

TERMS AND CONDITIONS ONLINEJOBS

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1. COMPANY DESCRIPTION

1.1 This document, entitled “Terms and Conditions” (“T&C”), constitutes a legally binding agreement between **ONLINE JOBS EU** (hereinafter referred to as “OnlineJobs” or “OnlineJobseu.com”), having its registered office in Bihor County, Oradea Municipality, Str. Episcop Dr. Vasile Coman, no. 3, bl. 2, sc. A+B, ap. B3, registered with the Trade Register under no. J2026023781005, VAT no. 54457207, email: support@onlinejobseu.com, and any natural or legal person who accesses or uses the digital platform **OnlineJobseu.com** (the “Platform”), available at www.onlinejobseu.com

1.2 By accessing or using the Platform, the Client confirms that they have read, understood, and expressly and unconditionally accepted these T&C, as well as any annexes, policies, or related documents referenced herein.

1.3 OnlineJobseu.com reserves the right to unilaterally amend these T&C at any time, with immediate effect, by publishing the updated version on the Platform. Continued use of the Platform following such amendments constitutes tacit acceptance of the new terms. In case of disagreement, the Client must immediately cease using the Platform.

2. DEFINITIONS

2.1 For the purposes of this agreement, the following terms shall have the meanings set out below:

- **Account:** The registered profile created by a User to access and use the Platform’s functionalities.
- **Anonymized Data:** Personal data processed in such a way that the data subject can no longer be identified, directly or indirectly, used for statistical analysis and platform improvement.
- **Applicant:** means any natural person that expresses interest in a job listing published on the Platform
- **“B2B Listing”** means any business-to-business opportunity, commercial request, project proposal, service requirement, outsourcing opportunity, subcontracting opportunity, consultancy assignment, collaboration proposal, or similar professional opportunity published through the Platform by an Employer or Business User and addressed to other Employers, Business Users, or professional participants.
- **“Business User”** means any User acting for purposes relating to their trade, business, craft, profession, company, or independent commercial activity, including Employers, legal entities, authorized professionals, sole traders, freelancers, service providers,

consultants, or other professional participants using the Platform in connection with project-based, B2B, commercial, or professional opportunities.

- **Client / User:** Any natural or legal person who accesses the Platform or uses its services.
- **Content:** Any data, text, images, job listings, CVs, or other materials uploaded, published, or transmitted by Users through the Platform.
- **Contract:** means any agreement, understanding, arrangement, employment relationship, service relationship, project-based engagement, subcontracting relationship, consultancy engagement, outsourcing arrangement, commercial collaboration, B2B arrangement, or other contractual, pre-contractual, commercial, professional, or legal relationship established, negotiated, performed, or contemplated directly between Users, including between Applicants, Employers, Business Users, Project Participants, contractors, subcontractors, consultants, service providers, collaborators, or other professional participants, without the involvement, participation, representation, supervision, control, guarantee, or responsibility of OnlineJobseu.com.
- **Employer:** means any legal person acting in a professional capacity, legal entity, company, organization, recruitment entity, business operator, or professional user that uses the Platform for the purpose of publishing job listings, project opportunities, recruitment announcements, identifying candidates, reviewing Applicant profiles, communicating with Applicants, or engaging in recruitment-related, employment related, commercial, B2B, or project-based activities.
- **Free Subscription Plan:** A limited-access subscription available to Employers at no cost, which may include restrictions such as a limited number of job postings, limited applicant contact, and delayed approval of job listings.
- **Paid Subscription Plan (e.g., PREMIUM):** A subscription plan available for a fee, providing enhanced or unlimited access to Platform features, including but not limited to increased job posting capacity, automatic approval of listings, and extended communication capabilities with Applicants.
- **Platform:** The website **OnlineJobseu.com**, together with its functionalities, procedures, and internal rules, which enable its operation as an online job listing and recruitment facilitation platform.
- **Procedures and Rules:** Additional mandatory rules, guidelines, or instructions available on the Platform or within User accounts, which supplement these Terms and Conditions.
- **Project Participant** means any User, including an Applicant, Employer, Business User, professional, freelancer, authorized individual, company, legal entity,

contractor, subcontractor, consultant, service provider, or other professional participant, who publishes, responds to, submits a proposal, bid, offer, expression of interest, or otherwise participates in relation to a project-based opportunity, assignment, service request, collaboration proposal, B2B Listing, or similar professional opportunity made available through the Platform.

- **Project:** any task, service, assignment, or work requirement published on the Platform by a User, including but not limited to freelance work, consultancy services, or other forms of independent collaboration, which is not necessarily intended to create an employment relationship, and which may include a description of the scope of work, specifications, deadlines, and an estimated budget, allowing other Users to submit proposals, bids, or offers for its completion.
- **Service Fee / Subscription Fee:** Any amount payable by Employers to the Platform for access to paid features or Subscription Plans.
- **Services:** means the functionalities, tools, systems, interfaces, access rights, digital infrastructure, and online services made available through the Platform, including, without limitation, Account creation and management, publication, browsing, ranking, visibility, and management of job listings, publication and management of project-based opportunities, publication, browsing, response, and management of B2B Listings, Applicant profile creation, application submission, proposal and bid submission, communication between Users, access to User-generated content, ranking and visibility functionalities, subscription management, payment-related functionalities, moderation tools, and any other recruitment-related, employment related, project-related, B2B, commercial, or professional collaboration features made available by OnlineJobseu.com from time to time;
- **Subscription Plan:** A service package available to Employers, which defines the scope of features, limitations, and pricing applicable to the use of the Platform. Subscription Plans may include free or paid options and may be modified from time to time by the Platform.

3. ELIGIBILITY AND REGISTRATION AS EMPLOYER AND APPLICANT

3.1 REGISTRATION AND STATUS OF EMPLOYERS

OnlineJobseu.com makes available to Employers a digital infrastructure designed to facilitate the publication of online job listings and the interaction with Applicants. In order to obtain the status of Employer and to access the functionalities of the Platform, any natural or legal person must create an Account and provide accurate, complete, and up-to-date identification and contact information, as required during the registration

process. The Employer undertakes to ensure the ongoing accuracy of such information and to update it whenever necessary.

The submission of registration data does not automatically grant the status of Employer. OnlineJobseu.com reserves the exclusive right to review, validate, approve, or reject any registration request, at its sole discretion and without any obligation to provide reasons. The Platform may, at any time, request additional information or supporting documentation in order to verify the identity, legal status, or legitimacy of the Employer.

Upon obtaining access to the Platform, the Employer assumes full responsibility for all activities carried out through its Account, including, but not limited to, the publication of job listings and communication with Applicants. The Employer expressly acknowledges and agrees that it bears sole and exclusive responsibility for the legality, accuracy, and completeness of all job listings published on the Platform, as well as for ensuring that all job offers comply with applicable laws, including labor, consumer protection, and anti discrimination legislation. The Employer is further solely responsible for all terms, conditions, and representations made in connection with any employment opportunity, as well as for any contractual relationship established with Applicants.

OnlineJobseu.com acts solely as a neutral technological intermediary that provides access to an online platform facilitating interaction between Users. Under no circumstances shall OnlineJobseu.com be considered an employer, recruiter, or employment agency, nor shall it participate in, influence, or control any recruitment or hiring decisions. Furthermore, OnlineJobseu.com does not systematically verify the content of job listings and does not guarantee the accuracy, completeness, or legality of any listing or information provided by Employers.

OnlineJobseu.com reserves the right, at its sole discretion, to restrict, suspend, or terminate, in whole or in part, the Employer's access to the Platform, without prior notice, in situations including, but not limited to, violations of these Terms and Conditions, provision of false or misleading information, non-compliance with applicable laws, or conduct that may negatively affect the Platform, its Users, or its reputation.

3.1.1 EMPLOYER STATUS WHEN USING B2B LISTINGS

For the avoidance of doubt, where an Employer accesses, uses, publishes, responds to, or otherwise interacts with B2B Listings, project-based opportunities, commercial requests, service requirements, outsourcing opportunities, subcontracting opportunities, consultancy assignments, collaboration proposals, or other business-to-business

functionalities made available through the Platform, such Employer shall be deemed to act, in that specific context, as a Business User within the meaning of these Terms and Conditions.

The qualification of an Employer as a Business User in relation to B2B Listings shall not affect its general status as an Employer for the purposes of Account registration, subscription management, payment obligations, access rights, or other functionalities made available to professional users of the Platform, but shall determine the application of the specific obligations, limitations, disclaimers, and liability rules applicable to Business Users and B2B interactions.

3.2 REGISTRATION AND STATUS OF APPLICANTS

OnlineJobseu.com provides individuals with the possibility to register as Applicants for the purpose of identifying and applying for job opportunities and interacting with Employers through the Platform. In order to obtain the status of Applicant, a natural person must create an Account and provide accurate, complete, and up-to-date personal and professional information, including the information contained in their profile and curriculum vitae.

During the account creation process, the Applicant shall be required to confirm that they have reached the legal age of majority and possess full legal capacity under the laws applicable in their country of residence, domicile, or applicable jurisdiction, and, in any event, that they are at least eighteen (18) years of age. Where the applicable law of the Applicant's country of residence or domicile provides for a higher age threshold for acquiring full legal capacity, including but not limited to the age of twenty-one (21) years, the Applicant shall be required to confirm that such higher legal threshold has been met.

The Platform may require the Applicant to select or confirm, during registration, that they satisfy the applicable age and legal capacity requirements based on the country or jurisdiction indicated by them. Where the information provided by the Applicant indicates that the applicable age requirement is not met, OnlineJobseu.com may technically prevent, refuse, restrict, suspend, or terminate the creation or use of the Account.

The Applicant undertakes to ensure the accuracy of all information and declarations provided during the registration process, including any information relating to age, country of residence, domicile, or legal capacity, and acknowledges that any false, incomplete, or misleading declaration in this regard shall constitute a material breach of these Terms and Conditions.

OnlineJobseu.com does not verify, endorse, or guarantee the identity, qualifications, experience, professional background, or legal capacity of Applicants beyond the technical checks and declarations implemented during the registration process, and any reliance placed by Employers on such information is entirely at their own risk.

The Applicant is solely responsible for the content of their profile, curriculum vitae, and any communications carried out through the Platform, as well as for any decisions related to applying for or accepting employment opportunities. The use of the Platform does not guarantee, in any manner, the obtaining of employment, interviews, or any form of professional engagement.

OnlineJobseu.com reserves the right, at its sole discretion, to restrict, suspend, or terminate an Applicant's access to the Platform, without prior notice, in cases including, but not limited to, the submission of false or misleading information, inaccurate age-related or legal capacity declarations, abusive or unlawful behavior, violation of these Terms and Conditions, or conduct that may negatively impact other Users or the integrity of the Platform.

4. OBJECT OF THE CONTRACT AND LEGAL NATURE OF THE SERVICES

4.1 NATURE AND SCOPE OF THE PLATFORM SERVICES

OnlineJobseu.com operates as a digital platform designed to facilitate interaction between Applicants, Employers, Business Users, Project Participants, and other professional participants by providing access to job listings, recruitment-related functionalities, project based opportunities, B2B Listings, and related communication tools within an online environment.

The Platform constitutes a technological infrastructure through which Employers may publish job opportunities, Applicants may search for and apply to such opportunities, and Users, including Employers acting as Business Users, may publish, browse, respond to, or otherwise interact with project-based opportunities, B2B Listings, commercial requests, service requirements, collaboration proposals, or other professional opportunities made available through the Platform.

In this context, OnlineJobseu.com provides Users with access to digital tools and functionalities enabling the publication, browsing, ranking, visibility, management, and exchange of information relating to job listings, project-based opportunities, B2B Listings, applications, proposals, bids, offers, and communications between Users, strictly within the

technical and functional limits of the Platform.

OnlineJobseu.com does not provide employment services, recruitment services, placement services, project management services, consultancy services, outsourcing services, subcontracting services, brokerage services, payment facilitation services, escrow services, or any other professional or commercial services on behalf of Users, and does not engage in any form of personnel selection, candidate evaluation, project selection, business matching, contractual negotiation, supervision, execution, or enforcement of obligations between Users.

The Platform does not intervene in negotiations, does not participate in the conclusion or execution of employment agreements, service agreements, project-based agreements, B2B arrangements, commercial collaborations, subcontracting relationships, consultancy engagements, outsourcing relationships, or any other contractual or pre-contractual relationships established between Users, and does not assume any role, guarantee, liability, or responsibility in connection with such relationships.

