

AU10TIX - PRIVACY POLICY FOR JOB APPLICANTS

Last updated: December 2025

About this Policy

We at Au10tix Ltd. and its affiliates (collectively, “**Au10tix**”) make every effort to ensure that we secure your Personal Information and use it properly. This policy explains our privacy practices and how we handle Personal Information related to you when you apply for a job with Au10tix. Specifically, this policy will provide details about:

- ✓ What Personal Information needs to be submitted by job applicants (“**Candidates**”);
- ✓ What we do with such Personal Information and how we process it; and -
- ✓ The rights that you, as a Candidate, have in connection with Personal Information related to you and job application materials that you submit during the job application and recruitment process, as applicable in your jurisdiction.

“**Personal Information**” means any information relating to an identified or identifiable natural person.

Au10tix collects and stores Personal Information in databases for which Au10tix Ltd. acts as the Database Controller. You can contact us at: DPO@au10tix.com

Please take the time to read this policy and do not hesitate to contact us if you have any questions about the job application and recruitment process, your privacy rights, or our privacy policy in general.

In case that you visit, or apply for a career through, our website, please also read our Website Privacy Policy [Privacy Notice - AU10TIX](#), which contains information on how we process Personal Information through our website, and supplements this Notice.

IMPORTANT NOTE

If you are a resident of the state of California, please read the Privacy Notice for California Residents.

You are not legally obligated to provide any Personal Data to us. Any Personal Data that you choose to provide to us, is provided at your own free will. However, some of the Personal Information is necessary for Au10tix to comply with legal obligations as your employer. If you choose not to provide personal information to Au10tix, we may not be able to employ you.

1. Purposes for Collecting and Processing Personal Information Related to You

We collect Personal Information related to you for recruiting purposes - so that we could assess your candidacy and suitability for a job with Au10tix, whether it is the position that you applied for, or other vacant positions, to be in contact with you during the job application and recruitment process and to prepare to offer you an employment contract if we decide to hire you.

We will also use Personal Information related to you for Au10tix’s human resources' management in general –

- ✓ To maintain Au10tix's HR record keeping;
 - ✓ To comply with diversity, inclusion and other legal requirements and to protect Au10tix's legal rights;
 - ✓ To combine Personal Information related to you with information such as criminal background checks (where permitted by law) that Au10tix receives from third party service providers; and
 - ✓ When Au10tix believes in good-faith that using Personal Information related to you is necessary to protect the life, health, safety or other vital interest of Au10tix or any other person.
- ✓ To take steps to enter into an employment contract with you.

We may also use Personal Information for compliance with legal obligations such as complying with immigration and employment laws and regulations, as well as in the event of a legal dispute between you (and/or a party on your behalf) to us (and/or a party on our behalf), in connection with handling such dispute.

2. Personal Information That We Collect

When you apply for a job at Au10tix, we will ask you to provide certain Personal Information that will help us evaluate your qualifications and candidacy and to stay in touch with you during the job application and recruitment process. Where permitted by law, we will collect the following information:

- ✓ Personal information connected to the identification of a Candidate such as: first name and surname;
- ✓ Contact information such as: phone number and email address;
- ✓ Eligibility information such as: resume/CV, cover letter, employment history (employers, job titles, length of employment) and educational background and training, linguistic capabilities, job skills, personal interests and your portfolio if relevant;
- ✓ Verification and background information and documents such as: diplomas, certificates, national IDs, driver's license, passport, social security, birth certificate;
- ✓ Reference materials and documents such as: job references and letters of recommendation, job salary/payment history, military records (if permitted by law), titles and licenses, immigration visa status, security clearance;
- ✓ Social media information such as your LinkedIn profile;
- ✓ Information that you provide us about your work and personality traits such as answers during an interview, answers to essay questions, or information about your salary expectations and work preferences;
- ✓ When you visit our 'Careers' page on our website, or view job positions, we and our third party service providers, collect information such as the IP address of your device, which provides your device location, and other non-identifiable information that is used for analytical purposes, such

as the type of browser, browser language, type of operating system, domain name of Internet service provider, web pages visited, times and dates of visits and the content you access on and/or through our website.

3. How we Collect Personal Information Related to You?

- ✓ We collect Personal Information related to you when you apply for a job position. Note that you are not legally obliged to provide Personal Information to us and any such provision of Personal Information is subject to your own free will.
- ✓ Third party recruiting firms and websites such as LinkedIn and HR agencies.
- ✓ Individuals who refer you.

