

TERMS OF USE

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Welcome to Zoolatech!

These Terms of Use (these “**Terms**”) govern your access to and use of the website located at <https://zoolatech.com>, including any subdomains, microsites, mobile versions, content, functionality, and services offered on or through the same (collectively, the “**Site**”).

PLEASE READ THESE TERMS CAREFULLY BEFORE YOU START TO USE THE SITE.

1. PREAMBLE AND SCOPE

1.1. Parties.

These Terms constitute a binding legal agreement between **You** (referencing the individual accessing the Site or the legal entity on whose behalf you are acting) and **Zoolatech** (referencing the collective global corporate group comprising the parent company and all of its current and future subsidiaries, affiliates, and related corporate entities worldwide, collectively referred to herein as “**Zoolatech**,” “**Company**,” “**we**,” “**us**,” or “**our**”).

1.2. Acceptance.

By accessing, browsing, scraping, downloading, or using this Site, you acknowledge that you have read, understood, and agree to be bound by these Terms and our Privacy Policies, which is incorporated herein by reference.

2. INTELLECTUAL PROPERTY RIGHTS

2.1. Ownership of Content.

The Site and its entire contents, features, and functionality—including but not limited to all information, software, code, proprietary algorithms, text, displays, images, video, audio, designs, and the “look and feel” (collectively, the “**Content**”)—are owned by Zoolatech, its licensors, or other providers of such material and are protected by United States and international copyright, trademark, patent, trade secret, and other intellectual property or proprietary rights laws.

2.2. Trademarks.

The name “Zoolatech,” the Company logo, and all related names, logos, product and service names, designs, and slogans are trademarks of Zoolatech or its affiliates. You must not use such marks without the prior written permission of Zoolatech. All other names, logos, product and service names, designs, and slogans on this Site are the trademarks of their respective owners.

2.3. Limited License.

Subject to your strict compliance with these Terms, Zoolatech grants you a limited, non-exclusive, non-transferable, non-sublicensable, revocable license to access and use the Site strictly for:

(a) Internal business or personal informational purposes regarding our services;

- (b) Communicating with us via provided contact mechanisms; and
- (c) Submitting applications for employment consideration.

2.4. Restrictions.

You must not reproduce, distribute, modify, create derivative works of, publicly display, publicly perform, republish, download, store, or transmit any of the material on our Site, except as follows:

- Your computer may temporarily store copies of such materials in RAM incidental to your accessing and viewing those materials.
- You may store files that are automatically cached by your Web browser for display enhancement purposes.
- You may download one copy of a reasonable number of pages of the Site for your own personal, non-commercial use and not for further reproduction, publication, or distribution.

3. PROHIBITED USES

You agree to use the Site only for lawful purposes. You agree **NOT** to:

3.1. System Integrity & Security:

- Use any robot, spider, crawler, scraper, or other automated means or interface not provided by us to access the Site or to extract data.
- **AI Training:** Use any Content from the Site for the purpose of training, developing, fine-tuning, or grounding Artificial Intelligence (AI) systems, Large Language Models (LLMs), or Machine Learning (ML) algorithms.
- Attempt to gain unauthorized access to, interfere with, damage, or disrupt any parts of the Site, the server on which the Site is stored, or any server, computer, or database connected to the Site.
- Conduct any denial-of-service attack or distributed denial-of-service attack against the Site.

3.2. Misuse of Information:

- Use the Site to impersonate or attempt to impersonate Zoolatech, a Zoolatech employee, another user, or any other person or entity.
- Send, knowingly receive, upload, download, use, or re-use any material that does not comply with the content standards set out in these Terms.
- Engage in any other conduct that restricts or inhibits anyone's use or enjoyment of the Site, or which, as determined by us, may harm Zoolatech or users of the Site or expose them to liability.

4. RECRUITMENT AND CAREER SUBMISSIONS

4.1. Submission of Materials.

The Site allows you to submit a Curriculum Vitae (CV), resume, portfolio, and other personal information in connection with job opportunities (collectively, "**Career Materials**").

