

PRIVACY NOTICE FOR THE PURPOSE OF PROCESSING PERSONAL DATA RELATED TO AVIA SOLUTIONS GROUP CAREERS EXPO 2025 EVENT

1. INTRODUCTION

This Privacy Notice applies for the purpose of the processing personal data related to Avia Solutions Group Careers Expo 2025 event (hereinafter – „**the Event**”), when you register yourself via the registration form: [Careers EXPO \(aviasg.com\)](https://careers.aviasg.com).

In this Privacy Notice you find information about how we process your personal data and what rights you have as a data subject. You can also find here the contact details of the responsible data controller, with whom you may exercise your rights.

The provision of personal data is not a statutory or contractual requirement, or a requirement necessary to enter into a contract. Therefore, you are not obliged to provide the personal data to us. But in the case, you want to participate in the Event, you must provide personal data that is marked as mandatory one in the registration form.

2. OUR CONTACT DETAILS

AVIA SOLUTIONS GROUP (ASG) PLC, legal entity code: 727348, address: Building 9, Vantage West, Central Park, Dublin, D18 FT0C, Ireland, phone number: +442080899777, email: info@aviasg.com (hereinafter – „**the Company**”, „**we**”, „**ours**”), identifies itself as a data controller.

3. DATA PROTECTION OFFICER

If you have enquiries you can also contact our Data Protection Officer at email: privacy@aviasg.com

4. WHAT PERSONAL DATA DO WE COLLECT AND FOR WHAT PURPOSE?

a) Event registration

We collect and process your personal data such as name, surname name; e-mail for the purpose of the registering for the Event and provide the link to the participating in the Event. Any mandatory data are marked as such (e.g. with *). Besides, other data may often be entered voluntarily.

The Event will be streamed on the Company`s Youtube chanel (www.youtube.com/@AviaSG-official), including the uploading the Event`s video. We recommend that you read the YouTube privacy policies (<https://policies.google.com/privacy>) which explain their data processing policy, use of data, users' rights and the way how users can protect their privacy when using these services.

b) Direct marketing

By registering for the Event, we may also offer you the opportunity to receive newsletters about the Company's services, products or invitations to future events. If you give your consent, your personal data will be processed for the purpose of sending you newsletters (direct marketing). For this purpose, we will process the following personal data about you: the email address you have consented to receive the newsletters, the fact, date and time you confirm/revoke your consent to direct marketing.

If you have agreed to receive newsletters on the registration form, a registration notification by email, which you need to confirm to be able to receive the newsletter (so-called double opt-in). This helps us verify that it is actually you who have opted in to the newsletters.

5. LEGAL BASIS FOR PROCESSING YOUR PERSONAL DATA

a) Event registration

Processing of personal data is based on your **consent**.

By ticking the checkbox(es) at the time of registration, you confirm that you have read and understood the terms and conditions of the processing of personal data set out in this notice and consent to the processing of your personal data by the Company for the purposes set out above.

Please note that you have the right to object to the processing of your personal data for the above purposes. You also have the right to withdraw your consent at any time and to request that we do not process your personal data for the above purposes by emailing us at email: privacy@aviasg.com

b) Direct marketing

Processing of personal data is based on your **consent**.

By ticking the checkbox at the time of registration, you confirm that you consent to the processing of your personal data by the Company for the purposes set out above.

Please note that you have the right to object to the processing of your personal data for the above purposes. You also have the right to withdraw your consent at any time and to request that we do not process your personal data for the above purposes by emailing us at email: privacy@aviasg.com or unsubscribe is possible via a link at the end of each newsletter.

6. HOW LONG DO WE STORE YOUR PERSONAL DATA?

a) Event registration

Personal data is only processed for no longer than 30 (thirty) calendar days after the end of the Event or until you withdraw your consent.

b) Direct marketing

Your data will be used for the sending of the newsletters (direct marketing) purpose for 3 years after your consent is obtained or until you withdraw your consent.

7. DATA SHARING INSIDE EEA

Your personal data may be disclosed to a third party if required by law, regulations, or an official decision by a relevant authority or who work with us to help deliver our services, in order to fulfil our legal obligations or at your request, under the following circumstances:

- other members of AVIA SOLUTIONS GROUP as necessary to operate our business (for example, for internal reporting and where those companies provide services to us);
- the legal authorities;
- designated organising staff of the Company;
- Contractors, service providers and other partners on behalf of the Company (if relevant, e.g. for sending of the newsletters).

8. DATA TRANSFER OUTSIDE EEE/EU

Your personal data is processed in the European Economic Area (EEA). Except in certain cases, we do not intend to transfer, and do not transfer, your personal data to third countries or group companies in a country (including your country of residence) other than the country in which the data was collected. Certain data about your participation in the Event may be transferred to entities both inside and outside the EEA (e.g., LinkedIn, Facebook) to publicize the Event. For such transfers, we have entered into Standard Contractual Clauses approved by the European Commission, or we follow other grounds and conditions set out in the GDPR or decisions of the European Commission.

9. DO WE APPLY AUTOMATED DECISION-MAKING OR PROFILING?

Your personal data will not be used for automated decision-making including profiling.

10. RIGHTS GUARANTEED TO YOU

We guarantee the implementation of the following rights and the provision of any related information at your request or in case of your query:

- **Your right of access** - You have the right to ask us for copies of your personal information.
- **Your right to rectification** - You have the right to ask us to rectify personal information you think is inaccurate. You also have the right to ask us to complete information you think is incomplete.
- **Your right to erasure** - You have the right to ask us to erase your personal information in certain circumstances.
- **Your right to restriction of processing** - You have the right to ask us to restrict the processing of your personal information in certain circumstances.
- **Your right to data portability** - You have the right to ask that we transfer the personal information you gave us to another organization, or to you, in certain circumstances.
- **Your right to withdraw consent** – You have the right to withdraw your consent at any time.

11. HOW TO COMPLAIN

If you disagree with our actions or the response to your request, you can complain to the State Data Protection Inspectorate, address: L. Sapiegos str. 17, 10312 Vilnius, Lithuania, e-mail: ada@ada.lt; phone: (8 5) 271 28 04, 279 1445, website: <https://vdai.lrv.lt/lt/>. In all cases, we recommend that you contact us before making a formal complaint so that we can find the mutual solution.

12. UPDATES

We may change this Privacy Notice from time to time. We encourage you to review this Privacy Notice periodically.