

# **Terms and conditions of the international competition High School Business Challenge - 2025/2026 Edition**

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## **Chapter I. General Provisions**

### **§ 1 Definitions**

For the purposes of these Regulations, the terms used shall have the following meaning:

1. Competition or HSBC - The International High School Business Challenge competition.
2. Regulations - these regulations.
3. Organiser - The European Foundation for Entrepreneurship Development (KRS: 0000836387, NIP: 5213894656, ul. Batorego 33/95, 02-591 Warsaw, Poland):
4. Co-organisers - Partner institutions:
  - a. Students' Business Club at the SGH Warsaw School of Economics in Poland;
  - b. GLAFKA s.r.o. in the Czech Republic;
  - c. IKReON in Slovakia;
  - d. Közép-Európa Társaság in Hungary,  
notwithstanding their legal status under applicable national laws.
5. Participants - secondary school students in Poland, the Czech Republic, Hungary, and Slovakia whose curriculum concludes with a maturity examination (school leaving examination) who take part in the Competition.
6. Team - a group of 3-5 participants registered to take part in the Competition.
7. Leader - the person designated to represent the Team.
8. Finalists - teams qualified to the international final.
9. Winners - the Team that took first place in the international final.
10. Competition for Teachers - a competition for teachers organised within the framework of HSBC, as described in Chapter IV of these Regulations.

### **§ 2 Aims of the Competition**

The organisation of the International High School Business Challenge competition is aimed at:

1. Developing entrepreneurial attitudes among secondary school students.
2. Improving young people's skills in analysing phenomena occurring in the economy and in the private sphere that affect entrepreneurial behaviour.
3. Educating youth in the ability to think analytically and synthetically, plan and implement ventures, solve problems creatively, communicate effectively, seek and practically utilise information and, based on it, make decisions, cooperate in a team, negotiate, and perform public speaking.
4. Gaining interdisciplinary knowledge by the participants in the fields of finance, marketing, psychology, human resource management, and the ability to analyse and interpret data, which provides the foundation for effective management of an enterprise and assets in the future.
5. Promoting economic studies and shaping a positive image of entrepreneurship.

## **Chapter II. The Competition and its Organiser**

§ 3  
Rights and Obligations of the Organiser

1. The International High School Business Challenge competition is organised by institutions that identify with the mission of economic education for youth.
  - a. The Main Organiser of the HSBC, the Competition for Teachers is the European Foundation for the Development of Entrepreneurship, KRS: 0000836387 NIP: 5213894656, with its registered seat at Batorego 33/95, 02-591 Warsaw, Poland.
  - b. The Main Organiser cooperates with national Co-organisers in the organisation of the Competition and the Competition for Teachers.
2. The HSBC is implemented as a project financed by funds obtained under the International Visegrad Fund Grant, the Organiser's own funds, and other funds secured from the Competition's partners and sponsors.
3. The organisation of the Competition for Teachers is intended to increase the number of participants and streamline the process of disseminating information about the HSBC.
4. The duties of the Organiser include, in particular:
  - a. organising the HSBC in accordance with the provisions of Regulations;
  - b. ensuring the logistics and financial resources necessary for the implementation of the HSBC and Competition for Teachers;
  - c. maintaining proper communication with the Participants, the school environment and teachers;
  - d. conducting promotional activities to disseminate the HSBC;
  - e. supervising the proper course of the HSBC and Competition for Teachers; appointing the second stage and central commissions (described below) and controlling their functioning.
5. The Organiser is obliged to ensure the Competition is conducted in accordance with Regulations and generally applicable law.
6. The Organiser has the right to disqualify a Team that violates the provisions of Regulations.
7. The Organiser has the right to disqualify a Teacher who violates the provisions of Regulations.
8. The Organiser has the discretionary right to decide on the advancement to the next stage of a greater number of Teams than stipulated by the Regulations.

**Chapter III. Participation**

§ 4  
Rights and Obligations of Participants

1. Participation in the Competition is voluntary and free of charge.
2. The HSBC is a team-based competition. A Team is registered for the Competition by the Leader, via the registration form available on the website [www.businessismore.eu](http://www.businessismore.eu), within the deadline stipulated in §4 section 14 of Regulations.
3. The Team shall independently choose its own name. The Team name must not be offensive or vulgar. The Organiser shall approve the names of all Teams. Failure to change the name upon the Organiser's request shall result in disqualification from the competition.
4. The Team registration must be confirmed by the Leader by clicking a verification link, sent by the Organiser to the email address provided in the filled-out form, no later than 14.11.2025.
5. Failure by the Leader to confirm their Team's registration within the deadline specified in § 4 section 4 of Regulations shall result in all members of the Team not being admitted to participate in the Competition.

