

LIST OF BEAMERY SUB-PROCESSORS

As of 31 October 2025, 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 / Beamery GmbH / Beamery Pty Ltd privacy@beamery.com	United States / United Kingdom / Germany / Australia	Affiliate Service Provider. General support of Services through personnel of such Affiliates. Data Processed: All data processed by the contract counterparty.	EU-US, Swiss-US, UK Extension Data Privacy Framework Processor-to-Processor SCCs

Infrastructure Sub-Processors			
Sub-Processor	Processing Location	Description/Purpose	Contractual Safeguards
Amazon Web Services, Inc. 21263 Smith Switch Road Ashburn, VA https://aws.amazon.com	EU or US (at election of Customer's Beamery Instance)	Cloud Service Provider - Backups - Stores encrypted files - Analytics. Data Processed: 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 Standard Contractual Clauses SOC 2 Type 2 ISO 27001
Google LLC 200-220 State Road S-8-934 Moncks Corner, SC 29461 cloud.google.com	EU or US (at election of Customer's Beamery Instance)	Cloud Service Provider. Analytics. Gemini. Data Processed: Primary data hosting platform and will process all info processed by Beamery.	EU-US, Swiss-US Data Privacy Framework Standard Contractual Clauses SOC 2 Type 2 ISO 27001
Cloudflare, Inc. 101 Townsend St, San Francisco, CA 94107 legal@cloudflare.com	Customer traffic is processed globally at the data center closest to the end user.	Content Delivery Network ("CDN") and DDoS Protection Provider. Data Processed: 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 Standard Contractual Clauses SOC 2 Type 1 ISO 27001

Service/Product Sub-Processors			
Sub-Processor	Processing Location	Description/Purpose	Contractual Safeguards
Textkernel LLC US, trading as "Sovren" 2 N. LaSalle Street, Suite 1700 Chicago, IL 60602 privacy@sovren.com	EU or US (at election of Customer's Beamery Instance)	Resume parsing services. Data Processed: 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 Data Center in EU SOC 2 Type 2
Zendesk, Inc. 989 Market Street San Francisco, CA 94103 privacy@zendesk.com	EU	Cloud-based Customer Support Services - ticketing system and GenAI support chatbot feature. Data Processed: 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 Standard Contractual Clauses SOC 2 Type 2 ISO 27001
Twilio, Inc. 101 Spear Street, 5th Floor San Francisco, CA 94105 privacy@twilio.com (parent of SendGrid Inc. and Segment.io)	United States	Twilio - SMS messaging services. Sendgrid - Email campaign functionality. Segment - Tracks page views, clicks, and events usage data and analytics. Data Processed: 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 Standard Contractual Clauses SOC 2 Type 2 ISO 27001

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

Additional Partner Services Sub-Processors (only applicable if features/Services purchased or utilized by Customer)			
Sub-Processor	Processing Location	Description/Purpose	Contractual Safeguards
HumanlyHR, Inc. 113 Cherry St PMB 45240 Seattle, WA 98104 support@humanly.io	United States	Conversational AI/Chat-bot services. Data Processed: First and last name, email address, job title, company information, mailing address, location, telephone number, candidate inquiries and notes.	Standard Contractual Clauses SOC 2 Type 2
inploi Limited The Old Rectory, Church Street, Weybridge, Surrey, KT13 8DE support@inploi.com	United States EU (at election of Customer's Beamery Instance)	Optional Partner Services - Career Sites Services. Data Processed: All data processed by the contract counterparty.	Standard Contractual Clauses ISO 27001
Phuse Technology Limited trading as "HappyDance" Queen Insurance Building, 24 Queen Avenue, Liverpool, L2 4TZ hello@ph-creative.com	United Kingdom	Optional Partner Services - Career Sites Services. Data Processed: All data processed by the contract counterparty.	Standard Contractual Clauses ISO 27001
Joynd Cloud Connectors ULC, dba Tavio (Merged Joynd, Inc. and The Cloud Connectors Inc.) 550 Burrard Street, Vancouver BC, Canada, V6C 2B5	United States	Optional Partner Services - ATS integration services. Data Processed: All data processed by the contract counterparty.	Standard Contractual Clauses SOC2 Type 2
Broadbean, Inc. (a Veritone company) 34 Executive Park, Suite 150 Irvine, CA 92614 support@broadbean.com	United States	Optional Partner Services - job board distribution services. Data Processed: All data processed by the contract counterparty.	EU-US, Swiss-US Data Privacy Framework Standard Contractual Clauses SOC 2 Type 1
harmonizeHR, LLC 8001 Camden Drive Austin, TX 78757 ion@harmonizehr.com	United States	Optional Partner Implementation Services. Data Processed: All data processed by the contract counterparty.	Standard Contractual Clauses Beamery Supplier Information Security Requirements
Paradox, Inc. 6330 E. Thomas Rd., Suite #200 Scottsdale, AZ 85251 privacy@paradox.ai	United States	Conversational AI/Chat-bot services. Data Processed: 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 Standard Contractual Clauses SOC 2 Type 2 ISO 27001