

PRIVACY POLICY OF THE JT AI LABS SERVICE

12/05/2026

We wish to address any questions you may have regarding the management of your personal data and to present the measures implemented within the JT AI Labs Service to ensure the highest level of protection for such data. To this end, we have drafted this Privacy Policy.

Its purpose is to inform you about the processing operations we perform on the personal data you entrust to us, the reasons why we collect it, and the security measures implemented.

As a preliminary matter, we inform you that this Privacy Policy has been drafted in accordance with applicable data protection regulations. In order to provide you with the greatest transparency and the best protection, we have included provisions that are fully compatible with the principles arising from the European General Data Protection Regulation No. 2016/679 of 27 April 2016 (GDPR), which entered into force on 25 May 2018.

For any information requests regarding this Privacy Policy, you may contact our Data Protection Officer at the following address: dataprotection@jtlabs.ai

1. General Overview

JT AI Labs defines the purposes and means of the processing operations related to the use of the Services by Users.

JobTeaser ("We", "Us", or "JT AI Labs") is a *société anonyme*, with a share capital of 111,431.60 euros, having its registered office at 7 Rue de Madrid – 75008 Paris, registered with the Paris Trade and Companies Register under number RCS 508 271 715.

Within the framework of the Service we offer via the website <https://www.jtlabs.ai>, we act as the "Data Controller" (within the meaning of personal data protection regulations) for personal data processed during the use of this Service.

Our Partners and Clients who publish Projects are the Data Controllers for the data processed within the framework of said Projects. They are therefore naturally recipients of data from JT AI Labs, particularly regarding Users applying for their Projects.

2. Scope of this Privacy Policy

Our Privacy Policy applies to all Users of the JT AI Labs Service.

This Privacy Policy applies to the personal information we collect as part of our Service. It applies to the Users as defined in the applicable GTCU, to which this Privacy Policy is annexed.

3. Types of Data Collected

We collect personal information about you, such as your identity, professional life, and connection logs.

In order to provide you with the best possible Service, we may ask you to provide personal information about yourself. We may also process data about you transmitted by our Partners or Clients, or originating from external data sources, such as publicly accessible data.

The personal information we process includes the following personal data:

- Identity: Last name, first name, residential address, telephone number, email addresses, date of birth, nationality;
- Professional Life: CV, educational background (Schools, specialization, level of study, degree, graduation year), professional experience (notably in annotation), languages spoken and proficiency level, availability, existence of a work authorization, links to professional social network accounts such as LinkedIn, matching score with Projects;
- Activity on the Service.

Furthermore, we also collect electronic connection logs to our site (IP address, date, and time of connection).

4. Purposes of Data Processing

As the Data Controller, we collect and process your data solely for specific and legitimate purposes. Each processing operation we carry out has a legal basis. Legal bases include your consent (where you have given consent to the processing of your data), contract (where data processing is necessary for the performance of a contract with you, for example, to provide the Service you requested), our legitimate interest, and compliance with legal obligations to which we are subject.

The personal information you choose to provide us is processed in order to:

- Apply for Projects: Our legal basis for this processing is the performance of the contract we have with you;
- Receive communications regarding available Projects or Services offered on JT AI Labs: Our legal basis for this processing is our legitimate interest in conducting marketing communications;

- Conduct training and skill assessment questionnaires: Our legal basis for this processing is your consent or, in the context of mandatory training or questionnaires for a Project, the performance of the contract we have with you;
- Interact with other Experts via the official channels provided by JT AI Labs: Our legal basis for this processing is the performance of the contract we have with you;
- Ensure the IT security of our site and your data: Our legal basis for this processing is our legitimate interest in ensuring that our Service is secure;
- Improve or develop our Services, including the development and improvement of artificial intelligence models and systems, particularly to ensure that our Service is optimized and continues to evolve for the benefit of our Users: Our legal basis is our legitimate interest in developing new features or improving existing ones;
- Finally, we may process your personal data in accordance with current legal obligations.

5. Recipients of this Information

We share your data with our authorized personnel and our subsidiaries. We also use external service providers to whom we may transmit some of your data. Furthermore, depending on the Services used, your data may be transmitted to our Partners, Clients, or other Users. Finally, we may be required by law, or for security purposes, to share your data.

The personal information you may provide can be consulted by our authorized personnel, as well as all our subsidiaries, authorized authorities, and our processors, strictly within the framework of the purposes presented in Article 4 above.

Furthermore, you are informed that information concerning you may be transmitted to the following recipients:

- JT AI Labs Clients and Partners;
- Other Users within the framework of interactions with other Experts.

To facilitate the registration of Users on certain Partner sites following an application for a Project, we may communicate personal data to said Partners to allow for the pre-filling of the registration form.

6. Transfers Outside the European Union

Platform data is hosted within the European Union. In the event that your data is transferred outside the European Union, we implement appropriate safeguards.

