

Environmental, Social & Governance Report

Aspiring to help the world reach Net Zero—together with our Customers



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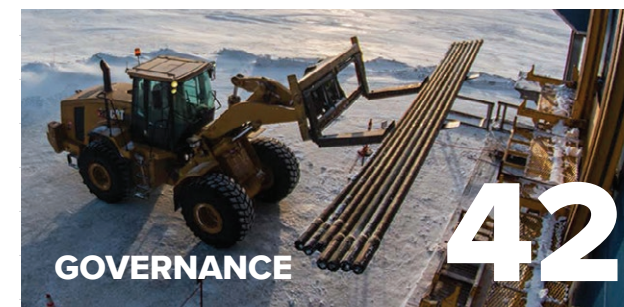
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A Message from our CEO



Sandy Esslemont

President and Chief Executive Officer
Parker Wellbore

At Parker Wellbore, we are pleased to present this inaugural Environmental, Social, and Governance (ESG) report, which will provide tangible examples of how we are pursuing excellence in all areas of this increasingly prominent part of our business. You will also learn how essential these practices are to achieving our overall strategic goals.

Let us be clear, though. While this report represents a new forum for sharing our ESG accomplishments, environmental stewardship, social awareness, and strong corporate governance, these tenets are ingrained in our mission, vision, and values, and have been since our founding in 1934.

At all levels of our company, we take pride in our ESG practices, and we have plans in place to continue our ESG performance in the years to come. Research shows that focusing on ESG performance can create value for companies, from increasing top-line revenue growth to reducing regulatory risk and enhancing reputation. It is good for business, and it is what our stakeholders expect from a leading oilfield services (OFS) company.

Because of COVID-19, the past year and a half has led to tremendous change—and, in some cases, tragic losses—for our world and industry. Wide variations in energy demand, lockdowns, working from home, and essential efforts to increase efficiency are just some of the factors that have forced all of us to examine how we do things personally and professionally.

One important question we have had to ask ourselves: What do long-lasting, sustainable operations look like now and in the future for Parker Wellbore, our partners, and our industry as a whole?

Without question, Parker Wellbore will continue to play a vital role in helping to deliver reliable and affordable energy to the world for decades to come.

Importantly, our customers are innovating and engaging in ESG commitments as well, and we fully support them. As a global OFS company, we align closely with their priorities and the worldwide drive for environmental protection. Our business is built on understanding our customers' operational needs ensuring our processes are in lockstep with them and contributing to their ESG strategies while we engineer our own.

At Parker Wellbore, we set a baseline to begin tracking emissions. This goes hand-in-hand with our capital light model and our intense focus on operational efficiency and agility. A practical way to achieve net zero is to develop and scale new, efficient technology to curb carbon emissions. This baseline lays the foundation to develop specific emission reduction targets in the future.

We have also laid the foundation for great success. In 2020, we created our new global GeoMarket structure, which helps us operate in ways that are more agile and better able to serve local communities. Our GeoMarkets have embraced technology to minimize emissions through innovation. This year we made technology advancement a priority in our service offerings. Our energy transition technology is focused on fuel efficiency. Technology that enables Parker Wellbore to track and quantify data on fuel consumption in real time using direct measurements will lead to greater transparency and a path toward reducing emissions at the wellsite. Our GeoMarket vice presidents, in collaboration with our Technology and Service Delivery Group, are driving this effort every day and they are laser focused on ways that they can utilize technology to improve fuel efficiency and help our GeoMarkets grow sustainably and prosper ethically.

Parker Wellbore, which invests significantly in technology development, now has a core technology and engineering services group focused on automation and the advancement of digital real-time operational data surveillance and analysis. This will improve our carbon footprint and take our developed technology to the next level to provide tangible value for customers.

Sandy Esslemont
President and Chief Executive Officer

Parker Wellbore's new GeoMarket structure and our journey toward agility within this structure is one in the same with our journey towards ESG and the energy transition. We have incorporated ESG guiding principles into our global strategy which has been executed across the world within our new GeoMarket structure. Parker Wellbore is committed to continuously improving sustainability performance. We are building an ESG program that embraces our dedicated stewardship of the environment and that of the local communities in which we operate.

Our GeoMarkets are already participating in the energy transition, and are active in both geothermal and Plug & Abandonment (P&A) projects. We have a long history of drilling geothermal wells, which includes work in Hawaii, Ascension Island, Colombia, the Philippines, New Zealand, and Indonesia. We are currently operating a contract for geothermal wells in Indonesia—with prospects for additional work to follow—and are providing equipment for geothermal projects in continental Europe. We are actively engaged in contract discussions for geothermal work in other international markets, including Africa and Asia. Our P&A activity includes projects in the Gulf of Mexico, the Middle East, and the North Sea. Additional P&A projects include rental tools, as well as full-service machine shop and inspection services, in support of activity in the North Sea. We are excited that our growing P&A business provides solutions to mitigate methane leaks and address methane emissions, a highly potent greenhouse gas.

