Concentrix
Recruiting Data Protection Notice

Concentrix CVG Ireland Limited, Swords Business Campus, Balheary Road, County Dublin ("**Concentrix**" or "**we**" or "**our**") provides this Recruiting Data Protection Notice ("**Notice**") to explain our practices as the responsible controller regarding the collection, processing, and use of personal data relating to job applicants or other potential employees of Concentrix in connection with recruiting and hiring activities.

The Notice considers the requirements of the new European General Data Protection Regulation ("**GDPR**") and shall replace any existing recruitment data protection notices.

The broad term personal data can be understood as any information relating to an identified or identifiable natural person. An identifiable natural person is one who can be identified, directly or indirectly, in particular by reference to an identifier such as a name, an identification number (e.g., IP-address, employee ID) or location data.

The term processing can be understood as any use or operation which is performed on personal data. That means, anything one can do with personal data, such as collection, recording, organizing, structuring, storage, adaptation or alteration, retrieval, consultation, use, disclosure, dissemination, transfer or otherwise making available, alignment or combination, restriction, erasure or destruction. Processing includes asking a person for information, logging and analyzing network traffic and accessing a database.

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1. Scope

This Notice applies to you if you are a job applicant or other potential employee of Concentrix.

2. Categories of Personal Data

Concentrix collects, processes, and uses the following categories of personal data about you, from you or from authorized third parties (e.g., people you have named as your references, previous employers, schools, public authorities, or public resources) in connection with recruiting and hiring activities (collectively, "**Recruiting Data**"):

- **General applicant information,** such as full name, academic title(s), gender, email address;
- **Additional personal information,** such as former names, date and place of birth, marital status, private contact information (e.g., private address, private phone no.), photo, language skills;
- **Passport and similar information,** such as national ID card information, passport information, nationality or citizenship, work permit information (e.g., type and status, valid until), visa information (e.g., type and status, valid until), student status;
- **General contract and employment related information,** such as contract type (e.g., regular, temporary, limited), employment start date, educational background, professional experience and abilities (e.g., CV, former training), employment applications, previous work history, references, expected compensation, any correspondence with you (e.g. letter, emails);
- **Additional information you provide on voluntary basis,** such as information contained in documents you provide**.**

We may also process special categories of data about you (only as permitted by applicable law), such as information concerning disability (voluntary; for additional vacation days), information on religious beliefs, information concerning a natural person's sex life or sexual orientation, information relating to criminal convictions and offences (collectively, "**Sensitive Data**").

3. Processing Purposes, Legal Bases for the Processing, and Consequences

Recruiting Data and Sensitive Data is collected, processed, and used for the following purposes (collectively, "**Processing Purposes**"). Furthermore, Concentrix relies on the following legal grounds for the collection, processing, and use of personal data:

Processing Purposes	Legal basis
recruiting and hiring activities, including administering your recruitment, making a hiring decision (including assessing qualification and tracking candidates during the application process, security assessments (including criminal records and credit checks where permitted by local law) and carrying out interviews), and completing the hiring process in case you should be offered and accept a position with Concentrix (including activities related to on-boarding and the new hire process)	• The processing is necessary in order to take steps at the request of the data subject prior to entering into a contract (Art. 6(1)(b) GDPR) • Where appropriate, your (explicit) consent which meets the requirements of local data protection law and has been separately obtained (Art. 6(1)(a) GDPR) and, with respect to Sensitive Data, Art. 9(2)(a) GDPR) • The processing is necessary for the purposes of the legitimate interests pursued by Concentrix or a Concentrix Affiliate (Art. 6(1)(f) GDPR) - as stated in the first column • The processing is necessary (i) for compliance with a legal obligation to which Concentrix is subject (Art. 6(1)(c) GDPR and any local laws) and/or (ii) for the performance of a task carried out in the public interest (Art. 6 (1)(e) GDPR and any local laws) • With respect to Sensitive Data: The processing is necessary for the purposes of carrying out the obligations and exercising specific rights of Concentrix or you in the field of employment and social security and social protection law (Art. 9(2)(b) GDPR and the corresponding provisions under local data protection law)