All job listings, project-based opportunities, B2B Listings, proposals, bids, offers, communications, documents, and related content available on or transmitted through the Platform are generated, submitted, published, managed, or exchanged exclusively by Users, who act independently, in their own name, on their own behalf, and under their sole responsibility. OnlineJobseu.com does not verify such content in a systematic manner and does not guarantee its accuracy, completeness, legality, feasibility, reliability, suitability, enforceability, commercial fairness, or fitness for any particular purpose.

The Platform acts solely as a neutral technological intermediary, providing Users with access to functionalities intended to facilitate contact, communication, visibility, and exchange of information between Users. The availability of any job listing, project-based opportunity, B2B Listing, commercial request, service requirement, proposal, bid, offer, or other content on the Platform shall not constitute an offer, representation, recommendation, warranty, endorsement, guarantee, or commitment made by OnlineJobseu.com and shall not give rise to any contractual, pre-contractual, employment-related, commercial, professional, or legal obligation on the part of the Platform.

4.2 PROJECT-BASED OPPORTUNITIES AND BIDDING SYSTEM

In addition to standard job listings, the Platform may allow Users to publish project-based opportunities, whereby an Employer or User may describe a specific project, task, or service requirement, together with an estimated budget and relevant specifications.

Other Users may express their interest in such projects by submitting proposals, bids, or offers, including pricing, timelines, and other relevant terms, through the functionalities made available by the Platform.

Users acknowledge and agree that OnlineJobseu.com merely provides the technical infrastructure that enables the publication of project opportunities and the exchange of proposals between Users and does not participate in, influence, or control the negotiation, selection, or execution of any project.

Any agreement, contractual relationship, or collaboration arising from such project-based interactions shall be concluded exclusively between the Users involved, and OnlineJobseu.com shall not be a party thereto and shall bear no responsibility in connection with such arrangements.

OnlineJobseu.com does not guarantee that Users will receive project offers, bids, or proposals, nor does it guarantee the quality, completion, or outcome of any project or service agreed between Users.

4.3 BUSINESS TO BUSINESS LISTING

In addition to standard job listings and project-based opportunities addressed to Applicants, the Platform may allow certain Employers, subject to the eligibility conditions, technical limitations, and subscription-based access rights made available through the Platform, to publish business-to-business opportunities, commercial requests, service requirements, collaboration proposals, assignments, or other professional opportunities addressed to other Employers, Business Users, or professional participants registered on the Platform (hereinafter referred to as “B2B Listings”).

B2B Listings are intended to facilitate commercial, professional, or project-based interactions between Employers or Business Users and may include, without limitation, requests for services, outsourcing opportunities, subcontracting opportunities, consultancy assignments, commercial collaborations, project proposals, or other business-related opportunities that do not necessarily involve an employment relationship and are not intended, by their nature, to create any employment, labor, agency, representation, partnership, or joint venture relationship involving OnlineJobseu.com.

The right to publish B2B Listings may be reserved exclusively to Employers benefiting from specific paid subscription plans, premium functionalities, or other access rights made available through the Platform from time to time, in accordance with the subscription rules, limitations, and commercial conditions applicable to such plans. Employers who do not benefit from the relevant subscription plan or access right may, depending on the functionalities made available by the Platform, be limited to viewing B2B Listings or

accessing only certain restricted information relating thereto, without being granted the right to publish such listings.

Users acknowledge and agree that OnlineJobseu.com merely provides the technical infrastructure enabling the publication, display, browsing, and exchange of information relating to B2B Listings and does not participate in, control, validate, supervise, or influence the negotiation, selection, conclusion, execution, performance, payment, quality, legality, or outcome of any business arrangement, service agreement, commercial collaboration, subcontracting relationship, or other contractual relationship arising between Employers, Business Users, or other professional participants.

Any offer, proposal, bid, expression of interest, negotiation, agreement, collaboration, or contractual relationship arising from or in connection with a B2B Listing shall be established exclusively between the Users involved, acting in their own name and on their own behalf, and OnlineJobseu.com shall not be considered a party, intermediary in the legal sense, agent, representative, broker, consultant, guarantor, employer, contractor, subcontractor, or payment facilitator in relation to such arrangements.

Employers and Business Users publishing or responding to B2B Listings shall bear sole and exclusive responsibility for the accuracy, completeness, legality, feasibility, commercial fairness, and enforceability of any information, representations, specifications, deadlines, budgets, requirements, warranties, or commitments made in connection with such listings or subsequent communications.

OnlineJobseu.com does not guarantee that any B2B Listing will generate responses, proposals, offers, business opportunities, revenue, contracts, successful collaborations, or any specific commercial outcome, nor does it guarantee the identity, solvency, reliability, qualifications, authorizations, legal capacity, tax compliance, professional suitability, or performance of any Employer, Business User, or other professional participant involved in such interactions.

To the fullest extent permitted by applicable law, OnlineJobseu.com shall not be liable for any loss, damage, claim, dispute, non-payment, non-performance, defective performance, delay, misrepresentation, unauthorized use of information, breach of confidentiality, intellectual property dispute, tax issue, regulatory non-compliance, or any other prejudice arising out of or in connection with B2B Listings or any contractual or pre-contractual interactions between Employers, Business Users, or professional participants.

4.4 LISTING, RANKING, AND VISIBILITY OF PLATFORM LISTINGS

Job listings, project-based opportunities, B2B Listings, and any other listings or professional opportunities published through OnlineJobseu.com are displayed, organized, indexed, and ranked through automated processes, algorithmic systems, technical parameters, and platform-specific criteria developed to enhance usability, relevance, accessibility, security, and overall user experience.

The positioning, order, prominence, visibility, and accessibility of such listings may be influenced by multiple objective, dynamic, technical, commercial, and user-interaction criteria, including, without limitation, the relevance of the listing to search queries or filters entered by Users, the category and completeness of the listing, the quality and accuracy of the information provided by the publishing User, the recency of the listing, the level of user interaction and engagement, geographic or professional relevance, subscription-based visibility features, moderation status, and the general performance of the listing within the Platform.

In addition, the visibility and prominence of job listings, project-based opportunities, B2B Listings, or other published content may be influenced by the type of Subscription Plan selected by the Employer or Business User, as well as by the use of optional promotional features, premium functionalities, verified badges, ranking tools, or other visibility

enhancing services made available by the Platform from time to time.

Employers and Business Users expressly acknowledge and accept that certain paid features, including those included in the Premium Plan or in other eligible paid subscription plans, may result in increased exposure, enhanced positioning, priority display, extended visibility, or broader access to Platform functionalities, without any guarantee that such enhanced visibility will generate applications, proposals, bids, responses, contracts, revenue, or any specific recruitment, project-based, or commercial outcome.

Users understand and accept that the Platform's ranking algorithms, visibility criteria, display logic, moderation mechanisms, and technical parameters are subject to continuous updates, adjustments, testing, optimization, and improvement, and that the criteria applied, as well as the relative weight assigned to such criteria, may change over time without prior notice.

Accordingly, the visibility, ranking, accessibility, display order, and performance of any job listing, project-based opportunity, B2B Listing, profile, proposal, or other content published or made available through the Platform may fluctuate dynamically, and OnlineJobseu.com does not guarantee any specific level of visibility, number of views, applications, proposals, bids, interactions, responses, conversions, recruitment outcome, project outcome, or commercial result.

To the fullest extent permitted by applicable law, Employers, Business Users, Applicants, and all other Users expressly waive any claim against OnlineJobseu.com arising out of or in connection with the positioning, ranking, moderation status, visibility, reduced

visibility, non-display, delayed display, removal, or performance of any listing, profile, proposal, application, or other content made available through the Platform.

4.5 LEGAL NATURE OF THE RELATIONSHIP BETWEEN USERS

The Platform facilitates contact, communication, exchange of information, and interaction between Users, including Applicants, Employers, Business Users, Project Participants, and other professional participants; however, any negotiation, selection process, proposal, bid, offer, acceptance, agreement, collaboration, or contractual relationship arising from or in connection with the use of the Platform is established directly and exclusively between the respective Users involved.

When an Applicant applies for a job listing, or when a User or Business User responds to a project-based opportunity, B2B Listing, commercial request, service requirement, collaboration proposal, or any other opportunity made available through the Platform, all subsequent steps, including evaluation, communication, negotiation, interviews, selection, acceptance of proposals, issuance of offers, conclusion of contracts, execution of services, delivery of work, performance of obligations, and payment of any agreed amounts, are carried out directly between the relevant Users, without the involvement, control, supervision, participation, representation, or guarantee of OnlineJobseu.com.

OnlineJobseu.com does not verify, validate, endorse, or guarantee the identity, legal status, professional capacity, qualifications, authorizations, solvency, credibility, reliability, suitability, intentions, or conduct of any User and does not assume any responsibility in this regard. Any reliance placed by a User on information, representations, documents, listings, proposals, bids, offers, messages, or other materials provided by another User is made entirely at that User's own discretion and risk.

Under no circumstances shall OnlineJobseu.com be considered a party to any employment agreement, service agreement, project-based agreement, consultancy engagement, outsourcing arrangement, subcontracting relationship, commercial collaboration, B2B arrangement, or any other contractual or pre-contractual relationship established, negotiated, or performed between Users.

OnlineJobseu.com shall not be deemed to act as an employer, recruiter, employment agency, placement service, agent, representative, broker, contractor, subcontractor, consultant, payment facilitator, escrow provider, commercial intermediary, or legal facilitator in relation to any interaction, job listing, project-based opportunity, B2B Listing, commercial request, service requirement, professional collaboration, or contractual relationship arising between Users through or as a result of the use of the Platform.

All rights, obligations, claims, disputes, liabilities, costs, payments, damages, penalties, or responsibilities arising from or in connection with any employment relationship, recruitment process, project-based engagement, B2B Listing, commercial collaboration, service relationship, or other arrangement between Users shall be borne exclusively by the Users involved, to the fullest extent permitted by applicable law.

4.6 USE OF THE PLATFORM AND USER RESPONSIBILITY

Access to certain functionalities of the Platform may require the creation of an Account and the provision of specific information by the User. Users undertake to provide accurate, complete, and up-to-date information and to use the Platform in good faith and in compliance with applicable laws and these Terms and Conditions.

Failure to provide the requested information or the provision of inaccurate or incomplete information may result in the limitation or inability to access certain functionalities of the Platform.

By creating an Account, accessing the Platform, or using any of its services, the User expressly confirms that they have read, understood, and accepted these Terms and Conditions, including all rights, obligations, and limitations arising from the use of the Platform.

Users further acknowledge that they are solely responsible for their interactions with other Users and for any decisions made in connection with job applications, recruitment processes, or employment relationships.

4.7 TERRITORIAL AND FUNCTIONAL LIMITATIONS OF THE SERVICES

The availability, accessibility, visibility, and practical usefulness of the Services provided through OnlineJobseu.com may be subject to territorial, functional, technical, operational, commercial, and market-related limitations, depending on factors including, without limitation, the presence and activity of Users in a specific geographic area, the availability of job listings, project-based opportunities, B2B Listings, commercial requests, service requirements, Applicants, Employers, Business Users, Project Participants, and other professional participants within the Platform.

Users acknowledge and accept that the Platform does not guarantee the availability of job opportunities, project-based opportunities, B2B Listings, commercial collaborations, service requests, Applicants, Employers, Business Users, professionals, contractors, subcontractors, consultants, service providers, or other professional opportunities in any

particular country, region, city, industry, sector, professional field, or geographic area.

The visibility, accessibility, relevance, and availability of listings or opportunities may vary depending on the location selected by the User, the preferences and filters configured within the Platform, the activity level of other Users, the number and category of Users actively publishing job listings, project-based opportunities, B2B Listings, commercial requests, or other professional opportunities, as well as the technical, subscription-based, and operational functionalities made available by OnlineJobseu.com from time to time.

OnlineJobseu.com does not undertake any obligation to ensure that job listings, project based opportunities, B2B Listings, Applicants, Employers, Business Users, Project Participants, proposals, bids, offers, responses, or commercial opportunities are available in all jurisdictions, geographic areas, industries, or professional categories, nor does it guarantee that any User will receive applications, proposals, bids, responses, views, interactions, contracts, collaborations, revenue, or any other specific outcome in relation to any location or market.

