

## LIST OF BEAMERY SUB-PROCESSORS

As of 6 December 2024, the list of sub-processors contained in the services agreement between a customer and Beamery shall be replaced with the following:

| Beamery Group - Affiliate Sub-Processors  |   |  |   |
|---|---|--|---|
| Sub-Processor   | Processing Location   | Description/Purpose  | Contractual Safeguards  |
| Beamery Inc. / Beamery Ltd /<br>Beamery GmbH /<br>Beamery Pty Ltd<br><a href="mailto:privacy@beamery.com">privacy@beamery.com</a> | United States /<br>United Kingdom /<br>Germany /<br>Australia | Affiliate Service Provider. General support of Services through personnel of such Affiliates.<br><b>Data Processed:</b> All data processed by the contract counterparty. | EU-US, Swiss-US, UK Extension Data Privacy Framework<br>Processor-to-Processor SCCs |

| Infrastructure Sub-Processors  |  |  |  |
|--|--|--|--|
| Sub-Processor  | Processing Location  | Description/Purpose  | Contractual Safeguards   |
| Amazon Web Services, Inc.<br>21263 Smith Switch Road<br>Ashburn, VA<br><a href="https://aws.amazon.com">https://aws.amazon.com</a> | EU or US<br>(at election of<br>Customer's Beamery<br>Instance)                     | Cloud Service Provider - Backups - Stores encrypted files - Analytics.<br><b>Data Processed:</b> As AWS is used for backup purposes, all data processed by Beamery is backed up on AWS servers.  | EU-US, Swiss-US Data Privacy Framework<br>Standard Contractual Clauses<br>SOC 2 Type II<br>ISO 27001 |
| Google LLC<br>200-220 State Road S-8-934<br>Moncks Corner, SC 29461<br><a href="http://cloud.google.com">cloud.google.com</a>      | EU or US<br>(at election of<br>Customer's Beamery<br>Instance)                     | Cloud Service Provider.<br><b>Data Processed:</b> Primary data hosting platform and will process all info processed by Beamery.  | EU-US, Swiss-US Data Privacy Framework<br>Standard Contractual Clauses<br>SOC 2 Type II<br>ISO 27001 |
| Cloudflare, Inc.<br>101 Townsend St,<br>San Francisco, CA 94107<br><a href="mailto:legal@cloudflare.com">legal@cloudflare.com</a>  | Customer traffic is processed globally at the data center closest to the end user. | Content Delivery Network ("CDN") and DDoS Protection Provider.<br><b>Data Processed:</b> The primary data Cloudflare has access to website URL that the End-User or Agent is interacting with, including user or agent IP address). Agent and User IP addresses and User browser and operating system-related information) for logging and abuse prevention. | EU-US, Swiss-US Data Privacy Framework<br>Standard Contractual Clauses<br>SOC 2 Type 1<br>ISO 27001  |

| Service/Product Sub-Processors  |  |   |  |
|---|--|---|--|
| Sub-Processor   | Processing Location  | Description/Purpose   | Contractual Safeguards   |
| Textkernel LLC US, trading as<br>"Sovren"<br>2 N. LaSalle Street, Suite 1700<br>Chicago, IL 60602<br><a href="mailto:privacy@sovren.com">privacy@sovren.com</a>                         | EU or US<br>(at election of<br>Customer's Beamery<br>Instance) | Resume parsing services.<br><b>Data Processed:</b> data found in resumes, including: first and last name, contact info (email, phone, address), personal details and attributes, employment history (title, position, employer).  | Standard Contractual Clauses<br>Data Center in EU<br>SOC 2 Type II                                   |
| Zendesk, Inc.<br>989 Market Street<br>San Francisco, CA 94103<br><a href="mailto:privacy@zendesk.com">privacy@zendesk.com</a>   | EU   | Cloud-based Customer Support Services - ticketing system and GenAI support chatbot feature.<br><b>Data Processed:</b> User information needed to respond to a ticket, such as first and last name, email, phone, address, title, communications (telephone recordings, emails, voicemail), customer service information, title, any other information that users share with Beamery.  | EU-US, Swiss-US Data Privacy Framework<br>Standard Contractual Clauses<br>SOC 2 Type II<br>ISO 27001 |
| Twilio, Inc.<br>101 Spear Street, 5th Floor<br>San Francisco, CA 94105<br><a href="mailto:privacy@twilio.com">privacy@twilio.com</a><br><br>(parent of SendGrid Inc. and<br>Segment.io) | United States  | Twilio - SMS messaging services.<br>Sendgrid - Email campaign functionality.<br>Segment - Tracks page views, clicks, and events usage data and analytics.<br><b>Data Processed:</b> Sender, recipient and copy recipient identification information (first and last name), contact information (phone, address, email, fax), employment information (job title), data exchanged as a result of using the Services such as text and message/ email bodies, technical usage and telecommunication data, analytics and usage data. | EU-US, Swiss-US Data Privacy Framework<br>Standard Contractual Clauses<br>SOC 2 Type II<br>ISO 27001 |

