



Job Applicant Data Privacy Notice for APAC

Last update: December 2025

Thank you for your interest in submitting an employment application to Cook. We appreciate your interest and trust in us. We wish to inform you how your Personal Data (defined as any data that can directly or indirectly lead to the identification of a specific individual) will be collected, evaluated and shared if you submit an employment application to us through our recruitment database. Depending on the jurisdiction where you are located, the following Cook's local employing entity which you are seeking employment with is a "data controller" and will be responsible for deciding how we hold and use your Personal Data.

Your location	Name of Cook employing entity	Contact details
Australia	William A. Cook Australia Pty. Ltd.	95 Brandl Street, Eight Mile Plains, Brisbane, QLD 4113, Australia
Mainland China	Cook (China) Medical Trading Co., Ltd. <i>(applicable to all employees located in the mainland China except Beijing)</i>	Room 4901-4903, SK Tower, No.149 Youcheng Road, Shanghai, 200126, China
	Cook (China) Medical Trading Co., Ltd. Beijing Branch <i>(applicable to employees located in Beijing)</i>	Room 2207-2208, East Tower, World Financial Centre, No. 1 East Third Ring Middle Road, Chaoyang District, Beijing, 100020, China
Hong Kong	Cook Asia Ltd.	Level 20, Five Pacific Place, 28 Hennessy Road, Wan Chai, Hong Kong
Taiwan	Cook Taiwan Ltd.	11F., No.207, Sec. 3, Beisin Rd., Sindian District, New Taipei City 23143, Taiwan, R.O.C.
Japan	Cook Medical Japan G.K.	PMO Kojimachi, 6-2-6 Kojimachi, Chiyoda-ku, Tokyo 102-0083, Japan
South Korea	Cook Medical Korea Co., Ltd.	2FI, Le West City A, 143 Magokjungang-Ro, Gangseo-Gu, Seoul, 07797 Korea
Singapore	Cook South East Asia Pte. Ltd.	508 Chai Chee Lane, #02-01, Singapore 469032
Malaysia	Cook Asia (Malaysia) Sdn. Bhd.	Unit 1602, Level 16, Uptown One, No. 1, Jalan SS21/58, Damansara Utama, 47400 Petaling Jaya, Selangor, Malaysia
Thailand	Cook Medical (Thailand) Co., Ltd.	63 Athenee Tower, Unit 1902, 19th Floor, Wireless Road, Lumpini, Pathumwan, Bangkok 10330, Thailand
India	Cook India Medical Devices Private Limited	Plot.No.22(SP), 3rd & 4th Floor, Kochar Jade, Thiru VI ka Industrial Estate, Guindy, Chennai - 600 032, Tamilnadu, India

Please note that there are jurisdiction-specific supplemental notices attached in Appendix 1 to this Job Applicant Data Privacy Notice ("**Privacy Notice**"). If you are ordinarily resident in a listed jurisdiction, then the relevant terms for that jurisdiction apply to you. If there is any conflict or inconsistency between a jurisdiction-specific supplemental notice and this Privacy Notice, the terms of the relevant supplemental notice will prevail with respect to the relevant jurisdiction.

Data Collection

If you apply for a position with us, we require certain information, including your name, gender, contact information, employment history, education information, work skills, salary expectations, licensure and certifications (if applicable), and preferred work location, reference information and results from background checks where applicable. We also collect any other information you have provided in your CV, covering letter, application form, or during an interview (if applicable), including details about the type of employment sought, job preferences, and willingness to relocate, along with any other personal information you voluntarily provide.

We automatically collect certain data from you when you use our recruitment database, such as IP address or other unique device identifiers, information collected by cookies or similar technologies on your usage of our recruitment database, mobile carrier (if applicable), time zone settings, operating system and platform, and information about your activity within our recruitment database such as the time you complete a job application, page view history, your application records.

Cook limits the Personal Data that it collects to that which is relevant and proportionate for the intended purposes as set out under the “Data Processing” section below. Where permitted or required by law, we may collect Personal Data deemed sensitive under applicable law (for example, ethnicity, fitness to work or criminal convictions information) for the limited purposes as set out under the “Data Processing” section below. We will not collect your sensitive Personal Data unless we have obtained your separate consent or are otherwise required by applicable laws and regulations. We take strict measures to protect your sensitive Personal Data.

