

PRIVACY POLICY

Last updated: September 22, 2026

This privacy policy (“**Privacy Policy**”) describes Natural Intelligence Ltd.’s and Natural Intelligence Marketing Technologies Spain SL (“**Naturalint**”, “**we**”, “**our**” or “**us**”) information practices in connection with the website <http://www.naturalint.com/> (together with its subdomains, features, and services available thereon, the “**Site**”). The section and subsection headings used below are for convenience of reading only (and are not to be used for interpretive purposes), but we hope they make navigating this Privacy Policy easier.

Generally speaking, Naturalint collects information that you have voluntarily provided to us, or information that we have collected from you, either independently or by engaging with third parties (such as a data analytics provider) that collect it from you on our behalf. This happens in cases where we use or deploy third party tracking technology, or where we otherwise give these third parties access to our technology. **You acknowledge that such collection may also be carried out by third parties. We describe in Section 4 below (Information We Collect from You) the ways in which we collect information from you.**

The information we receive may be about you as well as the ways in which you use the Site. For the purposes of this Privacy Policy, we categorize information as either Personal Information or Anonymous Information.

“Personal Information” means information that may be used, either alone or in combination with other information, to personally identify an individual, such as a first and last name, an email address, phone number, a home or other physical address, and other contact information.

“Anonymous Information” means information which is not Personal Information, such as aggregated information.

1 | WEBSITE TERMS OF USE

This Privacy Policy forms part of the Site’s Terms of Use (the **“Website TOU”**), the definitive version of which can be viewed at <https://www.naturalint.com/legal-terms-of-use/>. Any capitalized term in this Privacy Policy that we don’t define, shall have the meaning given to it in the Website TOU.

2 | CONSENT AND MODIFICATION

By using the Site you consent to this Privacy Policy and to our information practices described herein. You are not legally obligated to provide us with any Personal Information (and you acknowledge that providing us with Personal Information is done freely). If you do not agree to this Privacy Policy, please do not access or otherwise use the Site. We reserve the right, in our sole and absolute discretion, to change this Privacy Policy at any time. Such change will be effective ten (10) days following posting of the revised Privacy Policy on our website at <https://www.naturalint.com/legal-privacy-policy/>, and your

continued use of the Site after such a 10-day period shall mean that you accept those changes. The last revision will be reflected in the “Last updated” section.

3 | INFORMATION YOU PROVIDE TO US

We require you to provide us with certain types of Personal Information in order to use the Site and benefit from some of its features. Here are some examples:

3.1 | Job Application. If you apply for a job with Naturalint on or via the Site, we will require you (or in some cases, may just give you the option) to provide certain Personal Information, such as your name, email address, CV and additional relevant documents.

If you apply for a position located in Spain or elsewhere in the EEA, we may collect and process your Personal Information in accordance with the applicable data protection laws of the EEA, including the GDPR. This includes the transfer of such information to our affiliated Spanish entity, Natural Intelligence Marketing Technologies Spain SL, and third-party recruitment partners acting on our behalf.

3.2 | Recruitment Process and Interview Recording Tool. As part of our recruitment process, we may use a recording tool, meaning an AI-powered platform used to record, transcribe, summarize, and store candidate interviews and related recruitment materials (“Recording Tool”). The following information may be processed through such tools:

- Audio and/or video of interview conversations.

- Transcripts of interview conversations.
- Interview notes, summaries, and structured feedback about your candidacy.
- Recruitment-related metadata (for example, position applied for, interview date, interviewer identity, status within the recruitment process).

Interview materials collected through the Recording Tool are stored within our recruitment systems, including in your candidate profile in our applicant tracking system or equivalent recruitment platform (for example, our recruitment platform provider), subject to our internal access controls and security measures.

We retain interview materials only for as long as needed for the purposes described in this Privacy Policy and in our recruitment procedures, including to document the recruitment process, respond to complaints, and comply with legal obligations. In general, we keep candidate interview recordings and related documentation for a limited period following the end of the recruitment process, and then delete or anonymize them, unless a longer retention period is required by law or for the establishment, exercise, or defense of legal claims.

Use of the Recording Tool is part of our standard recruitment process. However, candidates may refuse the use of the Recording Tool for their interview by using the choice mechanism provided before the interview or by contacting us as described in this Privacy Policy. If you refuse, we will seek to offer an alternative interview process where operationally feasible, and we will continue to handle your Personal Information in accordance with this Privacy Policy.

All hiring decisions are ultimately made by human reviewers. We do not rely solely on automated processing, including AI-based tools, to make final decisions regarding your application. Any decision to advance, reject, or hire a candidate is made with meaningful human involvement.

