GENERAL TERMS AND CONDITIONS OF USE OF THE JOBTEASER SERVICE

13/11/2026

We invite you to carefully read these terms and conditions of use, as their acceptance and compliance are a requirement for you to be able to use the features we offer.

INTRODUCTION

For ease of reference, in these Terms and Conditions of Use (T&Cs), we will use the expressions "JobTeaser Service", "Service" or "Services" to refer to the website(s) hosting the services we offer.

The Service is available at https://www.jobteaser.com and through the institution's Career Center parts of the JobTeaser network.

The JobTeaser Service is the exclusive property of JobTeaser ("We"), a limited company ("société anonyme") with a board of directors and a share capital of EUR 111.431,60 with registered office at 7 rue de Madrid - 75008 Paris, registered with the Paris Companies Register under number RCS 508 271 715.

Downloading all or a quantitatively substantial part of the Service by using robots or any other automatic extraction process is prohibited.

In the absence of prior written consent from JobTeaser, it is prohibited to sell, resell, or otherwise monetize the Services or associated data.

1. USER ACCOUNTS

JobTeaser offers several categories of accounts, each associated with specific rights and obligations based on the defined role:

- **the Student and Alumni User Account** is exclusively reserved for students and graduates looking for a job, an internship or a work-study programme, information on jobs and companies and orientation or recruitment advice ("Student and Alumni" or "Student and Alumni Users" or "Member"). The Account can be linked to a Career Center if your institution is part of the JobTeaser network.
- **the JobTeaser Client Company User Account** is exclusively reserved for any duly authorised representative of a natural or legal entity ("JobTeaser Client Company User") that has subscribed to a JobTeaser Service (Pack or Option), which notably

enables the multi-posting of job ads and the publication of a Company space across all the Career Centers of JobTeaser Partner Institutions. The Account is associated with a **JobTeaser Client Company Account**, which is the Company's main Account. This Account is used and managed by the JobTeaser Client Company User representing it (Account Administrator).

- **The "Free Plan" Company User Account** is exclusively reserved for any duly authorised representative of a natural or legal entity (" Free Plan' Company User") authorized to use the TalentConnect service and/or to post job ads via the Ad Submission Form specific to an Institution, in accordance with the terms of JobTeaser's applicable limited free offer for "Free Plan" Companies ("Free Plan Companies"). The Account is associated with a "**Free Plan" Company Account**, which is the Company's main account. This Account must be used and administered by a "Free Plan Company User" representing it (Administrator Account).
- **The Institution-linked Company User Account** is exclusively reserved for any duly authorised representative of a natural or legal entity (the "Institution-linked Company User ") authorized to use the recruitment services specific to an Institution ("Institution-linked Company"). The Account is associated with an **Institution-linked Company Account** which is the main account of the Institution-linked Company. This Account must be used and managed by an Institution-linked Company User representing it (Administrator Account).
- **The Partner Institution User Account** is exclusively reserved for any duly authorised representative ("Institution User") of a higher education institution offering an online career platform (the Career Center) to its students and/or graduates ("Institution", "Partner Institution", "Institution of the JobTeaser Network"). The Partner Institution User account is associated with a **Partner Institution Account**, which is the Institution's main account. This Account must be used and administered by a Partner Institution User representing it (Administrator Account).

For the purposes of the Agreement :

- the term "Company User" refers indiscriminately to JobTeaser client company Users, Institution-linked Company Users, or "Free Plan" Company Users;
- the term "Company" refers indiscriminately to JobTeaser Client Companies, Institution-linked Companies, or "Free Plan" Companies;
- the term "Users" refers indiscriminately to Student and Alumni Users, Company Users or Partner Institution Users.

Each User linked to a Company or Institution Account is assigned a specific role (such as Administrator, Recruiter, or any other role provided by the Service) determined and configured under the sole responsibility of the Account Administrator.

The Account Administrator is solely authorised to create or modify the access rights of Users linked to the Account, as well as to define their respective roles on the Service. Each User undertakes to use the Service only within the limits of the rights granted to them and to act in accordance with the Administrator's instructions and these Terms of Use.

