

PRIVACY NOTICE

for the Mexican subsidiaries of Fontis Energy.

Each subsidiary will be referred to individually as the "Responsible Party," with their names and addresses detailed below.

Name	Address	Phone Number
Paratus Jack Up Operations, S. de R.L. de C.V.	Calle Aviación #117, Colonia Petrolera, Ciudad del Carmen, Campeche, Código Postal 24179	+52 9383180111
Paratus Titania de México, S. de R.L. de C.V.	Calle Aviación #117, Colonia Petrolera, Ciudad del Carmen, Campeche, Código Postal 24179	+52 9383180111
Paratus Oberon de México, S. de R.L. de C.V.	Calle Aviación #117, Colonia Petrolera, Ciudad del Carmen, Campeche, Código Postal 24179	+52 9383180111
Paratus Courageous de México, S. de R.L. de C.V.	Calle Aviación #117, Colonia Petrolera, Ciudad del Carmen, Campeche, Código Postal 24179	+52 9383180111
Paratus Defender de México, S. de R.L. de C.V.	Calle Aviación #117, Colonia Petrolera, Ciudad del Carmen, Campeche, Código Postal 24179	+52 9383180111
Paratus Intrepid de México, S. de R.L. de C.V.	Calle Aviación #117, Colonia Petrolera, Ciudad del Carmen, Campeche, Código Postal 24179	+52 9383180111

This notice informs you of the practices governing the handling of personal data (hereinafter "personal data" or "personal information") in compliance with the Ley Federal de Protección de Datos Personales en Posesión de los Particulares (the "Law"), its regulations, and other applicable legal standards. This Privacy Notice is provided because we intend to collect personal data from you, the data subject (the "Data Subject").

The Responsible Party collects, stores, and uses personal data from employees, clients, suppliers, and/or job applicants or candidates for open positions. This data is voluntarily provided according to the nature of the relationship and is used to carry out activities related to the company's corporate purpose. The Responsible Party is obligated to implement legal security and confidentiality measures to safeguard the personal data collected for the purposes specified in Section I of this Privacy Notice.

The foregoing is done to ensure that you have full knowledge, control and decision over your personal data, for which we recommend that you carefully read the following information:

I. Personal data subject to processing and Purposes of Processing.

Depending on the purposes for which you provide us with your personal data, we will request the following data categories:

Primary Purposes: (i) Managing tax-related matters and/or issues related to invoicing, payroll, insurance, and general payments; (ii) Responding to your inquiries and feedback submitted through our communication channels; (iii) In the case of your resume, contacting you to assess recruitment, selection, and/or hiring opportunities; and (iv) Addressing medical or health-related matters connected to the recruitment process or employment relationship once established.

Secondary Purposes: (i) Administrative, commercial, and marketing purposes, for which it is necessary to collect the following information:

- **Identity Information:** Includes your photo, full name, nationality, date and place of birth, age, gender, marital status, names of dependent family members and beneficiaries, federal taxpayer identification (RFC), unique population registry key (CURP), landline phone, mobile phone, and email address. For job candidates, the social security number is also collected.
- **Education:** Includes academic history, degrees obtained, affiliations, professional licenses, certificates, and recognitions.
- **Work Experience:** Includes job title, workplace address, phone number, and personal or work email, as well as professional and personal references.
- **Financial and Asset Information:** Includes details about bank accounts and payment methods.

Under Article 8 of the Law, explicit consent is required to process 'financial and asset' personal data. If you do not object to the processing of this data for financial and/or asset-related purposes, it will be assumed that you consent, in line with the provisions of Section IV of Article 10 of the Law.

If you do not express any objection or refusal within five business days from the date this Privacy Notice is provided to you, using the mechanisms outlined in Section II, it will be presumed that you consent to the processing of your data for secondary purposes.

II. Sensitive personal data.

Additionally, you are informed that you will be asked for personal health data and preferences, only to comply with the purposes set forth in this privacy notice, in order to evaluate the conditions under which you will provide your services, social security and to carry out procedures before insurance companies that provide coverage for, without limitation, major medical expenses, minor medical expenses, wellness programs, life insurance, among other non-exhaustive purposes.

III. Transfers.

The Responsible Party does not transfer data to third parties, except in cases specified in Article 37 of the Law, including those that, by Law, by order of a competent authority or that, due to a contractual relationship, are indispensable for the correct execution of the contract.

IV. Means to exercise ARCO rights, Revocation of Consent, Limitation of Use and Disclosure and other rights.

To limit the use or disclosure of personal data, the Responsible Party safeguards this data using computer programs with restricted access, available only to authorized personnel.

For physical documents containing the Data Subject's personal information, the Responsible Party stores them in locked files, accessible only to authorized staff.

Additionally, to restrict the use or disclosure of personal data in electronic media and physical documents, the Responsible Party implements all security measures established by the Law.

To restrict the use or disclosure of your personal data or to exercise your rights of access, rectification, cancellation, or opposition, please contact us at privacy@fontisenergy.com. Your request should include the following information:

1. Full Name: Provide your complete name.
2. Identity Verification Documents: Attach a copy of an official ID (e.g., ID card, passport).
3. Representation Details: If you are acting on behalf of someone else, include the full name of the person you represent, as well as documents proving your identity, authority, and a document verifying your representation.
4. Contact Information for Notifications: Provide a postal address or email address where you can receive updates regarding your request.
5. Description of the Request: Specify whether you are seeking to limit the use or disclosure of your personal data.
6. Detailed Description of the Data: Clearly identify which specific personal data you want to restrict in terms of its use or disclosure.

The Responsible Party will respond to your request via e-mail within 20 (twenty) days, which may be extended as per legal provisions, from the date of receipt of your request, with the applicable legal effects.

The Data Subject understands, acknowledges and accepts that the cancellation and/or opposition to the use of his/her personal data generates the impossibility for the Responsible Party to exercise the legal relationship maintained with the Data Subject for the fulfillment of the obligations inherent to its corporate purpose, and others that it may contract with the latter.

The Responsible Party acknowledges that it has implemented training, as well as policies and internal procedures applicable to its staff.

V. Changes to the Privacy Notice.

If the Responsible Party requires to modify the content of this privacy notice, it will inform the Data Subject to obtain their consent regarding the new treatment of their personal data.

The foregoing will be carried out by making the new Privacy Notice available to the Data Subject, at the address provided in the introductory section of this document and via the email address provided by the Data Subject. This process will comply with the requirements of the Law and its regulations, if applicable, for expressing the Data Subject's consent. This will apply only to new aspects of personal data processing that are different from those already covered by consent in this Privacy Notice.

VI. Use of tracking technologies on our website.

We inform you that we do not use cookies, web beacons or other technologies on our website monitoring or data tracking technologies.