

UEFA Champions League final 2025/26 Team Member Competition – Terms & Conditions

The following comprises the Terms & Conditions for the “UEFA Champions League final 2025/26 Employee Competition”, hereafter referred to as ‘the Competition’.

PURPOSE OF THE COMPETITION

1. The purpose of the Competition is to engage FedEx employees with the FedEx UEFA Champions League sponsorship. Europe-based employees are invited to answer questions about “Move Smart. Win Big” and predict the half-time and full-time scores of UEFA Champions League Round of 16 - 2nd leg match (specified on the Competition entry site), to win a UEFA Champions League final prize package for two people, (hereafter referred to as the First Prize).
2. The First Prize includes: 2xUEFA Champions League final general admission tickets, return travel from home country, two-nights’ accommodation (on a bed and breakfast basis), internal transport within Budapest, Hungary, for the First Prize winner and their nominated guest who must be a FedEx Express employee based in the Europe region.
3. **There will be up to 10 First Prizes available.** Each winner will share their prize with the FedEx Express employee they nominate at the time they enter the Competition.
4. **There will be up to 50 Runner-up Prizes available.** Each Runner-up Prize includes: a 2025/2026 replica UEFA Champions League football, a backpack, and a metal ballpen.
5. **The Competition launches week commencing March 2, 2026** and will be announced via EU Sponsorship Team email that will provide a link to these Terms & Conditions.

EMPLOYEE PARTICIPATION/ELIGIBILITY

6. Participation in the Competition is voluntary.
7. The Competition and First Prizes are open to all permanent and fixed term contract employees of FedEx Express in Europe (the Participant(s)).
8. Participants must nominate a FedEx Express employee working anywhere within the Europe region to attend the UEFA Champions League final with them.
9. No vendors, contractors, owner-operators, recruitment agency staff or franchisees of FedEx and their employees are eligible to participate in the Competition or be nominated to attend with the Participant.
10. Participants and their nominee must be in an employment relationship with FedEx on May 31, 2026 to be eligible to claim one of the First Prizes.
11. First Prizes will only be allocated to winners who nominate an eligible FedEx employee who works in the Europe region to share the experience with them. Both the winner

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and their nominated guest must accept the First Prizes in order for the First Prize to be claimed (*the winner may not travel on their own, or with a non-FedEx employee*).

If the winner does not or is unable to nominate an eligible employee during their competition entry, or within the timeframe set out in the winner communication, both tickets will be forfeited, and the prize will be allocated to a runner-up.

DISQUALIFICATION

12. Participants will be disqualified and will not be entitled to the First Prize should the Participant not meet the requirements outlined under section “Participation/eligibility”. Disqualification will be notified to the Participant by email or phone.

COMPETITION MECHANISM

13. Entries to the Competition will open the week commencing **March 2, 2026**, following the announcement message. Entry is made by completion of an official entry form only available on the Competition entry site. Only the first entry per participant will be considered.
14. Entries will close at the official match kick-off time on March 18, 2026. Any entries received after the official match kick-off time will be disqualified.

Prediction scope: It is important to note that the score prediction is for the 90 minutes of regulation time plus any stoppage time of the 2nd leg of the Round of 16 match detailed on the Competition entry site. The prediction should not include the score prediction for the 1st leg of the corresponding match, or the combined scores of the 1st and 2nd leg matches between the two teams.

15. To enter the Competition, Participants are required to answer two questions related to what they perceive to be “Move Smart. Win Big” and then predict the half-time and full-time scores of the specified UEFA Champions League Round of 16 match detailed on the Competition entry site. Participants will also be asked to predict the minute the first goal will be scored in the match (Golden Goal) and the total number of completed passes in the match (Pass Prediction) which will be used in the event of a tie break as set out below.
16. All Participants that correctly answer the “Move Smart. Win Big” questions and provide correct predictions of the half-time and full-time scores (*after 90 minutes of regulation time plus any stoppage time*) will be moved into a winners prize pool.

If there are more Participants in the winners’ prize pool than there are prizes available, the following process will be used to determine Prize winners:

- Participants will be ranked by their first “Golden Goal” answer: predict the minute the first goal is scored in the match.
- The 10 Participants predicting the nearest minute of the first goal (according to the official UEFA Champions League website & app) will be declared First Prize

