

## TalentsLab.ai Platform Terms of Use

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### Preamble

These Terms of Use (hereinafter the "Terms") govern the access and use of the TalentsLab.ai platform, published by Talentslab.ai, a simplified joint-stock company registered with the RCS of Paris under the SIREN number 994 179 059, with its registered office located at François 1er, 60, 75008 - Paris, FRANCE.

In some cases, the platform may be used under a customized name, logo, URL, or visual appearance to reflect the graphic identity of a client or partner organization. This customization is strictly visual: the service remains published, operated, and maintained by Talentslab.ai. These Terms apply in their entirety, regardless of the name or visual customization of the platform used.

By accessing the service, the user acknowledges having read, understood, and accepted these Terms in their entirety.

Full and complete acceptance of these Terms is a prerequisite for using the platform.

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### Article 1 – Purpose

The purpose of these Terms is to define the conditions for accessing and using the TalentsLab.ai platform, which offers training, practice, and coaching activities through artificial intelligence and skills assessment.

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### Article 2 – Access to the Service

Access to the platform is restricted to users who have a personal user account. This account may be activated:

- by the user's employer as part of a contract concluded with TalentsLab.ai,
- by an organization (company, training body, public or private institution) that has acquired an access license,

- or, where applicable, by direct subscription of the user (if this option is offered).

Access is strictly personal and may not be shared with third parties. The user agrees to maintain the confidentiality of their login credentials.

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## Article 3 – Authorized Use

The TalentsLab.ai platform is intended exclusively for professional, educational, and personal use, within the scope of:

- learning new concepts related to the training undertaken,
- completing activities, assessments, or simulated situations,
- monitoring progress by the user or by administrators of their company or training organization.

Any other use is strictly prohibited.

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## Article 4 – Prohibited Conduct

The following are notably prohibited:

- any attempt to bypass planned activities, or to exploit or misuse the platform's artificial intelligences for unplanned purposes,
- any attempt to cheat or manipulate assessments or rankings,
- any action of reverse-engineering, reproduction, dissemination, or resale of the platform's content or technology,
- any attempt at unauthorized access to systems, other users' accounts, or confidential data.

In the event of fraudulent or non-compliant conduct, Talentslab.ai reserves the right to immediately suspend or delete the account concerned, without compensation.

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## Article 5 – Intellectual Property

All content present on the TalentsLab.ai platform — including, but not limited to, texts, videos, scripts, educational structures, interactive modules, avatars, graphic elements, algorithms, and interfaces — is protected by intellectual property laws in force and remains the exclusive property of TalentsLab.ai or its authorized partners.

Content generated by AI during activities (e.g., coach responses, scripts produced, assessments, or advice) is considered a derivative work belonging entirely to Talentslab.ai. It may not be reproduced, disseminated, or reused outside the platform — particularly for publication, external training, or commercialization — without the prior written authorization of Talentslab.ai.

The user is strictly prohibited from:

- copying, extracting, or disseminating the platform's content or technology;
- reproducing or using the training materials in any context other than that provided for by the contract with their company or subscribing organization;
- engaging in reverse-engineering, decompilation, disassembly, or any other attempt to access the internal workings of the platform, its algorithms, or AI models;
- reselling, lending, or transferring access or content to a third party, in any manner whatsoever.

Content co-created between Talentslab.ai and a client company may be subject to specific conditions mentioned in a separate agreement.

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## **Article 6 – User Content**

The answers, transcripts, or results generated by users during their use of the platform remain the property of the client (employer or third-party organization that subscribed to the license).

TalentsLab.ai may, however, use anonymized data for statistical purposes or to improve the service, in compliance with the privacy policy.

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## **Article 7 – Service Availability**

The platform is accessible 7 days a week, 24 hours a day, except in cases of technical maintenance, updates, or force majeure. TalentsLab.ai strives to guarantee a quality service but cannot be held responsible for any temporary interruptions or anomalies. The service is provided "as is," without a guarantee of continuous availability.

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## **Article 8 – Sanctions for Non-Compliance**

In case of non-compliance with these Terms, Talentslab.ai may:

- suspend or terminate the access of the offending user,
- report the facts to the client company or organization,
- take any legal action in case of a proven infringement (fraud, security breach, intellectual property theft, etc.).

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## Article 9 – Limitation of Liability

The Talentslab.ai platform is provided "as is." Although Talentslab.ai makes every effort to ensure a fluid, educational, and secure experience, the user acknowledges that:

- Talentslab.ai cannot be held responsible for indirect damages, loss of profit, data, or use resulting from the use of or inability to use the platform;
- the results of activities, assessments, or recommendations provided by the AI do not constitute certified professional advice but are a tool to aid in training and reflection. The user retains full responsibility for the interpretation and use of these results.

Talentslab.ai is not responsible for service interruptions related to maintenance operations, technical incidents, or cases of force majeure.

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## Article 10 – Personal Data

The collection and processing of user personal data are carried out in accordance with the Talentslab.ai privacy policy, available at the following address: [https://talentslab.ai/confidentiality\\_policy?lang=EN](https://talentslab.ai/confidentiality_policy?lang=EN). This policy describes in detail the types of data collected, the purposes of their use, and the rights of the user.

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## Article 11 – Modification of the Terms of Use

Talentslab.ai reserves the right to modify these Terms of Use at any time to adapt them to the evolution of services, features, or the legal framework.

The user will be informed of any substantial modification by notification on the platform (banner or dedicated message) and/or by email, if the address has been provided. The new terms will become effective 15 days after this notification, except in case of legal or technical urgency.

The continued use of the platform after this period will constitute acceptance of the updated Terms.

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## **Article 12 – Severability**

If one or more provisions of these Terms are held to be invalid or declared as such in application of a law, a regulation, or following a final judicial decision, the other provisions will retain their full force and effect.

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## **Article 13 – Governing Law and Jurisdiction**

These Terms are governed by French law. In case of a dispute, exclusive jurisdiction is attributed to the competent courts within the jurisdiction of the registered office of Talentslab.ai, unless otherwise mandatorily provided by law.