Cook collects Personal Data directly from you when you use our recruitment database to apply for a position, during interviews or through any correspondence with you by phone, email or other means. Depending on the circumstances and the type of role applied for, we may also collect Personal Data about you from recruitment agencies, background check providers, your named referees and occupational health providers.

Data Processing

Purposes

We use your Personal Data to assess your skills, qualifications, and suitability for the role to which you have applied, carry out background, reference checks and pre-employment medical checks (where applicable and in compliance with local law), verify your identity, communicate with you about the recruitment process or about new positions that match your profile, schedule and facilitate interviews, assist you with obtaining an immigration visa or work permit (if required), complete enrolment in payroll and applicable employee benefit schemes, prepare an employment contract and other administrative purposes necessary for you to commence employment with Cook, keep records related to our hiring processes, administer and improve our recruitment processes and user experience of our recruitment database, ensure compliance with our internal policies, and comply with legal or regulatory requirements.

If you fail to provide information when requested, which is necessary for us to consider your application (such as evidence of qualifications or work history), we will not be able to process your application successfully.

Sensitive Personal Data

Generally, we would only process sensitive Personal Data to ensure meaningful equal opportunity monitoring and reporting or, for information about your fitness to work status, and to consider whether we need to provide any appropriate adjustments during the recruitment process. If credentialing and/or a criminal background check is required for the position you have applied for, these are carried out by Cook or a third-party provider and Cook takes all reasonable steps to ensure appropriate safeguards are in place as required by applicable law in relation to any such processing.

Grounds for processing

Our grounds for processing the Personal Data above include where it is in Cook's legitimate interests to review and assess the Personal Data provided by you to determine your suitability for the role. We also have a legitimate interest in ensuring the reliability, capability and integrity of our personnel. We also need to process your Personal

Data to decide whether to enter into an employment contract with you and where you are successful, to perform such contract. However, where applicable law in your jurisdiction does not permit us to process your Personal Data on the basis of legitimate interests, we will process your Personal Data on the basis of your explicit consent or another legal bases available under such law. In limited cases where we process your sensitive Personal Data (as set out above), we rely on the legal bases such as our obligations under employment law, public interest grounds, or, where required by law, your explicit consent.

Information Shared

Your Personal Data may be shared with limited and relevant personnel within the Cook Group of companies, as warranted for processing and evaluating your application. It may also be shared with business partners who may be working with Cook for purposes of administering and supporting our recruitment activities. For example, this may include providers involved in maintaining our recruitment database, conducting background checks, or assessing your fitness to work, where applicable. These service providers may be located outside the country in which you reside or where the position is based. On rare occasions, we may also be required by law or for compliance reasons to share employment applicant information with regulatory authorities.

We require all third-party service providers to implement appropriate safeguards to protect your Personal Data in line with our internal policies and applicable data protection laws.

In addition, if you supply references to support your employment application, we may contact the referees, such as former employers or academic institutions, to help us verify your qualifications and assess your suitability for employment. Doing so will necessarily involve a limited disclosure of your Personal Data to those individuals or institutions, such as your name, the fact that you have applied for a role at Cook, and the position that you are being considered for.

If your application is successful, the Personal Data that you provide as part of your application will be transferred to your employment file. In addition, we will need to make certain disclosures to relevant personnel within the Cook Group of companies and relevant authorities as necessary to support onboarding, payroll, tax compliance, or credentialing, in accordance with applicable laws and internal procedures.

International Data Transfers

As a global organization, Cook stores data in secure, centralized systems and uses service providers based globally. Accordingly, Personal Data may be stored in, or accessible to authorized, limited persons located in countries other than your country of residence, including Canada where our recruitment database is hosted, Ireland where our HR management database is hosted, and other countries where Cook's offices are located. The privacy and security laws that may apply to your Personal Data in those countries may be different than those in your country of residence. However, Cook has taken steps to ensure that your Personal Data is reasonably and appropriately protected and safeguarded and will not be used illegally, regardless of where it is located.

When doing so, Cook takes appropriate steps to ensure the Personal Data remains protected, including:

- Ensuring that the recipient is subject to appropriate data protection obligations;
- Relying on contractual safeguards, such as standard contractual clauses where applicable;
- Conducting risk assessments to evaluate the security measures in place.

