

List of Solenis Global Sub-processors

Solenis engages third-party suppliers to carry out various subcontracted activities and provide certain services on its behalf. Those Solenis third-party subcontractors who may process job candidates', customers', business partners', contractors', vendors', suppliers' personal data (sub-processors) are listed below.

Solenis has adequate data protection agreements and data transfer mechanisms in place with each relevant sub-processor, as required by applicable Data Protection Laws and as appropriate to ensure safeguarding of the relevant personal data. Below is a list of sub-processors we work with and the purpose for why we use their services.

Prior to engaging any sub-processors, we perform due diligence to evaluate their privacy, security and confidentiality practices, and execute an agreement with them that implements their obligations. If you have questions or concerns about a new sub-processor, we'd be happy to help. Please contact us at privacy@solenis.com.

Sub-processor	Sub-processing Activity	Entity Location
Manpower France SAS	Recruitment and onboarding service	Bureau d'Amboise 7 avenue Léonard de Vinci 37400 Amboise, France
Manpower El Salvador Sa De C V	Recruitment and onboarding service	Alameda Roosevelt y 59 Avenida Sur, Edificio La Centroamericana. 6° piso, local 603, San Salvador, El Salvador
Manpower De Colombia LTDA	Recruitment and onboarding service	CARRERA 48 32 B SUR 139 of 906 EN La Ciudad De Envigado, Antioquia, Colombia
Manpower Korea Inc.	Recruitment and onboarding service	9F, Dongshin Bldg, 409, Teheran-ro, Gangnam-gu, Seoul 06162, Korea
Manpower Services (Australia) Pty. Ltd.	Recruitment and onboarding service	Level 9, 201 Kent Street, Sydney NSW 2000, Australia
Manpower Services (Taiwan) Co., Ltd.	Recruitment and onboarding service	13F., No.105, Sec. 2, Dunhua S. Rd., Da-an District, Taipei City 106, Taiwan
Michael Page International Pte Ltd	Recruitment and onboarding service	One Raffles Place Office Tower 2, #09 61, 048616, Singapore
Michael Page International Recruitment (Thailand) Limited	Recruitment and onboarding service	41st Floor, Unit 4108 – 4109 Bhiraj Tower at EmQuartier, 689 Sukhumvit Road (Soi 35) Klongton Nuea, Vadhana, Bangkok, 10110, Thailand
Michael Page International Australia Pty. Ltd.	Recruitment and onboarding service	19/600 Bourke St, Melbourne VIC 3000, Australia
Michael Page Shanghai Recruitment Co. Ltd	Recruitment and onboarding service	18/F, HKRI Centre Two, 288 Shimen Road, Shanghai, 200041, China
Asia Advance Human Resource	Recruitment and onboarding service	111 North Bridge Road, #07-09 Peninsula Plaza, 179098, Singapore

Sub-processor	Sub-processing Activity	Entity Location
PT. Orlytama Reksa Indonesia (Orly Consulting)	Recruitment and onboarding service	Menara Karya 28 th floor, Jl. HR Rasuna Said Blok X-5 Kav. 1-2, Kuningan Timur, Setiabudi, Jakarta Selatan, 12950, Indonesia
PT. JAC Indonesia	Recruitment and onboarding service	Skyline Bldg. (Menara Cakrawala), 18th Floor, Jl MH Thamrin No. 9 Jakarta, 10340, Indonesia
Navigos Group Vietnam JSC	Recruitment and onboarding service	Ho Chi Minh Office, 20th floor, e.town Central Tower, 11 Doan Van Bo Str., Ward 12, Dist. 4, HCMC, Vietnam
Persolkelly Australia PTY Ltd	Recruitment and onboarding service	Level 3, 20 Bradley Street, Phillip, ACT 2606, Australia
HAYS GROUP CO LTD	Recruitment and onboarding service	Unit 1205-1212, HKRI Centre One, 288 Shimen Road (No.1) Shanghai, China
Mango Associates CO LTD	Recruitment and onboarding service	Room 408, 109 Yandang Road, Huangpu District, Shanghai, China
Shanghai Kezhirui Consulting Co LTD	Recruitment and onboarding service	F 22,1500 Zhongxing Road,Jing'an District,Shanghai,China
Robert Walters Talent China Limited	Recruitment and onboarding service	Room B, 12F, No.567 Weihai Road Shanghai, China
51 Job Inc	Recruitment and onboarding service	Building 3 No.1387, Zhang Dong Road Shanghai, 201203 China
Morgan McKinley Job Intermediary (Shanghai) Company Limited	Recruitment and onboarding service	Unit 880-886, Level 8, Tower 2, Jing 'an Kerry Centre, No. 1515 West Nanjing Road, Jing'an District, Shanghai, China
NES Global Talent Shanghai Limited	Recruitment and onboarding service	Room 1607 Plaza 336, No.336, Middle Xizang Road, Shanghai, China
Tiara HR Plus Management Services Pvt Ltd	Recruitment and onboarding service	D 171, Anand Vihar, Delhi – 110092, India
Sapwood Ventures Pvt Ltd	Recruitment and onboarding service	A 803/804, Ashok garden, Jivraj Thakersi Marg parel sewri, Mumbai, 400015, India
TechnoGen India Private Limited	Recruitment and onboarding service	D.No.8-3-319/10/1,behind Saradhi Studios, Yellareddyguda, Ameerpet, Hyderabad - 500073, Telangana, India
TeamLease Services Private Limited	Recruitment and onboarding service	No 6, 3 rd floor, C wing, Laxmi Towers, Bandra Kurla complex, Bandra (east), Mumbai, 400051, India
V Sourcee	Recruitment and onboarding service	Workafella, #150, 1, Infantry road, Vasanth Nagar, Bangalore 560001, India
Walk In Solutions	Recruitment and onboarding service	Plot No 35, Block No 202, Devi Prabha Pride, Shivaji Nagar, Nagpur, 440010, India

