



COLAS TEAM CUP CHARTER
4TH EDITION
2025-2026

A MESSAGE FROM THE CEO

The Colas Team Cup is back!

I'm delighted to announce the official launch of the **4th edition** of this eagerly awaited event. The Colas Team Cup is a flagship moment in the Group's calendar and I'm excited to be experiencing it with you for the first time. I know that many of you have been looking forward to this new edition, as have I.

The Colas Team Cup perfectly embodies our values of **caring, sharing and daring**. I'm particularly pleased to see the return of the **charity dimension**, which made such an impact at the last event. Through the **Colas Foundation's partnership with an association**, every person that signs up is contributing to a good cause, and **charitable challenges** will once again be organized throughout the competition. Together, we have the opportunity to push our limits while having a positive impact on the world around us.

I would encourage as many of you as possible to rise to the challenge and represent your geography with pride!

As with the previous editions, the event will include our signature sports of **running** and **five-a-side soccer**. And once again, this year, we are paying tribute to your commitment and creativity with the **"Incredible Talents"** competition.

Above all, the Colas Team Cup is a great opportunity to meet colleagues from different backgrounds and different geographies. Taking part is not only a way to reinforce our team spirit and sense of **fair play**, but also to continue this wonderful human and community-focused adventure through charitable initiatives.

It's up to you to make this new edition a unique experience for you, your teams and the causes we are supporting together.

I now hereby declare open the fourth edition of the Colas Team Cup. Have an excellent competition!

Faster and stronger together!

Pierre Vanstoflegatte

INTRODUCTION

The Colas Team Cup (CTC) is an internal international sports and artistic challenge organized by the Colas Group.

The CTC is an inclusive and unifying competition. All employees of the Group who meet the participation requirements are encouraged to try their luck by registering for the competition.

The objectives of this Charter are as follows:

- To define the general organizational framework of the competition,
- To describe the roles and missions of every stakeholder in the competition (steering committee, local coordinators, participants and supporters),
- To set the rules for employees' participation in the competition,
- To specify the rights and obligations of participants.

Each of the above is described in detail below.

The Colas Team Cup Charter applies to all those involved in the competition.

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Colas Team Cup Charter acceptance document to be dated, signed and returned at the time of registration on www.colasteamcup.com

CHAPTER 1 – Presentation of the Colas Team Cup

1.1. The competition

The Colas Team Cup is a competition open to all adult employees of the Colas Group who meet the following criteria:

- On a permanent contract or a long-term contract (excluding fixed-term contracts, internships, and temporary assignments).
- Under an apprenticeship or work-study contract, provided they remain employed within the Colas Group as of March 2026.

The Colas Team Cup is a competition open to all adult employees of the Colas Group on permanent contracts and long-term contracts (excluding fixed-term contracts, internships, apprenticeships, and temporary assignments).

This competition is organized around three categories: five-a-side soccer, running and Incredible Talents.

It takes place in three stages:

- February 3 to March 31, 2025: online registration of employees on www.colasteamcup.com
- April 1 to December 14, 2025: local qualifying rounds organized for each geography (see 1.4 Geographies)
- March 2026: International finals

1.2. Objectives

- To give all Group employees an unforgettable, dynamic, teambuilding experience.
- To encourage networking: bonding through sports and team spirit, participating employees will forge links and create a network that will stand them in good stead in the future.
- To boost and promote team spirit, locally and across the Group, based on the CTC's values of surpassing one's own limits, conviviality, solidarity, etc.
- To showcase human values through an exceptional event.

1.3. Stakeholders

The following parties are the stakeholders in the Colas Team Cup:

- the "steering committee" in charge of organizing the event,
- the "local coordinators" responsible for managing and organizing competitions in their own particular geography (see paragraph 1.4),
- the "participants" entered in one of the three competition categories,
- the "supporters".

All individuals or organizations belonging to any of the above categories, in whatever capacity, are bound by this charter and must comply with its provisions.

1.4. Geographies

Participants represent their geography, not the company that employs them. All specialized subsidiaries (Colas Rail, Spac, Aximum, Colas Digital Solutions, etc.) located in these countries are invited to participate for the corresponding geography.

GEOGRAPHIES	DEPARTMENTS/REGIONS/COUNTRIES INCLUDED	LOCAL COORDINATORS
FRANCE - South-East	Departments 01, 03, 07, 15, 26, 38, 42, 43, 48, 63, 69, 71, 73, 74, 2A, 2B, 04, 05, 06, 11, 13, 30, 34, 66, 83, 84	Xavier DE FARIA 06 69 98 97 07 xavier.defaria@colas.com Eloïse DELPLANQUE 06 62 42 92 55 eloise.delplanque@colas.com Arthur BLOT 07 62 91 40 75 arthur.blot@colas.com Daphné BARTOS (Colas Rail) 07 61 49 37 24 daphne.bartos@colasrail.com
FRANCE - IDFN	Departments 14, 27, 50, 61, 75, 76, 77, 78, 91, 92, 93, 94, 95	Maryse SOUBIEN 06 66 33 87 24 maryse.soubien@colas.com Christelle BOUSTAOU 07 64 40 53 47 christelle.boustaoui@colas.com Yang SHENG (Colas Rail) yang.sheng@colasrail.com
FRANCE - West	Departments 18, 22, 28, 29, 35, 36, 37, 41, 44, 45, 49, 53, 56, 72, 79, 85, 86, 09, 12, 16, 17, 19, 23, 24, 31, 32, 33, 40, 46, 47, 64, 65, 81, 82, 87	Julie RENAUD-SALIS 06 60 30 97 83 julie.renaudsalis@colas.com Jérôme SCOMPARI 06 59 60 30 08 jerome.scomparin@colas.com Ghislain GUENIER 06 67 62 27 69 ghislain.guenier@colas.com Sigolène SERREAU (Colas Rail) 07 63 63 12 59 sigolene.serreau@colasrail.com
FRANCE - North-East	Departments 02, 08, 10, 21, 25, 39, 51, 52, 54, 55, 57, 58, 59, 60, 62, 67, 68, 70, 80, 88, 89, 90	Fabienne STEIN-JENNY 06 99 01 09 36 fabienne.stein@colas.com Jennifer FLAHAUT 06 68 72 29 63 jennifer.flahaut@colas.com Anaïs WARY 06 63 36 81 32 anaïs.wary@colas.com Marion BOUREL (Colas Rail) 06 69 14 68 86 brysemael@colasrail.com

FRENCH OVERSEAS / INDIAN OCEAN / LATAM (Latin America)	Chile, Guadeloupe, French Guiana, Martinique, Mayotte, Madagascar, Mauritius, Reunion Island, Panama	Yolande CALICHIAMA (French overseas & Indian Ocean) yolande.calichiama.ext@colas-mayotte.fr Nicole DELANOE BACIC (LATAM) +56950663388 ndelanoe@colvias.com Maria ROSARIO CUEVAS (LATAM) maria.cuevas@colvias.com Emilien GANDRILLON (Colas Rail LATAM) +56942967318 emilien.gandrillon@colasrail.com
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1.5. The Colas Team Cup spirit

All participants and teams wishing to compete in a Colas Team Cup event must respect the rules of fair play set out below, with no exceptions possible. Anyone who fails to do so may be barred from the competition:

- Take part, first and foremost, to have fun;
- Follow the rules and never deliberately commit or try to commit a foul;
- Show respect to officials, referees, other competitors, teammates and organizers at all times;
- Accept all of the referee's decisions, never questioning his/her integrity;
- Refrain from cheating;
- Retain dignity and exercise self-control at all times;
- Refrain from any physical or verbal violence;
- Know how to accept defeat and be a "good loser";
- Know how to be a good winner, without mocking losing participants.

CHAPTER 2 – Local qualifying rounds

2.1. Rules and regulations for participation

- a) Participants must be Colas Group employees on permanent contract, long-term contract, or an apprenticeship or work-study contract, provided they remain employed within the Colas Group as of March 2026 (excluding fixed-term contracts, internships, and temporary assignments);
- b) Participants must be aged 18 or over;
- c) Participants may take part in only one of the three Colas Team Cup categories;
- d) Participants must date and sign the acceptance document for this Charter at the time of registration;

- e) Participants must date and sign the liability waiver form indicating that they have no medical contraindications to taking part in competitive sports or any of the three categories in the Colas Team Cup challenge at the time of registration;
- f) Participants must date and sign the image rights release form at the time of registration;
- g) Participants must date and sign the Personal Data Protection Policy at the time of registration.