As we shift to a lower carbon future, it is encouraging to see our industry acknowledge the problem and embrace the long-term strategic goals of environmental awareness and corporate social responsibility. At Parker Wellbore, we are encouraged about the prospects and the ongoing collaboration between industry and government to find sustainable energy solutions that work for everyone and protect the environment.

I am proud—as are all employees at Parker Wellbore—that we already incorporate basic ESG concepts into our everyday business. Parker Wellbore crews operate safely and efficiently in environmentally sensitive areas like Prudhoe Bay, Alaska, St. John's, Newfoundland, Canada, and Sakhalin Island, Russia. Whether we are striving to provide a healthy work environment during a pandemic or preparing local suppliers to participate in our global supply chain and preserving the principles and guidance contained in the United Nations Universal Declaration of Human Rights, we are laser focused on the “S”—or social—in ESG.

Of paramount importance is the Board's responsibility to oversee risk. Our Board's ongoing risk management oversight, their oversight of financial reporting and internal controls, and their focus on a robust anti-corruption ethics and compliance program are just more aspects of Parker Wellbore's active governance approach—including the Board putting sustainability at the heart of our strategy.

We believe we are taking the right steps for the right reasons, and ESG is vital to positioning Parker Wellbore for success. We have established ESG commitments that provide a clear framework to build on as we expand our business and our focus on sustainability efforts. And they involve every team at Parker Wellbore executing and reinforcing these efforts everywhere we operate through our GeoMarket leaders.

Thank you for your interest in Parker Wellbore's dedication to ESG. Throughout this report, you will learn more about our commitment to operating responsibly, respecting the environment, promoting inclusion and diversity, enhancing gender equality, hiring from within the local communities in which we operate, and working each day with the highest regard for honesty and integrity. It's what we do, and it's the right thing to do. I am confident that you will share my pride in our ESG story and embrace the energy transition to a low carbon future.

Sincerely,

Sandy Esslemont
President and Chief Executive Officer
Parker Wellbore

Leadership Corner

Words of ESG Encouragement from our CAO



Jennifer Simons

Chief Administrative Officer
Parker Wellbore

Parker Wellbore provides advanced subsurface wellbore construction solutions for modern transitioning energy markets. Our long-standing and ever-expanding commitment to ESG—something that exemplifies our legacy, our future, and our values—makes me tremendously Parker proud. It is truly my honor to share this, our inaugural ESG report, with you.

Environment

Back when the industry relied on cable drilling—literally pounding the ground until striking oil—Parker expanded safer and more environmentally friendly drilling operations after purchasing its first rotary drilling rig at the Chicago World's Fair. When our customers made discoveries in environmentally sensitive jungles, Parker met their ecological and logistical challenges with the world's first heli-rig. Parker then pioneered and has continually improved extended reach drilling in pristine and inhospitable arctic locations.

Today, we embrace the energy transition, and Parker Wellbore will do what we have always done: innovate to meet modern environmental challenges. Make no mistake: The challenges are big and complex. Access to energy improves quality of life (from education to human rights to medical care and beyond) across geographies and cultures. Even as greener energy sources come online, natural gas and oil continue to be the most abundant, reliable, and affordable energy sources to meet the exponential global energy demand growth. At the same time, they significantly contribute to greenhouse gases (GHGs) which are a central focus of climate science and policy.

How can Parker Wellbore innovate and contribute while research and development continues to make alternative energy sources become more abundant, reliable, and affordable?

- For starters, we will continue building our geothermal energy offerings. This clean energy source remains largely untapped globally.
- Next, we can tackle GHGs, starting with tackling our own Scope 1 emissions in terms of fuel combustion. We can offer Plug and Abandonment (P&A) services to customers addressing their own Scope 1 fugitive emissions.
- We can employ technology to minimize Scope 3 emissions arising from business travel, employee commuting, logistics, and transportation of items.

Not only can we participate in these ways—we will. This report will shine light on what we see as our starting point and trajectory; we prioritize actions that will have the most material positive impact.

Social

Today's savvy investors and employees know that a company's sustainability and profitability closely relates to how it manages social factors ranging from workforce challenges to safety concerns to changes in social dynamics. While corporate responsibility in the form of supporting charitable efforts is undeniably a benefit to society, companies must do more to maximize strategic opportunities and minimize company risk around a much more complex tapestry of ever-changing societal pressures impacting our work.