2. SERVICES OFFERED BY JOBTEASER

2.1 Services offered to Student and Alumni Users

2.1.1 General presentation

JobTeaser offers an integrated platform dedicated to your professional integration process by allowing you to:

- apply for jobs or internships,
- register for recruitment or orientation events,
- discover recruiting companies,
- be visible and contacted directly by Company Users,
- receive automatic and tailored e-mail alerts on job ads and events matching your criteria, as well as advice or information to facilitate your professional integration,
- participate in the Insights Module by sharing your professional experiences with other Members,
- use Orientation and Learning Modules,
- communicate directly with Recruiters, other Members, or Institution advisors via internal messaging;

At the time of writing these T&Cs, the Service is accessible at https://www.jobteaser.com and via your higher education institution's Career Center, if it has one. The services offered in this context are reserved for students or graduates of JobTeaser's partner schools and universities as part of their professional integration efforts. While certain content may be viewed by any visitor, whether registered or not, you must register by creating a Student and Alumni User Account notably in order to apply for a job offer via our Service or save it, register for an event, to be visible and contactable by Company Users, or access modules and content exclusive to your Career Center. The registration procedure is described below.

2.1.2 Ranking of Job Ads

Student and Alumni Users can perform a job search at the top of the "Jobs" page. Student and Alumni Users have the option to view all results for a keyword search or refine their search using categories such as contract types and job location. The predictive text feature suggests related search terms as the Student and Alumni User types keywords into the search bar; this feature can be bypassed by directly entering the keyword(s). Additional search filters are available in the “All Filters” section.

The order in which job ads are displayed is determined based on the selected search criteria (keywords and filters). When multiple job ads have the same level of relevance, the ranking is weighted according to the publication date and the amount paid by the Companies.

Where Companies subscribe to sponsored posting options or priority distribution packs, job advertisements may benefit from enhanced visibility or top ranking, clearly distinguished by appropriate indicators in accordance with applicable consumer and platform transparency regulations.

2.1.3 Specificities of the Career Center

If you are registered through your Institution’s Career Center, you will have access, in addition to the services we offer to all Student and Alumni Users, to job ads, presentations spaces of Companies, and career events exclusive to your Institution. You may also benefit from personalised support from your Institution. Indeed, the integration of the platform within the Institution allows it to assist you in your job search, by monitoring your activity on the Career Center. This is the essence of the Career Center, enabling such synergy.

By accepting these T&Cs, you expressly consent to the transmission of your activity data to the Partner Institution Users of your Institution who are specifically authorised .

If, for whatever reason, you do not wish to allow such a transmission - and still benefit from the JobTeaser Service - you shall not open a Student and Alumni User Account from your Institution’s Career Center, but directly from our website.

The conversational assistant provides automated answers, suggestions, and orientation to assist Users in their job search and platform navigation. All recommendations and responses are generated automatically through artificial intelligence models and are delivered for informational purposes only. JobTeaser makes no warranty regarding the exhaustive nature, accuracy, or suitability of generated suggestions. The assistant does not make automated decisions producing legal effects or similarly significantly affecting

candidates (such as screening out candidates or automated profiling for job selection within the meaning of Article 22 of the GDPR). Users must exercise their critical judgment and review all generated outputs before taking action.

2.2 Services offered to Company Users

The available features depend on the services subscribed to, as well as the type and role of the Account:

- JobTeaser Client Company User: Depending on your role within the JobTeaser Client Company Account, you have the ability to view Student and Alumni Users profiles, contact potential talents, multi-post job ads across all JobTeaser partner Institutions' Career Centers, track applications, create your company profile to present your Company through profiles or videos, and showcase your events and news.
- "Free Plan" Company User: Depending on your role within the "Free Plan" Company Account, if these features have been enabled by the JobTeaser Partner Institution, you can use, under the limited free JobTeaser offer applicable to "Free Plan" Companies, the TalentConnect Service and post job ads through the Ad Submission Form specific to an Institution, accessible via a unique link specific to each Institution.
- Institution-linked Company User: Depending on your role within the Institution-linked Company Account and the features subscribed to with JobTeaser and activated by the JobTeaser Partner Institution, you can access services and post content visible only on the respective Career Center. These services are accessible via a unique link specific to each Institution. Any distribution of content and access to services by Institution-linked Companies may be subject to specific conditions, including financial ones, depending on the Institution.

The decision to publish or not publish content from "Free Plan" Companies and Institution-linked Companies on a specific Career Center is at the discretion of the concerned Institution.

