

1 INTRODUCTION

This Privacy Notice provides information on the processing of personal data of job applicants for a function with SBM Offshore N.V., having its offices at Evert van de Beekstraat 1-77, 1118 CL Amsterdam, the Netherlands, or any of its subsidiaries (collectively and individually hereinafter: 'SBM Offshore', 'we' or 'us').

This Privacy Notice indicates which personal data may be collected, used, disclosed and stored by SBM Offshore on which legal grounds and for which purpose(s), and to which persons data may be provided.

This Privacy Notice may be changed over time. The current version of this Privacy Notice at any time can be retrieved from SBM Offshore's website.

2 WHEN DOES THIS PRIVACY NOTICE APPLY

This Privacy Notice is applicable to the processing by SBM Offshore of personal data of job applicants or potential candidates for functions at SBM Offshore processed in relation to our recruitment and hiring activities.

SBM Offshore subsidiaries may have their own local version of a Privacy Notice to meet local legislation or standards. The rationale behind these local notices is aligned with the global but differences may exist on a more detailed level due to local legislation. In case of conflict between the global and local Privacy Notices, local notices will govern.

This Privacy Notice does not apply to personal data of our clients, suppliers and other business partners, or to personal data of our employees. You may refer to our website for our Privacy Notice to Business Partners. Our Privacy Notice to Employees can only be retrieved from our intranetsite SBMOnline.

3 WHO IS RESPONSIBLE FOR YOUR PERSONAL DATA

SBM Offshore and its subsidiaries are the controller and/or processor of the personal data that fall within the scope of this Privacy Notice. When processing your personal data, SBM Offshore is committed to ensuring compliance with applicable data protection laws and regulations. The Data Privacy Office of SBM Offshore is responsible for overseeing this Privacy Notice.

4 ON WHICH LEGAL GROUNDS AND FOR WHICH PURPOSES MAY SBM OFFSHORE PROCESS PERSONAL DATA

SBM Offshore ensures that your personal data are only processed for a lawful purpose either (i) to comply with a legal obligation, or (ii) when necessary in the context of a contract, or (iii) in furtherance of SBM Offshore's legitimate interests, or (iv) to protect an individual's vital interests, or (v) subject to having obtained prior consent. If personal data are being processed with your consent, you have the right to withdraw your consent at any time without affecting the lawfulness of processing based on consent before withdrawal. When processing your personal data SBM Offshore ensures compliance with data protection laws. This clause 4 addresses the legitimate purposes for which we may process personal data in more detail as set out in the Sections below.

4.1 Social networks, such as LinkedIn, and other publicly available websites

We may collect your personal data from public profiles on social networks and other publicly-available websites if you reacted to the SBM Offshore's recruitment initiatives on such social networks and websites, or signed up via integrated functionality of such social networks, recruitment websites or our own websites. We also may collect your personal data from such sources when you provided a link to your profile on any such site as part of your job application or curriculum vitae submitted with your job application.

We may also obtain your contact details from publicly available sources, including content that you have made public on social network sites or similar sites for professional purposes to make an initial contact with you for recruitment purposes. We will only contact you if you have made your contact details available for recruitment purposes and will provide you with clear option to ask us stop contacting you for career opportunities and remove your personal data from our systems.

For this purpose, we process your personal data based on our legitimate interest.

We may process your personal data to find suitable candidates for vacancies at SBM Offshore.

Which personal data do we process for this purpose?

For this purpose, we process the personal data you have made public through your public profiles on social networks and any correspondence between you and our recruiters.

4.2 **If you apply to us through SBM Offshore's website, we process your personal data:**

(a) To receive, review and reply to your job application

If you contact one of our recruiters, apply for a vacancy or register through SBM Offshore careers website, we include the personal data you provide us in our recruitment database. Also, we will process your personal data to manage and update our recruitment database.

We process your personal data for this purpose as a preparatory step to possibly entering into an employment contract with you.

You are not obliged to provide us with any personal data for this purpose. However, if we don't receive sufficient information from you to consider your eligibility and to communicate with you, we may not be able to consider you for a role at SBM Offshore.

