

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 Feature & Description	Starter	Pro	Enterprise
<p>Chat Interview Unlimited candidate chat interviews, unlimited multiple choice questions, facility for candidates to be presented with different screening questions each time they apply, gather candidate feedback from interview experience</p>	✓	✓	✓
<p>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.</p>	-	✓	✓
<p>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</p>	✓	✓	✓

<p><u>My Insights</u> Personalised meaningful development insights profile for every candidate from AI Chat Interview regardless how long recruitment journey, option for candidate to provide feedback on insights</p>	✓	✓	✓
<p><u>Talent Insights</u> Profile available for hiring teams via Talent Hub, profiles available for non-logged-in users (no PII) and download profile available</p>	✓	✓	✓
<p><u>Discover Insights</u> Verbatim candidate feedback,dashboard & analysis, metrics on candidate experience, talent pool quality, diversity & inclusion, ROI</p>	-	-	✓
<p>CEFR Scoring Assess communication skills with CEFR scoring (English only)</p>	Optional add-on		
<p><u>Live Interview</u> Automated bulk scheduling of interviews via a browser extension; runsheets & reminders for interviewers; seamless booking, rescheduling, cancelling interviews & interview reminders for candidates.</p>	Optional add-on		
<p><u>SMS/MMS Messaging</u> Interview invites, reminders, and links to candidates insights profile sent via SMS/MMS</p>	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:

- 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.
- Up to 5 (five) best-practise interview questions
- Branded My Insights Report

- Scoring threshold for yes/maybe/no
- Auto-progression rule to next steps
- Talent Insights Report
- An AI model, representative of your 'ideal candidate profile' in Permitted Role Families
- Unlimited use for candidate assessments within the Permitted Role Families and use in the Permitted Regions only.