3.3 | 'Contact Us'. If you send us a 'Contact Us' (or similar) request, whether by submitting an online form that we make available, by sending an email to an email address that we display, by using a feedback or reporting feature, or by other means, you may be required to provide us with certain Personal Information, such as your name and email address.

4 | INFORMATION WE COLLECT FROM YOU

We collect and process the Personal Information referred to above based, where applicable, on your consent, where the processing is necessary for the performance of a contract between you and Naturalint or where the processing is necessary for the purpose of fulfilling a legitimate interest pursued by us.

If we associate Non-personal Information with Personal Information, we will treat such information as Personal Information. We collect Personal Information and Anonymous Information from you in the following ways:

4.1. Log Files; Device and Usage Data. We collect information through server log files, but also by deploying tracking technologies within the Site. We do this to analyze trends, track user movement around the Site, and to generally collect information that we may find insightful or helpful. The type of information collected may include information that is considered as Personal Information in certain jurisdictions, such as (but is not limited to) internet

protocol (IP) addresses, MAC address, phone number, and Anonymous Information such as device type, browser type, operating system type, type of browser, Internet Service Provider (ISP), date/time stamp of Site use, referring/exit pages, and clicked pages. For example, the Site uses Google Analytics, more information on which you can find here: <https://www.google.com/intl/en/policies/privacy/partners/>.

Setting and storing cookies

Cookies may be set either by the website you are visiting (“first party cookies”) or by third party websites who run content on the website you are viewing (“third party cookies”). They may be stored either for the duration of your visit to the Website or for repeat visits. For more information on how we use cookies, please review our [cookie policy](#).

How to manage your cookie settings?

When visiting the Site from the European Economic Area (EEA) or United Kingdom (UK), a cookie banner will appear allowing you to manage your cookie preferences. You may choose to accept all cookies, reject non-essential cookies, or customize your settings. In addition, there are various ways in which you can manage and control your cookie settings. **You should bear in mind that, by deleting or blocking cookies, some or all of the websites you visit (or features of them) may not work properly or as effectively.**

Turning off cookies via your web browser

DoubleClick – if you would like to opt out of DoubleClick’s use of cookies you can do so by visiting the [DoubleClick opt-out page](#) or the [Network Advertising Initiative opt-out page](#).

You will also have the option of turning off third party targeting/advertising cookies each time you see an advertisement that has been personalized to you.

Some advertising networks that partner with us may use cookies to better manage advertising campaigns, specifically to personalize advertising messages and to impose frequency caps. Networks that are active on the site are participating in “Your Ad Choices” program and allow immediate opt-out of interest-based advertising by clicking on the “Your Ad Choices Icon”.

For more information please visit: www.youradchoices.com.

Most modern web browsers will provide you with some general information about cookies, enable you to see what cookies you’ve got, allow you to delete them all or on an individual basis, and enable you to block or allow cookies for all websites or individually selected websites. You can also normally turn off third party advertising cookies separately.

Please note that if you adjust your cookie settings via your web browser then, unless you delete or block each cookie individually, the changes will apply to all websites that you visit – not just our websites. You will also need to adjust your cookies on a browser-by-browser basis.

Information about cookies is usually found in the “Help” section of the web browser. Below are some links to the “Help” sections of some commonly used web browsers:

- Internet Explorer – <http://support.microsoft.com/kb/196955>
- Windows Phone – <http://www.microsoft.com/windowsphone/en-us/howto/wp7/web/changing-privacy-and-other-browser-settings.aspx>
- Google Chrome
<http://support.google.com/chrome/bin/answer.py?hl=en&answer=95647>
- Google Android – <http://support.google.com/android/?hl=en>
- Mozilla Firefox – <http://support.mozilla.org/en-US/kb/cookies-information-websites-store-on-your-computer?redirectlocale=en-US&redirectslug=Cookies>
- Opera – <http://www.opera.com/browser/tutorials/security/privacy/>
- Safari – <http://www.apple.com/support/safari/>

Turning off third party cookies

You can turn off the third party targeting/advertising cookies described in the cookie table above by visiting the following link:

Note that the third party listed above may need to set a cookie in order to remember that their targeting/advertising cookies should not be assigned to you in the future.

If you change or delete your browser's cookie file, or change or upgrade your browser or device, then you might need to opt out again.

