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### HR Service Delivery Sub-Processors - EU Infrastructure

#### Infrastructure Sub-processors – Service Data Storage - Core HR Data

The following table describes the countries and legal entities engaged in the storage of PeopleDoc's Customers Personal Data.

Entity Name	Description	Countries	Data Retention	Scope and Type of Data	Applicable Services	Appropriate safeguards for transfers
Rackspace	Cloud Service Provider	Germany	Provision of the Services	Service Data including Personal Data related to the provision of the Services	All Services	EU Law
Ecriel	Electronic Archiving System	France	Provision of the Services	Documents	All Services	EU Law

#### Sub-processors for specific services - No Core HR Data (access to limited Customer's personal information)

We work with certain sub-processors to provide specific functionalities. In order to provide the relevant functionality these sub-processors process certain Customers Personal Data, however their use is limited to the indicated Services.

Entity Name	Description	Countries	Data Retention	Scope and Type of Data	Applicable Services	Appropriate safeguards for transfers
DataDog, Inc.	Operations Data Platform for Log and Machine Events	Germany	Provision of the Services	Computer events about the Services and user activities, which form an audit trail	All Services	EU Law
Zendesk, Inc.	Support Management Tool	United States	Provision of the Services	Identification (name, surname), Contact information (email address) and ticket content	All Services	Data Processing Agreement with EU Model Clauses
AWS Web Services, Inc.	Amazon Simple Email Service (Amazon SES) - Services inbound and outbound email notifications	Ireland	Provision of the Services	Identification (name, surname) and Contact information (email address) and email content	All Services	EU Law
Google LLC	Google Cloud Platform	Germany	Provision of the Services	Service Data including Personal Data related to the provision of the Services	All Services	EU Law
Elastic.co	Search function	Germany	Provision of the Services	Identification (name, surname), Contact information (email address) and ticket content	All Services	EU Law
Looker Data Sciences Inc.	Business intelligence software and data analytics	Germany	Provision of the Services	Service Data including Personal Data related to the provision of the Services	All Services	EU Law
Nexmo Inc.	Cloud Communications Services (2-Factor authentication)	Ireland, Netherlands	90 days	Contact information (e-mail address, phone number)	Electronic Signature	EU Law
Arago Consulting SAS	Integration with Successfactors®	France	Provision of the Services	Service Data including Personal Data related to the provision of the Services	PeopleDoc For Successfactors®	EU Law
Shapeln Solutions GmbH	Integration with Workday®	Netherlands	Data "in-transit"	Service Data including Personal Data related to the provision of the Services	HRSD for Workday and HRSD for SAP HCM	EU Law
RingCentral, Inc.	Support call routing	United Kingdom, Netherlands, France	90 days	Identification (name, surname), Contact information (phone number), voice recording	Optional (Prime)	EU Law and EU Model Clauses

#### Content Delivery Networks ("CDNs") - No Core HR Data

We use a content delivery networks ("CDNs") for security purposes, and to optimize content delivery. CDNs guard applications exposed to the internet against man-in-the-middle attacks, data breaches, and attempts to overwhelm the network of the targeted origin server using DDoS attacks. CDNs do not have access to HR Core Data, however, website content served to website visitors and domain name information may be stored with a CDN to expedite transmission, and information transmitted across a CDN may be accessed by that CDN to enable its functions.

Entity Name	Description	Location of Data Storage	Data Retention	Scope and Type of Data	Applicable Services	Appropriate safeguards for transfers
CloudFlare	Security (CDN*)	According to the user IP address	Data "in-transit"	Identification/Contact information/Other PII related to the provision of the services	All Services	Data Processing Agreement with EU Model Clauses

#### Ultimate Kronos Group Sub-processors

The following entities are members of the Ultimate Kronos Group. Accordingly, they function as sub-processors to provide the Services.

Entity Name	Country	Appropriate safeguards for transfers
PeopleDoc SAS	France	EU Law
PeopleDoc UK LTD	United Kingdom	Adequacy decision
PeopleDoc GmbH	Germany	EU Law
UKG Inc.	United States	EU Model Clauses
Ultimate Software Group of Canada Inc.	Canada	Adequacy decision and EU Model Clauses
Ultimate Software Group of Spain S.L.U.	Spain	EU Law
Ultimate Software Group of Asia Pte Ltd.	Singapore	EU Model Clauses
Kronos Solutions - India Private Limited	India	EU Model Clauses

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