

# DHV MED Site: Terms of Use and Privacy Policy

## General

- Use of this Site (the "Site"), of [DHV MED] and its affiliates, including Matrix I.T. Ltd. And the companies within Matrix group (collectively and individually, "DHV MED," "we," "us," or "our") and of other means operated by DHV MED and referred to these Terms of Use and Privacy Policy (the "Terms"), are subject to these Terms.
- These Terms are an integral part of the terms and conditions applicable to the use of this Site.
- Re-accessing and/or using this Site and any of its contents indicates that you have read and understood the Terms and that you have received, accepted, consented to, and approved their contents. If you do not agree to the above, do not use this Site. Everything stated in the masculine also implies the feminine, and everything stated in the singular also implies the plural, unless it contradicts the subject of the written material or its content, or unless the context mandates a different interpretation.
- Any changes made to the Terms of Use will be published on this page.
- For any questions, problems, or to report a violation of privacy, please contact us using the following link: <https://dhvmed.com/contact/>

## Privacy Policy

### Data Collection

- Data is submitted by you voluntarily, and in some cases, data may be collected automatically. Some of the data collected includes information that can reasonably be used to identify you, including your first and last name, home address and/or email, phone number, location, etc. ("Personal Information"). You acknowledge that your Personal Information will be stored in databases controlled by DHV MED. Furthermore, you understand that you are under no legal obligation to provide your Personal Information, and that it is provided and/or collected by us of your own free will and with your consent. If you choose not to provide the required Personal Information, you will not be able to use the Site or receive the services offered therein.
- The gathering of Personal Information from the Site is carried out in two ways:
  - Directly, for example, when you provide information to sign up for the newsletter, to receive services, or when you address various inquiries to us, or fill out forms.
  - Indirectly, through the Site's technology, such as your IP address, the pages you are viewing on this Site, and your operating system and browser type.

### Reasons for Data Collection

- We use Personal Information to provide you with the information you request and for other purposes that will become clear to you or that are described at the time of data collection and for any other purpose set forth in these Terms.
- We analyze information related to the IP address to determine what is most effective about the Site and to help us identify ways to improve and optimize the Site.

### Data Storage and Usage

- We store Personal Information as needed for the purposes of data processing described in these Terms or as otherwise communicated to you, and occasionally, for a longer period, as required by law. We may collect, inter alia, the following types of information: given name and surname, address and/or email, phone number, location, conference registration details, CVs, details you filled in "contact us", etc.
- DHV MED uses Personal Information only in ways that are consistent with the objectives for which it was collected, and in accordance with our Terms.

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- Any information or content that you post on the Site in any form (which is not Personal Information) will not be considered proprietary or confidential, and all those exposed to it, including DHV MED, may use it as they see fit. It is clarified here that DHV MED and anyone on its behalf are not liable or responsible whatsoever in connection with such information or content.
- Personal Information provided by you or collected by DHV MED through the Site or by other means (such as email, social networks, or registration for conferences or in any other manner), will be used by DHV MED for the following purposes: (1) For its administrative, business, and commercial purposes, including contacting you, improving service efficiency, enhancing and enriching the services and content on the Site in accordance with user requirements and expectations, discontinuing existing services and content, direct mailing, marketing campaigns and distribution of promotional materials, offering commercial proposals and/or courses – all by any means of communication, including mail, telephone (including SMS/WhatsApp messages), social networks, or email; (2) Registration for conferences, events, courses, and training sessions; (3) Operation of the Site, including detection, prevention and handling of any unlawful and/or unauthorized use of the Site, including in cases of fraud, deceit, misuse or security and safety issues as well as technical problems; (4) Compliance with the requirements of any law, including for the purposes of legal proceedings, orders, such as discovery orders or requests of a governmental, regulatory and/or any other competent authority; (5) For any other commercial purpose related to the circumstances and manner of provision of the information by you and for any other purpose communicated to you or permitted by law.
- In addition to the above uses, DHV MED may use the Personal Information collected about you in accordance with these Terms for the purpose of analyzing big data and machine learning and other artificial intelligence processes, either by itself or through third parties acting on its behalf or together with it within joint ventures, all without limitation of time. DHV MED will use reasonable measures of de-identification, to the extent possible, within the purpose of use to reduce the possibility you will be identified while using such information.