5 | THE WAY WE USE PERSONAL INFORMATION AND WHO IS THE PERSONAL INFORMATION SHARED WITH

In addition to the uses of Personal Information described elsewhere in this Privacy Policy, we also use Personal Information in the following ways:

5.1. To Generally Provide You With the Site. We will use your Personal Information to: (a) administer and provide the Site to you; (b) further develop and generally improve the Site; (c) respond to your job applications (d) send you updates, promotions, offerings, or other news of/about the Site or Naturalint; (e) respond to communications with you, including but not limited to job applications; and/or (f) identify or authenticate your access and use of the Site.

5.2. Transfer To Affiliates. We may transfer your Personal Information to our affiliated entities for the purpose of storing such information on our behalf, or for other processing needs.

5.3. Third Parties. We share your Personal Information with our trusted third parties providers for the following purposes:

- Data Storage and Security Platforms – We use third party cloud and storage services to store and retain your Information;
- Providing you with our service, including the Site and accompanying customer support;

- Performing research, technical diagnostics or analytics;
- Sending emails and updates;
- Responding to your job applications and managing our recruitment procedures – we may share your job application and related information with our recruitment platform, interview management tools, and other third-party service providers that assist us in administering, documenting, analyzing, and managing our recruitment process;
- As part of our recruitment process, we may use trusted third-party tools, including tools with AI-based or automated functionalities, to assist in reviewing candidate applications and in documenting and organizing candidate interviews, including through recording, transcription, note-taking, summarization, and related workflow support. These tools help us manage candidate information efficiently, improve consistency and quality in recruitment, and maintain appropriate records of the recruitment process. Where interview recording or AI-assisted interview documentation is used, such processing will be carried out in accordance with applicable law and this Privacy Policy.

However, any hiring decision is ultimately made by a human reviewer. We do not rely solely on automated processing to make final decisions regarding your application. All decisions regarding candidate advancement, rejection, or hiring are made with meaningful human involvement.

Please note that if we transfer your Personal Information outside the European Economic Area (EEA), we will ensure that such transfers are carried out in compliance with applicable data protection laws. This includes, where

applicable, relying on an adequacy decision by the European Commission, or entering into Standard Contractual Clauses (SCCs) with the receiving party.

5.4. Enforcement. We may share your Personal Information with any third party if we believe that disclosure of such information is helpful or reasonably necessary to: (a) comply with any applicable law, regulation, legal process, or governmental request; (b) enforce the Website TOU, including investigations of potential violations thereof; (c) detect, prevent, or otherwise address fraud or security issues; and/or (d) protect against harm to the rights, property or safety of Naturalint, our users, yourself or the public.

6 | PUBLICLY AVAILABLE INFORMATION

Any content that you make publicly available on or via the Site will be publicly available to other users of the Site. If you actively or passively allow your contact information to be public, you may receive unsolicited messages or activity from other users of the Site. We therefore encourage you only to post information that you are sure you want to be publicly accessible.

7 | RETENTION, ACCESS AND ACCURACY; DELETION

We will retain your personal information for as long as necessary to provide our services, and as necessary to comply with our legal obligations, resolve disputes, and enforce our policies. Retention periods will be determined taking into account the type of information that is collected and the purpose for which it is collected, bearing in mind the requirements applicable to the situation and

the need to destroy outdated, unused information at the earliest reasonable time.

We may rectify, replenish or remove incomplete or inaccurate information, at any time and at our own discretion.

If you would like to delete or correct any of your Personal Information that we may be storing, there may be tools that we make available on the Site. Otherwise, please contact us at privacy@naturalint.com to request deletion. Processing of your request may take up to 30 days.

8 | EU DATA SUBJECT RIGHTS

If you are located in the European Economic Area (EEA) or the United Kingdom (UK), you are entitled to certain rights under the General Data Protection Regulation (GDPR) and equivalent laws. These rights apply to any processing of your Personal Information by us in the context of offering goods or services to individuals in the EEA/UK or monitoring their behavior as described in Article 3 of the GDPR.

Subject to applicable law and certain limitations, your rights include the following:

- **Right of Access** – You may request access to the Personal Information we hold about you and receive a copy of it.
- **Right to Rectification** – You have the right to request that we correct or complete inaccurate or incomplete Personal Information.

- **Right to Erasure ("Right to Be Forgotten")** – You may request that we delete your Personal Information, for example where it is no longer necessary for the purposes for which it was collected.
- **Right to Restriction of Processing** – You may request that we restrict the processing of your Personal Information, for example where you contest the accuracy of the data.
- **Right to Data Portability** – Where applicable, you may have the right to receive the Personal Information you provided to us in a structured, commonly used and machine-readable format, and to transmit it to another data controller.
- **Right to Object** – You may object to the processing of your Personal Information where we rely on legitimate interests as our lawful basis, including for direct marketing purposes.
- **Right to Withdraw Consent** – Where the processing is based on your consent, you may withdraw that consent at any time, without affecting the lawfulness of processing based on consent before its withdrawal.

