



ePrivacyseal

CERTIFICATE

no. 530/26

ePrivacyseal GmbH
Burchardstr. 14, 20095 Hamburg, Germany

hereby certifies* that

as determined in the certification decision of 13 March 2026

Sapience Analytics Corporation
7850 Collin McKinney Parkway Suite 305, McKinney, TX 75070, USA

as a processor in the sense of art. 4(8) GDPR

operates its product or service

"SapienceIQ"

version as available 24/02/2026

as defined in annex 1 and to the exclusion of the processing activities in annex 2 to this certificate.

final audit day: 13/03/2026

next planned monitoring by 08/02/2028

period of validity: 09/02/2026 – 08/02/2028

The certification decision takes place under the validity condition described in Annex 3 and in conformity with the criteria catalogue for the "ePrivacyseal EU" (version 3.0 of May 2022) of ePrivacyseal GmbH.

Annex 1 to certificate no. 530/26

Definition of processing activities

SapienceIQ is a data analytics platform that measures operational activities. It is a business effort reporting tool that ties effort back to people, technology, and processes. At the organization-level, Sapience collates digital signals from various systems and generates analytics that help showcase operational activities and work patterns.

Annex 2 to certificate no. 530/26

Excluded processing activities

Sapience Analytics Business Website:

The public-facing website (e.g., sapienceanalytics.com) for marketing, news, or corporate information

Legacy Systems

Third-Party Tools

Employee Personal Devices

Non-SapienceIQ Data

Customer-Specific Customizations

Annex 3 to certificate no. 530/26

Validity condition

The certification is awarded under the condition that a sufficient legal basis within the meaning of art. 6(1) GDPR is ensured regarding the processing of employee data through the service (art. 5(1)(a), 6(1) GDPR).

The seal is awarded on the (further) validity condition that the lawfulness of the transfer of personal data to a non-EEA country is ensured either by a) an adequacy decision or b) equivalent technical and organisational measures by the applicant that have been approved by the Certification Body.