



HACKTHEBOX

Legal & Compliance

User Agreement

Effective: 01 April 2026



HACKTHEBOX

USER AGREEMENT

You should download a [copy](#) for future reference.

Please read this User Agreement carefully. It explains who we are, the services we offer, your rights and responsibilities, and our limitations of liability. If anything is unclear, please contact us through customerops@hackthebox.com or legal@hackthebox.com.

How This Agreement Works

This User Agreement is part of a set of documents that together govern your relationship with Hack The Box. Each document has a specific role:

Document	What It Covers
This User Agreement	Your contract with us - who we are, what the Services are, how you access and pay for them, intellectual property, liability, and general legal terms.
Acceptable Use Policy	The technical and platform rules for using the Services, including prohibited conduct and the consequences of breaking those rules. https://resources.hackthebox.com/hubfs/Legal/AUP.pdf
Privacy Notice	How we collect, use, store, and protect your personal data, including cookies and tracking technologies. https://resources.hackthebox.com/hubfs/Legal/PN.pdf

Where another document applies to your use of the Services (such as a service-specific annex (see section 3.2), we will tell you. If there is a conflict between this User Agreement and a service-specific annex attached to it, the annex will be the priority document for that particular Service.

1. Who We Are

This User Agreement is a contract between you and Hack The Box Ltd, a company registered in England and Wales (company number 10826193). Our registered office is at Plexal Here East, Queen Elizabeth Olympic Park, Stratford, London, England, E15 2GW. Our VAT number is GB272830402.

Throughout this document, "Hack The Box," "HTB," "we," "us," and "our" all refer to Hack The Box Ltd. "You" and "your" refer to you, the person using our Services or visiting our Website.

2. Agreeing to This Contract

When you click "Register," "Join," "Sign Up," or a similar button, create a Hack The Box User Account, or use our Services or Website as described in this User Agreement, you enter into

a legally binding contract with Hack The Box. This applies even if you use third-party credentials (such as a social login) to create your account.

If you do not agree with these terms, please do not register, create an account, or use our Services or Website.

You may end this contract at any time by deleting your account and stopping your use of the Services.

3. Who and What This Agreement Covers

3.1 Who This Agreement Applies To

Users. When you register a Hack The Box User Account and access or use our Services - whether free or paid, and whether paid by you or by a third party (a person or entity on your behalf) - you are a "User."

Visitors. If you browse our Website without creating an account, you are a "Visitor."

This User Agreement applies to both Users and Visitors.

3.2 What the Services Are

Hack The Box offers a range of online cybersecurity upskilling services through www.hackthebox.com and its subdomains (the "Website"). These Services include HTB Labs, HTB Academy, HTB Business, HTB CTF, HTB Jobs, etc. whether accessed via the Website or otherwise (collectively, the "Services").

Our Services provide educational content, practical resources, and interactive challenges within simulated virtual environments. Everything operates on a Software as a Service (SaaS) model, meaning the Services are available to you online. Some Services are free. Others require a paid subscription (see Section 7, "Payment and Subscriptions").

Service-specific and subject-specific terms are set out in the Annexes at the end of this Agreement.

3.3 Relationship with Enterprise Agreements

If your employer, university, or another organisation has entered into a separate agreement with Hack The Box for the provision of Services (an "Enterprise Agreement"), the Enterprise Agreement supersedes this User Agreement to the extent that the two conflict in relation to the Services provided under it. This does not limit Hack The Box's rights under the Acceptable Use Policy, including the right to enforce platform rules directly and to restrict access to community services.

In all other respects - including your User Account, your use of Services not covered by the Enterprise Agreement, and your obligations as a User - this User Agreement continues to apply.

3.4 Educational Context

The Services are provided strictly for educational, training, and skills-assessment purposes within controlled, authorised environments. The skills and knowledge you gain through the Services must only be used lawfully and ethically. You are solely responsible for making sure that your use of any knowledge or skills gained through the Services complies with all applicable laws and does not cause harm to any third party or their systems.

4. Eligibility

To use our Services, you must meet all of the following requirements:

- (a) You must be at least 18 years old. If you are under 18, a parent or guardian who is at least 18 years old must accept this User Agreement on your behalf and take responsibility for your compliance with these terms and your use of the Services in compliance with the Acceptable Use Policy.
- (b) You must have read, understood, and agreed to this User Agreement, our Privacy Notice, and any other terms or policies that apply to your use of the Services (linked at the top of this User Agreement).
- (c) You must register for an account (see Section 5).
- (d) You must not be subject to any restriction that prevents you from lawfully using the Services. This includes, but is not limited to, being legally or regulatorily barred from using the Services in your jurisdiction, or being a resident, citizen, or national of any jurisdiction - or personally subject to sanctions - under sanctions imposed by the United Nations, the United States, the United Kingdom, the European Union or Australia.

5. Your Account

5.1 Registration

To access the Services, you must register for a Hack The Box User Account using your real name and a valid email address. You must keep your account information accurate, complete, and up to date.

Identity verification. We reserve the right to verify your identity at any time. This may include requiring you to provide a copy of a government-issued identity document, or requiring you to complete an identity verification process through a third-party verification service or other mechanism we designate. If you do not provide satisfactory verification when requested, or if you fail or refuse to complete a required verification process, we may restrict, suspend, or terminate your account.