### Use of Information Provided in the Context of Job Applicants

- Personal Information provided by you through the Site or by other means (such as email, social networks, or under a "refer-a-friend" model) as part of applying for potential job openings ("Candidate Information") is required for the purpose of examining your suitability for the requested positions. Although providing your Personal Information depends on your will and consent and there is no legal obligation to do so, choosing not to provide such information will prevent us from examining your suitability for the relevant positions. The information you provided and/or that will be collected about you will be stored in a database controlled by DHV MED in accordance with legal requirements, DHV MED's procedures, and the provisions of these Terms.
- DHV MED may use the Candidate Information for the following purposes: (1) for managing the process of examining your candidacy and recruitment, and for making decisions regarding you, whether by human or automated means; (2) for contacting you regarding the requested positions or other relevant positions; (3) for improving recruitment and employment processes at DHV MED, analyzing trends and processes, conducting research and statistics, including by using Personal Information for the purpose of generating anonymous information; (4) for DHV MED's administrative, business, and commercial needs; and (5) to offer job opportunities and/or courses through any means of communication, including mail, telephone (including SMS, WhatsApp), social networks, or email.
- DHV MED may transfer your Personal Information to the following third parties: (1) companies within Matrix Group; (2) companies providing services related to the screening and recruitment process, such as external assessment centers, for the purpose of assisting in evaluating your suitability for a position, as well as other necessary service providers such as data storage and IT system management providers; (3) DHV MED's clients, for the purpose of assessing an employee's suitability for providing services to the client and for placement at the client's facilities, as required; (4) where there is a legal obligation to disclose the information to third parties or competent authorities, or in urgent circumstances requiring such disclosure, including for reasons of public safety, your personal safety, or the protection of DHV MED's property; (5) in the event of legal proceedings related to your employment with DHV MED, non-employment, termination of employment, recruitment process, or any similar proceeding; and (6) in the event of a transfer of DHV MED's shares, assets, or any part thereof, including in a sale or merger and/or transfer or assignment

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of DHV MED's operations/assets or any part thereof to any third party, as part of business negotiations, provided that such third party undertakes to comply with this policy regarding Candidate Information and to preserve the rights set forth herein.

- DHV MED may retain the Candidate Information for a longer period than required to fill the position for which the application was submitted, and may offer you additional suitable job opportunities in the future on this basis. If you request not to be included in the mailing lists and/or that Candidate Information not be transferred to third parties as detailed above, you should send us a request by email or registered mail, in accordance with the contact details on the Site.
- Please note that we may allow you to send us Personal Information by using tools offered by third parties, such as LinkedIn, and may contact third parties to obtain additional relevant information about you, including activity on social networks and other publicly available sources. The use of such third-party tools may be subject to your consent to their privacy policies, for which we assume no responsibility.

### International Transfers of Personal Information

To the extent that we transfer Personal Information outside of Israel, such transfer is carried out in compliance with local privacy laws in relation to the collection, use, and saving of Personal Information.

### Your Rights

- You may contact us to request access to your Personal Information held in DHV MED's databases, as well as to request the correction of such Personal Information if it is incorrect, incomplete, unclear or outdated, all subject to applicable law. These rights may be exercised by contacting DHV MED at the following address: [contact@dhvmed.com](mailto:contact@dhvmed.com)

### Third-Party Services

- DHV MED may embed services on the Site that are provided and operated by third parties (such as a search engine). These services are offered through those third parties, and any information collected during their use is not shared with DHV MED. When using such services, you may be asked to provide information, or information about you may be collected, including Personal Information. The use of this information is governed by the privacy policies of those third parties and not by DHV MED's privacy policy; therefore, it is recommended that you also review their respective privacy policies.

