

## **General Terms and Conditions HVG Job Fair**

### I. INTRODUCTION

The General Terms and Conditions (hereinafter referred to as "**GTC**") contain the general terms and conditions of contract which form an integral part of the individual contracts concluded by Heti Világgazdaság Kiadói Zártkörűen Működő Részvénytársaság (hereinafter referred to as "**HVG**") with the Exhibitors as contracting partners (hereinafter referred to as "**Partner**") participating in the **HVG Job Fair National Training and Career Days Event** (hereinafter referred to as the "**Event**"), which is organised both physically and online. This includes individual contracts where the contracting partner orders only one element of the events.

The conclusion of the individual contracts shall constitute acceptance of these GTC.

By applying, the Partner declares that it has read and it accepts the information on the processing of personal data available on HVG's website <https://hvg.hu/adatvedelem> and accepts HVG's General Terms and Conditions (available at: <https://portfolio.hvg.hu/altalanos-szerzodesi-feltetelek/>) and Jobline's General Conditions (available at: <https://jobline.hu/altalanos-feltetelek>)

By accepting the present GTC and by concluding the individual contracts, the Partners acknowledge that the Event will include both the Exhibition with physical presence and the virtual, i.e. online Fair, but that the two forms of presence cannot be ordered exclusively together. The Partner may decide to use only one of the two forms, but in this case it shall pay the price of one or the other of the services indicated in the price list and ordered on the Order Form.

### II. CONTRACTING PARTIES

**Heti Világgazdaság Kiadói Zártkörűen Működő Részvénytársaság** (registered office: 1037 Budapest, Montevideo utca 14. Company registration number: Cg. 01-10-041172; tax number: 10226353-2-41), as the organizer of the virtual and physical Event called **HVG Job Fair National Training and Career Days**.

**Partner(s)**: the natural and/or legal persons or companies without legal personality that announce their intention to participate in the Event as an Exhibitor by returning a duly signed version of the Order Form (hereinafter referred to as the "Order Form") for the physical and the virtual Event organised in the online space.

**Intermediary**: Intermediaries will not have their own stand at the Event, but will organise the participation of other Partners in the Event, and will enter into the contract with HVG for and on behalf of a Partner. Intermediaries will provide HVG with both their own details and those of the Partners they represent.

### III. DEFINITIONS

1. **Stand area:** The area made available by HVG to a Partner and suitable for the construction of an individual stand. Depending on the size and location of the stand area, it may be a stand-alone area suitable for the construction of an island stand (where all 4 sides of the stand are exclusively in contact with the aisle) or it may be in contact with other stands on one or two sides. Services included in the stand area: electricity connection, internet service (Wi-Fi),
2. **Unit stand:** an Event space set up, furnished and carpeted by **HVG** and made available to the Partner. *Row stands* are delimited by a wall on 3 sides, *corner stands* on 2 sides and *head stands* on 1 side. The stand area is a carpeted area delimited by side walls and is 2.5 metres high. **HVG** publishes the key parameters of each unit stand on the website of the fair, to allow Partners to choose the stand they wish to order. The basic characteristics of the stands (size, layout, number of walls) cannot be changed, but the colour and quality of the furnishings, carpet, etc. can be changed according to the Partner's requirements or order.
3. **Custom stand:** A custom-built Event stand provided by **HVG**, different from the unit stand described in section 2. A custom stand may only be built with the prior written approval of **HVG**. If a Partner wishes to build or have built a custom stand, it must in any case request **HVG**'s permission and provide HVG with the construction plans at the same time as it applies for approval and, if the height of the planned stand exceeds 3 metres, it shall also provide a structural analysis and a designer's statement. If the height of the planned stand exceeds 3 metres and is directly connected to the stands of other Partner(s) (i.e. it is no island stand), the Partner must obtain the written consent of the Partners with stands directly connected to the planned stand in order to construct its/their own stand. If a Partner fails to provide HVG with the documentation referred to in this clause, HVG shall be entitled to reject the Partner's application for construction without giving reasons and to charge the costs and damage resulting therefrom on to the Partner.
4. **Virtual stand:** An online stand interface where the Partner's data, information, job offers, and presentation are shown during the Event.
5. **Escape routes:** The routes indicated in the Event evacuation plan following which people must leave the Event in the case of an emergency. It is strictly forbidden to block or narrow escape routes or to place Event objects or decorative elements on escape routes. HVG shall be entitled to have any items placed on the escape route removed and the cost of removal and storage shall be charged to the owner of the item.
6. **Partner pass:** A wristband that entitles Partners to access the Event and to use the services provided by the Event (e.g. Partner Café), which will be handed over personally by HVG hostesses to all Partners at the designated gate of the event hall. A different type of wristband will be valid for each day and wristbands must be worn by Partners on the wrist throughout the Event.
7. **Parking space:** A parking space is an area for one car. For vehicles occupying more space than one car, HVG takes into account the size of the area occupied rather than the number of vehicles.
8. **Partner Café:** A space for relaxation, refreshment and catering of Partners, accessible with a Partner pass.