In this ESG Report, you will see highlights of our efforts and successes in:

- Recruiting, retaining, developing, and rewarding a workforce that reflects the diversity of the communities where we work;
- Safeguarding the health, safety, and security of our people; and
- Respecting basic human rights of our employees, associates, and suppliers.

The Parker legacy has always centered around people. We work globally and hire locally, with the desire to enhance livelihoods, treat employees fairly, and eliminate income inequality. We are dedicated to the wellness of our employees, including development of mental wellness programs. We ensure the integrity of our supply chain: buying locally when we can and ensuring we are not directly or indirectly supporting human rights abuses, exploitation, or any form of compulsory labor.

Even in light of Parker's history of prioritizing people, however, we have room to grow and continually improve. For example, we are not yet satisfied with diversity, equity, inclusion, and belonging (DEI&B) at the highest levels of leadership and across our global team. We are committed to honest conversations about barriers to achieving those goals, to being agile enough to tear those barriers down, and to remain dissatisfied with the status quo.

What will these efforts look like at Parker? For starters, we trust that if we build a diverse talent pipeline and consistently apply our world-class competency assurance, career development, and succession planning programs, the future of the Parker Wellbore board, executive team, and global leadership team will increasingly reflect the diversity of the communities where we work. As executive sponsor of our ESG program, I am proud of the ways we are working alongside customers, peers, and industry groups to proactively and effectively build DEI&B in our industry and in our company.

Governance

From a Governance standpoint, Parker Wellbore excels at risk mitigation. Our qualified and active Board of Directors ensures the Company's delegation of authority provides a structure for responsible decision making, that the Company adopts and follows standards for material decisions and documents, that internal controls are in place to detect and resolve irregularities, that cybersecurity risks are managed to a high standard, and much more. In addition, the Company's Code of Conduct and Ethics Helpline continues to be central in how we do business. We continue to build our robust Enterprise Risk Management systems and reporting.

Embracing ESG

With increased focus on ESG, we have the opportunity to learn more about how we become an increasingly sustainable company for all our stakeholders. The Parker Wellbore Executive Leadership Team considers ESG a foundational component of Parker Wellbore's future. As the executive sponsor of our ESG program, I am proud of this inaugural ESG Report that shares with our employees, communities, and investors our plans for continuing our commitment to ESG growth at Parker Wellbore. Many thanks and kudos to Pat Garcia, our Chief Integrity and Compliance Officer, who took on the challenge of building the ESG program and putting together this report, and to all the Parker people who contributed content, helped build methods of gathering data, and will continue to be a part of our ESG efforts moving forward.



The Parker legacy has always centered around people. We work globally and hire locally, with the desire to enhance livelihoods, treat employees fairly, and eliminate income inequality.

➤ Today, we embrace the energy transition, and Parker Wellbore will do what we have always done: innovate to meet modern environmental challenges.

About this ESG Report

In this inaugural Parker Wellbore ESG report, we share how we have gained a greater understanding of our position along our ESG journey and how fundamental ESG is to achieving our strategic plan. We will highlight some of our ESG achievements and will share some baseline data on ESG challenges (especially around the energy transition and greenhouse gases). We will provide some insight about where our curiosities and our customers' needs are drawing us more deeply into aspects of ESG.

Guiding Principles and Materiality Assessment

We believe there is no one-size-fits-all ESG program that will be successful or impactful in every company. In order to gain momentum, we set out to develop a level of alignment among our board members, executive management, leaders, employees, and key customers, investors, and other stakeholders to maximize ESG in the most relevant ways.

This included engaging a global team of Parker leaders and an independent third-party ESG consulting firm in an ESG Materiality Assessment. As we refine our ESG program, we will focus our ESG journey on these material areas, which may change from time to time as we become more knowledgeable and achieve goals.



Left to right: Parker Wellbore Receptionist Diamond Byrd, Cotti Villagomez, Executive Assistant to CFO & Finance Organization, and Elisa Rosique, Senior GeoMarket Controller-LATAM.

The ESG factors identified as most relevant to our operations include:

- Environmental & Regulatory Compliance
- Ecological Footprint
- GHG Emissions
- Occupational Health & Safety
- Workforce Diversity & Inclusion
- Gender Equality & Women in the Workplace
- Ethics and Integrity
- Enterprise Risk Management
- Cybersecurity
- Supply Chain Integrity (Human Rights)

Other ESG areas that are relevant to us include:

- Helping communities / Charitable contributions
- Hiring locally
- Developing energy transition technology and other low carbon technologies

For some of these material ESG factors, we are already able to set baselines and targets, measure, and report progress. For others, we have more work to do to determine how to efficiently track meaningful data that will help us continually track closer to our goals. This ESG report sets a starting point from which our ESG programs will become more and more ingrained in how we do business globally.

