



Terms of Use

Introduction

These terms and conditions (“Terms of Use”) govern your use of the official online website of Lubab CIT Ltd. (“Lubab”). By accessing or using this site in any way, you acknowledge that you have read and understood these Terms of Use and agree to be fully bound by them. If you do not agree to any of these terms, please refrain from using the site. The site is available for your personal use in accordance with the following terms and with all applicable laws and regulations in the Kingdom of Saudi Arabia.

For the purposes of this document, the term “site” refers to the Company’s website (under the main domain lubab.sa) and all of its subpages that describe the Company and its core services. The term “user” refers to any individual who accesses or uses the site in any form, whether a job applicant or a mere content visitor.

Scope of Application

These Terms apply to your use of the Company’s main official site only. They do not cover or apply to any other sites or platforms the Company may launch in the future under subdomains or as independent sites providing other services (e.g., SaaS platforms or standalone applications). Each of those separate platforms will have its own Terms of Use and Privacy Policy. Simply providing a link or reference to another Company service on this site does not mean that service is covered by these Terms. We advise you to review the specific terms for any other platform before using it.

Acceptance of Terms and Use of the Site

The user acknowledges that accessing, browsing, or using any of the site’s services constitutes acceptance of these Terms and full compliance with all rules and guidelines stated herein and in any complementary documents or policies (such as the Privacy Policy). These Terms form a legal agreement between the user and the Company and become effective from the moment of your first use of the site.

We provide this site and its content for personal, non-commercial use, with the purpose of offering information about the Company and its services and providing an avenue to apply for available job positions. Using the site for any other unauthorized or unlawful purpose is strictly prohibited. In particular, the user agrees to the following while using the site:

- Use the site only for lawful and legitimate purposes, refraining from engaging in any activity that violates the laws or regulations of Saudi Arabia or any other jurisdiction to which the user belongs.
- Comply with all instructions and guidelines stated on the site, and avoid any action that could negatively affect the site’s operation, security, or other users’ experiences.

If you use a section that requires registration or creating an account (e.g., Careers page), you may be asked to provide certain information. The user assures that any information provided at registration is correct, accurate, and complete, and that they will update it in the event of any changes to maintain its accuracy. The Company



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reserves the right to suspend or terminate the account of any user who provides misleading or false information, without prejudice to the Company's other rights.

Account and Password (Regarding Job Applications)

The site may allow users to create personal accounts to apply for jobs or track the status of their applications. If you create an account on the site, you are fully responsible for maintaining the confidentiality of your username and password. You are also responsible for any activity conducted under your account as a result of you failing to protect your login information. The user agrees to notify the Company immediately if they become aware of or suspect any unauthorized use of their account or any security breach related to it. The Company reserves the right to take any appropriate measures to protect the site and its users, including suspending or disabling accounts believed to be compromised or misused.

Please choose a strong, unique password, refrain from sharing it with others, and take precautions when using shared or public devices to avoid saving your login details. The Company bears no responsibility for losses or damages arising from a user's failure to abide by these measures.

Content Policy and Usage Restrictions

The user agrees not to commit any prohibited actions while using the site, including but not limited to:

- **Violation of Rights or Laws:** It is forbidden to post, upload, or transmit any content through the site that is illegal, defamatory, abusive, threatening, or incites violence; violates public decency or Islamic values; infringes intellectual property rights or others' privacy; or breaches any regulations in force in Saudi Arabia.
- **Uploading Harmful or Unauthorized Files:** The user is prohibited from uploading any files or materials onto the site (e.g., when submitting a résumé or attachments with a job application) containing viruses, malware, malicious code, or any other elements that could harm the site's security, systems, or other users' devices. The user must also refrain from uploading files or data they do not have the right to use or distribute (for example, documents or information belonging to a third party without permission).
- **Unauthorized Access Attempts:** Attempting to access any part of the site or its servers or computer systems that is not publicly available, in an unlawful manner, is strictly forbidden. Similarly, running any security tests, scans, or checks for vulnerabilities on the site or bypassing authentication procedures without official permission from the Company is prohibited.
- **Interference with Site Operation:** Refrain from any action that could negatively impact or overload the site's infrastructure, such as DDoS attacks or placing unreasonable demands on the site's resources (e.g., automated processes generating massive requests that hinder service). Additionally, using automated means (like bots or web crawlers) to access or collect data from the site without explicit permission is disallowed.
- **Misuse of Services:** Do not reuse any portion of the site's content for commercial purposes or in a way that constitutes unfair competition with the Company. Similarly, do not use the site to promote external products or services or post unauthorized advertisements or promotional materials.