Which personal data do we process for this purpose

For this purpose, we may process personal data including your name, contact details, address (optional) country of residence, citizenship status, the role you apply for, and any recruitment information you provide to us, such as a link to your public social media account, your curriculum vitae, employment history, education history, skills, motivation, current compensation, and whether you are subject to a non-solicitation agreement. Also, we may process your correspondence with SBM Offshore with regard to job applications.

(b) To verify your job application information, check your references and assess your suitability for the role you applied for

Depending on the role you apply for, the job application process can include various selection criteria such as interviews, on site interviews, a language test, system screenings or coding interviews to screen your qualifications and fitness for the job and compatibility with SBM Offshore's company culture. We may process your personal data to manage and execute this process and process the feedback received about you. Our recruiter will inform you about the specific job application process for the role you applied for. In addition, our recruiters may check your references.

We process your personal data for this purpose as a preparatory step to possibly entering into an employment contract with you

You are not obliged to take part in any element of the job application process or otherwise provide us with any personal data for this purpose. However, if you do not engage in our job application process, we may not be able to consider you for a role at SBM Offshore.

Which personal data do we process for this purpose

For this purpose, we may process the information that you provided to us, feedback that we received from the interviewers who spoke with you, the outcomes of any test you completed and any communications between us.

(c) To make you an offer

If you have successfully completed a job application procedure, we will prepare and email you an offer letter. This letter will include the employment conditions we would like to offer you at SBM Offshore. This offer is still conditional upon its terms which can include a satisfactory outcome of a background check.

We process your personal data for this purpose as a preparatory step to possibly entering into an employment contract with you

You are not obliged to provide us with any personal data for this purpose. However, if you do not provide us with sufficient information, we may not be able to offer you a role at SBM Offshore.

Which personal data do we process for this purpose

For this purpose, we may process the information that you provided to us, the role you will be offered, the salary, benefits and other compensations that will be offered to you. Also, we may process specific personal data for the legitimate purposes of completing the offer, subject to compliance with data protection laws, which data may include marital status, nationality, photograph, national ID card or passport details, residence permits, declaration of employment status, work permit/work authorisations details, academic background (diplomas and certificates), availability, terms of employment, any photo or video files you submitted with your application, results of the selection.

(d) To check your background

If you have accepted a conditional offer at SBM Offshore, we may conduct a background check or screening. Depending on your role with us, these background checks may be for verification of information provided by you to us and/or to verify information about (the absence of) criminal convictions.

We process your personal data for this purpose as a preparatory step to possibly entering into an employment contract with you

You are not obliged to provide us with any personal data for this purpose. However, if we cannot perform a satisfactory background check, we may not be able to consider you for a role at SBM Offshore. We only perform background checks to the extent permitted by applicable law in your country.

Which personal data do we process for this purpose

For this purpose, we may provide your address, city, country, date of residency, phone number and email address (optional), date of birth, social security number and your envisioned start date at SBM Offshore to the professional third party performing the screening. If we have any concerns following your background check, we will liaise with you directly. If something on your background check indicates that we cannot hire you, we will notify you and provide you with a copy of your background check report, where

required by applicable law. We will also provide you a reasonable period of time to dispute, correct, explain or otherwise respond regarding the information disclosed in the background check report, where required by applicable law.

(e) To protect your vital interests

When it is necessary to process your personal data to protect your vital interests, we are committed to doing so. This could, for example, be the case when you have a medical condition that we need to be aware of when you are visiting us at our premises.

For this purpose, we process your personal data to protect your vital interest

We are committed to processing your personal data if it is necessary to avoid a risk of injury or other damage to your health.

Which personal data do we process for this purpose

For this purpose, we may process your contact details, the contact details of your emergency contact, the location of your SBM Offshore site and the relevant health data or other personal data that you provided to us.

4.3 If you have been rejected for a particular role at SBM Offshore, we may keep your personal data so that we may consider informing you and communicating with you about future vacancies that you might be interested in

What does this purpose entail

Sometimes, we just do not have the right role available for you yet. We will hold information about you in our database and may contact you if we have a new vacancy that might be of interest to you. We may also invite you for recruitment activities or communicate with you about other job opportunities.

For this purpose, we process your personal data based on our legitimate interests

We may process your personal data to improve the successes of our recruitment process. This aids us in finding the best matches between candidates and positions available within SBM Offshore.