9. **Opening hours:** The period during which visitors to the physical Event may remain on the Event premises and use its services. During this period, the Partner is obliged to be represented by at least one person in the Event area and to provide all the services that have been previously announced on the Event's interfaces.
10. **Online opening hours:** The hours of presence during which the Partners make their information available to the Users at the virtual stands of the online Event.
11. **On-site services that can be ordered:** HVG will provide Partners with the opportunity to replenish their orders during the physical Event, subject to the availability of HVG's stock. The range and quantity of services that can be ordered on-site is also limited, and Partners may only order the services listed on the On-Site Order Form, and subject to the availability of HVG's stock. The rates for the services ordered on site will be available in the price list sent to the Partner the week before the Event.
12. **List price:** The publicly announced price of each service, i.e. the price as published on the Event's website, in the information leaflets and brochures, excluding value-added tax.
13. **Net-net price:** The current list price, plus extra charges, minus discounts and reductions, excluding value-added tax.
14. **Business secrets:** Any fact, data or context relating to a business activity which is not generally known or not readily accessible to the public and the acquisition, use, disclosure or publication of which by unauthorised persons would harm the market, economic or financial interests of the right holder. Business secrets include, in particular, any information, data and written document that is undisclosed or is not intended to be disclosed and which the parties disclose to one another, even before the conclusion of the contract, or become aware of while performing the contract. This includes, in particular, information relating to the parties' operations, activities, management, specific solutions adopted and contractual terms and conditions, and information relating to their customers. Technical, economic or management-related knowledge, experience or a compilation thereof, (for the purposes of the law: protected knowledge) representing a marketable value and recorded in a manner to allow identification shall enjoy the same protection as business secrets, if acquired, utilized, published or disclosed to others in a way violating the principle of good faith and integrity.
15. **User:** A jobseeker, an interested person or other guest who registers for the Event as a visitor, whether for the online or the physical Event.

#### IV. TERMS AND CONDITIONS

##### 1. The scope of the GTC

- 1.1. These General Terms and Conditions shall apply to the legal relationship of the Partner using HVG's services in connection with the Event, unless the Parties expressly provide otherwise in their individual contract departing from the provisions contained in the present General Terms and Conditions. In the absence of this, the Partner, by placing an order, automatically accepts the provisions of these General Terms and Conditions and acknowledges them to be binding upon it.

- 1.2. The provisions of the present General Terms and Conditions are effective as of 11th June 2022 and apply to Events held at the Event venue with a physical presence and simultaneously in the form of a Virtual (Online) Job Fair.
- 1.3. HVG reserves the right to modify these General Terms and Conditions or put into force new general terms and conditions. The new General Terms and Conditions thus drawn up may and shall apply to orders placed after the date of publication on the exhibition website. The Partner will be notified in writing of any amendment to the General Terms and Conditions if the Event has already been advertised and ordered. If the Partner fails to make a statement within the time limit specified in the notification, the amendment shall be deemed to have been accepted by it. If the Partner does not accept the provisions of the amended GTC, it may terminate the contract by giving written notice no later than 35 days before the opening of the Event.

