

Benifex Group - Sub-Processor List

Benifex uses Sub-Processors to process Personal Data, in relation to Customer's Employees (the Data Subject), (i) on behalf of our customers, (ii) in accordance with customer instructions as communicated by Benifex, and (iii) in strict accordance with the terms of a written contract between Benifex and the Sub-Processor.

Where Benifex engages a Sub-Processor(s):

- i. Benifex imposes obligations on its Sub-Processor(s) to implement appropriate technical and organisational measures; and
- ii. Where a cross-border transfer of Personal Data occurs, Benifex has performed a transfer risk assessment for such data transfer and implemented adequate safeguards, as required by applicable data protection laws.

Benifex Group

Benifex uses the following Sub-Processors within the Benifex Group to deliver specific Services.

Sub Processor	Address	Subject matter	Nature and purpose of Processing	Location(s) of processing	SCCs
Benifex Limited	1 Grosvenor Square, Southampton, SO15 2JU	All Personal Data which is necessary to provide the Benifex Limited Services	Provision of Services and Modules provided by Benifex Limited	UK	N/A
Benifex Ireland Limited	3rd Floor, 1 Custom House Plaza, I.F.S.C. Dublin 1, D01 C2C5	All Personal Data which is necessary to provide the Services	Creation and management of the Discounts & Cashback platform	EEA	N/A
Benifex Philippines, Inc	17th Floor, Skyrise 4B, West, Geonzon St., Apas, Cebu City, Cebu	All Personal Data which is necessary to provide the Services	Provision of 24/7/365 support Services	APAC	Yes
Benifex Sweden AB	Apelbergsgatan 33A, 111 37 Stockholm	All Personal Data which is necessary to provide the Benifex Sweden Services	Provision of Services and Modules provided by Benifex Sweden AB	EEA	N/A
Cloud 8 Limited	Unit 8 Pinkers Court, Briarlands Office Park, Rudgeyway, Bristol, BS35 3Q	All Personal Data which is necessary to provide Benifex Gateway	Provision of the technology platform for Gateway	UK	N/A
Expenses Benifex Sweden AB	c/o Benifex Sweden AB, Apelbergsgatan 33A, 111 37 Stockholm, Sweden	All Personal Data which is necessary to provide the Benifex Sweden Services	Supplier of payment service	EU	N/A
Lifeplan AB	Masthammsgatan 5, 413 29, Gothenburg	All Personal Data which is necessary to provide Lifeplan	Consulting partner in pension & insurance	EU	N/A
UAB Benifex Operations	Ukmerges g. 120-2, 08100 Vilnius	All Personal Data which is necessary to provide the Services within the EEA (excl. Benifex Ireland)	Supplier of internal services	EU	N/A

Benifex Limited

The following Sub-Processors apply to all Services provided by Benifex Limited.

Sub Processor	Address	Subject Matter	Nature and purpose of Processing	Location of processing	SCCs
Cloudflare, Inc.	101 Townsend Street, San Francisco, CA 94107 USA	All Personal Data contained within access logs (IP address)	Transport layer security protection for customers accessing the Services	Global	Yes

