Hack51 Talent Account Terms of Use

HACK51 AFRICA LTD · RC 8175907
Version H51-TALENT-TERMS-2026-11-18-C04
Effective date 18 November 2026

1. Your agreement with Hack51

These Terms govern the Talent account, onboarding and private Talent Workspace provided by HACK51 AFRICA LTD ('Hack51', 'we' or 'us'). Our registered office is 38 GFO Orim Street, Bebo (E1) Estate, Lemna C, Calabar, Cross River State, Nigeria. Contact us at hello@hack51.africa for account support or privacy@hack51.africa for personal data matters.

You can read and save these Terms before agreeing. Your Talent account agreement takes effect when we receive your express acceptance and confirm activation after the applicable verification and eligibility checks. Verifying an email address or signing in through an identity provider is a separate step. The Hack51 Talent Account Privacy Notice explains how we handle your personal data, including during registration before activation.

2. Eligibility and registration

We are launching the Talent account for adults in Nigeria. You must be at least 18 and able to enter into this agreement under applicable law. Before activating Talent access, confirm that you are at least 18. We record your declaration and when you made it. Standard Talent registration does not require a full date of birth or a government ID. If we reasonably learn that an account holder is under 18, we may block activation or restrict the account and handle the associated data under the Privacy Notice and applicable law.

Use an email address you control or an enabled sign-in provider account that belongs to you. Complete the applicable verification steps and keep your account information accurate. If you use a third-party sign-in service, its own terms may apply to your use of that service.

3. Personal account and security

Your account is for your own use. Keep your password, verification codes and any recovery codes confidential. Do not sell, transfer or share access, impersonate another person, or use someone else's account without authority. Tell us promptly at hello@hack51.africa if you suspect unauthorised access and use the available security and recovery controls. Hack51 remains responsible for the service and security obligations applicable to it.

4. My Profile and My Vision Board

Onboarding helps set up your private Workspace. A display name or handle is required to complete the general profile setup. You can leave optional fields blank. My Profile is where you maintain your self-description and any optional preferences you choose to save. My Vision Board is a private planning space where you can create, store, edit and remove your own notes and choices as those features become available.

Use the available save, edit and remove controls. Check the displayed status if a save is interrupted. Skipping an optional step leaves any previously saved values in place. Use the available remove control to

clear a saved value. The Privacy Notice explains how to request erasure of earlier versions. Account data and any copies retained for a lawful reason are handled under the Privacy Notice.

My Profile, My Vision Board and any private onboarding previews are visible to you. Access by Hack51 and service providers is limited to what is necessary for the purposes explained in the Privacy Notice. Other participants, employers, sponsors and the public receive no access through this account experience. Any example work shown during onboarding is illustrative and carries no assessment or verification status.

5. Your content and intellectual property

You keep the rights you lawfully own in the content you provide. You give Hack51 a non-exclusive permission to store, make the technical copies needed to operate the service, display the content to you, and allow authorised people and service providers to handle it as needed to provide, protect and maintain your account. That permission applies only for those purposes and ends when the content is no longer needed to provide the service, subject to limited lawful retention under the Privacy Notice. Public display, distribution to employers or sponsors, sale and model training are outside this permission. The Privacy Notice governs the handling of personal data in that content. These Terms do not decide ownership of work you may produce in a separately governed activity.

You must have the rights needed to provide the content. Keep passwords, official identifiers, unnecessary sensitive information and other people's private information out of Profile and Vision Board entries. Hack51 and its licensors keep their rights in the platform, branding, templates and example materials. You may use the account features and materials for personal use within these Terms and applicable law.

6. Acceptable use

Use the account lawfully and respect the rights of others. Do not upload unlawful or infringing content, harass others, introduce harmful code, disrupt the service, bypass access controls, obtain private data without permission, or misrepresent your account, profile or any Hack51 example as a verified credential or endorsement. Report suspected misuse or account security issues through account support.

7. Separate participation and employment decisions

Creating an account, completing onboarding or saving preferences gives you access only to the eligible account functions. An account or private saved reference does not enrol you in a Challenge, submit work, establish eligibility, grant Workroom access or authorise employer or sponsor disclosure. Challenge entry, work submissions and any later assessment or disclosure have their own rules and notices and require their own steps where available.

Private plans, self-descriptions and illustrative work do not establish demonstrated or verified competence, results, credentials or Proof. A Talent account provides no guarantee of an opportunity, employer contact, interview, placement, pay or employment. An employer remains responsible for any hiring decision it makes.

8. Restrictions, termination and closure

We may remove unlawful or infringing content or restrict an account when reasonably necessary for a serious or repeated breach of these Terms, ineligibility, a legal obligation, fraud, or a material security or safety risk. Where reasonably practicable and lawful, we will explain the reason, the effect on your account and how to request review. We may act first where delay would materially increase a risk or the law

requires it. You may ask us to review a restriction at hello@hack51.africa. A person will review your request. We will lift or narrow the restriction when its basis ends or a narrower restriction is sufficient.

You may stop using the service at any time and request account closure through privacy@hack51.africa. You can request a copy of eligible data before or after closure, subject to the Privacy Notice and applicable law. Once we verify and carry out closure, access ends and we handle deletion as described in the Privacy Notice. It does not extinguish accrued rights or liabilities or automatically cancel an agreement separately accepted for another activity. If we discontinue the account service, we will give reasonable advance notice where practicable and explain the available account and data options.

9. Service availability, liability and your rights

The Workspace may be temporarily unavailable because of maintenance, faults or circumstances outside our reasonable control. We will take reasonable steps to restore affected service. Applicable law determines Hack51's responsibilities and your remedies, including for defective service, negligence, fraud, misrepresentation and data protection violations. Your statutory consumer rights and remedies apply in full.

10. Changes and renewed agreement

We may revise these Terms to reflect changes in the account service, legal requirements or security needs. We will identify the new version and its effective date and explain material changes in advance where practicable. If a material change alters your rights or obligations, we will ask you to agree to it expressly before it applies to your use of the affected service, except where the law itself requires the change. Silence does not count as agreement. If you decline a material change, we will explain which affected functions may no longer be available and how to exercise your data rights or close the account. Accrued rights remain subject to the applicable law and terms in force when they arose. You can still reach account support and exercise your data rights if you decline the new terms. A change to these Terms cannot supply consent for a separate processing purpose.

11. Complaints and applicable law

You may raise an account complaint or ask us to review a decision at hello@hack51.africa. You may approach an applicable regulator or a court of competent jurisdiction directly. This includes the Nigeria Data Protection Commission for data protection complaints and the Federal Competition and Consumer Protection Commission where its remit applies. Nigerian law governs these Terms. Your statutory rights and remedies remain available. Internal review is optional and does not limit access to a regulator or court.