Where required by applicable data protection laws, we will seek your consent to transfer your Personal Data.

Data Security

Cook has put in place appropriate technical and organizational security measures to prevent unauthorized or unlawful disclosure or access to, or accidental or unlawful loss, destruction, alteration or damage to the Personal Data that it collects. These measures are intended to ensure an appropriate level of security in relation to the risks inherent to the processing and the nature of the data to be protected and are applied in a

manner consistent with applicable laws and regulations. Cook evaluates these measures on a continuing basis to help minimize risks from new security threats as they become known.

Individual Rights

Depending on your place of residence and subject to certain exemptions, you have the right to access your Personal Data maintained by Cook, to request correction of any inaccuracies, to withdraw consent where processing is based on consent, and any other rights granted by applicable law. You may also ask us to delete your application or profile, if you no longer want to be considered for a position at Cook. If so, we will remove your information from the system in accordance with applicable data protection laws and retention requirements.

We invite you to return to our recruitment database at any time to access and review your information, update it, or inform us about other qualifications that you would like us to consider.

To exercise your individual rights in accordance with applicable data privacy laws, you can submit a request using Cook's [data subject request form](#), or contact Cook using the information set out below. We have appointed an APAC data protection officer (DPO) to oversee compliance with this Privacy Notice and any questions about this Privacy Notice or how we handle your Personal Data, can be sent to the APAC DPO using the contact information below. You also have the right to make a complaint at any time to your supervisory authority for data protection issues, although we welcome the opportunity to address your concerns in the first instance.

Cook may request specific information from you to help us confirm your identity, verify your rights, and respond to your request, including to provide you with the Personal Data that we hold about you. Local law may allow or require us to deny your request, or we may have destroyed or erased your Personal Data in accordance with our internal policies and applicable data protection laws. If Cook cannot respond to your request, we will inform you of the reasons why, subject to any legal or regulatory restrictions.

Retention

Cook retains Personal Data for as long as is necessary to fulfill the purposes outlined above or as otherwise required by applicable laws and regulations. Cook disposes of Personal Data when it is no longer relevant and, in any case, upon expiration of the maximum storage term as set forth by applicable law or in line with our business need, unless the Personal Data is required for a longer period, such as in the case of a claim, lawsuit, or other regulatory investigation.

When assessing the data retention period, we consider the amount, nature, and sensitivity of the information, the potential risk of harm from unauthorized use or disclosure of the Personal Data, the purposes for which we process the Personal Data and whether we can achieve those purposes through other means, and the applicable legal requirements.

Applicants who are recruited for interviews, or who receive employment positions with Cook will likely have their information stored for longer periods than unsuccessful candidates, consistent with employment needs and local laws and as set out in any applicable Cook employee privacy notice.

Changes to this Notice

We reserve the right to update this Privacy Notice at our discretion and at any time. When we make substantial updates to this Privacy Notice, we will notify you by posting an updated notice on our website and listing the effective date of such updates.

Contact Us

If you are located in the APAC region and have questions, concerns or complaints about how your Personal Data is handled, or if you would like to exercise your rights in relation to your Personal Data on file with us, please contact Cook's APAC DPO at:

APAC Data Protection Officer

Cook Asia Ltd.

APAC

*Level 20, 28 Hennessy Road
Five Pacific Place, Wan Chai
Hong Kong
Email: DataProtectionAPAC@CookMedical.com*

For general privacy-related inquiries or if you are located outside of the APAC, you may also contact Cook's Chief Privacy Officer at:

*Chief Privacy Officer
Cook Group Incorporated
750 Daniels Way, P.O. Box 1608
Bloomington, Indiana 47402-1608, USA
Email: Privacy@CookGroup.com*

Working at Cook

Cook is an Equal Opportunity Employer who takes pride in a diverse employment environment. We do not discriminate in recruitment, hiring, training, promotion or other employment practices. For more information about Cook Group, please visit our website at www.cookgroup.com.

We invite you to check our job postings on an ongoing basis. Thank you again for your interest in working with us.

