

<b>Sub Processor</b>	<b>Address</b>	<b>Location of Hosted Data</b>	<b>Purpose of Processing</b>	<b>International Transfer Mechanism</b>
Amazon Web Service	21267 Smith Switch Road, Ashburn, VA	EU, US, APAC, Brazil, South Africa	Provision of IaaS services for hosting of client personal data on virtual servers	SCCs
Microsoft Azure	1 Microsoft Way, Redmond, WA 98052	EU (Netherlands)	Mirror / Backup site for Coach Platform	SCCs
Box.com	900 Jefferson Avenue, Redwood City, CA 94063, United States of America	US	Collaborative document storage solution used to store all BTS's business related documents	SCCs
Qualtrics	333 W River Park Drive Provo, UT 84604, USA	EU, US, Canada	360 Assessment Platform hosted by third party	SCCs
Smartsheets	Bellevue. 500 108th Ave NE, #200. Bellevue, WA 98004 USA	US	Resource management tool used in some cases to store client PII	SCCs
Hogan Assessments	11 S. Greenwood Tulsa, OK 74120, USA	US	Provision of Assessment services	SCCs
Sales Force	415 Mission St. 3rd Floor San Francisco, CA 94105, USA	US	Contact details for the purpose of providing marketing and other sales related services, as well as participant scheduling on digital platforms.	SCCs
Zoom	55 Almaden Blvd, Suite 600 San Jose, CA 95113, USA	US	Provision of online video calling services.	SCCs
Fresh Service	16192 Coastal Highway, Lewes, Delaware 19958, USA	US	Provision of help desk and ticketing solutions.	SCCs
Halo 360 (Competencybook Pty Ltd)	Level 1, 743 Military Road, Mosman NSW 2088 Australia	US, UK, Australia	Provision of Assessment Services	SCC's
Leap9	850-36 Toronto Street Toronto, Ontario, Canada M5C 2	US, Germany	Provision of online training content and service.	SCC's

Gallup Inc	The Gallup Building F Street, NW Washington, D.C. 20004	US	Provision of self assessments and reporting	SCCs
CVENT	Tysons, Virginia, United States	US		SCC's