The Company you represent explicitly acknowledges that neither JobTeaser, nor the Institution is required to verify the content of the Company's job ad or presentation (its wording, target, etc.), as this content is the Company's sole responsibility.

The Company also acknowledges and agrees that the Institution or JobTeaser may at any time remove from publication any content published by the Company, such as job ads, if all or part of the content of that publication is in breach of the T&Cs or subscribed

Services, including Article 5 below or if a participant of the JobTeaser platform (Student and Alumni User, Internet user accessing the content, etc.) makes a reasoned written request to the Institution for the content to be removed on the basis of its alleged unlawfulness. JobTeaser cannot be held responsible for this.

It is prohibited to use automated methods for posting job ads across different Institutions, for scraping, bulk data extraction, or commercial re-exploitation of data obtained. JobTeaser may delete or block any account or job ads that are in breach of these Terms. JobTeaser may also delete or block any account or Job ad in the event that the Company posts an exceeding number of job ads, that would be detrimental to the quality and relevance of our Services. You may only post job ads on behalf of your Company and are not permitted to post job ads on behalf of any other company. A job ad shall allow Student and Alumni Users to apply free of charge. A job ad shall not offer services or placement in third party companies for which the candidate must pay. It is forbidden to publish several job ads for the same job opportunity at the same time. It is not permitted for a job ad to solicit applications for more than one position.

Please note that, where a JobTeaser Client Company has created a Company profile that is accessible throughout the network's Career Centers, the content of which is substantially similar to that published or validated by a Partner Institution User on the Institution's Career Center, JobTeaser reserves the right to delete the Company profile associated with the Institution's Career Center in order to optimise the use of the Service.

Similarly, any Company page of an Institution-linked Company that does not have any active Company Users will be automatically deleted.

2.3 Services offered to Partner Institution Users

Institutions part of the JobTeaser network provide a career space for their students and/or their alumni in the form of a Career Center. The implementation of this Career Center is governed by a specific agreement regulating the relationship between the Institution and JobTeaser and the available Services.

The available features depend on the offer subscribed to by the Institution and the type of role of the User.

In all cases, these actions must strictly adhere to the rules outlined in these T&Cs, particularly regarding the content or comments posted online.

3. ACCESS TO THE SERVICE

In order to access the Service, you must have the appropriate tool (computer, smartphone, tablet, etc.), an Internet connection and, if applicable, the necessary software. The communication protocols used are those in use on the Internet. The costs of access to and use of the telecommunications network, such as the costs of using remote communication technology, shall be borne by you in accordance with the terms and conditions laid down by your access provider and telephone operator.

In the case of access via an Institution's Career Center, special access requirements may be required depending on the technical configurations or access controls established by the Institution. You must comply with them in order to benefit from all the features specifically offered to you. JobTeaser will not be responsible for compliance with, or the consequences of non-compliance with, these special conditions, over which it has no control.

4. CREATING A USER ACCOUNT

Any use of bots or any other method aimed at the automated creation of a User Account on the Service is prohibited. JobTeaser may delete or block any account in violation of these terms.

4.1 Creating a Student and Alumni User Account

To create a Student and Alumni User Account, which is necessary if you wish to apply for a job or internship ads, or save a job ad in order to consult it later, you must complete the online registration form "Create my account" accessible via the "Registration" tab. Student and Alumni Users can register via their Institution's Career Center, if the Institution is a JobTeaser partner. As a Student and Alumni User, your Institution may transmit us data concerning you that will allow us to pre-fill your User Account. You have the right to object to the transfer of your data with your institution.

If you access JobTeaser outside the Career Center:

- you may access your account through a username (your e-mail address) associated with a password that you must choose during the registration procedure. Therefore, it is essential for the security of your data that you choose a complex password and keep it confidential;
- This password must be strictly personal,confidential and must not be communicated to or shared with third parties. We remind you that using the same password for different websites or services multiplies the risks of identity theft, as one website's lack of security can alter the security of all the others that apply the strictest security rules.

If you access JobTeaser through your Institution's Career Center:

- If your Institution has not provided you with credentials compatible with the Career Center, it is your responsibility to follow the rules outlined above. In order for the Institution to ensure that you are authorised to log in as a student or alumni of that Institution, you must use the e-mail address personally assigned to you by the Institution in question upon registration;
- If your Institution has provided you with credentials compatible with the Career Center, these will be used to allow you to log in. In this case, you are responsible for securing these credentials, in accordance with the rules applicable in this respect between you and your Institution. If you lose this password, please notify your Institution as soon as possible, so that they can notify us and we can take the necessary steps, including disabling access to JobTeaser from that account. Furthermore, given this use of credentials issued by your Institution, your data will necessarily be transmitted to us by the Institution upon each connection.