2.2. Online registration on the CTC website and qualifying period

REGISTRATIONS

To take part in the Colas Team Cup, participants or teams must register online on the www.colasteamcup.com website between February 3 and March 31, 2025 by creating a user account. After this deadline, registrations will be closed.

At the time of registration, participants must select their competition category, then enter their personal information to create a user account. Before confirming the registration, the competition organizers must make sure that:

- participants meet conditions a) to c) in Article 2.1,
- participants in the running and Incredible Talents categories have completed and electronically signed the documents indicated in d) to g) in article 2.1 on their user account,
- participants in the five-a-side soccer category have completed and signed the documents indicated in d) to g) in article 2.1 before the local qualifying tournament.

Registration will be completed when the participant receives a confirmation email from the organizers at the email address indicated at the time of registration.

Registrations will close on March 31, 2025 at midnight, Paris time.

In the event of mobility to another geography, participants are encouraged to get in touch with the local coordinators in both their former and new geographies.

QUALIFYING PERIOD

Participants can qualify for the international finals from April 1, 2025 to December 14, 2025. During this period, they will be able to practice during their spare time and take part in the various local Colas Team Cup tournaments.

No results achieved before or after these dates will be taken into account.

2.3. Qualifying criteria

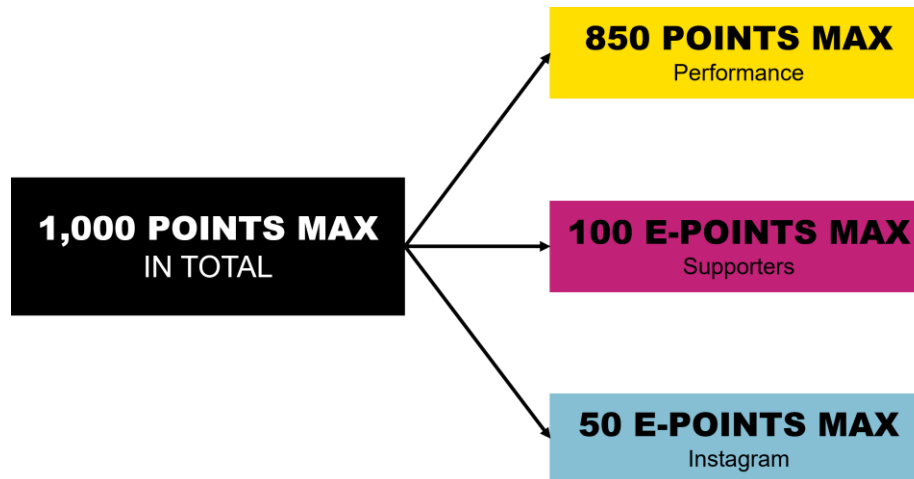
The sports competitions are governed by a point rating system based on both the sporting performance and the “digital presence” of participants and teams on the Colas Team Cup website and on Instagram.

Accordingly:

- Each individual or collective performance for an event corresponds to an associated number of points (maximum 850);
- Each supporter endorsement on the website corresponds to a number of e-points (maximum 100);

- Each share of photos on Instagram mentioning the @colasteamcup account corresponds to a number of e-points (maximum 30);
- Subscription of participants to the @colasteamcup and @Groupe_Colas Instagram pages corresponds to a number of e-points (20 points).

Points and e-points (maximum of 1,000 points) will then be added up to produce a ranking of participants by geography.



For more information, refer to the dedicated section on the website: www.colasteamcup.com.

SUPPORTER E-POINTS

Employees and people from outside the Colas Group can encourage a participant or a team. Supporters can simply go to the profile of the participant or team they wish to support on the www.colasteamcup.com website and enter their contact details (last name, first name, valid email address), then click on the “SUPPORT” button. Each supporter can only vote ten times and never twice for the same participant or the same team.

For each “support” vote received, the participant or team will be awarded 1 e-point. The total number of e-points accumulated in this way cannot exceed 100 e-points. The computer system will automatically calculate the e-points and include them in the total.

INSTAGRAM E-POINTS

At the time of registration, participants and teams can indicate their Instagram account information (“public” account) in the form. Each time the participant or team posts a photo directly related to the Colas Team Cup on their Instagram account (see details in the “e-points” regulations on how to ensure a post is valid and will be counted) using the identification @colasteamcup on their picture, they will be awarded 1 e-point. The total number of e-points accumulated in this way cannot exceed 30 e-points (i.e. 30 posts). The computer system will automatically calculate the e-points and include them in the total.

Please note that posts mentioning @colasteamcup will not be counted in the order they are published, as this depends on how the Instagram API functions. In other

words, a photo may be received by the moderation team the next day, or up to 7 days later.

An additional 48-hour moderation period also applies. However, all photos published will be counted no later than December 14, 2025.

Any attempt to earn points fraudulently or not in accordance with the charter and the “e-points” regulations will automatically result in exclusion from the competition.

The participant can subscribe to both Instagram pages, **@colasteamcup** and **@Groupe_Colas**, to earn 20 e-points. However, if they subscribe to only one page or none, they will not receive these 20 e-points. Checks regarding these e-points are carried out twice a month.

2.4. Rules and regulations for sports events

Given the spirit of the Colas Team Cup (see paragraph 1.5), the rules of the federations governing each of the two sports in the competition have been simplified and are explained in annexes to this Charter and also on the www.colasteamcup.com website.

2.4.1 Running

Participants registered for the running category must take part in a race (a competition providing a participation certificate confirming the distance run and the time performance) over an official distance (10 km/half marathon/marathon) within the specified period (April 1, 2025 – December 14, 2025 at midnight – Paris time).

Participants must enter their performance on their user account (e.g., 2 hours 50 minutes for a half marathon) and upload confirmation of their performance (screenshot of the race results, performance certificate issued by the race organizer, etc.).

In the interests of sporting fairness, runners taking part in the qualifying rounds will be ranked based on their age. A ranking by age category in each geography will determine the five qualifiers making up a finalist team:

- 18-29 years
- 30-39 years
- 40-49 years
- 50 years and over
- The best overall time in the geography.

For each participant, the age category will be determined for the entire competition based on the participant's age as of April 1, 2025.

The full point scoring system for running is set out in Annex 1 to the Charter.

The full rules and regulations for running are presented in Annex 2 to the Charter.

2.4.2 Five-a-side soccer

Five-a-side soccer is a type of soccer played with five players (four players and one goalkeeper) on a reduced-size field, either in a special sports hall or outdoors. The size of the fields is left to the discretion of the local organizers according to their particular constraints.

A team comprises five players on the field and two substitutes. Each team will appoint a captain.

The objective is to score more goals than the opposing team in a game played over two periods and supervised by a referee appointed in advance by the organizers. The length of the periods is left to the discretion of the local organizers according to their particular constraints (recommendation of two periods of 10 minutes).

Participating players will cover the cost of the personal equipment required for taking part in this sport, in particular their outfit, footwear and shin guards.

The full point scoring system for five-a-side soccer is set out in Annex 3 to the Charter. The full rules and regulations for five-a-side soccer are presented in Annex 4 to the Charter.

GENDER DIVERSITY

To encourage gender diversity in soccer teams, there is a bonus system for each game in the qualifying tournament. A bonus goal will be added to the score at the end of the game for any seven-person mixed team with at least one female player, on condition that at least one female player is present on the field for at least half of the game.

2.4.3 Incredible Talents

CATEGORIES

The Incredible Talents event of the competition consists of three categories open to all participants (individually or in groups of up to five people):

- Stage talent (Dancing, Singing, Music)
- Visual arts
- "My Project"

DEFINITION OF THE CATEGORIES

a) Stage talent

- **Dancing:** Artistic activity performed by a single person or several partners consisting of the execution of a sequence of rhythmic body movements and postures, usually set to instrumental or vocal music. Any style of dance is permitted in individual or team performances.
- **Singing:** Singing is the emission of varied and rhythmic sounds in which the voice rises and falls, to form a musical whole. Any type of singing is permitted, including rap, slam, opera, beatbox, gospel, pop, reggae, etc.
- **Music:** Music is the "art of sound" and includes any artistic construction intended to be perceived by the ear. Any type of musical instrument is allowed.

b) Visual arts

Visual arts include all practices or activities giving an artistic, esthetic representation, through shapes and volumes. This category includes drawing, painting, sculpture, street art, photography, video, etc.

c) My Project

Do you have a project with a positive impact¹ that generates strong personal interest and presents an inspiring goal/challenge? Present your project in this category.

Types of projects permitted: humanitarian, creative, historic, technological, environmental, cultural, scientific, etc.

C. PROCEDURE

Each participant will present their talent via a short video of their performance. The performance must not exceed 2 minutes. Anything beyond the 2-minute mark will not be taken into consideration.