4.2. No Promise of Employment.

You acknowledge that submitting Career Materials does not guarantee review, consideration, or employment. No employment contract or relationship is created by the submission of Career Materials or

by any subsequent communication via the Site until a formal written employment offer is extended and accepted by an authorized officer of the specific hiring entity.

4.3. Data Sharing within the Group.

Zoolatech is a global organization. By submitting Career Materials, you expressly consent to the transfer of your data to Zoolatech's subsidiaries, affiliates, and delivery centers worldwide (including but not limited to locations in Europe and Latin America) for the purpose of evaluating your candidacy.

4.4. Accuracy.

You represent and warrant that all Career Materials submitted by you are complete, accurate, and truthful. You agree not to impersonate any person or submit materials on behalf of a third party without their express consent.

5. THIRD-PARTY LINKS AND RESOURCES

5.1. External Links.

The Site may contain links to third-party websites, plug-ins, services, or resources that are not owned, operated, or controlled by Zoolatech (collectively, "**Third-Party Services**"). These links are provided solely as a convenience to you.

5.2. No Endorsement or Liability.

The inclusion of any link does not imply endorsement, investigation, or verification by Zoolatech of the Third-Party Service. We have no control over the contents of those sites or resources and accept no responsibility for them or for any loss or damage that may arise from your use of them.

5.3. Assumption of Risk.

If you decide to access any of the Third-Party Services linked to this Site, you do so entirely at your own risk and subject to the terms and conditions of use and privacy policies of such Third-Party Services. Zoolatech expressly disclaims all liability arising from your use of any Third-Party Services.

6. DISCLAIMER OF WARRANTIES

6.1. "As Is" Basis.

THE SITE, ITS CONTENT, AND ANY SERVICES OR ITEMS OBTAINED THROUGH THE SITE ARE PROVIDED ON AN "AS IS" AND "AS AVAILABLE" BASIS, WITHOUT ANY WARRANTIES OF ANY KIND, EITHER EXPRESS OR IMPLIED.

6.2. No Professional Advice.

THE CONTENT ON THE SITE IS PROVIDED FOR GENERAL INFORMATIONAL PURPOSES ONLY. WHILE ZOOLATECH IS A TECHNOLOGY SERVICES PROVIDER, THE CONTENT ON THIS SITE DOES NOT CONSTITUTE TECHNICAL, LEGAL, OR PROFESSIONAL CONSULTING ADVICE. YOU SHOULD NOT RELY ON ANY INFORMATION ON THE SITE AS A SUBSTITUTE FOR PROFESSIONAL ADVICE TAILORED TO YOUR SPECIFIC BUSINESS NEEDS OR A FORMAL SERVICES AGREEMENT.

6.3. General Disclaimer.

TO THE FULLEST EXTENT PROVIDED BY LAW, ZOOLATECH HEREBY DISCLAIMS ALL WARRANTIES OF ANY KIND, WHETHER EXPRESS OR IMPLIED, STATUTORY, OR OTHERWISE, INCLUDING BUT NOT LIMITED TO ANY WARRANTIES OF MERCHANTABILITY, NON-INFRINGEMENT, AND FITNESS FOR PARTICULAR

PURPOSE. ZOOLATECH DOES NOT WARRANT THAT THE SITE WILL BE UNINTERRUPTED, SECURE, OR ERROR-FREE, OR THAT DEFECTS WILL BE CORRECTED.