Name changes. Once your account is created, your first name and surname are locked. You may correct obvious typographical errors through your account settings. Any other name change must be requested through a data subject request under our Privacy Notice, which sets out the applicable requirements and verification process.

5.2 Account Security

You are responsible for keeping your login credentials secure. You must use a strong password and two-factor authentication (2FA), keep it confidential, and take reasonable steps to prevent unauthorized access to your account. If you become aware of, or suspect, any unauthorised access to your account or any security breach, notify us as soon as possible.

5.3 One Account Per Person

You may hold only one account. You must be the sole user of your account and must not share it with anyone else. You are solely responsible for all activity on your account unless you report misuse to us.

5.4 Your Obligations

As a User, you agree to:

- (a) Comply with all applicable laws.
- (b) Comply with this User Agreement and our Acceptable Use Policy.
- (c) Provide and maintain accurate account and profile information.
- (d) Notify us promptly if you become aware of, or suspect, any breach of the Acceptable Use Policy by yourself or another user, and use all reasonable efforts to prevent further breaches.

5.5 HTB Profile

Your Hack The Box User Account includes an HTB Profile. By default, your Profile is private, it is not publicly visible and cannot be found or accessed by anyone outside Hack The Box.

What your Profile may include. Your HTB Profile may display biographical details, descriptive text, tags, links to social media or professional profiles, credentials earned, and other information available there. Some Profile elements may be pre-filled or supplemented by Hack The Box based on your participation in the Services.

Visibility Opt-in. Through your account settings, you can choose to make your Profile publicly accessible via a unique link, and to display or conceal your name and other identifying information. You can change your Profile visibility at any time. These are your choices - we do not make any part of your Profile public without your action.

When you choose to make your Profile public, the information you display becomes accessible to anyone with the link, including people and services outside Hack The Box. Any information you make public may be viewed, copied, indexed, cached, or further shared by third parties. Once information has been accessed by others, we cannot retrieve, recall, or control how it is used. If you switch your Profile from public to private, we will remove public access promptly, but we cannot undo any access, copying, or use that occurred while your Profile was public.

We encourage you to review your Profile carefully before making it public, and not to include personal data you would not want to be widely accessible - particularly sensitive information such as your full date of birth, home address, or any special category data (such as health or genetic data, religious or political beliefs etc).

No guarantee of availability. We do not guarantee the continued availability of the HTB Profile feature, any public Profile pages, or credential verification pages, and we may modify, restrict, or discontinue them at any time.

5.6 Anonymity

You interact with the Services through your username. This is a platform feature, not an anonymity feature - Hack The Box does not guarantee that your identity will remain undiscoverable.

You are responsible for safeguarding your own identity, including the username you choose, the content you post, the visibility settings you select, and anything you share on or off the platform.

Hack The Box may disclose your name and other identifying information where required by applicable law, regulation, a court order, or a request by a competent public authority, or where necessary to protect the integrity of the Services - including the investigation of policy violations and the enforcement of credentialing standards. Any such disclosure will be made to the relevant parties and handled in accordance with our Privacy Notice.

6. Your Right to Use the Services

Hack The Box grants you a personal, limited, non-exclusive, non-transferable, and revocable right to access and use the Services and their associated content, subject to paying any applicable fees and complying with this User Agreement. Free plans give you access to limited content; paid Services require a User Subscription (see Section 7). Your right to use the Services lasts for the subscription period you have paid for (or that has been paid for on your behalf) and may be suspended or terminated in accordance with this Agreement.

6.1 User Accounts

When you create a Hack The Box User Account directly, you control its entire lifecycle - creation, configuration, and deletion.

6.2 Enterprise Access

A Customer Organisation (the employer, university, or other organisation that has entered into an Enterprise Agreement with Hack The Box) may provide you with access to enterprise Services under that Enterprise Agreement. The Customer Organisation controls the access and use lifecycle of those enterprise Services - including provisioning, configuration, suspension, and removal - and may use enterprise administration tools (such as single sign-on or automated provisioning) to do so.

When accounts are linked the activity is exchanged and synchronised between the enterprise instance and your User account, and any activity that has already been synchronised to your User account remains there even if the Customer Organisation subsequently suspends or removes your enterprise access and vice versa. Where enterprise activity is not linked to a User account, it remains within the enterprise instance and is subject to the Enterprise Agreement.

Nothing in this Section gives the Customer Organisation control over the lifecycle of your User Account outside the enterprise service environment.

7. Payment and Subscriptions

This section applies when you purchase a User Subscription directly from us.

7.1 Orders

You are responsible for making sure your order is complete and accurate. You must provide at least one current, valid, accepted payment method (your "Payment Method"), which may be updated from time to time. If you do not pay the Subscription Fee, we may decline your order or terminate your access to the paid Services.

7.2 Price and Immediate Access

The price of your subscription, including any applicable taxes, is displayed before you complete your order. Because our Services consist of digital content and interactive environments, they are made available to you immediately upon successful payment.

7.3 Auto-Renewal and Notices

Your User Subscription will renew automatically at the end of each subscription period (monthly or annually). By purchasing a subscription, you authorise us to automatically charge the Subscription Fee to your Payment Method at the start of each new period. We will notify you by email at least 30 days prior to an annual renewal, and at least 30 days before any price increase takes effect.