Participants will upload their video to their user accounts directly on the Colas Team Cup website so that it can be scored.

The performers appearing in the videos must be the participants themselves. The videos may not include an existing work by another person.

Participants must ensure that the image and sound quality are good enough to allow the judges to rate their performance.

The video must comply with the following requirements:

- Format: MPEG 4, .mov, .wmv (no .flv accepted)
- Size: 120 Mb maximum

Throughout the qualification period (from April 1, 2025 to December 14, 2025) participants are allowed to share three videos to try to get as many points as possible. The best of the three performances will be taken into account to validate their Incredible Talents score.

D. JUDGES

Before performances are evaluated by the judging panel, each video will be moderated beforehand to make sure it complies with the competition's rules and regulations. If the performance does not comply with any of the rules and regulations, it will not be deemed to be valid.

The judging panel will be made up of five people (three external experts and two Colas Group employees), who will be responsible for judging and scoring the performances.

¹ A **positive impact** is a beneficial effect on society, the environment or individuals, helping to solve a problem, improve living conditions, or promote sustainability and inclusivity.

For each category, the judges will establish a ranking based on a maximum score of 50 points, i.e., five scores of 10 points maximum.

E. SCORING

The scoring criteria for each judging panel will be:

- **Presentation quality:** depending on the category, staging and emotion conveyed, fluency, synthesis, credibility (4 points)
- **Mastery of technical aspects and the subject matter** (4 points)
- **Originality and creativity** (2 points)

In the event of a tie between participants on the overall score, the participant with the highest judges' score will be declared the winner. If the contestants are still tied, the winning score will be based on two scores, then three scores and finally, four scores.

The full point scoring system is set out in Annex 5 to the Charter.

F. IMPARTIALITY

The judges' decisions are final and cannot be appealed.

G. IMAGE RIGHTS

Colas Group reserves the right to use the videos posted on social media and the competition website, on condition that the participant checked the corresponding box at the time of registration.

H. PARTICIPANTS' COMMITMENTS

By validating uploading of their videos, participants agree not to:

- Defame, insult, or violate the rights of third parties;
- Reproduce and/or use the brand, company name, logo or any distinctive sign of a third party;
- Reproduce and/or use another participant's video for defamatory purposes;
- Infringe on the privacy of persons who may be mentioned in the video, or of the Colas brand;
- Upload videos showing violence (physical and/or verbal) or with sexual undertones (nudity, obscene or otherwise offensive language or gestures);
- Upload videos of a racial nature or that highlight a religion.

If any of these aspects of the rules and regulations are not respected, participants shall be excluded from the competition.

2.5 Selection of finalists

The number and distribution of finalists in the international finals are set out below:

GEOGRAPHIES	SOCCER (number of teams)	RUNNING (participants)	INCREDIBLE TALENTS (talents)
FRANCE - South-East	1	5 women 5 men	3
FRANCE - IDFN	1	5 women 5 men	3
FRANCE - West	1	5 women 5 men	3
FRANCE - North-East	1	5 women 5 men	3
FRENCH OVERSEAS / INDIAN OCEAN / LATAM (Latin America)	2	5 women 5 men	3
MACAO (Morocco, Central & West Africa)	1	5 women 5 men	3
NORTH EUROPE, UNITED KINGDOM & IRELAND	1	5 women 5 men	3
CENTRAL AND WESTERN EUROPE	2	5 women 5 men	3
MESEA (Middle East, South & East Africa)	1	5 women 5 men	3
USA	1	5 women 5 men	3
CANADA	1	5 women 5 men	3
ASIA / PACIFIC	1	5 women 5 men	3
TOTAL PARTICIPANTS	98	120	36

Finalists will be selected according to the score obtained using the qualifying criteria set out in Article 2.3.

In the event of a tie on total points, the participant or team with the best Performance score in the category will be selected.

FINALISTS FROM PREVIOUS EDITIONS

To promote equal opportunities and give all participants the chance to experience the international finals, the following rules will apply to finalists from previous editions:

- **In the case of the running event**, if a participant has already been a finalist in 2 editions of the Colas Team Cup, but another participant who has never been a finalist ranks between 6th and 10th place, the organizers will automatically select this new finalist.

- **In the case of 5-a-side soccer**, if the qualified team(s) have already been finalists in 2 editions of the Colas Team Cup, then at least 3 players must be replaced in the team(s) to qualify for the international finals. Otherwise, the organizers will automatically select the next team in the geography's ranking.

2.6. Announcement of the list of finalists

The list of participants and teams qualified for the international finals will be announced in the second half of December 2025 on the Colas Team Cup website. Each finalist will receive an email asking them to confirm their participation.

If a qualified participant is unable to participate in the Colas Team Cup International Finals (e.g., for medical reasons or due to a change in employment status), the available place will be reallocated to the participant from the geography with the highest ranking among the non-qualified participants.

All selected participants will then be contacted by the Colas Team Cup organizers to make travel arrangements for the 2026 international finals.

2.7. “E-Points” rules and regulations

In line with the spirit of the Colas Team Cup, the rules and regulations below explain how to earn points by supporting participants on the website and on Instagram, as well as the restrictions.

Supporter e-points:

Participants can be supported on the www.colasteamcup.com website between April 1, 2025 and December 14, 2025 at midnight, Paris time.

See Article 2.3 on qualifying criteria for how to earn e-points.

Restrictions:

- Any creation of a false supporter identity or email address will result in exclusion from the competition.
- Any use of the email of a Group employee without his/her prior consent may result in exclusion from the competition.

Instagram e-points:

- All photos will be checked and moderated by the organization before being validated.
- To earn e-points, participants will only be able to make one post per day using the **@colasteamcup identification** during the qualifying period from April 1 to December 14, 2025. Any additional posts per day will not be counted (see Article 2.3 on selection criteria for how to earn e-points).
- The photos posted should be directly related to the Colas Team Cup. If a photo is not directly related to the competition, then it must include a comment to explain the link.
- Any photos not meeting these criteria will not be counted.
- Only one Instagram account per soccer team is allowed.
- Participants can refer to the Instagram user guide on the competition website for more details on how to post valid photos.

Restrictions:

In addition to the information above, the following types of photos will not be counted:

- Photos of construction sites or construction equipment without a comment in connection with the competition;
- Photos from private life without a comment in connection with the competition;
- Identical or almost identical photos posted several times;
- Photos taken from internet databases;
- Photos of a route from a fitness tracker, or an identical or almost identical soccer action.

CHAPTER 3 - International finals

3.1. Date

The international finals will be held in March 2026. The date will be specified during the course of 2025.

3.2. Location

The finalized location for the international finals will be announced during the course of 2025.

CHAPTER 4 – Rights and intellectual property

Colas is responsible for promoting the values of the Colas Team Cup, providing support to the “local coordinators” and organizing this internal event. Colas holds all rights to the Colas Team Cup and to the related intellectual property, in particular Colas Team Cup Trademark No. 17/4343731, brand name No. 17/4343732 and the registered slogan “Faster and Stronger Together” No. 17/4343734.

The Colas Team Cup is the exclusive property of Colas, which is the holder of all rights and data relating to it, particularly, and without restriction, all rights relating to the organization, operation and marketing of the Colas Team Cup, entry of fixed images and film sequences of the Colas Team Cup for use by media, filing of audiovisual recordings of the Colas Team Cup and dissemination, transmission, retransmission, reproduction, presentation, distribution, provision or other public communication by any means whatsoever, in existence, currently or in the future, of works or signals containing audiovisual recordings of the Colas Team Cup.

Colas will set the conditions for access to and use of the data concerning the Colas Team Cup and the competitions and sports services involved within the context of this competition.