complying with applicable laws and employment-related requirements along with the administration of those requirements, such as employment and immigration laws	• The processing is necessary for compliance with a legal obligation to which Concentrix is subject (Art. 6(1)(c) GDPR) • The processing is necessary for the purposes of the legitimate interests pursued by Concentrix or a Concentrix Affiliate (Art. 6(1)(f) GDPR) - as stated in the first column • With respect to Sensitive Data: The processing is necessary for the purposes of carrying out the obligations and exercising specific rights of Concentrix or you in the field of employment and social security and social protection law (Art. 9(2)(b) GDPR and the corresponding provisions under local data protection law)
communicating with you, within the Synnex Group, and/or with third parties	• The processing is necessary in order to take steps at the request of the data subject prior to entering into a contract (Art. 6(1)(b) GDPR) • The processing is necessary for compliance with a legal obligation to which Concentrix is subject (Art. 6(1)(c) GDPR) • The processing is necessary for the purposes of the legitimate interests pursued by Concentrix or a Concentrix Affiliate (Art. 6(1)(f) GDPR) - as stated in the first column
responding to and complying with requests and legal demands from regulators or other authorities	• The processing is necessary for the purposes of the legitimate interests pursued by Concentrix or a Concentrix Affiliate (Art. 6(1)(f) GDPR) - as stated in the first column • The processing is necessary for compliance with a legal obligation to which Concentrix is subject (Art. 6(1)(c) GDPR) • With respect to Sensitive Data: The processing is necessary for the purposes of carrying out the obligations and exercising specific rights of Concentrix or you in the field of employment and social security and social protection law (Art. 9(2)(b) GDPR and the corresponding provisions under local data protection law)

The provision of Recruiting Data and Sensitive Data as described in this Notice is partly a statutory requirement, partly a (pre-)contractual requirement under the terms of our recruiting website, and partly a requirement to carry out the recruitment and hiring process with you. In general, you are required to provide the Recruiting Data, except in limited instances when we indicate that certain information is voluntary. Not providing the Recruiting Data and Sensitive Data may prevent Concentrix from carrying out recruiting and hiring activities as they relate to you and may require Concentrix to terminate your application and cease consideration of you for potential employment with Concentrix.

4. Categories of Recipients and International Transfers

You should expect that we will transfer your Recruiting Data and Sensitive Data (especially with regard to Sensitive Data only as permitted by applicable law) to third parties for the Processing Purposes as follows:

- **Within the Synnex group:** Our parent entity, Synnex Corporation (44201 Nobel Drive, Fremont, California 94583, USA) and each of its affiliates and subsidiaries (Synnex Corporation and each of its affiliate and subsidiaries, including us, referred to as a "**Concentrix Affiliate**"; collectively, the "**Synnex Group**") within the global Synnex Group **Exhibit A- Concentrix Affiliates** may receive your personal data as necessary for the processing purposes set out above, in particular to conduct recruiting and hiring activities, and respond to and comply with requests and legal demands.
- **With certain acquiring or acquired entities:** If Concentrix, being the entity for which you are seeking employment, is sold or transferred in whole or in part or if the Synnex Group is acquiring and integrating another entity into Concentrix, being the entity for which you are seeking employment, (or any similar transaction is being contemplated), your personal data will be transferred to the other entity (e.g., the new potential employer, the new acquired entity, or potential new acquired entity) prior to the

transaction (e.g., during the diligence phase) or after the transaction, subject to any rights provided by applicable law, including jurisdictions where the other entity is located.

- **With data processors:** Certain third party service providers such as IT support or HR support providers, whether affiliated or unaffiliated, will receive your personal data to process such data under appropriate instructions ("**Processors**") as necessary for the Processing Purposes, in particular to conduct recruiting and hiring activities, comply with applicable laws and employment-related requirements, and other activities. The Processors will be subject to contractual obligations to implement appropriate technical and organizational security measures to safeguard the personal data, and to process the personal data only as instructed.