7.4 Cancellations and Refunds

You may cancel your subscription at any time by turning off auto-renewal in your account settings. Unless otherwise provided by law, your cancellation will take effect at the end of your current billing cycle, and you will retain full access to the Services for the remainder of the subscription period you have paid for. Your eligibility for any refunds are governed entirely by our Refund Policy [https://resources.hackthebox.com/hubfs/Legal/Refund_Policy.pdf].

7.5 Right to Suspend Services

We may suspend your access to paid Services (in whole or in part) if:

- The Subscription Fee is not paid when due.
- You breach this User Agreement or the Acceptable Use Policy.
- Your use violates applicable law.
- We reasonably believe in good faith that there is a threat or attack on the Services, or another event that imminently threatens their security, integrity, or availability.

Free Services may be suspended or limited at any time and without notice.

7.6 Service-Specific Restrictions

Hack The Box may restrict, suspend, or revoke specific entitlements, credentials, recognitions, or privileges associated with your account independently of - and without affecting - your general access to the Services. The grounds and procedures for such action are set out in the Acceptable Use Policy, the applicable Annex, and the applicable credential agreement.

8. Privacy and Data Sharing

Our Privacy Notice, explains what personal data we collect, how we use it, and who we share it with. By using the Services, you acknowledge that you have read and understood our Privacy Notice.

Hack The Box is responsible for your personal data when you use the Services, except where a third party - such as a Customer Organisation, Employer, Event Organiser, or Sponsor (as defined in Annex II, CTF) - is identified as responsible under this Agreement, its Annexes, or the Privacy Notice. Where a Customer Organisation provides you with access to enterprise Services, it is responsible for data generated within its enterprise instance and may receive reports on your activity, including performance, progress, scores, and completion data.

Where your data is passed to a third party that becomes responsible for it, that third party's own privacy notice applies - not ours. Hack The Box has no control over what they do with your data after receiving it, and any data protection requests relating to data they hold must be directed to them.

Regardless of who is responsible for a particular activity, Hack The Box always retains responsibility for its own purposes - including platform security, rule enforcement, credential integrity, legal compliance, and service improvement - as described in our Privacy Notice.

Our Website uses cookies and similar tracking technologies to help it function, to improve your experience, and for analytics and advertising purposes. For full details on what cookies we use, why we use them, and how you can manage your preferences, please see the Cookies section of our Privacy Notice.

9. Notices and Communication

You agree that we may send you notices and messages through the Services or to the contact information you have provided (for example, your email address). You agree to keep your contact information up to date.

10. Changes to the Services or This User Agreement

10.1 Changes to the Services

We may update, modify, enhance, or discontinue any aspect of the Services at any time. Where a change materially affects your use of a paid Service during an active subscription period, we will give you reasonable notice and, where appropriate, may proportionately refund unused portions.

10.2 Changes to This User Agreement

We may update this User Agreement from time to time. When we make material changes, we will notify you through the Services, by email, or by other reasonable means and post the updated terms on our Website so you can review them before they take effect.

Unless stated otherwise, changes become effective 30 days after they are posted and will not apply retroactively. If you do not agree to the updated terms, you may object or delete your account before the effective date. If you continue to use the Services after the changes take effect, you are agreeing to the updated terms.

11. Intellectual Property

11.1 Ownership

Hack The Box and its licensors own all intellectual property rights in and to the Services and all associated content - including challenges, solutions, methodologies, training materials, assessment content, code, documentation, text, images, video, audio, multimedia content,

software, and all other materials accessible through the Services or the Website (collectively, "HTB Content").

11.2 Limited Licence Only

Hack The Box grants you a limited, personal, non-exclusive, non-transferable, and revocable right to access and use HTB Content solely for the purpose of your own cybersecurity education, training, and upskilling within the Services, subject to paying any applicable fees and complying with this User Agreement. No other right, title, or interest in any of our intellectual property is granted to you, whether expressly or by implication.

11.3 Reservation of Rights

We and our licensors reserve all intellectual property rights - including copyright, trade marks, domain names, design rights, database rights, patents, and all other intellectual property rights of any kind - whether registered or unregistered, anywhere in the world.

11.4 Restrictions on Use

HTB Content is made available to you solely under the purpose-limited licence in Section 11.2. You must not:

- (a) copy, reproduce, modify, create derivative works from, frame, mirror, republish, download, display, transmit, or distribute all or any portion of the Services or HTB Content in any form or by any means;
- (b) attempt to decompile, reverse-engineer, disassemble, or otherwise reduce to human-readable form all or any part of the Services;
- (c) access the Services or HTB Content to build, improve, or contribute to a product or service that competes with the Services, or use the Services or HTB Content for systematic competitive benchmarking or intelligence gathering;
- (d) use the Services or HTB Content to provide services to third parties;
- (e) license, sell, rent, lease, transfer, assign, distribute, disclose, or otherwise commercially exploit, or make the Services or HTB Content available to any third party;
- (f) attempt to obtain, or help others obtain, unauthorised access to the Services or HTB Content;
- (g) alter the Services or HTB Content in any unauthorised way, including removing or altering copyright, trade mark, or other proprietary notices;
- (h) collect, harvest, or compile HTB Content - whether by manual or automated means - beyond what is necessary for your ordinary, authorised use under Section 11.2;
- (i) use, reproduce, adapt, compile, or otherwise exploit any HTB Content to train, evaluate, fine-tune, test, benchmark, or develop any machine learning model, artificial intelligence system, large language model, or similar technology; to assemble, contribute to, or enrich any dataset or knowledge base for any such purpose; or to generate synthetic data derived from or modelled on our intellectual property;

(j) make available, publish, distribute, or otherwise provide any HTB Content - in original, modified, compiled, or derivative form - to any third party for any purpose described in paragraph (i);

(k) assist, enable, or facilitate any third party in carrying out any activity described in paragraphs (i) or (j), whether by providing content, tools, access, infrastructure, or instructions; or

(l) use the Services or HTB Content in any way that infringes our intellectual property rights or the rights of any third party.