### Disclosure of Personal Information to Third Parties

- Personal Information will not be disclosed to third parties without your consent, except as permitted under this policy.
- Notwithstanding the foregoing, we may transfer Personal Information to the following parties: (1) our service providers, in the framework of or in connection with the management and operation of the Site, for responding to user inquiries and for providing the services and products offered by us; some of these providers may be located outside of Israel, including in countries that do not provide the same level of privacy protection as Israel. You hereby consent to such transfers as may be required. In such cases, we will ensure that your Personal Information will be adequately protected in accordance with law and our internal policies; (2) in the framework of cooperation with our business partners, inter alia for the purpose of registering and managing conferences and events, data enrichment, sending operational and marketing messages, and similar activities; (3) in order to enforce the provisions of these Terms, including in the course of an investigation of potential violations of the Terms; (4) in order to detect, prevent or otherwise handle fraud, deceit, misuse or security and safety issues as well as technical problems; (5) in order to comply with the requirements of any law, including for legal proceedings, orders, including disclosure orders or requests of a governmental, regulatory and/or any other competent authority; (6) in any case where DHV MED believes that disclosure of the information is necessary to prevent serious harm to DHV MED, companies within Matrix group, other users or third parties; (7) in the event that DHV MED transfers and/or assigns its operations, rights or obligations towards users, in whole or in part, to a third party, including in the course of business negotiations, or in cases of transfer of DHV MED's shares, assets or any part thereof,

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insofar as such transfer of information is necessary for the execution of such actions, provided that such third parties undertake to comply with the provisions of the Privacy Policy detailed in these Terms; (8) in any case where the information is transferred to companies within Matrix group; (9) to comply with the requirements of any law; (10) upon obtaining your consent to the transfer of the information. **Cookies and**

### Cookies and Monitoring

- This Site uses automated tools and data-collection technologies such as cookies, pixels, tags, beacons, SDKs, and similar technologies (collectively, “cookies”). These are used for a wide range of purposes, including the routine and proper operation of the Site, collecting statistical information about its use, verifying details, adapting the Site to your personal preferences, and ensuring information security. Cookies are text files created by your browser according to the cookie settings of DHV MED’s Sites.
- Some cookies expire once you close your browser, while others are stored on your computer’s hard drive or within your browser.
- You may disable cookies. Most web browsers allow users to delete cookies from their device, block the acceptance of cookies, or receive alerts before cookies are stored. However, deleting cookies from your browser or blocking them will not delete information or content already transferred to DHV MED or to third parties through their use. Please note that deleting or blocking cookies may affect your online experience on the Site, including your ability to use certain features or receive services, and some parts of the Site may not function properly. Users are encouraged to review their browser’s instructions or “Help” screen to learn more about these functions. For additional information, see: <https://allaboutcookies.org/how-to-manage-cookies>.
- We may use web beacons or other monitoring technologies. These tracking technologies may not be removable, as they form part of the Site’s content. However, when they operate together with cookies, disabling cookies will also prevent tracking of your activity on the Site. In such cases, although the web beacons will continue to record your use as an anonymous visitor, your Personal Information will not be documented.
- The Site may also use cookies originating from third parties for performance measurement, analytics, and advertising purposes, such as tailoring user preferences based on online activity. The operation of such third parties is subject to their own privacy policies, and DHV MED is not responsible for their data collection or processing. We recommend reviewing the privacy policies of these third parties to learn about their use of tracking technologies and the options they offer for managing cookies created or activated by them, as listed below

| Name                   | Purpose  | Privacy Policy                          | Cookies Management                                      |
|------------------------|--|---|---|
| Facebook               | Performance analysis, advertising, social networks | <a href="#">Meta Privacy Policy</a>     | <a href="#">Check your Meta Pixel cookie settings</a>   |
| Search Console         | Performance analysis                               | <a href="#">Google Privacy Policy</a>   | <a href="#">How to control data collected by Google</a> |
| Google Analytics       | Performance analysis, social networks              | <a href="#">Google Privacy Policy</a>   | <a href="#">How to control data collected by Google</a> |
| Google Ads             | Performance analysis, advertising, social networks | <a href="#">Google Privacy Policy</a>   | <a href="#">How to control data collected by Google</a> |
| Google Display Network | Performance analysis, advertising, social networks | <a href="#">Google Privacy Policy</a>   | <a href="#">How to control data collected by Google</a> |
| LinkedIn               | Performance analysis, advertising, social networks | <a href="#">LinkedIn Privacy Policy</a> | <a href="#">LinkedIn Ads settings</a>                   |