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Violating any of these rules may lead the Company to take appropriate legal and administrative actions, including barring you from using the site in the future or pursuing compensation for any damages incurred.

Intellectual Property Rights

All content available on this site is the property of Lubab CIT Ltd. or is licensed to it by authorized owners. This content includes, but is not limited to, text, images, logos, icons, graphics, interfaces, software, and any other materials displayed on the site. Such materials are protected under Saudi laws and international treaties related to copyrights, trademarks, and other forms of intellectual property rights.

As a user, you are allowed to view, print, and download content from this site for personal, non-commercial use only, provided that you do not modify the content or remove any ownership notices or copyright messages attached to it. Any other use of site content (such as republishing, distributing, reproducing, deriving, or modifying it for commercial purposes) is strictly prohibited without obtaining prior written consent from the Company or the rightful owner. It is also prohibited to decompile or reverse-engineer any software or source code embedded in the site, or to exploit the site's design and structure in unauthorized ways.

All logos, trademarks, and trade names displayed on the site (including the "Lubab" logo or any other Company logos) are the property of their respective owners. Your use of the site does not grant you any license or right to use these marks in any form, whether implicitly or explicitly. Any unauthorized use of the content or trademarks may subject you to civil and criminal liability in accordance with applicable regulations.

Disclaimer of Warranties

This site and all information, content, and materials it contains are provided on an "as is" and "as available" basis, without any express or implied warranties. While the Company strives to provide accurate and up-to-date information, we make no promises or guarantees that the content on the site is complete, accurate, updated, or free from errors or interruptions.

To the extent permitted by relevant laws, the Company expressly disclaims all warranties and conditions, whether express or implied, including but not limited to implied warranties of fitness for a particular purpose, merchantability, quality, and non-infringement. We also do not guarantee that access to the site will be uninterrupted or error-free, or that the site is free from viruses or other harmful components (even though we do our utmost to protect it).

The information published on the site is for general knowledge and reference only and does not constitute legal or professional advice or a binding contractual obligation. You assume sole responsibility for your use of the site and its content, and you rely on any information provided at your own risk.

Limitation of Liability

To the maximum extent permitted by law, the Company shall under no circumstances be liable to the user for any direct, indirect, special, consequential, or incidental damages arising out of or relating to the use or inability



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to use the site, its content, or any features. This includes, but is not limited to, damages from service interruption or delay, inaccurate information, data loss, lost profits, or business disruption, even if the Company has been advised of the possibility of such damages.

In particular, the Company assumes no liability for:

- Errors, omissions, or inaccuracies in the site's content, or reliance on any information or materials provided therein.
- Temporary or permanent interruptions, downtime, or technical issues affecting the site that are beyond the Company's control.
- Any security incident or cyberattack executed by unauthorized parties, despite our implementation of security measures (notwithstanding that severe negligence, if proven, may implicate the Company's liability).
- Your use of external links on the site to reach other sites or services (as described in the next section).

In all cases, if the Company is found liable (to any extent recognized by law), such liability will not exceed any amounts the user has paid (if any) to use the specific site service in dispute. Since our site currently does not offer paid services, liability, if any, will be restricted to the broadest extent allowed under Saudi law.

Note that some jurisdictions may not permit the exclusion of certain warranties or the limitation or exclusion of liability for certain damages. Therefore, some of the above limitations may not apply to you. Nevertheless, the Company will not assume any liability beyond that mandated by Saudi regulations.

External Links

Lubab CIT's site may include links to other websites operated by independent third parties (for instance, articles, social media platforms, or relevant services). These links are provided for user convenience and easy access to information only. Including a link to an external site does not imply endorsement or approval of that site's content or services by the Company, nor does it establish any contractual relationship with its operator.

We point out that the Company is not responsible for the content or privacy policies or data collection practices of any linked external sites. Once you follow a link to another site, you are subject to that site's Terms of Use and Privacy Policy (if available). We advise reviewing those policies and terms before using or submitting personal data to such external sites. We also do not guarantee that the links we provide will remain functional indefinitely or that the external site will be available at all times, as that is beyond our control.