|  |  |  |  |
|--|--|--|--|
| <b>Auth0, Inc.</b><br>10800 NE 8th Street, Suite 700, Bellevue, WA 98004<br><a href="mailto:privacy@auth0.com">privacy@auth0.com</a>                                     | United States  | Authenticate users into the Beamery platform, Machine To Machine Authentication, and authentication of integration scripts to our Public API.<br><br><b>Data Processed:</b> user's name, email, password.  | EU-US, Swiss-US Data Privacy Framework<br>Standard Contractual Clauses<br><br>SOC 2 Type II              |
| <b>Datadog, Inc.</b><br>620 8th Avenue, Floor 45<br>New York, NY 10018<br><a href="mailto:privacy@datadoghq.com">privacy@datadoghq.com</a>                               | United States  | Monitors Beamery – ATS integrations.<br><br><b>Data Processed:</b> Company name and technical usage and telecommunication data (e.g. performance, load, errors).   | Standard Contractual Clauses<br><br>SOC 2 Type II  |
| <b>Keen.io, LLC</b><br>122 E. Houston St<br>San Antonio, TX 78205<br><a href="mailto:privacy@keen.io">privacy@keen.io</a>  | United States  | Cloud-based analytics provider.<br><br><b>Data Processed:</b> Tracks page views, clicks, custom events, campaigns, and similar usage and analytics data.   | Standard Contractual Clauses<br><br>ISO 27001  |
| <b>Pendo.io, Inc.</b><br>150 Fayetteville Street, Suite #1400, Raleigh, NC 27601<br><a href="mailto:gdpr@pendo.io">gdpr@pendo.io</a>                                     | United States  | Provider used to capture usage data, analytics, and customer engagement.<br><br><b>Data Processed:</b> customer data for analytics purposes.   | Standard Contractual Clauses<br><br>SOC2 Type II<br>ISO 27001  |
| <b>Microsoft Corporation</b><br>One Microsoft Way,<br>Redmond, WA 98052<br><a href="https://microsoft.com/en-gb/concern/privacy">microsoft.com/en-gb/concern/privacy</a> | EU or US<br>(at election of Customer's Beamery Instance) | Azure OpenAI: Provider of generative artificial intelligence services.<br>Hosting provider for generative AI functionality.<br><br><b>Data Processed:</b> any data or personal data at customers election  | EU-US, Swiss-US Data Privacy Framework<br>Standard Contractual Clauses<br><br>SOC 2 Type II<br>ISO 27001 |
| <b>OpenAI, L.L.C.</b><br>3180 18th Street, San Francisco, CA<br><a href="mailto:legal@openai.com">legal@openai.com</a>   | United States  | Provider of generative artificial intelligence services.<br><br><b>Data Processed:</b> any data or personal data at customers' election.   | Standard Contractual Clauses<br><br>SOC 2 Type II  |
| <b>Sana Labs AB</b><br>Riddargatan 32, 114 51<br>Stockholm, Sweden<br><a href="mailto:legal@sanalabs.com">legal@sanalabs.com</a>   | EU   | Learning Management System.<br><br><b>Data Processed:</b> user data (e.g. username, first and last name, email address, job title, device data (e.g. browser and IP address), session activity and support data.   | Data Center in EU<br><br>ISO 27001   |
| <b>Cronofy</b><br>9a Beck Street, Nottingham, NG1 1EQ<br><a href="mailto:privacy@cronofy.com">privacy@cronofy.com</a>  | EU   | Switched on at election of Customer. Enables the authentication layer for synchronization of calendar events to Beamery. User and (only if actively chosen by Customer) Contact information.<br><br><b>Data Processed:</b> User details (names, email address, etc.), calendar structures, calendar event details (summary, description, times, location, etc.), calendar event attendee details (name, email address, attendee status, etc.). | Data Center in EU<br><br>SOC 2 Type II<br>ISO 27001  |
| <b>Nylas, Inc.</b><br>3223 Hanover St, Suite 110<br>Palo Alto, CA 94304<br><a href="mailto:support@nylas.com">support@nylas.com</a>                                      | United States  | Switched on at election of Customer. Enables the authentication layer for synchronization of calendar events and emails to Beamery.<br><br><b>Data Processed:</b> Email inbox, calendar events, and contacts list.<br><br>To be decommissioned for Connected Emails in March 2025.   | Standard Contractual Clauses<br><br>SOC 2<br>ISO 27001   |