Any access to your personal data is restricted to those individuals that have a need-to-know in order to fulfill their job responsibilities. Concentrix will also disclose your personal data as required or permitted by applicable law to legal or business consultants, governmental authorities and courts.

5. International transfers

You should expect that the recipients identified above which will receive or have access to your personal data, are located inside or outside the European Economic Area ("**EEA**").

- For recipients located outside of the EEA, some are certified under the EU-U.S. Privacy Shield and others are located in countries with adequacy decisions pursuant to Art. 45 GDPR. Those recipients are located in the USA (if certified under the EU-U.S. Privacy Shield) and Canada (incl. Nova Scotia) (for non-public organizations subject to the Canadian Personal Information Protection and Electronic Documents Act), and, in each case, the transfer is thereby recognized as providing an adequate level of data protection from a European data protection law perspective.
- Other recipients are located in countries which do not adduce an adequate level of protection from a European data protection law perspective (in particular, the USA (if not certified under the EU-U.S. Privacy Shield), Australia, China, Colombia, Egypt, El Salvador, Honduras, India, Indonesia, Malaysia, Mauritius, Nicaragua, Philippines, Singapore, Tunisia). We will take all necessary measures to ensure that transfers out of the EEA are adequately protected as required by applicable data protection law.
    - With respect to transfers to countries not providing an adequate level of data protection, we will base the transfer on appropriate safeguards, such as standard data protection clauses adopted by the European Commission or by a supervisory authority (Art. 46(2)(c) or (d) GDPR), approved codes of conduct together with binding and enforceable commitments of the recipient (Art. 46(2)(e)), or approved certification mechanisms together with binding and enforceable commitments of the recipient (Art. 46(2)(f) GDPR). You can ask for a copy of such appropriate safeguards by contacting us as set out in Section 8 below.
    - The data transfer to Concentrix Affiliates is protected by standard data protection clauses adopted by the European Commission (Art. 46(2)(c) or (d) GDPR).
    - The data transfer to Processors which are neither certified under the EU-U.S. Privacy Shield nor located in a country with other adequacy decision will typically also be protected by such standard data protection clauses.

6. Retention Period

Your personal data is stored by Concentrix and/or our service providers, strictly to the extent necessary for the performance of our obligations and strictly for the time necessary to achieve the purposes for which the information is collected, in accordance with applicable data protection laws. When Concentrix no longer needs to use your personal data, we will remove it from our systems and records and/or take steps to properly anonymize it so that you can no longer be identified from it (unless we need to keep your information to comply with legal or regulatory obligations to which Concentrix is subject).

In principle, we will delete your Recruiting Data and Sensitive Data 6 months after a negative hiring decision by Concentrix or after you reject an offer from Concentrix. Concentrix may retain your personal data for 2 years if you consented thereto in order to be considered for other positions at Concentrix or another company of the Synnex Group.

If you accept an offer from Concentrix, your Recruiting Data and Sensitive Data will be retained for the duration of your employment with Concentrix.

7. Your Rights

Right to withdraw your consent: If you have declared your consent regarding certain types of processing activities, you can withdraw this consent at any time with future effect. Such a withdrawal will not affect the lawfulness of the processing prior to the consent withdrawal. You can withdraw your consent as follows DPO@Concentrix.com.

Additional data privacy rights: Pursuant to applicable data protection law, you have the right to: (i) request access to your personal data; (ii) request rectification of your personal data; (iii) request erasure of your personal data; (iv) request restriction of processing of your personal data; (v) request data portability; and/or (vi) object to the processing of your personal data. Below please find further information on your rights to the extent that the GDPR applies. Please note that these rights might be limited under the applicable local data protection law.