Appendix 1: Jurisdiction-Specific Supplemental Notices

Cook operates across multiple jurisdictions within the APAC, each of which may have distinct legal requirements regarding the handling of Personal Data. In addition to the general privacy practices described above, Cook complies with applicable local laws by providing the following supplemental notices. These notices are intended to supplement the Privacy Notice and inform you of any additional rights, obligations, or disclosures that may apply based on the jurisdiction where you reside or where the role you are applying for is based.

Australia

If you have concerns or complaints about how your Personal Data has been collected or processed by Cook, please contact Cook via the contact information as specified in the Privacy Notice. We will investigate the issue and determine the steps that we will undertake to resolve your concerns or complaints. We will contact you if we require any additional information from you and will notify you in writing of the outcome of the investigation. If you consider that your privacy concerns have not been resolved satisfactorily by us, you have the right to lodge a complaint with the Office of the Australian Information Commissioner (OAIC) on 1300 363 992 or via www.oaic.gov.au.

If you become a Cook employee, the Personal Data your employing entity holds about you which relates to your selection, recruitment and employment will become an “employee record” under the Privacy Act 1988 (Cth). This means your employing entity may be exempt from the requirements of the Australian Privacy Principles in respect of that information.

Mainland China

We will process your Personal Data based on your consent, unless your Personal Data are:

- necessary to conclude or perform a contract in which you are a party;
- necessary for us to comply with legal obligations;
- necessary to respond to public health emergencies;
- necessary to protect individuals' life, health, and property safety;
- reasonably processed in news reporting and public opinion oversight for public interests; and
- publicly available, because of your voluntary disclosure or a legal requirement, and reasonably processed.

In addition to the rights described in the Privacy Notice, you also have the rights as set out below. Please note that the following rights might be limited under applicable laws or regulations.

- right to request an explanation of our data handling practices;
- right to data portability, i.e. request the transfer of your Personal Data that Cook holds about you to a designated entity. If you exercise this right, we will provide a means of transfer subject to the conditions prescribed by the applicable laws;
- right to request deletion of your Personal Data. If you exercise this right, we will erase such Personal Data to the extent technically feasible and to the extent permitted by applicable laws.
- right to restrict processing of your Personal Data. If you exercise this right, we will only process the respective data for certain purposes, except when applicable laws or regulations stipulate otherwise.
- right to object to processing of your Personal Data. If you exercise this right, we will no longer process the relevant Personal Data, except when applicable laws or regulations stipulate otherwise. Please note that this is not an absolute right and does not apply in certain situations where we process your Personal Data based on legal grounds other than your consent.

Your Personal Data may be transferred to Cook's affiliated companies or other third parties outside of the mainland China. We will transfer your Personal Data to such parties only after obtaining your separate consent. Details of the transferees, including their contact information, the types of Personal Data to be transferred, as well as the purposes and manner of processing are listed as follows. This list will be updated from time to time to ensure accuracy and for compliance with applicable laws and regulations.

Name of recipient	Contact details	Types of Personal Data to be transferred	Purpose and manner of processing
Cook Asia Ltd.	Level 20, Five Pacific Place, 28 Hennessy Road, Wan Chai, Hong Kong	The types of personal data set out under the “Data Collection” section of the Privacy Notice.	The purposes set out under the “Data Processing” section of the Privacy Notice.
Cook South East Asia Pte. Ltd.	508 Chai Chee Lane, #02-01, Singapore 469032		
William A. Cook Australia Pty. Ltd.	95 Brandl Street, Eight Mile Plains, Brisbane, QLD 4113, Australia		
Cook Medical Holdings LLC	750 Daniels Way, P.O. Box 489 Bloomington, IN 47402-0489 USA		
Cook Ireland Ltd.	O'Halloran Road, National Technology Park Limerick, Ireland		

India

We process Personal Information based on one or more of the following legal grounds:

- processing for your employment purposes or to safeguard us from loss or liability or to provide any benefit or service sought by you, once you are onboarded as our employee;
- compliance with the law or court orders;
- processing of Personal Data voluntarily shared by you for the purposes set out in the Privacy Notice above, and you do not object to such processing;
- your consent, where required under applicable law; or
- any other legal ground prescribed under applicable law