7. LIMITATION OF LIABILITY

7.1. Exclusion of Damages.

TO THE FULLEST EXTENT PERMITTED BY LAW, IN NO EVENT WILL ZOOLATECH, ITS PARENTS, SUBSIDIARIES, AFFILIATES, OR THEIR LICENSORS, SERVICE PROVIDERS, EMPLOYEES, AGENTS, OFFICERS, OR DIRECTORS BE LIABLE FOR DAMAGES OF ANY KIND, UNDER ANY LEGAL THEORY, ARISING OUT OF OR IN CONNECTION WITH YOUR USE, OR INABILITY TO USE, THE SITE, INCLUDING ANY DIRECT, INDIRECT, SPECIAL, INCIDENTAL, CONSEQUENTIAL, OR PUNITIVE DAMAGES, INCLUDING BUT NOT LIMITED TO, PERSONAL INJURY, PAIN AND SUFFERING, EMOTIONAL DISTRESS, LOSS OF REVENUE, LOSS OF PROFITS, LOSS OF BUSINESS OR ANTICIPATED SAVINGS, LOSS OF USE, LOSS OF GOODWILL, OR LOSS OF DATA, WHETHER CAUSED BY TORT (INCLUDING NEGLIGENCE), BREACH OF CONTRACT, OR OTHERWISE, EVEN IF FORESEEABLE.

7.2. Liability Cap.

NOTWITHSTANDING ANYTHING TO THE CONTRARY CONTAINED HEREIN, ZOOLATECH'S AGGREGATE LIABILITY TO YOU FOR ANY CAUSE WHATSOEVER AND REGARDLESS OF THE FORM OF THE ACTION, WILL AT ALL TIMES BE LIMITED TO ONE HUNDRED UNITED STATES DOLLARS (\$100.00).

8. INDEMNIFICATION

You agree to defend, indemnify, and hold harmless Zoolatech, its affiliates, licensors, and service providers, and its and their respective officers, directors, employees, contractors, agents, licensors, suppliers, successors, and assigns from and against any claims, liabilities, damages, judgments, awards, losses, costs, expenses, or fees (including reasonable attorneys' fees) arising out of or relating to:

- (a) Your violation of these Terms;
- (b) Your use of the Site;
- (c) Your violation of any rights of a third party; or
- (d) Any information or Career Materials you submit to the Site.

9. GOVERNING LAW AND DISPUTE RESOLUTION

9.1. Governing Law.

All matters relating to the Site and these Terms, and any dispute or claim arising therefrom or related thereto (in each case, including non-contractual disputes or claims), shall be governed by and construed in accordance with the internal laws of the State of Delaware, without giving effect to any choice or conflict of law provision or rule.

9.2. Binding Arbitration.

ANY DISPUTE, CLAIM, OR CONTROVERSY ARISING OUT OF OR RELATING TO THESE TERMS OR THE BREACH, TERMINATION, ENFORCEMENT, INTERPRETATION, OR VALIDITY THEREOF, INCLUDING THE DETERMINATION OF THE SCOPE OR APPLICABILITY OF THIS AGREEMENT TO ARBITRATE, SHALL BE DETERMINED BY BINDING ARBITRATION IN MIAMI, FLORIDA. THE ARBITRATION SHALL BE ADMINISTERED BY JAMS PURSUANT TO ITS COMPREHENSIVE ARBITRATION RULES AND PROCEDURES. JUDGMENT ON THE AWARD MAY BE ENTERED IN ANY COURT HAVING JURISDICTION.

10. GENERAL PROVISIONS

10.1. Geographic Restrictions.

Zoolatech is headquartered in the United States and operates globally. We make no claims that the Site or any of its content is accessible or appropriate outside of the United States. Access to the Site may not be legal by certain persons or in certain countries. If you access the Site from outside the United States, you do so on your own initiative and are responsible for compliance with local laws.

10.2. Modification of Terms.

We reserve the right to withdraw or amend this Site, and any service or material we provide on the Site, in our sole discretion without notice. We may revise and update these Terms from time to time in our sole discretion. All changes are effective immediately when we post them. Your continued use of the Site following the posting of revised Terms means that you accept and agree to the changes.

10.3. Waiver and Severability.

No waiver by Zoolatech of any term or condition set out in these Terms shall be deemed a further or continuing waiver of such term or condition. If any provision of these Terms is held to be invalid, illegal, or unenforceable for any reason, such provision shall be eliminated or limited to the minimum extent such that the remaining provisions of the Terms will continue in full force and effect.