The restrictions in paragraphs (i) through (k) apply regardless of the means of acquisition, format, volume, or whether the use is commercial or non-commercial, and extend to content obtained through authorised access, third parties, or any other source. Any use in breach of paragraphs (i) through (k) constitutes an infringement of our intellectual property rights and a material breach of this Agreement. These restrictions do not apply where expressly authorised under a separate written agreement with Hack The Box.

Without limiting the above, detailed rules on how you must treat platform content, challenges, and proprietary materials - including content-sharing restrictions and reverse-engineering prohibitions - are set out in the Acceptable Use Policy.

11.5 Trade Marks

You must not use our trade marks or trade names without our express written consent and in accordance with our guidelines.

11.6 Feedback

You are not obliged to give us suggestions, enhancement requests, or other feedback about the Services ("Feedback"). However, if you do provide Feedback, we may use and modify it without any restriction or obligation to compensate you.

12. User-Generated Content

12.1 What User Content is

If you submit, upload, post, or otherwise make available any content through the Services - including your ratings, reviews, comments, text, images, audio, video, code snippets, solutions, write-ups, notes, or other materials - that content is your "User Content".

12.2 The licence you give us

By submitting User Content, you grant Hack The Box a fully paid-up, royalty-free, perpetual, irrevocable, worldwide, non-exclusive, transferable, and sublicensable licence to use, host, store, reproduce, copy, adapt, modify, translate, distribute, publicly display, publicly perform, communicate to the public, create derivative works from, and otherwise exploit such User Content in connection with the operation, improvement, promotion, and provision of the Services, in any media or format now known or later developed. This licence cannot be revoked once User Content has been submitted. If you delete User Content or your account, we will remove the content from public-facing areas within a reasonable time, but copies may persist in backups, caches, or where the content has been shared with other users.

12.3 Your responsibilities

You represent and warrant that you own or have all necessary rights to submit the User Content and to grant the licence above; that the content is accurate, lawful, and does not infringe the rights of any third party; and that it complies with this Agreement, and the Acceptable Use Policy. User Content may be accessible to other users. Neither Hack The Box nor other users have any obligation to keep it confidential.

12.4 Moderation and your rights

We may review, restrict, or remove User Content in accordance with the Acceptable Use Policy. That policy sets out the rules your content must follow, how we detect and assess potential violations, and the actions we may take.

If we restrict or remove your content or take action against your account based on your content, we will tell you why. You have the right to appeal any such decision through the process described in the Acceptable Use Policy.

If you believe content on the Services is illegal or infringes your rights, you can report it through the channels set out in the Acceptable Use Policy.

Where applicable laws provide you with the right, you may refer the dispute to a certified out-of-court dispute settlement body or lodge a complaint with the competent authority. These rights are in addition to - and do not limit - your right to bring proceedings before a court.

We are not obliged to monitor User Content before it is posted. We do not endorse User Content and are not responsible for it.

For how personal data in User Content is handled, see our Privacy Notice.

13. Third-Party Content and Links

We make reasonable efforts to keep our Website accurate and up to date, but we do not guarantee that it will be error-free or suitable for any particular purpose. Any reliance you place on information on our Website is at your own risk.

We have no control over, and accept no responsibility for, the content of third-party websites. A link to a third-party website does not mean we endorse or recommend the organisation that operates it. Your use of a third-party website is governed by that site's own terms and is at your own risk.

14. Termination

14.1 Termination by Us

We may restrict, suspend, or terminate your account and this User Agreement at any time, with notice, if you breach any part of this User Agreement, violate any law, or misuse our Services. In cases of serious or urgent risk (such as threats to security, safety, or other users), we may take interim measures as described in the Acceptable Use Policy.

Where a breach relates to your conduct on the platform or in the community, the enforcement procedures set out in the Acceptable Use Policy (including proportionality, notification, and appeals) apply.

14.2 Termination by You

You may end the contract between us at any time by deleting your account. Once the contract ends, you will no longer have the right to access or use the Services.

14.3 Subscription Cancellation

You may cancel your User Subscription at any time. After cancellation, you will retain access to the paid Services until the end of your current subscription period. After that period, your access to the paid Services will end.

14.4 Survival

Termination of this User Agreement does not affect any rights or obligations that either party accrued before termination. Certain provisions of this User Agreement (including those relating to intellectual property, limitation of liability, and dispute resolution) will continue to apply after termination.

