

CANDIDATE PRIVACY POLICY

Last updated: August 2026

INTRODUCTION

By submitting your information or by providing other people's information, you acknowledge that you have read and understood this Candidate Privacy Policy (the "**policy**"). This policy is provided to help you as a candidate for one or more positions at Arpeely Ltd. ("**Arpeely**") to understand our practices regarding how we collect, use, share, and protect your personal information.

To the extent applicable, and for the purposes of this policy, Arpeely is considered as the Data Controller.

PERSONAL INFORMATION THAT WE COLLECT

During and as part of the application and recruitment process by Arpeely, we may collect and receive from you and from third parties (including without limitation LinkedIn profile, recruitment agencies, head-hunters, and referrals) certain personal information pertaining to you, such as:

- **Personal Details.** Including name and surname, age, gender, marital status, address, personal email address, telephone number, information from your social network profiles (for example, LinkedIn), citizenship, country of origin, nationality, date of birth; copies of ID documents, photos and videos; information necessary for the employment or engagement agreement; emergency contact details;
- **Recruitment Information.** Information provided or collected as part of the recruitment process, including your application, CV, interview and test notes, references or employment history from previous employers and third parties;
- **Desired Employment Details.** The type of employment you desire; current and/or requested salary and other terms related to compensation and/or benefits; willingness to relocate; other jobs you would consider;
- **Reference Data.** Information you or other third parties provide us as references;
- **Other Related Information.** How you heard about us or the position for which you applied; information related to previous applications for employment with us or previous employment history with us.

With respect to any personal information you provide to us about other people, for example, contact information for your references, you are responsible for obtaining any necessary consent from such people before providing any personal information to us.

HOW WE USE PERSONAL INFORMATION

Arpeely may use personal information for the purposes of carrying out its application and recruitment process, achieving other legitimate business purposes, and complying with legal obligations. These include:

- **To Evaluate Your Candidacy.** To evaluate your application, assess your eligibility to work, make hiring decisions;
- **To Verify Your Application.** Contacting your references, confirming the information in your application, and conducting background checks;
- **Coordinating with You.** Communicating with you about the recruitment process and your application(s), including, in appropriate cases, informing you of other potential career opportunities at Arpeely; to schedule interviews; assistance with travel arrangements, visas, or work permits (as applicable); processing reimbursement requests and other incurred expenses associated with your candidacy;

- **Compliance with Legal Obligations.** Legal compliance, including reporting obligations.
- **Legal Defense.** Responding to, or defending against claims, disciplinary actions, legal processes or requirements; conducting investigations and incident response;
- **Manage and Improve Processes.** Including the application and recruitment processes;
- **Promote and Protect Arpeely.** Including to protect candidates, staff, the public; our rights, property, image, and reputation;
- **Aggregate Data.** We may prepare, disclose, and/or publish aggregated and analytical information (information about you and other candidates collectively that is not intended to specifically identify you, such as individuals applying for a certain role or title and average pay associated with such role, or candidates within a certain age group) and other non-personal data about our candidate pool for analytics, benchmarking, reporting, and other business purposes.

You are not required by law to provide Arpeely with any of your personal information or the consent herein, but failure to provide such information will prevent Arpeely from being able to process your application.

If you begin employment or an engagement with Arpeely, information collected during the application and recruitment process may become part of your employment record.

HOW WE SHARE PERSONAL INFORMATION

We may share your personal information between and among our corporate affiliates.

Additionally, we may share information about candidates (that may include your personal information) with others outside of Arpeely or engage others to collect this information on our behalf, as described below and throughout this policy.

- **Service Providers.** Arpeely may use other companies and individuals to assist Arpeely in considering your candidacy and managing the recruitment process, such as recruitment platforms, recruitment agencies, companies that help us check references and other service providers, such as cloud services, HR platforms etc. and AI tools used for efficient search, indexing and analysis of documents. We use AI to process and summarize CVs and to summarize notes we took during interviews and assessments. Some of these service providers may be located in other jurisdictions than yours and process your personal information outside of your jurisdiction.
- **When Required by Law.** Arpeely may share information about candidates as required by applicable law or by regulators or public authorities. Arpeely will make reasonable efforts to minimize the amount of personal information that it discloses about candidates. Arpeely hereby disclaims any responsibility arising in connection with the personal information following any such disclosure all to the extent permitted by applicable law.
- **Sale or Merger.** In the event that Arpeely will be involved in a merger, acquisition, sale of all or part of its assets or any similar transaction, we may disclose or transfer your personal information in connection with that transaction; and
- **Report or Investigate.** To investigate or report suspected unlawful or criminal activity or fraud or when we have a good faith belief that there is an emergency that poses a threat to your, our, another person's or the public's health or safety.

YOUR RIGHTS

You may have the right to make requests with respect to your personal information that Arpeely processes about you in accordance with applicable laws, including the right to access and review your personal information and the right to correct or delete personal information in some cases. You may exercise these rights by contacting us at [aichallenge@arpeely.com].

INTERNATIONAL TRANSFERS

Arpeely may transfer personal information about candidates outside of the country or region where you reside including, for example the United States and Israel. We may transfer personal information to our vendors, service providers, business partners, and others as described in this policy. Please note that laws vary from jurisdiction to jurisdiction, so the privacy laws applicable to the places where your personal information is transferred to or stored, used, or processed in, may be different from the privacy laws in the place where you reside and may not offer the same level of data protection. When we transfer your personal information outside of the location where it was collected, we put into place appropriate safeguards or otherwise strive to ensure that such transfers meet applicable legal requirements.

RETENTION

Arpeely may retain your personal information as necessary to fulfill the purposes for which it was collected, or as necessary to comply with our business requirements and applicable laws; to comply with any legal, accounting or reporting obligations; to resolve disputes; to protect our assets; to efficiently run our business; and to enforce our agreements.

SECURITY

We take reasonable steps designed to protect personal information; however, although efforts are made to secure your personal information, it is not guaranteed, and we cannot guarantee complete protection against security risks. To the fullest extent permitted by law, we do not accept liability for any unauthorized disclosure.

UPDATES

Arpeely reserves the right to amend this policy from time to time. We will notify you regarding substantial changes to these terms on our website.

QUESTIONS OR CONCERNS

If you have any questions about this policy or the way Arpeely uses or shares your personal information, please contact us at [aichallenge@arpeely.com].

If you have raised a concern and your concern has not been appropriately addressed in a reasonable amount of time, you may have a right under applicable local law to file a complaint with the data protection authority in the place (country and/or state) where you reside.