Google Cloud EMEA Limited	1600 Amphitheatre Pkwy, Mountain View, California, United States	All Personal Data which is necessary to provide the Services	Cloud infrastructure providing hosting and storage services	UK & EEA	N/A
Intercom, Inc.	55 2nd St, San Francisco, California, 94105	All Personal Data which is necessary to provide the Services	Conversational customer and Employee support solution	EEA	N/A
Atlassian Pty Ltd.	Singel 236 1016 AB, Amsterdam, Netherlands	All Personal Data which is necessary to provide the Services	Customer support portal and support ticket management solution	EEA	N/A
Lokalise	3500 South DuPont Highway, Suite BZ-101, Dover, DE 19901, United States	All Personal Data required to be translated	Translation services for the Services	USA	Yes
Microsoft Corp.	One Microsoft Way, Redmond, WA 98052, United States	All Personal Data which is necessary to provide the Services	Microsoft Office for business communications and management of business documents	UK & EEA	N/A
Phase Two, Inc.	140 Lakeside Ave, Suite A49, Seattle, WA 98122	Email address and SSO identifier (if applicable)	Identity provider for Log-in & authentication of user profiles.	EEA	N/A
Route 101, Ltd.	Conifers Filton Road, Bristol, Bristol, BS16 1QG, United Kingdom	All Personal Data which is necessary to provide the Services	Telephone service for Customer and Employee support.	EEA	N/A
CloudTalk S.R.O	Tallerova 4, 811 02 Bratislava	All Personal Data which is necessary to provide the Services	Telephone service for Customer and Employee support.	Global	Yes
Wiz, Inc	1 Manhattan West, 52nd Floor, New York, NY 10001, USA	All Personal Data which is necessary to provide the Services	Cloud security company	Global	Yes

The following Sub-Processors only apply when the specific Module(s) are selected by the Customer and are set out in the Agreement.

Module(s)	Sub Processor	Address	Subject Matter	Nature and purpose of Processing	Location of processing	SCCs
Online Benefits	Amazon Web Services EMEA SARL.	Burlington Rd, Dublin 4, D04 HH21, Ireland	All Personal Data related to actioning Employee receipt claims	Supports the processing of Employee claims in respect of benefit accounts	EEA	N/A
Total Reward Statements (TRS)	Hobbs Printers Ltd.	Brunel Road Totton Hampshire, SO40 3WX United Kingdom	All Personal Data required to provide TRS to offline Employees	Printing provider for welcome letters and offline TRS for Employees without a business email address	UK	N/A
	Cedar Group Printers Ltd.	Unit 1, Abbey park industrial estate, Premier Way, Southampton SO51 9DJ	All Personal Data required to provide TRS to offline Employees	Printing provider for welcome letters and offline TRS for Employees without a business email address	UK	N/A

Discounts & Cashback	Amazon Web Services EMEA SARL.	Burlington Rd, Dublin 4, D04 HH21, Ireland	All Personal Data required to provide to Discounts & Cashback	Storage of back-up logs	EEA	N/A
Reward & Recognition	MongoDB Limited.	Building 2 Number One Ballsbridge, Shelbourne Rd, Ballsbridge, Dublin 4, D04 Y3X9, Ireland	All Personal Data required to provide Reward & Recognition.	Provision and management of the application database within Google Cloud.	EEA	N/A
	Aiven Oy.	Antinkatu 1, 6th floor, 00100, Helsinki, Finland	All Personal Data required to provide Reward & Recognition	Provides cache for feed of information in Recognition	EEA	N/A
	Reward Cloud Limited	The Shard, 32 London Bridge St, London SE1 9SG	All Personal Data required to provide Reward & Recognition	Contact Employees as part of Reward fulfilment.	EEA	N/A
Communication Manager	Twilio Inc.	1801 California Street Suite 500 Boulder, Colorado, 80202 United States	All Personal Data required to provide Communication Manager	Email gateway for benefit communications issued by the customer's administrator	USA	Yes
Wallet	Weavr Ltd.	128 City Road, London, EC1V 2NX	All Personal Data required to provide Wallet	Fintech solution which administers and manages the issuance of debit cards and payment services	EEA	N/A
Analytics	ThoughtSpot, Inc.	444 Castro Street, Suite 1000, Mountain View, CA 94041, United States	All Personal Data required to provide Analytics	Data analytics engine to support the provision of Analytics	USA	Yes
Pay Equity	Sysarb AB	556681-8828, Järntorget 12A, 732 30 Arboga, 732 30	All Personal Data required to provide Pay Equity	Software solution supporting pay transparency and pay analytics	EEA	N/A

Benifex Sweden AB, Benifex Germany GmbH, Benifex the Netherlands B.V., Benify AS, Benifex Denmark A/S, Benify OY

The following Sub-Processors apply to all Services provided by the above entities.

