

CORE LABORATORIES PRIVACY NOTICE

Core Laboratories N.V. ("Core Laboratories", "company", "we", "our" or "us"), and all its subsidiaries, respects your privacy. This Privacy Notice ("Notice") describes the personal data we collect, how and why we collect it, and what we do with it. It also informs you of steps you may take to access, update, or otherwise control your personal data.

If you have any questions about this Notice or about Core Laboratories' data privacy practices, please contact by post: Core Laboratories, Privacy Office of the Corporate Law Department, Attn: Data Privacy Officer, 6316 Windfern Road, Houston, TX USA 77040 or by email to Privacy@corelab.com.

1. Personal Data and How We Collect It

Personal data is any information relating to an identified or identifiable natural person.

We collect personal data from you that is necessary and appropriate based on the type of relationship we have with you. This data may include your name or other identifier, your contact information and the content of any requests or other communication from you to us. For example, a job applicant may provide details about their education or employment history.

We collect some personal data through your interactions with us, such as completing a visitor log when you visit one of our facilities.

Some personal data may be created by Core Laboratories itself. Examples may include an employee identification number, department name/number, and company email address. Core Laboratories may obtain some information, where lawful to do so, from public sources or third parties, including benefit providers, other colleagues, government, tax or law enforcement agencies, customers, suppliers, reference and vetting service providers and others.

Finally, we collect some personal data through our IT equipment, software and communications systems which may be used by you, as well as software used to assist with the performance and administration of human resources, benefits, staffing and other related functions.

We do not knowingly collect any personal information from children under the age of 18 without parental consent, unless permitted by law. If we learn that a child under the age of 18 has provided us with personal information, we will delete it in accordance with applicable law.

2. Our Legal Basis for Collecting and Processing Personal Data

We will only collect and process personal information where we have a lawful basis to do so. This is particularly important under the European Union's General Data Protection Regulation (GDPR). The legal basis under GDPR may be different for different ways of processing personal data, and may fall into one of the following categories:

- **"Legitimate Interests"** – Those pursued by Core Laboratories as a business, except where such interests are overridden by the interests and fundamental rights of the data subject. For example, we may rely on this legal basis when processing personal information to ensure IT security, or to communicate with employees or business contacts.
- **"Performance of a Contract"** - We may rely on this legal basis in dealing with the personal information of employees with an employment contract, for example. It also applies to pre-contractual data exchanges such as job application information.
- **"Compliance with Legal Obligations"** - In order to comply with statutory requirements, personal information may be transferred to a government body. For example, we are usually required by law to report employee payroll information to the relevant tax authority.

- **“Vital Interests”** – We may process some health-related personal information in order to protect the data subject or another person, such as during an epidemic.
- **“Consent of the Data Subject”** – We may process some personal data based on the specific, freely given and clearly documented consent of the data subject.

3. **Transfer of Personal Data Within Core Laboratories**

We operate in many countries and may share your information among our affiliate companies including those that operate in countries outside your own. We have put in place standard contractual clauses between many of these companies as required by applicable law to ensure your personal information is protected, as described in this Notice.

4. **Transfer of Personal Data Outside Core Laboratories**

Personal data may be transferred to our outsourced service providers, including those located in another country. In these circumstances we will, as required by applicable law, put in place appropriate technical, organizational, contractual and/or other lawful measures to protect your personal data.

We may transfer personal data to public authorities when we are required by law to do so.

We do not, and will not, sell personal data.

5. **Retention of Personal Data**

We will retain your personal data for as long as is reasonably necessary for the purposes provided in this Notice or to meet other legal, regulatory, tax or accounting requirements.

We may keep an anonymized form of personal data, which will no longer refer to an individual person or have personally identifying information, for statistical purposes without time limits, to the extent that we have a legitimate and lawful interest in doing so.

6. **Security of Personal Data**

We are committed to protecting the personal data you share with us or that we process. We have implemented technical and organizational measures to ensure a level of security appropriate to the risk. The measures include:

- Logical Access Control
- Personnel Security
- Network Security
- Physical Access Control
- Hardware Management
- Back-up and Recovery
- Vendor Security

- Security Reviews

7. **Monitoring**

We may monitor the use of our physical facilities, our informational and communications systems and other assets. 'Monitoring' includes without limitation intercepting, blocking, recording, or otherwise accessing systems and processes whether on a full-time or occasional basis, as permitted by applicable law. It may also include the use of CCTV cameras at various physical locations on and around our facility premises, as permitted by applicable law.

8. **Your Rights Regarding Your Personal Data**

If you are covered by the European Union's General Data Protection Regulation (GDPR) or comparable national privacy laws, or state laws you have the right to view your personal information, change it, or request to have it deleted. In particular, you may:

- request access to your personal data. To do so, please contact Privacy@corelab.com.
- We reserve the right to request that you provide proof of your identity.
- request that we correct any inaccurate and/or incomplete personal data.
- withdraw consent to the processing of personal data at any time. Such withdrawal will not affect the lawfulness of processing based on your prior given consent. Please note that if consent is withdrawn, you may not be able to benefit from certain service features for which the processing of personal data is essential.
- request that we stop processing, including automated processing and profiling, of your personal information. In the case of computerized or technology driven automated processing, you may request human intervention.
- request that we erase your personal data. We will comply with such requests unless there is a lawful reason for not doing so. For example, we may be required to keep some payroll information for tax reporting purposes.
- lodge a complaint with the relevant data protection authority. We suggest contacting us about any questions or complaints in relation to how we process personal information. However, based on applicable law you may also have the right to contact the relevant data protection authority in your country, state, or jurisdiction directly.

