

SUB-PROCESSOR LIST

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This Sub-Processor List forms part of the applicable DPA and Agreement between Varicent and Customer. All capitalized terms used but not defined in this Sub-Processor List shall have the meaning given in the Agreement.

1 Sub-processors

1.1 Sub-processors for the Services are outlined in Table 1 below. Alternate locations for third party Sub-processors may be agreed to by the Parties in the applicable Order or SOW. Varicent may add additional Sub-processors in accordance with the DPA.

Table 1: Sub-processors		
Subprocessor	Nature and Purpose of Processing	Region
Amazon Web Services	Infrastructure provider for cloud hosting services and storage	United States European Union Canada (Not available for ELT or AI Incentives Add Ons or non-Incentives Software Services)
Any Varicent affiliate or subsidiary including: <ul style="list-style-type: none"> • Varicent Australia Opco Pty Ltd • Varicent Canada Opco Limited • Varicent ROM Opco SRL • Varicent UK Opco Limited • Varicent US Opco Corporation • VRCNTMX, S. de R.L. de C.V. • Varicent Costa Rica, S.R.L. Deel Inc. and its affiliates	Provision of software services, support services and professional services	Australia Canada Latin America Romania United Kingdom United States
IBM *Only available for Customers whose Varicent Incentives instance is already hosted on IBM	Infrastructure provider for cloud hosting services and storage (excluding Varicent ELT and Varicent AI Add-Ons)	Australia Canada European Union Japan United Kingdom United States South Korea

[End of Sub-processor list]