- **Right to request access to your personal data:** As provided by applicable data protection law, you have the right to obtain from us confirmation as to whether or not personal data concerning you is processed, and, where that is the case, to request access to the personal data. The access information includes – inter alia – the purposes of the processing, the categories of personal data concerned, and the recipients or categories of recipients to whom the personal data have been or will be disclosed. However, this is not an absolute right and the interests of other individuals may restrict your right of access.
  You also have the right to obtain a copy of the personal data undergoing processing free of charge. For further copies requested by you, we may charge a reasonable fee based on administrative costs.
- **Right to request rectification:** As provided by applicable data protection law, you have the right to obtain from us the rectification of inaccurate personal data concerning you. Depending on the purposes of the processing, you have the right to have incomplete personal data completed, including by means of providing a supplementary statement.
- **Right to request erasure (right to be forgotten):** As provided by applicable data protection law, you have the right to obtain from us the erasure of personal data concerning you and we may be obliged to erase such personal data.
- **Right to request restriction of processing:** As provided by applicable data protection law, you have the right to obtain from us and we may be obliged to we restrict the processing of your personal data. In this case, the respective data will be marked and may only be processed by us for certain purposes. As Concentrix processes and uses your personal data primarily for purposes of carrying out the (pre-)contractual recruitment relationship with you, Concentrix will in principle have a legitimate interest for the processing which will override your restriction request, unless the restriction request relates to marketing activities.
- **Right to request data portability:** As provided by applicable data protection law, you have the right to receive the personal data concerning you, which you have provided to us, in a structured, commonly used and machine-readable format and you may have the right to transmit those personal data to another entity without hindrance from us, where the processing is carried out by automated means and is based on consent pursuant to Art. 6(1)(a) GDPR or Art. 9(2)(a) GDPR or on a contract pursuant to Art. 6(1)(b) GDPR.
- **Right to object:**

  Under certain circumstances, you have the right to object, on grounds relating to your particular situation, at any time to the processing of your personal data by us and we are required to no longer process your personal data.

If you have a right to object and if you exercise this right, your personal data will no longer be processed for such purposes by us. You may exercise this right by contacting us as stated in Section 8 below.

Such a right to object may, in particular, not exist if the processing of your personal data is necessary to take steps during the hiring process.

To exercise your rights please contact us as stated in Section 8 below.

You also have the right to lodge a complaint with the competent data protection supervisory authority in the relevant Member State (e.g., the place where you reside or of an alleged infringement of the GDPR).

8. Questions and Contact Information

If you have any questions about this Notice or if you want to exercise your rights as stated above in Section 7, please contact us at:

Aoife Crilly
Group HR Business Partner
49 East Bridge St, Belfast, BT1 3NR
aoife.crilly@concentrix.com

Exhibit A
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List of Data Exporters/Importers

(Affiliates of Concentrix provide hosting services and other support services)

Section A – Exporters and Importers

EU/EEA Entities

#	NAME	LOCATION	AUTHORIZED REPRESENTATIVE
1.	Concentrix CVG CMG UK Limited (fka Convergys CMG UK Limited)	United Kingdom	Andrew Farwig
2.	Concentrix Services GmbH (fka Convergys Global Services GmbH)	Germany	Andrew Farwig
3.	Concentrix CVG Ireland Contact Services Limited (was the former names Ireland Group Limited)	Ireland	Andrew Farwig
4.	Convergys Group Servicios de Apoyo Informatico, S.L.	Spain	Andrew Farwig
5.	Concentrix CVG Intelligent Contact Limited (fka Convergys Intelligent Contact Ltd.)	United Kingdom	Andrew Farwig
6.	Convergys International Bulgaria EOOD	Bulgaria	Andrew Farwig
7.	Convergys International Europe B.V.	Netherlands	Andrew Farwig
8.	Convergys International Nordic AB	Sweden	Andrew Farwig
9.	Intervoice GmbH	Germany	Andrew Farwig
10.	Intervoice Limited	United Kingdom	Andrew Farwig
11.	Convergys Netherlands Investment B.V.	Netherlands	Andrew Farwig
12.	Concentrix Duisburg GmbH (fka Convergys Duisburg GmbH)	Germany	Andre Valentine
13.	Concentrix Düsseldorf GmbH (fka Convergys Düsseldorf GmbH)	Germany	Andre Valentine

