

Rules and regulations regarding the internal campaign "Doubling the joy"

The purpose of these rules and regulations is to inform about the terms and conditions applicable to any activities to be undertaken within the "Doubling the joy" campaign.

SECTION 1. CAMPAIGN ORGANIZERS

1.1 The "Doubling the joy" campaign (hereinafter referred to as the "Campaign") is initiated, supported and implemented directly by ING Hubs B.V. Amsterdam – Bucharest Branch with headquarters in Calea Victoriei no. 174, building C2 – Body B and no. 176, Sector 1, Bucharest, Romania, registered in the Bucharest Trade Register with no. J40/15394/2017, Unique European Identifier (EUID): ROONRC.J40/15394/2017, Unique Registration Code 38183029, with the support of the BUCHAREST COMMUNITY FOUNDATION, with headquarters in Bucharest, Mendeleev Street No. 5, floor 1, Sector 1, registered in the Register of Associations and Foundations at the District 6 Court Registry, under no. 150/ 29.11.2011, CUI/CIF 29472532, having bank account number RO66 BACX 0000 0006 8633 0001, opened at Unicredit Bank, Domenii branch. The two entities will be referred to in what follows as the "Organizer", respectively the "Organizers" of the Campaign.

1.2 The campaign will take place according to the instructions communicated by the Organizers, with the application of the provisions of this regulation (hereinafter referred to as the "Regulation").

1.3 The regulation is drawn up and is available, free of charge, to any interested person, by accessing the ING Intranet, and the [UP for Good Community](#).

1.4 The conditions regarding the organization and development of the Campaign, according to these Regulations, as well as the rules of the mechanism for raising funds and financing the non-governmental organizations part of this Campaign are mandatory and can be found in the sections below.

1.5 The Organizer reserves the right to modify and/or supplement the Regulation, implicitly any of the conditions regarding the organization of the Campaign, as well as the right to suspend and/or terminate and/or extend its development, with prior notice to the Participants/potential participants regarding any modification of the provisions of the Regulation. Changes and/or additions will be communicated at least 24 hours before they become applicable, by displaying them in the UP for Good Community.

SECTION 2. PURPOSE AND AREA OF THE CAMPAIGN

2.1 The campaign invites ING Hubs Romania employees to raise funds for people from vulnerable groups, beneficiaries of non-governmental organizations. The purpose of the campaign is to facilitate interaction between ING Hubs Romania employees and non-governmental organizations, with two objectives:

1. Stimulation of socially responsible behavior among ING Hubs Romania employees

2. Helping people from vulnerable groups. The campaign aims to strictly help people who are in difficult situations (abandoned children, elderly people, victims of domestic violence, people affected by natural disasters, people with disabilities, etc.).

2.2 ING Hubs Romania employees can raise funds both for non-governmental organizations that are partners of the Bucharest Community Foundation, as well as for non-governmental organizations for which they volunteer/donate in their own name.

2.3 Non-governmental organizations that are eligible to be part of this campaign:

- Partners of the Bucharest Community Foundation, which respect the provisions of the Internal Procedure regarding the prevention and sanctioning of money laundering and for the establishment of measures to prevent and combat the financing of acts of terrorism;
- NGOs which respect the provisions of the sponsorship procedure of ING Hubs Romania.

2.4 At the end of the individual fundraising campaign period, ING Hubs Romania will double the amounts donated in the campaign. The organizer supports, through this Campaign, the doubling of the amounts raised by ING Hubs Romania employees, in the amount of 50,000 EUR. The maximum amount that a non-governmental organization beneficiary of this campaign can receive is 5,000 EUR.

SECTION 3. PERIOD AND STRUCTURE OF THE PROGRAM

3.1 The campaign takes place according to the following calendar:

5 November - November 17, 2025: Promotion of the Campaign inside ING Hubs Romania, for:

- a. Recruitment of Participants / Volunteers: ING Hubs Romania employees who are willing to take on the role of fundraisers on behalf of a social cause / non-governmental organization
- b. Informing ING Hubs Romania employees about the organization of this Campaign and the possibility of donating to support non-governmental organizations that run projects for the benefit of people from vulnerable groups.

November 20 – December 19, 2025: Running - by ING Hubs Romania employees - fundraising campaigns, inside and outside the company.