6. Participants have the right to register individually, consenting to being combined into a team by the Organiser.
7. Individual participant registration shall end 2 days prior to the deadline for team registration referred to in § 4 section 14 of Regulations.
8. In the case of individual registration, each Participant is obliged to confirm participation by clicking a verification link, sent by the Organiser to the email address provided in the filled-out form, no later than 14.11.2025. Confirmation of participation is equivalent to confirming compliance with the conditions for participation in the Competition described in Regulations.
9. The Organiser shall combine individual Participants into Teams within his discretion no later than within 48 hours from the end of individual participant registrations referred to in § 4 section 8 of Regulations.
10. Participants formed into Teams by the Organiser shall choose a Leader and a Team name amongst themselves and notify the Organiser no later than the deadline specified in § 4 section 12.
11. The chosen Leader of a Team formed from individually registered persons is obliged to confirm the participation of all formed Team members who confirm their willingness to participate to the Leader, by sending an email to the competent national Co-organiser at the appropriate email address specified in § 10 section 4 of the Regulations, along with information about the Team composition, by the deadline specified in § 4 section 4 of Regulations. Sending the confirmation email is tantamount to confirming compliance with the conditions for participation in the Competition described in § 4 section 1 by all Team members.
12. In the event of a lack of confirmation from the Leader referred to in § 4 section 12, the Organiser shall contact the members of the given Team to select a new Leader, provided the team comprises 3 to 5 persons.
13. Team registration is possible between 01.10.2025 and 14.11.2025.
14. The Participant is obliged to:
  - a. familiarise themselves with the HSBC Regulations and abide by them;
  - b. adhere to all instructions given by the commissions supervising the course of the individual stages of the competition;
  - c. provide correct personal data during registration, which is necessary for participation in the competition;
  - d. inform the Organiser of any irregularities observed during the execution of the Competition.

## § 5

### The Course of the Competition

1. The HSBC consists of three stages:
  - a. the first stage;
  - b. the second stage;
  - c. the international final.
2. The first and second stages take place remotely, using electronic communication means.
3. The first stage is conducted in the national languages appropriate to the participants' place of study.
4. The second stage is conducted in English.
5. The international final is held in person in Warsaw and is conducted in English.
6. The level of difficulty of the competition increases in subsequent stages.
7. The tests and tasks forming the basis for conducting all stages shall be developed by the Task Authors appointed by the Organiser.
8. The results of the individual stages shall be announced on the HSBC website [www.businessismore.eu](http://www.businessismore.eu) and via email.

## § 6 The First Stage

1. The first stage begins on 17.11.2025 with the release of the task sheet to the registered Teams.
2. The first stage involves the registered Teams solving a task sheet, which includes 16 closed multiple-choice questions and 4 open questions covering entrepreneurship, business management, economics, marketing, and current business news.
3. Teams have 7 days from the day the task sheet is made available to submit their completed work via the form provided by the Organiser.
4. In the event of a Team submitting more than one solution, the first submitted solution shall be subject to assessment.
5. After verifying the submitted solutions, the Co-organiser shall publicly announce the results of the first stage for the respective country.
6. 15 Teams from each country, which have achieved the best point results, shall be qualified for the second stage.
7. In the event of an equal number of points obtained by Participants in the first stage, qualification for the second stage shall be determined by the greater number of points obtained for solving the open questions.
8. The Organiser shall appoint a First Stage Commission consisting of no fewer than three members, whose task is to monitor the substantive matters of the first stage and to resolve all appeals and doubts regarding the issues that are the subject of the competition stage.

## § 7 The Second Stage

1. The second stage is conducted by the Co-organisers in cooperation with the Organiser.
2. The second stage shall take place from 28.11.2025 to 21.12.2025 and consists of a two-part case study. The first part involves the analysis of a given problem and the creation of a report presenting the solution. The second part involves presenting the developed solution to the problem before the Jury.
3. The Organiser shall appoint a Second Stage Commission consisting of no fewer than three members, whose task is to monitor the substantive matters of the second stage and to resolve all appeals and doubts regarding the issues that are the subject of the competition stage.
4. The second stage is conducted under conditions of controlled independence. The Organiser may disqualify a Team upon finding non-independent answers or non-compliance with the formal requirements set out in the Regulations and the instruction attached to the task sheet.
5. The documentation for the HSBC second stage is maintained by the Second Stage Commissions. The documentation in each country shall consist of:
  - a. the minutes from the course of the central competition;
  - b. the commission's scoring sheets;
  - c. the Team's solutions to the tasks.
6. The first part of the second stage involves the Team collaboratively solving a short case study related to business and entrepreneurship topics, particularly management, marketing, data analysis and interpretation, or corporate finance. 7 days are allocated for solving and submitting the report.
7. A Team may receive from 0 to 40 points for the first part of the second stage eliminations.

