

Transfer of portrait rights statement

Participation in the Kotjobs campaign requires a transfer of copyright and portrait rights. The participant is hereinafter referred to as "Undersigned". Please note: minors still require a written agreement from parents or guardian, see below.

1. The Undersigned hereby expressly grants permission to Telenet Group Holding NV, with its registered office at 2800 Mechelen, Liersesteenweg 4, and its subsidiaries (hereinafter collectively, "Telenet Group Holding"), in the context of Telenet Kotjobs in the context of the student promo Kotaanbod (hereinafter, the "Promotion"), to have his/her portrait taken, in any form and in any manner, by Telenet Group Holding or third parties instructed by Telenet Group Holding (such as e.g. advertising agency, production house).
2. The permission referred to in article 1 above relates in particular (but not exclusively) to the realised photographs and film recordings (including own recordings) on during the campaign period where the portrait of the Undersigned appears in the picture (such as name, professional title, company/employer, voice, image, interview).
3. The undersigned hereby expressly authorises Telenet Group Holding to use, publish, reproduce and distribute his/her portrait unrestrictedly in any form and by any means, but always within the framework of the (creation of) the (commercial) communication concerning the Action.
4. The undersigned acknowledges and agrees that all his/her (possible) rights concerning the inclusion of the portrait (as a result of the circumstances set forth in article 2 above) and, if applicable, the production become the property of Telenet Group Holding for the duration of the copyright and moral rights that the undersigned can assert (and any renewals or extensions thereof), this worldwide and for all media.
5. The Undersigned hereby expressly assigns to Telenet Group Holding all copyrights to the works that it creates, writes, designs, produces or delivers in the context of the Promotion, including (but not limited to) realised photographs and film recordings. The transfer of copyrights is final and irrevocable, applies to any form of exploitation, for all countries of the world, in the most extensive manner permitted by law and for the entire duration of the legal protection of the respective copyrights.
6. The undersigned agrees that Telenet Group Holding may adapt, alter and edit the works, such as in particular the realised photographs and film recordings (as a result of the circumstances set out in article 2 above), and, if necessary, the production, and may add images at its own

discretion, on the understanding that the undersigned may oppose any alteration that may damage its honour or reputation.

7. This permission/transfer regarding/of portrait rights and the transfer of copyright is given free of charge to Telenet Group Holding. Under no circumstances shall Telenet Group Holding owe any compensation to the Undersigned for this.

8. The Undersigned hereby expressly waives all financial and moral rights regarding the use of his/her portrait as provided herein.

9. The undersigned indemnifies Telenet Group Holding against all possible claims based on portrait rights of or by the person shown or his/her legal representative.

10. Telenet Group Holding can transfer the aforementioned permission to third parties at its own discretion.

11. The undersigned declares that the rules on portrait rights are known to him/her and that he/she has taken note of the text "Portrait rights" in the Annex.

12. Telenet Group Holding guarantees the Undersigned that it will respect the legislation on the protection of privacy in any use of his/her portrait. All information regarding the processing of personal data by Telenet can be consulted in the Telenet Privacy Policy, which can be consulted via [this link](#).

Minors must always be represented by one of the parents/guardians.

All participants should have this document signed and delivered to kotjobs@telenet.be

.....[surname and first name]

.....[date]

PORTRAIT RIGHT

The portrait right is a special limitation of copyright. It gives persons portrayed the right, under certain conditions, to oppose publication of their portrait. The photographer has the copyright to the photograph he has taken of a person, but may not publish this photograph without permission.

Portrait in this case means any image in which a person is recognizably represented, for example in a photograph, painting, drawing or in film footage. If several people can be seen in a photograph or film, each of them has the portrait right.

Portrait rights distinguish between a portrait commissioned by the person portrayed and a portrait not commissioned by the person portrayed. If the portrait was commissioned, such as in the case of wedding reports, etc., the person portrayed has the right to reproduce the portrait himself and publication may only take place with the consent of the person portrayed. The portrait right remains in force until ten years after the death of the person portrayed. It can only be exercised by the direct rights holders.

If the image was not commissioned by or on behalf of the person portrayed, the portrait right is limited. The person portrayed can only oppose publication if he has a reasonable interest in doing so. These include, for example, privacy considerations or the interest in not being publicly ridiculed. This may involve weighing up which interest weighs more heavily: the right to privacy or the right to freedom of expression and freedom of the press.

Commercial interests also count. For example, it is not allowed to use the portrait of a well-known personality for advertising if no permission has been granted. In addition, the person portrayed may object if the image is used for advertising or propaganda for something that the person portrayed does not support.