Sub-processor	Sub-processing Activity	Entity Location
Rapid Placement	Recruitment and onboarding service	232, 2 nd floor, Anmol Plaza-1, opp GIDC bus stand, Ankleshwar, Gujarat, 393002, India
Hays Poland Sp. z o.o.	Recruitment and onboarding service	Marszałkowska 126/134, 00-008 Warszawa, Poland
Hays Tours (France)	Recruitment and onboarding service	26 rue James Watt 37200 Tours, France
Randstad España, S.L.U.	Recruitment and onboarding service	Registered address: Calle Vía de los Poblados 9, Edificio B, 5 ^a Planta, 28033 Madrid, Spain and office at Av. Diagonal 615, 3a Planta 08028, Barcelona, Spain
Randstad II - Prestação de Serviços, Limitada	Recruitment and onboarding service	Avenida de la Republica 26, 1069-228 Lisbon, Portugal
Randstad Italia S.P.A	Recruitment and onboarding service	Sede Legale: Via R. Lepetit 8/10 – 20124 Milano, Italy
Randstad Holding Nv - Randstad Brasil Recursos Humanos Ltda	Recruitment and onboarding service	Av. Francisco Matarazzo, 1350 - Água Branca, São Paulo - SP, 05001-100 - Brazil
GI Da Crus E Cia Ltda Me - Power Eletric Mo	Temporary workers services	Rua Orimando Signorini, 160 - Jardim Matarazzo li, Jaguaraiava – PR, CEP: 84.200-000 - Brazil
GI Group Brasil Recursos Humanos	Recruitment and onboarding service	Rua São Bento, 545 - Centro Histórico de São Paulo, São Paulo - SP, 01011-100 - Brazil
Adecco France SAS	Recruitment and onboarding service	275 Rue Giraudeau, BP 23824, 37038 Tours Cedex 01, France
Adecco Spain TT Sociedad Anonima, Empresa de Trabajo Temporal (Sociedad Unipersonal)	Recruitment and onboarding service	Pozuelo de Alarcon, Camino del Cerro de los Gamos, 3 – 1 ^a planta, con número de identificación fiscal A80903180, e inscrita en el Registro Mercantil de Madrid al Tomo, Spain
Korn Ferry International Futurestep	Recruitment and onboarding service	Av. das Nações Unidas, 8501 - 15 ^o - Pinheiros, São Paulo - SP, 05425-070 - Brazil
Korn Ferry International SA	Recruitment and onboarding service	Av del Libertador 498 Piso 7 Sur Ciudad de Buenos Aires Buenos Aires, C1001ABR - Argentina
O'Brien Recruitment (Pty) Ltd	Recruitment and onboarding service	4th Floor, 50 Riebeeck Street, Cape Town, 8001, South Africa
Emerging Search Consultants	Recruitment and onboarding service	Willow View Office Estate, Ruimsig, Gauteng, South Africa
The Agency (Recruitment) Ltd	Recruitment and onboarding service	5 Railway Street, Cleckheaton, West Yorkshire, BD19 3HR, United Kingdom
Adecco France AS - Spring	Recruitment and onboarding service	4 rue Gambetta, 37000 Tours, France
Badenoch & Clark	Recruitment and onboarding service	20 avenue Hoche - 75 008 Paris, France
Pro Placements (Pty) Limited	Recruitment and onboarding service	15 Fernacres, 114 Bellairs Drive North Riding, Johannesburg 2188, South Africa