8. In the second part of the second stage eliminations, Teams solve a case study, prepare a presentation showcasing the solution to the problem, and then present it before the Second Stage Commission and defend it.
9. The defence of the work involves answering questions from the Second Stage Commission, which pertain to the solution presented by the Team and issues related to the presentation topic.
10. A total of 3 days are allocated for preparing and submitting the presentation.
11. 20 minutes are allocated for the presentation and approximately 15 minutes for questions from the Commission.
12. A Team may receive from 0 to 60 points for the second part of the Second Stage eliminations.
13. The Organiser reserves the right to decide on the shortening or extending the time allocated for individual activities within the second stage, as well as changing the formula of the first or second part of the stage and the number of points awarded for all Teams, due to objective circumstances, including but not limited to technical failures, system errors, Force Majeure events, or other unforeseen events, related to the efficient conduct of the competition.
14. The Team's ranking shall be determined by the total number of points obtained for both parts of the second stage eliminations. In the event of an equal number of points obtained by Teams in the second stage, qualification for the international final shall be determined by the team's ranking position in the first stage of the Competition. The Team ranked higher in the first stage of the Competition shall advance.
15. The list of HSBC finalists, including the name of the school of each participant, shall be published on the HSBC website, in a due term.
16. A total of 8 Teams shall be qualified for the international final: 2 Teams from each country in which the competition is held, which achieved the best point results.

## § 8

### The International Final

1. The international final shall take place from 13 to 17.01.2026 in Warsaw.
2. Detailed information on the course of the international final shall be provided by the Organiser to the participants no later than 14 days prior to its commencement.
3. The Central Commission, appointed by the Organiser, shall be responsible for the conduct of the international final.
4. The Organiser undertakes to arrange and cover the reasonable costs associated with the transport and accommodation of the finalists and guardians of underage participants during the international final.
5. The Organiser reserves the right to change the date of the international final.
6. Responsibility for underage participants in the international final shall be borne by the legal guardian or another adult designated by the legal guardian.
7. In the case of underage participants, they are obliged to provide information about the person who will be their guardian during the international final within 14 days before the start of the stage, under the penalty of disqualification.
8. In the event that the person caring for the participant is not their legal guardian, the participant is obliged to attach to the information referred to in § 8 section 7, the consent of their legal guardian(s) for such a situation.
9. The Organiser reserves the right to verify the identity of the guardian of the participant or Team as to their legal capacity to provide care, by requiring the submission of a relevant statement or document, including a valid ID.

## § 9

### Specific Provisions

1. The Organiser shall make every effort to organise the HSBC in easily accessible locations to ensure comparable conditions for participation in the Competition for participants with disabilities.
2. The Organiser does not guarantee the possibility for a participant who failed to attend the competition due to sudden illness or another significant fortuitous event to take part in the Competition at a different time.
3. Only persons who hold a valid identity document (school ID, national ID card, passport, or other identification document alongside a face photo), possess it with them may participate in the international final.
4. The Organiser reserves the right to change the dates of individual stages of the competition in the event of extraordinary or unforeseen circumstances.
5. In a situation where the factual status regarding the age and place of study of the participant does not comply with the conditions specified in § 4 section 1 of Regulations, the Organiser may annul the Team's registration, which is equivalent to disqualification of the given Team.
6. The situation referred to in § 9 section 5 shall result in the Organiser's decision to disqualify the Team *ex tunc* (from the beginning). If this Team qualified for the next stage, it may be replaced by the next Team in the ranking by decision of the Organiser.
7. A Team that has been disqualified during the international final cannot be replaced by another Team from the second stage ranking list.
8. The Organiser shall not be liable for the consequences related to § 9 sections 5-7 of the Regulations if it is impossible to remedy the legal effects caused by the participant referred to in § 9 section 5 of the Regulations, particularly in the aspect of qualification for subsequent stages of the competition.
9. The Organiser shall send the decision on the disqualification of a Team and its replacement by another Team to the interested participants immediately upon detection of the error referred to in § 9 section 5 of the Regulations.
10. Detailed information regarding changes to the course of the competition shall be provided to the Participant with due notice.
11. If, as a result of a situation not caused by the activity of the Organiser, Co-organisers, or competition commissions, the number of participants in a Team during the stage falls below three, the entire Team shall be disqualified by the decision of the relevant Commission.
12. If it turns out before the date of the relevant stage that a Team is unable to participate in it, the Organiser may decide to replace it with the next Team in the appropriate ranking list.

