

# List of Sub-processors

## 1. Spain and Portugal

### 1.1. Common sub-processors

Sub-processors who are involved in the provision of the service regardless of the functionalities contracted.

| Sub-processors             | Service provided  | Registered business address   | Current location of treatment                                     | Link to the Privacy Policy |
|----------------------------|---|---|---|----------------------------|
| <b>OVH</b>                 | Cloud hosting and infrastructure provider   | 2 rue Kellermann 59100 Roubaix, (France)  | European Union  | <a href="#">Link</a>       |
| <b>Amazon Web Services</b> | Cloud computing service provider  | 410 Terry Avenue North, Seattle,  | European Union  | <a href="#">Link</a>       |
| <b>Mailchimp</b>           | Platform for sending communications and emails  | 675 Ponce De Leon Ave NE, Atlanta, Georgia 30308, US                                | United States of America  | <a href="#">Link</a>       |
| <b>Meta</b>                | Communication and messaging services (WhatsApp Business)  | 4 Grand Canal Square, Grand Canal Harbour, Dublin 2 (Ireland)                       | European Union / United States                                    | <a href="#">Link</a>       |
| <b>Microsoft</b>           | Cloud services, productivity, and corporate email   | South County Business Park, Leopardstown, Dublin 18, D18 P521 (Ireland)             | European Union / United States for support and auxiliary services | <a href="#">Link</a>       |
| <b>Jam.dev</b>             | Tool for reporting errors and technical incidents (bug reporting) using screenshots and diagnostics | 806 Ribbecke Avenue, Suite B, Austin, TX 78721, United States.                      | USA   | <a href="#">Link</a>       |
| <b>SHOWME LABS</b>         | Conversational AI tool with access to HubSpot.  | Flat 43, Entrance 1<br>7 Europa Avenue<br>28224 Pozuelo de Alarcón<br>Madrid, Spain | European Union  | <a href="#">Link</a>       |

|                |  |   |                |                      |
|----------------|--|---|----------------|----------------------|
| <b>LEMLIST</b> | Herramienta de automatización de email outreach con acceso a HubSpot | 128 rue La Boétie, 75008 París, Francia | European Union | <a href="#">Link</a> |
|----------------|--|---|----------------|----------------------|

## 1.2. Sub-processors according to contracted functionality

Sub-processors who only intervene if the client contracts the indicated functionality.

| Sub-processors                                  | Service provided   | Registered business address                                     | Contracted functionality   | Current location of treatment | Link to the Privacy Policy |
|---|--|---|--|-------------------------------|----------------------------|
| <b>Signature</b>                                | Provider of electronic signature and digital certification services                        | Calle Ávila 29,<br>08005<br>Barcelona (Spain)                   | If electronic signatures are contracted  | European Union                | <a href="#">Link</a>       |
| <b>Marriage</b>                                 | Professional services in management and labor consulting                                   | Avenida General Perón<br>38, 3rd floor,<br>28020 Madrid (Spain) | If payroll management is contracted  | European Union                | <a href="#">Link</a>       |
| <b>Wolters Kluwer Tax and Accounting España</b> | Cloud-based payroll and accounting management suite for consultancies (a3innuva   Payroll) | C/ Collado Mediano<br>9,<br>28231 Las Rozas (Madrid), Spain     | If you contract payroll integration with a3innuva  | European Union                | <a href="#">Link</a>       |
| <b>Swan</b>                                     | Embedded banking (Banking-as-a-Service): accounts, cards and payments via API              | 91 rue du Faubourg Saint-Honoré, 75008 Paris (France)           | If payment functionalities or financial services are contracted (payroll payments, advances) | European Union                | <a href="#">Link</a>       |
| <b>Broom</b>                                    | Unified API for integrations with HRIS, ATS, and payroll systems                           | Rosenthaler Str. 72A,   | If integrations with third-party software are contracted (payroll, ERP, ATS)                 | European Union                | <a href="#">Link</a>       |