Sub-processor	Sub-processing Activity	Entity Location
Professional Career Services (Pty) Limited	Recruitment and onboarding service	1st Floor, Dainfern, Square, Cnr. William Nicol &, Broadacres Drive, Johannesburg, 2191, South Africa
ProStaff Recruitment Specialists (Pty) Limited	Recruitment and onboarding service	No.2 Payne Road, Bryanston Johannesburg, South Africa 2191, Johannesburg, South Africa
Gerhard Grimm GmbH & Co KG	Temporary workers service	Mülheim an der Ruhr, An den Sportstätten 1, 45468 Mülheim an der Ruhr, Germany
AXL (Agenzia Per Il Lavoro)	Recruitment and onboarding service	AxL S.p.A Agenzia per il Lavoro Via Vittorio Veneto 82/ i – Bonate Sotto (BG)
Bogner Gottschalk Heine Unternehmensberater GmbH (BGH Consulting)	Recruitment and onboarding service	BGH (Bogner Gottschalk Heine), Consulting, Moosstrate 7, D 82319 Starnberg, Germany
IT Spurs	Recruitment and onboarding service	Door No 1-58, Flat No G3, Plot no 55, Maruti Marvel, Madinaguda, Hyderabad, Telangana, 500050 India
Cielo Inc	Recruitment and onboarding service	200 South Executive Drive Suite 400, Brookfield, WI. 53005, United States
Cielo Talent Limited	Recruitment and onboarding service	Gray's Inn House, 127 Clerkenwell Road, London EC1R 5DB, United Kingdom
Randstad, Inc.	Recruitment and onboarding service	2015 S. Park Place SE Atlanta, GA. 30339
Kelly Services, Inc.	Recruitment and onboarding service	999 West Big Beaver Rd Troy, MI. 48084
Future Select Recruitment Consultants	Recruitment and onboarding service	Omega 3, Monks Cross Drive York, North Yorkshire. YO329GZ
ProCore Recruit	Recruitment and onboarding service	The Brewhouse Greenalls Ave Warrington Cheshire WA4 6HL
Pinnacle Search Partners, Ilc	Recruitment and onboarding service	Five Concourse Parkway Suite 1625 Atlanta, GA. 30328
Select Search, LLC	Recruitment and onboarding service	101 E. Market St. Smithfield, NC. 27577
The Richmond Group, Ilc	Recruitment and onboarding service	1700 Bayberry Court Suite 301 Richmond, VA. 23226
KWB Consulting, Ilc	Recruitment and onboarding service	1304 Gypsy Hill Road Ambler, PA 19002
Solomon Edwards Group	Recruitment and onboarding service	1255 Drummers Lane Suite 200 Wayne, PA.19087
Juno Search Partners	Recruitment and onboarding service	1315 Walnut St. Philadelphia, PA. 19107
Scientific Search	Recruitment and onboarding service	100 Larwin Road Cherry Hill, NJ. 08034

