

Appendix 1 - Platform, Usage and Candidate Experiences

Sapia.ai Platform

Sapia.ai's Platform (**Platform**) is an automated interview & artificial intelligence platform which includes a talent function to screen, assess, and recruit the best talent for businesses. Using advanced analytics and machine learning algorithms to analyse various data points, the Platform scores Candidates against an ideal candidate profile for a specific role within an organisation. This allows your business to make more informed and objective hiring decisions, ultimately improving the quality of hires while improving fairness, efficiency and candidate experience.

The Platform includes a text-based Chat Interview which automates the screening, interviewing, and assessment of Candidates. Chat Interview creates a curated shortlist of your top candidates and generates insights for Candidates and hiring teams. The Platform includes a mobile-first Video Interview functionality which enables Candidates to record responses to interview questions in their own time.

Sapia.ai will provide unlimited user access to the Customer for the use of the Platform. A description of the Platform features by Platform Tier is set out below.

Sapia.ai Platform Features & Description	Starter	Pro	Enterprise
Chat Classic Interview (for high volume frontline hiring) Unlimited candidate chat interviews, multiple choice questions, Candidate Experiences with different screening questions, candidate feedback from interview experience	✓	✓	✓
	(Meta ai model only)	(Meta ai model only)	(Meta + custom ai models)
Chat Pro Interview built using Job Analysis Studio (JAS) (for professional or multilingual Hiring) Generate role specific unlimited chat interviews based on job description, using Sapia.ai's next-generation conversational assessment tool, purpose-built for professional and skilled role screening. Build a weighted competency profile, generate interview questions & edit end-to-end interview dialogue. Available via Talent Hub	-	✓	✓
Video Interview Unlimited candidate one-way video interviews. Questions can be asked via text or embedded videos. Blind assessment scoring for reviewers ensures a fair review process.	-	✓	✓

Sapia.ai Platform Features & Description	Starter	Pro	Enterprise
Talent Hub User access permissions, progress candidates, update candidate status and bulk interview invite via link. Sort, filter, and search for candidates, enable data export, tailored filtering by job code	✓	✓	✓
My Insights Personalised meaningful development insights profile for every candidate from their AI Chat Interview, regardless of the outcome, option for candidate to provide feedback on insights	✓	✓	✓
Talent Insights for Chat Classic Profile generated from Chat Interview, available for hiring teams via Talent Hub, profiles available for non-logged-in users (no PII) and download profile available.	✓	✓	✓
Talent Insights for Chat Pro Profile generated from Chat Interview, available for hiring teams via Talent Hub, profiles available for non-logged-in users (no PII) and download profile available.	-	✓	✓
Discover Insights Real-time dashboard reporting in Talent Hub providing analytics on hiring funnel performance, from candidate experience and sentiment, talent pool quality, efficiency gains, diversity & inclusion, and ROI	✓	✓	✓
Live Interview Automated bulk scheduling of interviews via a browser extension; runsheets & reminders for interviewers; seamless booking, rescheduling, cancelling interviews & interview reminders for candidates.	-	-	✓
SMS/MMS Messaging Interview invites, reminders, and links to candidate's insights profile sent via SMS/MMS	Optional add-on		

Candidate Experiences

Our Candidate Experiences are our most unique and competitive offering - our way of bringing the Platform's true value to life. At the core of Sapia's IP, the Candidate Experiences capture the different interview workflow requirements representative of your ideal candidate profile, based on our proprietary Large Language Model (LLM) and peer-reviewed science.

Each Candidate Experience includes:

- An AI model, representative of your 'ideal candidate profile' in Permitted Job Roles

- Up to 5 (five) best-practise interview questions
- Branded dialogue guiding your candidate through their experience
- Branded Email (and SMS/MMS Messaging if elected) (jointly “**Notification**”) to be sent to the Candidates:
 - Initial notification to start the assessment,
 - Reminder Notification to prompt Candidates should they not start or finish the assessment; and
 - A Notification should a Candidate be shortlisted and progress to/start Video Interview.
- Branded My Insights Report
- Scoring threshold for yes/maybe/no
- Auto-progression rule to next steps
- Talent Insights Report
- Unlimited use for candidate assessments within the Permitted Job Roles and use in the Permitted Regions only.

Candidate Experiences are required when using Chat Classic Interview - Volume Hiring

This Appendix 1 is version 5, updated 28 October 2025. The previous version can be accessed from Sapia.ai on request.