

## Privacy Policy

**Last Updated: June 16, 2022**

Gloat Ltd. (“Anymatch”, “we”, “our” or “us”) provides this Privacy Policy, as will be updated from time to time (our “Policy”) to inform you of our policies and procedures regarding the collection, use and disclosure of information we receive when use the Services (as defined in the Term and Conditions (as defined below)). By using the Services you agree to be bound by the terms of this Policy and you hereby agree and confirm that you will not have any claims or demands with respect to Policy. We may change the terms of this Policy from time to time by posting notice on our Services (including the website at [www.anymatch.ai](http://www.anymatch.ai)), with a five (5) day advance notice, however by entering into our Services you hereby waive any claim or demand against Anymatch with respect thereto. Your continued use of the Service following such notice shall constitute your consent to any changes made. If you do not agree to the new or different terms, you should not use and are free to discontinue using the Service.

This Policy is an integral part of our General Terms and Conditions (the “**Terms and Conditions**”). Terms defined in this Policy shall have the same meaning ascribed to them in the Terms and Conditions, unless otherwise defined herein.

### **Definitions:**

“**CV**” – means information which personally identifies you and is related to you, such as your email address, residence, employer’s name, profile picture, information you were tagged in or commented on, employment and education history, resume, etc.

“**Anonymous Profile**” – means the Content (defined below), after being stripped off from any Personally Identifiable Information (defined below), such as your current position, education background, professional experience, number of friends which are members in a specific community.

This Policy was written in English. If you are reading a translation and it conflicts with the English version, please note that the English version controls.

## 1. INFORMATION COLLECTION

In the course of using the Service, you or others may provide us with certain information relating to you, including without limitation Registration Data and public information that we collect as part of the Service and information related to you that is added to the Service through any interface or mechanism, third parties sites such as Facebook and LinkedIn, or any other means (“**Content**”).

The Content shall include both Personally Identifiable Information and Non Personally Identifiable Information (as such terms are defined below).

According to the Israeli privacy laws and the rules and regulations promulgated thereunder, as may be amended from time to time (“**Applicable Laws**”), you hereby



acknowledge that you are not legally required to provide us with any Content, and the provision of it is solely based on your free will. However you acknowledge that we will not be able to provide you with the Services without receiving your Content.

By using the Services, you hereby acknowledge that the Content will be stored in our database(s) (to be registered in accordance with the requirements under the Applicable Laws); you hereby grant us the license to use the Content according to the terms herein, and provide your informed consent for the use of the Content by us (and/or third parties on our behalf) for the purposes set forth in this Policy.

### **Personally Identifiable Information.**

Such parts of the Content that you upload and/or otherwise provide to the Services, and may personally identify you as an individual, such as your ID number, picture and Registration Data (“**Personally Identifiable Information**”) shall be used pursuant to this Policy.

By providing us with Personally Identifiable Information you hereby warrant and represent that such Personally Identifiable Information is yours, you have the legal right to provide us such Personally Identifiable Information and it is complete, accurate and true.

We do not claim ownership of the Personal Identifiable Information provided to us in the use of the Service. However, when you provide us with Personally Identifiable Information you hereby grant us an irrevocable, royalty-free, non-exclusive, unlimited license to use your Personally Identifiable Information in accordance with the terms of this Policy.

### **Non Personally Identifiable Information.**

Such parts of the Content that is collected and/or otherwise created in the scope of your use of the Services, and does not personally identify you and does not reveal your specific identity as an individual and/or cannot be attributed to you, including the Anonymous Profile (“**Non Personal Identifiable Information**”).

We may collect Non-Personal Identifiable Information in the following ways:

- a. Information that your browser sends when you use our Service (“**Log Data**”). This Log Data may include, but is not limited to, your computer’s Internet Protocol address, location, browser type, the web page you were visiting before you access the Service and information you search for using the Service.
- b. Like many services, we use “cookies” to collect information. A cookie is a small data file that we transfer to your computer’s hard disk for record-keeping purposes. We use “session ID cookies” to enable certain features of the Service, to better understand how you interact with the Service and to monitor web traffic routing and aggregate usage of the Service. You can instruct your browser, by changing its options, to stop accepting cookies or to prompt you before accepting a cookie from the website you visit. If you do not accept cookies, however, you may not be able to use all portions or all functionality of the Service.