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|                  |  |                                       |   |
|------------------|--|---------------------------------------|---|
| TikTok           | Performance analysis, advertising, social networks | <a href="#">TikTok Privacy Policy</a> | <a href="#">TikTok – Your Choices</a>                   |
| Google reCAPTCHA | Performance analysis, security                     | <a href="#">Google Privacy Policy</a> | <a href="#">How to control data collected by Google</a> |

### Marketing Messages and Direct Mailing

- If you have expressed interest in and/or purchased products and services from DHV MED, or if you have consented to receive marketing mailings from DHV MED, DHV MED and/or those acting on its behalf may send you marketing and advertising mailings from time to time on our behalf (and insofar as you have given your consent, also on behalf of third parties), including by email, various instant messaging applications (such as chat and WhatsApp), and in SMS messages. You may choose to unsubscribe from receiving such marketing and advertising information at any time by contacting the address from which the message was sent. Please note that you will not be able to opt out of receiving service messages or other communications required for the provision of our services.
- Furthermore, DHV MED may engage in direct mailing (as such term is defined in the Israeli Privacy Protection Law) by electronic and other means, based on its databases. As part of the direct mailing activities, DHV MED may contact you with personalized communications, based on your affiliation with a group that shares certain characteristics and based on segmentation and profiling operations. The content of the direct mailing may include advertisements, value offers, and additional content from the DHV MED group and its business partners, at the group's discretion.
- You may request to stop receiving direct mailing communications, including by requesting that information about you not be used for such activities in relation to certain entities or for certain purposes. For this purpose, you may contact DHV MED at the following address: [contact@dhvmed.com](mailto:contact@dhvmed.com)

### Security

- We implement information security systems and procedures on our Site and continue to improve them in accordance with the availability of appropriate new technologies. These systems and procedures reduce the risk of unauthorized entry to DHV MED computers, but they do not provide absolute security. Therefore, DHV MED does not guarantee full security of the services provided on the Site and is not responsible for unauthorized access to the data stored on it.
- The Site may contain links to and from websites of third parties. Following these links leads to third-party websites operating under different terms of use and privacy policies from those of DHV MED, and DHV MED has no responsibility or obligations with respect to these websites, their content, their visual elements, the data found there, or the policies that apply to them. Users are advised to review these documents prior to making any use of those websites.

### General

- This Privacy Policy applies only to data processed for our own purposes as detailed above, by us or on our behalf.
- If you have any questions regarding this Privacy Policy, you may contact DHV MED by email at: [contact@dhvmed.com](mailto:contact@dhvmed.com)

### Terms of Use

- DHV MED allows you to use the Site and the services offered therein for personal, non-commercial use only, subject to the Terms of Use.
- The copyright and intellectual property inherent in the Site and its contents should not be changed.