We Welcome Your Feedback

Please feel free to send us your comments or questions to:

esg@parkerwellbore.com

The information covered in this report applies to our global operations for fiscal year ending Dec. 31, 2020, unless otherwise stated. Given the COVID-19 impact in 2020, we also include certain 2021 data where relevant.



Starting our ESG Program from a History of Strength

Parker is committed to continuously improving our safety, environmental, security, and sustainability performance. We are driving improvement by establishing and building upon an ESG program that embraces our dedicated stewardship of the environment. Our ESG program incorporates corporate leadership, community engagement, emergency preparedness, and risk management—processes that are foundational components of our culture.

Parker's ESG program builds on our company's proud history of helping our customers solve problems. Our record of accomplishment includes contributions toward operating in an environmentally responsible manner, steadfast commitments to protecting employee health and safety, and a reputation for delivering exceptional customer service. We are technically innovative and have operational expertise in remote, ecologically sensitive, and environmentally harsh areas. We are also focusing on building new energy transition technologies at the wellsite to track fuel consumption and ultimately lower emissions. As an industry leader, we are known for our numerous world records for extended-reach drilling, safety performance, and best-in-class standards for environmental protection.

We have established ESG commitments that provide a clear framework to build upon as we expand our business and our focus on sustainability efforts.* These commitments are a combination of cost-effective solutions and operational excellence that we extend to our customers. We strive to achieve financial, environmental, and social benefits—while improving our company's competitiveness—by focusing initially on these key areas:

- **Contributing to a lower-carbon economy, including through:**
 - Increasing efficiencies at Parker-owned and managed rigs to lay a foundation for reducing greenhouse gas emissions.
 - Pursuing geothermal projects to utilize the earth's heat to support a cleaner, greener environment.
- **Minimizing our ecological footprint, including protecting the integrity of the environment where we operate.**
- **Respecting the dignity of people, including:**
 - Hiring from within local communities.
 - Empowering women in the workplace.
 - Improving inclusion and diversity.
 - Prioritizing health, wellness (both physical and mental), and safety.

We have continued to build upon the foundation we established for our ESG program by conducting a baseline assessment of our Scope 3 emissions from our operations resulting from diesel fuel and consumed on certain Parker-owned assets.

➤ Sustainability is deeply embedded into every decision our executive leadership team makes.

Environmental, Social & Governance (ESG)

MISSION

Every day, we partner with customers to sustainably and safely construct the most cost-effective wellbores to benefit all our stakeholders.

VISION

Parker Wellbore will be the global partner of choice for minimizing risk and optimizing performance in wellbore construction.

VALUES

Our culture is built on a strong set of values that our employees live every day. Our Core Values of Trust, Collaboration, Ownership, Innovation, and Tenacity drive us to do the right thing, align with customers, seek partnerships, own solutions, improve performance outcomes, and push limits.



At Parker Wellbore, we align with the United Nations Sustainable Development Goals (UNSDGs) and the goals for reducing emissions outlined in the Paris Agreement. We believe that achieving the SDGs and goals of the Paris Agreement requires collaboration among governments, private companies, and individuals.

Parker's ESG Guiding Principles Orient the Company Toward Sustainability

Pursuing excellence in ESG aligns with our mission, vision, and values, and supports our strategic plan. Our strategic plan hinges upon running a safe, efficient, responsible, and profitable global wellbore construction business. Our leadership team and stakeholders—including customers, investors, employees, and the communities where we work—appreciate that companies which excel in ESG performance also achieve safe, responsible, and profitable operations. As members of the industry API Energy Excellence program, we affirm our commitment to continuously improve safety, environmental, security, and sustainability performance through corporate leadership, community engagement, emergency preparedness, and risk management—matters that have long served as foundational components of our Operational Discipline culture. Parker Wellbore helps our customers meet their carbon-neutral goals. We contribute to the achievement of the United Nations Sustainable Development Goals (UNSDGs) and the goals to reduce emissions outlined in the Paris Agreement.

Our Future ESG Goals

1. Improve methods to track diesel consumption arising out of rig engine activity at the wellsite that are Parker Wellbore-owned assets.
2. Determine how to establish a generally accepted approach for setting specific milestones for increasing gender diversity in U.S. operations based on the percentage of employees.
3. Advance human rights through increasing the number of supplier contracts that include supply chain management human right commitments for newly onboarded suppliers.
4. Increase local hiring and GeoMarket community-based activities that help build up communities where we work.
5. Embark on a feasibility study to evaluate our capability to map data to measure the percentage of Parker Wellbore's spending on local suppliers in every GeoMarket around the world.
6. Identify enabling sustainable technology solutions with capacity to lower carbon emissions and increase efficiency in our operations, including real time data measurement technology and digital architecture for fuel usage at the wellsite that supports automation and is capable of integrating with data systems.