Sub Processor	Address	Subject Matter	Nature and purpose of Processing	Location of processing	SCCs
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Cloudflare, Inc.	101 Townsend Street, San Francisco, CA 94107 USA	All Personal Data contained within access logs (IP address)	Transport layer security protection for customers accessing the Services	Global	Yes
Google Cloud EMEA Limited	Velasco, Clanwilliam Place Dublin 2, Ireland	All Personal Data which is necessary to provide the Services	Cloud infrastructure providing hostage and storage services	UK & EEA	N/A
Atlassian Pty Ltd.	Singel 236 1016 AB, Amsterdam, Netherlands	All Personal Data which is necessary to provide the Services such as first name, last name, email address and phone number.	Provides support systems for communication with customers administrators/super users.	EEA	N/A
SFDC Ireland Ltd. (Salesforce)	Salesforce Tower Dublin, North Dock Dublin 1 D01 W2Y3, Ireland	All Personal Data which is necessary to provide the Services such as first name, last name, email address and phone number.	Provides a system for managing end-user support (customer support)	EEA	N/A
Microsoft Corp.	One Microsoft Way, Redmond, WA 98052, United States	All Personal Data which is necessary to provide the Services	Microsoft Office for business communications and management of business documents	UK & EEA	N/A
Twilio, Inc.	1801 California Street Suite 500 Boulder, Colorado, 80202 United States	All Personal Data required to provide the Communication Tool	Email gateway for benefit communications issued by the customer's administrator	USA	Yes
Open AI	Mission District, San Fransico, CA, USA	All Personal Data required to provide the expense claim adjudication service.	AI powered expense claim adjudication service.	USA	Yes
Boost AI AS	Stortingsgata 6, 0301 Oslo, Norway	All Personal Data required to provide the Beni Bot module.	Conversational AI platform.	EEA	N/A
Phase Two, Inc.	140 Lakeside Ave, Suite A49, Seattle, WA 98122	Email address and SSO identifier (if applicable)	Identity provider for Log-in & authentication of user profiles.	EEA	N/A
Adyen N.V.	Carmiggeltstraat 6-50, 1011 DJ, Amsterdam, Netherlands	All Personal Data required to provide direct payment.	Supplier of direct payment functionality	EU	N/A
TomTom N.V.	De Ruijterkade 154, 1011 AC, Amsterdam	All Personal Data which is necessary to provide the Services (maps)	Supplier of maps	EU/EEA	N/A
Wiz Inc.	1 Manhattan West, 52nd Floor, New York, NY 10001, USA	All Personal Data which is necessary to provide the Services	Cloud security company	Global	Yes

Benifex Denmark A/S

The following Sub-Processors apply to the Modules provided by Benifex Denmark A/S.

Sub Processor	Address	Subject Matter	Nature and purpose of Processing	Location of processing	SCCs
Telehuset ApS	Vassingerødvej 145 3540 Lynge	All Personal Data which is necessary to provide the Services	Cloud infrastructure providing hostage and storage services	UK & EEA	N/A

Benifex Financial Solutions Limited

The following Sub-Processors apply to Gateway (SME technology platform) which is provided by Benifex Financial Solutions Limited.

Sub Processor	Address	Subject matter	Nature and purpose of Processing	Location of processing	SCCs
Amazon Web Services EMEA SARL	Burlington Rd, Dublin 4, D04 HH21, Ireland	All Personal Data provided which is necessary to provide Gateway	Cloud infrastructure providing hosting and storage services	UK & EEA	N/A
Apideck BV.	Kammenstraat 43 bus 301, 2000 Antwerp, Belgium	All Personal Data provided which is necessary to provide an API connection to HRIS providers	API integrations to HRIS providers	UK & EEA	N/A
Salesforce UK Limited	Floor 26 Salesforce Tower, 110 Bishopsgate, London, EC2N 4AY	All Personal Data provided which is necessary to provide Gateway	Supports benefit scheme renewals and Customer support	UK & EEA	N/A