

TALENTAXIS TERMS OF USE

Effective as of 18/06/2026

1. GENERAL TERMS

TalentAxis – a product of CVTOT Joint Stock Company – is a platform providing recruitment process automation solutions, supporting enterprises in optimizing recruitment effectiveness and managing personnel, where candidates may create CVs, apply, and track the jobs they have applied for. By accessing or using the website talentaxis.ai (with subdomains pointing to the website: talentaxis.vn, app.talentaxis.ai, hire.talentaxis.ai, and jobs.talentaxis.ai) and the services provided by TalentAxis (collectively referred to as the “Services”), the Employer/Candidate (hereinafter referred to as the User) agrees to be bound by these Terms of Use (the “Terms of Use”). If you do not agree with part or all of the Terms of Use, the User please do 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 products and services to the User due to a lack of sufficient grounds, information, or data necessary to carry out the provision of products and services in accordance with the regulations.

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 notified on our website. After notification, if the User does not agree with the new Terms of Use, the User should not continue using the website. The User is responsible for monitoring and reviewing the amendments and supplements to the Terms notified or published by TalentAxis in accordance with the regulations. TalentAxis will notify the User of material changes to the Terms through appropriate methods selected by TalentAxis in accordance with the provisions of law and the conditions for providing the Services. After receiving the notification, or after the amendments and supplements are validly published, if the User continues to use the Services without objection or without terminating the use of the Services, it shall be understood that the User has read, understood, and accepted such amendments and supplements.

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 the account information when there are changes in order to ensure accuracy.

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

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

3. PASSWORD AND SECURITY

The User must keep their password confidential and not share it with anyone. If the User suspects that the password has been disclosed, the User must notify us immediately via email:

support@talentaxis.ai. TalentAxis has the right to require the User to change the password, suspend, or lock the account if there are signs or suspicion of a breach of security.

The User is fully responsible for all activities that take place within their account, including actions performed by third parties when access is granted by the User.

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

To ensure safety, the User should regularly change the password, avoid using the same password for multiple different services, and log out of the account after each working session, especially when accessing on public or shared devices.

4. PROVISION OF SERVICES

TalentAxis continuously improves and refines the Services in order to enhance the quality of experience for Users. Accordingly, depending on its development plan and its 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 the prior consent of the User. In addition, TalentAxis may suspend or terminate the provision of part or all of the Services in necessary cases. In such cases, TalentAxis will notify the User in advance in accordance with these Terms or in accordance with the applicable laws.

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

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

TalentAxis has the right to inspect suspicious activities or events and may coordinate with law enforcement authorities to prosecute users involved in such conduct. The User agrees 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 the activities being conducted thereon.

5. CHANGES TO THE CONTENT OF THE TERMS

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

TalentAxis is responsible for notifying and allowing a reasonable time for the User to study the changes to these Terms before the time of application, except in cases where such changes must be implemented immediately in accordance with the provisions of 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 are applied according to TalentAxis's notification, it shall 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 screen interface of the Services, and the contact information, and to notify the User of these changes.

6. STATEMENT ON INTELLECTUAL PROPERTY RIGHTS

The User undertakes that the User owns or has full lawful rights and licenses to all content, data, images, documents, or information that the User uploads onto TalentAxis. The uploading of content must not infringe the intellectual property rights, privacy rights, or any lawful rights of third parties. The User is fully responsible for the content they provide.

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

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

All trademarks, service marks, and logos of third parties 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 in accordance with the provisions of law.
- Conduct of users: We are not responsible for the conduct of other users, including copyright infringement, disclosure of personal information, or any other unlawful conduct.
- Technical errors: Issues relating to hardware, software, networks, or other technical factors beyond our control.
- We are exempt from liability in the event that the data-processing system, software, signal-transmission system, or devices using talentaxis.ai of the user encounter an incident, error, attack, virus, or malicious code, or for any other objective reason beyond our control.
- For any loss or damage (direct or indirect), liability, and cost under any cause of action that is not due to our fault, relating to the use of, or the inability to use, the services by the user.

8. LIMITATION OF LEGAL LIABILITY

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

- Damage due to loss of profits or business interruption.
- Effects on reputation or good name.
- Loss of data, programs, or information.
- Other intangible losses arising from the use of, or the inability to use, the Website and the Services.
- The temporary or permanent suspension of any part of the Website or the Services.
- The deletion or corruption of data, or the failure to store content or information.

The limitation of liability set out above applies to the maximum extent permitted by law, even if TalentAxis has been notified of, or may have known about, the possibility of such damage occurring.

9. DISPUTE RESOLUTION

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

If the 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 foregoing Terms constitute the entire agreement between the User and TalentAxis in relation to the content provided in these Terms.

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

11. EFFECTIVENESS

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

In the event that the User has ceased using the Services, the User remains bound by these Terms and other agreements relating to the rights and responsibilities of the User that the User has not yet completed at the time of ceasing to use the Services.

The User confirms that they have read, clearly understood, and undertaken to perform in accordance with these Terms, the other regulations of TalentAxis, and the applicable laws of Vietnam relating to the use of the Services.

12. CONTACT INFORMATION

Website: talentaxis.ai (with subdomains pointing to the website: talentaxis.vn, app.talentaxis.ai, 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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