December 21, 2025 – January 31, 2026: Completion of the legal formalities between the Campaign Organizers and the beneficiary non-governmental organizations of this campaign, for the transfer of donations/sponsorships that double the donations collected during the campaign period.

3.2 The organizers can decide at any time to change the duration of the Campaign and implicitly any period that is part of it, through an Additional Act, considered part of the Regulation (document that can be made available to all interested parties) in accordance with the provisions of art. 1.5 above.

SECTION 4. REGISTRATION

4.1 ING Hubs Romania employees can sign up for the Campaign either by filling out a registration form, available on the Intranet, or by sending an email expressing their desire to participate in the Campaign, to upforgood@ing.com or roxana.colisniuc@ing.com

4.2 To participate in the Campaign, ING Hubs Romania employees must choose a social cause/non-governmental organization for which to raise funds, by 14.11.2025 at the latest, at 5:00 p.m. Until this date, ING Hubs Romania employees who will organize fundraising campaigns for organizations that are not partners of the Bucharest Community Foundation, must send a scanned copy of the constitutive act and of the statute of the respective organization to upforgood@ing.com or roxana.colisniuc@ing.com

4.3 On the occasion of submitting the option to register in the competition, ING Hubs Romania employees are obliged to provide the Organizers with the following information:

- The name of the organization for which they wish to raise funds within the Campaign
- A scanned copy of the constitutive act and the statute of the organization for organizations that are not partners of the Bucharest Community Foundation.

4.4 The Organizer reserves the right to remove from the Campaign any Participant who has not provided the requested information according to these Regulations.

SECTION 5. FUNDRAISING CAMPAIGNS

5.1 As part of this campaign, donations will be collected on the Galantom platform (www.galantom.ro), in the section of the online event "Doubling the joy".

5.2 Funds will not be collected in the bank account of Non-Governmental Organizations / ING Hubs Romania Employees.

SECTION 6. DOUBLE THE AMOUNTS COLLECTED WITHIN THE CAMPAIGN

6.1 The organizer supports, through the Campaign, the doubling of the sums collected by ING Hubs Romania employees, in the amount of EUR 50,000. The maximum amount that a non-governmental organization beneficiary of this campaign can receive is 5,000 EUR.

6.2 After a fundraiser collects 5,000 EUR for his/her non-governmental organization of choice, he/her can continue the fundraising, without the amounts collected after this limit being doubled, until the campaign ends.

6.2 When 50,000 EUR will be collected, the campaign can continue, but ING Hubs Romania will only double what has been collected until the date of reaching the threshold of 50,000 EUR.

6.3 The respective amounts - due to non-governmental organizations - are granted in lei equivalent calculated at the EUR/RON exchange rate of the National Bank of Romania valid on the date of payment based on a written agreement (sponsorship contract for non-governmental organizations), in the form established by the Organizer.

6.4 The sponsorship contract will be concluded between the Organizer and the Bucharest Community Foundation (in the case of its partner organizations).

6.5 As the case may be, the mentioned amount will be made available to the Non-Governmental Organizations beneficiary of this Campaign, under the conditions established by the respective sponsorship contract. In the event that the entire amount representing the financing or any part of this amount is not used according to the object of activity of the non-governmental organization for which the fundraising campaign was carried out, the beneficiary Non-Governmental Organization will be obliged to return the respective amount to the Organizer.

6.6 The Organizer reserves the right not to grant or, as the case may be, to request the return of the amounts that are the object of the granted funding, without any compensation if the Participant has tried to defraud the Campaign system/mechanism or has undertaken any other actions that could affect the image of this Campaign or the Organizer's image, or tried to embezzle the amounts representing the financing granted by the Organizer or provided false information of the nature of being part of the Program but later it is proven that these are false or misleading.

6.7 It is not allowed to change the funding parameters granted by the Organizer within the Campaign, nor to replace them with another good or service.

SECTION 7. RIGHTS, OBLIGATIONS, RESPONSIBILITIES

7.1 The Participant is fully responsible for each of his/her actions within this Campaign. The Participant is solely responsible for any direct or indirect consequences that may arise as a result of his/her participation in this Campaign.