Users further acknowledge that certain Services, functionalities, access rights, visibility tools, communication mechanisms, project-based tools, B2B Listing functionalities, payment related functionalities, or subscription-based features may be unavailable, restricted, modified, or discontinued in certain jurisdictions, regions, or circumstances due to technical limitations, operational considerations, legal requirements, regulatory restrictions, commercial strategy, or the absence of sufficient User activity within the relevant area.

Any limitation, restriction, unavailability, lack of activity, reduced visibility, reduced number of Users, absence of listings, absence of Applicants, absence of proposals, lack of responses, or limited functionality within a particular country, region, professional field, industry, or market shall not give rise to any liability, refund obligation, compensation claim, or other remedy against OnlineJobseu.com, to the fullest extent permitted by applicable law.

5. USER OBLIGATIONS

5.1 GENERAL OBLIGATIONS OF USERS

All Users undertake to access and use OnlineJobseu.com in good faith, in compliance with applicable laws and regulations, as well as with these Terms and Conditions. Users shall refrain from any conduct that may affect the proper functioning of the Platform, the rights and legitimate interests of other Users, or the reputation of OnlineJobseu.com.

Each User is solely responsible for all activities carried out through their Account and for

any content published, transmitted, or otherwise made available on the Platform. Users further undertake to ensure that all information provided is accurate, complete, and up to date at all times.

Any breach of the obligations set forth in these Terms and Conditions, as well as any conduct that OnlineJobseu.com considers, at its sole discretion, to be inappropriate, misleading, unlawful, or contrary to the purpose of the Platform, may result in the restriction, suspension, or permanent termination of the User's access to the Platform, without prior notice and without any liability on the part of OnlineJobseu.com.

In particular, OnlineJobseu.com reserves the right to suspend or terminate Employer accounts and remove job listings in cases where such listings are considered to be false, misleading, non-genuine, or otherwise inconsistent with the standards and purpose of the Platform.

5.2 OBLIGATIONS OF EMPLOYERS

Employers undertake to use the Platform exclusively for lawful, legitimate, genuine, and bona fide recruitment, employment-related, project-based, commercial, B2B, or professional collaboration purposes, strictly in accordance with the functionalities made available through the Platform, the access rights applicable to their Account or Subscription Plan, and the limitations set forth in these Terms and Conditions.

By using OnlineJobseu.com, Employers represent and warrant that any job listings, project based opportunities, B2B Listings, commercial requests, service requirements, collaboration proposals, communications, or other content published, submitted, or transmitted through the Platform correspond to genuine, real, lawful, and non-misleading opportunities, and that all information provided in connection therewith is accurate, complete, current, transparent, and not deceptive in any respect.

5.2.1 JOB LISTING OBLIGATIONS

Employers are required to ensure that all job listings, recruitment processes, and employment conditions comply with all applicable laws and regulations, including, but not limited to, labor law, anti-discrimination legislation, consumer protection rules, and data protection requirements. In particular, Employers expressly acknowledge and agree that all job offers must comply with the legal requirements applicable in the country or jurisdiction where the work activity is to be performed, regardless of the location of the Employer or the Applicant.

Employers bear sole and exclusive responsibility for the content of job listings, including job descriptions, requirements, qualifications, compensation details, and any representations made in connection with employment opportunities. Employers further undertake to ensure that such information reflects real, verifiable, and lawful opportunities and does not conceal, distort, or omit essential aspects of the position.

Employers are strictly prohibited from publishing or promoting job listings that are unlawful, fraudulent, misleading, or abusive in nature, including, but not limited to, job offers that do not correspond to actual positions, misleading compensation schemes, hidden conditions, or opportunities that may result in financial or personal harm to Applicants. The use of the Platform for the promotion of illegal activities, deceptive practices, or any form of scam, phishing, or unauthorized solicitation is strictly forbidden.

Employers shall comply with all applicable anti-discrimination laws and shall not include in job listings or recruitment processes any criteria or conditions that directly or indirectly discriminate against Applicants based on protected characteristics, including but not limited to gender, age, race, nationality, ethnicity, religion, disability, sexual orientation, or any other legally protected ground.

Employers further undertake to process any personal data obtained through the Platform strictly for recruitment purposes and in compliance with applicable data protection laws. The collection, storage, or use of personal data for purposes unrelated to recruitment, including marketing or unauthorized profiling, is strictly prohibited.

Employers are solely responsible for all interactions with Applicants, including any communication, evaluation, negotiation, and contractual relationship established as a result of using the Platform. OnlineJobseu.com does not verify the legality, accuracy, or completeness of job listings and does not assume any responsibility for any breach of legal obligations by Employers.

Any breach of the obligations set forth in this section may result, at the sole discretion of OnlineJobseu.com, in the removal of job listings, restriction of access to certain functionalities, suspension, or permanent termination of the Employer's Account, without prior notice and without any liability on the part of the Platform.

5.2.2 SENSITIVE OR RESTRICTED JOB LISTINGS

Employers are strictly prohibited from publishing job listings that may involve, facilitate, or promote any form of sexual exploitation, trafficking, or activities that may endanger

the dignity, safety, or fundamental rights of Applicants. This includes, without limitation, job offers that are deceptive in nature or that may expose Applicants to inappropriate, coercive, or exploitative conditions.

In the event that Employers publish job listings related to adult content creation or similar activities, including but not limited to online content platforms, they expressly represent and warrant that such activities are lawful in the applicable jurisdiction and that they hold all necessary authorizations, licenses, and consents required under applicable law. Employers further undertake to ensure full transparency regarding the nature of such roles and to comply with all legal, regulatory, and ethical requirements.

OnlineJobseu.com does not verify the legality of such activities and shall not, under any circumstances, be considered an intermediary, facilitator, or provider of adult or sexual services. The Platform expressly disclaims any involvement in or responsibility for such activities, and Employers bear full and exclusive liability for the content and legality of such job listings.

5.2.3 PROCESSING AND USE OF PERSONAL DATA BY EMPLOYERS

Employers undertake to process any personal data obtained through the Platform in strict compliance with applicable data protection laws, including the General Data Protection Regulation (EU) 2016/679 (GDPR), where applicable. In this respect, Employers act as independent data controllers and bear sole responsibility for the lawful collection, processing, storage, and use of Applicants' personal data.

Employers expressly undertake to use such personal data exclusively for legitimate recruitment purposes and shall not process, disclose, transfer, or otherwise use such data for any unrelated purposes, including but not limited to marketing, profiling, or transmission to third parties, without a valid legal basis and without complying with all applicable legal requirements.

Employers further undertake to implement appropriate technical and organizational measures to ensure the security and confidentiality of personal data and to prevent unauthorized access, disclosure, alteration, or destruction of such data.

OnlineJobseu.com does not control and shall not be held responsible for the manner in which Employers process personal data obtained through the Platform. Any misuse, unauthorized disclosure, or unlawful processing of personal data by Employers shall be their sole and exclusive responsibility.

Employers acknowledge and agree that access to Applicants' profiles, documents, and personal data made available through the Platform is granted solely for the purpose of evaluating candidates in the context of legitimate recruitment processes, and within the technical functionalities provided by OnlineJobseu.com.

Employers undertake not to download, copy, store, reproduce, distribute, or otherwise process any documents, personal data, or information made available by Applicants outside the Platform, except where such actions are strictly necessary for the recruitment process and are carried out in full compliance with applicable data protection laws.

Employers further acknowledge that the Platform may implement technical or functional limitations restricting the ability to download or extract such data, and undertake not to circumvent, bypass, or attempt to override any such limitations, including through automated tools, scraping, or any other unauthorized means.

Any use of Applicants' data outside the Platform, or in a manner inconsistent with these Terms and Conditions or applicable law, shall be considered a material breach and may result in the immediate suspension or termination of the Employer's Account, without prejudice to any other legal remedies available to OnlineJobseu.com.

5.3 OBLIGATIONS OF APPLICANTS

Applicants undertake to access and use OnlineJobseu.com exclusively for the purpose of identifying and applying for legitimate employment opportunities, and further agree to conduct themselves, at all times, in good faith, in a professional manner, and in full compliance with applicable laws, regulations, and the present Terms and Conditions, refraining from any conduct that may adversely affect the proper functioning of the Platform or the legitimate interests of Employers or other Users.

By creating an Account and using the Platform, Applicants expressly represent and warrant that all information provided, including but not limited to personal identification data, educational background, professional experience, qualifications, and any content included in their profile or curriculum vitae, is accurate, complete, current, and not misleading in any respect, acknowledging that the submission of false, incomplete, or deceptive information may materially affect recruitment processes and may give rise to consequences including, but not limited to, the restriction, suspension, or permanent termination of access to

the Platform.

Applicants further undertake not to create multiple Accounts for the purpose of circumventing Platform limitations, not to impersonate any other individual or entity, and not to misrepresent, in any manner, their identity, qualifications, experience, or professional background, such conduct being expressly qualified as a serious breach of these Terms and Conditions and as grounds for immediate enforcement measures by OnlineJobseu.com.

Applicants shall use the Platform in a lawful and responsible manner and shall refrain from engaging in any conduct that may disrupt, interfere with, or otherwise negatively affect the operation, integrity, or security of the Platform, including, but not limited to, the submission of false or speculative applications, the transmission of unsolicited, repetitive, or irrelevant communications, or any behavior that may compromise the efficiency or fairness of recruitment processes carried out by Employers.

Furthermore, Applicants undertake not to use the Platform for any purposes other than personal job-seeking activities and shall refrain from any form of unauthorized data collection, commercial use, or automated activity, including, but not limited to, the use of bots, scripts, or bulk application mechanisms, unless expressly authorized in writing by OnlineJobseu.com.

Applicants expressly acknowledge and agree that they bear sole responsibility for all interactions with Employers, including, without limitation, any communication, exchange of information, participation in interviews, negotiation of terms, or conclusion of employment or service agreements, and that OnlineJobseu.com does not verify, endorse, or guarantee the identity, credibility, legitimacy, or good faith of Employers, nor the accuracy, availability, or suitability of any job listings.

Applicants further understand and accept that the use of the Platform does not, under any circumstances, guarantee the receipt of job offers, invitations to interviews, or any form of professional engagement, and that any decisions made in connection with job applications or employment opportunities are taken entirely at their own risk and discretion.

Any breach of the obligations set forth in this section, or any conduct which, in the reasonable opinion of OnlineJobseu.com, is deemed inappropriate, unlawful, abusive, or contrary to the intended purpose of the Platform, may result, at the sole discretion of OnlineJobseu.com, in the restriction of access to certain functionalities, the suspension, or the permanent termination of the Applicant's Account, without prior notice and without any liability on the part of the Platform.

5.4 OBLIGATIONS OF BUSINESS USERS

Business Users undertake to use the Platform and, in particular, any functionalities relating to B2B Listings, project-based opportunities, commercial requests, service requirements, outsourcing opportunities, subcontracting opportunities, consultancy assignments, collaboration proposals, or other professional opportunities, exclusively for lawful, legitimate, genuine, and bona fide business purposes.

By publishing, responding to, or otherwise interacting with a B2B Listing, each Business User expressly represents and warrants that it acts in a professional capacity, in its own name and on its own behalf, and that all information, representations, specifications, requirements, budgets, deadlines, commercial conditions, technical descriptions, qualifications, authorizations, and commitments communicated through the Platform are accurate, complete, lawful, current, and not misleading in any respect.

Business Users shall bear sole and exclusive responsibility for the content, legality, accuracy, feasibility, and commercial fairness of any B2B Listing published or any proposal, bid, offer, expression of interest, message, document, or other communication submitted in response to a B2B Listing. OnlineJobseu.com does not verify, endorse, validate, guarantee, or assume any responsibility for the truthfulness, legality, suitability, reliability, or enforceability of any B2B Listing or of any information provided by Business Users in connection therewith.

Business Users are strictly prohibited from publishing, promoting, submitting, or responding to B2B Listings that are false, fictitious, fraudulent, speculative, misleading, abusive, unlawful, discriminatory, deceptive, or contrary to the intended purpose of the Platform, including, without limitation, listings or proposals involving scams, phishing, pyramid schemes, unauthorized solicitations, hidden fees, unlawful services, unlicensed activities, intellectual property infringement, unfair commercial practices, or any activity that may cause financial, legal, reputational, operational, or personal harm to other Users.

Business Users further undertake not to use B2B Listings or related communication tools for the purpose of unlawfully collecting data, scraping information, harvesting contacts, sending unsolicited commercial communications, circumventing Platform limitations, diverting Users outside the Platform in bad faith, or engaging in any conduct designed to exploit the Platform for purposes unrelated to genuine business, project-based, or commercial collaboration.