#	NAME	LOCATION	AUTHORIZED REPRESENTATIVE
14.	Concentrix Frankfurt a.M. GmbH (fka Convergys Frankfurt a.M. GmbH)	Germany	Andre Valentine
15.	Concentrix Gera GmbH (fka Convergys Gera GmbH)	Germany	Andre Valentine
16.	Concentrix Halle GmbH (fka Convergys Halle GmbH)	Germany	Andre Valentine
17.	Concentrix Services Hungary Kft. (fka Convergys Hungary Kft.)	Hungary	Andre Valentine
18.	Concentrix CVG International Sp. Z.o.o.	Poland	Andrew Farwig
19.	Concentrix CVG Ireland Limited	Ireland	Andrew Farwig
20.	Concentrix CVG Italy S.R.L.	Italy	Andrew Farwig
21.	Concentrix Leipzig GmbH (fka Convergys Leipzig GmbH)	Germany	Andre Valentine
22.	Concentrix Management Holding GmbH & Co.KG (fka Convergys Management Holding GmbH & Co.KG)	Germany	Andre Valentine
23.	Concentrix Münster GmbH (fka Convergys Münster GmbH)	Germany	Andre Valentine
24.	Concentrix Osnabrück GmbH (fka Convergys Osnabrück GmbH)	Germany	Andre Valentine
25.	Concentrix Romania S.R.L. (fka Convergys Romania S.R.L.)	Romania	Andre Valentine
26.	Concentrix Schwerin GmbH (fka Convergys Schwerin GmbH)	Germany	Andre Valentine
27.	Concentrix Wismar GmbH (fka Convergys Wismar GmbH)	Germany	Andre Valentine
28.	Concentrix Wuppertal GmbH (fka Convergys Wuppertal GmbH)	Germany	Andre Valentine
29.	Concentrix CVG Delaware International Inc.	France	Andrew Farwig

*legacy buw entities.

#	NAME		LOCATION	AUTHORIZED REPRESENTATIVE
1.	Concentrix GmbH	**	Austria	Steven Linley Richie
2.	Concentrix CRM Services Germany GmbH Belguim Branch	**	Belgium	Steven Linely Richie
3.	Concentrix Services Bulgaria EOOD	**	Bulgaria	Steven Linely Richie
4.	Concentrix Services (Germany) GmbH	**	Germany	Steven Linley Richie
5.	Concentrix CRM Services Germany GmbH	**	Germany	Steven Linley Richie
6.	Concentrix CRM Services Germany GmbH Greece Branch	**	Greece	Steven Linley Richie
7.	Concentrix Hungary KFT	**	Hungary	Steven Linley Richie
8.	Concentrix CRM Services Hungary KFT	**	Hungary	Steven Linley Richie
9.	Concentrix Services (Ireland) Limited	**	Ireland	Steven Linely Richie
10.	Concentrix CRM Services Germany GmbH	**	Italy	Steven Linely Richie
11.	Concentrix CRM Services Germany GmbH Netherlands Branch	**	Netherlands	Steven Linley Richie
12.	Concentrix Services (Poland) spółka z o.o.	**	Poland	Steven Linley Richie
13.	Concentrix CRM Services Germany GmbH Spółka z ograniczoną odpowiedzialnością Oddział w Polsce	**	Poland	Steven Linley Richie
14.	Concentrix Services Portugal, Sociedade Unipessoal, LDA	**	Portugal	Steven Linley Richie
15.	Minacs Worldwide GmbH	**	Portugal	Steven Linley Richie
16.	Concentrix CRM Services RO S.R.L.	**	Romania	Steven Linley Richie
17.	Concentrix Services Slovakia s.r.o.	**	Slovakia	Steven Linley Richie
18.	Concentrix Services (Spain), S.L.U.	**	Spain	Steven Linley Richie
19.	Concentrix Services Sweden filial	**	Sweden	Steven Linley Richie
20.	Concentrix Services Germany GmbH Sverige filial	**	Sweden	Steven Linley Richie
21.	Concentrix Europe Limited	**	United Kingdom	Steven Linley Richie

