

GENERAL TERMS AND CONDITIONS OF USE OF THE JT AI LABS SERVICE

12/05/2026

Please read these General Terms and Conditions of Use (“GTCU”) carefully. Your unreserved acceptance of these terms is required in order to use the Services we offer.

PREAMBLE

The Service is the exclusive property of **JobTeaser** (“**We**”, “**Us**” or “**JT AI Labs**”), 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.

The downloading of all or a quantitatively substantial part of all or part of the Service through the use of robots or any other automated extraction process is prohibited.

Except with our prior written consent, it is prohibited to sell, resell, or otherwise monetize the Services or associated data.

1. DEFINITIONS

“**Expert User Account**”: refers to the User’s personal space, accessible via <https://www.jtlabs.ai> using their login credentials, allowing them to access the Services.

“**JT AI Labs Service**”, the “**Service**” or the “**Services**”: refers to the service(s) accessible from the address <https://www.jtlabs.ai> and as described in Article 2 of these **GTCU**.

“**User**” or “**Expert**”: refers to any natural or legal person holding an Expert User Account on <https://www.jtlabs.ai>.

“**Project**”: refers to any data annotation service or related services offered by JT AI Labs, its Partners, or its Clients on <https://www.jtlabs.ai>, performed according to the specific conditions defined in each Project description, and for which an Expert may apply. The Users acknowledge that this relationship does not in any way constitute an employment relationship between the Expert and JT AI Labs, its Partners, or its Clients, the Expert acting as an **independent contractor**.

2. SERVICES OFFERED

JT AI Labs offers Users the following Services:

- Accessing the various available Projects and applying for said Projects as an independent contractor;
- Receiving emails regarding available Projects;
- Completing training sessions and skill assessment questionnaires;
- Interacting with other Experts via the official channels provided by JT AI Labs ("**JT AI Labs Expert Community**"), it being specified that these interactions must be strictly professional, directly related to the Projects, and conducted in compliance with any applicable confidentiality obligations, notably under any potential Non-Disclosure Agreements (NDAs).

While some content may be viewed by any visitor, whether registered or not, you must register by creating a User Account to access the Services and, in particular, to apply for the various available Projects.

The provision of the Services is made without any guarantee of availability and does not constitute an obligation to provide them on the part of JT AI Labs.

We reserve the right, at any time and without notice or compensation, to modify, suspend, limit, or delete all or part of said Services.

3. ACCESS TO THE SERVICE

In order to access the Service, you must have the appropriate IT equipment (computer, smartphone, tablet, etc.), an internet connection and, if necessary, the required software. The communication protocols used are those standard to the Internet. Costs for access and use of the telecommunications network, such as costs related to the use of distance communication techniques, remain at your expense, according to the terms set by your internet service provider and telephone operator.

4. CREATION OF A USER ACCOUNT

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

To create a User Account, you must complete the online registration form "Sign Up" accessible via the "Join Us" tab. Access to your Account will be possible via Google or through credentials (your first name, last name, and email address) associated with a magic link. It is essential, for the security of your data, that you ensure the confidentiality of this information.

5. LIABILITY

5.1 Your Liability

In general, you are liable for:

- The proper functioning of your equipment and your Internet access;
- All damages, direct or indirect, of any nature whatsoever, caused by any content you may have posted on the Service, regardless of its nature (first name, last name, date of birth, comments, etc.), content, or origin (download, publication, transmission, or making available, etc.).

The use of the Service is intended to allow Users to access and apply for Projects, and to interact with the JT AI Labs Expert community. The use of the Service must therefore not be misused, for example, by leading to the online publication of unlawful content or remarks. Furthermore, the User guarantees that they have the legal capacity and all the statuses and authorizations required to carry out their activity as an independent contractor and to enter into contracts via the Service.