Where a Business User publishes a B2B Listing, it shall ensure that the listing clearly, accurately, and transparently describes the nature of the opportunity, the requested services or collaboration, the relevant requirements, any applicable deadlines, the estimated or proposed budget where applicable, and any material conditions that may influence another User's decision to submit a proposal, bid, offer, or expression of interest.

Where a Business User responds to a B2B Listing, it shall ensure that any proposal, bid, offer, or expression of interest submitted through the Platform is made in good faith, reflects a genuine capacity and intention to perform the relevant services or collaboration, and does not contain false qualifications, misleading experience, unrealistic commitments, unauthorized use of third-party materials, or any other information likely to mislead the publishing User.

Business Users acknowledge and agree that any negotiation, agreement, service arrangement, subcontracting relationship, consultancy engagement, outsourcing arrangement, commercial collaboration, payment obligation, delivery obligation, confidentiality obligation, intellectual property arrangement, tax obligation, or regulatory requirement arising from or in connection with a B2B Listing shall be established exclusively between the Users involved, without any participation, control, supervision, guarantee, or responsibility on the part of OnlineJobseu.com.

Business Users shall be solely responsible for verifying the identity, legal status, professional capacity, authorizations, licenses, solvency, tax status, reliability, and suitability of any other Business User, Employer, professional participant, contractor, subcontractor, consultant, service provider, or collaborator with whom they interact or contract as a result of a B2B Listing.

Business Users shall be solely responsible for implementing any contractual, technical, organizational, confidentiality, intellectual property, payment, compliance, tax, or legal safeguards they consider necessary before disclosing business information, confidential materials, know-how, commercial proposals, technical documentation, personal data, or other sensitive information to another User in connection with a B2B Listing.

OnlineJobseu.com shall not be responsible for any non-payment, delayed payment, defective performance, non-performance, breach of contract, breach of confidentiality, misuse of information, misappropriation of ideas, intellectual property dispute, tax liability, regulatory non-compliance, commercial loss, loss of profit, loss of opportunity, reputational harm, or any other prejudice arising from or in connection with B2B Listings or any relationship established between Business Users.

Any breach of the obligations set forth in this section may result, at the sole discretion of OnlineJobseu.com, in the refusal, removal, restriction, or deactivation of the relevant B2B Listing, the limitation of access to certain functionalities, the suspension or permanent termination of the Business User's Account, and/or any other measures deemed necessary to protect the integrity, security, legality, and proper functioning of the Platform, without prior notice and without any liability on the part of OnlineJobseu.com.

6. SUBSCRIPTION PLANS, FEES AND PAYMENTS

6.1 NATURE OF THE BUSINESS MODEL

OnlineJobseu.com operates on a freemium model, whereby Applicants are granted access to the Platform free of charge, while Employers may access certain functionalities either free of charge or through paid subscription plans offering extended features, enhanced visibility, and additional recruitment tools.

Applicants may access and browse job listings without creating an Account. However, in order to apply for any job opportunity or to access certain functionalities of the Platform, Applicants are required to create an Account and provide the requested information. The Platform reserves the right to restrict access to specific features in the absence of a valid Account.

Applicants are entitled to use the Platform for the purpose of searching for job opportunities and submitting applications without being charged any fees. However, Applicants acknowledge and accept that the scope of functionalities available to them may be limited and may be modified, restricted, or extended by the Platform at any time, at its sole discretion.

Access to the Platform and its functionalities may vary depending on the category of User and, in the case of Employers, on the subscription plan selected. Employers using free subscription plans expressly acknowledge and accept that such plans may include limitations, including but not limited to restrictions on the number of job postings, access to certain features, visibility of job listings, communication capabilities with Applicants, and other functionalities made available on the Platform.

The Platform does not guarantee that all functionalities, features, or services will be

available under free plans, and certain advanced tools, benefits, or levels of access may be reserved exclusively for paid subscription plans.

OnlineJobseu.com reserves the right, at its sole discretion, to determine, modify, restrict, suspend, or discontinue, in whole or in part, any functionalities available on the Platform, whether under free or paid plans, at any time, without prior notice, in accordance with its internal policies, technical considerations, and commercial strategy.

For the avoidance of doubt, any reference in these Terms and Conditions to an Employer in connection with Subscription Plans, paid functionalities, billing, payment obligations, renewal, expiration, suspension, termination, or access to premium features shall also include, where the context so requires, any Employer acting in the capacity of a Business User in relation to B2B Listings, project-based opportunities, commercial requests, or other business-to-business functionalities made available through the Platform.

6.2 SUBSCRIPTION PLANS

OnlineJobseu.com offers Employers access to the Platform through different subscription plans, including a free plan with limited functionalities and one or more paid subscription plans providing extended features and enhanced access to the Platform's services.

The functionalities available under the free subscription plan shall be presented on the Platform and may be updated from time to time. The free plan is intended to provide basic access to the Platform and may include functionalities such as publishing a limited number of job listings, receiving applications, reviewing Applicant profiles, contacting a limited number of Applicants, and managing certain recruitment-related interactions.

Employers acknowledge and accept that access to functionalities under the free subscription plan may be subject to significant limitations within the Platform interface, including restrictions on accessing certain sections, modules, tools, or features. Certain functionalities, areas, or services of the Platform may be accessible exclusively to Employers benefiting from paid subscription plans.

Furthermore, Employers understand and agree that advanced features and functionalities, including but not limited to project posting, management of project bids, access to additional Applicant-related data, monitoring or alert tools, and visibility-enhancing elements such as verified employer badges, may be reserved exclusively for paid subscription plans.

The features, limitations, and benefits associated with each subscription plan are described

on the Platform and may be modified, restricted, or updated at any time. Employers acknowledge that the availability of specific functionalities is subject to change and that the Platform does not guarantee the continued availability of any particular feature under any subscription plan.

The Platform does not guarantee any specific level of performance, visibility, number of applications, or recruitment outcome resulting from the use of any subscription plan.

OnlineJobseu.com reserves the right, at its sole discretion, to introduce new subscription plans, modify existing plans, or discontinue any plan at any time, without prior notice, in accordance with its commercial and operational policies.

6.3 PAID SUBSCRIPTION PLANS (PREMIUM PLAN)

Paid subscription plans, such as the “PREMIUM” plan, provide Employers with extended access to the Platform’s functionalities and enhanced tools intended to facilitate recruitment activities.

Such plans are designed to offer significantly broader access compared to the free plan and may include, among others, the ability to publish job listings without numerical limitation, receive and manage applications without restriction, benefit from automatic approval of job postings, and contact Applicants without imposed limits.

Employers subscribed to such plans may also benefit from enhanced support services, the ability to view and manage job applications in an extended manner, save and organize Applicant profiles, and access additional recruitment-related functionalities.

Furthermore, paid subscription plans may include access to advanced features, such as publishing project-based opportunities, managing project bids, accessing additional insights regarding Applicant activity, receiving alerts regarding potentially fraudulent or suspicious Applicants, and benefiting from visibility-enhancing elements, including verified employer badges.

Certain plans may also provide access to exclusive communication channels or communities reserved for subscribed Employers.

The exact scope, configuration, and availability of these functionalities are presented on the Platform and may be modified, updated, or restructured at any time, without prior notice.

The Employer acknowledges that the acquisition of a paid subscription plan does not guarantee any specific level of visibility, number of applications, or recruitment success.

6.3.1 PROJECTS

Paid subscription plans may also include access to dedicated project-based functionalities, designed to enable Employers to publish project opportunities and engage with Applicants or other professionals for the performance of specific services, tasks, or assignments, whether on a short-term, long-term, or one-off basis.

Such functionalities may allow Employers to describe the scope, requirements, timeline, and conditions of a project, as well as to receive, review, evaluate, and manage proposals, bids, or expressions of interest submitted by Applicants or other Users of the Platform. Employers may use these tools to identify suitable professionals and to initiate direct communication or collaboration, in accordance with their own selection criteria and business needs.

The Employer acknowledges and agrees that access to project-related functionalities may be restricted exclusively to certain paid subscription plans and may be subject to additional conditions, limitations, or technical configurations, as determined by OnlineJobseu.com at its sole discretion.

Furthermore, the Employer understands that the Platform acts solely as a technological intermediary facilitating the publication of project opportunities and the interaction between Users and does not participate in, supervise, or control in any manner the negotiation, conclusion, or execution of any agreement arising from such project-based interactions.

The Platform does not guarantee the availability of suitable professionals, the submission of proposals, the quality, timeliness, or successful completion of any project, nor does it assume any responsibility for the outcome of any collaboration initiated through the use of such functionalities.

All rights and obligations arising from any project-based engagement shall be established exclusively between the Employer and the relevant User, and the Platform shall not be a party to any such relationship.

6.3.2 B2B LISTINGS

The Premium Plan may include access to dedicated B2B Listing functionalities, designed to enable Business Users to publish business-to-business opportunities, commercial requests, service requirements, outsourcing opportunities, subcontracting opportunities, consultancy

assignments, collaboration proposals, or other professional opportunities addressed to other Business Users registered on the Platform.

For the purposes of this section, any Employer who accesses, publishes, responds to, applies to, submits proposals for, or otherwise interacts with B2B Listings shall be deemed to act in the capacity of a Business User, irrespective of its general status as an Employer within the Platform.

The right to publish B2B Listings shall be reserved exclusively to Business Users who benefit from an active Premium Plan or from another eligible paid subscription plan expressly granting access to such functionality, as made available by OnlineJobseu.com from time to time. Business Users operating under the Free Subscription Plan, expired subscription plans, inactive subscription plans, or any subscription plan which does not expressly include the right to publish B2B Listings shall not be entitled to create, publish, activate, promote, or maintain B2B Listings on the Platform.

Business Users who do not benefit from an active Premium Plan or from another eligible paid subscription plan granting publication rights may, depending on the technical functionalities made available by the Platform, view, browse, apply to, respond to, submit proposals for, or express interest in B2B Listings published by Business Users holding the relevant access rights, strictly within the limits, conditions, and interaction mechanisms implemented by the Platform.

OnlineJobseu.com reserves the right to determine, modify, restrict, suspend, or discontinue, at any time and at its sole discretion, the scope of B2B Listing functionalities available under the Premium Plan, including the number of B2B Listings that may be published, their visibility, duration, ranking, response mechanisms, interaction limits, moderation rules, and any additional technical or commercial conditions applicable to such functionality.

Each Business User expressly acknowledges that the inclusion of B2B Listing functionalities within the Premium Plan does not guarantee any number of views, responses, proposals, offers, business opportunities, contracts, revenue, successful collaborations, or any other commercial result, and that all interactions arising from or in connection with B2B Listings remain subject to the general disclaimers, limitations of liability, and user responsibility provisions set forth in these Terms and Conditions.

6.4 FEES AND PAYMENT OBLIGATIONS

By subscribing to a paid plan or by accessing any paid functionalities made available through the platform, the Employer expressly agrees to pay all applicable fees, charges, and costs associated with the selected services (hereinafter referred to as the "Subscription

Fees”), as indicated on the Platform prior to the completion of the subscription process.

The Employer acknowledges and accepts that the Subscription Fees may include recurring charges, optional promotional costs, and additional service-related fees, depending on the subscription plan selected and the functionalities activated. All Subscription Fees shall be payable in advance, unless otherwise expressly stated, and shall be clearly displayed prior to the confirmation of the payment.

The Employer expressly authorizes OnlineJobseu.com, or any third-party payment processor acting on its behalf, to charge the applicable Subscription Fees using the payment method selected during the subscription process, including for recurring billing cycles, where applicable.

The Employer undertakes to provide accurate, complete, and up-to-date billing, identification, and payment information and to ensure that the selected payment method is valid, active, and capable of processing the transaction. The Employer shall be solely responsible for any failed payments, declined transactions, or additional costs incurred as a result of inaccurate, incomplete, or outdated information.

Unless otherwise specified, all amounts displayed on the Platform are expressed in EUR and may include or exclude applicable taxes, such as value-added tax (VAT), depending on the legal status and location of the Employer. The Employer is solely responsible for any taxes, duties, or other charges applicable under relevant legislation.

OnlineJobseu.com reserves the right to suspend, restrict, or deny access to paid functionalities in the event of non-payment, failed payment, or delayed payment, without prior notice and without incurring any liability for any resulting loss of access, visibility, or business opportunities.