Search Consultants International	Recruitment and onboarding service	3262 Westheimer #508 Houston, TX. 77098
Aetea Information Technology	Recruitment and onboarding service	325 Sentry Parkway Building 5 West, Suite 200 Blue Bell, PA. 19422
Fidato Partners, LLC	Recruitment and onboarding service	2001 Market St. Suite 3230 Philadelphia, PA. 19103
The Nexus Group, LLC	Recruitment and onboarding service	234 North Lake Road Oconomowoc, WI 53066
Hallmark Recruiting, LLC	Recruitment and onboarding service	241 Chatham Drive Myrtle Beach, SC 29579
Technical Chemical Recruiters, LLC	Recruitment and onboarding service	1414 N. Amanda Circle Atlanta, GA. 30329
Select Search, LLC	Recruitment and onboarding service	101 E. Market St. Suite 1-B Smithfield, NC. 27577
Heidrick & Struggles International Incorporated	Recruitment and onboarding service	233 S. Wacker Dr. Suite 4900 Chicago, IL. 60606
Russell Reynolds Associates	Recruitment and onboarding service	277 Park Ave Suite 3800 New York, NY. 10172
Gulian & Associates	Recruitment and onboarding service	353 West Lancaster Ave Wayne, PA. 19087
Search Innovations, llc	Recruitment and onboarding service	1328 Arthur Ave Maple Glen, PA. 19002
TalentLink Solutions	Recruitment and onboarding service	4241 Jutland Drive, Suite 305 San Diego, CA 92117, United States
Godfrey Systems LLC	Software, mobile and web development services	32 W Nebraska St, Apt 1B, Frankfort, IL 60423, United States
Tech Mahindra Limited	Information technology services	Gateway Building, Apollo Bunder, Mumbai 400001, India
Microsoft Corporation	Software systems and applications services	One Microsoft Way, Redmond, WA 98052, United States
Salesforce.com Inc	Customer relationship management services	Salesforce Tower, 415 Mission Street, 3rd Floor, San Francisco, CA 94105, United States
Steele Compliance Solutions Inc (now Diligent)	Ethics & Compliance management services	One Sansome Street, Suite 3500 San Francisco, CA 94104, United States
HighRadius Corporation	Accounts receivable automation services	Westlake 4 Building (BP Campus) 200 Westlake Park Blvd, 8th floor, Houston, TX 77079, United States
Atradius Collections B.V. Oddział w Warszawie	Debts collection service	The Warsaw Hub B, rondo Daszyńskiego 2B, 00-843 Warszawa, Poland
Atradius Collections B.V.	Debts collection service	Van Reeuwijkstraat 44, 7731 EH Ommen, Postbus 35, 7730 AA Ommen, The Netherlands
Altus Global Trade Solutions Inc	Receivables management	2400 Veterans Memorial Blvd , Suite 300, Kenner, Louisiana 70062, United States
SAP America, Inc.	Software for managing supplier relationships, production, warehouse management, sales, customer relationships, and administrative functions	3999 West Chester Pike Newtown Square, PA 19073, United States

Infor US LLC	Software solutions for enterprise asset management, resource planning, product lifecycle, and cloud infrastructure solutions	13560 Morris Road Suite 4100 Alpharetta, GA 30004 United States
Open Text Corporations	Enterprise information management (EIM) software	38 Leek Crescent Richmond Hill, Ontario L4B4N8, Canada
NCEC, Ricardo-AEA Ltd	Emergency response services	The Gemini Building, Fermi Avenue, Didcot, Oxon, OX11 OQR, United Kingdom
ERM International Group Limited	Environmental, health, safety and sustainability consultancy services	The Exchange, Station Parade, Harrogate, HG1 1TS, United Kingdom
Claverton Associates	Environmental, health, safety and sustainability consultancy services	Barn Cottage, Claverton, Bath BA2 7BG, United Kingdom
Drum Cussac Group Ltd	Travel security service provider	Avalon, 26-32 Oxford Road, Bournemouth, BH8 8EZ, United Kingdom
First on Scene Training Ltd	Health and safety trainings' services	Willow House, 4 Willow Avenue, Bradford, BD2 1LS, United Kingdom
Ramboll Deutschland GmbH	Environmental, health, safety and sustainability consultancy services	Am Marktplatz 5, 65779 Kelkheim, Germany
UL Pure Learning	Health and safety training services	202 Carnegie Center, Suite 301 Princeton, NJ 08540, United States
Comprehensive Health Services (Acuity International)	Medical clearance (respiratory protection, hearing conservation, HAZWOPER physicals, DOT physicals), random drug screens (company policy and DOT)	8600 Astronaut Blvd, Cape Canaveral, FL 32920, United States
Velocity EHS – ChemTel	1-844-SOLENIS emergency number injuries, vehicle accidents, etc.	222 W Merchandise Mart Plaza STE 1750, Chicago, United States
Velocity EHS – EHS Dashboard	Environmental, health, and safety database incident reporting, risk analysis, action items	586 Argus Rd, Oakville, ON L6J 3J3, Canada
Chemtrek LLC	Emergency incidents reporting services involving transport of Solenis chemicals	2900 Fairview Park Dr, Falls Church, VA 22042, United States
DISA Contractors Consortium (DCC)	Contractor screening services	10900 Corporate Centre Dr Suite 250, Houston, TX 77041, United States
Gallagher Bassett Services Inc	Workers compensations claims management services for workplace injury	115 S 84th St # 215, Milwaukee, WI 53214, United States

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