4. Legal Basis for Processing Personal Information Related to You

If you are in a jurisdiction that requires a legal basis for processing Personal Information related to you, then our legal basis for processing Personal Information that we collect and process about you is:

- ✓ Your consent.
- ✓ We further process Personal Information related to you, where it is necessary to comply with legal obligation such as immigrations and employment laws and regulations and in legal proceedings.
 - ✓ Where it is necessary for legitimate interests pursued by us or a third party and your interests and fundamental rights do not override those interests. Such legitimate interests may be, for example, recruitment of personnel, handling career applications or other ongoing HR purposes.

5. Sharing Personal Information Related to You

We will share Personal Information related to you in the following instances:

- ✓ With Au10tix's various offices, our affiliate entities and employees to facilitate your application and the job recruitment process. We will share Personal Information related to you only to the extent necessary for the purposes of the job application and recruitment process and we will do so in accordance with this policy.
- ✓ With third party service providers that provide legitimate business functions for Au10tix, which will include processing Personal Information related to you, or third party recruiting firms. Such third-party service providers are engaged by us for the provision of, among others, data storage.
- ✓ With your previous or current employer, or other references provided by you, to learn about your employment history.
- ✓ With a competent supervisory authority, if we believe doing so is in accordance or otherwise required by an applicable law, regulation, judicial or legal process.
- ✓ With law enforcement or other authorities (including immigration, health, tax, national security) when it is necessary to protect the interests of our company or individuals.

- ✓ With another entity when it is required as part of a merger, acquisition or assignment of part or all of our business with that entity.
- ✓ Professional advisors (e.g. lawyers, accountants), to the extent necessary for the provision of their services to us.
- ✓ With any other third party as long as you have given your consent to such disclosure.

6. Your Choice

Applying for a job and submitting your job candidacy materials is voluntary and at any time, if you have already applied for a job and would like to withdraw your job candidacy, you can contact us and request that we stop considering your application.

Our deletion of Personal Information related to you and job application materials will be completed in accordance with our retention practices as described below in this policy.

7. Cookies

Cookies are small packets of information sent to your web browser and then sent back by the browser each time it accesses the server that sent the cookie. Au10tix uses session cookies for legitimate purposes, such as facilitation of the use of our website and its features and tools. Your device removes session cookies when you close your browser session.

We also allow third parties, such as Google Analytics and social media websites to place cookies on your device. These are persistent cookies. A persistent cookie has an expiry date. It remains on your device until it is expired or removed. You can find the information about how Google collects and processes data at "How Google uses data when you use our partners' sites or apps", located at www.google.com/policies/privacy/partners/.

8. Accessing Personal Information Related to You

If you are entitled to exercise the right of access and the right of rectification of inaccurate data, you can contact us at: DPO@au10tix.com and request to access the Personal Information that we keep about you.

We will ask you to provide us certain credentials to make sure that you are who you claim to be and will make good-faith efforts to locate Personal Information related to you that you request to access.

In responding to your request, we will apply limitations available under applicable law, for example, to protect our trade secrets, confidential information, and to protect the privacy of others.

Right to rectification

In limited circumstances, you may have the right to rectify, for example, inaccurate or incomplete personal Information concerning you.

Right to erasure

You may have the right to ask us to erase certain personal Information concerning you according to the applicable law.

If you request to correct or delete personal Information related to you, please note that we will still need to retain certain information for record-keeping purposes or to comply with legal or contractual requirements. In responding to your request, we will apply limitations available under applicable law, for example, to protect our trade secrets, confidential information and to protect the privacy of others.

9. Retention of Personal Information Related to You

We store your job application documents and content for as long as necessary to fulfil the purposes of using such Personal Information and as permitted by law.

We will delete Personal Information related to you from all our systems, when we no longer need to process your application documents, except for relevant information about your submission of the application with us, such as your name, CV, internal reports, interview dates and locations, and our decision whether to hire you or not, for archival purposes, to establish exercise and defend legal claims and if we are required under law to retain Personal Information related to you.

Retention periods can vary based on how long the recruitment process lasts and the time period between when you first apply and when a hiring decision is made in connection with your application.

You can let us know that you would like us to save Personal Information related to you for a longer period of time to take into account for future job postings.

10. Transfer of Personal Information Related to You Outside Your Territory

We are an Israeli-based company. Whenever we transfer Personal Information related to you beyond the country of origin, we will do so in accordance with applicable laws. If you are a resident in a jurisdiction where transfer of Personal Information related to you to another jurisdiction requires your consent, then you provide us your explicit consent to such transfer.

