



Our purpose is people

HR Service Delivery Sub-Processors - US & Canada Infrastructure

Infrastructure Subprocessors – Service Data Storage - Core HR Data

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

| Entity Name | Type | Description | Country | Data Retention | Type of Data | Applicable Services |
|--|----------------|------------------------|---------------|---------------------------|---|--|
| Rackspace, Inc | Infrastructure | Cloud Service Provider | United States | Provision of the Services | Service Data including Personal Data related to the provision of the Services | All Services according to the implementation |
| Quality Investment Properties Metro, LLC | Infrastructure | Cloud Service Provider | United States | Provision of the Services | Service Data including Personal Data related to the provision of the Services | All Services according to the implementation |
| Switch, Ltd | Infrastructure | Cloud Service Provider | United States | Provision of the Services | Service Data including Personal Data related to the provision of the Services | All Services according to the implementation |
| Cytera Technologies, Inc | Infrastructure | Cloud Service Provider | Canada | Provision of the Services | Service Data including Personal Data related to the provision of the Services | All Services according to the implementation |

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 | Type | Description | Main location of the Data Processing | Data Retention | Type of Data | Applicable Services |
|----------------------------|-----------------------|---|--------------------------------------|---------------------------|---|----------------------|
| DataDog, Inc | Cloud Services | 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 |
| Zendesk, Inc. | Cloud Services | Support Management Tool | United States | Provision of the Services | Identification (name, surname), Contact information (e-mail address) and ticket content | All Services |
| Mailgun Technologies, Inc. | Cloud Services | Services inbound and outbound email notifications | United States | Provision of the Services | Identification (name, surname), Contact information (email address) and email content | All Services |
| Google LLC | Google Cloud Platform | Google Cloud Storage | Germany | Provision of the Services | Service Data including Personal Data related to the provision of the Services | All Services |
| Elastic.co | Search function | Search function | Germany | Provision of the Services | Identification (name, surname) and metadata related to the documents stored | All Services |
| Looker Data Sciences Inc. | Google Cloud Platform | Business intelligence software and data analytics | United States | Provision of the Services | Service Data including Personal Data related to the provision of the Services | All Services |
| Nexmo Inc. | Cloud Services | Cloud Communications Services (2-Factor authentication) | United States | 90 days | Contact information (e-mail address, phone number) | Electronic Signature |

Content Delivery Networks ("CDNs")

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 | Type | Description | Country | Data Retention | Type of Data | Applicable Services |
|-------------|----------------|----------------|-------------------|-----------------|--|---------------------|
| CloudFlare* | Cloud Services | Security (CDN) | Data "in-transit" | No Data Storage | IP addresses System configuration information Other information about traffic to and from the PeopleDoc applications | All Services |

*for standalone HRSD customers in EU and also in US that were activated before January 1st, 2021

PeopleDoc by Ultimate Software 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 |
|--|----------------|
| PeopleDoc SAS | France |
| PeopleDoc UK LTD | United Kingdom |
| PeopleDoc GmbH | Germany |
| Ultimate Software Inc. | United States |
| Ultimate Software Group of Canada Inc. | Canada |
| Ultimate Software Group of Spain S.L.U. | Spain |
| Ultimate Software Group of Asia Pte Ltd. | Singapore |
| Kronos Solutions - India Private Limited | India |

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