

Superior Energy Services and its affiliates (collectively “**Superior**,” “**Company**,” “**we**” or “**our**”) is committed to protecting the privacy and security of individuals’ personal information, in compliance with applicable data privacy laws and our [Shared Core Values](#) .

This Privacy Notice explains the type of personal information we may collect and use about you when you visit our websites, use or consider using our services, or otherwise interact with us. It also provides information on how we manage data security, data sharing within our organisation and/or to third parties, international transfers of personal data, and similar topics. Lastly, this notice lays out the various privacy rights an individual may have and how those rights can be exercised.

We may update this Privacy Notice at any time. Your continued access of Superior’s websites, use of Superior’s services, or interaction with us following update of the notice constitutes your acceptance of and consent to those updates.

1. TYPES OF PERSONAL INFORMATION WE COLLECT

In this Privacy Notice, “**Personal Information**” refers to any information that relates to an identified or identifiable individual, including but not limited to information such as name, date of birth, contact information, governmental identifiers, demographic data, financial data, medical data, professional data, educational data, inferences made about the individual and more.

We may collect, store, and use the following categories of Personal Information belonging to individual representatives of current, former and prospective customers and suppliers, as well as visitors to Superior’s websites, premises, or events (collectively “**Data Subjects**”):

- full name
- title
- role
- department
- employing company
- relevant employment history or professional qualifications
- background checks or site vetting status
- date of birth or age band
- work contact details (e.g., telephone, mobile phone, email address, postal address, other business card information)
- personal contact details (e.g., telephone, mobile phone, email address)
- financial account or billing details
- contact preferences
- interests and marketing preferences
- professional opinions and judgements
- log-in details for user accounts

- device and online identifiers (e.g., IP address, device ID, cookie IDs, similar device data)
- government identifiers (e.g., passport number, social security number, ID number)
- nationality/citizenship and country of residence
- religion (in the context of dietary requirements)
- event registrations, attendance records, and survey responses
- social media handles or LinkedIn URL
- audio or visual information (e.g., photograph for badges, CCTV recordings)
- biometric data (e.g., fingerprint, facial template) (for access control)
- vehicle details (e.g., make, model, license plate)
- correspondence and support records (e.g., emails, chats, tickets)
- emergency contact details
- dietary requirements and allergy information
- accessibility or accommodations for events or site access

“Sensitive Personal Information” is a subcategory of Personal Information which requires particularly careful treatment and includes information such as race, religion, political opinions, sexual orientation, biometrics, geolocation, and government identifiers. Superior heavily limits the amount of Sensitive Personal Information it collects, and asks that no Sensitive Personal Information be shared with us unless explicitly requested.

2. SOURCES OF PERSONAL INFORMATION

We collect Personal Information from a variety of sources including directly from the Data Subject, from the Data Subject’s employer and sometimes from third parties who introduce us in the course of our business relationship. We may also collect Personal Information automatically via our websites and systems (e.g., cookies, logs, device and network identifiers), through site security and access controls (e.g., physical visitor systems, CCTV footage) and from publicly available sources (e.g., the Internet). Lastly, we may collect Personal Information from third-party service providers, for example, in the context of compliance due diligence, background checks, data hosting, analytics, marketing or communications.

3. HOW WE USE PERSONAL INFORMATION

We will only use Personal Information as describe in this Privacy Notice and as applicable law allows. In particular, we may use Personal Information for one or more of the following purposes:

- verifying and authenticating your identity
- maintaining and supporting accounts, billing, and payment
- facilitating and personalizing your user experience
- providing and improving our products and services
- managing our business operations and logistics

- planning and hosting online and in-person events
- communicating with you, including to respond to your requests and enquiries and market our products, services and events
- maintaining and improving our websites and other online assets
- monitoring and analyzing trends, usage, and activities of website visitors
- recruiting and hiring individuals to our team
- preventing, identifying, and responding to suspected fraudulent, violating or illegal activity
- protecting and exercising our legal rights, claims and interests
- complying with applicable laws, regulations, legal process and industry standards
- ensuring the security of our systems, networks, devices, and data
- ensuring the safety of our facilities, assets and individuals
- any other purpose to which you have consented

We will only use Personal Information in line with the original purpose(s) for which it was initially collected, and future purposes that are compatible with those original purpose(s). If it becomes evident that we will need to use your Personal Information for an unrelated and incompatible purpose not yet been disclosed to you, we will notify you and explain the new purpose and legal basis of processing and/or request your explicit consent where required by applicable law.

4. HOW WE SHARE PERSONAL INFORMATION

We occasionally have to share Personal Information with third parties, including but not limited to our service providers, vendors, suppliers and/or entities within the Superior corporate group, pursuant to our contract, business relationship or work-related activity, where required by law or where we have another legal basis.

All of our third-party service providers and all entities within the Superior corporate group are contractually required to take appropriate security measures to protect Personal Information from unauthorized access, use, modification, or disclosure in line with our corporate policies. We do not allow our third-party service providers to use Personal Information for their own purposes. We only permit them to process Personal Information for specified purposes and in accordance with our instructions.