Which personal data do we process for this purpose

For this purpose, we may process your contact details (such as your address and email address), the information you submitted to us in the course of previous job applications (for example, your resume) and a summary of how you performed during previous job applications with us.

4.4 For data analysis to manage and improve SBM Offshore's recruitment process, organizational development and management reporting

What does this purpose entail

We may process your personal data, where possible anonymised, pseudonymised or aggregated, to manage and improve our recruitment process and online career services. Also, we may process your personal data to prepare and perform management reporting and analysis. For example, we may conduct surveys to learn more about the views and opinions of candidates on our recruitment team and process in preparation of our management reporting.

For this purpose, we process your personal data based on our legitimate interests

We may process your personal data to improve our recruitment process. This aids us in finding the best matches between candidates and positions available within SBM Offshore, improving our recruitment initiatives and monitoring compliance with our SBM Offshore policies.

Which personal data do we process for this purpose

For this, we may process personal data obtained as part of your participation in our surveys.

4.5 To comply with the law

In some cases, SBM Offshore processes your personal data to comply with the laws and regulations in various countries. For example, human resources related obligations, employment laws, anti-discrimination laws or regulations related to subsidies. Following laws and regulations, we may need to disclose your personal data to government institutions or supervisory authorities.

For this purpose, we process your personal data to comply with the law

We will process your personal data if there is a legal obligation for us to do so.

Which personal data do we process for this purpose

For this purpose, we process the personal data required to comply with our specific legal obligations.

5 COOKIES

SBM Offshore may collect personal data through the use of cookies and similar technologies. Cookies are small files of information which save and retrieve information about your visit to our website – for example, how you entered our site, how you navigated through the site, and what information was of interest to you. You can control and set your cookies preferences by setting your browser settings.

6 WHO HAS ACCESS TO YOUR PERSONAL DATA

6.1 Access to your personal data within SBM Offshore

Within SBM Offshore the employees who are involved in your job application process are authorized to access and process your personal data only to the extent necessary to serve the applicable permitted purposes. If your application indicates your interest in working internationally, we may provide your personal data to employees of our global affiliates, in connection with possible opportunities at those affiliates.

6.2 Access to your personal data by third parties

SBM Offshore may disclose personal data to third parties for the provisioning of their services to SBM Offshore in connection with the purpose for which we process your personal data. These third parties can include recruiters, screening agencies, travel agencies, lawyers and advisors. Furthermore, SBM Offshore may disclose personal data to public authorities when this is required by applicable laws or regulations. SBM Offshore will comply with applicable laws and regulations in disclosing personal data to third parties and commits itself to ensure that the personal data is adequately protected and processed exclusively for the permitted purposes.

7 HOW ARE YOUR PERSONAL DATA SECURED

SBM Offshore is committed to the protection of your personal data and has taken adequate safeguards to ensure the confidentiality and security of your personal data. SBM Offshore has implemented appropriate technical, physical and organizational measures to protect personal data against unauthorized or unlawful disclosure, access, loss, damage or alteration.

In the event of a data breach, SBM Offshore will notify the relevant authorities and the involved individuals if their personal data have been exposed to risk, such subject to and in accordance with the provisions of applicable data protection laws and regulations.

8 HOW LONG WILL SBM OFFSHORE RETAIN YOUR PERSONAL DATA

We will retain your personal data for as long as the recruitment and selection process has not been completed. If you have been successful in your application, the personal data gathered through the recruitment and selection process will be retained in accordance with SBM Offshore's Privacy Notice to Employees to which you will be granted access upon commencement of employment, engagement or internship.

If the recruitment and selection process has not lead to a contract between us, and except as otherwise permitted or required by applicable law or regulatory requirements, SBM Offshore endeavors to retain your personal data only for as long as it believes is necessary to fulfil the purposes for which the personal information was collected (including, as the case may be for the purpose of meeting any legal requirements or obligations).

9 QUESTIONS AND CONTACT INFORMATION

Please help us keep your personal data records accurate and up to date. Accordingly, please notify Human Resources immediately if there is a change in your personal data.

You can request access, correction or removal of the data that we process about you at any time by sending a request to Human Resources or to privacyoffice@sbmoffshore.com.

If you have any questions regarding this Privacy Notice or its implementation within SBM Offshore, please contact privacyoffice@sbmoffshore.com