ANNEXES

ANNEX 1 - POINT SCORING SYSTEM FOR RUNNING

10KM WOMEN	10KM MEN	POINTS	1/2 MARATHON WOMEN	1/2 MARATHON MEN	POINTS	MARATHON WOMEN	MARATHON MEN	POINTS
00:39:00	00:33:00	850	01:38:00	01:18:00	850	03:30:00	02:45:00	850
00:39:20	00:33:20	844	01:38:32	01:18:32	844	03:30:50	02:45:50	845
00:39:40	00:33:40	837	01:39:04	01:19:04	839	03:31:40	02:46:40	841
00:40:00	00:34:00	831	01:39:36	01:19:36	833	03:32:30	02:47:30	836
00:40:20	00:34:20	825	01:40:08	01:20:08	827	03:33:20	02:48:20	832
00:40:40	00:34:40	819	01:40:40	01:20:40	821	03:34:10	02:49:10	827
00:41:00	00:35:00	812	01:41:12	01:21:12	816	03:35:00	02:50:00	822
00:41:20	00:35:20	806	01:41:44	01:21:44	810	03:35:50	02:50:50	818
00:41:40	00:35:40	800	01:42:16	01:22:16	804	03:36:40	02:51:40	813
00:42:00	00:36:00	793	01:42:48	01:22:48	799	03:37:30	02:52:30	809
00:42:20	00:36:20	787	01:43:20	01:23:20	793	03:38:20	02:53:20	804
00:42:40	00:36:40	781	01:43:52	01:23:52	787	03:39:10	02:54:10	800
00:43:00	00:37:00	774	01:44:24	01:24:24	781	03:40:00	02:55:00	795
00:43:20	00:37:20	768	01:44:56	01:24:56	776	03:40:50	02:55:50	791
00:43:40	00:37:40	762	01:45:28	01:25:28	770	03:41:40	02:56:40	786
00:44:00	00:38:00	756	01:46:00	01:26:00	764	03:42:30	02:57:30	781
00:44:20	00:38:20	749	01:46:32	01:26:32	759	03:43:20	02:58:20	777
00:44:40	00:38:40	743	01:47:04	01:27:04	753	03:44:10	02:59:10	772

00:45:00	00:39:00	737	01:47:36	01:27:36	747	03:45:00	03:00:00	768
00:45:20	00:39:20	730	01:48:08	01:28:08	741	03:45:50	03:00:50	763
00:45:40	00:39:40	724	01:48:40	01:28:40	736	03:46:40	03:01:40	759
00:46:00	00:40:00	718	01:49:12	01:29:12	730	03:47:30	03:02:30	754
00:46:20	00:40:20	711	01:49:44	01:29:44	724	03:48:20	03:03:20	749
00:46:40	00:40:40	705	01:50:16	01:30:16	719	03:49:10	03:04:10	745
00:47:00	00:41:00	699	01:50:48	01:30:48	713	03:50:00	03:05:00	740
00:47:20	00:41:20	693	01:51:20	01:31:20	707	03:50:50	03:05:50	736
00:47:40	00:41:40	686	01:51:52	01:31:52	701	03:51:40	03:06:40	731
00:48:00	00:42:00	680	01:52:24	01:32:24	696	03:52:30	03:07:30	727
00:48:20	00:42:20	674	01:52:56	01:32:56	690	03:53:20	03:08:20	722
00:48:40	00:42:40	667	01:53:28	01:33:28	684	03:54:10	03:09:10	717
00:49:00	00:43:00	661	01:54:00	01:34:00	679	03:55:00	03:10:00	713
00:49:20	00:43:20	655	01:54:32	01:34:32	673	03:55:50	03:10:50	708
00:49:40	00:43:40	649	01:55:04	01:35:04	667	03:56:40	03:11:40	704
00:50:00	00:44:00	642	01:55:36	01:35:36	661	03:57:30	03:12:30	699
00:50:20	00:44:20	636	01:56:08	01:36:08	656	03:58:20	03:13:20	695
00:50:40	00:44:40	630	01:56:40	01:36:40	650	03:59:10	03:14:10	690
00:51:00	00:45:00	623	01:57:12	01:37:12	644	04:00:00	03:15:00	685
00:51:20	00:45:20	617	01:57:44	01:37:44	639	04:00:50	03:15:50	681
00:51:40	00:45:40	611	01:58:16	01:38:16	633	04:01:40	03:16:40	676
00:52:00	00:46:00	604	01:58:48	01:38:48	627	04:02:30	03:17:30	672
00:52:20	00:46:20	598	01:59:20	01:39:20	621	04:03:20	03:18:20	667
00:52:40	00:46:40	592	01:59:52	01:39:52	616	04:04:10	03:19:10	663
00:53:00	00:47:00	586	02:00:24	01:40:24	610	04:05:00	03:20:00	658
00:53:20	00:47:20	579	02:00:56	01:40:56	604	04:05:50	03:20:50	653
00:53:40	00:47:40	573	02:01:28	01:41:28	599	04:06:40	03:21:40	649
00:54:00	00:48:00	567	02:02:00	01:42:00	593	04:07:30	03:22:30	644
00:54:20	00:48:20	560	02:02:32	01:42:32	587	04:08:20	03:23:20	640
00:54:40	00:48:40	554	02:03:04	01:43:04	581	04:09:10	03:24:10	635
00:55:00	00:49:00	548	02:03:36	01:43:36	576	04:10:00	03:25:00	631
00:55:20	00:49:20	541	02:04:08	01:44:08	570	04:10:50	03:25:50	626
00:55:40	00:49:40	535	02:04:40	01:44:40	564	04:11:40	03:26:40	621
00:56:00	00:50:00	529	02:05:12	01:45:12	559	04:12:30	03:27:30	617
00:56:20	00:50:20	523	02:05:44	01:45:44	553	04:13:20	03:28:20	612
00:56:40	00:50:40	516	02:06:16	01:46:16	547	04:14:10	03:29:10	608
00:57:00	00:51:00	510	02:06:48	01:46:48	541	04:15:00	03:30:00	603
00:57:20	00:51:20	504	02:07:20	01:47:20	536	04:15:50	03:30:50	599
00:57:40	00:51:40	497	02:07:52	01:47:52	530	04:16:40	03:31:40	594
00:58:00	00:52:00	491	02:08:24	01:48:24	524	04:17:30	03:32:30	589
00:58:20	00:52:20	485	02:08:56	01:48:56	519	04:18:20	03:33:20	585
00:58:40	00:52:40	478	02:09:28	01:49:28	513	04:19:10	03:34:10	580
00:59:00	00:53:00	472	02:10:00	01:50:00	507	04:20:00	03:35:00	576
00:59:20	00:53:20	466	02:10:32	01:50:32	501	04:20:50	03:35:50	571
00:59:40	00:53:40	460	02:11:04	01:51:04	496	04:21:40	03:36:40	567
01:00:00	00:54:00	453	02:11:36	01:51:36	490	04:22:30	03:37:30	562
01:00:20	00:54:20	447	02:12:08	01:52:08	484	04:23:20	03:38:20	557
01:00:40	00:54:40	441	02:12:40	01:52:40	479	04:24:10	03:39:10	553
01:01:00	00:55:00	434	02:13:12	01:53:12	473	04:25:00	03:40:00	548
01:01:20	00:55:20	428	02:13:44	01:53:44	467	04:25:50	03:40:50	544
01:01:40	00:55:40	422	02:14:16	01:54:16	461	04:26:40	03:41:40	539

