

GENERAL TERMS AND CONDITIONS OF USE OF THE JOBTEASER SERVICE

08/12/2023

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, as well as our mobile application, where the features are applicable to both.

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 102,100, with registered office at 19 rue Blanche - 75009 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 user accounts, each associated with specific services:

- the Member Account is reserved for students and graduates looking for a job, an internship or a work-study programme, information on jobs and companies and recruitment advice;
- the Recruiter Account is reserved for any representative of a legal entity (“Company”) wishing to present its activities, business lines, events and Offers on the Service via the company space, the JobTeaser Offer Submission Form or the Offer Submission Form specific to an Institution. It is managed by a specifically authorised representative of the Company, the “Recruiter”, acting in the name and on behalf of the Company they represent;
- the Administrator Account is reserved for any representative of a higher education institution (“Institution”) offering an online career platform to its students and/or graduates (the Career Center). It is managed by a specifically authorised representative of the institution, the “Administrator”, acting in the name and on behalf of the Institution they represent.

For the purposes of this document, the term “Users” shall mean Members, Recruiters or Administrators.

2. GENERAL PRESENTATION

2.1 Student and graduate members

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,

- be visible to recruiters according to the features offered by the tool,
- receive automatic and tailored e-mail alerts on offers 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 and interacting with other Members,
- use Orientation and Learning Modules.

If your higher education institution is equipped with the JobTeaser Career Center, the Service offers exclusive content provided or approved by your Institution, as well as additional career support features.

As of the date of these T&Cs, the Service is available at <https://www.jobteaser.com>, through your institution's Career Center, if any, and through our dedicated mobile application.

The services offered within this framework are reserved for students or graduates of JobTeaser's partner schools and universities as part of their professional integration process. While some content on the site is available to all visitors, registered and non-registered, in order to apply for or save a job via our Service, to register for an event, or to access modules and content exclusive to your Career Center you shall register by creating an account and accepting these "T&Cs". The registration procedures are described below.

2.2 Recruiters

The JobTeaser Service allows you, as a Recruiter, to publish job or internship offers, to create your company space, to present your Company through files or videos, to present your events and news. Unless otherwise expressly agreed by JobTeaser, 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. Depending on the context, this content will be published either on the Service as a whole, if your Company is a JobTeaser customer, or within the Career Center of the Institution you have targeted, in which case the Institution may choose to integrate this content.

As of the date of this T&Cs, the Service is accessible either from the Career Centers of JobTeaser's partner Institutions or at <https://www.jobteaser.com>, as well as via our dedicated mobile application.

By registering with an Institution, you will be designated as an "Institution Partner Recruiter".

If you register directly with JobTeaser, you will be designated as a "JobTeaser Partner Recruiter".

2.3 Administrators of the Institutions

JobTeaser offers a service dedicated to the professional integration of students and graduates who are registered, allowing them to apply for jobs or internships corresponding to their criteria, but also to discover the companies that are recruiting and to register for career events. This service is accessible either directly via JobTeaser or within the Institutions offering a career space to its students via a Career Center. The implementation of this Career Center is the subject of a specific contract governing the relationship between the Institution and JobTeaser.

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. Access to the Service itself is free for Members and Administrators. 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

4.1 Creating a Student and Graduate Member account

To create a Member Account, which is necessary if you wish to apply for a job or internship offer, or save an offer in order to consult it later, you must complete the online registration form "Create my account" accessible via the "Registration" tab. In this form, personal information (surname, first name, e-mail address, higher education institution where you are studying or from which you have graduated, contract sought, desired role, etc.) is useful to allow us to open your account: some information is essential (information which must be completed is indicated by an asterisk *).

Members can register via their Institution's Career Center, if the Institution is a JobTeaser partner. As a Member, your Institution may transmit us data concerning you that will allow us to pre-fill your Member 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 and 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 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.

Any use of robots or any other method for the automated creation of a Member account is prohibited. JobTeaser may delete or block any account that is in breach of these Terms.

4.2 Creating a Recruiter account

The creation of a Recruiter Account is to post job or internship offers, or other content, on the Service or on an Institution's Career Center.

To create a Recruiter account, you have two options:

- If you wish to create a JobTeaser account in order to benefit from the full range of Services, specifically the multi-distribution of your offers 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 you wish to create a JobTeaser account associated with an Institution's Career Center to post content on that specific Career Center, you may create an account yourself by completing the dedicated registration form, if the Institution allows it. In this form, personal information (surname, first name, e-mail address, data of the company you represent, profile sought, etc.) is useful to allow us to open your account, some information is required (information which must be completed is indicated by an asterisk *).

Any dissemination of content limited to an Institution may give rise to specific conditions, including financial conditions, which depend on the Institution concerned.

By creating a Recruiter 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 offers you publish on its behalf, you undertake to comply with the obligations described in Article 6 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 and 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.).

Any use of robots or any other method for the automated creation of a Recruiter account or any other type of account on the Service is prohibited. JobTeaser may delete or block any account that is in breach of these Terms. In addition, automated offers across different Institutions are prohibited, as they would be detrimental to the quality and relevance we seek in the services we provide. JobTeaser may also delete or block any account or Job Ad in the event that the Recruiter posts an exceeding number of Job Ads, that would be detrimental to the quality and relevance of our Services.

4.3 Creating an Administrator account

The creation of your account is carried out upon request, in accordance with the partnership 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.).

You can find all the necessary information concerning the reason, the framework or the security of your data, which we guarantee, in the "Privacy Policy" document, attached to these T&Cs. We invite you to read it carefully.

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.