The authentication made possible by this username and password (or any credentials implemented by the Institutions) ensures the accountability of actions carried out through the Service. Thus, in case of loss of credentials, and as long as we have not been notified of it, you will be presumed liable for all the operations carried out or the contents put online through this account.

4.2 Creating a Company User Account

The creation of a Company User Account is mandatory if you wish to access the Services intended for Recruiters.

To create a Company User Account, you have two options:

- If you wish to create a JobTeaser Client Company Account in order to benefit from the full range of Services, specifically the multi-posting of your job ads to all the Career Centers of our Partner Institutions, you must create your account by following the instructions communicated by JobTeaser to the Company you represent;
- If the features are enabled by the Institution, if you wish to create a "Free Plan" Company User Account or an Institution-linked Company Account, you must create this Account by completing the specific registration form dedicated to it.

By creating a Company User Account and accepting these T&Cs, you personally undertake towards JobTeaser that you have all the powers and authority necessary to validly bind the legal entity indicated in the registration form, in the "company

information" section and, more generally, that you are liable for all the information concerning the Company provided to JobTeaser.

You acknowledge that you have the authority to bind the Company with respect to all actions you carry out through the JobTeaser Service.

Depending on the technical developments that we propose in the future, you may have the option of delegating the use of all or part of the Services offered by JobTeaser to other natural persons representing your Company, if necessary by giving them different authorisations depending on the features they need to access. If this delegation is operational, you undertake to ensure that these persons have the necessary authority and powers to validly bind the Company you represent and you, as the delegator, will be directly liable for all the actions they carry out.

These Terms and Conditions of Use are binding on all such persons. Therefore, you undertake to inform them specifically of the rules they undertake to comply with and you guarantee that they will comply with them.

Upon any posting or provision of content describing the Company you represent or the job or internship ads you publish on its behalf, you undertake to comply notably with the obligations described in Article 5 below in order to keep the Service user friendly and effective.

In the case of access to JobTeaser:

- you may access your account through a username (your e-mail address) associated with a password that you must choose during the registration procedure. Therefore, it is essential for the security of your data that you choose a complex password. In any event, the Company you represent and you yourself, if applicable, are responsible for the confidentiality of this information, including the consequences of its unintended disclosure to any person, its transmission to any third party, its loss or theft.

- This password must be strictly personal, confidential and must not be communicated to or shared with third parties. We remind you that using the same password for different websites or services multiplies the risks of identity theft, as one website's lack of security can alter the security of all the others that apply the strictest security rules.

The authentication made possible by this username and password (or any credentials implemented by the Institutions) ensures the accountability of all operations carried out or content put online through this account on the Service. Any use of the credentials

assigned to you will be presumed to have been made by the Company you represent and may directly engage its liability.

More generally, the Company that you represent hereby undertakes to provide all of its representatives, including yourself, with the technical, software and human resources required to ensure the proper functioning and security of exchanges with us on the Internet (antivirus, firewall, patch management, etc.).

4.3 Creating a Partner Institution User Account

The creation of your account is carried out upon request, in accordance with the agreement entered into with the Institution you represent. You acknowledge that you have been informed that, on this occasion, the Institution sent us the personal information about you necessary for the creation of the account (surname, first name, e-mail address, etc.).

In any event, should the information provided by the Institution you represent not be accurate, you undertake to provide us with up-to-date and accurate information about yourself.

You are responsible for the security of the credentials assigned to you in accordance with the rules applicable in this respect between you and the Institution which you represent.

The authentication made possible by this username and password (or any credentials implemented by the Institutions) ensures the accountability of all operations carried out or content put online through this account on the Service. Any use of the credentials assigned to you will be presumed to have been made by the Institution you represent and may, if necessary, incur its liability.

Depending on the technical developments that we propose in the future, you may have the option of delegating the use of all or part of the Services offered by JobTeaser to other natural persons representing your Institution, if necessary by giving them different authorisations depending on the features they need to access. If this delegation is operational, you undertake to ensure that these persons have the necessary authority and powers to validly bind the Institution you represent and you, as the delegator, will be directly liable for all the actions they carry out.

