

TALENTAXIS TERMS OF USE

Effective from June 8, 2026

1. GENERAL TERMS

TalentAxis - a product of CVTOT Joint Stock Company, is a platform providing recruitment process automation solutions, supporting enterprises in optimizing recruitment efficiency and managing human resources, while enabling candidates to create CVs, apply for jobs, and track the jobs they have applied for. By accessing or using the talentaxis.ai website and the services provided by TalentAxis (collectively referred to as the "Services"), Employers/Candidates (hereinafter referred to as "Users") agree to be bound by these Terms of Use (the "Terms of Use"). If Users do not agree with any part or all of these Terms of Use, please do not access or use the Services. If Users do not agree with any part or all of this Agreement, TalentAxis has the right to restrict, suspend, or terminate the provision of products and services to Users due to the lack of sufficient basis, information, or data necessary to provide products and services in accordance with regulations.

If Users have any questions about these Terms, please contact us via email at: support@talentaxis.ai

We may update these Terms of Use from time to time for legal or regulatory reasons, or to maintain the operation of the website. Any changes will be announced on our website. After such announcement, if Users do not agree with the new Terms of Use, Users should not continue using the website. Users are responsible for monitoring and reviewing any amendments or supplements to the Terms as notified or published by TalentAxis in accordance with regulations. TalentAxis will notify Users of material changes to the Agreement through appropriate methods selected by TalentAxis in accordance with the law and the conditions for providing the Services. After receiving such notice or after the amended or supplemented contents are duly published, if Users continue using the Services without objection or without terminating their use of the Services, Users shall be deemed to have read, understood, and accepted such amended or supplemented contents.

2. REGISTRATION

To use the Services, Users must create an account as required by TalentAxis and provide complete, accurate, truthful, and up-to-date necessary personal information. Users are responsible for maintaining and updating their account information whenever changes occur to ensure accuracy.

Users' right to access and use the Services is established based on the information registered. TalentAxis shall not be responsible for any incident, damage, or limitation of rights arising from Users providing inaccurate, incomplete, or falsified information.

TalentAxis has the right to refuse or cancel account registration if it detects that the information provided is untruthful, violates these Terms of Use, or violates applicable laws.

3. PASSWORD AND SECURITY

Users must keep their passwords confidential and must not share them with anyone. If Users suspect that their password has been disclosed, they must notify us immediately via email at:

support@talentaxis.ai. TalentAxis has the right to require Users to change their password, suspend, or lock the account if there are signs or suspicions of a security violation.

Users are fully responsible for all activities occurring under their accounts, including actions performed by third parties who gain access through authorization or access provided by Users.

TalentAxis shall not be responsible for any loss, damage, or cost arising from Users' failure to secure login information, use of weak passwords, or failure to comply with our security guidelines.

To ensure safety, Users should regularly change their passwords, avoid using the same password for multiple services, and log out of their accounts after each session, especially when accessing the Services from public or shared devices.

4. SERVICE PROVISION

TalentAxis continuously improves and completes the Services to enhance the quality of user experience. Accordingly, depending on its development plans and decisions, TalentAxis has the right to implement periodic updates and upgrades; add, adjust, or remove features, functions, and characteristics of the Services without requiring prior consent from Users. In addition, TalentAxis may temporarily suspend or terminate the provision of part or all of the Services when necessary. In such cases, TalentAxis will notify Users in advance in accordance with this Agreement or applicable laws.

When using the Website and the Services, Users agree not to use them for any illegal purpose or any purpose prohibited under these Terms. Users must not use the Website and the Services in any manner that may impair, damage, overload, or disable TalentAxis's network. Probing, scanning, or testing the security vulnerabilities of any part of the Website or the Services is strictly prohibited.

Users must not use cyberattack methods, password-cracking methods, or similar techniques to gain unauthorized access to the Website and the Services. Any attempt to collect information that is not intentionally made available on or through the Website and the Services is strictly prohibited.

TalentAxis has the right to inspect suspicious activities or events and may cooperate with law enforcement authorities to prosecute Users involved in such acts. Users agree not to use any device, software, or process to interfere with or attempt to interfere with the normal operation of the Website and the Services or any activities conducted thereon.