We will not discriminate against you based on your decision to exercise your rights.

9. **Changes to Core Laboratories' Privacy Notice**

If we change our privacy policies, we will update this Notice.

Effective Date of this Notice: August 16, 2021

10. Website Visitors

10.1 Types of Data, Purpose of Processing and Legal Basis

The table below provides the categories of personal data we collect, the purpose of processing, and the legal basis of processing.

| Data | Purpose | Basis |
|--|--|--|
| Name and Related Information | Identification | Legitimate Interest in Business Communications |
| Contact Information (email address, telephone number, postal address, etc.) | Enable communication | Legitimate Interest in Business Communications |
| Details of Communication (contents of forms, emails, faxes, etc.) | Make and respond to requests, exchange information, etc. | Legitimate Interest in Business Communications |

This site contains links to sites not owned by us. Those sites may be subject to their own privacy notice. This Notice applies only to information collected by this site and not to any other sites.

See [Core Laboratories' Cookies Notice](#) for information about our use of cookies.

10.2 Transfer of Personal Data

External suppliers may provide infrastructure, hosting services and data analytics, or marketing communications regarding our products and services. Personal data will be processed by these providers subject to requirements described in this Notice.

10.3 Retention of Personal Data

In some cases, a website visitor becomes a job applicant, employee, or business contact. In those cases, see the appropriate paragraph for details.

11. Customers, Suppliers, and their Representatives (current, former, or prospective)

11.1 Types of Data, Purpose of Processing and Legal Basis

The table below provides the categories of personal data we collect, the purpose of processing, and the legal basis of processing.

| Data | Purpose | Basis |
|------------------------------|----------------------|---|
| Name and Related Information | Identification | Legitimate Interest in Business Communications, including marketing communications by email or other means regarding our products and services. |
| Contact Information | Enable communication | Legitimate Interest in Business Communications, including marketing communications by |

| | | |
|---|--|---|
| (email address, telephone number, postal address, etc.) | | email or other means regarding our products and services. |
| Details of Communication (contents of emails, faxes, invoices, purchase orders, etc.) | Make and respond to requests, exchange information, etc. | Legitimate Interest in Business Communications, including marketing communications by email or other means regarding our products and services. |
| User Account Information (username, password, etc.) | Use Core Laboratories website, IT systems | Legitimate Interest in Business Communications |
| Employer Information (name of employer, job title, names of managers and associates, transactional information, etc.) | Associate business contact with correct business, conduct business | Legitimate Interest in Business Communications, including marketing communications by email or other means regarding our products and services. |
| Health-related information | Protect the data subject or another person, such as during an epidemic | Vital Interests |

11.2 Transfer of Personal Data

External suppliers may provide procurement/sales systems, or marketing communications regarding our products and services, IT infrastructure and hosting services, and Accounts Payable/Accounts Receivable and other accounting services. Personal data may be processed by these providers.

11.3 Retention of Personal Data

Because the business contact’s information may appear in certain business records (invoices, for example) we may be required to retain the information for a longer period.

12. Job Applicants

12.1 Types of Data, Purpose of Processing and Legal Basis

The table below provides the categories of personal data we collect, the purpose of processing, and the legal basis of processing.

| Data | Purpose | Basis |
|---|------------------------|--|
| Name and Related Information | Identification | Legitimate Interest in Business Communications |
| Contact Information (email address, telephone number, postal address, etc.) | Enable communication | Legitimate Interest in Business Communications |
| Application Information (resume/CV, application form, | Evaluate job candidate | Performance of a Contract (for those jobs which involve an employment contract); |

| | | |
|---|--|--|
| letter of application, supporting documents, etc. | | otherwise, Legitimate Interests in Administering Human Resources |
| Details of Communication (Offer and Acceptance letters, contents of emails, faxes, etc.) | Make and respond to requests, exchange information, etc. | Legitimate Interest in Business Communications |
| Special Data (Age, Disability, National Origin, Religion, Race/Ethnic Background, Sexual Orientation, etc.) | Complete legally required reporting; collected only where required | Compliance with Core Laboratories' Legal Obligations |

12.2 Collecting Personal Data

We use external recruiters and other external providers of pre-employment services. We may collect personal data from these service providers.

12.3 Transfer of Personal Data

An external supplier provides our applicant tracking system. Where legally allowed, external suppliers provide background check services. Personal data will be processed by these providers.

We may be required to provide certain personal data to government agencies or authorities.

12.4 Retention of Personal Data

For successful applicants, see the below employee paragraph for details.

Personal data of unsuccessful applicants may be retained up to one year or as permitted by applicable law.

13. Employees and Former Employees

We have policies that address the collection and use of data relating to employees and former employees. These policies cover privacy, information security, acceptable use of IT resources, social media, and CCTV. We provide notice of these policies upon commencement of employment with us, make the notice available on request by local HR management, and provide the notice as necessary to comply with relevant data privacy laws. Copies of the policies are available on our intranet site.

14. Network and IT Security Data

14.1 Types of Data, Purpose of Processing and Legal Basis

The table below provides the categories of personal data we collect, the purpose of processing, and the legal basis of processing.

| Data | Purpose | Basis |
|------|---------|-------|
|------|---------|-------|

| | | |
|------------------------------|---|--|
| Network and IT Security Data | Secure the Company's IT and knowledge assets, along with those belonging to other parties | Legitimate Interest in Network and IT Security |
|------------------------------|---|--|

15. **Transfer of Personal Data**

External suppliers provide infrastructure, hosting services and data analytics. Personal data will be processed by these providers.

15.1 **Retention of Personal Data**

The data is generally kept in logs for one year or as permitted by applicable law.