01:02:00	00:56:00	415	02:14:48	01:54:48	456	04:27:30	03:42:30	535
01:02:20	00:56:20	409	02:15:20	01:55:20	450	04:28:20	03:43:20	530
01:02:40	00:56:40	403	02:15:52	01:55:52	444	04:29:10	03:44:10	525
01:03:00	00:57:00	397	02:16:24	01:56:24	439	04:30:00	03:45:00	521
01:03:20	00:57:20	390	02:16:56	01:56:56	433	04:30:50	03:45:50	516
01:03:40	00:57:40	384	02:17:28	01:57:28	427	04:31:40	03:46:40	512
01:04:00	00:58:00	378	02:18:00	01:58:00	421	04:32:30	03:47:30	507
01:04:20	00:58:20	371	02:18:32	01:58:32	416	04:33:20	03:48:20	503
01:04:40	00:58:40	365	02:19:04	01:59:04	410	04:34:10	03:49:10	498
01:05:00	00:59:00	359	02:19:36	01:59:36	404	04:35:00	03:50:00	493
01:05:20	00:59:20	352	02:20:08	02:00:08	399	04:35:50	03:50:50	489
01:05:40	00:59:40	346	02:20:40	02:00:40	393	04:36:40	03:51:40	484
01:06:00	01:00:00	340	02:21:12	02:01:12	387	04:37:30	03:52:30	480
01:06:20	01:00:20	334	02:21:44	02:01:44	381	04:38:20	03:53:20	475
01:06:40	01:00:40	327	02:22:16	02:02:16	376	04:39:10	03:54:10	471
01:07:00	01:01:00	321	02:22:48	02:02:48	370	04:40:00	03:55:00	466
01:07:20	01:01:20	315	02:23:20	02:03:20	364	04:40:50	03:55:50	461
01:07:40	01:01:40	308	02:23:52	02:03:52	359	04:41:40	03:56:40	457
01:08:00	01:02:00	302	02:24:24	02:04:24	353	04:42:30	03:57:30	452
01:08:20	01:02:20	296	02:24:56	02:04:56	347	04:43:20	03:58:20	448
01:08:40	01:02:40	289	02:25:28	02:05:28	341	04:44:10	03:59:10	443
01:09:00	01:03:00	283	02:26:00	02:06:00	336	04:45:00	04:00:00	439
01:09:20	01:03:20	277	02:26:32	02:06:32	330	04:45:50	04:00:50	434
01:09:40	01:03:40	271	02:27:04	02:07:04	324	04:46:40	04:01:40	429
01:10:00	01:04:00	264	02:27:36	02:07:36	319	04:47:30	04:02:30	425
01:10:20	01:04:20	258	02:28:08	02:08:08	313	04:48:20	04:03:20	420
01:10:40	01:04:40	252	02:28:40	02:08:40	307	04:49:10	04:04:10	416
01:11:00	01:05:00	245	02:29:12	02:09:12	301	04:50:00	04:05:00	411
01:11:20	01:05:20	239	02:29:44	02:09:44	296	04:50:50	04:05:50	407
01:11:40	01:05:40	233	02:30:16	02:10:16	290	04:51:40	04:06:40	402
01:12:00	01:06:00	226	02:30:48	02:10:48	284	04:52:30	04:07:30	397
01:12:20	01:06:20	220	02:31:20	02:11:20	279	04:53:20	04:08:20	393
01:12:40	01:06:40	214	02:31:52	02:11:52	273	04:54:10	04:09:10	388
01:13:00	01:07:00	208	02:32:24	02:12:24	267	04:55:00	04:10:00	384
01:13:20	01:07:20	201	02:32:56	02:12:56	261	04:55:50	04:10:50	379
01:13:40	01:07:40	195	02:33:28	02:13:28	256	04:56:40	04:11:40	375
01:14:00	01:08:00	189	02:34:00	02:14:00	250	04:57:30	04:12:30	370
01:14:20	01:08:20	182	02:34:32	02:14:32	244	04:58:20	04:13:20	365
01:14:40	01:08:40	176	02:35:04	02:15:04	239	04:59:10	04:14:10	361
01:15:00	01:09:00	170	02:35:36	02:15:36	233	05:00:00	04:15:00	356
01:15:20	01:09:20	163	02:36:08	02:16:08	227	05:00:50	04:15:50	352
01:15:40	01:09:40	157	02:36:40	02:16:40	221	05:01:40	04:16:40	347
01:16:00	01:10:00	151	02:37:12	02:17:12	216	05:02:30	04:17:30	343
01:16:20	01:10:20	145	02:37:44	02:17:44	210	05:03:20	04:18:20	338
01:16:40	01:10:40	138	02:38:16	02:18:16	204	05:04:10	04:19:10	333
01:17:00	01:11:00	132	02:38:48	02:18:48	199	05:05:00	04:20:00	329
01:17:20	01:11:20	126	02:39:20	02:19:20	193	05:05:50	04:20:50	324
01:17:40	01:11:40	119	02:39:52	02:19:52	187	05:06:40	04:21:40	320
01:18:00	01:12:00	113	02:40:24	02:20:24	181	05:07:30	04:22:30	315
01:18:20	01:12:20	107	02:40:56	02:20:56	176	05:08:20	04:23:20	311
01:18:40	01:12:40	100	02:41:28	02:21:28	170	05:09:10	04:24:10	306

01:19:00	01:13:00	94	02:42:00	02:22:00	164	05:10:00	04:25:00	301
01:19:20	01:13:20	88	02:42:32	02:22:32	159	05:10:50	04:25:50	297
01:19:40	01:13:40	82	02:43:04	02:23:04	153	05:11:40	04:26:40	292
01:20:00	01:14:00	75	02:43:36	02:23:36	147	05:12:30	04:27:30	288
01:20:20	01:14:20	69	02:44:08	02:24:08	141	05:13:20	04:28:20	283
01:20:40	01:14:40	63	02:44:40	02:24:40	136	05:14:10	04:29:10	279
01:21:00	01:15:00	56	02:45:12	02:25:12	130	05:15:00	04:30:00	274
Finisher	Finisher	50	02:45:44	02:25:44	124	05:15:50	04:30:50	269
			02:46:16	02:26:16	119	05:16:40	04:31:40	265
			02:46:48	02:26:48	113	05:17:30	04:32:30	260
			02:47:20	02:27:20	107	05:18:20	04:33:20	256
			02:47:52	02:27:52	101	05:19:10	04:34:10	251
			02:48:24	02:28:24	96	05:20:00	04:35:00	247
			02:48:56	02:28:56	90	05:20:50	04:35:50	242
			02:49:28	02:29:28	84	05:21:40	04:36:40	237
			02:50:00	02:30:00	79	05:22:30	04:37:30	233
			02:50:32	02:30:32	73	05:23:20	04:38:20	228
			02:51:04	02:31:04	67	05:24:10	04:39:10	224
			02:51:36	02:31:36	61	05:25:00	04:40:00	219
			02:52:08	02:32:08	56	05:25:50	04:40:50	215
			Finisher	Finisher	50	05:26:40	04:41:40	210
						05:27:30	04:42:30	205
						05:28:20	04:43:20	201
						05:29:10	04:44:10	196
						05:30:00	04:45:00	192
						05:30:50	04:45:50	187
						05:31:40	04:46:40	183
						05:32:30	04:47:30	178
						05:33:20	04:48:20	173
						05:34:10	04:49:10	169
						05:35:00	04:50:00	164
						05:35:50	04:50:50	160
						05:36:40	04:51:40	155
						05:37:30	04:52:30	151
						05:38:20	04:53:20	146
						05:39:10	04:54:10	141
						05:40:00	04:55:00	137
						05:40:50	04:55:50	132
						05:41:40	04:56:40	128
						05:42:30	04:57:30	123
						05:43:20	04:58:20	119
						05:44:10	04:59:10	114
						05:45:00	05:00:00	109
						05:45:50	05:00:50	105
						05:46:40	05:01:40	100
						05:47:30	05:02:30	96
						05:48:20	05:03:20	91
						05:49:10	05:04:10	87
						05:50:00	05:05:00	82
						05:50:50	05:05:50	77
						05:51:40	05:06:40	73

05:52:30	05:07:30	68
05:53:20	05:08:20	64
05:54:10	05:09:10	59
05:55:00	05:10:00	55
Finisher	Finisher	50

ANNEX 2 - RULES AND REGULATIONS FOR RUNNING

Participants registered for this competition must achieve an individual performance over one of the three official distances of their choice: 10 km / half marathon / marathon within the time allowed (from April 1, 2025 to December 14, 2025). It is specified that an official race is understood to mean a race labelled by the Athletics Federation of the country in question (measured distance and individual timekeeping). Participants may compete in as many races as they wish and only the best performance will be used for the ranking.

Secondly, participants must:

1/ enter their performance on their user account (e.g., 2:50:00 for a half-marathon),
2/ upload proof of their performance on the website (screenshot of the race results, certificate issued by the race organizer, etc.).

A number of points linked with this performance will be allocated to them and will establish their ranking (See Annex 1 of the Charter).

A general “scratch” ranking will be established for men and another for women, before sub-rankings based on the following four age categories.

In the interests of sporting fairness, runners taking part in the qualifying rounds will be ranked based on their age. A ranking by age category in each geography will determine the five qualifiers making up a finalist team:

- 18-29 years
- 30-39 years
- 40-49 years

- 50 years and over
- The best overall time in the geography.

The age category is defined based on the participant's age at the time of their registration for the Colas Team Cup.

For running, if a participant has already been a finalist in two editions of the Colas Team Cup and is 1st in their category, the second-place participant will be qualified in their place by default.

The 1st place in the "Best Time in the Geography" category is automatically selected, and by default, the 2nd place in that category will be awarded the spot.

For the International Finals, if no participant is registered in an age category, the participant ranked 2nd in the higher category will be qualified.

The Colas Team Cup organizers will be able to check the performances of the participants registered for the Colas Team Cup with the official race organizers. In the event of inaccuracy or cheating, the participants will not be allowed to compete in the Colas Team Cup.

Participants agree to comply with the rules and regulations of the race in which they compete.

Participants undertake to notify the organizers of any change in their health that may occur after the date of confirmation of their registration.

In the event of an accident linked to physical incapacity, in particular due to a heart issue, participants agree that the Colas Team Cup organizers cannot be held liable.

All participants hereby declare that they have read these rules and regulations, as well as the internal regulations of the sports center where the events are held, and agree to accept and strictly comply with their terms and conditions, subject to the penalties provided for in said regulations.