5. CHANGES TO THE TERMS

TalentAxis may amend, supplement, or replace the contents of these Terms by posting the amended or supplemented Terms on TalentAxis's official website.

TalentAxis is responsible for notifying Users and providing a reasonable period for Users to review changes to these Terms before they take effect, except where such changes must be implemented immediately under the law and/or at the request of a competent state authority. If Users continue using the Services from the effective date of the amended, supplemented, or replaced Terms as announced by TalentAxis, Users shall be deemed to have accepted such changes, and TalentAxis shall not be required to obtain any further consent from Users.

TalentAxis has the right to change the website address, the interface of the Services, and contact information, and shall notify Users of such changes.

6. INTELLECTUAL PROPERTY STATEMENT

Users represent and warrant that they own or have full lawful rights and licenses to all content, data, images, documents, or information that they upload to TalentAxis. The uploading of such content must not infringe intellectual property rights, privacy rights, or any lawful rights of third parties. Users shall be fully responsible for the content they provide.

TalentAxis has the right to review, temporarily hide, edit, or remove any content if it detects or has reasonable grounds to believe that such content violates these Terms of Use, applicable laws, or adversely affects the reputation and operation of TalentAxis.

TalentAxis owns all rights to TalentAxis's services and content. Users may not copy, modify, or exploit TalentAxis's content without permission.

All trademarks, service marks, and logos of third parties are the property of their respective owners.

7. DISCLAIMER

We shall not be responsible in the following cases:

- Force majeure events or objective obstacles as prescribed by law.
- User conduct: We shall not be responsible for the conduct of other users, including copyright infringement, disclosure of personal information, or any other unlawful acts.
- Technical errors: Issues related to hardware, software, networks, or other technical factors beyond our control.
- We shall be exempt from liability in cases where data processing systems, software, signal transmission systems, or devices used by users to access talentaxis.ai encounter incidents, errors, attacks, viruses, malicious code, or any other objective reasons beyond our control.
- Any loss, damage (direct or indirect), liability, and costs under any cause of action not caused by our fault in connection with Users' use of, or inability to use, the Services.

8. LIMITATION OF LEGAL LIABILITY

Users understand and agree that TalentAxis shall not be liable in any case for any direct, indirect, incidental, or special damages. This includes, but is not limited to:

- Damages caused by loss of profits or business interruption.
- Impacts on goodwill or reputation.
- Loss of data, programs, or information.
- Other intangible losses arising from the use of, or inability to use, the Website and the Services.
- Temporary or permanent suspension of any part of the Website or the Services.
- Deletion or corruption of data, or failure to store content or information.

The above limitation of liability shall apply to the maximum extent permitted by law, even if TalentAxis has been advised of or could have known about the possibility of such damages.

9. DISPUTE RESOLUTION

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

If a dispute is not resolved within 60 days, Users have the right to bring the matter before a competent court in Vietnam.

10. ENTIRE AGREEMENT

Users agree that the Terms set forth herein constitute the entire agreement between Users and TalentAxis concerning the matters governed by these Terms.

Users understand and agree that, depending on each specific service or feature, Users may be required to comply with additional terms and conditions issued by TalentAxis or affiliated third parties. Such additional terms shall be deemed part of this Agreement when Users use or access the relevant service.

11. EFFECTIVENESS

These Terms shall take effect from the date Users accept these Terms and Conditions.

If Users have stopped using the Services, Users shall remain bound by these Terms and other agreements relating to Users' rights and responsibilities that Users have not fully performed at the time of ceasing use of the Services.

Users confirm that they have read, clearly understood, and undertake to comply with these Terms, other regulations of TalentAxis, and applicable Vietnamese laws related to the use of the Services.

12. CONTACT INFORMATION

Website: talentaxis.ai (subdomains: hire.talentaxis.ai and jobs.talentaxis.ai)

CVTOT Joint Stock Company

Address: 20/5 Ha Thi Than, An Hai Ward, Da Nang City, Vietnam

Phone number: 0766783968

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