To enable you to provide us your free, specific, and informed consent where required by applicable law, the table below sets out the Personal Data we collect, the corresponding purposes of processing, and the goods or services provided or uses enabled by such processing:

Itemized list of Personal Data collected	Corresponding Purposes of Processing	Goods or services provided or uses enabled by such processing
<ul style="list-style-type: none"> • Name • Gender • Contact information • Employment history • Education information • Work skills • Salary expectations • Licensure and certifications (if applicable) • Preferred work location • Reference information and results from background checks where applicable. • Any other information you provided in your CV, covering letter, application form, or during an interview (if applicable), including details about the type of employment sought, job preferences, and willingness to relocate, along with any other personal information you voluntarily provide. 	<p>To assess your skills, qualifications, and suitability for the role to which you have applied, carry out background, reference checks and pre-employment medical checks (where applicable and in compliance with local law), verify your identity, communicate with you about the recruitment process or about new positions that match your profile, schedule and facilitate interviews, assist you with obtaining an immigration visa or work permit (if required), complete enrolment in payroll and applicable employee benefit schemes, prepare an employment contract and other administrative purposes necessary for you to commence employment with Cook, keep records related to our hiring processes, ensure compliance with our internal policies, and comply with legal or regulatory requirements.</p>	<p>We process your Personal Data to provide recruitment services, including, without limitation, evaluating your job application, assessing your suitability for the role, conducting interviews, and making hiring decisions. This enables us to match candidates with suitable positions, onboard successful applicants, and maintain our talent database for future opportunities.</p>
<ul style="list-style-type: none"> • Data collected when you use our recruitment database, such as IP address or other unique device identifiers, information collected by cookies or similar technologies on your usage of our recruitment database, mobile carrier (if applicable), time zone settings, operating system and platform, and information about your activity within our recruitment database such as the time you complete a job application, page view history, your application records. 	<p>To keep records related to our hiring processes, administer and improve our recruitment processes and user experience of our recruitment database</p>	<p>We process your Personal Data to provide recruitment services, including, without limitation, evaluating your job application, assessing your suitability for the role, conducting interviews, and making hiring decisions. This enables us to match candidates with suitable positions, onboard successful applicants, and maintain our talent database for future opportunities.</p>

In addition to the rights described in the Privacy Notice, depending on the legal ground under which we process your Personal Data, you also have the right to obtain from us a summary of your Personal Data being processed by us, the processing activities undertaken by us in relation to such Personal Data, and the identities of all other data controllers / data fiduciaries and data processors with whom we share your Personal Data along with a description of such Personal Data so shared; request completion or deletion of, or to update your Personal Data; the right to nominate another person who shall exercise your rights under applicable law in case of your death or disability; and, the right to file complaints / grievances in relation to our processing of your Personal Data; by submitting a request using Cook's [data subject request form](#); or by contacting our APAC DPO or our Chief

Privacy Officer using the contact information provided in the “Contact Us” section in the Privacy Notice, and seek redress if you believe your rights have been violated. Additionally, where we process Personal Data based on your consent, you may withdraw your consent by submitting a request using Cook’s [data subject request form](#), or contacting us using the information set out in the “Contact Us” section in the Privacy Notice. If you file a complaint with us, we will take reasonable steps to investigate and respond to your complaints / grievances within 90 days from the date we receive such complaints / grievances. If after this process you are not satisfied with our response, you can submit a complaint to the Data Protection Board of India in the manner prescribed under applicable law by accessing Cook’s [data subject request form](#).

Japan

Cook Medical Japan G.K., whose address is Nakano Central Park East, Nakano 4-10-1, Nakano, Tokyo, Japan, 164-0001, and whose representative is Kazuo Oshimatani, is responsible for processing your Personal Data. In addition to the rights described in the Privacy Notice, you also have the rights as set out below.

