria that the Jury will consider in the selection process). Achievements **in the year 2024** will be the subject of evaluation:

INNOVATION OF THE YEAR: FINANCE AND BANKING

An entity that stands out due to its innovation in the offered financial products and services or in the improvement of banking and cash flow processes.

INNOVATION OF THE YEAR: ENERGETICS

An entity distinguished by innovation in the process of generation, storage, distribution or sale of electricity.

INNOVATION OF THE YEAR: PHARMACY

An entity that stands out due to its commitment to research and development, developing and implementing innovative pharmaceutical products on the market.

INNOVATION OF THE YEAR: TECHNOLOGY AND IT

An entity that effectively implements high-quality innovative technologies or cutting-edge IT tools that can be utilized in wide variety of industries.

INNOVATION OF THE YEAR: SCIENCE AND EDUCATION

An entity successfully carrying out innovative research projects, creating solutions for developing the competencies of the future or supporting the educational process.

INNOVATION OF THE YEAR: FOOD AND AGRICULTURE

An entity that effectively initiates and implements innovations in the agri-food sector related to breeding and cultivation methods, development of innovative food products or sustainable practices in food production.

START-UP PATRON OF THE YEAR

An entity distinguished by its professional, technical and financial support for emerging and growing start-ups and assisting in the commercialisation of innovative products and services.

CEO OF THE YEAR

An individual who excels at building an innovative organisation with the aim of continuously enhancing the products or services offered.

§6

Participants' registration

I. Stage I

1. Applicants in the following categories enter on their own, or are nominated by other entities in response to information about the competition sent by the Organiser or the Competition Jury:
 1. Innovation of the Year: Finance and Banking
 2. Innovation of the Year: Energetics
 3. Innovation of the Year: Pharmacy
 4. Innovation of the Year: Technology and IT
 5. Innovation of the Year: Science and Education
 6. Innovation of the Year: Food and Agriculture
 7. Start-up Patron of the Year
 8. CEO of the Year
2. A candidate for the award must be (depending on the category) a legal entity or an individual whose activities fall within the competition categories.
3. A candidate can enter the Competition in any number of categories.
4. Stage I ends on 30 September 2025 and involves compiling all nominations in each category.

5. If there are no applications in a given category, the organiser reserves the right to indicate its own nominees.

II. Stage II Determining the Winners

1. Winners in individual categories are decided by the Organiser together with the Competition Jury during its meeting.
2. During the Competition Jury meeting, its Members vote for one entity from the list of nominees in each category. Based on the number of votes, the Winner of the Competition in a given category is selected.
3. Only one nominee may be voted for in each category.
4. A Jury Member may not cast a vote for a given nominee (person/company) if he/she is related to that nominee. In the event of such a situation, the vote is invalid.
5. The Winner of the Award in a given category is the nominee who receives the largest number of votes. In the event of an equal number of votes for one or more nominees, the Jury Chairman's vote is decisive.
6. This stage ends with the selection of the Winners in the respective categories.
7. The Organiser reserves the right to change the name of a competition category up to 7 days before the event.
8. The list of Winners is confidential until it is announced during the **"Innovation Diamonds"** Awards Gala, which will conclude the **Executive Innovation Forum** conference, on the **29 October 2025 at the The Westin Warsaw Hotel**.

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Awards

1. The Awards shall be granted by the Executive Club together with the Competition Jury.
2. Awards shall be granted in each of the categories listed in §6 of these Terms and Conditions.
3. Winners in each category will receive special statuettes that will be presented during the "Innovation Diamonds" Awards Gala, which will conclude the **Executive Innovation Forum** conference, on the **29 October 2025 at the The Westin Warsaw Hotel**.
4. The Organiser reserves the right to grant an award or distinction in an additional category, proposed by the Organiser.
5. The Organiser reserves the right to grant a distinction in any of the categories listed in §6 of these Terms and Conditions.

§8

Privacy and Personal Data protection

1. The Organiser, namely the company under the name of "Executive Club" Sp. z o.o. with its registered office in Warsaw (00-526) at ul. Krucza 16/22, REGON: 141040680, NIP: 521-345-63-99, shall be the Administrator of Personal Data within the meaning of the Personal Data Protection Act of 29 August 1997 (i.e. Journal of Laws of 2002, No. 101, item 926, as amended).
2. The Participants' Personal Data will be used exclusively for further activities related to the Competition for the purpose of archiving and marketing. The Organiser shall ensure the exercise of rights under the Personal Data Protection Act of 29 August 1997 (i.e. Journal

of Laws of 2002, No. 101, item 926, as amended), in particular by allowing Participants to inspect their Personal Data in order to correct and supplement it.

3. Any data disclosed by the Participants to the Organiser or the Jury, with the exception of those available to the public, will be considered confidential and will only be disclosed in cases arising from generally applicable laws.

§9

Application of these Terms and Conditions

1. These Terms and Conditions regulate the procedure for granting the "Innovation Diamonds" awards for the year 2024. The provisions of these Terms and Conditions cease to be effective as of 29 October 2025, with the exception of §8 of these Terms and Conditions concerning the protection of Personal Data.
2. Any amendments to the Terms and Conditions can only be made by the Organiser of the Competition with the exception of the period of the Competition, that is from 1 July 2025 until the announcement of the results and distribution of Awards.
3. The provisions of the Terms and Conditions shall be interpreted by the Organiser.