The Employer acknowledges that access to paid functionalities is conditional upon the successful processing of payment and that no rights to use such functionalities shall arise prior to confirmation of payment.

The Employer acknowledges and agrees that invoices for Subscription Fees may be issued in electronic format and made available through the Platform, including within the Employer’s account or via other electronic means made available by OnlineJobseu.com.

The Employer is responsible for accessing, downloading, and storing such invoices and acknowledges that the availability of invoices within the Platform constitutes valid delivery thereof.

6.5 SUBSCRIPTION DURATION, EXPIRATION, AND CONSEQUENCES OF NON-RENEWAL

Subscription plans are concluded for a fixed duration of one (1) month, unless otherwise expressly specified on the Platform at the time of subscription, and shall confer upon the Employer a limited, non-exclusive, and conditional right to access and use the paid functionalities of the Platform strictly for the duration of the active subscription period.

Upon the expiration of the applicable subscription period, the subscription shall automatically terminate without the need for any prior notice or formalities, unless the Employer expressly elects to renew it by completing a new payment in accordance with the procedures made available on the Platform. The Employer expressly acknowledges that the continuation of access to paid functionalities is strictly conditional upon the existence of a valid and active subscription and that no rights to continued access or use shall subsist beyond the expiration date.

The Employer further acknowledges and agrees that, upon the expiration or termination of the subscription, access to certain functionalities, data, and information made available during the active subscription period may be immediately restricted, limited, suspended, or entirely discontinued, including, but not limited to, access to Applicant profiles, job applications, communication channels, historical data, or any advanced recruitment tools and features associated with paid subscription plans.

Furthermore, the Employer understands and accepts that certain data, content, or functionalities may only remain accessible for a limited period following the expiration of the subscription or may no longer be accessible at all, depending on the Platform's technical configuration, internal policies, or operational constraints, and that OnlineJobseu.com shall have no obligation to maintain, store, preserve, or ensure continued access to such data or functionalities beyond the duration of an active subscription.

The Employer expressly assumes all risks associated with the expiration, non-renewal, or interruption of the subscription, including, without limitation, loss of access to Applicants, loss of communication history, loss of recruitment opportunities, interruption of ongoing recruitment processes, or any loss of business prospects or anticipated benefits.

To the fullest extent permitted by applicable law, OnlineJobseu.com shall not be held liable for any direct, indirect, incidental, consequential, or special damages arising out of or in connection with the expiration or non-renewal of the subscription, including, but not limited to, loss of profits, loss of revenue, loss of business opportunities, or any other form of economic or reputational loss.

The Employer acknowledges that it is solely responsible for managing its subscription status, monitoring the expiration date, and taking any necessary actions to renew the subscription in a timely manner, and that the Platform shall not be under any obligation to provide prior notification regarding the expiration of the subscription or any consequences resulting from the failure to renew.

The Employer may renew the subscription at any time, subject to the terms, conditions, and pricing applicable at the time of renewal, as displayed on the Platform.

6.5.1 BILLING AND PAYMENT PROCESSING

Payments for subscription plans shall be processed exclusively through the payment methods made available on the Platform at the time of the transaction, and, by initiating such payment, the Employer expressly authorizes OnlineJobseu.com, as well as any third-party payment service providers engaged by the Platform, to process the payment and to debit the applicable Subscription Fees using the selected payment method, in accordance with the conditions displayed prior to the confirmation of the transaction.

The Employer acknowledges and accepts that OnlineJobseu.com may, at its sole discretion, engage third-party payment processors for the purpose of facilitating, securing, and administering financial transactions, and that, in such circumstances, the Employer may be required to accept and comply with the terms and conditions of such third-party providers, while any issues, delays, or failures related to the processing of payments attributable to such providers shall not give rise to any liability on the part of OnlineJobseu.com.

6.5.2 SUSPENSION AND TERMINATION FOR NON-PAYMENT

In the event of non-payment, delayed payment, failed transaction, or refusal of payment by the issuing financial institution or payment processor, OnlineJobseu.com reserves the right, at its sole discretion and without prior notice, to suspend, restrict, or terminate the Employer's access to paid functionalities, to deactivate or remove job listings, and to discontinue any ongoing services associated with the subscription.

Such measures may be implemented with immediate effect and shall not give rise to any liability on the part of the Platform for any consequences arising therefrom, including, but not limited to, loss of visibility, interruption of recruitment processes, loss of applications, or any loss of business opportunities, profits, or anticipated benefits.

6.5.3 NO REFUND AND WAIVER OF WITHDRAWAL RIGHTS

The Employer expressly acknowledges that the services provided under subscription plans constitute digital services that are supplied immediately upon activation and that access to such services is granted without delay following the successful processing of payment.

To the fullest extent permitted by applicable law, the Employer expressly waives any right of withdrawal, cancellation, or refund once the subscription has been activated and access to the corresponding functionalities has been granted, and acknowledges that no refunds, whether in whole or in part, shall be granted in respect of any Subscription Fees already paid, including in situations where the Employer has not used the services, has used them only partially, or has not achieved any expected or anticipated results.

Any exception to the above shall apply solely where such right is expressly required by mandatory legal provisions.

6.5.4 MODIFICATIONS TO SUBSCRIPTION PLANS AND FEES

OnlineJobseu.com reserves the right, at its sole discretion, to modify, amend, restructure, suspend, restrict, replace, or discontinue any Subscription Plan, including its pricing, duration, features, limitations, access rights, visibility mechanisms, publication rights, B2B Listing functionalities, project-based functionalities, communication tools, or any other services included therein, at any time, in accordance with its commercial, technical, operational, security, or legal requirements.

Any such modifications shall be made available on the Platform and shall apply to future subscriptions, renewals, upgrades, or purchases, unless otherwise expressly indicated by OnlineJobseu.com. The Employer or Business User acknowledges and agrees that the Platform is not required to maintain any specific pricing structure, feature set, access level, publication right, visibility benefit, or functionality over time, and that the availability of any feature under a Free Subscription Plan, Premium Plan, or other paid subscription plan may be modified, limited, or discontinued.

The continued use of the Platform, as well as the purchase, renewal, upgrade, or continued use of any Subscription Plan following the publication or implementation of such modifications, shall constitute the Employer's acceptance of the updated terms, pricing, features, limitations, and conditions applicable to the relevant Subscription Plan.

Furthermore, where the Employer's or Business User's access to the Platform, to a Subscription Plan, or to any paid functionality is restricted, suspended, or terminated as a result of a breach of these Terms and Conditions, including, without limitation, the publication of false, misleading, deceptive, unlawful, non-genuine, or abusive job listings, project opportunities, B2B Listings, proposals, bids, offers, or other User-generated content, engagement in fraudulent activities, attempts to mislead Applicants, Employers, Business

Users, or other Users, unauthorized data collection, circumvention of subscription-based limitations, or any form of abusive, unlawful, or bad-faith conduct, OnlineJobseu.com shall be entitled to take immediate measures, including the removal of content, deactivation of listings, restriction of functionalities, suspension or termination of the Account, without prior notice and without any liability on the part of the Platform.

In such circumstances, the Employer or Business User shall not be entitled to any refund, reimbursement, compensation, credit, extension of subscription duration, or other financial remedy in respect of any Subscription Fees already paid, regardless of the remaining duration of the subscription period or the extent to which the paid functionalities have been used.

The Employer and, where applicable, the Business User expressly acknowledge that the loss of access to the Platform, Subscription Plan, paid functionalities, job listings, project-based functionalities, B2B Listing functionalities, communication tools, visibility mechanisms, or other features as a consequence of their own breach constitutes a direct, foreseeable, and contractually accepted consequence of such conduct.

The Employer and, where applicable, the Business User further agree that such measures are necessary to protect the integrity, security, legality, reputation, and proper functioning of the Platform and its Users, and that they shall not give rise to any liability on the part of OnlineJobseu.com, including for any alleged loss of business, Applicants, proposals, bids, responses, revenue, profit, visibility, commercial opportunities, or anticipated benefits.

7. GENERAL DISCLAIMER AND ROLE OF THE

PLATFORM 7.1 ROLE OF THE PLATFORM

OnlineJobseu.com operates solely as a neutral technological platform that facilitates interaction between Employers, Applicants, Business Users, Project Participants, and other professional participants by providing access to job listings, recruitment-related functionalities, project-based opportunities, B2B Listings, and related communication tools within a digital environment.

In this capacity, the Platform provides the technical means necessary for Users to publish, access, browse, respond to, and exchange information, without intervening in, influencing, validating, guaranteeing, or exercising control over the content, substance, negotiation, performance, or outcome of such interactions beyond what is strictly necessary for the operation, security, moderation, compliance, and integrity of the Platform.

Under no circumstances shall OnlineJobseu.com be deemed to act as an employer, recruiter, employment agency, placement service, commercial intermediary, broker, agent, representative, contractor, subcontractor, consultant, payment facilitator, escrow provider, or representative of any User, nor shall it be considered to participate in, control, supervise, or influence any recruitment, hiring, project-based, B2B, commercial, service-related, or professional collaboration process carried out between Users.

Employers and Business Users bear sole and exclusive responsibility for the content, accuracy, completeness, legality, feasibility, and fairness of all job listings, project-based opportunities, B2B Listings, commercial requests, service requirements, collaboration proposals, bids, offers, messages, documents, and other content published, submitted, transmitted, or otherwise made available by them through the Platform. OnlineJobseu.com does not systematically verify such information and does not guarantee that any content provided by Employers, Business Users, or other Users is accurate, complete, lawful, reliable, current, suitable, enforceable, or free from misleading elements.

Similarly, Applicants, Project Participants, and other Users bear sole responsibility for the accuracy, completeness, authenticity, legality, and reliability of the information provided in their profiles, applications, proposals, bids, offers, communications, documents, or any other materials transmitted through the Platform. OnlineJobseu.com does not verify the identity, qualifications, experience, professional capacity, legal status, solvency, authorizations, intentions, reliability, suitability, or performance of any User.

Users expressly acknowledge and agree that OnlineJobseu.com does not guarantee that Employers or Business Users will receive suitable Applicants, proposals, bids, offers, responses, views, interactions, contracts, collaborations, revenue, or business opportunities, nor that Applicants, Project Participants, Business Users, or other Users will obtain employment opportunities, interviews, projects, contracts, commercial collaborations, service engagements, or any form of professional or business result through the Platform.

Any employment relationship, contractual arrangement, project-based engagement, B2B arrangement, commercial collaboration, service relationship, or professional relationship arising between Users shall be established exclusively between such Users, at their sole responsibility and risk. OnlineJobseu.com shall not be a party to any such relationship and shall bear no responsibility whatsoever in connection with its formation, negotiation, execution, performance, payment, termination, or outcome.

7.2 NATURE OF THE SERVICES PROVIDED

The services provided by OnlineJobseu.com consist exclusively in making available a digital infrastructure that enables Users, including Employers, Applicants, Business Users, and

other professional participants, to access, publish, browse, respond to, and exchange information relating to employment opportunities, project-based opportunities, B2B Listings, commercial requests, service requirements, professional collaborations, and other opportunities made available within the technical and functional limits of the Platform.

In this respect, the Platform acts solely as a hosting, communication, and technical intermediation environment for User-generated content, without creating, initiating, determining, validating, endorsing, or assuming responsibility for the content of job listings, project opportunities, B2B Listings, proposals, bids, offers, profiles, messages, documents, or any other materials made available by Users through the Platform.

Any job listing, project-based opportunity, B2B Listing, proposal, bid, offer, commercial request, service requirement, profile, communication, document, or other information displayed, transmitted, or exchanged through the Platform shall be considered content provided exclusively by the relevant User and shall not be construed as an offer, representation, warranty, recommendation, endorsement, commitment, or guarantee made by OnlineJobseu.com, nor shall it give rise to any contractual, pre-contractual, commercial, employment-related, or professional obligation on the part of the Platform.

OnlineJobseu.com does not assume any obligation to monitor, verify, validate, approve, or systematically review the accuracy, completeness, relevance, legality, feasibility, commercial fairness, professional suitability, or enforceability of User-generated content, including job listings, project opportunities, B2B Listings, proposals, bids, offers, or any communications exchanged between Users. Any intervention by the Platform in relation to such content shall be limited to technical, operational, security, moderation, or compliance-related purposes, as deemed necessary for the proper functioning, integrity, and safety of the Platform or as required by applicable law.

