SERVICE PROVIDERS AND SUB-PROCESSORS OF H3 COMPANY B.V.

Version 1.0 of 10 November 2026

This list names the software and cloud services that process personal data for H3. Accountant, bank and legal advisers are listed in the privacy statement (h3.company/privacy, section 5).

- Part A covers the sub-processors for client work: there H3 processes personal data on behalf of the client, and Part A is Annex 2 of the data processing agreement. For each assignment, H3 uses only the services needed for that assignment.
- Part B covers the service providers for H3's own business operations, such as relationship management and the website. There H3 is itself the controller; the privacy statement explains which data, why and for how long. A service listed in both Part A and Part B is used by H3 for both.
- Part C covers parties that process data of website visitors under their own responsibility.

Changes to Part A. H3 notifies the contact person named in Annex 1 of any new or replacement sub-processor at least 14 days in advance, stating the name, task, country and safeguard. The client may object, with reasons, within those 14 days (Article 6.2 of the data processing agreement).

Part A. Sub-processors for client work

Service (contracting party)	Purpose	Data	Location	Safeguard
Anthropic, Claude Team account (Anthropic Ireland, Limited)	Analysing, summarising and writing	Client materials, reports, questionnaire answers under a code	United States	Anthropic DPA with standard contractual clauses; no training on client data
Google Workspace (Google Cloud EMEA Limited, Ireland)	Email, calendar, video calls (Google Meet) and shared documents	Contact details, emails and attachments, documents	Worldwide, including the EEA and the United States	Google Cloud Data Processing Addendum, EU-US Data Privacy Framework and standard contractual clauses

Service (contracting party)	Purpose	Data	Location	Safeguard
Unipile (Unipile SAS, France)	Connecting the mailbox to the AI assistant	Email and attachments	France; optional proxies outside the EEA (United States, Singapore, Israel)	Unipile DPA; standard contractual clauses for proxies outside the EEA
Composio (Composio, Inc.)	Connecting the mailbox, calendar and documents to the AI assistant	Email and attachments, calendar, documents	United States	Composio DPA and standard contractual clauses
GitHub (GitHub, Inc.)	Storage of working documents, reports and transcripts	Content of those documents	United States	GitHub DPA, EU-US Data Privacy Framework and standard contractual clauses
Vercel (Vercel Inc.)	Hosting H3's apps (such as Coherence Compass and the client portal) and documents for the client	The data processed by the app concerned	Frankfurt, Germany; administration and support from the United States	Vercel DPA, EU-US Data Privacy Framework and standard contractual clauses
Supabase (Supabase Pte. Ltd., Singapore)	Storage of questionnaire answers	Answers and job role under a code; open answers may contain personal data	Stockholm, Sweden; administration and support from Singapore and the United States	Supabase DPA with standard contractual clauses
Upstash (Upstash, Inc.)	App database (participants, invitations, sessions)	Name, business email address	London, United Kingdom; administration and support from the United States	Adequacy decision for the United Kingdom; Upstash DPA, EU-US Data Privacy Framework and standard contractual clauses
Resend (Plus Five Five, Inc.)	Sending invitations and notifications from apps	Name, email address	United States; sending via Ireland	Resend DPA, EU-US Data Privacy Framework and standard contractual clauses

H3 processes personal data on behalf of a client only with the services in Part A.

Part B. Service providers for H3's own business operations

Service (contracting party)	Purpose	Location	Safeguard
Google Workspace	Email, calendar, documents	Worldwide, including the EEA and the United States	Google Cloud Data Processing Addendum, Data Privacy Framework and standard contractual clauses
Anthropic, Claude Team account (Anthropic Ireland, Limited)	Preparing, summarising and writing	United States	Anthropic DPA, standard contractual clauses
Attio (Attio Ltd, United Kingdom)	Relationship management (CRM)	Google Cloud, region not public; sub-processors in the United States	Attio DPA with standard contractual clauses and the UK addendum
Unipile (Unipile SAS, France)	Connection with LinkedIn, email and WhatsApp for business contact	France; optional proxies outside the EEA (United States, Singapore, Israel)	Unipile DPA; standard contractual clauses for proxies outside the EEA
Composio (Composio, Inc.)	Connecting the AI assistant to email, calendar, documents and relationship management	United States	Composio DPA and standard contractual clauses
Fireflies.ai (Fireflies AI Corp)	Recording, transcribing and summarising conversations and working sessions (see Recording below)	United States	Fireflies DPA, EU-US Data Privacy Framework and standard contractual clauses
Granola	Recording, transcribing and summarising conversations and working sessions (see Recording below)	United States	Granola DPA with standard contractual clauses
GitHub	Storage of H3's own documents and reports	United States	GitHub DPA, Data Privacy Framework
Notion (Notion Labs, Inc.)	Internal notes and planning	United States	Notion DPA, Data Privacy Framework
Slack (Salesforce)	Internal messages	United States	Slack DPA, Data Privacy Framework

Service (contracting party)	Purpose	Location	Safeguard
n8n (n8n GmbH, Germany)	Calendar connection that adds the recording service to meetings	EU (Microsoft Azure, including Germany and Sweden); support also from the United States and the United Kingdom	n8n DPA with standard contractual clauses
Cal.com (Cal.com, Inc.)	Scheduling meetings	United States	Cal.com DPA, Data Privacy Framework
Vercel	Hosting h3.company and processing forms; cookieless site statistics	United States; files via Vercel's global network	Vercel DPA, Data Privacy Framework
Resend	Email from the website	United States	Resend DPA, Data Privacy Framework
Cloudflare (Cloudflare, Inc.)	Domain management; AI support in assessing job interviews	Global network, including the EEA and the United States	Cloudflare DPA, Data Privacy Framework and standard contractual clauses
Google Analytics 4	Website statistics, only after consent; data is not shared with other Google products	United States	Google Ads Data Processing Terms
PostHog (PostHog, Inc.)	Website usage, only after consent	United States	PostHog DPA, EU-US Data Privacy Framework and standard contractual clauses

Recording. H3 records conversations and working sessions, including those with clients, by default and has them transcribed and summarised, with Fireflies.ai or Granola. H3 does this as its own controller, not as the client's processor; see sections 3 and 4 of the privacy statement and Article 5.7 of the general terms. H3 announces this in the invitation H3 sends and always at the start of the conversation. Any participant may object before, during or after the conversation. H3 will not record, or will stop recording, and will delete the recording and the transcript from its active systems within ten working days; copies in backups and version history are no longer used and disappear in accordance with their retention period.

Part C. Independent or joint controllers

These parties are not processors of H3. For collecting and transmitting data on H3's website, H3 and the party are joint controllers; after that they process the data under their own responsibility and privacy policy. They load only if you accept marketing cookies.

Party	Purpose	Arrangement
LinkedIn Ireland Unlimited Company (LinkedIn Insight Tag)	Ad measurement and retargeting	LinkedIn Marketing Solutions terms
Meta Platforms Ireland Ltd (Meta Pixel)	Ad measurement and retargeting	Meta Business Tools Terms and Controller Addendum

H3 Company B.V. • Service providers and sub-processors • English translation of version 1.0 of 10 November 2026; the Dutch text prevails • KvK 97964468