## **2. Epidemiological provisions**

The Contracting Partners of the Events covered by the GTC acknowledge that HVG reserves the right to unilaterally modify the conditions of the Event in accordance with the current epidemiological or war situation and the applicable legal provisions.

In view of the epidemiological situation, HVG is entitled to require all physically present persons entering the Event area to provide proof of immunity against the virus (negative PCR test not older than 3 days, vaccination certificate, immunity/vaccination pass or document proving the antibody not older than 3 days) and to wear a mask covering the nose and mouth at all times. The rules for attending the Event apply to all Partners' employees and other support staff as well as to Visitors. HVG will notify Partners of any applicable restrictions concerning the Event on its public pages and via the email address provided during contracting.

Should the legislation introduce a ban or a limitation on the number of people attending an Event involving physical presence, HVG shall be entitled to withdraw from holding the Event with physical presence without compensation in respect of such legislation. HVG shall also be entitled to withdraw from the physical Event without compensation if holding the Event is not prohibited by applicable law but holding the physical Event is deemed to be risky due to the epidemiological or war situation. If the physical event is cancelled due to regulatory restrictions or risks, HVG will only organise the Online Job Fair, with an online fee for this format only, and will provide exhibitors the possibility to participate in it instead of the physical presence. If HVG is unable to organise the physical event due to lack of sufficient applicants, official restrictions or risks, orders will be automatically converted into online orders. This option is automatically accepted by the Partner by signing the contract.

## **3. The contract**

### **3.1. Call for proposals**

- 3.1.1. For the purposes of entering into the contract (hereinafter referred to as the "Contract"), the sending of the following documents to the Partner and the downloading and availability of the same from the website <https://allasborze.jobline.hu/> shall constitute a call for proposals by HVG:

Information (including information and statistics presenting the individual services separately), Order Form (hereinafter referred to as the "Order Form"), of which the GTC, the HVG Job Fair presentation, Extra presence options, hereinafter referred to as the "Terms", form an integral part. The documents referred to, which can be downloaded from the Event website, constitute a call for proposals until revoked.

### **3.2. Conclusion of the Contract**

- 3.2.1. By returning an unmodified copy of the Order Form (duly) signed by the Partner to HVG by post, electronically or otherwise, the Contract between the Parties is concluded (hereinafter referred to as the "Conclusion of the Contract"). Also, the Partner declares that it has read and accepted these Terms, which form an integral part of the Contract.
- 3.2.2. The Partner may not impose any conditions or reservations on the Order Form and is bound by its offer until HVG has made its stand allocation declaration detailed in 3.2.3. If a Partner does not order the services of the Event for itself, it shall indicate on the Order Form the name, registered office, tax number and company registration number of the company using the services.
- 3.2.3. If HVG is able to provide the services ordered by a Partner in the physical exhibition area, HVG will notify the Partner in writing within 8 working days, by e-mail to the e-mail address indicated on the Order Form (hereinafter referred to as the "Confirmation"), informing it that its order has been accepted. If the services ordered by the Partner cannot be provided, HVG will decide on the allocation of the Stand area taking into account the Partner's requirements, but without obligation to give reasons. HVG shall notify the Partner in writing of its decision on the allocation of the Stand (stand allocation). In this case, the Partner shall be entitled to notify HVG in writing within 8 working days if it does not accept the conditions set out in the confirmation e-mail, in which case the contract between the Parties shall not be concluded and the Services provided up to that point shall be settled. If the Partner fails to reply to the Confirmation within the given time limit or if the Partner accepts the stand assignment, the contract between the Parties is concluded. If HVG does not accept the Partner's order, HVG shall notify the Partner thereof within 8 working days by e-mail or postal letter verifiably sent to the contact details provided on the Order Form. HVG shall not be obliged to give reasons for the rejection of the order.
- 3.2.4. The Virtual stand will become available for uploading data, information, info materials and presentations at the beginning of the test period after returning the Order Form signed by the Partner. HVG will provide the Partner with access to the Online Job Fair website via the email address(es) sent by the Partner to HVG. Visitors will only be able to access the Partner information detailed in the above section for Partners who are first-time registrants or who have previously defaulted on their payments, after payment of the amount indicated on the Pro Forma Invoice.
- 3.2.5. HVG undertakes to provide the services ordered by the Partner and confirmed by HVG with the parameters and quality detailed in the Information and the Order

Form, at the price specified in the Order Form and the Confirmation, provided that the Partner fully complies with its other obligations under this contract. Also, HVG undertakes to provide the services ordered by the Partner to the best possible quality, technical and aesthetic standard available under the circumstances. Performance takes place by using indirect services.