- c. We may use GIFs in order to collect information. Clear GIFs are tiny graphics with a unique identifier, similar in function to cookies. In contrast to cookies, which are stored on your computer's hard drive, clear GIFs are embedded invisibly on web pages.
- d. We may use automated devices and applications, such as Google Analytics, to evaluate usage of our Service. We use these tools to help us improve our Services, performance and user experience. We may also engage third parties to track and analyze Service data or provide other services on our behalf. Such third parties may combine the information that we provide about you with other information that they have collected from other sources. This Policy does not cover such third parties' use of the data and such use is governed by such third parties' privacy policies (including transfer thereof).
- e. Other websites and applications may also place or read cookies on your computer's browser. Please see below the section "Links to Third Party Sites".

By using the Services, you hereby acknowledge and consent that Non-Personal Identifiable Information will be considered as non-confidential, non-proprietary, and unprotected, and you hereby grant us an irrevocable, non-exclusive, royalty-free, unlimited license to use the Non Personal Identifiable Information for the purposes set forth in this Policy, or for any other purpose as we will see fit, and you will have no claim and/or demand (whether monetary or otherwise) towards us in this regard.

## 2. LINKS TO THIRD PARTY SITES

Our Service may contain links to third party websites and applications. However this Policy applies only to the Service. We do not exercise control over providers of information, or over banners, other advertisements or links, if any, from within the Service. These other sources may place their own cookies or other files on your computer, collect data or solicit personal information from you, and they follow different rules regarding the use or disclosure of the information that you submit. You acknowledge that after entering into a third party website or application (by clicking any link) you will no longer be using the Services and you will solely be responsible for the use of any of these third party websites or applications. **We encourage you to read the privacy policies and other terms of the other sources before using their services.**

## 3. HOW WE USE PERSONALLY IDENTIFIABLE INFORMATION

Personally Identifiable Information is used for the following primary purposes (as may be updated from time to time): (i) to provide the Service, including, without limitation, opening your profile, creating your Anonymous Profile and disclosure of such Anonymous Profile (and subject to your consent – disclosure of your Personally Identifiable Information) to potential employers as set forth below, (ii) monitor and analyze use of the Service and for the technical administration and troubleshooting of the Service, (iii) to personalize your experience, (iv) to provide service announcements, (v) to enforce our Terms and Conditions, (vi) to better understand your needs both on an aggregated and individualized basis in order to improve our service, (vii) to communicate with you and contact you to obtain feedback from you regarding the



Service, (viii) disclose to third party vendors, service providers, contractors or agents who perform functions on our behalf with respect to the Services, and (ix) as otherwise authorized by you.

#### 4. HOW WE USE NON PERSONAL IDENTIFIABLE INFORMATION

We may use information that is Non Personal Identifiable Information for the above purposes (where applicable) and in addition in order to (i) take anonymous or aggregate information, including without limitation Anonymous Profiles, and disclose such data only in a non-personally identifiable manner to organizations approved by us for marketing, advertising, research, or similar purpose, (ii) disclose to third party vendors, service providers, contractors or agents who perform functions on our behalf, (iii) monitor and analyze use of the Service and for the technical administration and troubleshooting of the Service, and (iv) to provide us with statistical data.

#### 5. INFORMATION SHARING AND DISCLOSURE

- 5.1 Any Content provided to us, will be available to potential employers in the following manner:
  - . First Step. Following our Service recommendation, we may send your Anonymous Profile to potential employers in order for them to consider engaging you. Your full name, ID and picture will not be disclosed at such time. We do make an effort that the Anonymous Profile will not reveal your identity but please note that this is not a guarantee that your identity may not be inferred from the Anonymous Profile; The Anonymous Profile will only be revealed to potential employer(s). The original format of the Content, prior to stripping off Personally Identifiable Information, will be kept in our systems, for the provision of the Services.
  - a. Second Step. As potential employers wish to receive additional Content about you and after and subject to receiving your prior approval, we may send the potential employers additional information relating to you (including your CV and other Personally and Non Personal Identifiable Information which has not been disclosed under subsection (a) above).

For the avoidance of doubt, although we require the potential employers to keep all of your Content confidential, we will not be liable for any unauthorized use or disclosure made by such third parties and by using the Services you hereby waive any claim or demand against Anymatch with respect thereto.