5. INTERNATIONAL TRANSFER

Due to the international nature of our organization, we may transfer Personal Information outside of the country where such information is initially collected to another country for storage or processing, including to a country with weaker data protection laws. In this case, any international transfer of Personal Information is supported, where necessary, by an appropriate international transfer mechanism, such as the Standard Contractual Clauses (SCC), an international data privacy framework, or an adequacy decision.

More specifically, transfer of Personal Information on an intra-Company group basis across country borders is lawfully conducted pursuant to the Company's Intra-Group Data Transfer Agreement ("IGDTA") and/or on

the basis of an adequacy determination for that country. The IGDTA agreement incorporates the regulator approved SCCs and ensures that a recipient of Personal Information outside of the country of collection applies an appropriate level of protection to any Personal Information it imports from the country of collection.

Transfer of Personal Information across borders to a third party is likewise supported by an appropriate international transfer mechanism, whether that be SCC, international data privacy framework, or adequacy decision. We contractually require each service provider to abide by certain minimum data protection requirements and enforce appropriate limitations and security measures.

6. LAWFUL BASIS

We process Personal Information only where we can rely on one or more lawful bases to do so under applicable law. Lawful bases will vary by jurisdiction, but generally include:

- Where processing is necessary to enter into or perform a contract with the Data Subject or their organization (e.g., to provide services, manage the relationship, process payments);
- Where processing is necessary to comply with our legal obligations (e.g., tax, accounting, export controls, health and safety, anti money laundering, lawful requests from authorities);
- Where processing is necessary to pursue our or a third party's legitimate interests (e.g., security, website analytics, business development), provided these interests are not overridden by the Data Subject's interests or fundamental rights and freedoms;
- Where processing is necessary to protect the vital interests of an individual;
- Where processing is necessary for tasks in the public interest or under official authority; and/or
- With the Data Subject's consent (e.g., direct marketing, non essential cookies, biometric data). Where this is the sole relied-upon lawful basis, consent may be withdrawn at any time.

In the limited situations where we collect and process Sensitive Personal Information, we do so only where an additional condition applies under applicable law, such as: explicit consent of the Data Subject; obligations and rights in employment/social security; exercise or defense of legal claims; vital interests where the individual is incapable of consenting; processing of data manifestly made public by the Data Subject; or substantial public interest under applicable law with appropriate safeguards.

For any Personal Information obtained through our use of essential cookies, we process such information on the basis of legitimate interest in providing and securing the websites and services. For non-essential cookies, where required by law, we will only deploy such cookies with and following your consent. You may withdraw consent at any time via our cookie banner, your browser settings, or your mobile OS settings (see Cookies section below).

7. AUTOMATED DECISION-MAKING

Currently, Superior does not utilize any automated decision-making technology to make decisions about Data Subjects. We will notify you if this position changes.

8. DATA SECURITY

We have put in place appropriate physical, technical and organisational security measures to prevent Personal Information in Superior's custody from being accidentally or unlawfully lost, stolen, altered, used, accessed, or disclosed. In addition, we limit access to such Personal Information to only those employees, agents, contractors and other third parties who have a business need to know. They will only process Personal Information on our instructions, and they are subject to a duty of confidentiality.

While we work hard to protect the Personal Information in our custody, no system or method of transmission can ever be said to be 100% secure. We encourage you to practice vigilance when interacting with us or others online, and if you ever have reason to believe your interaction with us is no longer secure, please let us know. We have robust procedures to respond to suspected data security breaches and will notify you and any applicable regulator or third party of any suspected or actual breach where we are legally required to do so.

9. DATA RETENTION

We retain Personal Information for only as long as it is needed or permitted in light of the purpose(s) for which it was collected. Examples of the criteria used by Superior to determine how long information is held include consideration of legal, accounting, or reporting requirements such as applicable statutes of limitation, regulatory investigations and/or litigation.

10. COOKIES

We may use cookies, pixels, web beacons, and similar tracking technologies (collectively "Cookies") on our websites to operate and improve them, provide our services, secure our systems, personalize content, and conduct analytics.

Cookies can be classified as strictly necessary, functional, tracking, or targeted and advertising cookies. We use strictly necessary cookies on our websites to enable core features such as login authentication, security, fraud prevention, and page navigation. Functional cookies are used to remember your preferences (e.g., language, region) and otherwise enhance your experience. Tracking cookies help us understand how the websites and our services are being used by visitors and help us improve performance. And lastly, targeting and advertising cookies are generally used to make advertisements more relevant to an individual, limit ad frequency, and/or measure campaign effectiveness; however, Superior does not currently employ any targeting or advertising cookies. Cookies may be set by Superior ("first party cookies") or by third parties who want to understand our website visitors ("third-party cookies"). Those third parties may use information obtained through their own cookies for their own purposes in accordance with their own privacy policies.

Depending on the specific cookie, it may collect different types of information about you, your device or your visit, including but not limited to device identifiers and attributes, browser type and settings, operating system, IP address, approximate location (from IP address), referring URLs, pages viewed, links clicked, session duration, interaction data, and whether you have visited before.