To promote equal opportunities and give all participants the chance to experience the international finals, the following rules will apply to previous edition finalists:

- **In the case of the running event**, if a participant has already been a finalist in 2 editions of the Colas Team Cup, but another participant who has never been a finalist ranks between 6th and 10th place, the organizers will automatically select this new finalist.

ANNEX 3 - POINT SCORING SYSTEM FOR FIVE-A-SIDE SOCCER

Winner 850
Finalist Final 800
3rd 1/2 final 750
4th 1/2 final 700
5th 1/4 final 650
6th 1/4 final 600
7th 1/4 final 550
8th 1/4 final 500
9th 1/8 final 450
10th 1/8 final 400
11th 1/8 final 400
12th 1/8 final 400
13th 1/8 final 400
14th 1/8 final 400
15th 1/8 final 400
16th 1/8 final 400
17th 1/16 final 300
18th 1/16 final 300
19th 1/16 final 300
20th 1/16 final 300
21st 1/16 final 300
22nd 1/16 final 300
23rd 1/16 final 300
24th 1/16 final 300
25th 1/16 final 300
26th 1/16 final 300
27th 1/16 final 300
28th 1/16 final 300
29th 1/16 final 300
30th 1/16 final 300
31st 1/16 final 300
32nd 1/16 final 300
33rd...
Qualified pool
200

ANNEX 4 - RULES AND REGULATIONS FOR FIVE-A-SIDE SOCCER

1 - GENERAL POINTS

Five-a-side soccer is a type of soccer played with five players and two substitutes (four players on the field and one goalkeeper) on a reduced-size field, either in a special sports hall or outdoors. The objective is to score more goals than the opposing team, within the time limit (two halves).

2 - SPORTS ORGANIZATION

The competition is reserved solely for players who are 18 or older (on the day of the tournament).

It is open to men and women, with no particular restrictions.

3 - FORMAT OF THE TOURNAMENTS

The bodies organizing the competition are requested to work in a table format combining men's, women's and mixed-gender teams.

4 - FAIR PLAY

The teams and the referee must shake hands BEFORE and AFTER the game. The referee may award a fair play point to each team at the end of the game during the pool games to reward good behavior and compliance with the rules.

This point will be added to the points acquired during the games and will therefore be taken into account when determining the overall team ranking.

5 - POINTS PER GAME

Points will be awarded as follows during pool games for each stage:

4 points for a win / 2 points for a draw / 0 points for a defeat.

6 - FIELD

The size of the fields and goals is left to the discretion of the local organizers according to their particular constraints.

7 - KICK-OFF

A draw will be held to decide which team will kick off.

A game kicks off with a back pass from the center mark of the field.

8 - NETS AND FIELD ZONES

There is no offside.

A corner kick can be awarded to a team when a member of the opposing team touches the ball and sends it into the nets behind the goals.

Defensively, if a waiting or stationary position prevents a goal, a penalty will be called.

9 - THE GOALKEEPER

The goalkeeper is not allowed to leave his/her penalty area.

The goalkeeper may not directly score a goal with his/her hand.

When the goalkeeper receives a back pass from a teammate, he/she may not pick up the ball with his/her hands. If he/she does, this will be treated as a foul and the ball will be returned to the goalkeeper of the opposing team.

The goalkeeper may clear the ball with his/her hand or foot with the ball on the ground.

The goalkeeper may not keep the ball in his/her hands for more than three seconds. If he/she does, a whistle will be blown for a foul and the ball will be returned to the goalkeeper of the opposing team. Repeated fouls will be penalized.

10 - THE TEAMS

A team comprises five players on the field and two substitutes.

Each team must appoint a captain.

Substitutions may be made at any time during the game and as many times as the team wants.

The referee must ensure that a player leaves the field before his/her substitute comes on.

Any player may move to the goalkeeper position or vice versa during the game at the time of a substitution, which is notified and approved by the referee. Soccer studs may not be worn. Players are advised to wear shin guards.

Before the start of a game, players must make sure they are not wearing any jewelry, rings, chains or earrings.

11- GAME DURATION

The duration of the game and of the periods is left to the discretion of the local organizers according to their particular constraints (recommendation of two periods of 10 minutes, with a half-time of 5 minutes). In the event of a draw in knockout games, three goal shots will be played from the penalty mark to decide between the two teams. In the event of a draw after the penalty shootout, a sudden death round will be held between the teams. During this round, each team must play the same number of goal shots from the penalty mark so that one of the two can be designated as the winner. Extra time can be played at the discretion of the referee following deliberate time wasting by one of the teams, when examining an injury or transferring an injured player from the field.

12 - THE REFEREE

Each game is played under the supervision of a main referee with all the authority required to ensure compliance with the rules of the game in the course of the game he/she is required to supervise.

An assistant referee is present at each game, in charge of counting points and fouls, monitoring substitutes, checking when the ball goes outside the touch line (when the ball touches the nets) and helping the main referee during penalty shootouts.

The team captain is the only team member allowed to speak to the referee up to the end of the game (the captain must identify him/herself to the referee at the start of the game).

The referee reserves the right to decide how a player will be penalized.
It is essential to respect the referee and any dispute can be penalized.
No bad behavior will be tolerated.

The referee may penalize a player with a yellow card (sent off for three minutes without substitution) or by a red card (sent off from the game until the end without substitution) if he/she considers this necessary. Two yellow cards during the same game will result in a red card. A player given a red card during a game is not excluded from the competition. A maximum number of three red cards during the Colas Team Cup is allowed. A player exceeding this number of red cards will be definitively eliminated from the Colas Team Cup competition.

The referee must:

- ensure compliance with the rules of the game,
- supervise the game,
- ensure that the players' equipment meets the requirements.

13 - FOULS

When the referee signals a foul, the ball is returned to the opposing team at the place where the foul occurred. Play is restarted with a direct or indirect free kick with a wall of players positioned 5 meters from the ball.

Tackles are forbidden as well as any rough play. These are automatically sanctioned by a foul (ball returned to the goalkeeper) or a penalty kick depending on the degree of danger of the tackle, which is left to the discretion of the referee.

During the game, following too much rough play, the referee may send off the player in question (yellow card = sent off for three minutes without substitution, red card = permanent sending off without substitution).

14 - PENALTIES AND SHOOTOUTS

Penalties and shootouts will take place in the form of a duel between the goalkeeper of the penalized team and a member of the opposing team.

The player then sets off from the center circle and must attempt a shot outside the penalty area within a maximum of 5 seconds to score.

He/she only has the right to one shot, with no possibility of bouncing the ball off the walls or taking another shot after the ball has been stopped by the goalkeeper.

The goalkeeper is free to move around the entire penalty area as he/she likes.

During a penalty shootout, all other players must be located in the opposing team's part of the field and the referee must ensure that this rule is observed to prevent disruption of the game.

15 - LIABILITY

All participants undertake to notify the organizing bodies of any change in their health that may occur after the date of confirmation of their registration.

In the event of an accident linked to physical incapacity, in particular due to a heart issue, participants agree that the Colas Team Cup organizing bodies cannot be held liable.

All participants hereby declare that they have read these rules and regulations, as well as the internal regulations of the sports center where the events are held and agree to

accept and strictly comply with their terms and conditions, subject to the penalties provided for in said regulations.

16 - GENDER DIVERSITY IN TEAMS

To encourage gender diversity in soccer teams, there is a bonus system for games during the qualifying tournament. A bonus goal will be added to the score at the end of the game for any seven-person mixed team with at least one female player, on condition that at least one female player is present on the field for at least half of the game.

17 – QUALIFICATION FOR THE INTERNATIONAL FINALS

To promote equal opportunities and give all participants the chance to experience the international finals, the following rules will apply to the finalists of previous editions:

- **In the case of 5-a-side soccer**, if the qualified team(s) have already been finalists in 2 editions of the Colas Team Cup, then at least 3 players must be replaced in the team(s) to qualify for the international finals. Otherwise, the organizers will automatically select the next team in the geography's ranking.

