



**Disneyland EU Merchandise Visa Prize Draw
("Competition")**

COMPETITION DESCRIPTION: This competition gives Visa employees the chance to win one (1) Disney merchandise bundle, as part of our employee engagement activations for Visa's partnership with Disney. There is one prize, consisting of one (1) Disney merchandise bundle – the Prize must be redeemed within 6 months of notification of winning.

ENTRY: To enter the Competition employees must take part in the Visa x Disney quiz in their local office. The Competition opens at 09:00 (GMT) on Tuesday 25th November 2025 and closes at 17:00 (GMT) on Thursday 27th November 2025 ("**Entry Period**"). By entering the Competition, entrants agree to be bound by these terms and conditions.

ELIGIBILITY: The Competition is open to individuals who are based in the Europe who are permanent employees of Visa Europe, Visa Inc. or a Visa Inc excluding Paddington employees. subsidiary for the duration of the Entry Period. Contractors, consultants and temporary staff are not eligible to participate or win. Specifically, employees must not be under formal performance management and / or subject to pending disciplinary proceedings or subject to a live disciplinary sanction. Retirees are not eligible.

WINNER SELECTION AND NOTIFICATION:

At the end of the Entry Period, the individual at the top of the leaderboard will win the prize (the "**Prize Draw**"). The winner will be notified by Friday 28th November 2025 via their Visa email (the "**Prize Winner**"). The Prize Winner's details may be publicly announced via internal Visa email and or Insite/ Engage. We will contact the Prize Winner beforehand to confirm they are happy for this to occur.

PRIZES:

There is **one** prize available, consisting of one (1) Disney merchandise bundle (the "**Prize**"). The Prize must be claimed within 14 days and redeemed within six months of being notified of winning. The prize merchandise bundle will be delivered from the hub to your local office.

GENERAL CONDITIONS:

- It is free to enter the Competition and no purchase is necessary.
- All decisions on matters relating to the Competition are at Visa's sole discretion and are final. This includes if an entry or entrant is eligible for a Prize.
- Any prizes unclaimed within 14 days of winner notification email will be forfeited and another winner will be selected.
- One entry per person, subject to eligibility for the Competition. Winners will be assigned a single Prize at Visa's sole discretion.
- Any Prizes unclaimed within one week of Winner notification email will be forfeited and another winner will be selected.
- Incomplete entries will not be accepted.
- Prizes are non-transferrable, and no substitutions will be made except at Visa's sole discretion or in the event of forfeit.
- The Prizes are not negotiable and Winners may not re-sell or transfer a Prize in any way.
- In the event of a Prize being unavailable, Visa reserves the right to substitute it for one of equal or greater value. Any substitution will be within the entire discretion of Visa. In the event a Winner does not accept the substitution they will forfeit their right to the Prize.
- Participants and Winners agree to abide by all Visa policies, including Visa's social media policy.
- The prize may be reportable as taxable income for payroll reporting purposes. Where applicable, Visa will gross up to cover taxes.
- The Prize must be accepted as awarded and is subject to all the applicable terms and conditions prescribed to such Prize. By accepting the Prize the holder is deemed to have accepted all the applicable terms and conditions prescribed to the Prize, including, but not limited to, Visa requirements.



Visa Europe

- Insofar as is permitted by law, Visa, Visa's group companies and affiliates and Visa's agents, distributors and other representatives will not be responsible or liable to compensate any entrant or accept any liability for any loss, damage, personal injury or death occurring as a result of entering the Competition or taking up the Prize.
- The Competition is in no way sponsored, endorsed, administered by or associated with Disney or any media platform. All third-party trade marks and other intellectual property rights are hereby acknowledged.
- Visa reserves the right to vary, suspend or cancel the Competition and/or these Terms if it considers it necessary or appropriate to do so.
- For the purposes of data protection laws, you acknowledge that Visa is the data controller in respect of any personal information (your name and email) that you voluntarily provide to Visa in connection with the Competition. Visa will process your personal information in accordance with [Visa's Global Employee Privacy Notice](#) and serves as your point of contact any data privacy related queries and complaints.
- Visa may use the services of third-party companies in order to properly administer and facilitate the delivery of the Prize to the Prize Winner. Where it does so, the personal information of the Prize Winner will be processed by the third party. Such processing will occur in accordance with data protection agreements we have in place with such third parties. For more details, please contact the privacy team via email at: privacy@visa.com.
- By entering the Competition, each entrant acknowledges that if they are a winner, their surname and county of residence may be disclosed to persons enquiring. Any entrant may object to their information being made available in this way or may request that the amount of information made available be reduced, by contacting Visa (see below). In these circumstances, the entrant acknowledges that Visa may nevertheless disclose the relevant information, and the entrant's entry, to the Advertising Standards Authority (and/or any other competent authority) if required to do so. By way of example, this may happen where Visa is required to demonstrate that it has awarded any advertised prizes.
- To request disclosure of winner details, enquirers must submit a request to paulm@visa.com within one (1) month following the end of the Entry Period. Details will only be disclosed (if permitted by law) after all Prizes have been awarded.
- Prizes will be awarded by the promoter: Visa Europe Limited (1 Sheldon Square, London W26TT).
- Subject to the "Law and Jurisdiction" section below, if there is a dispute about the Competition or these Terms, Visa's decisions are final and binding, and no correspondence will be entered into.
- Law and jurisdiction: The Competition and these Terms are governed by English law, and any disputes arising in connection with them shall be subject to the exclusive jurisdiction of the courts of England and Wales.