14.5 Cumulative Remedies

Enforcement action taken under a service-specific annex, the applicable credential agreement, or the Acceptable Use Policy - such as credential revocation or exam disqualification - is in addition to, and does not limit, any remedy available under this User Agreement, including suspension or termination of your account.

15. Disclaimer of Warranties

To the maximum extent permitted by applicable law, Hack The Box expressly excludes all conditions, warranties, and other terms - whether express, implied, statutory, or otherwise. This includes, without limitation, any representation that the services will be uninterrupted, meet your requirements, achieve any intended results, be compatible with any other software, applications, systems, or services, operate without interruption, meet any performance or reliability standards, or be fit for a particular purpose.

16. Limitation of Liability

16.1 Indirect Losses

To the maximum extent permitted by applicable law, Hack The Box will not be liable to you for any indirect or consequential loss - including loss of profits, loss of data, loss of reputation, loss of opportunity, or any other loss - arising from your use of the services, even if we have been advised of the possibility of such loss.

16.2 Liability Cap

Notwithstanding anything to the contrary herein and to the maximum extent permitted by law, the maximum aggregate liability of Hack The Box under, arising from or in connection with the provision of the services and/or these terms, regardless of the cause of action (including negligence), will not exceed the higher of (a) the total fees paid by you to Hack The Box for the Services during the last 12 months of this contract, if any, or (b) GBP 100.00.

Nothing in this agreement limits liability for: (a) death or personal injury caused by our negligence; (b) fraud or fraudulent misrepresentation or (c) any other liability that applicable law does not allow us to exclude or limit.

16.3 Third-Party Actions

Hack The Box is not responsible for the actions, omissions, or conduct of any third party in connection with the Services - including Customer Organisations, employers, event organisers, sponsors, and recruiters. This includes, but is not limited to, the content, accuracy, or conduct of job postings, application processes, communications, assessments, event rules, eligibility determinations, prizes, employment decisions, or data processing practices.

17. General Provisions

17.1 Assignment

You may not transfer your rights or obligations under this User Agreement to anyone without our prior written consent. We may transfer our rights and obligations to another business without your consent, but we will notify you and make sure your rights are not adversely affected.

17.2 Severability

If any provision of this User Agreement (or part of a provision) is found to be illegal, invalid, or unenforceable, the remaining provisions will continue in full force and effect.

17.3 Waiver

If you breach this User Agreement and we do not take immediate action, we are still entitled to use our rights and remedies at a later time or in any other situation where you breach this Agreement.

17.4 Notices

Notices under this User Agreement must be in writing and sent to the appropriate address: for us, by email to legal@hackthebox.com; for you, to the email address associated with your account. Emails are deemed delivered the same business day (or the next business day if sent after 5 p.m. or on a non-business day at the recipient's location). Letters sent within the United Kingdom are deemed delivered 3 business days after sending (excluding English bank holidays).

17.5 Entire Agreement

This User Agreement (together with the terms of each accepted order and the documents referenced in the "How This Agreement Works" section) represents the entire agreement between you and Hack The Box regarding the subject matter covered. It replaces any previous terms and conditions you may have received.

17.6 Events Beyond Our Control

Neither party is liable for any failure or delay in performing its obligations under this Agreement where that failure or delay results from circumstances beyond the affected party's reasonable control. This includes, but is not limited to, natural disasters, epidemics or pandemics, war or armed conflict, terrorism, cyberattacks or security incidents affecting infrastructure not operated by Hack The Box, failures of third-party hosting or telecommunications providers, acts of government or regulatory authorities, industrial action, or power failures.

If such an event occurs, the affected party's obligations are suspended for the duration of the event. Where the event materially affects a paid Service for more than 30 consecutive days, either party may terminate the affected Service by giving written notice to the other. In that case, we will proportionately refund any Subscription Fees you have paid for the remainder of the affected subscription period.

This section does not excuse any obligation to pay fees that fell due before the event began.

17.7 Governing Law and Jurisdiction

This User Agreement, and any dispute or claim arising out of or in connection with it, will be governed by and interpreted in accordance with the laws of England and Wales. The courts of England and Wales will have exclusive jurisdiction to settle any such dispute.

If consumer protection laws in your country of residence provide you with greater protections than those set out in this User Agreement, those protections will apply regardless of the choice of English law.

17.8 Contact

If you have any questions please contact us in the following emails:

- Customer Support: customerops@hackthebox.com
- Legal: legal@hackthebox.com.
- Privacy: privacy@hackthebox.com

Previous Versions

Version	Link
1.0	https://resources.hackthebox.com/hubfs/Legal/Terms/UA/UAV1.pdf

Annex I - Jobs

This Annex contains additional terms that apply when you use HTB Jobs [jobs.hackthebox.com]. These terms supplement the main User Agreement. Where there is a conflict, this Annex takes priority for the Talent Search/Jobs Service.

1. What Talent Search Is

The HTB Jobs provides access to an online job board ("HTB Jobs") operated by Hack The Box. Through HTB Jobs, individuals may browse and apply for open positions ("Job Openings"), and companies or organisations seeking to recruit ("Employers") may post Job Openings and manage applications.

Access to and use of HTB Jobs is subject to this Agreement.

2. How HTB Jobs Works

Through HTB Jobs, you may browse open roles and submit applications. To apply, you may provide personal details (such as contact information), education and employment history, and supporting materials (including your CV/resume and, if you wish, a cover letter).

