

## Terms of Participation – ILA Berlin Talent Hub 2026

### 1. Preamble

Participation in the Talent Hub at ILA Berlin 2026 under the conditions published on the Talent Hub website requires acceptance of these Terms of Participation.

### 2. Eligibility

Eligible to participate are either (i) companies that are official exhibitors, or (ii) partners that have not booked a separate stand at ILA Berlin (hereinafter jointly referred to as “**Participants**”).

Partners without their own stand must submit a binding registration using a separate form provided on the ILA or Talent Hub website.

Participants shall nominate, in good time prior to the start of ILA, a contact person responsible for preparing and implementing the program content.

The number of Talent Hub partners is limited. Messe Berlin reserves the right to reject individual requests to participate in the Talent Hub. Any existing or prospective stand-rental agreement concerning the exhibitor’s participation in ILA remains unaffected.

### 3. Scope of Services – Talent Hub Partner Package

3.1 All Participants receive, **as a basic package**, the following services:

- Talent Hub Partner signage at the Participant’s own stand
- Listing as Talent Hub Partner in the app and on the website
- 3 exhibitor passes
- 10 job postings on the Job Wall in the Talent Hub
- 10 single one-day ticket vouchers, redeemable on any exhibition day

- Admission for visitor groups on Talent Day (12 June) from 09:30 hrs
- Logo walls (LED wall on the Plaza and one logo wall at the ILA STAGE TALENT HUB)
- Daily (12–14 June 2026) five showings of a 9:16 recruitment video or static image on at least ten indoor digital totems (no sound)
- Mention in the newsletter
- Push notification in the app on Talent Day (12 June)
- Participation in Speed Dating on Talent Day (12 June) on the Plaza
- “Open Talent Tables” on the Plaza at the weekend
- Opportunity to conduct workshops
- Opportunity to present Company Pitches (optional add-on)
- Opportunity to take part in the stage program on the ILA STAGE TALENT HUB
- Opportunity to participate in the Talent Tour (optional add-on)

3.2 Talent Hub **Partners without their own stand** will be provided with one high table and two bar stools on the terrace at the Talent Hub Plaza. This space is reserved for them during the official opening hours of ILA Berlin from Friday to Sunday (12–14 June 2026).

### 4. Add-ons to the Talent Hub Partner Package

4.1 The add-on “**Talent Hub Talent Tour**” (+ EUR 250) contains:

- Arrangement and organisation of visits by school and/or university groups interested in aerospace as well as selected students of technical disciplines to the Participant’s stand in the Talent Hub (prerequisite: registration as Talent Hub Partner no later than 22 April 2026; later registration subject to availability).

4.2 The add-on “**Company Pitch**” (+ EUR 5,000) contains:

- Talent Hub Partners are given the opportunity to pitch their company for 15 minutes on the ILA STAGE TALENT HUB.

## 5. Conclusion of Contract

- 5.1 Via the Exhibitor Zone (for exhibitors): The package can be booked by exhibitors, in addition to a stand, in the Exhibitor Zone on the website [ila-berlin.de](http://ila-berlin.de). The contract for participation in the Talent Hub is concluded concurrently with acceptance of the placement proposal regarding the stand in the exhibitor portal.
- 5.2 Via online-form for partners without their own stand: Booking by Participants without a separate stand at ILA is binding and placement-independent via an online form. By submitting the online form, the Participant makes a binding contractual offer.

The contract for participation in the Talent Hub comes into effect upon express confirmation by Messe Berlin of the Participant's inclusion in the Talent Hub.

For partners without their own stand, participation and the stand provided are subject to Messe Berlin's General Terms of Participation, the Special Terms of Participation for ILA Berlin and Messe Berlin's Technical Guidelines (available at <https://www.messe-berlin.de/de/Locations/Downloads>).

## 6. Payment and Invoicing

Billing of the booked packages takes place together with the admission invoice for the exhibition space or, for partners without exhibition space, separately. The payment and invoicing provisions of Messe Berlin's General Terms of Participation apply (see link above).

## 7. Final Provisions

Messe Berlin reserves the right to terminate the preparation phase for the Talent Hub at any time without notice if proper execution cannot be guaranteed

for organisational, technical or legal reasons. Messe Berlin also reserves the right to relocate parts of the program on the exhibition grounds at short notice.

Messe Berlin reserves the right to exclude Participants from participation in the event of a breach of these Terms of Participation or the house rules (available at the above link).

These Terms are governed exclusively by German law.

Should individual clauses of these Terms of Participation be or become invalid, the validity of the remaining provisions shall not be affected. The parties undertake to replace invalid provisions with effective clauses that most closely reflect the economic intent of the invalid provisions.

Assignment of rights arising from participation to third parties is not permitted without the written consent of Messe Berlin.

The place of performance and jurisdiction for all mutual obligations is Berlin. In addition, Messe Berlin is entitled to initiate any legal proceedings it deems necessary before the court competent for the customer's registered office.