- Right to request deletion of or cessation of processing of your Personal Data if your Personal Data has been used beyond the scope necessary to achieve the purpose for which they were collected, processed or obtained by deceit or in violation of the Act on the Protection of Personal Information (“**APPI**”) (including collection of sensitive Personal Data without consent), if our use of your Personal Data triggers illegal acts, are no longer necessary in relation to the purposes for which they were collected, compromised by data breach, or otherwise processed in a manner which could harm the rights or legitimate interest of you;
- Right to request cessation of transferring of your Personal Data if your Personal Data is transferred to a third party in violation of the APPI, your Personal Data is compromised by data breach, or the transfer could harm your rights or legitimate interest;
- Right to request to disclose the following information (we may refuse your request to the extent we are permitted to do so in accordance with APPI):
 - data security measures we have implemented;
 - your Personal Data that we retain;
 - records on disclosure of your Personal Data to third parties; and
 - in cases where your Personal Data has been shared with foreign companies including our affiliates by way of joint use and external foreign service providers, (i) measures to ensure the data recipients take sufficient data security measures (the “Measures”) and the details of the Measures, (ii) measures and frequency that we audit the data recipients’ implementation of the Measures, (iii) name of the recipient country and rules of the country that could hinder the implementation of the Measures, and (iv) other obstacles that could hinder the implementation of the Measures and measures that we have conducted to solve such obstacles.

We have adopted reasonable and appropriate measures that are designed to safeguard the confidentiality of your information and protect it from loss, misuse, alteration, destruction, or unauthorized access. If you wish to know more about the measures that are in place, please contact us via the contact information set out in the “Contact Us” section of the Privacy Notice.

Malaysia

In addition to the rights described in the Privacy Notice, you have the right to limit the processing of your Personal Data. However, if you exercise this right, Cook may not be able to proceed with your application or evaluate it properly.

The Privacy Notice is available in both English and Bahasa Malaysia. In the event of any discrepancy or inconsistency between the English version and Bahasa Malaysia version of this Privacy Policy, the English version shall prevail

South Korea

The following are the categories of Personal Data processed based on your consent.

Purposes of Collect/Use	Relevant Data Elements
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<p>To assess your skills, qualifications, and suitability for the role to which you have applied, carry out background, reference checks and pre-employment medical checks (where applicable and in compliance with local law), verify your identity, communicate with you about the recruitment process or about new positions that match your profile, schedule and facilitate interviews, assist you with obtaining an immigration visa or work permit (if required), complete enrolment in payroll and applicable employee benefit schemes, prepare an employment contract and other administrative purposes necessary for you to commence employment with Cook, keep records related to our hiring processes, ensure compliance with our internal policies, and comply with legal or regulatory requirements.</p>	<ul style="list-style-type: none"> • Name, gender, contact information, employment history, education information, work skills, salary expectations, licensure and certifications (if applicable), and preferred work location, reference information and results from background checks where applicable. • Any other information you provided in your CV, covering letter, application form, or during an interview (if applicable), including details about the type of employment sought, job preferences, and willingness to relocate, along with any other personal information you voluntarily provide.
<p>To keep records related to our hiring processes, administer and improve our recruitment processes and user experience of our recruitment database</p>	<p>IP address or other unique device identifiers, information collected by cookies or similar technologies on your usage of our recruitment database, mobile carrier (if applicable), time zone settings, operating system and platform, and information about your activity within our recruitment database such as the time you complete a job application, page view history, your application records.</p>

We will provide Personal Data or entrust the processing of Personal Data to third parties as specified below.

(i) Entrusting of the processing of Personal Data to third parties

Name of the entrusted party	Scope of delegated work	Duration of processing
iCIMS	Provision of recruitment database	Until the applicable retention period under Cook's record retention policy has expired.
Microsoft	Provision of HR management database	Until the applicable retention period under Cook's record retention policy has expired.

(ii) Provision of Personal Data to third parties and International Data Transfers

Name of the recipient (Contact Information)	Country where Recipient is Located	Purposes of use and collection by the recipient	Types of Personal Data transferred to the	Time and Method of Transfer	Period of use and collection by Recipient	Legal basis of International Data Transfers
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			recipient			
Cook Group of companies (The contact information set out under the "Contact details" section of the Privacy Notice)	The countries set out under the "Your Location" section of the Privacy Notice.	The purposes set out under the "Data Processing" section of the Privacy Notice.	The types of personal data set out under the "Data Collection" section of the Privacy Notice.	Transferred remotely via network as and when it is necessary for relevant line managers or directors to further review and process your job application.	Until the purpose of processing is achieved.	PIPA Article 28-8(1)(i)(Consent of Data Subject)
iCIMS	Canada	To deliver functional capabilities of the iCIMS system to Cook, and for service maintenance and troubleshooting purpose if necessary.	The types of personal data set out under the "Data Collection" section of the Privacy Notice.	Transferred remotely via network immediately upon collection	Until the applicable retention period under Cook's record retention policy has expired.	PIPA Article 28-8(1)(iii)(Delegation and Storage of Personal Data for Contract with Data Subject)
Microsoft	Ireland	To host and store the Personal Data on the HR management database.	The types of personal data set out under the "Data Collection" section of the Privacy Notice.	Transferred remotely via network immediately upon collection	Until the applicable retention period under Cook's record retention policy has expired.	PIPA Article 28-8(1)(iii)(Delegation and Storage of Personal Data for Contract with Data Subject)