#	NAME		LOCATION	AUTHORIZED REPRESENTATIVE
22.	Concentrix Technologies Limited	**	United Kingdom	Steven Linley Richie
23.	SYNNEX-Concentrix UK Limited	**	United Kingdom	Steven Linley Richie
24.	Concentrix Services UK Limited	**	United Kingdom	Steven Linley Richie
25.	Concentrix CRM Services UK Limited	**	United Kingdom	Steven Linley Richie
26.	Concentrix Business Services UK Limited	**	United Kingdom	Steven Linley Richie
27.	Concentrix Services India Private Limited UK Branch	**	United Kingdom	Steven Linley Richie
28.	Tigerspike LTD	**	United Kingdom	Steven Linely Richie

Non-EU/EEA Entities

#	NAME	LOCATION	AUTHORIZED REPRESENTATIVE
1.	Convergys India Services Private Limited	India	Steven Linley Richie
2.	DigitalThink (India) Pvt. Ltd.	India	Steven Linley Richie
3.	Concentrix CVG Malaysia (Philippines) Sdn Bhd (fka Convergys Malaysia (Philippines) Sdn Bhd)	Malaysia	Andrew Farwig
4.	Conventrix CVG Malaysia Sdn Bhd (Fka Convergys Malaysia Sdn Bhd)	Malaysia	Andrew Farwig
5.	Asset Ohio Fourth Street LLC	United States	Andrew Farwig
6.	Brite Voice Systems, LLC	United States	Andrew Farwig
7.	Concentrix CVG CMG Canada ULC	Nova Scotia	Andrew Farwig
8.	Concentrix CVG Customer Management Delaware LLC (Fka Convergys Customer Management Delaware LLC)	United States	Andrew Farwig

#	NAME	LOCATION	AUTHORIZED REPRESENTATIVE
9.	Convergys Customer Management Group Canada Holding Inc.	United States	Andrew Farwig
10.	Concentrix CVG Customer Management Group Inc. (fka Convergys Customer Management Group Inc.)	United States	Andrew Farwig
11.	Convergys Customer Management International Inc.	United States	Andrew Farwig
12.	Convergys Funding Inc.	United States	Andrew Farwig
13.	Concentrix CVG Global Services El Salvador, S.A. de C.V. (fka Convergys Global Services El Salvador, S.A. de C.V.)	El Salvador	Andrew Farwig
14.	Convergys Global Services Honduras, S.A.	Honduras	Andrew Farwig
15.	Convergys Government Solutions LLC	United States	Andrew Farwig
16.	Convergys Learnings Solutions LLC	United States	Andrew Farwig
17.	Convergys Nicaragua, S.A.	Nicaragua	Andrew Farwig
18.	Concentrix CVG Holding LLC (fka Edify LLC)	United States	Andrew Farwig
19.	Encore Receivable Management, Inc.	United States	Andrew Farwig
20.	Intervoice Acquisition Subsidiary, Inc.	United States	Andrew Farwig
21.	Intervoice GP, Inc.	United States	Andrew Farwig
22.	Intervoice Limited Partnership	United States	Andrew Farwig
23.	Intervoice LP, Inc.	United States	Andrew Farwig
24.	Concentrix CVG, LLC (Fka Intervoice,LLC)	United States	Andrew Farwig
25.	PT Convergys Customer Management Indonesia	Indonesia	Andrew Farwig
26.	Concentrix CVG Global Services-AZ, Inc. (fka Stream Global Services - AZ, Inc.)	United States	Andrew Farwig
27.	Concentrix CVG Delaware International, Inc. (fka Stream International Inc.)	United States	Andrew Farwig
28.	Intervoice Colombia Ltda	Colombia	Dean Howell

