

COOL COMPANY LTD.

RECRUITMENT PRIVACY NOTICE - CREW

Adopted on 10 February 2025

1. OVERVIEW

Cool Company Ltd., together with its subsidiaries ("**CoolCo**" or "**we**"/"**us**"), is a "data controller" in relation to personal data. This means that we are responsible for deciding how we hold and use personal data about you.

This recruitment privacy notice (the "**Notice**") describes what we do with personal data we collect from you during the recruitment process, the ways in which we may collect that data and how long data will usually be retained for. This Notice only applies to the personal data of applicants for crew positions. If you have applied for an onshore position with us, please refer to the Recruitment Privacy Notice – Onshore.

By submitting your personal data to us, you acknowledge that you have read and understood this Notice and agree to the use of your personal data as set out herein.

2. DATA PROTECTION PRINCIPLES

We will comply with applicable data protection law and principles, which means that your data will be:

- Used lawfully, fairly and in a transparent way;
- Collected only for valid purposes that we have clearly explained to you and not used in any way that is incompatible with those purposes;
- Relevant to the purposes we have told you about and limited only to those purposes;
- Accurate and kept up to date;
- Kept only as long as necessary for the purposes we have told you about; and
- Kept securely.

3. THE PERSONAL DATA WE HOLD ABOUT YOU

The types of personal data that we request from you and the ways that we process that personal data may differ depending on the requirements of the country in which the role you apply for is located.

We will usually collect, store, and use the following categories of personal data about you:

- Any information you have provided to us in your curriculum vitae and/or covering letter;
- Any information you have provided on our crew application form, including but not limited to your name, rank, nationality, date of birth, address, telephone number, personal email address, passport details and education;
- Your right to work, visa status and employment status;

- Your professional qualifications, including your seaman's book number, seaman's place and date of issue and seaman's date of expiry and sailing records;
- Any information you provide to us during an interview; and
- Any other information about yourself that you disclose to us.

4. HOW IS YOUR PERSONAL DATA COLLECTED?

We collect your personal data directly from you when you submit an application or CV to us by any method including by submitting a crew application form or CV to us directly at crewing@coolcoltd.com or via one of our manning offices.

In considering your application we may also obtain personal data about you from third party sources, including any referees that you specify, and any publicly available sources, including verifying the authenticity and validity of certificates and endorsements through the IMO website and other websites.

To the extent permitted by applicable law, we may collect your personal data from a background check provider to verify any personal data you have provided to us for example to check your identity and contact details, right to work, education and employment history. You will be notified prior to any such background check and you will be required to provide your consent to the background check provider.

5. OUR LEGAL BASIS FOR PROCESSING YOUR PERSONAL DATA

We will use your personal data to:

- Assess your skills, qualifications, and suitability for a position;
- Communicate with you about the recruitment process;
- Keep records related to our hiring processes;
- Comply with legal or regulatory requirements;
- Conduct background checks; and/or
- Where necessary, verify bank account details.

The Company's legal bases for processing your personal data for the purposes mentioned above is our legitimate interest to consider whether to appoint you to a role to perform work for our benefit and processing your personal data is necessary to decide whether to enter into a contract of employment with you.

6. HOW WE USE PARTICULARLY SENSITIVE PERSONAL INFORMATION

If we are considering offering you a position, we may obtain and use the following particularly sensitive personal information in the following ways:

- Health and welfare: We may require candidates to undergo health screening as part of their pre-employment checks. We may also require you to be tested for the use of drugs and other substances. We provide occupational health services and may request information about treatment or support required; and

- **Biometrics:** Photographs of employees are used for identification purposes to maintain security and safety whilst on board our ships, and will be required to be provided by candidates as part of the recruitment process.

7. DATA SHARING

SHARING PERSONAL DATA WITHIN COOLCO GROUP COMPANIES WORLDWIDE:

We collect and process personal data in Norway, Malaysia, the European Union (EU) and the United Kingdom (UK). When necessary, your personal data may be processed by CoolCo group companies worldwide, including countries outside the EU. We may transfer your personal data to subsidiaries and affiliates in connection with your application. Personal data exchanged between subsidiaries or affiliates is subject to appropriate legal and technical controls to ensure that it is processed lawfully and securely.