When data transfers occur outside the European Union territory, safeguards are taken: either the service providers are located in a country whose level of protection has been deemed adequate by the European Commission, or Standard Contractual Clauses approved by the European Commission have been signed with these recipients. We may

also implement any other safeguard compliant with applicable personal data protection legislation constituting an "appropriate safeguard" within the meaning of the GDPR.

7. Retention Period

Personal data is kept until the account is closed by the User or following account inactivity for five years. The data is then irreversibly anonymized.

As part of the services we offer, we store content that Users publish on the Service. As French legislation requires the retention of identification data for persons who publish such content (IP address, date and time of connection, pages viewed, etc.), we will, in any event, retain User data for a period of one year in accordance with these requirements.

Your personal information will not be kept beyond the duration strictly necessary, i.e., for the entire duration of the use of our Services via your account until its closure, plus any applicable legal statutes of limitation.

Upon the effective closure of your account, your data will be irreversibly anonymized. It will then be used exclusively for statistical purposes (analysis of the frequency of use of Service features, statistical analysis of applications in response to published offers, etc.).

Regarding the data of deceased persons, provided that we are informed, this data will be definitively anonymized, unless specific instructions are brought to our attention.

8. Security and Confidentiality

We implement organizational and technical measures to ensure the security and confidentiality of your data.

We have taken all appropriate organizational and technical measures, as well as all useful precautions to preserve the security of the information described above, notably against accidental loss, distortion, alteration, and against unauthorized access, use, modification, or disclosure. We thus ensure the integrity and availability of the data we process at all times.

At the technical level, a set of strict and adequate technical processes and devices allows notably:

- To ensure restricted access to data through access control and strict authentication;
- To prevent data hacking scenarios;
- To ensure the implementation of effective encryption, particularly during transmission through the use of SSL encryption;
- To guarantee the physical security of the processed information.

Information is thus stored on secure servers.

Finally, at the internal level, we rely not only on an internal organization specifically incorporating personal data protection but also on a strict contractual framework to effectively ensure its preservation. A charter strictly regulating the use of our information system resources is annexed to our internal regulations (*règlement intérieur*).

9. Terms and Exercise of Rights

You have rights over your data, including a right of access and deletion. You may exercise all your rights by contacting our Data Protection Officer: dataprotection@jtlabs.ai

In accordance with applicable data protection regulations, you have a right of access, rectification, erasure, data portability, as well as a right to restriction of processing. You have the right to object at any time, for reasons related to your particular situation, to the processing of your personal data whose legal basis is the legitimate interest pursued by JT AI Labs as the data controller. Furthermore, where processing is based on your consent, you may withdraw it at any time. Finally, you have the right to define general or specific directives relating to the retention, erasure, and communication of your personal data after your death.

If your request concerns personal data that you choose to transmit to Partners or Clients via JT AI Labs—for example, as part of a Project—please contact them directly according to the terms provided by them during the collection or use of your data. If your request concerns data collected or processed by JT AI Labs, you may exercise your rights by writing to JobTeaser, 7 rue de Madrid, 75008 Paris, France, specifying "Informatique et Libertés" in the subject line, or by email to dataprotection@jtlabs.ai.

As provided by regulations, in the event of reasonable doubt regarding your identity, we will be required to request proof of identity to ensure the identity of the data subject making the request.

We will, in any event, do our best to answer your questions regarding the processing of your personal data. Nevertheless, if you are not satisfied with the responses provided, you may, if you wish, lodge a complaint with the CNIL according to the terms indicated on its website (<https://www.cnil.fr>) or the competent data protection authority in your country.

Furthermore, we specify that you are personally required to comply with personal data protection regulations, the violation of which is subject to criminal sanctions. In the event, for example, that you wish to send us personal information concerning a third party while acting on their behalf, you must act with respect to this data in compliance with the law.

Notably, you must refrain, regarding the personal information to which you have access, from any collection, any misuse, and generally, from any act likely to infringe upon the privacy or reputation of individuals.

10. Modification of the Privacy Policy

Any modification made to the Privacy Policy is applicable as of its effective date. Naturally, we will inform you of any significant changes.

If the modifications are substantial, we will inform you via a conspicuously posted notice on the Service or by other means, such as the email address provided. If you object to any of the modifications, you must close your account and cease using the Service.

You acknowledge that if you continue to use our Service after the publication of modifications to our Privacy Policy or the sending of a notice, this signifies that the collection, use, and sharing of your personal data are subject to the updated version of the Privacy Policy as of its effective date.

11. Use of Cookies

For information on cookie management, we invite you to consult our [Cookie Policy](#), accessible directly on our website.

12. Specific Information for Professional Prospects

Purpose	Commercial solicitation for professionals
Legal Basis	Our legitimate interest or your consent
Concerned Data	Last name, first name, title, email address, telephone number, social media account, company, and job title
Data Origin	Direct: Contact requests (contact form), event participation, documentation downloads, use of similar Services. Indirect: Publicly accessible sources, data providers, potential partners.
Retention period	Three years from the collection of data or the last contact from you, or until you object to the processing.
Recipients	Authorized personnel within JT AI Labs, potential partners, and technical processors.