- 5.2 Without derogating from the foregoing, we may share the Content (or any part thereof) in the following manner:
  - . Aggregate Information and Non- Personal Identifiable Information. We may share aggregated information, including queries and offers generated as a result of your use of the Service that includes Non-

# anymatch

Personal Identifiable Information and Log Data, with third parties for industry analysis, demographic profiling and other commercial purposes. Any aggregated information shared in these contexts will not contain your Personally Identifiable Information.

- a. Combined Information. We may combine certain Personal Identifiable Information with Non Personal Identifiable Information in order to allow us to create information packages and services that are better tailored to your interests and preferences. Among other things, linking this information may allow us generally to improve and personalize the Service. If we combine or link any information with your Personal Identifiable Information, the resulting combination will be treated as Personal Identifiable Information under this Policy.
- b. Compliance with Laws and Law Enforcement. We cooperate with government and law enforcement officials to enforce and comply with the law. We will disclose any information about you to government or law enforcement officials as we, in our sole discretion, believe necessary or appropriate to respond to claims and legal process (including but not limited to subpoenas), to protect our or a third party's property and rights, to protect the safety of the public or any person, or to prevent or stop any activity we may consider to be, or to pose a risk of being, illegal, unethical, inappropriate or legally actionable.
- c. Other Transfers. In connection with a merger, acquisition, reorganization or sale of all or substantially all of our shares or assets, or in the event of our bankruptcy, We may transfer some or all of our assets, including among others any Content, subject to our Policy as in effect immediately prior to such a transfer (except if we notify you otherwise).

Please note that as a user of our Service, you may also provide us with information of third parties such as feedbacks, tags, or third parties' information ("**Third Party Information**"). We may share and disclose Third Parties Information received by you, provided that the third party authorized us to do so by signing on to our Service as a registered user and by accepting our relevant Policy and Terms and Conditions.

## 6. REVIEWING, AMENDING AND DELETING YOUR PERSONALLY IDENTIFIABLE INFORMATION

You have the right to review your Personally Identifiable Information stored in our database, and also update, amend and/or delete your Content (including your Anymatch account) by sending a request to Privacy [Privacy@gloat.com](mailto:Privacy@gloat.com), and we will act in accordance with the provisions of Applicable Laws, in order to comply with your request. However, we may retain certain information as deemed required by Applicable Laws, or for legitimate business reasons, for the duration as required under Applicable Laws. Please note that if you completely delete your Content, your Anymatch account may be deactivated and as such, you will not be able to use the Service.



In addition, we may delete any Content pursuant to our policies as then in effect relating to your breach of any applicable law or our policies then in effect.

## 7. SECURITY

We are concerned with safeguarding your Content. We employ a variety of measures designed to protect your Content from unauthorized access and disclosure. However, we cannot guarantee that any information or private communications will be protected from unauthorized disclosure or use.

You should take steps to protect against unauthorized access to your password, phone, and computer by, among other things, signing off after using a shared computer, choosing a robust password that nobody else knows or can easily guess, and keeping your log-in and password private.

If you receive an e-mail asking you to update your information with respect to the Service, do not reply and please contact us at [Privacy@gloat.com](mailto:Privacy@gloat.com).

## 8. PROCESSING OR TRANSFER

We use third party services in delivery of the Service, such as cloud or internet-based storage and data processing solutions. Such third party services are subject to confidentiality obligations and may use your Content only for fulfilling their obligations to us.

You acknowledge that we may use servers which are located outside your jurisdiction (such as the U.S. and/or the EU). As a result your Content may be stored, processed, maintained or transferred outside of your state or country, where the privacy laws may not be as protective as those in your jurisdiction. By using the Services, You acknowledge and hereby provide your informed consent to the storing, processing, maintain and transferring of such Content to other jurisdictions (including the U.S. and/or the EU)

## 9. OUR POLICY TOWARD CHILDREN

Our Services are not meant to be used by persons under 18, as such, we do not knowingly collect personal information from minors aged 13 or younger. If a parent or a legal guardian becomes aware that his or her child has provided us with personal information without their consent, he or she should contact us at [Privacy@gloat.com](mailto:Privacy@gloat.com).

## 10. CONTACTING US

If you have any concerns or questions about this Policy, please contact us at [Privacy@gloat.com](mailto:Privacy@gloat.com).

*Copyright © 2022, Gloat Ltd. All rights reserved.*