

AI-Use Notice and Consent Form

Effective Date: 07/28/2026

Ireland

Curriculum Associates (“CA”) uses an AI-supported talent acquisition platform, Eightfold, to help our recruiting team evaluate applications for roles based in Ireland consistently and fairly. This notice explains how we use the platform and your rights in relation to that use. It applies when you apply for a role in Ireland and should be read together with our Applicant Data Privacy Notice, which governs how we process your personal data more broadly. CA’s Irish establishment is SoapBox Labs Limited.

This notice serves as a pre-use disclosure under the EU General Data Protection Regulation (“GDPR”) and to fulfill our EU AI Act transparency obligation. To exercise any rights described in this notice, please contact people@cainc.com.

About the Eightfold Platform.

The AI-assisted technology we use is the Eightfold Talent Intelligence Platform, developed by Eightfold AI, Inc. (Mountain View, California).

How the AI platform processes your information.

The platform may:

- analyze your resume, application materials, and profile information to assess alignment with open positions;
- categorize your profile as a “potential strong match” or “potential good match” based on qualifications, skills, and experience relevant to the role — these categorizations are informational only and are not determinative;
- identify key strengths and potential gaps in your profile relative to the position as directed by our recruiters; and
- suggest your profile for additional open positions at CA that may align with your qualifications.

Qualifications and characteristics evaluated.

The platform evaluates qualifications, skills, and experience relevant to the role, specifically: work experience (including relevance, duration, and recency); skills and competencies (technical and professional); educational background; certifications and licenses; and your overall alignment to the posted role requirements.

Equal employment opportunity. We are committed to fair and equal hiring practices. Protected characteristics under Irish employment equality law — including gender, civil status, family status, age, disability, sexual orientation, race, religion, etc. — are not used by the platform and are not displayed to recruiters. No numerical score is displayed. Sensitive personal data may be collected for equal-opportunity monitoring only, stored separately, and is not used in the screening or selection process.

Data sources.

We process information you provide through your application (resume, cover letter, application form responses, and any profile information you submit) and publicly available professional information (e.g., your LinkedIn profile). We may also receive information from third parties to whom you provided it, such as job boards or recruiting agencies.

How decisions are made and your rights.

The AI platform provides information and match categorizations to our recruiting team to support the screening and evaluation of candidates. The platform does not make hiring decisions. It does not

autonomously reject, advance, or select any candidate. All hiring decisions are made by authorized human recruiters who evaluate candidates using the platform's output as one factor among many.

We use Eightfold on the basis of your explicit consent. Because this processing is based on your explicit consent, you have the right to: obtain human intervention (to request a recruiter review your application); express your point of view regarding the automated assessment; and contest the automated assessment. To exercise these rights, please contact us at people@cainc.com.

Withdrawing consent. You may withdraw your consent to automated processing at any time by contacting us at people@cainc.com. Withdrawal does not affect the lawfulness of processing carried out before withdrawal and will not affect your eligibility for the role.

Inquiry, review, and appeal.

If you were not selected and have questions about how your application was evaluated, contact us at people@cainc.com. We will provide a general explanation of the factors and criteria applied. Where required by law, we will send you an individualized post-adverse-outcome notice within 30 days of the decision. You also have the right to lodge a complaint with the Data Protection Commission, Ireland (www.dataprotection.ie).

Bias audits.

An independent bias audit of the Eightfold platform has been conducted within the prior year. A summary of the audit results can be accessed at: <https://eightfold.ai/trust/bias-audit-results/>. We update this information at least annually.

Privacy and data security.

- Your application materials and profile data are stored securely within the Eightfold platform. Access is restricted to authorized CA and SoapBox Labs personnel involved in hiring.
- Your personal data is not used to train AI models. Eightfold may use de-identified, aggregated data to improve its tools.
- CA does not sell your personal data or use it for advertising.
- We retain candidate data in accordance with our Applicant Data Privacy Notice. You have the right to request erasure where we no longer have a legitimate purpose for retention.

Deletion of your data.

You may request deletion of your personal data at any time by contacting people@cainc.com.

Your choices.

Participation in the AI-assisted application process is voluntary. You have the following options:

Consent and proceed. Your application will be processed through the Eightfold platform as described above, on the basis of your explicit consent.

Do not consent / request an alternative process. If you prefer not to have your application processed through the AI platform, or if you need a reasonable accommodation, please contact us at people@cainc.com. CA will arrange an alternative, human-only screening process. Not consenting will not affect your eligibility for the role.

Consent Statement

By selecting "I consent" below, you explicitly consent to the processing of your application data using the Eightfold platform for the purposes described in this notice — specifically, automated categorization of your profile as part of the application-screening process.

You acknowledge that you have read and understood this notice and our Applicant Data Privacy Notice. You may withdraw this consent at any time without penalty.

If you prefer an alternative process, or need a reasonable accommodation, please contact us at people@cainc.com.

☐ I explicitly consent to the use of the Eightfold AI platform to process my application as described above.

☐ I prefer not to have my application processed through the AI platform, or I need a reasonable accommodation.
