

## Paradox Sub-processor List

This list identifies the Sub-processors that Paradox has contracted with that may process client personal data in connection with Paradox's provision of its products and services.

### Hosting and other third-party Sub-processors

Sub-processor Entity	Brief Description of Processing	Sub-processor Entity Location
Amazon Web Services, Inc.	<ul style="list-style-type: none"> <li>• Hosting services and support;</li> <li>• Infrastructure-related services;</li> <li>• Application development platform;</li> <li>• AWS Bedrock, model licensing services</li> </ul>	United States
Twilio, Inc. (including SendGrid)	<ul style="list-style-type: none"> <li>• Communication services (email and text message delivery and analytics)</li> </ul>	United States
Google LLC	<ul style="list-style-type: none"> <li>• Business tools and workspace;</li> <li>• Optical character recognition services;</li> <li>• Translation Services;</li> <li>• Similarity matching services (semantic matching);</li> <li>• Natural language processing;</li> <li>• Address validation;</li> <li>• Talent solutions</li> </ul>	United States
Snowflake, Inc.	<ul style="list-style-type: none"> <li>• Data management, analysis, and optimization</li> </ul>	United States
MessageBird UK Limited	<ul style="list-style-type: none"> <li>• Communication services (email and text message delivery and analytics)</li> </ul>	United Kingdom
Atlassian Pty LTD	<ul style="list-style-type: none"> <li>• Support, reporting, and ticketing</li> </ul>	Australia
Salesforce, Inc. (including Slack)	<ul style="list-style-type: none"> <li>• Support and ticketing;</li> <li>• Project management and communications</li> </ul>	United States
Hubspot, Inc.	<ul style="list-style-type: none"> <li>• Support and ticketing;</li> <li>• Data requested via forms</li> </ul>	United States

Textkernel US LLC, DBA Sovren	<ul style="list-style-type: none"> <li>Data intelligence platform (resume and job parsing, data querying, and analytics)</li> </ul>	United States
Symmetry Software Corporation	<ul style="list-style-type: none"> <li>Embedded tax forms and functionality</li> </ul>	United States
Merge API, Inc.	<ul style="list-style-type: none"> <li>API and integration services</li> </ul>	United States
Helpjuice, Inc.	<ul style="list-style-type: none"> <li>Support tools and documentation</li> </ul>	United States
Pendo.io, Inc.	<ul style="list-style-type: none"> <li>Usage data, training, tutorials, and notifications</li> </ul>	United States
Cielo, Inc.	<ul style="list-style-type: none"> <li>Implementation services and support</li> </ul>	United States
The Cloud Connectors, Inc.	<ul style="list-style-type: none"> <li>Implementation services and support</li> </ul>	Canada
Woofound, Inc. d/b/a Traitify	<ul style="list-style-type: none"> <li>Support and maintenance exclusively for Traitify Services</li> </ul>	United States

## Affiliate Sub-processors

Paradox may also engage one or more of the following Affiliates as Sub-processors to deliver products and/or services provided to the client and may process data in the applicable Sub-processor Entity Location. Nothing precludes Paradox from using individual independent contractors engaged as a normal part of its workforce.

Sub-processor Entity	Brief Description of Processing	Sub-processor Entity Location
<b>Paradox Entities</b>		
Paradox.AI UK Ltd	<ul style="list-style-type: none"> <li>Support and maintenance services</li> </ul>	United Kingdom
Paradox.AI Israel	<ul style="list-style-type: none"> <li>Support and maintenance services</li> </ul>	Israel
Paradox Talent Acquisition Services, Inc.	<ul style="list-style-type: none"> <li>Support and maintenance services</li> </ul>	Canada British Columbia
Paradox Vietnam Company Limited	<ul style="list-style-type: none"> <li>Support and maintenance services</li> </ul>	Vietnam

Paradox Olivia (Australia) Pty LTD	<ul style="list-style-type: none"> <li>Support and maintenance services</li> </ul>	Australia
Paradox Olivia (Singapore) PTE. LTD.	<ul style="list-style-type: none"> <li>Support and maintenance services</li> </ul>	Singapore
<b>Workday Entities</b>		
Americas Region		
Canada Workday ULC	<ul style="list-style-type: none"> <li>Support and maintenance services</li> </ul>	Canada
Workday Costa Rica S.R.L.	<ul style="list-style-type: none"> <li>Support and maintenance services</li> </ul>	Costa Rica
Workday, Inc.	<ul style="list-style-type: none"> <li>Support and maintenance services</li> </ul>	United States
European Region		
Workday Austria GmbH	<ul style="list-style-type: none"> <li>Support and maintenance services</li> </ul>	Austria
Workday Belgium BV	<ul style="list-style-type: none"> <li>Support and maintenance services</li> </ul>	Belgium
Workday CZ s.r.o.	<ul style="list-style-type: none"> <li>Support and maintenance services</li> </ul>	Czech Republic
Workday Denmark ApS	<ul style="list-style-type: none"> <li>Support and maintenance services</li> </ul>	Denmark
Workday Finland Oy	<ul style="list-style-type: none"> <li>Support and maintenance services</li> </ul>	Finland
Workday France	<ul style="list-style-type: none"> <li>Support and maintenance services</li> </ul>	France
Workday GmbH	<ul style="list-style-type: none"> <li>Support and maintenance services</li> </ul>	Germany
Workday Limited	<ul style="list-style-type: none"> <li>Support and maintenance services</li> </ul>	Ireland

Workday Israel Ltd.	<ul style="list-style-type: none"> <li>Support and maintenance services</li> </ul>	Israel
Workday Italy S.r.l.	<ul style="list-style-type: none"> <li>Support and maintenance services</li> </ul>	Italy
Workday Latvia SIA	<ul style="list-style-type: none"> <li>Support and maintenance services</li> </ul>	Latvia
Workday B.V.	<ul style="list-style-type: none"> <li>Support and maintenance services</li> </ul>	Netherlands
Workday Norway AS	<ul style="list-style-type: none"> <li>Support and maintenance services</li> </ul>	Norway
Workday Polska sp.zo.o.	<ul style="list-style-type: none"> <li>Support and maintenance services</li> </ul>	Poland
Workday Espana SL	<ul style="list-style-type: none"> <li>Support and maintenance services</li> </ul>	Spain
Workday Sweden Aktiebolag	<ul style="list-style-type: none"> <li>Support and maintenance services</li> </ul>	Sweden
Workday Switzerland GmbH	<ul style="list-style-type: none"> <li>Support and maintenance services</li> </ul>	Switzerland
Workday (UK) Limited	<ul style="list-style-type: none"> <li>Support and maintenance services</li> </ul>	United Kingdom
Asia-Pacific and Japan (APJ) Region		
Workday Australia Pty Ltd.	<ul style="list-style-type: none"> <li>Support and maintenance services</li> </ul>	Australia
Workday India Private Limited	<ul style="list-style-type: none"> <li>Support and maintenance services</li> </ul>	India
Workday K.K.	<ul style="list-style-type: none"> <li>Support and maintenance services</li> </ul>	Japan
Workday (NZ) Unlimited	<ul style="list-style-type: none"> <li>Support and maintenance services</li> </ul>	New Zealand