## § 10 Appeal Procedure

1. Appeals against the decision of the First Stage Commission and the Second Stage Commission shall be submitted to the Organiser within 3 days (the date of sending the e-mail is decisive) from the publication of the results of the relevant stages of the competition or receipt by the participants of the e-mail information regarding the results.
2. The appeal, on behalf of the entire team, is submitted by its Leader.
3. The appeal shall be drawn up in English.
4. The content of the appeal should be sent by e-mail to the following email address:
  - a. for Participants from Poland: [pl@businessismore.eu](mailto:pl@businessismore.eu);
  - b. for Participants from the Czech Republic: [cz@businessismore.eu](mailto:cz@businessismore.eu);
  - c. for Participants from Hungary: [hu@businessismore.eu](mailto:hu@businessismore.eu);
  - d. for Participants from Slovakia: [sk@businessismore.eu](mailto:sk@businessismore.eu).
5. The Organiser shall review the appeal and respond as soon as possible, no longer than 5 days from the date of receipt of the appeal. The response is provided by e-mail to the address from which the appeal was sent. If at the end of that period no reply to the appeal has been received, this shall be deemed to constitute an implied decision rejecting it.
6. The decision of the Organiser and the Central Committee cannot be appealed.

§ 11  
Awards and entitlements

1. Winners will receive a prize of 3,000 euros.
2. Second-place Finalists will receive a prize of 2,000 euros.
3. Third-place Finalists will receive a prize of 1,000 euros.
4. The prizes will be reduced by a flat-rate income tax of 10%, based on Article 30 (1) (2) of the Polish Personal Income Tax Act of July 26, 1991 (Journal of Laws 2021, item 1128, as amended). The prize can be reduced subject to nationally applicable taxes.
5. The Winners and the second and third place Finalists are required to sign a declaration on the day of the end of the international final. The declaration refers to sending a confirmation of receipt of the prize to the email address: pl@businessismore.eu within 3 days of receiving the transfer to the bank account number indicated by the Leader.
6. The Organiser reserves the right to award prizes both physical and financial to the remaining Winners or Finalists, as it has funds for this purpose, as well as to increase the amount of prizes established in the Regulations, which will be reduced by the tax referred to in § 11 section 5 of the Regulations.
7. The prizes will be transferred no later than 31.01.2026 to the bank account number specified by the Leader. The account number provided must not be registered with a bank based outside the European Union.

**Chapter IV. Regulations of the Competition for Teachers organized within the framework of the  
International High School Business Challenge**

§ 12  
Rights and Responsibilities of Teachers

1. The Teacher Competition is open to secondary school teachers in Poland, the Czech Republic, Slovakia, and Hungary.
2. Participation in the Contest is voluntary and free of charge.
3. The Teacher is obliged to:
  - A. to familiarize themselves with the Regulations of the Competition and abide by them,
  - B. comply with all instructions of the Competition Committee,
  - C. to have and show a document that allows them to be identified by the Organiser,
  - D. efficient contact with the Organiser;
  - E. forward the data for the prize shipment in the event of victory within 14 days of making contact in the manner indicated in paragraph § 12 section 4 of the Regulations.
4. Contact with the winning Teacher will be made through the school, which was given by the Participant indicating the Teacher in question, as the person who encouraged them to participate in the first stage.
5. The Teacher has the right to appeal the decision of the Competition Committee, in accordance with the procedure set forth in § 15 of the Regulations.

§ 13  
The Course of The Competition for Teachers

1. The Competition for Teachers consists of one stage.
2. The winner is the Teacher who scored the highest number of points awarded by the Organiser.

3. Points are awarded on the basis of the number of Participants in the First Stage of HSBC who identified a particular Teacher in the recruitment form as the person who encouraged them to take part in stage one.
4. In the case of team submissions, each Participant of the team is considered to have been designated as a recommender by the teacher designated by the group Leader.
5. One point is awarded to each Participant who indicated a particular Teacher in the recruitment form.
6. In the case of an equal number of points obtained, the winner is the Teacher whose affiliated Team achieved the highest ranking position in the Second Stage of the HSBC. The results of the Competition are announced on the website [www.businessismore.eu](http://www.businessismore.eu) no later than 14 days after the end of registration on HSBC, as the scoring is based solely on the registration data for the First Stage, pursuant to § 13 section 3.
7. The prize for the winning teacher is an AMAZON Kindle Paperwhite E-Book Reader worth about 200 euros.
8. The prize will be sent by mail or courier within 14 days after the publication of the results and receipt of address details.
9. The Organiser reserves the right to award another material prize of identical value to the winner of the Competition for Teachers.

