

## ■ PORTERS Z-loss Terms of Use

Effective Date: April 1, 2022

This PORTERS Z-loss Terms of Use shall apply to any use of the PORTERS Z-loss Service (“Z-loss”). A Customer using the Z-loss shall be deemed to have agreed to the following provisions and conditions simultaneously when the Customer has applied for the use thereof. The “Customer” means an individual or corporation that registers itself on the Z-loss or uses the Z-loss.

### 【Scope of Granted Use】

PORTERS Corporation (“PORTERS Corp.”) shall grant the Customer a non-exclusive and non-transferrable license to use and display the visuals, documents and software contained in the Z-loss (hereinafter collectively referred to as the “Contents”) only for the purpose of the internal operations of the Customer. All rights other than those expressly granted under this PORTERS Z-loss Terms of Use (“Terms”) shall be reserved by PORTERS Corp.

### 【Period of Use and Termination of Use】

1. An account for the PORTERS shall be necessary to use Z-loss. If the Customer who has an account for the PORTERS applies for the start of use of Z-loss, the starting date of use of the Z-loss by the Customer shall be the earlier of the following dates:

(1) The date on which the Customer applied for the start of use on the Z-loss Use Start Screen; or

(2) The use start date indicated in the application form.

2. The date of termination of use of the Z-loss by the Customer shall be the earlier of the following dates:

(1) The date on which the application procedures by the Customer for the termination of use of the Z-loss are completed; or

(2) The date on which the use of the Customer’s PORTERS terminates.

3. The period of use of the Z-loss shall commence on the use start date and end on the use termination date, and the usage charges shall be charged from the use start date in accordance with [Usage Charges and Method of Payment].

### 【Clear Disclosure of Privacy Policy, etc.】

When collecting personal information or other data entered using the functions of the Z-loss by job applicants and recruiting companies, the Customer shall collect such data after clearly disclosing the Customer’s personal information protection policy or privacy policy and obtaining their consent, and properly manage and handle such data at the Customer’s responsibility in accordance with the laws and regulations of the countries concerned, such as the General Data Protection Regulation.

### 【Application Mutatis Mutandis of PORTERS Terms of Use】

The provisions of 【User Account】, 【Usage Charges and Method of Payment】, 【Revision of Usage Charge】, 【User’s Responsibility】, 【Service Level】, 【Prohibited Acts】, 【Account Information and Data】, 【Property Right】, 【Confidentiality】, 【Exclusion of Anti-Social Forces】, 【Damages, Penalty and Indemnity】, 【Compulsory Termination】, 【NO WARRANTY】, 【Limitation of Liability】, 【Proposal】, 【Suspension

and Discontinuation of PORTERS], [Notice], [Amendment to the Terms], [Questions] and [Miscellaneous] of the PORTERS Terms of Use shall apply mutatis mutandis to the use of the Z-loss by replacing the term “PORTERS” in these provisions with “Z-loss.”