#	NAME	LOCATION	AUTHORIZED REPRESENTATIVE
29.	Concentrix CVG Pte Ltd(fka Intervoice Pte Ltd.)	Singapore	Steven Linley Richie
30.	Concentrix CVG Philippines, Inc. (fka Convergys Philippines, Inc.)	Philippines	Andrew Farwig
31.	Concentrix CVG Singapore Holdings Pte. Ltd. (fka Convergys Singapore Holdings Pte. Ltd.)	Singapore	Steven Linley Richie
32.	Concentrix (Suzhou) Information Consulting Co., Limited (fka Convergys (Suzhou) Information Consulting Co., Limited)	China	Sriram Raghunandhanan
33.	Convergys Software Service (Beijing) Ltd.	China	Sriram Raghunandhanan
34.	Suzhou Ke Wei Xun Information Services Co., Ltd.	China	Sriram Raghunandhanan
35.	Convergys Customer Management Colombia S.A.S.	Colombia	Rick Strub
36.	Convergys Egypt Limited Liability Company	Egypt	Andre Valentine
37.	Stream New York, Inc.	United States	Andrew Farwig
38.	Convergys CMG Insurance Services LLC	United States	Andrew Farwig
39.	Concentrix CVG Contact Tunisie S.A.R.L.(fka Stream Contact Tunisie S.A.R.L.)	Tunisia	Andre Valentine
40.	Concentrix CVG Tunisie BPO S.A.R.L. (fka Stream Tunisie, S.A.R.L.)	Tunisia	Andre Valentine
41.	Concentrix CVG Customer Management Australia Pty. Ltd. (fka Convergys Customer Management Australia Pty. Ltd.)	Australia	Andrew Farwig
42.	Convergys (Mauritius) Ltd	Mauritius	Andre Valentine
43.	Concentrix Services Pty Ltd	Australia	Steven Linley Richie
44.	Tigerspike Pty Ltd	Australia	Steven Linley Richie
45.	Concentrix Brazil Outsourcing of Processes, Administrative Services and Technologies to Enterprise Ltda	Brazil	Steven Linley Richie
46.	Concentrix Services Corporation	British Virgin Islands	Steven Linley Richie

#	NAME	LOCATION	AUTHORIZED REPRESENTATIVE
47.	Concentrix (Canada) Limited	Canada	Steven Linley Richie
48.	Concentrix Services (Canada) Limited	Canada	Steven Linley Richie
49.	Concentrix Technologies Services (Canada) Limited	Canada	Steven Linley Richie
50.	Beijing Jumeng Technology Development Ltd.	China	Xijie (Eric) Li
51.	Concentrix Services (Dalian) Co., Ltd.	China	Steven Linley Richie
52.	Concentrix Services (Dalian) Co., Ltd. Beijing Branch	China	Steven Linley Richie
53.	Concentrix Services (Dalian) Co., Ltd. Shanghai Branch	China	Steven Linley Richie
54.	Dalian Jumeng Technologies Development Ltd.	China	Xijie (Eric) Li
55.	Shenzhen Shunrong Telecommunication Technologies Ltd	China	Xijie (Eric) Li
56.	Shenzhen Shunrong Telecommunication Technologies Ltd. Foshan Branch	China	Xijie (Eric) Li
57.	Sichuan 86Bridge Information Technology Ltd.	China	Xijie (Eric) Li
58.	Guiyang Jumeng Technology Development Ltd.	China	Xijie (Eric) Li
59.	SYNNEX Information Technologies (Chengdu) Ltd.	China	Simon Y. Leung
60.	Xi'an Jumeng Technologies Development Ltd	China	Xijie (Eric) Li
61.	Foshan Jumeng Information Technology Service Co., Ltd.	China	Xijie (Eric) Li
62.	Concentrix Services (Colombia) S.A.S.	Colombia	Steven Linley Richie
63.	Concentrix Costa Rica, S.A.	Costa Rica	Steven Linley Richie
64.	Concentrix Free Trade Zone, S.A.	Costa Rica	Steven Linely Richie
65.	Concentrix HK Limited	Hong Kong	Steven Linely Richie
66.	Concentrix Daksh Services India Private Limited	India	Steven Linely Richie
67.	Concentrix Technologies (India) Private Limited	India	Steven Linely Richie