You may browse the job board and search for available opportunities as a Visitor without creating a Hack The Box User Account (see Section 3.1). To submit an application, you need an account.

By submitting an application, you confirm that the information and documents you provide are accurate and that you are authorised to share them.

3. We Are Not a Recruiter or Employer

Except where Hack The Box recruits for its own open positions, Hack The Box is not an employment agency, recruiter, or employer in connection with HTB Jobs. We do not recruit candidates on behalf of third parties, make hiring decisions for employers, verify job postings or vet recruiters, guarantee job offers or employment outcomes, provide career advice or professional guidance, or control Employer hiring practices or employment terms.

You must conduct your own due diligence on employers and job postings. Research companies independently, verify information, understand your legal rights, and make your own informed career decisions.

4. Recruiter Independence

All recruiters using Talent Search are independent third parties. They create their own job postings, make all hiring decisions independently, determine their own recruitment processes and selection criteria, are solely responsible for compliance with all applicable employment, anti-discrimination, labour, and immigration laws, and are solely responsible for all terms and conditions of employment if they hire you.

5. Data Protection

The general provisions on privacy and data sharing in Section 8 of the User Agreement apply to HTB Talent Search.

Each time you apply for a Job Opening, you choose to share and authorise Hack The Box to share the personal information you provide - including your CV, cover letter, and any other

application materials - with the Employer that posted that role. From the point of disclosure, the Employer is an independent data controller of your application data for its own recruitment purposes.

In operating the Talent Search platform, Hack The Box also processes personal data on the Employer's documented instructions as the Employer's data processor under a data processing agreement. For that processing, the Employer determines the purposes and means under their privacy notices and practices.

If you wish to exercise your data-protection rights (for example, access or deletion) in relation to a specific application, direct your request to the Employer using the contact details provided in that Employer's privacy notice. For privacy enquiries relating to Hack The Box's own processing of your data (for example, platform security or service improvement), contact us using the details in our Privacy Notice (Section 13).

You must not include sensitive personal data in your CV, cover letter, or any materials submitted through HTB Talent Search - including national identification numbers, tax or social security numbers, financial information, or health details. We do not require this information for job applications. If you include sensitive personal data in your application materials despite this, you acknowledge that Hack The Box is not responsible for any disclosure of that data to employers or other third parties that results from the normal operation of the Talent Search service.

6. Your Profile

You are responsible for keeping your Profile accurate, complete, and up to date at all times, including your personal details, education, work experience, and résumé. Hack The Box does not verify, guarantee, or assume responsibility for the accuracy, completeness, or currency of any information contained in your Profile.

7. Liability

The general provisions on third-party actions in Section 16.3 of the main User Agreement apply to HTB Talent Search. In addition, Hack The Box is not responsible for the accuracy, completeness, legality, reliability, or availability of any job listing, career page, application, CV content, or communication exchanged through HTB Jobs. All such information is the sole responsibility of the Employer or user that provided it.

Annex II - Capture the Flag (CTF)

This Annex contains additional terms that apply when you participate in Capture the Flag events [<https://ctf.hackthebox.com/>]. These terms supplement the main User Agreement. Where there is a conflict, this Annex takes priority for the CTF Service.

1. What the CTF Service Is

The Capture the Flag Service ("CTF Service") lets you take part in Capture the Flag competitions and events ("CTF Events"). These are cybersecurity competitions where participants solve technical challenges within a set timeframe.

2. Event Organiser

Every CTF Event has an Event Organiser - the person or organisation that runs the event. The Event Organiser decides the event's purpose, rules, scope, who can take part, and all other key details.

The Event Organiser may be Hack The Box or a third party.

Where Hack The Box is the Event Organiser. We organise and run the event for the HTB community. You must follow this User Agreement and any event-specific rules we publish. HTB-organised events may include sponsorship by third-party organisations ("Sponsors").

Where a third party is the Event Organiser. Another organisation creates and controls the event using the HTB platform - for example, for training, employee evaluation, or recruitment. You must follow any Event Rules the Event Organiser publishes, in addition to this User Agreement.

Hack The Box is not responsible for the actions, decisions, or conduct of any third-party Event Organiser or Sponsor in connection with a CTF Event. This includes event rules, eligibility decisions, assessment criteria, prizes, employment decisions, and data processing practices.

3. Joining an Event

Account required. You need a Hack The Box User Account to take part in any CTF Event. You must create and maintain your own individual account.

Eligibility. The Event Organiser may set additional eligibility requirements - such as verifying a company email address or requiring an access code. You are responsible for meeting any requirements the Event Organiser sets.

4. Fair Play and Conduct

You must participate in CTF Events fairly and in the spirit of ethical competition. Specific fair play rules and prohibited conduct are set out in the Acceptable Use Policy. Violations may result in disqualification, suspension, or termination of your account.

4.1 Team Events

Where a CTF Event allows teams, the following additional rules apply.

Forming a team. You may form or join a team in accordance with the Event Rules. Each team member must hold their own Hack The Box User Account and individually meet any eligibility

requirements the Event Organiser sets. You must not create multiple accounts to fill team positions.

Team member conduct. Each team member is individually responsible for complying with this User Agreement, the Acceptable Use Policy, and any Event Rules. If a team member breaks these rules during an event, the Event Organiser may take action against that individual, the team as a whole, or both - depending on the nature and severity of the violation and whether other team members knew of, contributed to, or benefited from the conduct.