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- Except and only to the extent that it is expressly stated in the Terms of Use, all content, design, trademark, and presentation (the "Content") are the intellectual property of DHV MED or of third parties, and are protected by law. Any unauthorized use of the Content or any part thereof will be deemed a violation of law. Trademarks and names of companies or products mentioned herein belong to their owners. Use of the Site does not grant you any rights to the intellectual property of DHV MED or of third parties.
- DHV MED reserves the right to refuse to grant access to the Site or parts thereof to any user, at its sole discretion and without prior notice.
- Do not (and do not allow any third party to) modify, distribute, duplicate, copy, sell, broadcast, perform, create derivative works or products of any kind, publicly display, disclose, and/or exploit for any commercial or public purpose the content and/or the name of DHV MED or of third parties who own any part of the Content and/or their trademarks. Under no circumstances should you perform the actions stated above and/or use this Content, except with the prior written consent of DHV MED. It is hereby clarified that DHV MED does not grant you any right to DHV MED's and/or any third party's intellectual property as noted above.
- You are not allowed to create links to the Site from other websites, except with DHV MED's prior written approval, subject to the terms of the approval and according to law.
- By using the Sites, you agree not to post or otherwise publish through the Site in any manner any of the following prohibited content: (1) that violates or encourages the violation of any provision of law or of rights of any kind of any person or entity; (2) that is pornographic and/or sexually explicit, abusive, harassing, obscene, threatening, racist, defamatory, inciting, threatening, insulting, encouraging the commission of offenses of any kind, violating the privacy or dignity of a person, or the feelings of the public; (3) that is incorrect/misleading/false; (4) that harms/infringes the property rights of others, including intellectual property, among others uploading content that does not belong to the violator; (5) that is SPAM/junk mail of any kind; (6) any hostile computer code or application (including viruses, spyware, trojans, worms, etc.); (7) that has to do with minors and identifies them, their personal details or their address, and ways to contact them; (8) passwords, user names and other details enabling the use of computer software, digital files, Internet websites or services that require registration or payment, without such payment or registration; (9) any information and/or content whose publication is prohibited by any law; (10) any information contrary to the generally accepted use of the Internet, or that may cause damage or harm to Internet users in general, and to users of the Site in particular; (11) access to which has been blocked by means of a password, etc., and is not freely accessible to all Internet users; (12) that is of a commercial nature or that contains any advertising information.
- Breach of any of these terms automatically revokes your permission to use the Site, and you will be obligated to immediately destroy the contents found in your possession and which you have used in this prohibited way.

### Limited Warranty

- ALL CONTENT AVAILABLE ON OR THROUGH THE SITE IS PROVIDED ON AN "AS IS" BASIS, WITH ALL FAULTS, AND DHV MED AND ANY RELATED ENTITIES DO NOT MAKE AND FULLY DISCLAIM ANY REPRESENTATIONS OR WARRANTIES OF ANY KIND WHATSOEVER REGARDING THE SITE AND/OR THE CONTENT, ORALLY OR IN WRITING, EXPRESS OR IMPLIED, WHETHER IMPLIED BY LAW OR OTHERWISE DERIVED FROM IT, PROCEDURE OR PRACTICE, TO THE MAXIMUM EXTENT PERMITTED BY LAW, INCLUDING ANY REPRESENTATION THAT USE OF THE SITE WILL BE INTERFERENCE OR ERROR-FREE, OR WITH REGARD TO THE MERCHANTABILITY, FITNESS FOR A PARTICULAR PURPOSE, RELIABILITY, OR ACCURACY OF THE CONTENT, NON-INFRINGEMENT OR ANY OTHER VIOLATION. DHV MED IS NOT AND WILL NOT BE LIABLE FOR ANY USE OF THE SITE OR ITS CONTENT OR FOR RELIANCE ON THEM, AND BEARS NO LIABILITY FOR THE CONTENT, ITS CORRECTNESS AND/OR FOR ANY USE THAT IS MADE OF IT. THE CONTENT IS GENERAL IN NATURE, IT IS NOT A SUBSTITUTE FOR PROFESSIONAL CONSULTATION OF ANY TYPE, AND USERS SHOULD NOT RELY ON ADVICE RECEIVED THROUGH THE SITE FOR THE PURPOSE OF MAKING ANY DECISION IN ANY AREA. ANY RELIANCE ON THE CONTENT AND/OR THE ADVICE YOU RECEIVE THROUGH THE SITE SHALL BE AT YOUR FULL AND SOLE RESPONSIBILITY, AND YOU WILL BEAR FULL RESPONSIBILITY FOR YOUR USE OF THE SITE AND/OR ITS CONTENTS, AND FOR THE OUTCOME OF SUCH USE.