These T&Cs are binding on all such persons. Therefore, you undertake to inform them specifically of the rules they undertake to comply with and you guarantee that they will comply with them.

5. RESPONSIBILITY

5.1 Your responsibility

In general, you and the Institution or Company you represent, if any, are responsible for:

- the proper functioning of your equipment and your Internet access;
- any direct or indirect damage, of any nature whatsoever, caused by any content you posted on the JobTeaser Service;
- content that you may publish on the JobTeaser Service, regardless of its nature (name, surname, remuneration, date of birth, comments, etc.), content or origin (uploading, publication, transmission or provision, etc.). It is prohibited to post any personal information on the Service, such as a social security number, passport number, identity card number, insurance number, driving license number, visa number, or any other similar number, code, or identifier. The publication of such identification information may lead to identity theft, for which JobTeaser cannot be held responsible. It is also prohibited to post highly confidential data such as medical information, health status, or other sensitive personal data.

The use of JobTeaser in general is intended to support Student and Alumni Users in their professional integration process. Therefore, JobTeaser must not be misused, as to lead, for example, to the posting of unlawful content or statements.

More generally, you, as well as the Institution or the Company you represent, if any, undertake to comply with the legal and regulatory provisions in force and you refrain from (without limitation):

- impersonating another person;
- intentionally publishing or validating false, erroneous or misleading content;
- interfering in any way with access to the JobTeaser Service and/or the proper functioning of the JobTeaser Service;
- publishing content that infringes on the intellectual property rights of others;
- publishing content of a racist, xenophobic, anti-Semitic, homophobic, negationist, pornographic, paedophilic nature, or containing child pornography, or content that offends human dignity;
- publishing content inciting to violence, suicide, terrorism, the use, manufacture or distribution of illegal substances, or to the commission of crimes or offences or condoning them, specifically crimes against humanity;
- publishing offensive or defamatory content, or content infringing on the privacy, image or personality rights of third parties, or that is contrary to public policy, the law or morality;
- publishing information of a commercial or advertising nature without our prior written authorisation, with the exception of information describing your Company within the Company profiles that you created if you have a JobTeaser Client Company Account or an Institution-linked Company Account ;

- publishing on the website hyperlinks referring to websites, the content of which is contrary to one of these rules;
- using the personal data to which you have access on the Service in violation of data protection regulations and for purposes other than those authorised in accordance with our privacy policy. The fact of fraudulently accessing or remaining in a computer system, of hindering or distorting the operation of such a system, of fraudulently introducing or modifying data in a computer system constitutes offences subject to criminal sanctions, as does the misuse of personal data processing. In this context, Company Users using TalentConnect Service agree to only view profiles and contact individuals who have been met in person at recruitment events;
- using the data you have access to on the Service in violation of regulations regarding commercial prospecting, for example by contacting a person who has indicated that they do not want to be contacted or no longer want to be contacted;
- practicing, except in cases strictly regulated by law, any form of discrimination in recruitment, such as on the basis of origin, gender, religion, age, or sexual orientation;
- submitting, disclosing, or transmitting any special categories of personal data (e.g., data revealing racial or ethnic origin, health status, political or religious beliefs) or confidential credentials within the conversational assistant or CV builder;
- attempting to probe, bypass, alter, or circumvent the automated safety guardrails, content filters, or security boundaries of the chatbot or the Service (including prompt injection or jailbreaking attempts);
- using the internal messaging feature to send unsolicited commercial messages (spam), harass other Users, make discriminatory or defamatory remarks, or distribute harmful or illegal files;
- using automated scripts, bots, or extraction mechanisms in connection with the browser extension to harvest content systematically from third-party platforms.

In the event of a breach of the T&Cs we reserve the right to block your access to all or part of the JobTeaser services and features, or to temporarily or permanently terminate your access to your personal account, without compensation and without prior notice. We can also claim compensation for the damage we have suffered as a result of this conduct.

In the event of a complaint or claim initiated by a third party and addressed to us, due to information or data originating from you or published on your Account (and without prejudice to any withdrawal of the publication of this content), you must immediately provide us with all explanations and supporting documents, and be liable, in any event, to

us and to third parties whose rights you may have infringed, for any damage and consequences of your actions with regard to the applicable legal or regulatory provisions, including those entailing criminal liability.