5. SERVICES OFFERED BY JOBTEASER

5.1 Services offered to Student and Graduate Members

5.1.1 General presentation

We provide you with a range of information to help you find your professional path: internship or job offers, career events (recruitment sessions, competitions, challenges, live chat, graduate programs, etc.), presentation of companies and their jobs and recruitment policies, advice on finding a job or an internship, Orientation Modules, etc.

Once you have registered, you will be able to save offers or events for future reference or apply for them. You will also be able to create alerts for offers that may interest you according to your own criteria. You can also sign up for our 'events alert' to be informed of upcoming events. Finally, you will be able to upload your CV and make it visible to JobTeaser's partner Recruiters.

5.1.2 Specificities of the Career Center

If you are registered through your Institution's Career Center, in addition to the services we offer to all Service users, you will receive internship and job offers, as well as presentation of your Institution's partner companies, and career events reserved for your Institution. You may also receive personalised support from your Institution. As a matter of fact, the integration of the platform within the Institution allows it to accompany you in your search, by consulting your activity on the Career Center. The Career Center is specifically designed to enable such synergy.

By accepting these T&Cs, you expressly agree to the transmission of this data to specifically authorised Administrators of your Institution.

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 Member account from your Institution's Career Center, but directly from our website or app.

5.2 Services for Recruiters

We offer the following main features:

- Within an Institution's Career Center, you can propose content (internship or job offers, description of your company, etc.), which will be submitted for technical validation by the Institution before being distributed to this Institution's students and graduates;
- As part of the general JobTeaser Service, and provided that the Company you represent is a JobTeaser customer, you may post content.

The content you can publish and the type of service you can access depends on your Recruiter account level:

- By default, you have the possibility to propose internship or job offers, and to follow the applications received on the platform;
- If JobTeaser allows you to do so, depending on the level of service purchased by the company you represent, you can create a Company profile, propose recruitment events, and access registered students and graduates' profiles.

The Company you represent explicitly acknowledges that neither JobTeaser, nor the Institution is required to verify the content of the Company's offer 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 framework set out in Article 6 below or if a participant of the JobTeaser platform (Member, 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.

Please note that, where a JobTeaser Partner 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 an Administrator on the Institution's Career Center, JobTeaser reserves the right to disable the

Company profile associated with the Institution's Career Center in order to optimise the use of the Service. The profil will be reactivated upon the Institution's first request.

5.3 Services offered to Administrators

As Administrators of a JobTeaser partner Institution, we have delegated to you the possibility of creating, or validating the creation by Recruiters of, content exclusive to the Career Center: internship and job offers, career events, Company profiles, etc. This allows you to tailor the content of your Institution's Career Center. Please note that, in order to provide exclusive content, specifically internship and job offers, Recruiters are required to open an account and agree to these T&Cs.

Similarly, you have the possibility of validating the opening of the CV library containing the profiles and CVs of students and graduates registered with the Career Center for the Companies to which your Institution is a partner. In any case, these actions must strictly comply with the rules set out in these T&Cs, specifically with regard to content or comments posted online.

You can also monitor how students from your Institution use the resources provided by the Service to help them optimise their search for an internship or a job, as well as intervene in their search for employment in accordance with the Institution's mission.

6. RESPONSIBILITY

6.1 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.).

The use of JobTeaser in general is intended to support Members 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 Recruiter 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 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 the event of a breach of any of the above rules, 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.

6.2 Our responsibility

We remind you that:

- we do not verify the accuracy or truthfulness of the content you submit through the Service;
- we do not verify the content of the offers posted by Recruiters through the Service, which are posted under their own responsibility. Therefore, we cannot be held responsible for the non-compliance of any of these offers 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.

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 interrupt or temporarily suspend access to the Service, specifically to ensure maintenance or in the event of force majeure, without the interruption 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. 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 and/or the Services;
- the use made by another user of the Service of the information published, the services available on the Service or your content.

7. 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.

8. RIGHT OF WITHDRAWAL, CLOSING OF THE ACCOUNT

8.1 Student and graduate members

You can unsubscribe from the Service at any time by clicking on the “delete account” link in the “my account” 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, after graduation from your Institution, your account is deleted at your Institution’s request, 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 Recruiters

To close your Recruiter 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 Recruiter account, it will be deleted after two years of inactivity.

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

8.3 Administrators

Since only Institutions can close Administrator accounts, to close the account you should contact the Institution you represent. If your Institution does not close your Administrator 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, resulting from the termination of the Partnership Agreement between your Institution and JobTeaser.

9. HYPERLINKS

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. Therefore, it is therefore your responsibility to use this information with discretion, it being understood that we cannot be held responsible for its content.

10. INTELLECTUAL PROPERTY

10.1 JobTeaser Intellectual Property

All elements of the Service, including, but not limited to, trademarks, logos, texts, data, drawings, graphs, photos, animations, sounds, computer codes, 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.com – 19 rue Blanche – 75009 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.

10.2 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.

11. ADVERTISING

As a Recruiter or Administrator, 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.

12. 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.

13. 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.

14. VALIDITY OF CONTRACTUAL CONDITIONS

If any provision of this 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 this Agreement or of its other provisions shall not be affected.

15. 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.

16. 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 may 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.

17. 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.

18. APPLICABLE LAW AND JURISDICTION

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

18.1 Student and graduate members

In the event of a consumer dispute, we ask you to inform us in writing of the difficulty encountered at our postal address: JobTeaser, 19 rue Blanche - 75009 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.

18.2 Recruiters

Any disputes arising from your role as a Recruiter 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.

18.3 Administrators

Any disputes arising from your role as an Institution Administrator 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.