#	NAME	LOCATION	AUTHORIZED REPRESENTATIVE
68.	Concentrix Services India Private Limited	India	Steven Linely Richie
69.	PT Concentrix Services Indonesia	Indonesia	Steven Linely Richie
70.	CNX Services Jamaica Limited	Jamaica	Steven Linely Richie
71.	Japan Concentrix KK	Japan	Steven Linely Richie
72.	SYNNEX Infotec Corporation	Japan	Simon Y. Leung
73.	Tigerspike Co., Ltd.	Japan	Steven Linely Richie
74.	SCGS (Malaysia) SDN. BHD.	Malaysia	Steven Linley Richie
75.	Concentrix México, S. de R.L. de C.V.	Mexico	Steven Linley Richie
76.	Concentrix Services Mexico, S.A. de C.V.	Mexico	Steven Linley Richie
77.	Minacs Mexico, S. de - R.L. de C.V.	Mexico	Steven Linley Richie
78.	Concentrix Services (New Zealand) Limited	New Zealand	Steven Linley Richie
79.	Concentrix Nicaragua S.A.	Nicaragua	Steven Linley Richie
80.	Concentrix Daksh Services Philippines Corporation	Philippines	Steven Linley Richie
81.	Velami Holdings Corporation	Philippines	Steven Linley Richie
82.	Concentrix Services Philippines, Inc.	Philippines	Steven Linley Richie
83.	Concentrix Services Pty Ltd ROHQ	Philippines	Steven Linley Richie
84.	Concentrix Services Corporation	Philippines	Steven Linley Richie
85.	Concentrix Services (Singapore) Pte. Ltd.	Singapore	Steven Linley Richie
86.	Tigerspike Pte. Ltd.	Singapore	Steven Linley Richie
87.	Tigerspike Products Pte. Ltd.	Singapore	Steven Linely Richie
88.	Concentrix Services Korea Limited	South Korea	Steven Linely Richie
89.	Concentrix CRM Services Germany GmbH, Russelsheim, Switzerland Branch, Zug	Switzerland	Steven Linely Richie
90.	Concentrix Services (Thailand) Co., Ltd.	Thailand	Steven Linely Richie

#	NAME	LOCATION	AUTHORIZED REPRESENTATIVE
91.	Concentrix CRM Services Germany GmbH Merkezi Almanya Istanbul Merkez Şubesi	Turkey	Steven Linely Richie
92.	Concentrix Technology FZ-LLC	United Arab Emirates	Steven Linely Richie
93.	Tigerspike FZ-LLC	United Arab Emirates	Steven Linely Richie
94.	Concentrix Corporation	United States	Steven Linely Richie
95.	Concentrix Insurance Administration Solutions Corporation	United States	Steven Linely Richie
96.	Concentrix Services US, Inc.	United States	Steven Linely Richie
97.	Tigerspike, Inc.	United States	Steven Linely Richie
98.	SYNNEX Corporation	United States	Simon Y. Leung
99.	Concentrix CVG Corporation	United States	Steven Linely Richie
100.	Concentrix Services (Uruguay) S.A.	Uruguay	Steven Linely Richie
101.	Vietnam Concentrix Services Company Limited	Vietnam	Steven Linely Richie
102.	Concentrix VN Technologies Services Company Limited	Vietnam	Steven Linely Richie

**SYNNEX Corporation and entities that were already subsidiaries of SYNNEX Corporation prior to the Merger.