Should you become aware of any behaviour by one or more Users on the Service that is contrary to these rules and that causes you harm, you may contact us at abuse@jobteaser.com.

5.2 Our responsibility

5.2.1 Toward the Users

We remind you that:

- we do not verify the content posted through the Service, which is done under the sole responsibility of its author. Therefore, for example we cannot be held responsible for the non-compliance of any job ads with the laws and regulations in force (labour law, equal opportunities, etc.) or their conflict with public morality or public policy. We are not responsible for any hiring or non-hiring decision resulting from a job posted on the Service. JobTeaser is a third party to the correspondence and relationships between Company Users or Institutions and Student and Alumni Users, and therefore excludes any liability in this regard.
- The Service includes information provided by external websites or links to other websites that we did not develop or maintain. We do not verify whether the content of these sites is reasonable, current, accurate or complete. It is therefore your responsibility to use this information with discretion and we cannot be held responsible for the content thereof.

With respect to external listings imported via the browser extension, JobTeaser does not monitor, update, or verify external job advertisements. We disclaim any liability regarding the authenticity, terms, expiration, or eventual filling of external positions, as well as any interaction occurring between Users and external employers on third-party sites.

Furthermore, with respect to private communications exchanged via the internal messaging feature, JobTeaser acts solely as a technical hosting provider and cannot be held liable for representations, promises, or content exchanged between Users.

We use all reasonable endeavours to ensure quality access and constant availability of the Service (24/7), but we are under no obligation to do so. Therefore, we reserve the right to modify, interrupt or temporarily suspend access to the Service, specifically to ensure

maintenance or in the event of force majeure, without it giving rise to any right to compensation.

Furthermore, we cannot be held responsible for damages of any kind, direct or indirect, resulting from the use of JobTeaser Service. Similarly, we cannot be held responsible for:

- any network or server failure or any other event beyond our reasonable control that prevents or impairs access, as well as any elements beyond our control and any damage that may be suffered by your technical environment, specifically your computers, software, network equipment and any other material used to access or use JobTeaser Service;
- the use made by another user of the Service of the information published, the services available on the Service or your content.

5.2.2 Limitation of Liability Clause for "Free Plan" Companies and Institution-linked Companies

To the fullest extent permitted by applicable law, JobTeaser's liability, regardless of the cause, towards "Free Plan" Companies and Institution-linked Companies is expressly limited to an amount of one (1) euro. Indirect or consequential damages are expressly excluded from any claim for compensation.

6. PERSONAL INFORMATION

The purposes, the types of information collected, the recipients of this information, the storage period and the high level of security we use to protect your data are described in the "Privacy Policy", which is attached to these T&Cs. We invite you to read it.

7. MODERATION AND REPORTING

7.1 Single points of contact

Users may contact JobTeaser directly regarding DSA inquiries, content moderation issues, or access restrictions via dsacompliance@jobteaser.com.

7.2 Reporting of content

Users may report content if they believe that applicable law or the rules set out above, particularly in Article 5.1 of these T&Cs, are not being respected. To do so, Users should click on the three-dot icon located in the top right corner of the relevant content, or send a notice to dsacompliance@jobteaser.com. In accordance with Article 16 of the Digital Services Act (DSA), notices should include: (i) a sufficiently substantiated explanation of why the content is alleged to be illegal or contrary to these Terms; (ii) the exact electronic location (such as URL or ad ID); (iii) the name and email address of the reporting

individual; and (iv) a statement confirming a good-faith belief that the information submitted is accurate and complete.

7.3 Review of reports and Moderation Decisions

Upon receipt of a report by JobTeaser, the reported content will be reviewed by our teams. JobTeaser examines misuse on a case-by-case basis, considering the facts and circumstances of the misuse, including but not limited to the number of cases, frequency, and severity. JobTeaser combines automated detection tools (e.g. keyword filters and spam detection) with human review to identify and address illegal content or terms violations. Where a restrictive measure is taken regarding an account or content (such as removal, disabling, demotion, suspension, or termination), JobTeaser will provide the affected User with a clear statement of reasons detailing the grounds for the decision, whether automated means were used, and the available legal redress options.