### **3.3. Obligations and rights of the parties**

#### **3.3.1. HVG's obligation:**

- 3.3.1.1. HVG shall ensure that during the Event, it will display the advertisements and banners provided by the Partner in the appropriate manner. HVG shall only be liable for the full performance of orders placed by the deadline, and HVG shall not be liable for any damage resulting from the Partner's failure to meet deadlines.
- 3.3.1.2. HVG may refuse to publish advertisements or creative materials if there are reasonable grounds to believe that it would be contrary to law or that a third party could bring any legal claim against HVG in case of publishing. HVG may also refuse to publish any creative material that is offensive to Event visitors or Partners, or advertising that is inconsistent with the objectives of the Event or that is inconsistent in content or quality with the image of the Event. HVG shall state the reasons for refusing to publish such advertisement.
- 3.3.1.3. HVG shall provide for night guarding of the physical Event area from the time the hall closes until it opens the next day. HVG accepts no liability whatsoever for valuables brought to the Event during the hours that the hall, and in particular the Event, is open. Partners will have the opportunity to occupy their stand during the 2 hours prior to the official opening on both days of the Event. They will not be able to access the Event area earlier as the hall will be closed. Photos and videos will be taken at the Event. The Partner acknowledges that videos and photos may be taken of its stand, Event items and employees and, by accepting these GTC, it consents to the publication of such recordings and their use by HVG on the Event website, social media platforms, in its information brochures and advertisements and other media presenting the Event.

#### **3.3.2. The Partner's obligation:**

- 3.3.2.1. The Partner undertakes to use the personal data contained in the CVs received from HVG exclusively for the purposes of the procedure related to its own labour force needs, and not to make them available to anyone. The Partner undertakes to take all necessary measures to ensure that the data concerned cannot be used by others or for other purposes and that their confidential treatment is ensured. The Partner shall be liable for any damage or disadvantage caused resulting from the breach of the above obligation.
- 3.3.2.2. The Partner acknowledges that HVG shall not be held liable in any way for any damage or disadvantage caused for a reason attributable to it, therefore

it must release HVG from the disadvantages it suffered resulting from the Partner's default and reimburse the damage.

- 3.3.2.3. The Partner agrees to use the data of the registered Users provided in connection with the Event only to support the Users' job search and career development, to provide applications for job and internship opportunities, to send job offers and further training opportunities according to the Users' preferences and using their contact information after the event for a maximum legal period of time as provided for in Act CXII of 2011 (Information Act).
- 3.3.2.4. The Partner undertakes to submit to HVG all creative content related to the virtual stand ordered by the Partner 14 days prior to the opening of the Event and to upload all necessary textual information to the Job Fair website. If the Partner signs up for the Event within 14 days of the opening of the Event, it shall do so within 2 days of the Conclusion of the Contract. If the Partner fails to do so by the given deadline, the Partner acknowledges that HVG is unable to perform its obligations under the contract and HVG shall not be liable or responsible for any damages, and shall reimburse HVG for the costs incurred until then.
- 3.3.2.5. The Partner undertakes to get at least one member of its staff to represent the contracting party at the

payment, HVG Kiadó Zrt. may charge interest on late payments equalling the double of the applicable central bank base rate of interest.

5.1.2. The Partner acknowledges that the Event price list in the event of a hybrid order is valid for both the Event involving physical presence and the Online Fair. For physical presence only, the physical rates apply, for online presence only, the published online rates apply.

