

## 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 / Beamery GmbH / Beamery Pty Ltd <a href="mailto:privacy@beamery.com">privacy@beamery.com</a>	United States / United Kingdom / Germany / Australia	Affiliate Service Provider. General support of Services through personnel of such Affiliates. <b>Data Processed:</b> 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 <a href="https://aws.amazon.com">https://aws.amazon.com</a>	EU or US (at election of Customer's Beamery Instance)	Cloud Service Provider - Backups - Stores encrypted files - Analytics. <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 Standard Contractual Clauses  SOC 2 Type II ISO 27001
Google LLC 200-220 State Road S-8-934 Moncks Corner, SC 29461 <a href="http://cloud.google.com">cloud.google.com</a>	EU or US (at election of Customer's Beamery Instance)	Cloud Service Provider. Platform Analytics via Looker. <b>Data Processed:</b> 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 II ISO 27001
Cloudflare, Inc. 101 Townsend St, San Francisco, CA 94107 <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. <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 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 <a href="mailto:privacy@sovren.com">privacy@sovren.com</a>	EU or US (at election of Customer's Beamery Instance)	Resume parsing services. <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 Data Center in EU  SOC 2 Type II
Zendesk, Inc. 989 Market Street San Francisco, CA 94103 <a href="mailto:privacy@zendesk.com">privacy@zendesk.com</a>	EU	Cloud-based Customer Support Services - ticketing system. <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 Standard Contractual Clauses  SOC 2 Type II ISO 27001
Twilio, Inc. 101 Spear Street, 5th Floor San Francisco, CA 94105 <a href="mailto:privacy@twilio.com">privacy@twilio.com</a>  (parent of SendGrid Inc. and Segment.io)	United States	Twilio - SMS messaging services. Sendgrid - Email campaign functionality. Segment - Tracks page views, clicks, and custom events Usage Data. <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.	EU-US, Swiss-US Data Privacy Framework Standard Contractual Clauses  SOC 2 Type II ISO 27001

<p><b>Auth0, Inc.</b> 10800 NE 8th Street, Suite 700, Bellevue, WA 98004 <a href="mailto:privacy@auth0.com">privacy@auth0.com</a></p>	United States	<p>Authenticate users into the Beamery platform and authentication of integration scripts to our Public API.</p> <p><b>Data Processed:</b> user's name, email, password.</p>	<p>EU-US, Swiss-US Data Privacy Framework Standard Contractual Clauses SOC 2 Type II</p>
<p><b>Datadog, Inc.</b> 620 8th Avenue, Floor 45 New York, NY 10018 <a href="mailto:privacy@datadoghq.com">privacy@datadoghq.com</a></p>	United States	<p>Monitors Beamery – ATS integrations.</p> <p><b>Data Processed:</b> Company name and technical usage and telecommunication data (e.g. performance, load, errors).</p>	<p>Standard Contractual Clauses SOC 2 Type II</p>
<p><b>Keen.io, LLC</b> 122 E. Houston St San Antonio, TX 78205 <a href="mailto:privacy@keen.io">privacy@keen.io</a></p>	United States	<p>Cloud-based Analytics provider.</p> <p><b>Data Processed:</b> Tracks page views, clicks, custom events, and similar analytics data.</p>	<p>Standard Contractual Clauses ISO 27001</p>
<p><b>Pendo.io, Inc.</b> 150 Fayetteville Street, Suite #1400, Raleigh, NC 27601 <a href="mailto:gdp@pendo.io">gdp@pendo.io</a></p>	United States	<p>Provider used to capture Usage Data, analytics, and customer engagement.</p> <p><b>Data Processed:</b> customer data for analytics purposes.</p>	<p>Standard Contractual Clauses SOC2 Type II ISO 27001</p>
<p><b>Microsoft Corporation</b> One Microsoft Way, Redmond, WA 98052 <a href="https://microsoft.com/en-gb/concern/privacy">microsoft.com/en-gb/concern/privacy</a></p>	EU or US (at election of Customer's Beamery Instance)	<p>Azure OpenAI: Provider of generative artificial intelligence services. Hosting provider for generative AI functionality.</p> <p><b>Data Processed:</b> any data or personal data at customers election</p>	<p>EU-US, Swiss-US Data Privacy Framework Standard Contractual Clauses SOC 2 Type II ISO 27001</p>
<p><b>OpenAI, L.L.C.</b> 3180 18th Street, San Francisco, CA <a href="mailto:legal@openai.com">legal@openai.com</a></p>	United States	<p>Provider of generative artificial intelligence services.</p> <p><b>Data Processed:</b> any data or personal data at customers' election.</p>	<p>Standard Contractual Clauses SOC 2 Type II</p>
<p><b>Sana Labs AB</b> Riddargatan 32, 114 51 Stockholm, Sweden <a href="mailto:legal@sanalabs.com">legal@sanalabs.com</a></p>	EU	<p>Learning Management System.</p> <p><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.</p>	<p>Data Center in EU ISO 27001</p>
<p><b>Cronofy</b> 9a Beck Street, Nottingham, NG1 1EQ <a href="mailto:privacy@cronofy.com">privacy@cronofy.com</a></p>	EU	<p>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.</p> <p><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.).</p>	<p>Data Center in EU SOC 2 Type II ISO 27001</p>
<p><b>Nylas, Inc.</b> 3223 Hanover St, Suite 110 Palo Alto, CA 94304 <a href="mailto:support@nylas.com">support@nylas.com</a></p>	United States	<p>Switched on at election of Customer. Enables the authentication layer for synchronization of calendar events and emails to Beamery.</p> <p><b>Data Processed:</b> Email inbox, calendar events, and contacts list. To be decommissioned for Connected Emails in January 2025.</p>	<p>Standard Contractual Clauses SOC 2 ISO 27001</p>
<p><b>People Data Labs, Inc.</b> 455 Market St #1670 San Francisco, CA 94105 <a href="mailto:privacy@peopledatalabs.com">privacy@peopledatalabs.com</a></p>	United States	<p>Enrichment Data services.</p> <p><b>Data Processed:</b> name, email addresses, LinkedIn profile URL. To be decommissioned by January 2025.</p>	<p>Standard Contractual Clauses SOC 2</p>