7.4 Complaints procedure

If you are dissatisfied with a decision made by JobTeaser following your report of illicit content, or with a decision concerning the restriction, removal, or deactivation of access to your content, the suspension or termination of a service you use, or the suspension or termination of your account, you may submit a complaint within six months by contacting the email address dsacompliance@jobteaser.com. The six-month period begins from the day you are notified of the decision that is the subject of your complaint. We ask you to provide the following information for the examination of your complaint: your email address, your reference number, and the reason(s) for your complaint, including the source of your disagreement with JobTeaser's decision. Complaints are handled in a timely, diligent, and non-discriminatory manner under qualified human supervision.

7.5 Out-of-Court Dispute Settlement and Judicial Redress

If an internal complaint cannot be resolved through our internal system, Users are entitled to select any certified out-of-court dispute settlement body certified by the competent Digital Services Coordinator under Article 21 of the DSA to resolve disputes relating to such decisions. This procedure does not affect the User's right to initiate judicial proceedings before competent courts at any time in accordance with Article 17.

7.6 Measures Against Misuse

JobTeaser reserves the right to suspend, for a reasonable period and after prior warning, the processing of notices and complaints submitted by individuals or entities that frequently lodge manifestly unfounded notices or complaints. In the event of a breach of the T&Cs and, where applicable, our Code of Conduct, we reserve the right to remove the

reported content and block access to all or part of JobTeaser's Services and features for the reported account. Furthermore, the person responsible for any online offenses may be held liable.

In the event of a material or repeated breach of these T&Cs, JobTeaser reserves the right, following prior notification where legally appropriate and proportionate, to suspend, restrict, or permanently terminate your account. In cases of severe unlawful conduct, fraud, or cybersecurity threats, access may be suspended immediately without prior notice.

8. RIGHT OF WITHDRAWAL, CLOSING OF THE ACCOUNT

8.1 Student and Alumni Users

You can unsubscribe from the Service at any time by clicking on the “delete account” link in the “Settings” section. Your account will thus be deleted immediately.

In addition, as stated in our Privacy Policy, your account will be deleted after two years of inactivity.

A few weeks before and at the end of this period, we will contact you again at the e-mail address(es) provided, to ask you whether you wish to maintain or delete your account.

If your account is deleted at your Institution’s request (for example, after graduation from your Institution), you may create a new account on the www.jobteaser.com website.

In any case, once the closing of your account is final, your data will be permanently anonymised. Therefore, they will only be used for statistical purposes and to improve the service.

If, after the closing of your account, you wish to use the Service again, you shall create a new account and complete the registration process again from the start.

8.2 Company Users

To close your Company User Account, you should click on “delete my account” in the “edit my profile” section of the JobTeaser back-office, or make a request to the Institution or Company that prepared the creation of your account. If you do not close your Company User account, it will be deleted after two years of inactivity.

If the Company you represent does not renew the Services, access to your account can be suspended at the end of the Services provided by Jobteaser or the Institution to your Company.

8.3 Partner Institution Users

Since only Institutions can close Partner Institution User accounts, to close the account you should contact the Institution you represent. If your Institution does not close your Partner Institution User account, it will be deleted after two years of inactivity.

Your account will also be deleted in the event of closure of your Institution's Career Center, on the date of termination of the services provided by JobTeaser to your Institution.

9. INTELLECTUAL PROPERTY

9.1 JobTeaser Intellectual Property

All elements of the Service, including, but not limited to, trademarks, logos, texts, data, drawings, graphs, photos, animations, sounds, computer codes, browser extensions, software interfaces, algorithmic designs, layouts, joining of all or part of an element of the Service, including downloadable documents, are and shall remain our property or that of our assigns. The design, form and content of the Service are our exclusive property, excluding content created by Users and published through the Service.

All the website contents (images, texts, videos, databases, etc.) are subject to French and international legislation on intellectual property (copyright, trademark law, database law, etc.). If you believe that any material posted on the Service infringes any copyright or other proprietary rights, please contact JobTeaser at abuse@jobteaser.com, or by mail at: JobTeaser – 7 rue de Madrid – 75008 Paris.

We only grant you permission to view the content of our Service and not to view or distribute it publicly. Authorisation to reproduce is granted only in digital form on your computer for the purpose of viewing the pages consulted by your browser. Any other use (such as reproduction of trademarks and logos, extraction of all or part of the databases, etc.) is forbidden without our prior and express authorisation.