You may refuse to consent to the international transfer of your Personal Data. However, if you do not provide such consent, we may not be able to proceed with your application. If you wish to refuse consent, please contact us through the contact details provided in this Privacy Notice.

We will destroy Personal Data whose purpose of processing is achieved or whose retention period has expired in accordance with Cook's record retention policy. If Personal Data is stored in paper form, we will destroy it by shredding, incinerating, or some other similar method; and if it is stored in electronic form, we will destroy it by technical methods which ensure that the data cannot be restored or recovered.

In addition to the rights described in the Privacy Notice, you have the right under the Personal Information Protection Act of Korea to request suspension of processing of your Personal Data. If you believe your Personal Data has been mishandled by us, you may also file a grievance with us via the contact information set out in the "Contact Us" section of the Privacy Notice, or with the Personal Information Protection Commission.

We use cookies to store and periodically retrieve usage information in order to provide individualized services and convenience to data subjects. Cookies are small pieces of information sent from the website's server (HTTP) to your browser, stored on your computer or mobile device, and automatically transmitted back to the server when accessing the website. You can manage cookie preferences, including allowing or blocking cookies, through their browser settings.

How to Allow/Block Cookies

► On Web Browsers:

- Chrome: Click the ':' icon at the top-right corner > Open a new Incognito window (Shortcut: Ctrl+Shift+N)
- Edge: Click the '...' icon at the top-right corner > Open a new InPrivate window (Shortcut: Ctrl+Shift+N)

► On Mobile Browsers:

- Chrome: Tap the ':' icon at the top-right corner > Open a new Incognito tab
- Safari: Go to Mobile Device Settings > Safari > Advanced > Block All Cookies
- Samsung Internet: Tap the 'Tabs' icon at the bottom > Enable Secret Mode > Start

We use cookies to process behavioral information in a manner that may identify individuals in order to administer and improve our recruitment processes and user experience of our recruitment database during your use of our services. The behavioral information we collect is as follows:

Legal Basis	Types of Personal Data collected and used	Method of Collection	Period of use and collection
PIPA Article 15(1)(i) (Consent)	IP address or other unique device identifiers; information collected by cookies or similar technologies regarding your usage of our recruitment database; mobile carrier (if applicable); time zone settings; operating system and platform; and information about your activity within our recruitment database, such as the time you complete a job application, page view history, and your application records	Automatically collected during visits to and use of the recruitment database	Until the applicable retention period under Cook's record retention policy has expired

We provide behavioral information to third parties as follows:

Legal Basis	Name of the recipient	Purposes of use and collection by the recipient	Types of Personal Data disclosed to the recipient	Period of use and collection of recipient
PIPA Article 17(1)(i) (Consent)	Cook Group of companies	For the purposes set out under the "Data Processing" section of this Privacy Notice	Same as the "Types of Personal Data collected and used" above	Until the applicable retention period under Cook's record retention policy has expired
PIPA Article 17(1)(i) (Consent)	iCIMS	For the purposes set out under the "Data Processing" section of this Privacy Notice	Same as the "Types of Personal Data collected and used" above	Until the applicable retention period under Cook's record retention policy has expired

We collect only the minimum behavioral information necessary to achieve the purposes stated above, and we do not collect sensitive behavioral information such as ideology, beliefs, or medical history that could infringe upon your rights, interests, or privacy.

For any inquiries, exercise of refusal rights, or reports of damages related to behavioral information, please contact us using the details provided in the "Contact Us" section of this Privacy Notice.