

FIS SOCIAL MEDIA AND DIGITAL POLICY

1 INTRODUCTION

This Policy applies when you submit photographic and video materials ("Materials") to FIS. By submitting Materials to FIS you consent to the terms of this Policy and that FIS can post the Materials on Social Media. Please be aware that minors can only submit Materials with proof of their parents or legal guardian's consent.

1.1 DEFINITIONS

FIS means the International Ski and Snowboard Federation, FIS, and any legal entity which directly or indirectly is controlled by FIS. The term "control" means the ability to vote more than 50% of the voting securities of the legal entity or otherwise having the ability to direct the management and policies of such legal entity.

Social Media means websites and applications that enable users to create and share content or to participate in social networking including but not limited to blogs, micro-blogs (example: Twitter), various social networks, (example: Facebook, LinkedIn), user-generated sites (example: YouTube and Instagram), any AI assisted tools and Apps (example: ChatGPT, deepl.com, etc.), virtual worlds, Internet forums, discussion groups, websites, private messenger services, e-mail and other forms of social media used online. Such Social Media accounts are hosted on third-party sites and often abroad in the USA.

Policy means this FIS Social Media and Digital Policy.

1.2 UNDERSTANDING OF SOCIAL MEDIA AND ITS IMPACT ON FIS

Social Media offers multiple platforms for applicants or users to voice their opinions or views about the company with regard to its service offering, queries or any related news flow. These situations may create positive or negative media publicity about FIS attracting positive or adverse attention from customers, employees, business partners, government and general public.

Social Media sites and their partners may collect your information and use tracking technology, and their sites are not subject to FIS privacy statement and policies. FIS does not endorse any particular Social Media, its sponsor, or any of the policies, activities, products, or services offered on the site or by any advertiser on the site. Retweets, Follows and Likes do not equal endorsements.

2 AUTHORISED FIS SOCIAL MEDIA PLATFORMS AND USERS

When submitting Materials to FIS you agree and consent to the fact that FIS might share these Materials in accordance with the terms of this Policy on Social Media.

3 RESTRICTIONS

When submitting Materials to FIS please respect the following rules:

- be aware of and respect your audience
- be cognisant of this Policy
- use your correct identity
- submit only true and credible information
- abide by the applicable laws
- respect the specific boundaries
- be conscious of one's personal integrity, privacy and relationships
- DO NOT submit any Materials that are copyrighted or infringes third party rights
- DO NOT submit any Materials relating to minors without proof of prior consent of the parents or legal guardians
- DO NOT submit any Materials containing images with pornographic, alcohol, tobacco and other inappropriate content
- DO NOT make any form of references to any third parties, customers, business partners, etc. without their prior consent
- DO NOT use company branding
- Be cautious when using content, images, etc. from the internet
- DO NOT comment on or publish information related to FIS competitors, including what is proprietary or confidential.

4 PUBLICATION AND TAKEDOWN POLICY

If any Materials submitted by you are deemed to have violated this Policy or any other applicable FIS policies, FIS reserves the right to seek a clarification on the content submitted and might decide in its sole discretion whether to post or share the Materials and/or at a later stage take down any posted Materials.

5 MODIFICATIONS AND UPDATES

This Policy is subject to updates of the laws, regulations where FIS operates and operating rules of FIS. If you have any questions, please contact privacy@fis-ski.com.