

GENERAL TERMS AND CONDITIONS OF USE OF THE JOBTEASER SERVICE

31/03/2025

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 your institution's Career Center, if any.

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 ("Member" or "student and graduate Members");
- the JobTeaser Customer Recruiter Account is reserved for any representative of a legal entity ("JobTeaser Customer Company") 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 managed by a specifically authorised representative of the JobTeaser Customer Company, the “JobTeaser Customer Recruiter”, acting in the name and on behalf of the JobTeaser Customer Company they represent;

- The Freemium Recruiter Account is reserved for any representative of a legal entity (the “Freemium Company”) 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 Freemium Companies. The Account is managed by a specifically authorized representative of the Freemium Company, the “Freemium Recruiter,” acting in the name and on behalf of the Freemium Company they represent;
- The Institution Partner Recruiter Account is reserved for any representative of a legal entity (the “Partner Company of the Institution” or the “Partner Company of an Institution”) authorized to use the recruitment services specific to an Institution. The Account is managed by a specifically authorized representative of the Partner Company of the Institution, the “Institution Partner Recruiter” or the “Partner Recruiter of an Institution,” acting in the name and on behalf of the Partner Company of the Institution they represent;
- The Administrator Account is reserved for any representative of a higher education institution (“Institution” or “JobTeaser Partner Institution”) offering an online career platform to its students and/or graduates (the Career Center). The Account 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 the Agreement :

- the term “Users” refers indiscriminately to Members, Recruiters or Administrators;
- the term “Recruiter” refers indiscriminately to JobTeaser Customer Recruiters, Institution Partner Recruiters, or Freemium Recruiters;
- the term “Company” refers indiscriminately to JobTeaser Customer Companies, Institution Partner Companies, or Freemium Companies.

2. SERVICES OFFERED BY JOBTEASER

2.1 Services offered to Student and graduate Members

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,
- to discover recruiting companies,
- be visible and contacted directly by Recruiters,
- 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.

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.

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 is available to all visitors, registered and non-registered, in order to apply for or save a job ad 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. The registration procedures are described below.

2.1.2 Ranking of Job Ads

Student and graduate Members can perform a job search at the top of the "Jobs" page. Members 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 Member 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 Recruiter.

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 Users, to job ads, presentations spaces of your Institution Partner 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 Administrators 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 Member Account from your Institution’s Career Center, but directly from our website.

2.2 Services offered to Recruiters

The features offered depend on the type of Recruiter Account and the services subscribed to:

- **JobTeaser Customer Recruiter:** You have the ability to view Member profiles, contact potential candidates, 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.
- **Freemium Recruiter:** If these features have been enabled by the JobTeaser Partner Institution, you can use, under the limited free JobTeaser offer applicable to Freemium 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.
- **Partner Recruiter of an Institution:** Depending on the features 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 Partner Recruiters of an Institution may be subject to specific conditions, including financial ones, depending on the Institution.

The decision to publish or not publish content from Freemium Recruiters and Partner Recruiters of an Institution 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 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.

It is prohibited to use automated methods for posting job ads across different Institutions. 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 Recruiter 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 candidates 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 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 delete the Company profile associated with the Institution's Career Center in order to optimise the use of the Service.

2.3 Services offered to Administrators

JobTeaser Partner Institutions provide a career space for their students 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.

As Administrators of the JobTeaser Partner Institution, you have the ability to create or validate the creation of exclusive content for the Career Center by Partner Recruiters of the Institution or Freemium Recruiters, such as job ads, career events, company profiles, etc. This allows you to customize and enrich the Career Center of your Institution. We inform you that in order to offer exclusive content, particularly job ads, Freemium and Partner Recruiters of the Institution are required to create an account and accept these Terms and Conditions.

Additionally, you have the option to approve the opening of the CV database, which collects the profiles and CVs of Members registered on the Career Center, to the Partner Companies of your Institution. You also have the ability to monitor how the students of your Institution are using the resources provided by the Service to help them optimize their internship or job search and support them in their professional integration efforts, in line with the Institution's mission.

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 graduate Member Account

To create a Member 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. 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.

4.2 Creating a Recruiter Account

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

To create a Recruiter account, you have two options:

- If you wish to create a JobTeaser Customer 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 Freemium Recruiter Account or a Partner Institution Recruiter Account, you must create a Freemium Recruiter Account or a Partner Institution Recruiter Account by completing the specific registration form dedicated to it.

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 ads 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.).

4.3 Creating an Administrator 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.

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 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 JobTeaser Customer Recruiter Account or a Partner Institution 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 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, Recruiters 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.

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 s through the Service, which is done under the solen 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 Recruiters or Institutions and Members, 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.

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 Freemium Recruiters and Institution Partner Recruiters

To the fullest extent permitted by applicable law, JobTeaser's liability, regardless of the cause, towards Freemium Recruiters and Partner Recruiters of Institutions 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 Identification and removal of fraudulent accounts

We employ both automated and manual methods to identify and remove fraudulent accounts from the Service or those acting in violation of our T&Cs.

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. These reports will be reviewed by JobTeaser's moderation teams.

7.3 Review of reports

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.

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.

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.

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. 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, 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.

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.

10. 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.

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 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.

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 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.

17.2 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.

17.3 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.