7.2 Obligations assumed by the Participants:

- to register in the Campaign using valid and complete contact data;
- when registering in the Campaign, each Participant declares on his own responsibility that he is the owner of all intellectual property rights, including copyrights, regarding any material used in the realization of fundraising campaigns or the entitled person and is responsible for cases where certain materials entered by Campaign Participants violate the intellectual property rights of third parties or are taken from various sources.

If, during the Campaign, the Organizer will receive official information in order to demonstrate that a certain material that makes up the fundraising campaign carried out by a Participant violates the laws or these Regulations, it can take the decision to disqualify the respective campaign.

The organizer has the right not to take into account materials that he considers indecent, harmful to its image or to the image of third parties or that in any way violate these Regulations or the applicable legislation.

7.3 The organizer has no responsibility regarding:

- Fundraising campaigns registered in the Campaign by the Participant, if they were illegally appropriated by them;
- The situations in which the Participants enter incorrect contact data and for these reasons the Organizer will not be able to contact the Participants to send them various information regarding the Campaign;
- Situations in which there are suspicions or accusations of copyright infringement in connection with the Campaigns registered in the Program.

7.4 The Participants acknowledge that participation in the Program requires full knowledge of the Regulation and acceptance of all its provisions, committing to comply with all their obligations as Participants. Violation of any provisions of the Regulation entitles the Organizer to remove the respective Participant from the Program.

SECTION 8. PERSONAL DATA

8.1 Within this Campaign, the parties act as Independent Controllers when processing personal data. The Organizers will process the name, surname, e-mail address of the Participants and the NGO for which the Participant wants to raise funds. The Organizer will process the data in order to organize the Campaign, to communicate with the Participants regarding the conduct of the Campaign, as well as in order to fulfill fiscal and financial-accounting obligations.

8.2. The data of the Participants will be processed as a result of joining the "Doubling the joy" Campaign Regulations, having as a legal basis the execution of the contract between the parties (i.e., the Campaign Regulations), but also for the fulfillment of legal obligations of a fiscal and financial-accounting nature.

8.3. The data of the Participants will not be disclosed to third parties, with the exception of transmission to the Bucharest Community Foundation, which will process them to provide support for the organization of the Campaign.

8.4. The data of the Participants will not be transmitted to third countries, being processed only in the European Economic Area.

8.5. The data of the Participants will be stored for a period of 2 months from the end of the Campaign, but no later than January 31, 2026, unless when there is a legal obligation that imposes on the Data Controller a longer retention period, such as obligations in fiscal matters and archiving purposes.

8.6. Participants can exercise the following rights regarding the processing of their data: the right of access, the right of rectification, the right of deletion, the right to restrict processing, the right of opposition, the right not to be the subject of an automatic decision, the right to portability, as well as the right to file a complaint with the National Supervisory Authority for the Processing of Personal Data, but also in court. Participants can exercise these rights by sending a written, dated and signed request to:

a) Post office: 174 – 176 Calea Victoriei, Building C2, Corp B, 010097, Bucharest, Sector 1, Romania, or Strada Mendeleev Nr. 5, etaj 1, Sector 1, Bucharest.

b) E-mail: Protectiadatelor.INGHubsRomania@ing.ro, or office@fundatiacomunitarabucuresti.ro.

8.7. For additional information regarding the processing activities carried out by ING Hubs Romania for the development of this Company, a specific information note has been defined that will be made available to the Participants at the time of registration.

SECTION 9. TERMINATION / INTERRUPTION OF THE CAMPAIGN

9.1 The Campaign can stop at any time in the event of a situation that constitutes force majeure, including in the case of the Organizer's impossibility, for reasons independent of its will, to ensure either the running of the Campaign in good conditions, or the fulfillment of the purpose for which the Campaign is organized.

9.2 The campaign can be suspended or terminated at any time based on the Organizer's decision, without this giving rise to any right to compensation, provided that the Organizer communicates such a situation in advance, in accordance with the procedure established in art. 1.5 above.

SECTION 10. APPLICABLE LAW. LITIGATION

10.1 These Regulations are subject to Romanian law.

10.2 Any disputes arising from or in connection with these Regulations will be resolved amicably or, if an agreement is not reached in this way, the disputes will be submitted for resolution to the competent courts at the Organizer's headquarters.

These Regulations are valid for the entire duration of the Campaign.