The Platform does not guarantee that the services, functionalities, listings, visibility mechanisms, communication tools, recruitment features, project-based tools, or B2B Listing functionalities will meet the specific expectations, requirements, objectives, commercial interests, recruitment needs, project requirements, or business purposes of any User, and Users acknowledge that the use of the Platform is carried out entirely at their own discretion and risk, within the functional capabilities, access rights, subscription limitations, and technical configurations made available by OnlineJobseu.com from time to time.

7.3 ABSENCE OF EMPLOYMENT, COMMERCIAL OR CONTRACTUAL RELATIONSHIP

Users expressly acknowledge and agree that any interaction, communication, exchange of information, negotiation, proposal, bid, offer, expression of interest, agreement, or contractual relationship arising from or in connection with the use of the Platform is established directly and exclusively between the respective Users involved, without any involvement, participation, supervision, control, representation, guarantee, or intervention on the part of OnlineJobseu.com.

Under no circumstances shall OnlineJobseu.com be considered a party to any employment agreement, service agreement, project-based agreement, subcontracting arrangement, consultancy engagement, outsourcing relationship, commercial collaboration, B2B arrangement, or any other contractual or pre-contractual relationship concluded or negotiated between Applicants, Employers, Business Users, Project Participants, or any other Users of the Platform.

OnlineJobseu.com shall not be deemed to act as an employer, recruiter, employment agency, placement service, agent, representative, broker, contractor, subcontractor, consultant, payment facilitator, escrow provider, commercial intermediary, or facilitator in the legal sense in relation to any recruitment process, employment opportunity, project-based opportunity, B2B Listing, commercial request, service requirement, or professional collaboration made available through the Platform.

The Platform does not participate in, supervise, verify, validate, or control any recruitment process, project-based interaction, B2B interaction, commercial negotiation, service arrangement, or professional collaboration between Users, including, without limitation, the evaluation of Applicants, the organization of interviews, the negotiation of terms, the submission or acceptance of proposals or bids, the award of projects, the conclusion of contracts, the execution of services, the performance of obligations, the delivery of results, or the payment of any amounts agreed between Users.

Users further acknowledge and agree that OnlineJobseu.com does not guarantee, in any manner whatsoever, the conclusion of any employment relationship, service relationship, commercial agreement, project-based collaboration, B2B contract, subcontracting arrangement, consultancy engagement, outsourcing relationship, or any other contractual or professional relationship arising from the use of the Platform.

OnlineJobseu.com does not guarantee the success of any recruitment process, the suitability, qualifications, solvency, reliability, legal capacity, professional competence, authorizations, performance, or conduct of any Applicant, Employer, Business User, Project Participant, contractor, subcontractor, consultant, service provider, collaborator, or any other User, nor the accuracy, reliability, legality, enforceability, or fulfillment of any representations, commitments, obligations, deadlines, budgets, specifications, or commercial terms communicated by Users through the Platform.

Any rights, obligations, claims, disputes, payments, liabilities, losses, damages, penalties, costs, or responsibilities arising out of or in connection with any interaction, negotiation, agreement, contractual relationship, employment relationship, project-based engagement, B2B Listing, commercial collaboration, or other relationship between Users shall be borne exclusively by the respective Users involved, and Users expressly waive any claim against OnlineJobseu.com in this regard, to the fullest extent permitted by applicable law.

7.4 LIMITATION OF LIABILITY TOWARD EMPLOYERS

Without prejudice to the general disclaimers set forth in Section 7.1, Employers acknowledge and agree that OnlineJobseu.com provides access to a technological platform intended to facilitate recruitment processes and project-based collaborations, without assuming any obligation to ensure the success, efficiency, or outcome of such activities.

OnlineJobseu.com does not guarantee that Employers will receive any applications or proposals through the Platform, nor does it guarantee any minimum or specific number of Applicants or participants in response to a job listing or project opportunity, regardless of the subscription plan selected or the functionalities used.

The Employer expressly acknowledges that the number and quality of responses may vary depending on factors outside the control of the Platform, including, but not limited to, market conditions, industry demand, geographic location, compensation or project terms offered, and the overall attractiveness and competitiveness of the listing.

The Platform does not guarantee the quality, suitability, qualifications, availability, or reliability of any Applicants or professionals and shall not be held responsible for the accuracy, completeness, or authenticity of any information provided by them, including but not limited to resumes, professional experience, certifications, identity, or representations made in connection with job applications or project proposals.

Employers expressly acknowledge that any interaction with Applicants or other Users, including communication, evaluation, selection, hiring, awarding of projects, or any contractual engagement, is carried out entirely at their own discretion and risk, and that OnlineJobseu.com does not participate in, verify, supervise, or control such processes.

With respect to project-based functionalities, OnlineJobseu.com shall not be liable for any delays, errors, deficiencies, non-performance, or improper performance of services by Applicants or professionals engaged through the Platform, nor for any damages resulting from the execution or non-execution of any project, including missed deadlines, substandard work, or failure to meet agreed requirements.

The Employer expressly acknowledges and agrees that OnlineJobseu.com shall not be held liable, under any circumstances, for any acts, omissions, or conduct of Applicants or other Users, including, without limitation, any failure to perform obligations, delays in performance, provision of defective or incomplete work, or refusal to return

documents, data, or materials.

Furthermore, the Employer shall not be entitled to seek any compensation, damages, or remedies from OnlineJobseu.com for any prejudice allegedly caused by Applicants, including, but not limited to, the unauthorized use, disclosure, or misappropriation of ideas, concepts, business information, or other materials shared in the context of recruitment processes or project-based collaborations.

The Employer expressly acknowledges that all interactions with Applicants, including the exchange of information, materials, or intellectual property, are conducted at its own risk, and that it is solely responsible for implementing appropriate contractual, technical, or legal safeguards to protect its interests.

Furthermore, OnlineJobseu.com shall not be held liable for any loss, misuse, unauthorized use, or alleged misappropriation of ideas, concepts, materials, or confidential information exchanged between Employers and Applicants or other Users in the context of job listings or project-based interactions. Employers are solely responsible for implementing appropriate measures to protect their intellectual property and business interests.

OnlineJobseu.com does not guarantee any level of visibility of job listings or project opportunities, any level of engagement from Applicants, or any recruitment or project related outcome, and shall not be liable for any lack of interest, low response rate, or unsuccessful hiring or collaboration results.

Any references displayed on the Platform regarding success rates, performance indicators, or statistics, are provided for informational and illustrative purposes only and do not constitute a guarantee of results. The Employer acknowledges that such figures are based on general data, estimates, or historical performance and may not reflect the outcome of any individual recruitment or project engagement.

To the fullest extent permitted by applicable law, OnlineJobseu.com shall not be liable for any direct, indirect, incidental, consequential, or special damages suffered by Employers in connection with the use of the Platform, including but not limited to loss of profits, loss of business opportunities, loss of revenue, reputational damage, project-related losses, or any costs associated with recruitment or collaboration processes.

Employers acknowledge and agree that the use of the Platform is undertaken entirely at their own risk and that the Platform's role is limited exclusively to providing access to technological tools, without assuming any obligation of result or performance.

7.5 LIMITATION OF LIABILITY TOWARD APPLICANTS AND PROJECT PARTICIPANTS

Without prejudice to the general disclaimers set forth in Section 7.1, Applicants acknowledge and agree that OnlineJobseu.com operates solely as a technological intermediary that facilitates access to job listings and project-based opportunities published by Employers, without assuming any role in the creation, verification, negotiation, or execution of such opportunities.

OnlineJobseu.com does not guarantee that Applicants will obtain employment, be shortlisted, selected, or engaged for any position or project, nor does it guarantee that any job listing or project opportunity published on the Platform will lead to a valid, enforceable, or ongoing contractual relationship. The Platform shall not be held liable for the failure of Employers to respond to applications, to proceed with recruitment processes, to conduct interviews, or to fulfill any representations, commitments, or expectations arising from job listings or project descriptions.

Applicants expressly acknowledge that all information provided by Employers, including but not limited to job descriptions, required qualifications, compensation structures, benefits, project scope, deadlines, deliverables, and working conditions, is supplied solely by the Employers and is not verified, endorsed, or guaranteed by OnlineJobseu.com in a systematic or comprehensive manner. Consequently, the Platform shall not be liable for any inaccuracies, omissions, misleading statements, or unlawful content contained in such listings.

Any interaction between Applicants and Employers, including, without limitation, communication, submission of applications, participation in interviews, negotiation of terms, conclusion of agreements, or engagement in project-based collaborations, is carried out entirely at the Users' own discretion and risk. OnlineJobseu.com does not participate in, supervise, monitor, or control such interactions and shall not be responsible for any acts, omissions, or conduct of Employers, including failure to perform contractual obligations, refusal to honor agreed terms, or any form of abusive, negligent, or unlawful behavior.

With respect to project-based functionalities, Applicants acknowledge that OnlineJobseu.com does not guarantee that any project will be awarded, commenced, completed, or compensated, nor does it guarantee the fairness, transparency, or enforceability of any project-related arrangement. The Platform shall not be liable for any disputes arising between Applicants and Employers, including but not limited to disputes regarding payment, delays, scope of work, quality of deliverables, intellectual property rights, or termination of collaboration.

Furthermore, OnlineJobseu.com shall not be liable for any loss, misuse, unauthorized use, disclosure, or alleged misappropriation of ideas, concepts, proposals, materials, or confidential information shared by Applicants in the context of job applications or project related interactions. Applicants expressly acknowledge that any information disclosed through the Platform or in connection with its use is shared at their own risk, and that they are solely responsible for implementing appropriate safeguards to protect their intellectual property rights, proprietary information, and professional interests.

The Platform does not guarantee the availability, continuity, or consistency of job listings or project opportunities and shall not be liable for any absence, withdrawal, or modification of such opportunities, nor for any interruption or discontinuation of recruitment or project related processes initiated by Employers.

To the fullest extent permitted by applicable law, OnlineJobseu.com shall not be liable for any direct, indirect, incidental, consequential, or special damages suffered by Applicants in connection with the use of the Platform, including but not limited to loss of employment opportunities, loss of income, loss of expected earnings, reputational damage, loss of business opportunities, or any costs, expenses, or damages arising out of disputes between Applicants and Employers.

Applicants further acknowledge and agree that the use of the Platform is undertaken entirely at their own risk and that the Platform's role is strictly limited to providing access to technological tools and services, without assuming any obligation of result, performance, or guarantee of outcome in relation to employment or project-based engagements.

7.6 LIMITATION OF LIABILITY TOWARD BUSINESS USERS

Without prejudice to the general disclaimers set forth in Section 7.1 and the specific provisions governing B2B Listings, Business Users acknowledge and agree that OnlineJobseu.com operates exclusively as a neutral technological infrastructure enabling the publication, display, browsing, and exchange of information relating to business-to-business opportunities, commercial requests, project-based opportunities, service requirements, outsourcing opportunities, subcontracting opportunities, consultancy assignments, collaboration proposals, or other professional interactions between Users.

OnlineJobseu.com does not create, validate, verify, endorse, guarantee, supervise, or control any B2B Listing, proposal, bid, offer, expression of interest, negotiation, agreement, service arrangement, subcontracting relationship, consultancy engagement, outsourcing arrangement, commercial collaboration, or any other contractual or pre-contractual

relationship established between Business Users as a result of their use of the Platform.

Business Users expressly acknowledge and agree that any interaction with another Business User, Employer, professional participant, contractor, subcontractor, consultant, service provider, or collaborator is carried out entirely at their own discretion, responsibility, and risk, and that OnlineJobseu.com does not verify or guarantee the identity, legal status, professional capacity, solvency, reliability, authorizations, licenses, qualifications, tax compliance, regulatory compliance, or suitability of any User involved in B2B interactions.

OnlineJobseu.com shall not be liable for any failure by a Business User to respond to a B2B Listing, submit a proposal, enter into negotiations, conclude an agreement, perform contractual obligations, make payments, deliver services, comply with agreed deadlines, respect confidentiality obligations, protect intellectual property rights, or comply with any legal, fiscal, regulatory, professional, or contractual requirements applicable to the relevant business relationship.

Business Users acknowledge that all information contained in B2B Listings, proposals, bids, offers, messages, documents, specifications, budgets, deadlines, technical descriptions, commercial conditions, warranties, or representations is provided exclusively by the relevant User and is not verified, endorsed, or guaranteed by OnlineJobseu.com. Consequently, the Platform shall not be liable for any inaccuracies, omissions, misleading statements, unlawful content, unrealistic commitments, defective specifications, hidden conditions, or any other representations made by Business Users in connection with B2B Listings or related communications.