More broadly, you undertake to comply with current legal and regulatory provisions and specifically refrain from (non-exhaustive list):

- Impersonating a third party;
- Intentionally publishing or validating false, erroneous, or misleading content;
- Obstructing access to the Service and/or its proper functioning in any way;
- Publishing content that infringes upon the intellectual property rights of third parties;
- Publishing content of a racist, xenophobic, anti-Semitic, homophobic, revisionist, or pornographic nature, involving pedophilia or child pornography, or undermining human dignity;
- Publishing content that incites violence, suicide, terrorism, the use, manufacture, or distribution of illicit substances, or incites the commission of crimes or offenses, or glorifies them, particularly crimes against humanity;
- Publishing insulting or defamatory content, or content that infringes upon the privacy, image, or personality rights of third parties, or is contrary to public order, the law, or morality;
- Publishing commercial or advertising information without our prior written authorization;
- Publishing hypertext links pointing to sites whose content would be contrary to any of these rules;
- Using personal data to which you have access on the Service in violation of personal data protection regulations and for purposes other than those authorized

in accordance with our Privacy Policy. It is reminded that fraudulently accessing or remaining in a computer system, hindering or distorting the functioning of such a system, or fraudulently entering or modifying data in a computer system constitutes a criminal offense subject to penalties, as does the misappropriation of the purpose of personal data processing.

- Using data to which you have access on the Service in violation of commercial solicitation regulations, for example, by contacting a person who has indicated that they do not or no longer wish to be contacted.

In the event of a breach of the GTCU, we reserve the right to block your access to all or part of the Services, or even to delete access to your Account temporarily or permanently, without any compensation or prior notice. We may also claim compensation for any prejudice we may have suffered as a result of such behavior.

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 such content), you must immediately provide us with all explanations and supporting documents. You shall, in all cases, be liable to us and to third parties whose rights you have infringed for any prejudice as well as the potential consequences of your actions under applicable legal or regulatory provisions, including those involving criminal liability.

If you observe behavior by one or more Users on the Service that is contrary to these rules and causes you harm, you may contact us at abuse@jtlabs.ai.

5.2 Our Liability

5.2.1 Towards Users

We remind you that: With the exception of content or Projects published by JT AI Labs, acting in its own name and on its own behalf, we do not verify the content published via the Service, which is published under the sole responsibility of its authors. Consequently, we cannot, for example, be held liable for any non-compliance of a Project with applicable laws and regulations or its conflict with morality or public order. We are in no way responsible for any decision or refusal to enter into a contract resulting from a Project published via the Service. JT AI Labs is a third party to any correspondence and therefore excludes all liability in this regard.

The Service contains information provided by external sites or links to other websites that we have not developed or do not administer. We do not verify the reasonableness, timeliness, accuracy, or completeness of the content of these sites. It is therefore your

responsibility to use this information with discretion, it being understood that we cannot be held liable for its content.

We implement all reasonable means at our disposal to ensure quality access and constant availability of the Service (24 hours a day, 7 days a week), but we are under no obligation of result. We reserve the possibility to modify, interrupt, or temporarily suspend access to the Service, particularly for maintenance purposes or in case of force majeure, without this giving rise to any right to compensation.

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

- any malfunction of the network or servers or any other event beyond our reasonable control that would prevent or degrade access, as well as elements outside our control and damages that might potentially be suffered by your technical environment, notably your computers, software, network equipment, and any other hardware used to access or use the Service;
- the use made by another User of the Service of the information published, the services available on the Service, or your content.

To the fullest extent permitted by applicable law, and except in cases of fraud or willful misconduct, JT AI Labs' liability, regardless of the cause, towards Users is expressly limited to an amount of one (1) euro. Indirect damages, such as loss of turnover or profits, as well as the non-realization of expected gains or savings, are expressly excluded from any claim for compensation.

6. PERSONAL INFORMATION

The purposes, types of information collected, recipients thereof, their retention period, and the high level of security we implement to secure your data are described in the "Privacy Policy" annexed to these GTCU. We therefore invite you to review it.

7. MODERATION AND REPORTING

7.1 Identification and deletion of fraudulent accounts

We employ both automated and manual means to identify and delete fraudulent accounts from the Service or accounts acting in violation of our GTCU.

7.2 Content Reporting

Users may report content if they believe that French law or the rules established above, and in particular Article 5.1 of these GTCU, are not being respected. To do so, an email should be sent to **dsacompliance@jtlabs.ai**. These reports will be reviewed by our moderation teams.

7.3. Review of reports

Upon receipt of a report, the reported content is subject to a review by our teams. We examine cases of misuse on a case-by-case basis and take into account the facts and circumstances of such misuse, including, but not limited to, the number of instances, frequency, and severity.

In the event of a breach of the GTCU, we reserve the right to delete the reported content and to block access to all or part of the Services of the reported account. Furthermore, the author of online offenses may be held liable.