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- DHV MED is entitled to make changes or updates to the Content or to portions of it, at any time and without prior notice. The Content may be out of date, and DHV MED does not undertake to update it at all or with any frequency, and it should not be relied upon as being up to date.
- DHV MED, ITS MANAGERS, DIRECTORS, OFFICERS, EMPLOYEES, SHAREHOLDERS, SUPPLIERS, AGENTS, REPRESENTATIVES, OTHER THIRD PARTIES, AND/OR THEIR HEIRS AND/OR THOSE REPLACING THEM (IN THIS SECTION, "DHV MED AND ANYONE ON ITS BEHALF"): (A) ARE HEREBY FULLY, COMPLETELY, AND UNCONDITIONALLY EXEMPT FROM ANY AND ALL OBLIGATIONS AND ARE NOT RESPONSIBLE FOR ANY PART OF THE CONTENT ON THE SITE, INCLUDING BUT NOT LIMITED TO THIRD-PARTY CONTENT, SOFTWARE, PRODUCTS, OR ANY OTHER PART USED IN CONNECTION WITH THE SITE OR CONTAINED THEREIN, BEING COMPLETE, ACCURATE, UPDATED, TIMELY, SECURE, INTERRUPTION- OR ERROR-FREE, OR THAT DEFECTS WILL BE CORRECTED, OR FOR ANY DECISION YOU MAKE BASED ON ANYTHING CONTAINED IN OR ACCESSIBLE THROUGH THE SITE. YOU BEAR SOLE RESPONSIBILITY FOR ANY DAMAGES AND CLAIMS IN THIS RESPECT, AND YOU CAN IMMEDIATELY STOP USING THE SITE, ITS CONTENT, AND/OR THE PRODUCTS AND SERVICES PROVIDED THROUGH THE SITE; (B) NOTWITHSTANDING ANYTHING SAID ANYWHERE ELSE, THERE IS NO RESPONSIBILITY TOWARD YOU AND/OR TOWARD ANY THIRD PARTY IN CONNECTION WITH THE SITE AND/OR ITS CONTENT AND/OR SERVICES AND/OR PRODUCTS PROVIDED IN CONNECTION WITH THE SITE, FOR ANY SPECIAL, INCIDENTAL, INDIRECT, CONSEQUENTIAL, AND/OR ECONOMIC DAMAGES WHATSOEVER, INCLUDING BUT NOT LIMITED TO LOSS OF INCOME, DOCUMENTS, FILES, PROFIT, GOODWILL, DATA, AND/OR COMPUTER TIME, RECOVERY OF PROGRAMS AND/OR PURCHASE OF ALTERNATIVE GOODS OR SERVICES, THE COSTS OF DOWNTIME AND/OR THIRD-PARTY CLAIMS, ETC., EVEN IF INFORMED OF THE POSSIBILITY OF SUCH DAMAGES. NOTWITHSTANDING ANYTHING TO THE CONTRARY, DISCONTINUING USE OF THE SITE OR ITS CONTENT IS YOUR SOLE REMEDY.
- If any provision of the Terms of Use is held to be invalid or unenforceable for any reason, this shall not affect the remaining provisions.

### Changes

- DHV MED reserves the right to make any changes to the Content, information, and services published on the Site at its discretion, including terminating the services on the Site, or a portion thereof, with or without prior notice. In the event of termination of a service, DHV MED will not be liable to you or to any third party for any damage and/or loss.
- These Terms may be amended from time to time, including in order to reflect technological, business, legal, or regulatory changes. It is clarified that if any material changes are made to the provisions relating to the use of Personal Information provided and/or collected about users through the Site and/or DHV MED's activities, a notice regarding such changes will be published on the appropriate platform on the Site and/or in these Terms. Continued use of the Site following such changes will constitute users' consent to them; therefore, it is recommended to review these Terms periodically.

### General

These Terms, the Site and its Content shall be governed solely by and interpreted in accordance with the laws of the State of Israel. DHV MED is not responsible for adapting the Site and/or the Content and/or their accessibility outside of Israel. Any dispute and/or disagreement and/or any other matter arising under or in relation to the Site and/or anything contained therein and/or these Terms shall be resolved in, and the sole and exclusive jurisdiction of the competent court in the city of Tel DHV med-Jaffa district. DHV MED reserves the right in its sole and absolute discretion for any reason and without notice to you, to deny, refuse any user to join, prevent a user access and/or terminate any user's registrations at any time. The Terms contain, represent, exhaust, and reflect all the representations and agreements between DHV MED and you, and no claim about promises, guarantees, representations, or agreements that are not reflected in the Terms of Use will be entertained.