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- winners, with the next nearest 50 Participants being declared Runner-up Prize winners.
 - If there are more Participants correctly predicting the nearest minute of the first goal than there are Prizes available, the second “Pass Prediction” answer will be used: predict the number of completed passes in the match.
 - The 10 Participants predicting nearest to the actual number of completed passes during the match (according to the official UEFA Champions League website & app), will be declared First Prize winners with the next nearest 50 Participants being declared Runner-up Prize winners.
 - If fewer than 10 Participants correctly answer the “Move Smart. Win Big” questions and predict both the half and full-time scores correctly, then those who correctly answer the “Move Smart. Win Big” questions and predicted the full-time score correctly will also be included in the winners prize pool and the methodology described above will be used to select the 10 winners.
17. The winners will be drawn on March 19, 2026. Winners will be notified by email. When all winners and nominated guests have accepted the First Prizes the names of winners and their nominated guests will be announced via internal communications. Runner-up Prize winners will be contacted via email to provide their delivery address for the merchandise bundle shipment, which will be sent to their location (FedEx office or station).
18. In the event any First Prize winners decline or are ineligible for the First Prize, the First Prize will be offered sequentially to the next eligible winner as ranked in the winners prize pool.

COMPETITION PRIZE

19. First Prize winners and their nominated guest **will each receive:**
- 1x General Admission CAT 1 ticket for the 2025/26 UEFA Champions League final on Saturday, May 30, 2026, at the Puskás Aréna in Budapest, Hungary.
 - Return travel from their home country to Budapest, Hungary (booked by a FedEx appointed travel agency).
 - Hotel accommodation in Budapest, Hungary. Accommodation will be for two nights with breakfast included. *Hotel accommodation will be based on single occupancy rooms for both the winner and nominated guest.*
 - Transfers: Airport transfers to and from the hotel accommodation in Budapest, Hungary plus transfers to and from the stadium for the UEFA Champions League final.
 - **Exclusions:** Travel expenses within home country (to the airport/railway station, parking etc.) or a mileage claim if travelling by car are not included in the prize and is the responsibility of the winners and nominated guest. Transfers on arrival in Budapest to the hotel, and on departure from Budapest, are only included if arriving and departing via the airport. Any other meals/expenses not

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specified in the above are also excluded in the First Prize and cannot be claimed through FedEx expenses.

20. Participants are expected to adhere to all the necessary health and safety requirements required by FedEx, UEFA and the local authorities in Hungary and their own host countries. Failure to do so will mean the Participants will lose their First Prize and will not be able to attend the match at no liability to FedEx.
21. No cash alternative to the First Prize is available. The prizes are non-transferable.
22. Winners' and nominated guests' personal tax liability for First Prizes will be covered by the company under arrangements managed by the Competition organisers and FedEx Payroll department.

GENERAL

23. Participation in the Competition does not constitute working hours. Any time off required by the Participants and their nominated guest to redeem the First Prize is not included and should be requested and authorised through the normal absence request procedures.
24. It is the responsibility of the Participant and their nominated guest to ensure they meet all travel requirements to and from Hungary (including Visa if needed) and insurance.
25. FedEx shall not be responsible for any entries that are incomplete due to reasons outside its control.
26. FedEx shall not be liable for any loss, injury, claim, liability, or damage of any kind resulting in any way.
27. By entering the Competition, Participants and their nominated guests agree to be bound by these Terms and Conditions which are available via the Competition entry platform.
28. Circumstances outside of the control of FedEx and UEFA may impact the scheduling of the UEFA Champions League matches, and therefore the timing and schedule of the Competition, including its potential cancellation. FedEx accepts no liability or consequences towards any Participant or their nominated guest. Notification of any alterations will be provided.
29. FedEx reserves the right to add, modify, change, vary any or all of these Terms and Conditions, (including the Prizes offered) and the same shall be binding on all parties at all times. Notification of any changes, modifications or alterations will be provided.
30. FedEx reserves the right, at its sole discretion, to revoke the Competition (including all Prizes) without prior notice of any form, without having any liability or consequences whatsoever towards any Participant or their nominated guest.

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31. DATA PROTECTION: Information collected during the entry to the Competition may be retained by FedEx and its group companies to properly process the application of the Participants and their nominated guests and for the performance of the Competition and for FedEx internal communication regarding the winners. FedEx shall comply with all mandatory applicable laws and regulations concerning data protection and privacy. The related data will be collected and stored through the entry platform hosted by Salesforce.com Inc.; a company appointed by FedEx. The data will be stored on a secure server based in Europe. The related data will be removed and deleted by December 31, 2026.
32. Under the local applicable laws, you have the right to access the information we hold on you. You may submit a request to us in writing. In accordance with local applicable laws, you also have the right to modify, rectify and delete any personal data we hold about you. To exercise these rights, please send us a request to the following address: sponsorshipeu@fedex.com quoting “UEFA Champions League Final 2025/26 Team Member Competition”
33. This Competition is being run by: FedEx Express UK Limited, Express House, Holly Lane, Atherstone, CV9 2RY.