

Global Data Privacy Statement for Recruiting

When applying for a position within BORR DRILLING, you will be requested to submit personal data to your profile, such as your name, e-mail address, mobile phone number and an attachment of your resume/CV. You may also be requested to provide additional data and information, such as your address, cover letter, relevant education and any other relevant information required for BORR DRILLING to evaluate your application. You may be requested to respond to various assessment tests, including assessment tests on logical reasoning and personality profiling. You will be informed prior to any collection of your personal data, including in case of references being collected during the recruitment process if required according to applicable local law.

If you are already employed within BORR DRILLING, personal data collected by BORR DRILLING as part of this employment process, including but not limited to information on your internal job history, appraisals, assessment and profiling results, education and courses will automatically accompany your application when you apply for a new position internally. If you have previously been employed within BORR DRILLING, you explicitly consent to your employee data being stored in accordance with the internal policies and applicable local law from this employment, including but not limited to information on your internal job history, reason for termination, appraisals, assessment and profiling results, education and courses.

If you are applying for a position where health certification is required by law or internal policy, for example in all positions offshore, you may also be required to participate in a health examination in compliance with applicable local law.

If you are applying for a position where a criminal history record, credit report or visa/work permit etc. is required by law or internal policy, you may be required to provide these as well, in compliance with local law.

If your application is successful, the job offer may be conditional on pre-employment checks being carried out to BORR DRILLING's satisfaction.

BORR DRILLING is collecting information that makes it possible for us to assess your candidacy for our available positions. We do not envisage taking any decisions about you based solely on automated processing (i.e. without human involvement), which have a legal or similarly significant effect on you. BORR DRILLING is an equal opportunity employer (in accordance with applicable federal, state and local law) and makes all employment-related decisions entirely on merit and qualifications. Consequently, you should only include information relevant for the review of your application, and disregard information such as your race or ethnic origin, your political or philosophical orientation, your religious beliefs, your union memberships or your sexual orientation.

The website may collect certain information automatically, such as the type of PC device or operating system you use, the amount of time you spend on the web page, and information about the way you use the web page. The webpage may also use certain analytics software that enables us to better understand the functionality used in the website so that we can continue to improve the website. The website does not knowingly collect personal data about any person under the age of 18 years. You can stop continued collection of information by the website easily by opting-out of data collection in the website settings section. However, please note that we will retain any previous usage information collected from the

website according with the retention section of this Privacy Statement, How long do you keep my information for?

What information do we collect and how is it used?

- BORR DRILLING processes the personal data submitted by you or collected from other parties for the purpose of assessing your candidacy for our available positions, as well as for HR and personnel administration purposes, evaluating the use of our websites for statistical purposes and for compliance with any laws to which BORR DRILLING is subject.

We may further process your personal data for the following purposes:

- Provision of our services and products according to agreed terms and as per your request
- Determine the terms of any potential contract between you and us
- If you have accepted an offer of work, check you are legally entitled to work in the UK
- Establish whether you can undergo an assessment which forms part of the application process, consider reasonable adjustments to the recruitment process for disabled applicants
- Carry out equal opportunities monitoring
- Facilitating communication with you for the purpose of recruiting, providing information, references and recommendations
- To accommodate your requests and inquiries for information
- Monitoring your use of our website to enable us to personalize your experience on our web page
- Provision of newsletters or notifications, including press releases
- To conduct and manage anti-corruption and anti-bribery checks
- Apply analytics to business operations and data to describe, predict and improve business performance within our tool and/or to provide a better user experience. Specifically, areas within analytics include descriptive analytics, predictive analytics, analytics involving individuals (i.e. clients) use personal data, analytics driven by marketing, single customer view and customer journey, talent/employee management analytics.

By accepting this Privacy Statement, you explicitly consent to and authorize HR professionals in the HR department responsible for the recruitment process, as well as hiring managers involved in the recruitment, to gain access to any and all of the personal data included in your application. If you are already employed with BORR DRILLING you also explicitly consent to personal data collected by BORR DRILLING as part of this employment process, including but not limited to information on your internal job history, appraisals, assessment and profiling results, education and courses, being disclosed and made available to the HR department responsible for the recruitment process, as well as the hiring managers involved. Your current manager will not be informed at this stage. However, we may at a later stage wish to collect references, including from your current manager.

If you have previously been employed within BORR DRILLING, you explicitly consent to your employee data being stored in accordance with the internal policies and applicable local legislation from this employment, including but not limited to information on your internal job history, reason for termination, appraisals, assessment and profiling results, education and courses, which will automatically accompany your application when you apply for a new position within BORR DRILLING, and thus subsequently be processed by BORR DRILLING during this recruitment process.

The personal data submitted by you or collected by BORR DRILLING during the recruitment process may also be shared with any third party, courts, government body, regulator, law enforcement office or any other applicable authority, if mandated due to legal or regulatory requirements.

You understand and accept that the personal data you are submitting in connection with an application and other submitted personal data including potential assessment tests results, interview conclusions, etc. may be disclosed to HR professionals in the HR department responsible for the recruitment process of another BORR DRILLING company, including in another country, if at a later stage (see below) you decide to apply for a position at this BORR DRILLING company.



Borr
Drilling