Team contact. Where a team designates or is assigned a contact, that person is the primary point of contact for the Event Organiser for team-related communications and disputes. The team contact role does not create any additional legal liability beyond that person's own obligations under this Agreement.

4.2 Representing an Organisation or University

Where you take part in a CTF Event as a representative of an organisation, university, or other institution - whether by registering under its name, using an institutional email to verify eligibility, or joining a team identified with it - you warrant that you have the authorisation to create a team under that name and participate in the CTF Event on the institution's behalf.

5. Suspension and Disqualification

The Event Organiser may suspend or end your participation in a CTF Event if you breach this User Agreement, the event rules, or the Acceptable Use Policy; if your conduct disrupts the event or harms other participants; if you violate applicable law; or if the Event Organiser reasonably believes your continued participation poses a risk to the event's security, integrity, or legality.

Where the Event Organiser is not HTB, Hack The Box may also independently suspend or end your participation if your conduct breaches this User Agreement or the Acceptable Use Policy, or poses a risk to the platform.

6. Content Ownership

All CTF challenges, scenarios, and materials provided through the CTF Service belong to Hack The Box. You have the right to access and use them during your participation in CTF Events under this Agreement - but you may not modify, reverse-engineer, copy, or create derivative works from them.

7. Results and Leaderboards

CTF Event results - including scores, rankings, and challenge completion data - may be published or displayed publicly, to a restricted audience set by the Event Organiser, or to Sponsors or other third parties in accordance with the published event rules and the applicable privacy notice.

Leaderboards are generated automatically from participant performance data. In team events, results are shown under team names or affiliations, but individual participants may still be identifiable through their HTB accounts.

8. Data Protection

The general provisions on privacy and data sharing in Section 8 of the main User Agreement apply to all CTF Events. This section sets out the CTF-specific data arrangements.

8.1 The Event Organiser's Role

Where Hack The Box is the Event Organiser. We are the data controller and process your data in accordance with our Privacy Notice. Where the event involves Sponsors, by taking part you authorise us to share your participant data with Sponsors in accordance with the published event rules and our Privacy Notice. This data may include your username, scores, rankings, challenge completion data, and contact details. Each Sponsor becomes an independent data controller of any personal data we disclose to it. Prizes or other benefits provided by Sponsors are subject to the Sponsor's own terms.

Where a third party is the Event Organiser. The Event Organiser is the data controller for data generated through your participation in the event. The Event Organiser decides what participant data is collected, how long it is kept, and whether and how results or participant information are published or shared. Hack The Box acts as the Event Organiser's data processor and processes your data on the Event Organiser's documented instructions. By taking part, you authorise us to share your account and participation data with the Event Organiser.

8.2 Representing an Organisation or University

Where you represent an organisation or university per Section 4.2, you authorise Hack The Box to share your participation data with that institution, and you acknowledge and agree that:

- The institution may receive information about your participation, including your name, username, team affiliation, scores, rankings, challenge completion data, and any other activity from the event.
- The institution may use that information for its own purposes, including internal reporting, academic assessment, recruitment evaluation, and promotional activities relating to the event.

If you do not want your participation data shared with the institution, do not register as its representative.

8.3 Disclosure to Third Parties

Once results or participant data are disclosed to a third-party Event Organiser, a Sponsor, Employer, Academic Institution or any other third party, Hack The Box has no control over - and is not responsible for - how they use, keep, publish, or further share that information. Their processing is governed by their own privacy notices. Any data protection requests about the processing activities of such third parties must be directed to them.

9. No Guarantee of Outcomes and Prizes

Hack The Box does not guarantee any particular outcome, result, level of participant performance, or the award, delivery, or value of any prize in any CTF Event, whether or not HTB is the Event Organiser.

Where prizes are offered, prize terms will be specified in the applicable event rules. You may need to provide additional information to receive prizes.

10. Event Availability and Support

CTF Events are subject to scheduled times and durations. We will use commercially reasonable efforts to maintain platform availability during scheduled event periods, but we do not guarantee uninterrupted access or error-free operation. Support is provided through our standard support channels for platform infrastructure issues.

Annex III - Academy

This Annex contains additional terms that apply when you use HTB Academy [academy.hackthebox.com]. These terms supplement the main User Agreement. Where there is a conflict, this Annex takes priority for the Academy Service.

1. What HTB Academy Is

HTB Academy provides structured, guided cybersecurity education. The Service is built around Modules - individual courses that each cover a specific subject, such as a particular technique, tool, or domain of cybersecurity. Each Module is broken into Sections - discrete lessons that combine instructional material with interactive exercises and assessment questions. Some Sections include hands-on components where you interact with a target system through your own machine or through a provided Pwnbox instance.

Modules are grouped into Paths - curated sequences of Modules designed to guide you through a broader subject area and build progressively toward a defined learning outcome.

2. Cubes

Access to Modules is managed through a virtual credit system called Cubes.