#### § 14

##### Competition Committee

1. The Competition Committee consists of three persons appointed by the Organiser.
2. The task of the Competition Committee is to select the winner of the Competition for Teachers on the basis of the Participants' indications in the registration forms for the First Stage of the HSBC, as stipulated in § 13 section 3 of these Regulations..

#### § 15

##### Appeal procedure and disqualification

1. Appeals against the decision of the Competition Committee shall be submitted to the Organiser within 3 days (the date of sending the email is decisive) from the announcement of the results of the relevant stages of the competition to the public.
2. The appeal shall be written in English and sent to the following email address: [info@businessismore.eu](mailto:info@businessismore.eu).
3. The Organiser shall consider the appeal and respond as soon as possible, no longer than 5 days from the date of receipt of the appeal. The response is provided via e-mail.
4. In a situation where a teacher fails to comply with the obligations referred to in § 12 section 3 of the Regulations, the Organiser decides to disqualify him.
5. The ranking place of the disqualified Teacher is taken by the next Teacher on the ranking list.
6. The decision of the Organiser is final.
7. For other issues not set in this Chapter concerning Competition for Teachers, the other provisions of the Regulations apply accordingly.

### Chapter V. Final Provisions

#### § 16

##### Claims



1. Any disputes and claims related to the HSBC and Competition for Teachers, which cannot be resolved by agreement between the parties, will be settled by a common court of law with jurisdiction over the Organiser's registered seat.

## § 17

### Interpretation

1. The Regulations may be amended by announcing the new version on the Organiser's website, as long as the amendment does not violate the vested rights of Participants and Teachers, and does not affect their equal opportunities.
2. In matters not regulated by the Regulations, the provisions of the generally applicable law in the country which is the registered seat of the Organiser shall apply.
3. As far as the interpretation of the provisions of these regulations is concerned, the English language version shall apply.

## § 18

### Entry into force

1. The Regulations shall enter into force on the date of their publication on the website [businessismore.eu](http://businessismore.eu).

## § 19

### Processing of Personal Data

1. Each Participant and Teacher, by participating in the HSBC and the Competition for Teachers respectively, acknowledges having read and agrees to abide by Regulations.
2. As a condition of entering the contests, the Participant (in the case of adult Participants), the Participant's legal guardian (in the case of underage Participants) and the Teacher agree to the processing of personal data by the Organiser and HSBC partners. At the same time, the participant and teacher acknowledge that:
  - a. The administrator of the personal data processed in the competitions referred to in paragraph 1 is Europejska Fundacja Rozwoju Przedsiębiorczości (the European Foundation for Entrepreneurship Development), KRS: 0000836387 NIP: 5213894656, based in Batorego 33/95, 02-591 Warsaw;
  - b. personal data will be processed solely for the purpose of conducting and documenting HSBC, publishing the results of the Competition for Teachers and the various stages of the HSBC stages (including announcing them in the media, on the Internet, on the HSBC website) purposes of necessary reporting based on the participant's consent;
  - c. Personal data may be shared with: entities cooperating with the European Foundation for Entrepreneurship Development, including its corporate partners, partners of the "High School Business Challenge" competition, and other entities that process personal data on the basis of relevant agreements with the European Foundation for Entrepreneurship Development, whose administrator is the European Foundation for Entrepreneurship Development;
  - d. Personal data may be made available to the entities listed in paragraph 3 both for the purpose of conducting and documenting the competition, publishing the results of the competition and the results of the HSBC preliminaries (including announcing them in the media, on the Internet, on HSBC's website), or necessary reporting, as well as for promotional and marketing purposes of entities cooperating with the European Foundation for Entrepreneurship Development and HSBC's partners;

- e. The provision of data is voluntary, although the refusal to provide it, is equivalent to the inability to participate in competitions;
- f. have the right to access and correct the content of their data;
- g. have the right to object to further processing and, if they have given their consent to the processing, to withdraw it. Exercising the right to withdraw consent does not affect processing that took place until the consent was withdrawn;
- h. they have the right to lodge a complaint with the supervisory authority for data protection in Poland;
- i. entry by a participant to HSBC and a teacher to the Competition for Teachers is equivalent to free consent to the use of the image in the materials of the competitions of an informative or promotional nature and dissemination for this purpose in the media, including on the website (photographs and videos reporting on the course of the competitions).