Environmental

The **E** in ESG at Parker Wellbore

Parker commits to:

- Using energy efficiently
- Advancing best practices for a positive environmental impact

- 10** Greenhouse Gas Emissions—Driving the Energy Transition
- 12** Using Technology for Efficient Use of Energy in Our Operations
- 14** Operations in Alaska
- 15** Operations in the Russian Federation
- 16** Special Focus—Canada
- 17** EAFC GeoMarket: Ukraine
- 19** Technical Services—Custom Solutions for Complex GHG-Reduction Projects

- 21** United Nations Sustainable Development Goals
- 22** Methane Emissions
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When it comes to the “E” in ESG, we understand the responsibility we have in protecting our environment.

We join our customers in ongoing efforts to turn the tide of climate change through alignment with goals to substantially address global greenhouse gas emissions described in the Paris Agreement and the objectives for nations to protect the environment and empower society set forth by the United Nations. As a leader in wellbore services, we support industry efforts to produce abundant energy while lowering greenhouse gas emissions.

We have always prioritized protecting the environment during our operations and in the communities in which we live and work. Parker Wellbore is known as the industry leader for drilling in the world’s most fragile and sensitive environments. This is not by accident. Our consistently strong performance is the result of our comprehensive environmental compliance programs, best practices approach, superior technology, and trained and competent employees. Standardized processes and procedures help our employees maintain high awareness of our expectations and requirements for protecting the environment and improve our capabilities to manage risks associated with drilling operations.

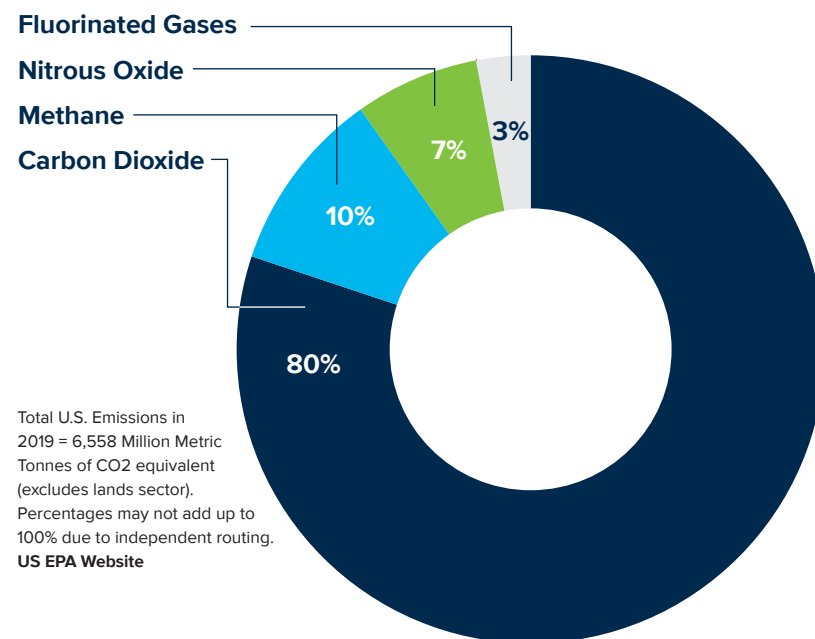
Helping Customers Reach Net Zero

For decades, we have actively deployed elements of energy transition solutions including geothermal and plug and abandonment (P&A) work. Building on this tradition, Parker Wellbore now has a core technology and engineering services group focused on automation and the advancement of digital real-time operational data surveillance and analysis to reduce health, safety, and environmental risks, and to minimize our greenhouse gas footprint by monitoring our fuel usage and tracking our diesel consumption. Using energy transition technology and other low carbon technologies to improve and enhance performance optimization, we avoided emissions by 162 tonnes at one international land well. At a domestic location, we already saved more than 34,000 gallons of diesel fuel over a 180-day period using parallel power technology systems to boost efficiencies. We took our developed technology to the next level and avoided carbon emissions to provide tangible value for our customers. We will multiply outcomes like these.

Climate change poses an existential threat. Parker recognizes the impact of GHG on the quality of the natural environment and how our contributions might impact climate change. We support the ambitious—and admirable—goals of the Paris Agreement. We are committed to identifying cost-effective ways to mitigate the impact of our operations to support these goals.



