

HRFORCE TERMS OF USE

1. GENERAL TERMS

HRForce - a product of CVTOT JSC, is a platform that provides automated recruitment solutions, helping businesses optimize their hiring efficiency and human resource management. By accessing or using the hrforce.ai website and the services provided by HRForce (collectively referred to as the “Services”), you agree to be bound by these Terms of Use (“Terms”). If you do not agree to all of these Terms, you are not permitted to access or use the Services. If you have any questions regarding these Terms, please contact us at support@hrforce.ai.

HRForce reserves the right to update or revise these Terms of Use from time to time for legal, regulatory, or operational reasons. Any modifications will be announced on our website. If you do not agree with the revised Terms following such notification, you should discontinue using the website. Continued use of the website after the Terms have been updated shall constitute your acceptance of the revised Terms.

2. REGISTRATION

To use the Services, you must create an account as required by HRForce and provide all necessary personal information accurately, honestly, completely, and up to date. You are responsible for maintaining and updating your account information whenever changes occur to ensure its accuracy.

Your access to and use of the Services is based on the information you provide during registration. HRForce shall not be liable for any incidents, damages, or limitations of benefits arising from inaccurate, incomplete, or falsified information provided by you.

HRForce reserves the right to refuse or cancel account registration if it detects that the information provided is dishonest, violates the Terms of Use, or breaches applicable laws and regulations.

3. PASSWORD AND SECURITY

You must keep your password confidential and not share it with anyone. If you suspect that your password has been compromised, you must notify us immediately via email at support@hrforce.ai. HRForce reserves the right to require you to change your password, temporarily suspend, or lock your account if there are signs or suspicions of security breaches.

You are fully responsible for all activities that occur under your account, including actions taken by third parties who have access granted by you. HRForce shall not be liable for any loss, damage,

or costs arising from your failure to secure your login information, use of weak passwords, or non-compliance with our security guidelines.

For your safety, you should regularly change your password, avoid using the same password across multiple services, and log out of your account after each session, especially when accessing it on public or shared devices.

4. PROVISION OF SERVICES

You agree that HRForce reserves the right, at its sole discretion, to modify, enhance, or discontinue any part of the Website or the Services at any time without prior notice to you. When using the Website and the Services, you agree not to use them for any unlawful or prohibited purposes under these Terms. You must not use the Website or the Services in any manner that could impair, damage, overload, or disable HRForce's network. It is strictly prohibited to probe, scan, or test the vulnerability of any part of the Website or the Services.

You must not use hacking methods, password mining, or any similar techniques to gain unauthorized access to the Website or the Services. Any attempt to obtain information that is not intentionally made available on or through the Website and the Services is strictly prohibited.

HRForce reserves the right to investigate any suspicious activities or incidents and may cooperate with law enforcement authorities to prosecute users involved in such actions.

You agree not to use any device, software, or process to interfere or attempt to interfere with the proper functioning of the Website and the Services, or with any activities being conducted on them.

5. INTELLECTUAL PROPERTY RIGHTS STATEMENT

You represent and warrant that you own or have all necessary legal rights and licenses to any content, data, images, documents, or information that you upload to HRForce. Uploaded content must not infringe upon any intellectual property rights, privacy rights, or any other legal rights of third parties. You are solely responsible for the content you provide.

HRForce reserves the right to review, temporarily hide, edit, or remove any content if it detects or has reasonable grounds to believe that the content violates the Terms of Use, applicable laws, or affects HRForce's reputation and operations.

HRForce owns all rights to the Services and HRForce content. You may not copy, modify, or exploit HRForce content without permission.

All trademarks, service marks, and logos of third parties are the property of their respective owners. All other rights not expressly stated herein are reserved by HRForce.

6. DISCLAIMER OF LIABILITY

We shall not be held liable in the following circumstances:

- Force majeure or objective obstacles as defined by applicable law.
- User conduct: We are not responsible for the actions of other users, including but not limited to copyright infringement, disclosure of personal information, or any other unlawful acts.
- Technical errors: Issues related to hardware, software, network, or other technical factors beyond our control.
- We are exempt from liability in cases where the user's data processing systems, software, signal transmission systems, or devices used to access hrforce.ai experience malfunctions, errors, cyberattacks, viruses, malware, or any other objective causes beyond our reasonable control.
- For any loss, damage (direct or indirect), liability, or expense of any kind arising from any cause of action not attributable to our fault, in connection with or resulting from the user's use or inability to use the Services.

7. LIMITATION OF LIABILITY

You understand and agree that HRForce shall not, under any circumstances, be liable for any direct, indirect, incidental, or special damages.

This includes, but is not limited to:

- Loss of profits or business interruption.
- Damage to reputation or goodwill.
- Loss of data, programs, or information.
- Any other intangible losses arising from the use of or inability to use the Website or Services.
- Temporary or permanent suspension of any part of the Website or Services.
- Deletion, corruption, or failure to store any content or information.

The above limitation of liability fully applies permitted by law, even if HRForce has been advised of, or could have reasonably foreseen, the possibility of such damages.

8. DISPUTE RESOLUTION

All disputes shall be resolved in accordance with the laws of the Socialist Republic of Vietnam. Any claims must be submitted to HRForce immediately after the occurrence of the relevant event. We will review each case and propose an appropriate resolution.

If the dispute cannot be resolved within 60 days, you have the right to bring the matter before a competent court. The losing party shall bear all litigation costs.

9. ENTIRE AGREEMENT

You agree that the above Terms constitute the entire agreement between you and HRForce regarding the content set forth herein.

You understand and agree that, depending on the specific service or feature, you may be required to comply with additional terms and conditions issued by HRForce or affiliated third parties. These additional terms will be considered part of this agreement when you use or access the relevant service.

10. VALIDITY

These Terms of Use may be updated or amended without prior notice. Any changes will be published on the website, and your continued use of the Services constitutes acceptance of such changes. If any provision of these Terms is declared invalid, the remaining provisions shall continue to remain in full force and effect. These Terms of Use shall have the same legal validity as an electronic contract and shall take effect from the moment you click the **“I Agree”** button.

11. CONTACT INFORMATION

If you have any questions regarding these Terms of Use, please contact us via email at support@hrforce.ai