

DPA ANNEX D-1
365Talents Sub-processors

365Talents Sub-processors - Software services infrastructure and support services					
Entity Name	Description of the Processing	Data Processed	Processing Location	Applicable 365Talents Service	Notes
Microsoft Azure	Service provider (IaaS/PaaS/SaaS) for all application data storage and processing required to support 365Talents functionalities. Application and infrastructure log monitoring. Azure OpenAI: generative AI-powered functionalities for 365Talents AI functionalities	All data uploaded into and collected through the 365Talents Services. Data contained in the source files uploaded to the AI functionalities, and any input provided by the End User through the use of the AI functionalities.	France (EU)	All 365Talents Services	In relation to the Azure OpenAI services, Microsoft only processes Customer Data in real time and does not retain it.
Kombo	IT integration aggregator	APIs to synchronize HR data (eg. HRIS, ATS).	Netherlands (EU)	All 365Talents Services	
Mailjet	Email provider	Transactional emails between our platform and our end-users. Data needed to send the email (destination email and email template) transits through the Mailjet solution.	Germany (EU)	All 365Talents Services	
HubSpot	Ticketing service for inbound customer support	Name, job title, company name, business email address, and phone number. of 365Talents customers' administrators involved in the support services, as well as any other information submitted for the sole purpose of dealing with customer support requests.	Virginia (US)	Helpdesk / support services Customer success services Professional services	The Personal Data transferred is related only to the Customers' 365Talents Services administrators involved in support services.
Asana	Internal tracking of requests handled by 365Talents Support and Customer Success.	IP addresses, email addresses, and usernames of End Users involved in the support services. Data submitted by the 365Talents customers' administrators with the ticket to the Support Services.	Virginia (US)	Helpdesk / support services Customer success services Professional services	The Personal Data transferred is related only to the Customers' 365Talents Services administrators involved in Support Services.
Stonly	Surveys to collect customer satisfaction + in-app FAQ	Email addresses and usernames of 365Talents customers' administrators involved in the Support Services.	Germany (EU)	Helpdesk / support services Customer success services Professional services	The Personal Data transferred is related only to the Customers' 365Talents Services administrators involved in Support Services.

365Talents Sub-processors - Docebo's Affiliates

The Docebo group of companies engages personnel to provide service support and other management functions related to the Services offered under our Agreement with Customers. Support and management activities encompass engineering tasks related to ensuring the availability, latency, scalability, and efficiency of the Services, as well as product management and customer support. This means that the following Docebo entities may act as a Sub-processor for the provision of ancillary services.

Entity Name	Subject Matter of the Processing	Processed Data	Location	Applicable 365Talents Service
365Talents SAS	Maintenance and operation of the services production and underlying infrastructure. Support and Customer success activities.	365Talents customers' administrators' email addresses, telephone numbers, usernames, IP addresses, and data submitted to the support services.	France (EU)	All 365Talents Services
Docebo S.p.A.			Italy (EU)	
Docebo NA, Inc.			USA	
Docebo France SAS			France (EU)	
Docebo UK Limited			UK	
Docebo Inc.			Canada	