OVERVIEW OF U.S. GREENHOUSE GAS EMISSIONS IN 2019



Greenhouse Gas Emissions—Driving the Energy Transition

While climate change poses an existential threat, we see an opportunity to be a part of the solution for addressing that threat while continuing to supply affordable, abundant, and reliable energy that is central to providing a safe, healthy, and modern lifestyle to communities around the globe.

Sustained reductions in emissions of CO₂ can limit climate change. Therefore, to tackle the problem of CO₂, we must understand and embrace the challenge. Every year the world adds an approximate range of 40 to 50 billion tons of greenhouse gases (GHG) to the atmosphere—30% to 40% of which is from carbon dioxide (CO₂). According to the EPA, “CO₂ is the primary greenhouse gas emitted through human activities.”*

A practical way to achieve net zero is to develop and scale new, efficient technology to minimize carbon emissions. We are in a position to be leaders in developing new, sustainable, and impactful improvements in operational processes and enhancements in technology to limit carbon emissions.

As the most abundant, affordable, and reliable energy source today, hydrocarbons are a component of the energy mix. A future where extracting hydrocarbons with carbon neutral drilling solutions made possible through technological advancements is upon us. Parker Wellbore is part of the solution with our focus on driving down emissions with technology.

In support of the race to zero, we have a balanced approach to help the world decarbonize our economy and limit CO₂:

- We will continue to provide the world with energy but at the same time, we will do our part to address emissions from diesel combustion in rig activity at the wellsite in our operations.
- We are improving efficiency in our operations through technology and investing in new energy transition technology, including identifying enabling technologies focused on fuel efficiency.
- We know we can mitigate climate change while also providing much needed energy to our communities.
- We are building tools to measure our CO₂ footprint at the wellsite on Parker Wellbore-owned assets and always searching for ways to deliver for our customers with greater efficiency.
- We are committed to collaborating with our customers for a lower carbon future and establishing organizational and operational boundaries for well activities with customers for reporting emissions.



BACKGROUND ON THE GHG BASELINE

Parker Wellbore conducted a greenhouse gas (GHG) emissions study in 2021 to establish a baseline and to have a better understanding of historical and future GHG emissions trends. This study was limited to GHG emissions resulting from fuel combustion by stationary equipment, including diesel engines and power generators used to power drilling rig operations. The GHG inventory included both owned and customer-controlled assets. These emissions are reported by the operators as their own Scope 1 emissions. Technically, these are Scope 3 (value chain) emissions for Parker Wellbore, however it is important to know this level of information to help understand our footprint. It does not include Scope 2 emissions (purchased heat and electricity) or emissions from mobile sources (such as vehicle fleet).

The Parker Wellbore baseline study was conducted for 2018-2020, documenting three years that can be used as a reference point to track GHG emissions over time. A multi-year average may help smooth out unusual fluctuations over time. It potentially creates a level from which to establish an emissions reduction target.

Baseline Scope

The scope of this baseline covers fuel consumption and emissions while working on contract for customers, even when some aspects of operations may be regulated by specific contractual arrangements with customers, for example, the customer's choice of fuel. In some cases, our customers purchase and control fuel used in our equipment, but Parker Wellbore does not have access to the data on actual levels of fuel consumption. Some customers may designate services provided by Parker Wellbore as "captive" to their operations. In such cases, for the purposes of GHG accounting, customers may aggregate and report fuel usage with respect to greenhouse gas emissions as though it is wholly owned by them. As a result, some data and emissions accounted for in this inventory may be reported to several mandatory and voluntary reporting programs by our customers.

This baseline is not meant to show improvements, fluctuations or changes, but rather was designed to gather certain data to inventory emissions. Information was just collected to set a baseline to use for future plans on addressing emissions. Given that 2020 was a unique year, we determined a three-year baseline was more appropriate to get a view and understanding of certain Scope 3 emissions data.

Baseline Results: Absolute GHG Emissions from Fuel Usage

The baseline was performed at the wellsite after we collected information from our GeoMarkets on fuel usage arising out of Parker-owned rig engine diesel consumption data on certain assets (outlined below). This illustrates the starting point to understand certain emissions and will be used in the future for tracking our progress.