11. How do We Secure Personal Information?

We have implemented administrative, technical and organizational security measures as well as policies and procedures to protect Personal Information related to you. These measures and procedures are designed to protect information against risks such as temporary or permanent loss, destruction, and unauthorized or unlawful access, alteration, use or disclosure.

We require our suppliers and vendors to apply similar security measures and procedures when they access or use Personal Information that they process on our behalf.

12. Your Additional Rights as a Candidate in the EEA

Our legal basis for processing personal data collected about you in the EEA is based on the following:

- Processing personal data related to you is a legitimate interest of Au10tix as it is necessary for us to fulfill our hiring and employment needs, to evaluate the qualifications and backgrounds of Candidates and to communicate with you throughout the recruitment process. Therefore, we will rely on our legitimate interests, which we believe are not overridden by your fundamental rights and freedoms, for the following purposes:

- Communications with you, including direct marketing, or where you make contact with us through our website and other digital assets;
 - Cyber security;
 - Support and website operations;
 - Enhancements and improvements to yours and others experience with our website;
 - Fraud detection and misuse of our website.
- Processing personal data related to you is necessary for our compliance with legal obligations such as complying with immigration and employment laws and regulations.
 - Processing personal data related to you is necessary in order to take steps at your request prior to entering into an employment contract with you.
 - All processing of personal data related to you which are not based on the lawful grounds indicated above, are based on your consent. If we process personal data related to you based on your consent, you can withdraw your consent at any time, however this may have an effect on our ability to consider your job application. Withdrawing consent will not affect the lawfulness of any processing we conducted prior to the withdrawal and will have no effect on mandatory processing of your information under applicable laws.

You have the additional following rights subject to the exceptions under any applicable law:

- **Right of Access and Rectification** – You are entitled to access the personal data that we keep about you together with information about how and on what basis the personal data is being processed and to rectify when such information is inaccurate. If you find that the personal data related to you is not accurate, complete or updated, then please provide us the necessary information to correct it.
- **Right to Erasure** – You have the right to request that we erase some or all of the personal data related to you. If no exemption applies, and we need to delete personal data related to you following your request, it can take time until we completely delete residual copies of personal data related to you from our active servers and from our backup systems.
- **Right to Restriction of Processing** – You have the right to request that we restrict or limit processing of personal data related to you.
- **Right to Object** – You have the right to object to our processing of personal data related to you.
- **Right to Data Portability** – You have the right to receive or to have personal data related to you transmitted to another data controller.
- **Right not to be Subject to a Decision Based Solely on Automated Processing** – Our decision whether to hire you or not is made by our HR staff or the relevant manager.

- **Right to File a Complaint** - You have a right to lodge a complaint with a data protection supervisory authority of your habitual residence, place of work or of an alleged infringement of the General Data Protection Regulation (EU) 2016/679.

If you exercise one (or more) of the above-mentioned rights, in accordance with the provisions under the law, you are entitled to request to be informed that third parties that hold personal data related to you, in accordance with this privacy policy, will act accordingly.

We will look into your query and make good-faith efforts to resolve any existing or potential dispute with you. Note that when you send us a request to exercise your rights, we will need to reasonably authenticate your identity and location. We will ask you to provide us credentials to make sure that you are who you claim to be and will further ask you questions to understand the nature and scope of your request.

Please contact us if you wish to make a request to exercise your rights or if you have a question about your rights at: DPO@au10tix.com.

If you would like further additional information about your rights in association with personal data related to you or if you believe that we are misusing or have misused personal data related to you, please contact your local data protection authority. Here is a link to the contact details of EU data protection authorities: http://ec.europa.eu/justice/article-29/structure/data-protection-authorities/index_en.htm.

Accessibility

If you have a disability and would like to access this Notice in an alternative format, please contact us via our contact details listed below.

13. Specific Provisions for California Residents

If you are a California resident, the following terms also apply to our processing of Personal Information related to you, as defined under the California Consumer Privacy Act of 2018 (“CCPA”).

In the preceding twelve (12) months we have collected the following categories of Personal Information:

- ✓ Identifiers and Personal Information categories listed in the California Customer Records Statute (Cal. Civ. Code § 1798.80(e)), as described in the “Personal Information That We Collect” section in this policy.
- ✓ Characteristics of protected classification under California or federal law, such as gender identity and military or veteran status.
- ✓ Internet activity information, as described in the “Personal Information That We Collect” section in this policy.
- ✓ Professional or employment-related information and educational information, as described in the “Personal Information That We Collect” section in this policy.
- ✓ Inferences drawn from the collected Personal Information listed above.