Any agreement, collaboration, service relationship, subcontracting arrangement, consultancy engagement, outsourcing relationship, payment obligation, confidentiality obligation, intellectual property arrangement, or other legal relationship arising from or in connection with a B2B Listing shall be concluded and performed exclusively between the Business Users involved, without any participation, control, supervision, guarantee, or responsibility on the part of OnlineJobseu.com.

To the fullest extent permitted by applicable law, OnlineJobseu.com shall not be held liable for any non-payment, delayed payment, defective performance, non-performance, partial performance, failure to deliver, delay, breach of contract, breach of confidentiality, misuse of information, unauthorized disclosure, misappropriation of ideas, intellectual property dispute, tax liability, regulatory non-compliance, unfair commercial practice, fraud, misrepresentation, loss of business opportunity, loss of profit, reputational harm, operational disruption, or any other loss, damage, claim, dispute, cost, or prejudice

arising out of or in connection with B2B Listings or any interaction, negotiation, arrangement, or relationship established between Business Users.

Business Users are solely responsible for conducting their own due diligence before entering into any business relationship through or as a result of the Platform, including verifying the identity, legal status, professional capacity, authorizations, licenses, solvency, tax status, regulatory compliance, reputation, and suitability of any other User with whom they intend to interact, negotiate, contract, or collaborate.

Business Users are further solely responsible for implementing any contractual, technical, organizational, financial, confidentiality, intellectual property, data protection, compliance, tax, or legal safeguards they consider necessary before disclosing business information, confidential materials, know-how, commercial proposals, technical documentation, personal data, pricing information, or any other sensitive or proprietary information to another User.

OnlineJobseu.com does not guarantee that any B2B Listing will generate views, responses, proposals, bids, offers, negotiations, contracts, revenue, business opportunities, successful collaborations, or any specific commercial outcome, irrespective of the subscription plan selected, the visibility of the listing, the use of paid functionalities, or any promotional or premium features made available through the Platform.

Business Users expressly acknowledge and agree that the use of B2B Listing functionalities is undertaken entirely at their own risk and that the role of OnlineJobseu.com is limited exclusively to providing access to technological tools, without assuming any obligation of result, performance, verification, enforcement, payment, supervision, or guarantee in relation to any B2B interaction or commercial arrangement.

7.7 TAXES AND FISCAL OBLIGATIONS

Users acknowledge and agree that they are solely responsible for complying with all applicable tax, fiscal, and reporting obligations arising from their use of the Platform and from any activities conducted through or as a result of such use.

Employers are solely responsible for complying with all legal and fiscal obligations applicable to them under relevant legislation, including, but not limited to, obligations related to employment law, taxation, social security contributions, payroll obligations, and any other charges associated with hiring, engaging, or remunerating Applicants or other Users.

Applicants and any other Users performing services or participating in project-based engagements through the Platform acknowledge that they are solely responsible for declaring and paying any taxes, duties, contributions, or other fiscal obligations arising from any income, compensation, or financial benefit obtained as a result of such activities.

In particular, Users understand that, depending on the nature of their activity and the applicable legal framework, they may be required to register as independent professionals, self-employed individuals, or legal entities, and to comply with all corresponding tax and regulatory requirements.

OnlineJobseu.com does not provide tax, legal, or financial advice and does not assess, verify, or determine the applicability of any tax obligations to any User. The Platform does not act as an employer, contractor, fiscal agent, or withholding entity and shall not be responsible for calculating, collecting, withholding, or remitting any taxes or contributions on behalf of Users.

To the fullest extent permitted by applicable law, OnlineJobseu.com shall not be held liable for any failure by Users to comply with their tax obligations, nor for any penalties, fines, liabilities, or damages arising from non-compliance with applicable fiscal or regulatory requirements.

7.8 LIMITATION OF LIABILITY AND DAMAGES

To the fullest extent permitted by applicable law, OnlineJobseu.com shall not be liable for any indirect, incidental, consequential, special, or punitive damages arising out of or in connection with the use of, or inability to use, the Platform, regardless of the legal basis of the claim, including but not limited to contract, tort (including negligence), strict liability, or otherwise.

Such excluded damages shall include, without limitation, any loss of profits, loss of revenue, loss of business opportunities, loss of contracts, loss of data, loss of anticipated savings, reputational damage, or any other form of economic or commercial loss, whether incurred by Employers, Applicants, or any other Users.

Without prejudice to the foregoing, and to the extent that liability cannot be excluded under applicable law, the total aggregate liability of OnlineJobseu.com toward any Employer, Business User or any other Users, arising out of or in connection with the use of the Platform or these Terms and Conditions, shall be strictly limited to the total amount of Subscription Fees actually paid by the user to the Platform during the one (1) month period immediately preceding the event giving rise to the claim.

With respect to Applicants and any other Users who access the Platform free of charge, OnlineJobseu.com shall not bear any financial liability whatsoever, to the maximum extent permitted by applicable law.

The limitations and exclusions of liability set forth in this Section shall apply irrespective of the nature or basis of the claim and shall remain in full force and effect even in the event of termination, suspension, or expiration of the User's access to the Platform or of these Terms and Conditions.

The User expressly acknowledges and agrees that the allocation of risk reflected in these Terms, including the limitations of liability set forth herein, constitutes an essential basis of the agreement between the parties and that the Platform would not be able to provide its services, including free or low-cost access, without such limitations.

7.9 INDEMNIFICATION AND RIGHT TO REMOVE CONTENT

Users agree to indemnify, defend, and hold harmless OnlineJobseu.com, its affiliates, shareholders, directors, employees, representatives, and partners from and against any and all claims, demands, actions, liabilities, damages, losses, costs, or expenses, including reasonable legal fees, arising out of or in connection with (i) the use of the Platform by the User, (ii) any content submitted, published, or transmitted by the User, (iii) any breach of these Terms and Conditions, or (iv) any violation of applicable laws or the rights of third parties.

This indemnification obligation shall apply regardless of whether such claims are brought by other Users, authorities, or third parties, and shall include, without limitation, any claims related to job listings, recruitment processes, personal data processing, or interactions between Users.

Users expressly acknowledge and agree that they are solely responsible for any content made available through the Platform and for any consequences arising therefrom, and undertake to fully indemnify OnlineJobseu.com for any damages or costs incurred as a result of such content or conduct.

OnlineJobseu.com reserves the right, at its sole discretion, at any time and without prior notice, to remove, restrict, suspend, or otherwise modify any content published on the Platform, including but not limited to job listings, user profiles, or any other materials, where it considers that such content may be unlawful, misleading, inappropriate, contrary to these Terms and Conditions, or otherwise harmful to the Platform, its Users, or third parties.

Such measures may be implemented without the obligation to provide any prior notification, justification, or explanation, and without incurring any liability towards the affected User.

Furthermore, OnlineJobseu.com reserves the right to suspend or terminate any User Account, restrict access to certain functionalities, or take any other measures deemed necessary to protect the integrity, security, and proper functioning of the Platform, without prior notice and without liability.

7.10 MODIFICATIONS, RESTRICTION MEASURES AND SUSPENSION OF ACCESS

OnlineJobseu.com reserves the right, at its sole discretion, at any time and without prior notice, to modify, suspend, restrict, or discontinue any part of the Platform, including its content, functionalities, or services.

The Platform may, on its own initiative or following notifications received from Users, third parties, or competent authorities, conduct investigations and take any measures deemed necessary, reasonable, and proportionate in relation to content published by Users or their conduct on the Platform.

Such measures may include, without limitation, the verification of the circumstances of a case, contacting the reporting party, the User responsible for the content, or any relevant authority, where appropriate.

Depending on the nature and severity of the alleged breach, OnlineJobseu.com may, without prior notice:

- refuse the publication of content;
- remove or modify User-generated content;
- deactivate job listings or user profiles;
- restrict access to certain functionalities;
- suspend or permanently terminate User Accounts;
- block current or future access to the Platform.

Where required by applicable law, including Regulation (EU) 2022/2065 (Digital Services Act – DSA), OnlineJobseu.com may take immediate action to restrict or remove illegal content upon receipt of an order from a competent authority. In such cases, where contact details are available, the affected User shall be informed in accordance with applicable legal requirements.

In the event of repeated breaches of these Terms and Conditions, including but not limited to the publication of misleading, unlawful, or non-genuine job listings, OnlineJobseu.com reserves the right to permanently suspend or terminate the User's Account and to refuse any future access to the Platform.

Where feasible and required by law, Users affected by restriction measures may be informed of the reasons for such measures, the legal or contractual basis invoked, and the available remedies, without prejudice to the Platform's right to act without prior notice where justified.

OnlineJobseu.com may take any action necessary to comply with applicable laws, judicial decisions, or requests from competent authorities, including the disclosure of User data where legally required.

8. INTELLECTUAL PROPERTY RIGHTS

8.1 PLATFORM INTELLECTUAL PROPERTY

All intellectual property rights in and to the Platform, including, without limitation, its underlying software, source code, databases, architecture, design elements, graphical interface, functionalities, trademarks, service marks, trade names, logos, and any related materials or content, whether registered or unregistered, are and shall remain the exclusive property of OnlineJobseu.com or of its licensors, as applicable, and are protected by applicable intellectual property laws, including but not limited to copyright, trademark, and database protection regulations.

Nothing in these Terms and Conditions shall be construed as transferring or assigning to the User any ownership rights in respect of the Platform or any part thereof. Users are granted solely a limited, non-exclusive, non-transferable, revocable right to access and use the Platform strictly for its intended purposes and in accordance with these Terms, such right being conditional upon continuous compliance with all applicable provisions herein.

8.2 USER CONTENT AND LICENSE

Users retain ownership of all content, data, and materials that they upload, publish, transmit, or otherwise make available through the Platform, including, without limitation, job listings, project descriptions, company profiles, Applicant profiles, resumes, portfolios, communications, and any other information or materials (hereinafter collectively referred to as "User Content").

All content uploaded, published, transmitted, or otherwise made available on the Platform by Users, including but not limited to job listings, project descriptions, company profiles, Applicant profiles, CVs, portfolios, and communications (hereinafter referred to as "User Content"), shall remain the exclusive property of the User who created or provided such content.

In particular, Employers retain full intellectual property rights over job descriptions, project postings, and any related materials published on the Platform.

However, by uploading or publishing User Content, the User grants OnlineJobseu.com

a worldwide, non-exclusive, royalty-free, transferable, and sublicensable license to use, reproduce, store, process, adapt, modify, display, distribute, and promote such content for the purposes of operating, maintaining, improving, and marketing the Platform and its services.

This license includes, without limitation, the right to display job listings and projects within the Platform, to promote them through internal and external channels, to index and rank such content in search functionalities, and to make technical modifications necessary for compatibility and performance.

By uploading, publishing, or otherwise making available any User Content on or through the Platform, the User hereby grants to OnlineJobseu.com a worldwide, non-exclusive, royalty free, transferable, sublicensable license to use, reproduce, store, process, adapt, modify, display, publish, distribute, and make available such User Content, solely for the purposes of operating, maintaining, developing, promoting, and improving the Platform and the services provided through it.

The User represents and warrants that it holds all necessary rights, titles, licenses, and authorizations required to grant the above license and that the User Content does not infringe, misappropriate, or otherwise violate any intellectual property rights or other rights of any third party. The User further undertakes to indemnify and hold harmless OnlineJobseu.com against any claims arising from or related to the User Content.

For the avoidance of doubt, Employers retain full ownership of the intellectual property rights in and to the job listings, descriptions, and related materials published on the Platform. However, by uploading or publishing such content, the Employer grants OnlineJobseu.com a non-exclusive, worldwide, royalty-free, transferable, and sublicensable license to use, reproduce, display, distribute, adapt, and promote such content for the purposes of operating, marketing, and improving the Platform and its services.

This license includes, without limitation, the right to display job listings within the Platform, to promote them through various channels, including search functionalities, promotional sections, and external marketing tools, and to process and adapt such content for technical or operational purposes.

8.3 RESPONSIBILITY FOR USER CONTENT

Users are solely responsible for the content they upload or make available through the Platform and represent and warrant that they hold all necessary rights, licenses, and permissions to use and share such content.

