

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.	• Hosting services and support; • Infrastructure-related services; • Application development platform; • AWS Bedrock, model licensing services	United States
Twilio, Inc. (including SendGrid)	• Communication services (email and text message delivery and analytics)	United States
Google LLC	• Business tools and workspace; • Optical character recognition services; • Translation Services; • Similarity matching services (semantic matching); • Natural language processing; • Address validation; • Talent solutions	United States
Snowflake, Inc.	• Data management, analysis, and optimization	United States
Atlassian Pty LTD	• Support, reporting, and ticketing	Australia
Salesforce, Inc. (including Slack)	• Support and ticketing; • Project management and communications	United States
Textkernel US LLC, DBA Sovren	• Data intelligence platform (resume and job parsing, data querying, and analytics)	United States
Symmetry Software Corporation	• Embedded tax forms and functionality	United States

Merge API, Inc.	• API and integration services	United States
Helpjuice, Inc.	• Support tools and documentation	United States
Cielo, Inc.	• Implementation services and support	United States
The Cloud Connectors, Inc.	• Implementation services and support	Canada
Woofound, Inc. d/b/a Traitify	• Support and maintenance exclusively for Traitify Services	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
Paradox Entities		
Paradox.AI UK Ltd	• Support and maintenance services	United Kingdom
Paradox.AI Israel	• Support and maintenance services	Israel
Paradox Talent Acquisition Services, Inc.	• Support and maintenance services	Canada British Columbia
Paradox Vietnam Company Limited	• Support and maintenance services	Vietnam
Paradox Olivia (Australia) Pty LTD	• Support and maintenance services	Australia
Paradox Olivia (Singapore) PTE. LTD.	• Support and maintenance services	Singapore

Workday Entities		
Americas Region		
Canada Workday ULC	Support and maintenance services	Canada
Workday Costa Rica S.R.L.	Support and maintenance services	Costa Rica
Workday, Inc.	Support and maintenance services	United States
European Region		
Workday Austria GmbH	Support and maintenance services	Austria
Workday Belgium BV	Support and maintenance services	Belgium
Workday CZ s.r.o.	Support and maintenance services	Czech Republic
Workday Denmark ApS	Support and maintenance services	Denmark
Workday Finland Oy	Support and maintenance services	Finland
Workday France	Support and maintenance services	France
Workday GmbH	Support and maintenance services	Germany
Workday Limited	Support and maintenance services	Ireland
Workday Israel Ltd.	Support and maintenance services	Israel
Workday Italy S.r.l.	Support and maintenance services	Italy

Workday Latvia SIA	• Support and maintenance services	Latvia
Workday B.V.	• Support and maintenance services	Netherlands
Workday Norway AS	• Support and maintenance services	Norway
Workday Polska sp.zo.o.	• Support and maintenance services	Poland
Workday Espana SL	• Support and maintenance services	Spain
Workday Sweden Aktiebolag	• Support and maintenance services	Sweden
Workday Switzerland GmbH	• Support and maintenance services	Switzerland
Workday (UK) Limited	• Support and maintenance services	United Kingdom
Asia-Pacific and Japan (APJ) Region		
Workday Australia Pty Ltd.	• Support and maintenance services	Australia
Workday India Private Limited	• Support and maintenance services	India
Workday K.K.	• Support and maintenance services	Japan
Workday (NZ) Unlimited	• Support and maintenance services	New Zealand