9.2 Users' intellectual property

You are and remain the sole owner of any rights to User Content that you post through the Service under your sole responsibility.

By creating and posting User Content on the Service, you agree to grant JobTeaser a worldwide, non-exclusive, transferable, sub-licensable, royalty-free license to access, store, use, reproduce, adapt, publish and process the data posted on the Service for the purpose of operating the services offered by JobTeaser.

The User warrants and represents that they hold all necessary intellectual property rights, authorizations, and licenses for any content (including texts, images, logos) uploaded or shared on the Service, and guarantees JobTeaser against any third-party claim, dispute, or infringement action in this respect.

10. ADVERTISING

As a Company User or Partner Institution User, you agree that in your advertising, internal or informational messages to your customers and employees you will not use our communication elements (name, logo, etc.) in a disparaging, defamatory, offensive, infringing or abusive manner or to give false information.

11. CONTRACTUAL FRAMEWORK

The contractual framework applicable to the use of the Service (the "Agreement") consists of the following documents, listed in decreasing order of priority:

- any Special Terms and Conditions;
- these General Terms and Conditions of Use;
- JobTeaser's Privacy Policy.

In case of conflict between documents, the higher-level document will prevail.

12. EVIDENCE

In accordance with applicable law, you also acknowledge and agree that digital data stored on servers owned or controlled by us and kept in reasonable security conditions will be considered as evidence of any use of a service or any other exchange (electronic messages, your connections to the Service, etc.) between us.

These computer records are admissible under the same conditions and with the same evidentiary force as any document drawn, received or kept in writing and will be deemed authentic between you and us until proven otherwise.

13. VALIDITY OF CONTRACTUAL CONDITIONS

If any provision of the Agreement is found to be invalid under applicable law or by a decision of a judge that has become final, it shall be deemed as not written; the validity of the Agreement or of its other provisions shall not be affected.

14. NON-WAIVER BY ONE OF THE PARTIES

The failure by either party to claim the application of any clause of the Agreement or the acceptance of the non-performance of any clause, whether permanently or temporarily, shall not be construed as a waiver by that party of its rights under that clause.

15. CHANGES TO THE GENERAL CONDITIONS

We reserve the right to modify and update the documents constituting the Agreement (T&Cs, Privacy Policy, etc.), following the development of the features we offer on the Service. If the changes are material, we will notify you by clear notice through the Service or by other means, such as by e-mail, to allow you to review the changes before they take effect. If you object to any of the changes, you must close your account.

The changes will apply one month following the notice.

You acknowledge that, if you continue to use our Service following the posting of changes to our T&Cs or the provision of a notice of such changes, such use of the Service is subject to the updated T&Cs as of their effective date.

16. USE OF E-MAIL

Under the applicable legislation, you hereby accept that we may send you by e-mail the information necessary for the subscription or the supply of the Service, as well as, more generally, any information sent within the framework of the performance of the T&Cs and, more generally, of the Agreement.

To this end, we will use the e-mail address(es) you provide us.

17. APPLICABLE LAW AND JURISDICTION

The validity, interpretation and performance of these T&Cs are subject to French law.

In the event of a translation of the T&Cs into one or more languages, the French language shall prevail in case of any contradiction or dispute regarding the meaning of any term or provision.

17.1 Student and Alumni Users

In the event of a consumer dispute, we ask you to inform us in writing of the difficulty encountered at our postal address: JobTeaser, 7 rue de Madrid - 75008 Paris or by e-mail at: legal@jobteaser.com. Should you not be satisfied with the proposed solutions and the dispute concerning the subscription to one of our online services, you may have recourse to a mediation service or bring the matter before the competent courts.

17.2 Company Users

Any disputes arising from your role as a Company User acting in the name and on behalf of the Company you represent will be settled in accordance with the terms of the contract governing the relationship between the Company and JobTeaser.

In the absence of contractual provisions on this point between your Company and JobTeaser, any dispute will be settled amicably. In the absence of an amicable agreement, the dispute shall be submitted to the exclusive jurisdiction of the competent courts within the Paris Court of Appeal, notwithstanding multiple defendants or third-party joinders.

17.3 Partner Institution Users

Any disputes arising from your role as a Partner Institution User acting in the name and on behalf of the Institution will be settled in accordance with the terms of the contract governing the relationship between the Institution and JobTeaser.