5.2. Payment schedule:

5.2.1. HVG will issue and send the invoice for the participation fee to the Partner after the service has been provided, i.e. after the Event, provided that the Partner has previously used the services of the HVG Job Fair and has not been late in transferring this fee. Otherwise, the Partner shall be obliged to transfer the fees for the services ordered against a pro forma invoice by the payment deadline indicated on the invoice, but no later than 14 working days prior to the Event. If the Partner has an overdue debt to HVG Kiadó Zrt. at the time of the conclusion of the current contract, the overdue debt and the interest on arrears must be paid, and the fee for the services currently ordered must be transferred into the bank account of HVG Kiadó Zrt. against a pro forma invoice by the payment deadline indicated on the invoice, but no later than the 3rd working day prior to the Event.

5.2.2. Any costs charged by financial institutions for banking operations shall be borne by the Partner and these amounts will not reduce HVG's claims.

5.3. Late payment:

5.3.1. If the Partner defaults on payment, HVG is entitled to suspend fulfilment of its obligation to provide the service specified in the Order and the Confirmation or a separate contract until payment is made and may withdraw the discounts offered.

5.3.2. Under current legislation, the Event is considered a complex service and is therefore subject to 27% value-added tax.

5.3.3. In the event of any delay in payment of any obligation under this Contract, HVG shall charge interest on arrears at the rate of twice the base rate of the central bank per annum. The Partner acknowledges that HVG may assign its claims against it to a factoring company.

## **6. Provisions applicable to the Physical Event**

6.1. HVG guarantees that the Partner may use its stand during the opening hours on both days of the Event in accordance with the objectives of the Event without any restrictions, but the activity of the Partner may not disturb other Partners or visitors of the Event. The Partner undertakes to get at least one member of its staff to represent it at its stand at all times during the opening hours in order to provide information to the visitors of the Event. The Partner acknowledges that if at any time during the opening hours the Partner is not represented by any of its own staff members in its own Event area, i.e. its stand remains empty, HVG shall be entitled to send auxiliary staff to the Partner's stand, the cost of which shall be borne by the Partner.

- 6.2. The Partner shall take over and occupy its stand or stand area no later than on the day before the opening hours. The Partner is also obliged to complete the decoration and packing of its stand at least one hour before the opening hours. If a Partner fails to occupy its stand at least 3 hours before the opening time and fails to comply with this at the request of HVG or fails to give prior written notice of the exact time of the stand occupation, HVG may withhold the stand or stand area from the Partner.
- 6.3. The Partner undertakes to display only its own company's (including its parent company and subsidiary(ies) and any member of its group) information material or to promote their offers, services or products (including job or training offers, events, other programmes, newspapers, publications in printed or electronic form) at its stand. The Partner acknowledges that any activities other than those described above (e.g. product sales, tastings, sweepstakes, surveys with participants) may only be conducted with the prior written permission of HVG.
- 6.4. HVG's agent will build the stands, and the Partner may only build in the rented area with HVG's permission. If the Partner wishes to build its own stand in the area it has rented, it must observe and comply with the regulations applicable to individual stands, i.e.
  - 6.4.1. It must in any case provide HVG with the construction plans at the same time as it applies for approval and, if the height of the planned stand exceeds 3 metres, it shall also provide a structural analysis and a designer's statement,
  - 6.4.2. if the height of the planned stand exceeds 3 metres and is directly connected to the stands of other Partners (i.e. it is no island stand), the Partner must obtain the written consent of the Partners with stands directly connected to the planned stand in order to construct its own stand.
- 6.5. The Partner shall take responsibility for the decorative elements it has designed. The Partner acknowledges that after the closing of the Event, it must return the rented area and all rented equipment, including the stand construction, in the same condition as it was received. If the Partner has decorated its stand by itself, it shall remove the decorative elements or reimburse the costs of removal and cleaning. The Partner acknowledges that the decoration of the stand walls, furniture and other furnishings with vinyl film, the application of any self-adhesive stickers to the stand walls and the application of floor stickers to the stand aisles may only be carried out by HVG's agents.
- 6.6. HVG will only be liable for accidents occurring on a fully constructed and handed over stand due to the fault of HVG, for reasons attributable to HVG.
- 6.7. The rented space designated by HVG may only be exchanged, transferred or altered with the written and verified permission of HVG.
- 6.8. The number of Partner Passes (wristbands) entitling to access the Event and use the services provided by the Event (e.g. Partner Café) is determined by HVG on the basis of the floor space of the stands (stand floor space in 2 sq. m/day).
- 6.9. HVG determines the number of free parking spaces based on the floor area of the stands (1 parking space for 4 and 6 sq. m stands, 2 parking spaces for 8, 9 and 10 sq. m stands, 3 parking spaces for 12 sq. m stands, 4 parking spaces for 16 sq. m stands, and 4 parking spaces per sq. m of floor area for stands with a larger floor area)