Data Protection and Privacy

Your use of this site is also subject to the provisions of the Company's Privacy Policy, discussed in detail above. The Privacy Policy is an integral part of these Terms of Use, clarifying how we collect, use, and protect your personal data during your site usage. By accepting these Terms, you also accept our Privacy Policy. If there is any inconsistency between these Terms of Use and any Privacy Policy clauses regarding privacy and data protection, the more specific provision applies (i.e., as stated in the Privacy Policy).



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We remind you to review the Privacy Policy to understand how we handle your personal information and what rights you have in that regard. If you have any questions about your data or privacy practices, please contact us using the information at the end of the Privacy Policy.

Changes to the Terms

The Company reserves the right to update or modify these Terms of Use from time to time as needed, with no prior notice in most cases. Any amendments come into effect as soon as they are posted on this page, and the “Last Updated” date at the end of the document will be revised accordingly. Your continued use of the site after any amendments are posted is deemed acceptance of the new, updated terms. We recommend you review this page periodically for any changes to these Terms.

Should we make a material amendment that significantly affects your rights or obligations, we will make reasonable efforts to inform users clearly (for example, via a prominent site notice or an email notification if possible). However, the primary responsibility to check for changes remains with the user.

Termination or Suspension of Use

At its sole discretion, the Company may terminate or suspend your right to access all or part of the site at any time, without prior notice, if you breach any of these Terms or if we have a valid reason to believe you have not met your obligations under them or have misused the site. This may include, but is not limited to, violating the content policies stated above, engaging in unlawful activity on the site, or causing a security issue.

In the event of termination or suspension, any legal rights or obligations that arose before the date of termination remain unaffected. If you have a registered account, we may deactivate or delete it, and block you from creating a new account at our discretion. The Company also reserves the right to pursue appropriate legal actions (civil or criminal) against violators to protect its interests and those of other users.

You acknowledge that the Company is not liable to you or any third party for any termination of your access to the site in accordance with these Terms.

Governing Law and Jurisdiction

These Terms of Use are governed by and construed in accordance with the laws and regulations of the Kingdom of Saudi Arabia. Any dispute that arises between the Company and a user relating to the use of this site or to the interpretation or enforcement of any of these Terms shall be subject to the exclusive jurisdiction of the courts in Saudi Arabia. Specifically, if there is a particular jurisdiction or court specified based on the Company’s official registered address (e.g., the courts in Riyadh or Makkah, depending on where the Company is officially based), the dispute may be referred to that court in accordance with local laws and procedures.

By using the site from outside Saudi Arabia, you implicitly agree to comply with all local laws in your own country to the extent that does not conflict with Saudi law. However, in the event of a conflict or legal dispute, Saudi law shall apply, unless there is a mandatory legal provision stating otherwise.



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General Provisions

- **Severability:** If any provision of these Terms is found to be invalid or unenforceable under applicable law (whether in whole or in part), that provision shall be applied to the extent permitted by law, and the remaining provisions remain in full force and effect without being affected by the invalidity of that specific part. In such a case, the invalid or unenforceable provision will be replaced by another that most closely matches its purpose and is legally valid.
- **Entire Agreement:** These Terms, together with the Privacy Policy mentioned herein, constitute the complete and final agreement between the Company and the user regarding the use of this site. They supersede and replace any prior agreements or arrangements, whether oral or written, relating to this subject. Any waiver of any provision or breach of these Terms will not be considered a continuing waiver unless explicitly stated in writing by the Company.
- **No Waiver:** The failure of the Company to exercise or enforce any right or provision under these Terms in a specific circumstance shall not be construed as a waiver of that right or provision in any other circumstance. Moreover, any express waiver by the Company of a specific breach shall not be considered a waiver of any future breach of the same or other provisions.
- **Official Communication:** For any inquiries or comments about these Terms of Use or about the site in general, you can contact the Company using the contact information provided in the “Contact Us” section of the site. Written communication (e.g., via the Company’s official email) is the accepted method for any legal notices exchanged between you and the Company, unless otherwise agreed.

We thank you for choosing the official site of Lubab CIT Ltd. We hope you find the information and services provided helpful. Your adherence to these Terms helps maintain a safe and reliable online environment for everyone. If you have any additional questions or need clarification on any provision, do not hesitate to get in touch with us.

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