| <b>Additional Partner Services Sub-Processors</b><br><b>(only applicable if features/Services purchased or utilized by Customer)</b>   |   |  |  |
|--|---|--|--|
| Sub-Processor  | Processing Location   | Description/Purpose  | Contractual Safeguards   |
| <b>HumanlyHR, Inc.</b><br>113 Cherry St PMB 45240<br>Seattle, WA 98104<br><a href="mailto:support@humanly.io">support@humanly.io</a>   | United States   | Conversational AI/Chat-bot services.<br><br><b>Data Processed:</b> First and last name, email address, job title, company information, mailing address, location, telephone number, candidate inquiries and notes. | Standard Contractual Clauses<br><br>SOC 2 Type II  |
| <b>inploi Limited</b><br>The Old Rectory, Church Street, Weybridge, Surrey, KT13 8DE<br><a href="mailto:support@inploi.com">support@inploi.com</a>   | United States<br>EU<br>(at election of Customer's Beamery Instance) | Optional Partner Services - Career Sites Services.<br><br><b>Data Processed:</b> All data processed by the contract counterparty.  | Standard Contractual Clauses<br><br>ISO 27001  |
| <b>Phuse Technology Limited trading as "HappyDance"</b><br>Queen Insurance Building, 24 Queen Avenue, Liverpool, L2 4TZ<br><a href="mailto:hello@ph-creative.com">hello@ph-creative.com</a>        | United Kingdom  | Optional Partner Services - Career Sites Services.<br><br><b>Data Processed:</b> All data processed by the contract counterparty.  | Standard Contractual Clauses<br><br>ISO 27001  |
| <b>Joynd, Inc.</b><br>3564 Avalon Park East Blvd,<br>Suite 1, #2016,<br>Orlando, FL 32828<br><a href="mailto:info@joynd.io">info@joynd.io</a>  | United States   | Optional Partner Services - ATS integration services.<br><br><b>Data Processed:</b> All data processed by the contract counterparty.   | Standard Contractual Clauses<br><br>ISO 27001  |
| <b>Broadbean, Inc. (a Veritone company)</b><br>34 Executive Park, Suite 150<br>Irvine, CA 92614<br><a href="mailto:support@broadbean.com">support@broadbean.com</a>                                | United States   | Optional Partner Services - job board distribution services.<br><br><b>Data Processed:</b> All data processed by the contract counterparty.  | EU-US, Swiss-US Data Privacy Framework<br>Standard Contractual Clauses<br><br>SOC 2 Type I               |
| <b>harmonizeHR, LLC</b><br>8001 Camden Drive<br>Austin, TX 78757<br><a href="mailto:jon@harmonizehr.com">jon@harmonizehr.com</a>   | United States   | Optional Partner Implementation Services.<br><br><b>Data Processed:</b> All data processed by the contract counterparty.   | Standard Contractual Clauses<br>Beamery Supplier Information Security Requirements                       |
| <b>The Cloud Connectors Inc.</b><br>3200 rue Adrien-Drolet<br>Québec, QC G1X 1J3<br><a href="mailto:DataProtectionOfficer@thecloudconnectors.com">DataProtectionOfficer@thecloudconnectors.com</a> | United States   | Optional Partner Services - ATS integration services.<br><br><b>Data Processed:</b> All data processed by the contract counterparty.   | EU-US Data Privacy Framework<br>Standard Contractual Clauses<br><br>SOC2 Type II                         |
| <b>Paradox, Inc.</b><br>6330 E. Thomas Rd., Suite #200<br>Scottsdale, AZ 85251<br><a href="mailto:privacy@paradox.ai">privacy@paradox.ai</a>   | United States   | Conversational AI/Chat-bot services.<br><br><b>Data Processed:</b> First and last name, email address, job title, company information, mailing address, location, telephone number, candidate inquiries and notes. | EU-US, Swiss-US Data Privacy Framework<br>Standard Contractual Clauses<br><br>SOC 2 Type II<br>ISO 27001 |