You can control the cookies placed on your device via our cookie banner which allows you to accept or reject non essential cookies or alternatively via your browser or mobile OS settings. We honor Global Privacy Control

(GPC) where legally required. Because no industry standard exists for Do Not Track (DNT), we do not respond to DNT signals.

11. THIRD PARTY LINKS

Our websites may include links to third-party websites or applications not operated by Superior. If you interact with these third-party links or navigate from our websites to these third-party websites or applications, those third parties may collect information about you and your interaction with their content or features. Any information you provide to or that is collected by those third parties is subject to their own terms and privacy policies, not this Privacy Notice. We are not responsible for, and do not control, the content, security, or privacy practices of such third parties. The placement of such third-party links on Superior's websites does not constitute our endorsement of those third parties, their services, their operators, or their practices. We recommend that you review the applicable third party's terms and privacy and security policies before providing any information to or completing any transactions with them.

12. YOUR PRIVACY RIGHTS

Under certain circumstances and depending on your country or state of residence, you may have various privacy rights with respect to your own Personal Information. These rights will vary by jurisdiction, but generally include:

- **Right to access to your own Personal Information.** This enables you to request that Superior explain in writing which categories of Personal Data we have collected about you, as well as the purposes of collection and third parties to whom the information has been disclosed. It also enables you to receive a copy of the exact Personal Information we hold.
- **Right to correction.** This enables you to ask us to correct any incomplete or inaccurate Personal Information we hold about you.
- **Right to erasure.** This enables you to ask us to delete or remove Personal Information about you from our systems, with some exceptions.
- **Right to object to processing.** Where we rely on a legitimate interest as our legal basis for processing your Personal Information, this enables you to object to our processing on this ground and request that we halt such processing.
- **Right to restrict processing.** This allows you to ask us to suspend our processing of Personal Information about you, for example if you want us to establish its accuracy or the reason for processing it.
- **Right to limit processing of Sensitive Personal Information.** Where we process your Sensitive Personal Information, this allows you to request that we only process it for limited necessary business purposes, by clicking this "Limit the Use of My Sensitive Personal Information" link or by emailing the Data Protection Office below.
- **Right to data portability.** This enables you to request that we provide your Personal Information to you or another party in a commonly accessible format such that it can be moved to an alternate platform.

- **Right to opt out of sale or sharing.** This enables you to request that we not “sell” your Personal Information to a third party or “share” it with a third party for the purpose of “cross-contextual behavioral advertising” (i.e., targeted advertising), as those terms are defined under certain U.S. state privacy laws. We already do not sell Personal Information or engage in targeted advertising, as those terms are defined by such laws.
- **Right to opt out of automated decision-making technology.** This enables you to request that we not use solely automated tools to make decisions or conduct profiling about you and instead seek comparable human review or alternative processes. We already do not use any automated decision-making technologies.
- **Right to withdraw consent.** Where we rely on your consent as our sole legal basis for processing your Personal Information, this enables you to withdraw consent for processing at any time. Withdrawal impacts prospective processing, but not retrospective processing.
- **Right to non-discrimination.** Where you decide to exercise any privacy rights applicable to you, this right prevents us from discriminating against you in retaliation, including by denying you goods or services, providing a different level or quality of goods or services, or charging different prices or rates. We may, nevertheless, offer financial incentives or price/service differences that are reasonably related to the value of your data as permitted by law.

If you have questions about or want to exercise any of the above privacy rights, please contact the Data Protection Office at dataprotection@superiorenergy.com or access the [Data Subject Request\(s\)](#) Form on Superior’s websites.

When you submit your privacy rights request, we may need to request additional specific information to help us confirm your identity and ensure your eligibility to exercise the right. This is another appropriate security measure to ensure that Personal Information is not disclosed to any person who has no right to receive it.

Unless your request is unduly excessive, burdensome or repetitive, you will not have to pay a fee to exercise any of your applicable privacy rights. However, we may deny your request, as applicable and upon justification. If we deny your request and you disagree with our decision, you may have a right to appeal the decision internally to our team or externally to your state Attorney General, supervisory authority, or other data protection regulator. Please contact the Data Protection Office at dataprotection@superiorenergy.com for more information.

13. DATA PROTECTION OFFICER/COMPLIANCE MANAGER

We have appointed representatives from Superior’s Legal/Compliance, HR and IT departments to a Data Protection Council to oversee compliance with this Privacy Notice. If you have any questions about this Privacy Notice or how we handle personal information, please contact the Data Protection Office at dataprotection@superiorenergy.com.

14. CHANGES TO THIS PRIVACY NOTICE

We reserve the right to update this Privacy Notice at any time, and will notify you upon substantial updates. We may also notify you in other ways from time to time about the processing of your Personal Information.

Your continued use of Superior’s websites and services following update of the Privacy Notice indicates your acceptance of and consent to the updates.

15. INTERFACE WITH EXISTING AGREEMENTS

This Privacy Notice supplements Superior’s representations and obligations regarding Personal Information contained in any other existing contract between you and Superior (“**Other Contracts**”). For the avoidance of doubt, nothing in this Privacy Notice shall alter, derogate from or affect in any way the allocation and extent of liability related to data protection set out in any Other Contract.