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|----------------|---|--|--|-------------------------------|----------------------------|
|                |   | 10119 Berlin (Germany)   |  |                               |                            |
| <b>ZKTeco</b>  | Manufacturer of biometric terminals and time and attendance and access control devices  | Fuencarral Road 44, Building 1, Floor 2, 28108 Alcobendas (Madrid), Spain        | If timekeeping is contracted using physical or biometric devices (time control)                              | European Union                | <a href="#">Link</a>       |
| <b>Edit</b>    | Technology leasing and IT-as-a-Service platform for remote device management  | Daniel Balaciart Street, 4, Mezzanine Office 9, 46020 Valencia.                  | If you contract for device leasing or management (device as a service)                                       | European Union                | <a href="#">Link</a>       |
| <b>Septum</b>  | Provision of digital safe ( <i>digital safe</i> ) for the delivery, safekeeping and permanent consultation of payrolls by employees | Font de la Banquière, 194 avenue de la Gare Sud de France, 34970 Lattes (France) | If you contract out payroll distribution to employees in France (a legal obligation of <i>digital safe</i> ) | European Union                | <a href="#">Link</a>       |

## 2. Latin America

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| <b>OVH</b>                 | Cloud hosting and infrastructure provider   | 2 rue Kellermann 59100 Roubaix, (France)  | European Union  | <a href="#">Link</a>       |
| <b>Amazon Web Services</b> | Cloud computing service provider  | 410 Terry Avenue North, Seattle,  | European Union  | <a href="#">Link</a>       |
| <b>Meta</b>                | Communication and messaging services (WhatsApp Business)  | 4 Grand Canal Square, Grand Canal Harbour, Dublin 2 (Ireland)                       | European Union / United States  | <a href="#">Link</a>       |
| <b>Mailchimp</b>           | Platform for sending communications and emails  | 675 Ponce De Leon Ave NE, Atlanta, Georgia 30308, US                                | United States of America  | <a href="#">Link</a>       |
| <b>Microsoft</b>           | Cloud services, productivity, and corporate email   | South County Business Park, Leopardstown, Dublin 18, D18 P521 (Ireland)             | European Union / United States for support and auxiliary services   | <a href="#">Link</a>       |
| <b>IPXON</b>               | This applies to the necessary use of the platform. This provider applies to countries in the Americas (excluding the United States and Canada). | 3250 W Commercial Blvd, Suite 140, Fort Lauderdale, FL 33309 (United States)        | Latin America (data centers in Brazil, Mexico and other countries in the region, in addition to nodes in the U.S. Miami/Fort Lauderdale). | <a href="#">Link</a>       |
| <b>EVEO</b>                | Hosting and cloud infrastructure provider in Brazil   | Rua Bacaetava 401, 12th floor, Vila Gertrudes, São Paulo/SP, CEP 04705-010 (Brazil) | Brazil  | <a href="#">Link</a>       |

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| <b>SHOWME LABS</b> | Conversational AI tool with access to HubSpot.  | Flat 43, Entrance 1<br>7 Europa Avenue<br>28224 Pozuelo de Alarcón<br>Madrid<br>Spain | European Union                | <a href="#">Link</a>       |

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| <b>Marriage</b>  | Professional services in management and labor consulting            | Avenida General Perón 38, 3rd floor, 28020 Madrid (Spain) | If payroll management is contracted  | European Union                | <a href="#">Link</a>       |
| <b>Broom</b>     | Unified API for integrations with HRIS, ATS, and payroll systems    | Rosenthaler Str.<br>72A, 10119<br>Berlin (Germany)        | If integrations with third-party software are contracted (payroll, ERP, ATS) | European Union                | <a href="#">Link</a>       |

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| <b>Edit</b>    | Technology leasing and IT-as-a-Service platform for remote device management           | Daniel Balaciart Street, 4, Mezzanine Office 9, 46020 Valencia.           | If you contract for device leasing or management (device as a service)          | European Union                | <a href="#">Link</a>       |

### Sub-processors of Artificial Intelligence Functionalities

| Sub-processors | Service provided   | Registered business address  | Contracted functionality                                  | Current location of treatment | Link to the Privacy Policy |
|----------------|--|--|---|-------------------------------|----------------------------|
| OpenAI         | Provider of language models and artificial intelligence          | 1st Floor, The Liffey Trust Centre, 117-126 Sheriff Street Upper, Dublin 1, D01 YC43 (Ireland) | If Artificial Intelligence functionalities are contracted | USA                           | <a href="#">Link</a>       |
| Anthropic      | Provider of language models and artificial intelligence (Claude) | 4th Floor, South Bank House, Barrow Street, Dublin 4 (Ireland)                                 | If Artificial Intelligence functionalities are contracted | USA                           | <a href="#">Link</a>       |

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