We obtain the categories of Personal Information listed above from the categories of sources which are described in the “How do We Collect Personal Information Related to You?” section in this policy.

We use the Personal Information that we collect or receive for the businesses purposes as described under the “Purposes for Collecting and Processing Personal Information Related to You” section in this policy. We disclose Personal Information to third parties for business purposes as described under the “Sharing Personal Information Related to You” section in this policy. In the preceding twelve (12) months, we have disclosed all the categories of Personal Information as listed above for business purposes.

In the preceding twelve (12) months, we have not sold Personal Information.

14. How do We Change this Policy?

From time to time, we will need to update this policy. If the updates have minor if any consequences, they will take effect 7 days after we post the revised policy subject to this section. If any change to this policy materially affects you, we will use reasonable efforts to notify you in advance, such as by sending an email. We will give you a reasonable period of time to object to any changes and we will seek affirmative consent if and where this is required by applicable data protection laws.

15. Contact Us

If you have any questions about this privacy policy or have any concerns about how we handle Personal Information related to you, please contact us at: au10tix_hr@au10tix.com or DPO@au10tix.com.

ANNEX 1 – PROCESSING PERSONAL INFORMATION UNDER US CONSUMER PRIVACY LAWS

SCOPE

If you are a California resident, the following terms also apply to our processing of Personal Information related to you, as defined under the California Consumer Privacy Act of 2018, as amended by the California Privacy Rights Act (“CCPA”), and other currently in effect and applicable U.S. Consumer Privacy Laws (“US Privacy Laws”) This notice does not apply to our handling of publicly available information from government records, de-identified or aggregated information or other information that is excluded from the CCPA’s scope. The terms “Personal Information” and “Sensitive Personal Information” shall have the meaning ascribed to it under the CCPA.

In case that you visit, or apply for a career through, our website, please also read our Privacy Notice for California Residents on our website, which contains information on how we process Personal Information through our website, and supplements this Notice.

We do not use, and will not disclose sensitive personal information, within the meaning of the US Privacy Laws, other than to:

- assess our potential engagement with you as an employee;
- prevent, detect, and investigate security incidents;
- resist malicious, deceptive, fraudulent, or illegal actions directed at us and to prosecute those responsible;
- ensure your, and others’ physical safety and wellbeing; or,

We do not use or disclose Employee Data for cross-context behavioral advertising.

PERSONAL INFORMATION WE COLLECT, USE AND DISCLOSE

We may collect the categories of Personal Information listed in the table below. The table also lists, for each category, the source of the Personal Information, the business purposes for which it will be processed and the third parties to whom it may be disclosed.

Personal Information Category	Business Purposes	Source	Disclosure to third parties
Identifiers, such as name and email address.	<ul style="list-style-type: none">• Enter into a contract or to perform a contract with you.• Respond to your requests or questions and to manage our relationship with you	<ul style="list-style-type: none">• When you contact us (“Direct Interactions”).• Third party recruiting firms, websites such as LinkedIn and HR agencies or	<ul style="list-style-type: none">• Affiliate entities (“Affiliates”)• Third party service providers that provide services to us in connection with the aforementioned

	<p>(“Relationship Management and Response to Requests”).</p> <ul style="list-style-type: none"> Assess your candidacy and suitability for a job with Au10tix (“Assessment”) In the event of a legal dispute between you (and/or a party on your behalf) to us (and/or a party on our behalf), in connection with handling such dispute (“Handling of Disputes”). Compliance with legal obligations such as immigration and employment laws and regulations and in legal proceedings. (“Compliance Purposes”). 	<p>Individuals who refer you (“Third Parties”).</p>	<p>business purposes, such as data storage providers and third party recruiting firms (“Service Providers”).</p> <ul style="list-style-type: none"> Your former or current employers (“Employers”) Legal, regulatory and law enforcement authorities, to the extent required by applicable law (“Authorities”). Professional advisors (e.g. lawyers, accountants), to the extent necessary for the provision of their services to us (“Advisors”) Third parties to whom we may choose to sell, transfer, or merge our business (or parts thereof) or our assets, or parties whose business we wish to acquire (“M&A Counterparts”).
<p>Personal information categories listed in the California Customer Records statute (Cal. Civ. Code § 1798.80(e)), such as name, telephone number, and employment history.</p>	<ul style="list-style-type: none"> Enter into a contract or to perform a contract with you. Relationship Management and Response to Requests. Handling of Disputes. Compliance Purposes. 	<ul style="list-style-type: none"> Direct Interactions. Third parties 	
<p>Characteristics of protected classification under California or federal law, such as gender identity and military or veteran status. This information is considered as “Sensitive Personal Information.”</p>	<ul style="list-style-type: none"> Compliance Purposes. 	<ul style="list-style-type: none"> Direct Interactions. Employers and publicly available sources. 	
<p>Biometric information, such as photos and voice records, based on your interaction</p>	<ul style="list-style-type: none"> Enter into a contract or to perform a contract with you. 	<ul style="list-style-type: none"> Direct Interactions. 	