- (a) All accounts start with a number of free Cubes. Tier 0 Modules can be unlocked and completed at no net cost - you receive back the same number of Cubes you spend.
- (b) Higher-tier Modules (Tiers I through IV) require additional Cubes, which you can obtain through a subscription plan, a one-off purchase, or as a reward for completing Modules.
- (c) Once you unlock a Module using Cubes, you have permanent access to that Module for as long as your account is active, regardless of whether your subscription remains active.
- (d) If you hold an access-based subscription (such as the Silver Annual or Student plan), you have access to all Modules up to a specified tier for the duration of your subscription. If you complete a Module during your subscription period, you retain the ability to review that Module after your subscription ends.
- (e) Cubes have no cash value, cannot be transferred between accounts, and cannot be exchanged for money. We reserve the right to modify the Cube pricing of Modules, the number of Cubes awarded through subscriptions or completions, and the Cube system generally, at any time. Changes will not retroactively affect Modules you have already unlocked.

3. No Warranty of Accuracy

While we strive for accuracy, we do not warrant that content is free from errors or omissions, or that it is suitable for any particular purpose. If you apply knowledge and skills learned through the Academy to any real-world scenario, you assume all risk and responsibility. We are not liable for any damage, loss, or legal consequences arising from real-world application of Academy content.

Annex IV - Recognitions and Credentials

This Annex sets out how Hack The Box defines, issues, displays, and revokes recognitions and credentials. Where you enrol in a Credentialing Program, the applicable credential agreement governs that program. If there is a conflict, the applicable credential agreement prevails over this Annex, and this Annex prevails over the main User Agreement.

1. How Recognitions and Credentials Work

Hack The Box issues two types of achievement: Recognitions and Credentials.

Recognitions confirm that you completed an activity - such as finishing a Module, solving a Challenge, or participating in a CTF Event. They are issued automatically and may appear on your profile as badges, points, ranks, or similar records. Recognitions acknowledge what you did. They do not mean you have been assessed, and you must not present them as Credentials.

Credentials confirm that you have been assessed and met a defined standard. Hack The Box issues three types:

A **Micro-credential** confirms you met the assessed learning outcomes of a focused activity. It is not a Certificate or a Certification.

A **Certificate** is awarded when you complete a Certificate Program - a structured sequence of learning together with a final assessment. It confirms you achieved the programme's learning outcomes. A Certificate is not a Certification. You may not call yourself "certified" or use post-nominal letters on the basis of a Certificate.

A **Certification** is a professional credential. It requires passing a formal Examination and confirms demonstrated competence within a professional domain - not just completion of a programme. A Certification may require ongoing maintenance through continuing professional development. Only Certification holders may use the professional title, post-nominal letters, and other designations that Hack The Box authorises (the "Professional Designation").

Recognitions may count toward eligibility for a Credential. Credentials build on each other: Micro-credentials may count toward a Certificate, and completing a Certificate Program may satisfy eligibility requirements for a Certification.

Where a Credentialing Program requires a formal, timed assessment administered under defined conditions, that assessment is an "Examination." The format, environment, and permitted resources for each Examination are specified in the applicable Credentialing Program. Individuals are the holders of Credentials, not the entities by whom they are employed.

2. Credential Display and Verification

Credentials issued by Hack The Box may have dedicated public verification pages that display your name, credential title, date of issue, and verification status. By pursuing a Credential, you acknowledge and agree that verification pages may be publicly accessible to anyone, including employers, recruiters, and other third parties, without requiring your further authorisation for each access, and that such pages may be accessible independently of your

HTB Profile. Hack The Box does not control how third parties interpret, rely on, or further share information obtained from verification pages.

You receive a personal, non-exclusive, non-transferable, and revocable licence to display and reference your Credentials in accordance with any guidelines Hack The Box publishes. Hack The Box and its licensors retain exclusive ownership of all Credential designs, marks, and the verification system. This licence terminates automatically on revocation of the Credential.

3. Credential Issuance

The conditions for earning and being issued a Credential - including programme completion, assessment requirements, identity verification, and fees - are set out in the relevant Credentialing Program and the applicable credential agreement.

4. Continuing Professional Development

Hack The Box may designate certain content or activities as eligible for continuing professional education or development credits - whether toward maintaining a Hack The Box Credential or toward a third-party credential programme where applicable arrangements are in place. Where a Hack The Box Credential requires continuing professional development, the requirements are set out in the relevant Credentialing Program.

Hack The Box does not guarantee that any third party will recognise or accept HTB-designated credits, nor that third-party credits will satisfy Hack The Box's own requirements.

5. General Terms

Personal to you. Credentials and Recognitions are personal. They may not be transferred, assigned, or shared with any other person.

Changes to the framework. Hack The Box may update, modify, or discontinue any aspect of its recognitions or credentials framework at any time - including the types offered, requirements, assessment methods, or recognition formats - without liability to you.

No guarantee of external recognition. Nothing in this Annex gives you any right to academic credit, professional licensure, or regulatory recognition. Whether any institution, regulator, or employer recognises a Hack The Box Credential is entirely a matter for that institution, regulator, or employer. Where Hack The Box enters into recognition arrangements with educational institutions or other organisations, those arrangements are designed to support the portability and recognition of Credentials, but Hack The Box does not guarantee that any particular Credential will be recognised or accepted by any third party.

Point-in-time attestation. Credentials confirm that the holder met the stated requirements at the time of issuance. They are not a guarantee of ongoing competence, employment suitability, or fitness for any particular purpose.



HACKTHEBOX

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