### Additional Partner Services Sub-Processors

(only applicable if features/Services purchased or utilized by Customer)

Sub-Processor	Processing Location	Description/Purpose	Contractual Safeguards
<b>HumanlyHR, Inc.</b> 113 Cherry St PMB 45240 Seattle, WA 98104 <a href="mailto:support@humanly.io">support@humanly.io</a>	United States	Conversational AI/Chat-bot services.  <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  SOC 2 Type II
<b>Phuse Technology Limited trading as "HappyDance"</b> Queen Insurance Building, 24 Queen Avenue, Liverpool, L2 4TZ <a href="mailto:hello@ph-creative.com">hello@ph-creative.com</a>	United Kingdom	Optional Partner Services - Career Sites Services.  <b>Data Processed:</b> Name, Email Address and Password, which is encrypted. Runs on Microsoft Azure EU.	Standard Contractual Clauses  ISO 27001
<b>Joynd, Inc.</b> 3564 Avalon Park East Blvd, Suite 1, #2016, Orlando, FL 32828 <a href="mailto:info@joynd.io">info@joynd.io</a>	United States	Optional Partner Services - ATS integration services.  <b>Data Processed:</b> First and last name, business contact info (company, email, phone, address), personal contact information (email, phone, address), personal details, professional life data (title, position, employer, employment history), notes and other data logged by users (e.g. feedback on candidates), communication and calendar information (e.g. emails sent to candidates), information regarding application forms, CVs, credentials or qualification, technical usage and telecommunication data.	Standard Contractual Clauses  ISO 27001
<b>Broadbean, Inc. (a Veritone company)</b> 34 Executive Park, Suite 150 Irvine, CA 92614 <a href="mailto:support@broadbean.com">support@broadbean.com</a>	United States	Optional Partner Services - job board distribution services.  <b>Data Processed:</b> First and last name, business contact info (company, email, phone, address), personal contact information (email, phone, address), personal details, professional life data (title, position, employer, employment history), notes and other data logged by users (e.g. feedback on candidates), communication and calendar information (e.g. emails sent to candidates), information regarding application forms, CVs, credentials or qualification, technical usage and telecommunication data.	EU-US, Swiss-US Data Privacy Framework Standard Contractual Clauses  SOC 2 Type I
<b>harmonizeHR, LLC</b> 8001 Camden Drive Austin, TX 78757 <a href="mailto:ion@harmonizehr.com">ion@harmonizehr.com</a>	United States	Optional Partner Implementation Services.  <b>Data Processed:</b> First and last name, business contact info (company, email, phone, address), personal contact information (email, phone, address), personal details, professional life data (title, position, employer, employment history), notes and other data logged by users (e.g. feedback on candidates), communication and calendar information (e.g. emails sent to candidates), information regarding application forms, CVs, credentials or qualification, technical usage and telecommunication data.	Standard Contractual Clauses  Beamery Supplier Information Security Requirements
<b>The Cloud Connectors Inc.</b> 3200 rue Adrien-Drolet Québec, QC G1X 1J3 <a href="mailto:DataProtectionOfficer@thecloudconnectors.com">DataProtectionOfficer@thecloudconnectors.com</a>	United States	Optional Partner Services - ATS integration services.  <b>Data Processed:</b> First and last name, business contact info (company, email, phone, address), personal contact information (email, phone, address), personal details, professional life data (title, position, employer, employment history), notes and other data logged by users (e.g. feedback on candidates), communication and calendar information (e.g. emails sent to candidates), information regarding application forms, CVs, credentials or qualification, technical usage and telecommunication data.	EU-US Data Privacy Framework Standard Contractual Clauses  SOC2 Type II
<b>Paradox, Inc.</b> 6330 E. Thomas Rd., Suite #200 Scottsdale, AZ 85251 <a href="mailto:privacy@paradox.ai">privacy@paradox.ai</a>	United States	Conversational AI/Chat-bot services.  <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 Standard Contractual Clauses  SOC 2 Type II ISO 27001