with us during the job application and the recruitment process.	<ul style="list-style-type: none"> • Handling of Disputes. • Compliance Purposes. 		
Professional or employment related information, such as current or past employment history.	<ul style="list-style-type: none"> • Enter into a contract or to perform a contract with you. • Handling of Disputes. • Compliance Purposes. • Assessment 	<ul style="list-style-type: none"> • Direct Interactions. • Employers and publicly available sources. • Third Parties 	<ul style="list-style-type: none"> • Affiliates • Service Providers. • Authorities • Advisors. • M&A Counterparts. • Employers

The table above describes our current practices and our practices during the 12 months preceding the “Last Updated” date of this Notice.

If you provide us with any Personal Information relating to others, you must make sure that you have permission to do so.

OPT-OUT OF THE SALE OR SHARING OF PERSONAL INFORMATION (“DO NOT SELL” / “DO NOT SHARE”)

We do not sell Personal Information or share it with third parties for cross-context behavioral advertising and have not done so in the past 12 months.

We do not knowingly sell, or share with third parties for cross-context behavioral advertising, Personal Information of consumers under 16 years of age.

DATA RETENTION

We retain Personal Information related to you for as long as necessary to fulfill the purposes we collected it for, including for legal or reporting requirements.

In order to determine the appropriate retention period for Personal Information, we consider the following criteria: the volume, nature, and sensitivity of the Personal Information, the potential risk of harm from unauthorized use or disclosure of Personal Information, the purposes for which we collect and process Personal Information, the timeframe during which we may require such Personal Information in connection with potential litigation, and applicable legal requirements.

YOUR CALIFORNIA PRIVACY RIGHTS UNDER CCPA/CPRA

- **Right to Know and Data Portability:** you have the right to request certain information regarding our collection and use of Personal Information, and disclosure of Personal Information to third parties.
- **Right to Deletion and Rectification:** you have the right to request that we delete any of your Personal Information that we collected from you and retained or that we correct inaccurate Personal Information we retained. We shall use commercially reasonable efforts to correct such inaccurate Personal Information. We may deny your deletion request in certain defined cases, for example, if

retaining the data is necessary for us or our service providers to perform our contract with you, detect security incidents, protect against malicious, deceptive, fraudulent, or illegal activity, debug products, exercise free speech, engage in research, enable internal uses or comply with applicable laws and legal obligations.

- **Non-discrimination:** limiting the use of Personal Information may affect features and uses that rely on that data. You have a right not to receive discriminatory treatment by us for the exercise of such privacy rights as conferred by the CCPA. Unless permitted by the CCPA, we will not: deny you goods or services, provide you a different level or quality of goods or services or suggest that you may receive a different price or rate for goods or services or a different level or quality of goods or services.
- **Automated decision-making:** you will not be subject to decisions that will have a significant impact on you based solely on automated decision-making, unless we have notified you and allowed you to opt-out.

SUBMITTING REQUESTS REGARDING YOUR RIGHTS

To make a request regarding your rights as detailed above, please submit a request using one of the methods in the Contact Details section below.

You may use a legally authorized person on your behalf to submit a request if you provide a signed written permission to such person. Your request to know or delete must provide sufficient information that allows us to reasonably verify you are the person about whom we collected Personal Information or an authorized representative and should describe your request with sufficient detail that allows us to properly understand, evaluate, and respond to it.

California's "Shine the Light" law (Civil Code Section § 1798.83) permits Candidates who are California residents to request certain information regarding our disclosure of Personal Information to third parties for their direct marketing purposes. To make such a request, please contact us using one of the methods in the Contact Details section below.

ACCESSIBILITY

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HOW DO WE CHANGE THIS NOTICE?

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CONTACT US

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