- 6.10. If the Partner wishes to carry out any kind of tasting on its stand, it must use a waste container, empty it regularly, obtain the necessary permits from the authorities and obtain prior written consent from HVG to carry out such activity.
- 6.11. If the Partner wishes to play public music or carry out any activity at the Event that involves noise levels above 60 dB, it must notify HVG in writing 30 days prior to the opening of the Event and obtain HVG's prior written consent to such activity. If providing public music service, the Partner shall be responsible for paying any copyright royalties.
- 6.12. The Partner may carry out any promotional and awareness-raising activities (including the distribution of flyers and entertainment gifts, persons directing visitors to the Partner's stand on behalf of the Partner, whether or not in uniform, or decorative elements serving such a purpose) only within its own stand without the written consent of HVG. The Partner acknowledges that for the purpose of first contact, activities aimed at stopping visitors to the Event and promoting its offers to them may be carried out on its stand and within a half metre of its stand without HVG's written consent.
- 6.13. The Partner undertakes not to engage in any unlawful or unethical activity at the Event in any way.
- 6.14. The Partner shall hand over the rented area to HVG in its original condition, vacated within one hour of the end of the Event. After the Event has been closed, HVG may have the Event items, which have not been removed, removed at the expense of the Partner or, after 2 weeks of storing, may destroy them if the Partner fails to remove the objects after being requested to do so. The Partner may not assert any claims for damages against HVG in connection with the latter.
- 6.15. If, during the opening hours of the Event, the Partner suffers any loss (e.g. theft, accident due to a cause beyond HVG's control) not attributable to HVG, or due to force majeure, HVG shall not be liable for any loss or damage other than the one arising from the Event's liability insurance.

## **7. Provisions related to the Online Fair**

- 7.1. The Partner acknowledges that HVG will identify the Partner at the Virtual stand solely on the basis of the secret password(s) and the e-mail address(es) provided by the Partner for access. In order to prevent abuses and advertisements posted by unauthorized users, the Partner shall keep these confidential, i.e. it shall ensure that the password is not disclosed to unauthorized persons. The Partner shall be solely responsible for any damage resulting from its failure to do so. The Partner is entitled to change its password or e-mail address only in consultation with HVG and with HVG's knowledge.
- 7.2. HVG will provide a trial period for registered Partners to use the interface during the 14 days prior to the opening of the Event. The Partner undertakes to make itself familiar with and test the functions of the Virtual stand during the test period, i.e. to test its own interface. HVG shall send the Partner information on the technical settings (IT security annex) and the Partner shall make the necessary settings to ensure proper

operation before the start of the test period. If the Partner is unable to make the necessary settings, it may contact HVG to ask for help. HVG undertakes to provide assistance to the Partner within a reasonable time before the start of the test period (if requested). If the Partner fails to make the necessary settings and to request assistance from HVG, and if the Partner fails to log in to its own interface and carry out the necessary testing during the test period, the Partner acknowledges that if HVG is unable to perform its contractual obligations as a result of the above, HVG shall not be held liable for any technical or other objections related to the appearance of the Partner's stand.

## **8. Complaints related to performance**

8.1. For the sake of evidence, the Partner shall notify HVG in writing of any comments relating to the organisation, execution and operation of the Event until the closing of the Event, as appropriate to the form of implementation, and any comments related to invoicing by the expiry of the invoice payment deadline. Complaints received after these deadlines cannot be taken into consideration.