You may also request confirmation of whether we process your Personal Information, and if so, receive certain details about that processing.

If you submit any of the above requests, we may ask you to verify your identity before taking action. Where applicable, we will also notify third parties to whom your Personal Information has been disclosed of your request so that they may take corresponding action.

Please note that some of these rights may be limited by applicable law or our legitimate business interests (e.g., compliance with legal obligations, defense of legal claims, or where deletion is technically infeasible).

To exercise any of your rights, please contact us at privacy@naturalint.com. We will respond within the timeframe required by applicable law (typically within one month).

You also have the right to lodge a complaint with your local data protection authority. A list of EEA supervisory authorities is available at: https://edpb.europa.eu/about-edpb/board/members_en.

Canada. If you are a resident of Canada, you are permitted to request certain information regarding our disclosure of Personal Information to third parties for their direct marketing purposes, where applicable. To make such a request, please send an email to privacy@naturalint.com.

If otherwise you have any question about your Personal Information you may contact our privacy compliance team at privacy@naturalint.com.

9 | OPT-OUT

You may choose not to receive future promotional, advertising, or other Site-related emails from us by selecting an unsubscribe link at the bottom of each email that we send. Please note that even if you opt out of receiving such emails, we may still send you administrative emails to facilitate your use of the Site.

10 | LINKS TO AND INTERACTION WITH THIRD PARTY PRODUCTS

The Site may link to third party content, products and services. Any Personal Information you provide in connection therewith is provided to the third party. We are not responsible for the privacy practices of such third parties, or for such content, products and services, and we encourage you to read the terms and conditions and privacy policy of each third party that you choose to use or interact with.

11 | CHILDREN'S PRIVACY

The Site is not designed to attract children under the age of 13. Accordingly, we do not intend to collect Personal Information from anyone we know to be under 13. If we learn that we have collected Personal Information from a child under 13, we will use commercially reasonable efforts to delete that information as quickly as possible. If you believe that we might have any such information, please contact us at info@naturalint.com.

12 | SECURITY

We use administrative, physical and technical safeguards to protect Personal Information. However, no method of transmission over the Internet, or method of electronic storage, is 100% secure. Therefore, while we try to use reasonably acceptable means to protect your Personal Information, we cannot guarantee its absolute security or confidentiality. If you have any questions about security on the Site, you can contact us at info@naturalint.com.

13 | MERGER, SALE OR BANKRUPTCY

In the event that Naturalint is acquired by or merged with a third party entity, we may (and hereby reserve the right to) transfer or assign the Personal Information and other information we have collected or received. In the event of a bankruptcy, insolvency, receivership, or comparable event, we may not be able to control how your Personal Information is treated, transferred, or used.

14 | CALIFORNIA PRIVACY RIGHTS

California Civil Code Section 1798.83 permits our customers who are California residents to exercise their California privacy rights, where applicable. To make such a request, please send an email to privacy@naturalint.com. Please note that partial or irrelevant inquiries will be ignored.

15 | OUR CALIFORNIA DO NOT TRACK NOTICE

We do not currently respond or take any action with respect to web browser “do not track” signals or other mechanisms that provide consumers the ability to exercise choice regarding the collection of Personal Information about that individual consumer’s online activities over time and across third-party web sites or online services. We may allow third parties, such as companies that provide us with analytics tools, to collect Personal Information about an individual consumer’s online activities over time and across different web sites when a consumer uses the Site.

16 | DELETION OF CONTENT FROM CALIFORNIA RESIDENTS

If you are a California resident under the age of 18 and a registered user of the Site, California Business and Professions Code Section 22581 permits you to remove content or information you have publicly posted. If you wish to remove such content or information and you specify which content or information you wish to be removed, we will do so in accordance with applicable law. Please be aware that after removal you will not be able to restore removed content or information. In addition, such removal does not ensure complete or comprehensive removal of the content or information you have posted and that there may be circumstances in which the law does not require us to enable removal of the content or information.

17 | HOW TO CONTACT US

If you have any general questions about the Site or the information we collect about you and how we use it, you can contact us at privacy@naturalint.com.

Natural Intelligence Ltd., ToHa Building, 6 Totseret HaArets st., Tel Aviv 6744129, Israel.