

**MAIN SERVICE PROVIDERS/PROCESSORS**

| <b>Service Provider</b> | <b>Purpose of Use for Candidates</b>   | <b>Personal Information</b>   | <b>Location</b> |
|-------------------------|--|---|-----------------|
| Hirevue                 | North America and United Kingdom<br>Video interviewing   | Email, First/Last Name, Phone Number  | U.S.            |
| Linkedin                | North America; EMEA & APAC countries<br>Candidates profile search; export and e-mail communication, job posting              | First/Last Name, Position Title, Email, and other Personal Information as may be listed on job candidates LinkedIn profile;   | U.S.            |
| Orion Systems           | North America<br>Candidates assessment   | First/Last Name, Email, Address, Phone number. Email  | U.S.            |
| Cisive                  | North America<br>Background Verification   | E-mail, first/last name, phone number, address, previous names, gender, Government Id's, Date of Birth, Education   | US              |
| Adobe                   | North America; APAC countries (except China); United Kingdom; Republic of Ireland; Sweden, Denmark<br>Signature of documents | Personal data listed on offer, any personal information provided for onboarding documentation   | U.S.            |
| Avature                 | North America; EMEA & APAC countries<br>Recruitment/job application system hosting and administration; Application           | E-mail, first/last name, phone number, address, and any other personal information provided by job applicants (external candidates) and current employees (internal candidates) | U.S.            |
| Seek                    | Australia<br>Recruitment/job application system hosting  | E-mail, first/last name, phone number, address, and any other personal information provided by job applicants   | Australia       |
| WeChat                  | China<br>Recruitment/job application system hosting  | E-mail, first/last name, phone number, address, and any other personal information provided by job applicants   | China           |