ANNEX 5 - POINT SCORING SYSTEM FOR INCREDIBLE TALENTS

Ranking by geography	Points
1st	850
2nd	830
3rd	810
4th	790
5th	770
6th	760
7th	750
8th	740
9th	730
10th	720
11th	710
12th	700
13th	690
14th	680
15th	670
16th	660
17th	650
18th	640
19th	630
20th	620
21st	600
22nd	600
23th	600
24th	600
25th	600
26th	600
27th	600
28th	600
29th	600
30th	600
31st	500
32nd	500
33th	500
34th	500
35th	500
36th	500
37th	500
38th	500
39th	500
40th	500
41st	400
42nd	400
43th	400
44th	400
45th	400
46th	400
47th	400
48th	400
49th	400
50th	400

Ranking by geography	Points
51st	300
52nd	300
53th	300
54th	300
55th	300
56th	300
57th	300
58th	300
59th	300
60th	300
61st	300
62nd	300
63th	300
64th	300
65th	300
66th	300
67th	300
68th	300
69th	300
70th	300
71st	300
72nd	300
73th	300
74th	300
75th	300
76th	300
77th	300
78th	300
79th	300
80th	300
81st	300
82nd	300
83th	300
84th	300
85th	300
86th	300
87th	300
88th	300
89th	300
90th	300
91st	300
92nd	300
93th	300
94th	300
95th	300
96th	300
97th	300
98th	300
99th	300
100th	300

Ranking by geography	Points
101st	250
102nd	250
103th	250
104th	250
105th	250
106th	250
107th	250
108th	250
109th	250
110th	250
111st	250
112nd	250
113th	250
114th	250
115th	250
116th	250
117th	250
118th	250
119th	250
120th	250
121st	250
122nd	250
123th	250
124th	250
125th	250
126th	250
127th	250
128th	250
129th	250
130th	250
131st	250
132nd	250
133th	250
134th	250
135th	250
136th	250
137th	250
138th	250
139th	250
140th	250
141st	250
142nd	250
143th	250
144th	250
145th	250
146th	250
147th	250
148th	250
149th	250
150th	250

Ranking by geography	Points
151st	250
152nd	250
153th	250
154th	250
155th	250
156th	250
157th	250
158th	250
159th	250
160th	250
161st	250
162nd	250
163th	250
164th	250
165th	250
166th	250
167th	250
168th	250
169th	250
170th	250
171st	250
172nd	250
173th	250
174th	250
175th	250
176th	250
177th	250
178th	250
179th	250
180th	250
181st	250
182nd	250
183th	250
184th	250
185th	250
186th	250
187th	250
188th	250
189th	250
190th	250
191st	250
192nd	250
193th	250
194th	250
195th	250
196th	250
197th	250
198th	250
199th	250
200th	250
201th or +	200

ANNEX 6 - LIABILITY WAIVER FORM



LIABILITY WAIVER FORM TO BE SIGNED BY ALL COLAS TEAM CUP PARTICIPANTS IN FRANCE AND INTERNATIONALLY*

LAST NAME:
FIRST NAME:
COMPANY (CO-ORGANIZER):
COUNTRY:
TELEPHONE:
EMAIL:
SELECTED ACTIVITY:

In consideration of my registration and participation in the "Colas Team Cup" event:

- I am aware of the potential dangers involved in my participation in the Colas Team Cup and in the activity I have chosen.
- I undertake to comply with the rules, regulations and safety instructions given by the organizer and/or co-organizer of the Colas Team Cup.
- I release the organizer (COLAS) and the co-organizer (COLAS COMPANY) from any liability during or on the occasion of the activities and travel organized in the context of the Colas Team Cup event.

I hereby state that I accept all the risks related to my participation in the activities and release the organizers from all civil, criminal, administrative and judicial liabilities. I hereby waive any and all claims against the organizer and/or co-organizer, in particular in the event of accident, injury, illness, death, loss, injury to another person, damage to property or other occurring during or on the occasion of the Colas Team Cup, including if legal action is taken by my beneficiaries.

I certify that I am insured for all third party and bodily injury, and material or immaterial damage that I may cause during my participation in the Colas Team Cup.

- I certify that I am in good physical condition and that I have no medical contraindications that would prevent me from taking part in the chosen activity or any of the activities offered during the Colas Team Cup. In particular, I am not suffering from any injury, illness or disability, heart or respiratory problems.

I hereby declare that I have carefully read this Liability Waiver, that I have fully understood it, and that I have freely and voluntarily signed it. I clearly understand that by signing this Liability Waiver document, I thereby waive, on behalf of myself, my heirs and any other beneficiaries, the right to sue the organizer and the co-organizer, as well as the right to claim civil damages for any injury or damage that may occur during my participation in the "Colas Team Cup" competition.

Signed in
Date

**Please sign and write
"read and approved" by hand above your
signature**

* In Mainland and Overseas France, it is no longer necessary to provide a medical certificate to participate in a sports competition if the latter is not organized by or attached to a sports federation.

The information collected is intended for use by the Colas SA department responsible for organizing the Colas Team Cup on the basis of your consent. To find out more about the management of your personal data, please refer to the personal data policy available on the colasteamcup.com website or send your questions to: dataprivacy@colas.com

ANNEX 7 – TRANSFER OF IMAGE RIGHTS

COLAS TEAM CUP AUTHORIZATION

I, the undersigned,
Mr./Ms. LAST NAME and First name, born on: .../.../...
in, and residing at: with a permanent
contract in the company and working as
Hereinafter referred to as the Participant;

PREAMBLE

Mr./Ms. wishes to take part in the Colas Team Cup competition organized by French limited company Colas, hereinafter referred to as "Colas".

In this context, personal information must be communicated by the Participant for the purposes of managing and organizing the Colas Team Cup.

In addition, Colas wishes to have access to photos and comments relating to the Colas Team Cup, in particular for the purpose of promoting this event.

In view of this, Mr./Ms. hereby grants the following authorization:

THIS BEING SAID, IT HAS BEEN AGREED AS FOLLOWS:

ARTICLE 1 - PURPOSE

On the occasion of his/her participation in the Colas Team Cup,

- (1) the Participant agrees that:
- his/her image
 - his/her voice
- (hereinafter the "Data"), may be photographed and/or filmed and/or recorded;
and/or that his/her written or oral testimony may be taken;
so that this Data can be:
- used by Colas and/or one of its affiliated companies within the meaning of Articles L.233-1 et seq. of the French Commercial Code (hereinafter "Affiliated Companies");
 - broadcast in whole or in part to the public, in particular to promote the Colas Team Cup, Colas and/or its Affiliates.

- (2) the Participant agrees that the Personal Data necessary for his/her registration (e.g., identity, telephone, postal and/or email address, medical aptitude to take part in the sporting events, etc.) may be collected by Colas and/or any other company in charge of organizing the Colas Team Cup for the sole purpose of managing said event. This Personal Data shall be processed in accordance with current data protection regulations and under the conditions set out in the Personal Data Protection Policy presented in annex 8 and available on the Colas Team Cup website.

ARTICLE 2 - TERMS OF USE AND DISSEMINATION OF DATA

The Data may be fixed, copied, modified, adapted and reproduced, in whole or in part, on any medium and in any format, for the purposes set out in Article 1.1.

It will be distributed to the public, for the main purposes of illustrating and promoting the Colas Team Cup, online in all formats (paper or digital) and for existing media used or not yet used, as well as for those not yet created (non-exhaustive list of examples):

- all internal and external communication media of Colas Group companies (e.g.: films and/or images presented to shareholders, employees, analysts, or others, or at conventions or trade shows; files intended for a presentation of the Colas Group);
- intranet and Internet sites of Colas Group companies;
- Colas Group media library (Colas Group image bank);
- communication materials of Bouygues (parent company of Colas);
- other websites, including publicly accessible video and photo content sharing websites (e.g. Flickr, YouTube, etc.);
- all the social media of the Colas Group and companies of the Colas Group and Bouygues (e.g. Facebook, LinkedIn, Twitter, Yammer, etc.).

The Data may be accompanied, at the discretion of the company responsible for its use and/or dissemination, by the first name followed by the initial of the last name of the persons appearing on the Data or being the author thereof and/or the corporate name of their employer and/or the position held by the Participants.

The Data will be accessible to Colas and/or its Affiliates who may use it for the purposes set out in Article 1.1, directly and in accordance with the limitations and terms stipulated in the present authorization.

ARTICLE 3 – COMPANY GUARANTEES

Colas and/or its Affiliates expressly agree not to use the Data:

- in any way that is likely to infringe on the privacy or reputation of the Participant,
- in any material of a pornographic, racist or xenophobic nature or for any other use that is prejudicial to the Participant,
- for any purposes other than those necessary for the organization and management of the Colas Team Cup.

Participants have the right to access, rectify and object to the processing of their Data and their Personal Information collected in the context of the Colas Team Cup, which they may exercise by sending an email to: dataprivacy@colas.com.

The usual precautions will be taken to ensure the security of the Data and the Personal Information.

ARTICLE 4 – FINANCIAL CONDITIONS

This authorization is given free of charge. The Participant shall not be entitled to any remuneration as a result of the use and distribution of the Data.