7.4. Complaint Procedures

If you are dissatisfied with a decision taken by JT AI Labs following your report of illicit content, or a decision regarding the restriction, deletion, 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 **dsacompliance@jtlabs.ai**. The six-month period begins from the day you are informed of the decision being complained of. We ask you to provide the following information for the review of your complaint: your email address, your reference number, and the reason(s) for the complaint, specifically the source of your disagreement with JT AI Labs' decision.

8. RIGHT OF WITHDRAWAL, ACCOUNT CLOSURE

You may unsubscribe from the Service at any time by clicking on the "delete account" link in the "Settings" section. Your account will then be immediately deleted.

Furthermore, as indicated in our Privacy Policy, your account will be deleted after five (5) years of inactivity.

Subject to 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 and to improve the Service.

If, after this closure, you nevertheless wish to use the Service again, you must create a new Account and complete the registration process again from the beginning.

9. INTELLECTUAL PROPERTY

9.1 JT AI Labs Intellectual Property

All elements comprising the Service, including but not limited to trademarks, logos, texts, data, drawings, graphics, photos, animations, sounds, computer codes, layouts, and arrangements of all or part of an element of the Service, including downloadable documents, are and remain our property or that of our rights holders. The design, form, and content of the Service are our exclusive property, excluding content created by Users and published via the Service.

All website content (images, texts, videos, databases, etc.) is subject to current French and international legislation regarding intellectual property (copyright, trademark law, database rights, etc.). If you notice that elements published on the Service infringe upon copyrights or other protected rights, please contact JT AI Labs at abuse@jtlabs.ai or by mail at: JobTeaser – 7 rue de Madrid – 75008 Paris.

We only grant you authorization to view the content of our Service, excluding any public viewing or distribution. Authorization for reproduction is only granted to you in digital form on your viewing computer for the purpose of viewing the pages consulted by your browser software. Any other use (such as the reproduction of trademarks and logos, extraction of all or part of the databases, etc.) is prohibited without our prior and express authorization.

9.2 Users' Intellectual Property

You are and remain the sole owners of any rights to the User Content that you publish via the Service under your sole responsibility.

By creating and publishing User Content on the Service, you acknowledge that you grant JT AI Labs a worldwide, non-exclusive, transferable, sub-licensable, and royalty-free license to access, store, use, reproduce, adapt, publish, and process the data published on the Service in order to ensure the operation of the services offered by JT AI Labs.

10. 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 Specific Conditions, including notably the specific contract applicable to each Project;
- These GTCU;
- The JT AI Labs Service Privacy Policy.

In the event of a contradiction between the various documents, the higher-level document shall prevail for the obligation in question.

11. PROOF

In accordance with applicable legal provisions, you acknowledge and agree that the digital data recorded on servers belonging to us, or placed under our control and kept under reasonable security conditions, shall be considered as providing proof 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 probative value as any document that would be drawn up, received, or kept in writing and shall prevail between you and us until proven otherwise.

12. VALIDITY OF CONTRACTUAL CONDITIONS

If any of the stipulations of the Agreement prove to be null and void under a current rule of law or a final judicial decision, it shall be deemed unwritten, without leading to the nullity of the Agreement or altering the validity of its other stipulations.

13. NON-WAIVER

The fact that either party does not claim the application of any clause of the Agreement or acquiesces to its non-performance, whether permanently or temporarily, shall not be interpreted as a waiver by that party of the rights arising from said clause.

14. MODIFICATION OF GENERAL TERMS AND CONDITIONS

We reserve the right to modify and update the documents constituting the Agreement (GTCU, Privacy Policy, etc.) as the features offered on the Service evolve. If the modifications made are substantial, we will inform you through a notice conspicuously posted 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 made to our GTCU or the sending of a notice regarding them, this means that the use of the Service is subject to the updated version of the GTCU as of its effective date.

15. USE OF ELECTRONIC MAIL

In accordance with applicable legislation, you agree by these GTCU that we may send you by email any information necessary for the subscription or provision of the Service, as well as, more generally, any information sent within the framework of the performance of the GTCU and, more broadly, the Agreement.

For this purpose, we will use the email address you have provided to us.

16. JURISDICTION AND APPLICABLE LAW

The Agreement is subject to French law for its validity, interpretation, and performance.

In the event of a translation of the GTCU into one or more languages, the language of interpretation shall be the French language in the event of a contradiction or dispute over the meaning of a term or provision.

Any dispute relating to the Agreement shall be subject to the exclusive jurisdiction of the competent courts within the jurisdiction of the Paris Court of Appeal, notwithstanding multiple defendants or third-party appeals.