

TALENTAXIS TERMS OF USE

Effective as of July 28, 2026

1. GENERAL TERMS

TalentAxis - a product of CVTOT Joint Stock Company - is a platform that provides recruitment process automation solutions, helping businesses optimize recruitment efficiency and human resource management, while enabling candidates to create CVs, apply for jobs, and track the jobs they have applied for. By accessing or using the website talentaxis.ai and the services provided by TalentAxis (collectively, the "Services"), the Employer/Candidate (hereinafter referred to as the "User") agrees to be bound by these Terms of Use ("Terms of Use"). If the User does not agree with part or all of these Terms of Use, the User should not access or use the Services. In the event that the User does not agree with part or all of the content of this Agreement, TalentAxis has the right to restrict, suspend, or terminate the provision of its products and services to the User due to insufficient basis, information, or data necessary to provide the products and services as required.

If the User has any questions about these Terms, please contact us via email: 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 notice, if the User does not agree with the new Terms of Use, the User should not continue to use the website. The User is responsible for monitoring and reviewing any amendments or additions to the Terms that TalentAxis announces or publishes in accordance with regulations. TalentAxis will notify Users of material changes to the Terms through appropriate methods chosen by TalentAxis in accordance with the law and the conditions for providing the Services. After receiving such notice, or after the amended or supplemented content has been validly published, if the User continues to use the Services without objection or without terminating use of the Services, it will be understood that the User has read, understood, and accepted such amendments and additions.

2. REGISTRATION

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

The User's right to access and use the Services is established based on the information registered. TalentAxis will not be responsible for any incidents, damages, or limitations of benefits arising from the User providing inaccurate, incomplete, or fraudulent information.

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

3.PASSWORD AND SECURITY

The User must keep their password confidential and not share it with anyone. If the User suspects their password has been compromised, they must notify us immediately via email: support@talentaxis.ai. TalentAxis has the right to require the User to change their password, or to suspend or lock the account, if there are signs or suspicion of a security violation.

The User is fully responsible for all activity occurring within their account, including actions taken by a third party who was granted access by the User.

TalentAxis will not be responsible for any loss, damage, or cost arising from the User's failure to secure their login information, use of a weak password, or failure to comply with our security guidance.

For safety, the User should regularly change their password, avoid using the same password across multiple different services, and log out of their account after each session, especially when accessing the Services on a public or shared device.

4.PROVISION OF SERVICES

TalentAxis continuously improves and enhances the Services to improve the User experience. Accordingly, depending on its development plans and decisions, TalentAxis has the right to carry out periodic updates and upgrades; to add, adjust, or remove features, functions, and characteristics of the Services without needing the User's prior consent. In addition, TalentAxis may suspend or terminate the provision of part or all of the Services when necessary. In such cases, TalentAxis will notify the User in advance in accordance with these Terms or applicable law.

When using the Website and Services, the User agrees not to use them for any illegal purpose or any purpose prohibited under these Terms. The User must not use the Website and Services in a manner that could degrade, damage, overload, or disable TalentAxis's network. Probing, scanning, or testing the vulnerability of any part of the Website or Services is strictly prohibited.

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

TalentAxis has the right to investigate suspicious activities or events and may cooperate with law enforcement authorities to prosecute users involved in such conduct. The User agrees not to use any device, software, or process intended to interfere with, or attempt to interfere with, the normal operation of the Website and Services or any activities being conducted thereon.

5.CHANGES TO THE CONTENT OF THESE TERMS

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

TalentAxis is responsible for providing notice and allowing reasonable time for the User to review changes to these Terms before they take effect, except where such changes must be implemented immediately in accordance with the law and/or at the request of a competent state authority. If the User continues to use the Services from the date the amended, supplemented, or replaced Terms take effect as announced by TalentAxis, it will be understood that the User accepts such changes, and TalentAxis does not need to obtain any further consent from the User.

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

6.STATEMENT ON INTELLECTUAL PROPERTY RIGHTS

The User represents and warrants that the User owns, or has full and legitimate rights and licenses to, all content, data, images, documents, or information that the User uploads to TalentAxis. The uploading of content must not infringe the intellectual property rights, privacy rights, or any other lawful rights of any third party. The User bears full responsibility for the content they provide.

TalentAxis has the right to review, temporarily hide, edit, or remove any content if it discovers, or has reasonable grounds to believe, that such content violates the Terms of Use, applicable law, or affects the reputation and operations of TalentAxis.

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

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

7.DISCLAIMER OF LIABILITY

We are not responsible in the following cases:

- Cases of force majeure or objective obstacles as provided by law.
- User conduct: We are not responsible for the conduct of other users, including copyright infringement, disclosure of personal information, or any other unlawful act.
- Technical errors: Issues relating to hardware, software, networks, or other technical factors outside our control.
- We are exempt from liability in the event that the User's data processing systems, software, signal transmission systems, or devices used to access talentaxis.ai malfunction, fail, are attacked, or are affected by viruses or malicious code, or for any other objective reason outside our ability to control.

- For any loss, damage (direct or indirect), liability, or cost arising from any cause of action not attributable to our fault in connection with the User's use, or inability to use, the Services.

8.LIMITATION OF LEGAL LIABILITY

The User understands and agrees that TalentAxis shall not, under any circumstances, be liable for any direct, indirect, incidental, or special damages. This includes, but is not limited to:

- Damages from loss of profits or business interruption.
- Effects on reputation or standing.
- Loss of data, programs, or information.
- Other intangible losses arising from the use or inability to use the Website and Services.
- The temporary or permanent discontinuation of any part of the Website or Services.
- Deletion or corruption of data, or failure to store content or information.

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

9.DISPUTE RESOLUTION

All disputes will be resolved in accordance with the law of the Socialist Republic of Vietnam. Complaints must be sent to TalentAxis promptly after the event giving rise to them arises. We will review each case and propose an appropriate resolution.

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

10.ENTIRE AGREEMENT

The User agrees that the Terms above constitute the entire agreement between the User and TalentAxis regarding the matters set out in these Terms.

The User understands and agrees that, depending on the specific service or feature, the User may be required to comply with additional terms and conditions issued by TalentAxis or affiliated third parties. Such additional terms will be considered part of this agreement when the User uses or accesses the relevant service.

11.VALIDITY

These Terms take effect from the date the User accepts these Terms and Conditions.

If the User has stopped using the Services, the User remains bound by these Terms and any other agreements relating to the User's rights and obligations that the User has not yet fully performed at the time of ceasing to use the Services.

The User confirms that they have read, fully understood, and undertake to comply with these Terms, other TalentAxis regulations, and applicable Vietnamese law relating to the use of the Services.

12.CONTACT INFORMATION

Website: talentaxis.ai

CVTOT Joint Stock Company

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

Phone number: 0766783968

If the User has questions about these Terms of Use, please send an email to: support@talentaxis.ai.