ARTICLE 5 – DURATION OF THE AUTHORIZATION

With regard to the Data, this authorization is valid worldwide for the duration of the Colas Team Cup in which the Participant has registered and an additional period of three (3) years starting from the day after the last day of the Colas Team Cup in which the Participant has registered.

With regard to Personal Data, this authorization is valid worldwide and for the sole duration of the Colas Team Cup for which the Participant has registered.

At the end of each of these periods, all Data and Personal Information relating to the Participant shall be destroyed by Colas.

ARTICLE 6 – TERMINATION OF THE AUTHORIZATION

If the Participant wishes to terminate this authorization relating to the Data and/or Personal Information before its expiry date, he/she shall send a letter to this effect, with acknowledgement of receipt, to the following address: COLAS – Colas Communication Department – 1, rue du Colonel Pierre Avia – CS81755 – 75730 PARIS Cedex; or an email to the following address: colasteamcup@colas.com. The authorization will expire after a period of three months from the date of receipt of this letter by Colas.

In the event that the expiry date is reached while the Colas Team Cup for which the Participant has registered is in progress, he/she will not be able to participate in the event.

In the event that the Personal Data accessible to third parties is used for purposes other than those mentioned in this authorization, Colas may not be held liable.

ARTICLE 7 – APPLICABLE LAW

This authorization is governed by French law.

Any dispute shall be brought by the most diligent of the parties before the competent court in Paris.

Ms. / Mr.

ANNEX 8 - PERSONAL DATA PROTECTION POLICY

PERSONAL DATA PROTECTION POLICY Colas Team Cup.

Dear Colleagues, Dear Participants,

We are pleased to present you our **personal data protection policy** regarding the personal information we process as part of [the Colas Team Cup](#).

This policy is presented in a Question & Answer format.

It is designed to inform you about the personal data we collect concerning you and how we use it.

It also underlines your rights with regard to personal data and explains how you can exercise these rights.

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	Your questions	Our answers
1	Who controls the processing of my personal data?	<p>The data controller is:</p> <p>Colas SA 1, rue du Colonel Pierre Avia 75015 Paris, France RCS Paris: 552 025 314</p> <p>Colas' Data Protection Officer (DPO) is your contact for any questions regarding this document.</p> <p>You can send requests for information or other requests by post to the above address or by e-mail to the following address: dataprivacy@colas.com</p>
2	Why do you need my personal data?	<p>We use your personal data to organize the Colas Team Cup and to communicate with the general public.</p> <p>As part of your access to the Colas Team Cup website, we use your personal data to manage your user account, to validate your registration, and to record your performance.</p> <p>We may need to contact you by e-mail at the address you provided when you registered to ensure that your results are complete.</p> <p>The data present on the site concerning the composition of the teams, and the sports results will be accessible to the general public in order to promote the event.</p>
3	On what legal basis do you use my personal data?	<p>We use your data on the basis of your consent:</p> <ul style="list-style-type: none"> - Registration is accompanied by the signing of documents: charter/rules of the competition, liability waiver form, image release form for participating employees. - By accessing the Colas Team Cup website, accepting the general conditions of use and continuing your browsing (accepting cookies), you consent to the processing of your personal data under the conditions indicated in this policy.

	Your questions	Our answers
4	How did you collect my data?	<p>The personal data that we process concerning you includes:</p> <p>the data you supplied when you created or modified your user account and the data you entered during the competition.</p>
5	What categories of personal data do you collect concerning me?	<p>We process the following categories of personal data:</p> <ul style="list-style-type: none"> - Last name, first name (required) - Gender (required) - Year of birth (required) - Subsidiary and country of affiliation (required) - Email address (required) – this is the email address you provide when you register. It can be a business or personal email address. - Cell phone number (business or home) - Competition category (required) - Performance (required) - Team name for the five-a-side soccer competition - Liability waiver (required) - Image (photo, video) (optional) - IP address - Videos shared for the “Incredible Talents” section - Photos viewed during processing of e-points
6	Do you use a service provider (subcontractor) to process my personal data?	<p>Colas uses various IT solutions (including cloud/SaaS solutions), such as Microsoft 365 and ServiceNow tools, as well as the services of Colas Digital Solutions, the dedicated IT subsidiary. Your personal data may be processed via these tools or service providers.</p>
7	Do you share my personal data with other entities?	<p>We do not use your personal information for commercial purposes</p> <p>Your personal data is not shared with or sold to anyone.</p>

	Your questions	Our answers
8	Do you have any sensitive data ² concerning me?	We do not collect sensitive personal data concerning you.
9	Is my personal data transferred outside the European Union?	We do not transfer your personal data outside the European Union.
10	Where is my data stored?	Your personal data is stored in the European Union.
11	How long do you keep my personal data?	<p>We keep your data for the period(s) detailed below:</p> <ul style="list-style-type: none"> a) The duration of the competition (15 months). The data present on the website is then destroyed. b) The lists of participants are kept for a period of four years in order to organize the following editions. Participants may object to this post-competition retention by exercising their rights with the COLAS DPO, as mentioned in paragraph 13. c) Connection logs: 15 months. <p>Colas may keep your personal data for the period necessary for Colas to exercise its rights before the courts as plaintiff or defendant (i.e. until the limitation period has expired).</p>
12	Will my data be used to make automated decisions or for profiling ³ ?	No.
13	What are my rights regarding my personal data?	<p>As an individual, you have the following rights:</p> <p>1. Right to access your data</p> <p>This means you can ask us directly:</p>

² **Sensitive** or **special data** includes:

- Personal data concerning racial or ethnic origin, political opinions, religious or philosophical beliefs or trade union membership, personal genetic data, biometric data for the purpose of uniquely identifying a person, personal data concerning health, or personal data concerning a person's sex life or sexual orientation; **and**
- Personal data relating to criminal convictions and offenses.

³ **Profiling**: any form of automated processing of personal data which consists in using such personal data to evaluate certain personal aspects relating to an individual, in particular to analyze or predict elements relating to the work performance, economic situation, health, personal preferences, interests, reliability, behavior, location or movements of that individual.

	Your questions	Our answers
		<ul style="list-style-type: none"> - whether we hold any personal information about you; and - that we provide you with all of this personal data. <p>This right of access allows you to check the accuracy of the data and, if necessary, to ask us to rectify or delete it, if it is inaccurate or out of date.</p> <p>2. Right to rectify your data</p> <p>You can ask us to rectify inaccurate information concerning you.</p> <p>This right allows you to prevent us from distributing or processing incorrect information about you.</p> <p>3. Right to delete your data</p> <p>4. Right to object to the processing of your data</p> <p>You can object, for legitimate reasons, to the distribution, transmission or storage of your data.</p> <p>5. Right to limit the processing of your data</p> <p>This right allows you to request that only the data required by the data controller be processed.</p> <p>6. Right to the portability of your data</p> <p>You may retrieve part of your data in an open and machine-readable format (electronic format).</p> <p>Your data can therefore be stored or transmitted easily from one information system to another, with a view to its re-use.</p> <p>7. Right to withdraw your consent to the processing of your data at any time (if your data is processed on the basis of your consent)</p> <p>8. Post-mortem rights</p> <p>You may define instructions concerning the fate of your personal data after your death, regarding the storage, deletion and communication of your data. You may change or revoke your instructions concerning the fate of your data at any time.</p> <p>NB: These rights are not absolute: you can exercise them within the legal framework provided and within the limits of these rights.</p>

	Your questions	Our answers
		<p>In some cases, we may not be able to respond favorably to your request (legal obligation, compliance with our commitments to you, etc.). If this is the case, we will inform you of the reason(s) for this refusal.</p> <p>For more information on your rights, please consult the CNIL (French Data Protection Authority) website: https://www.cnil.fr/fr/comprendre-vos-droits</p>
14	What happens if I object to the processing of my personal data or withdraw my consent?	<p>If you withdraw your consent, request the deletion of your information or object to the processing of your data, you will no longer be able to access the Colas Team Cup website and continue to participate in the competition.</p> <p>NB: These rights are not absolute. In some cases, we may not be able to respond favorably to your request (legal obligation, compliance with our commitments to you, etc.). If this is the case, we will inform you of the reason(s) for this refusal.</p>
15	How do I exercise my rights and who should I contact?	<p>➤ To exercise your rights, please contact Colas' Data Protection Officer (DPO):</p> <p style="text-align: center;">Colas – For the attention of the DPO 1 rue du Colonel Pierre Avia 75015 Paris, France or dataprivacy@colas.com</p> <p>➤ In the event of difficulties, you can also file a complaint with the competent supervisory authorities.</p> <p>In France, the competent authority is the CNIL (https://www.cnil.fr/fr/agir)</p>