All entities in the CoolCo group take appropriate security measures to protect your personal data in line with our policies.

TRANSFERRING PERSONAL DATA TO THIRD PARTIES:

We may share your personal data with a third-party service provider for the purpose of crew evaluation testing.

All our third-party service providers are required to take appropriate security measures to protect your personal data in line with our policies. We do not allow our third-party service providers to use your personal data for their own purposes. We only permit them to process your personal data for specified purposes and in accordance with our instructions.

Except to the extent necessary to for the purposes described in this Notice, your details will be accessible only by our authorised CoolCo personnel and will not be disclosed to any third party unless your consent is obtained (as per paragraph 4). The personal data we hold is not traded with any external bodies or organisations and is not used for marketing purposes.

8. DATA SECURITY

We have appropriate security measures to prevent your personal data from being accidentally lost, used or accessed in an unauthorised way, altered or disclosed. In addition, we limit access to your personal data to authorised CoolCo personnel and other third parties who have a business need to receive the information. They will only process your personal data on our instructions, and they are subject to a duty of confidentiality.

We have put in place procedures to deal with any suspected data security breach and, in compliance with our legal obligations, will notify you and any applicable regulator of a suspected breach.

9. DATA RETENTION

If you have sent us a speculative application, we may retain your personal data for up to twelve (12) months from receipt of such application so we can consider you for any future positions.

If your application is successful and you are employed by CoolCo, we will retain your personal data for the duration of employment. The CoolCo employee privacy notice will be provided to you during the on-boarding process.

If your application is unsuccessful, we may retain your personal data for up to twelve (12) months after we have communicated to you our decision about whether to appoint you to the position for administration purposes, for the prevention and detection of fraud and to investigate disputes including so that we can show, in the event of a legal claim, that we have not discriminated against candidates on prohibited grounds and that we have conducted the recruitment exercise in a fair and transparent way. After this period, we will securely destroy your personal data in accordance with applicable laws and regulations although limited information, including your name, may remain on internal candidate lists and with third-party service providers used for the purpose of crew evaluation testing after the recruitment process is completed.

If your application is unsuccessful, we may also wish to retain your personal data should we wish to consider you for any future positions. In those circumstances, we will request your written confirmation that we can retain your personal data for a fixed period. If you do not provide your written confirmation that we can retain your personal data within the time period set out in our request, we will retain your personal data on the basis set out above.

10. RIGHTS OF ACCESS, CORRECTION, ERASURE, AND RESTRICTION

Under certain circumstances, by law you have the right to:

- Request access to your personal data (commonly known as a "data subject access request"). This enables you to receive a copy of the personal data we hold about you and to check that we are lawfully processing it;
- Request rectification of the personal data that we hold about you. This enables you to have any incomplete or inaccurate information we hold about you corrected;
- Request erasure of your personal data. This enables you to ask us to delete or remove personal data where there is no good reason for us continuing to process it. You also have the right to ask us to delete or remove your personal data where you have exercised your right to object to processing (see below);
- Object to processing of your personal data where we are relying on a legitimate interest and there is something about your situation which makes you want to object to processing on this ground;
- Request the restriction of processing of your personal data. This enables you to ask us to suspend the processing of personal data about you, for example if you want us to establish its accuracy or the reason for processing it; or
- Request the transfer of your personal data to another party.

If you want to review, verify, correct or request the deletion of your personal data, object to the processing of your personal data, or request that we transfer a copy of your personal data to another party, please contact the Data Protection Officer at dpo@coolcoltd.com.

If you request the deletion of your personal data, we will no longer process your application and we will dispose of your personal data in accordance with paragraph 9 above.

11. CONTACT DETAILS

If you have any questions about this Notice or how we handle your personal data, please contact the Data Protection Officer at dpo@coolcoltd.com.