YEAR	ASSET TYPE	FUEL USAGE (gallons)	GHG EMISSIONS (tonnes)			
			CO ₂	CH ₄	N ₂ O	All GHGS (tonnes CO ₂ e)
2018	Owned Assets	2,537,606	25,652.91	1.04	0.21	25,740.77
	O&M Contracts	1,209,410	12,226.04	.50	0.10	12,267.92
2019	Owned Assets	2,537,606	25,652.91	1.04	0.21	25,740.77
	O&M Contracts	3,749,473	37,903.79	1.54	0.31	38,033.61
2020	Owned Assets	1,176,457	11,892.92	0.48	0.10	11,933.65
	O&M Contracts	803,224	8,119.87	0.33	0.07	8,147.68

*The results of our preliminary baseline have not been audited and represent our assumptions of certain of our Scope 3 data based upon our own estimations. They should not be relied upon. The results are subject to being updated. We reserve the right to update them as we continuously update and enhance our process for data collection, analysis and reporting. All rights are hereby reserved. Read more about our disclaimer in our end notes or contact Parker Legal Department for additional information on our baseline data disclaimer.



Kyle McMullen
Senior Engineering Manager



Serving customers is at the core of who Parker Wellbore is. A great many have already set ambitious net zero goals and we are excited to help them through this process. Key to this objective is understanding our own emissions footprint. Therefore, we began a global initiative to gather fuel usage data from our operations around the world. I am proud to have been a part of this first step and look forward to building towards increased fuel efficiency and minimize GHG emissions at all Parker Wellbore U.S. and international locations. We are eager to continue this journey and set an example for others in the industry to follow.

Using Technology for Efficient use of Energy in our Operations

Efficient Operations through Technology for Better Performance and Less Energy Consumption



Operations in Alaska

At Parker Wellbore, we are making the use of energy as efficient as possible in business and low-emissions technology in our operations. Two significant ANAO GeoMarket operations in particular demonstrate our innovation.

Parker is structured around five GeoMarkets throughout the globe.



Operations in Russia



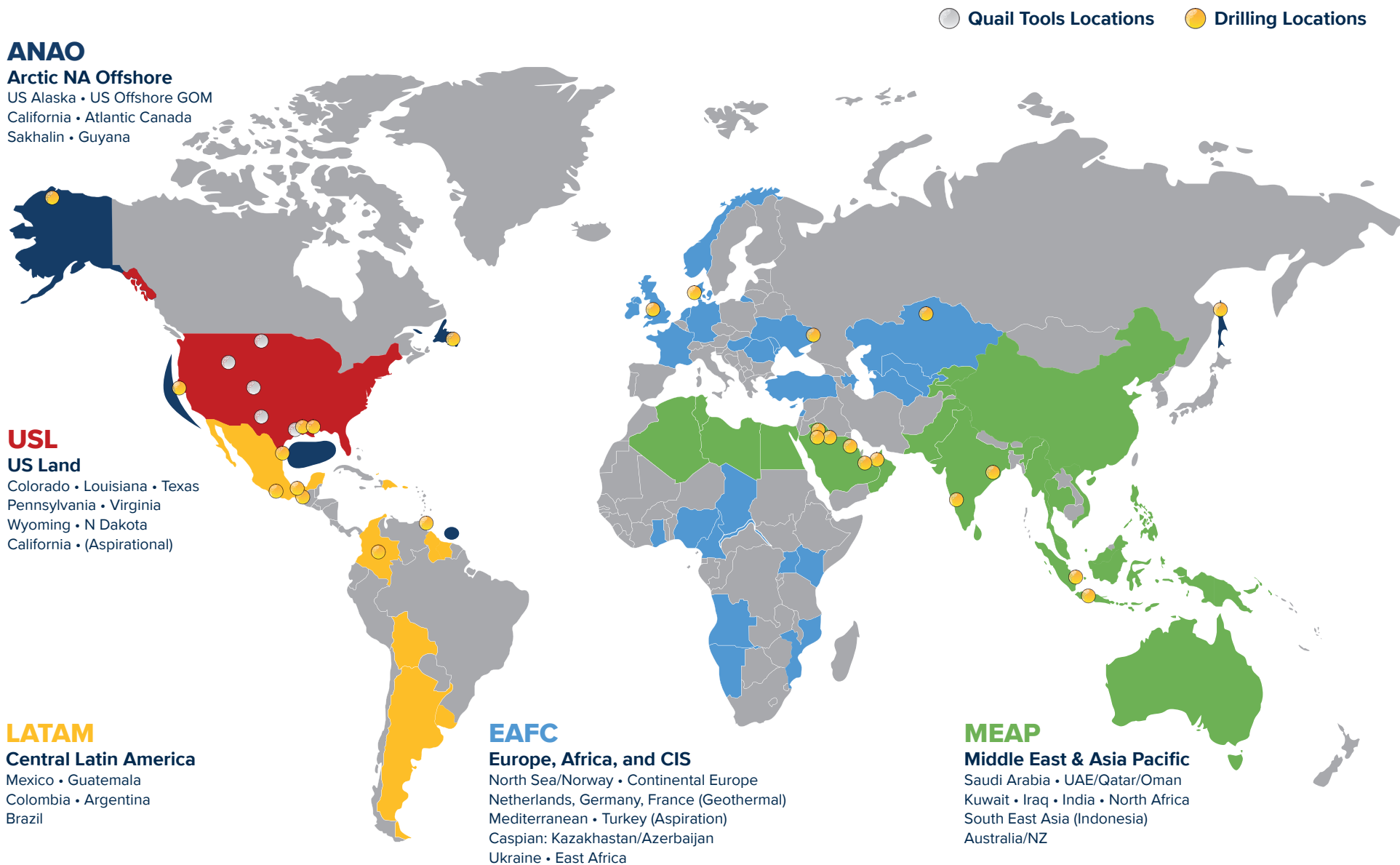
Brage Johannessen
Senior Vice President
of Operations