## **9. Termination of the Contract**

### **9.1. Termination with immediate effect**

9.1.1. In the event of a serious breach of contract by either party, the party suffering damage may terminate the contract with immediate effect by letter addressed to the other party and delivered with proof of delivery. A serious breach of contract shall be deemed to have occurred if either party, by its wilful or negligent conduct, commits a material breach of its obligations.

### **9.2. Withdrawal:**

9.2.1. The Parties shall be entitled to withdraw from the contract in the event that the other Party is subject to a final liquidation, bankruptcy or enforcement proceeding which prevents the holding of or participation in the Event or the payment of the fees. The party intending to withdraw from the contract must immediately inform the other party in writing, by means of a letter delivered with proof of delivery.

9.3. If the contract is terminated in the manner detailed in the previous section, the innocent party is entitled to charge the other party for the loss incurred as a result of the termination of the contract, which may not exceed the fee for the services provided for in the contract.

9.4. The Partner acknowledges that, apart from the case detailed in section 9.2, it is not possible to unilaterally withdraw from the contract or unilaterally modify the content of the contract. If the Partner cancels the services ordered, including the occupation and use of the stand space assigned to it, and these services can no longer be sold to another customer, it shall pay the full service fee provided for in the contract. Selling the stand area to other customers is possible up to 30 days prior to the opening. In the event that HVG finds another customer for the cancelled services, it shall notify the Partner thereof, in which case the Partner shall pay 50% of the service fee provided for in the contract. The Partner shall inform HVG of its intention to withdraw from or

amend the contract or to cancel the services ordered by means of a letter sent with proof of delivery.

## V. DATA PROTECTION

1. The protection of the personal data to be provided upon registration and ordering is governed by the data protection statement published on the Event's website in full compliance with Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data, and on repealing Regulation 95/46/EC (general data protection regulation, GDPR) and Act CXII of 2011 on Information Self-Determination and the Freedom of Information (Act on the Freedom of Information).
2. Accordingly, HVG will not disclose to third parties any personal or professional data provided by visitors to and Partners of the Event, or any other natural person attending or interacting with the Event for the performance of the contract without the consent of the data subject.
3. Based on the registration data of users who register for the Event as visitors or as jobseekers, a jobseeker profile with a unique identifier will be created when signing up for the Event. At the Event, Users will be able to apply for jobs, internship positions, training and other Partner programmes using the barcode received upon entry. When applying, the User's registration data and CV will be transmitted, on the basis of their consent, only to the Partner to which the User wishes to make his or her job profile available. In the event of such consent by a User, the period of data processing shall be

6. If a Partner is demonstrably in breach of the provisions of the General Data Protection Regulation (GDPR) and Act CXII of 2011 (Information Act) and, as a result, HVG is condemned by the competent authority, the Partner shall pay HVG compensation in an amount equal to the amount of the fine imposed and enforced on HVG.
7. The Partner agrees that its authorized employee may be a participant in the two-way chat service of the Event, during which the employee's personal data (face, name) may be disclosed, and accepts that the chat may not be technically restricted, and that Users may make audio or video recordings thereof.
8. The Partner agrees that its authorized employee becomes a participant or presenter in the webinar of the Event, during which the employee's personal data (face, name) may be disclosed, and accepts that the webinar may not be technically restricted, and that the Users or the Partner may make audio or video recordings thereof.
9. The Partner agrees that the submitted advertisements may appear or may be displayed at the Event, on interfaces of the Online Job Fair and jobline.hu and other interfaces of partners obtained by HVG during the Event.

## VI. BUSINESS SECRETS

The Parties undertake to treat as business secrets all data, information, ideas, concepts and plans relating to the other party and its partners and to the Event that they receive during the performance of the contract concluded in connection with the Event and that have not yet been disclosed, and not to disclose or make these available to any unauthorised third party in any form whatsoever, either during the term of this contract or thereafter, unless the other party has given its prior written consent.

## VII. LEGAL DISPUTE

The Parties shall endeavour to settle any disputes through conciliation. The Parties undertake to resort to the courts only in the event of failure of conciliation.

Made in Budapest on 10 June 2022