Users further acknowledge that they bear full legal responsibility for any claims, damages, or disputes arising from their User Content, including but not limited to intellectual property infringements, misleading information, or unlawful material.

OnlineJobseu.com does not systematically verify the legality, accuracy, or ownership of User Content and shall not be held liable for any such content or for any consequences arising from its publication or use.

8.4 NO LIABILITY FOR INTELLECTUAL PROPERTY MISUSE BETWEEN USERS

OnlineJobseu.com shall not be held liable for any disputes between Users concerning intellectual property rights, including but not limited to the unauthorized use, disclosure, reproduction, or misappropriation of ideas, concepts, business information, project proposals, or any other materials exchanged through the Platform.

In particular, the Platform shall bear no responsibility for any alleged theft of ideas, improper use of confidential information, or unauthorized exploitation of materials shared in the context of job applications, recruitment processes, project-based collaborations or B2B Listings.

Users expressly acknowledge that any information disclosed through the Platform is shared at their own risk and that they are solely responsible for implementing appropriate legal, contractual, or technical safeguards to protect their intellectual property and business interests.

8.5 RESTRICTIONS ON USE OF THE PLATFORM

Users are strictly prohibited from copying, reproducing, distributing, modifying, reverse engineering, scraping, extracting, or otherwise exploiting, in whole or in part, the Platform or any content made available therein, without the prior written consent of OnlineJobseu.com.

Any unauthorized use, including automated data extraction, use of bots, or commercial reuse of Platform content, shall constitute a material breach of these Terms and may result in immediate suspension or termination of access, as well as potential legal action.

8.6 USE OF THIRD-PARTY CONTENT

The Platform may, in certain cases, display or reference third-party content, including company names, trademarks, logos, or publicly available materials. Such content is used for

informational purposes only and does not imply any affiliation, endorsement, or contractual relationship between OnlineJobseu.com and the respective rights holders.

8.7 NO TRANSFER OF INTELLECTUAL PROPERTY RIGHTS

Access to and use of the Platform shall not be interpreted as granting, assigning, or transferring, in whole or in part, any intellectual property rights belonging to OnlineJobseu.com or to any other Users.

9. COMPLAINTS REGARDING PLATFORM USE AND USER INTERACTIONS

Any obligations relating to the accuracy, completeness, legality, or fulfillment of job listings, recruitment processes, communications with Applicants, or any employment-related representations shall rest exclusively and entirely with the Employer, in accordance with applicable laws and the terms independently established by such Employer, OnlineJobseu.com having no role in the creation, verification, or execution of such obligations.

Any Applicant who wishes to submit a complaint regarding a job listing, a recruitment process, or any interaction with an Employer, including but not limited to misleading job descriptions, lack of response, inappropriate or abusive conduct, or suspected fraudulent activity, shall address such complaint directly and exclusively to the respective Employer, using the contact details provided within the Platform or any communication channels made available for this purpose.

Complaints addressed to OnlineJobseu.com may be submitted strictly for informational purposes; however, Users expressly acknowledge and agree that the Platform does not act as a dispute resolution body and shall have no obligation to investigate, mediate, adjudicate, or otherwise resolve disputes arising between Users, except where such intervention is required by applicable law or is deemed necessary, at the sole discretion of OnlineJobseu.com, to ensure the integrity, security, or proper functioning of the Platform.

Complaints should be submitted as soon as reasonably possible after the occurrence of the relevant event and, in any case, preferably within 2 (two) calendar days from the moment the User became aware or should reasonably have become aware of the issue. Failure to submit a complaint within this timeframe may affect the ability to effectively investigate and resolve the matter.

Employers remain solely responsible for reviewing, handling, and responding to any

complaints received from Applicants, as well as for ensuring full compliance with all applicable legal obligations in connection with their recruitment activities and any representations made through the Platform.

In the event that a User is not satisfied with the outcome of a complaint or does not receive a response from the Employer, such User may seek recourse through the competent authorities, courts of law, or alternative dispute resolution mechanisms available under applicable legislation, without any involvement or responsibility on the part of OnlineJobseu.com.

OnlineJobseu.com shall not be held liable, to the fullest extent permitted by applicable law, for any acts, omissions, representations, or conduct of Users, including but not limited to: - the failure of Employers to respond to Applicants;

- the accuracy, legality, or fulfillment of job listings;
- the conduct of Users during recruitment processes;
- any damages, losses, or claims arising out of or in connection with interactions between Users.

The Platform may, on an exceptional basis and without assuming any legal or contractual obligation, facilitate communication between Users for the purpose of amicable dispute resolution; however, any such intervention shall be carried out solely at the discretion of OnlineJobseu.com and shall not imply any responsibility, liability, or guarantee as to the outcome of the dispute.

9.1 INTERNAL COMPLAINT HANDLING SYSTEM

Users, as well as any persons who have submitted a notification regarding content available on the Platform, shall have the right to submit a complaint regarding decisions taken by OnlineJobseu.com in relation to such notifications or in relation to restriction measures applied pursuant to these Terms and Conditions.

This internal complaint handling system is provided in accordance with applicable legal obligations, including Regulation (EU) 2022/2065 (Digital Services Act – DSA), and shall not be construed as creating any additional contractual rights or obligations beyond those expressly required by law.

Complaints may be submitted within a reasonable period from the date on which the User becomes aware of the relevant decision and must contain sufficient information to allow the proper identification and assessment of the issue raised.

Complaints shall be submitted electronically through the contact channels made available by OnlineJobseu.com, in accordance with the instructions communicated to the User in connection with the relevant decision or notification.

OnlineJobseu.com shall examine complaints in a timely, diligent, and non-discriminatory manner, in accordance with applicable legal provisions, and may, where necessary, request additional information from the complainant in order to properly assess the complaint, suspending the analysis until such information is provided.

Following the assessment, OnlineJobseu.com may decide to uphold, modify, or revoke the decision previously taken, where it determines, at its sole discretion and in accordance with applicable law, that the complaint is justified.

Users who are not satisfied with the outcome of the complaint handling process may seek resolution through competent courts or, where applicable, through certified out-of-court dispute settlement bodies in accordance with applicable legislation.

Nothing in these Terms and Conditions shall limit or restrict the User's right to an effective judicial remedy before a competent court.

10. DATA PROTECTION

OnlineJobseu.com processes personal data in accordance with applicable data protection legislation, including Regulation (EU) 2016/679 (General Data Protection Regulation – GDPR), as further detailed in the Privacy Policy available on the Platform, which forms an integral part of these Terms and Conditions.

By accessing and using the Platform, Users acknowledge that personal data may be processed for the purpose of providing the services offered by OnlineJobseu.com, including the creation and management of User Accounts, the facilitation of interactions between Applicants and Employers, and the operation, maintenance, and improvement of the Platform.

Users further acknowledge and agree that, in the context of interactions facilitated through the Platform, Employers act as independent data controllers with respect to any personal data obtained from Applicants and bear sole and exclusive responsibility for the lawful collection, processing, storage, and use of such data, in accordance with applicable data protection laws.

Employers undertake to process personal data obtained through the Platform exclusively

for legitimate recruitment purposes and in full compliance with applicable data protection legislation, and shall not disclose, transfer, or otherwise use such data for purposes unrelated to recruitment without a valid legal basis.

OnlineJobseu.com does not control and shall not be held responsible for the manner in which Employers process personal data obtained through the Platform, including any misuse, unauthorized disclosure, or unlawful processing thereof.

Users acknowledge that OnlineJobseu.com may implement appropriate technical and organizational measures to ensure the security and confidentiality of personal data; however, the Platform does not guarantee that unauthorized access, data breaches, or other security incidents will never occur.

OnlineJobseu.com may implement appropriate technical and organizational measures aimed at limiting the ability to download, extract, or otherwise reproduce personal data and documents made available by Applicants through the Platform, including through the restriction of certain functionalities or access rights.

Users acknowledge, however, that no technical system can provide absolute protection against all forms of data extraction, and OnlineJobseu.com does not guarantee that such measures will prevent all unauthorized access, copying, or misuse of personal data.

Employers expressly undertake not to circumvent, bypass, or attempt to override any technical or functional limitations implemented by the Platform in this regard, including through automated tools, scraping technologies, or any other unauthorized means.

11. NOTIFICATIONS AND COMMUNICATIONS

In order to ensure the proper functioning of the Platform and to provide Users with a complete, secure, and efficient experience, OnlineJobseu.com may communicate with Users through multiple communication channels, including, but not limited to, the Platform interface (via User Accounts), email, and, where applicable, SMS or other electronic means of communication.

Such communications may include, without limitation, notifications relating to account activity, job applications, interactions between Applicants and Employers, updates regarding the Platform, security-related messages, as well as any other information necessary for the use and operation of the Platform.

OnlineJobseu.com reserves the right to determine, at its sole discretion, the most appropriate method and channel of communication, depending on the nature, urgency, and

relevance of the information to be transmitted.

In addition to administrative and operational communications, OnlineJobseu.com may also send commercial communications, subject to applicable legal requirements, including information regarding:

- new features or functionalities of the Platform;
- new Employers or job opportunities available on the Platform;
- promotional campaigns, subscription plans, or special offers;
- events, webinars, or other initiatives relevant to Users.

Users shall have the right, at any time, to manage their communication preferences, including the option to opt out of receiving commercial communications, either through their User Account settings or by using the unsubscribe mechanism included in such communications.

The withdrawal of consent to receive commercial communications shall not affect the transmission of communications that are strictly necessary for the operation of the Platform, including those related to account management, security, or ongoing interactions between Users.

12. FORCE MAJEURE

OnlineJobseu.com shall not be held liable for any failure or delay in the performance of its obligations under these Terms and Conditions, or for any interruption, limitation, or unavailability of the Platform, where such failure, delay, or disruption is caused, directly or indirectly, by events beyond its reasonable control.

Such events may include, without limitation, acts of God, natural disasters, war, terrorism, civil unrest, governmental actions, changes in legislation, strikes or labor disputes, failures of telecommunications or internet service providers, power outages, cyber-attacks, unauthorized access to systems, technical malfunctions, or failures of third-party service providers.

Users acknowledge and agree that, in such circumstances, OnlineJobseu.com shall be entitled to suspend, limit, or interrupt access to the Platform, in whole or in part, without prior notice and without incurring any liability.

OnlineJobseu.com shall make reasonable efforts to restore the functionality of the Platform as soon as practicable; however, no guarantee is given as to the duration or outcome of such events.

OnlineJobseu.com shall not be required to provide prior notice of any interruption, limitation, or suspension of the Platform caused by force majeure events or other circumstances beyond its reasonable control, including, but not limited to, technical failures or server-related issues.

Where reasonably practicable, OnlineJobseu.com may provide information regarding such events through notices displayed on the Platform or through other available communication channels, and Users acknowledge and agree that such notices shall constitute sufficient and adequate notification under these Terms and Conditions.

13. GOVERNING LAW AND DISPUTE RESOLUTION

These Terms and Conditions, as well as any use of the Platform, shall be governed by and construed in accordance with the laws of Romania.

Any disputes arising out of or in connection with these Terms and Conditions, the use of the Platform, or any interaction between Users shall, as a first step, be resolved amicably between the Parties.

In the event that an amicable resolution cannot be reached within a reasonable period of time, such disputes shall be subject to the exclusive jurisdiction of the competent courts located in Oradea, Romania.

Notwithstanding the above, where a User qualifies as a consumer under applicable law, mandatory legal provisions regarding jurisdiction and consumer protection shall prevail.

14. FINAL PROVISIONS

These Terms and Conditions, together with any documents expressly referred to herein, including but not limited to the Privacy Policy, constitute the entire agreement between OnlineJobseu.com and the Users and supersede any prior agreements, understandings, or representations, whether written or oral.

If any provision of these Terms and Conditions is held to be invalid, illegal, or unenforceable by a competent authority or court, such provision shall be deemed severed, and the remaining provisions shall continue in full force and effect, to the fullest extent permitted by applicable law.

The failure or delay by OnlineJobseu.com in exercising any right or remedy under these Terms and Conditions shall not constitute a waiver of such right or remedy, nor shall it prevent or restrict any further exercise thereof.

OnlineJobseu.com reserves the right to assign or transfer its rights and obligations under these Terms and Conditions to any affiliated entity or third party, without prior notice, provided that such transfer does not adversely affect the rights of Users under applicable law.

Users may not assign or transfer their rights or obligations under these Terms and Conditions without the prior written consent of OnlineJobseu.com.