At Parker Wellbore, every GeoMarket VP with P&L responsibility has ESG responsibility.

➤ More efficient operations result in better performance and lower energy consumption.

5 GeoMarkets



A Look at Alaska

Delivering Lower-Carbon Technology Solutions

Our customers trust us with operations in the most delicate ecosystems, not only because we operate responsibly but because we seek new ways to minimize GHGs. Our engineers have designed the two rigs we operate in Alaska to run on high line electrical power to minimize GHG emissions.

Our switchgear technology on these Alaska rigs allows us to run in parallel high line electrical power and diesel engines. By utilizing clean high line power, we greatly reduce the reliance on our diesel-drilling engines. This provides cleaner, more efficient solutions for our customers, and limits fossil fuels, minimizes GHGs, and helps in the race to zero to limit the negative impacts of climate change.

In 2020, Rig 272 operated 184 days on parallel power. This saved our customer over 34,000 gallons of diesel fuel use—vastly avoiding emissions. In avoiding 34,000 gallons of diesel fuel in 2020 in Alaska, we also avoided 348 metric tonnes of CO₂ equivalent emissions by not combusting diesel!

Hi-Line Power Alaska

Comparison of power generated from diesel power alone versus that of the capability of Rig 272 throughout 2020 to power operations with parallel sources (generator and Hi-Line). Parker Wellbore Rig 272 operated 184 days on parallel power. This resulted in fuel savings for our client which is summarized below:

PARALLEL (HI-LINE AND GENERATORS)	
45,279	667
Accumulative fuel usage (GAL)	Average daily fuel usage (GAL)
3	68
Number of wells	Total number of days
GENERATORS	
19,173	710
Accumulative fuel usage (GAL)	Average daily fuel usage (GAL)
2	27
Number of wells	Total number of days



A Look at Russia

Russian Federation

Parker Wellbore is proud of its success in the Russian Federation. In just under 18 months, we engineered, designed, and built Yastreb/Ястреб (Russian for hawk), a technologically dynamic, earthquake-resistant onshore drilling rig. At the time it was constructed, Yastreb/Ястреб was the world's largest and most powerful onshore drilling rig in the world.

Yastreb/Ястреб was exclusively designed for extended reach drilling in offshore Russia's Sakhalin Island in Sakhalin Oblast—one of the more geographically and environmentally demanding areas on the planet. It was built to withstand sub-Arctic climate features and hurricane-force winds. The world class Yastreb/Ястреб has exceeded depths of 11,000 meters. The rig's mast features a 1.5-million-pound hook-load capacity with a 17,000 square foot pipe barn.

Using cutting-edge technology, Yastreb/Ястреб has not only drilled horizontal depths of over three kilometers, but it has also achieved incredible success in challenging Arctic cold weather while limiting the environmental footprint, protecting wildlife, respecting the land, harnessing nature, and reinforcing a commitment to the environment. Yastreb/Ястреб is the perfect example that drilling near-record-depth wells under extreme cold-weather



(-41 C) in fragile environments can be done safely and efficiently, **but also with a limited environmental footprint.**

Parker Wellbore has supported our customer, Exxon Neftegas Limited (ENL), in Sakhalin Island, Russia. ENL operates in the Sakhalin-1 license area with respect to three fit-for-purpose cold-weather drilling rigs and platforms on or near Sakhalin Island (Orlan Platform, Berkut Platform, and Krechet Land Rig).

Russia has been—and continues to be—a proud story of success for Parker Wellbore. We have invested in this community to provide jobs for locals and to encourage gender diversity. Over 90 percent of Parker

Wellbore's workforce (in Russia) are citizens of the Russian Federation. The Yuzhno office workforce has 63 Russian local and five expat employees with Russian women representing 63% of the office staff.

Valeriya Turlak

As Purchasing & Localization Manager for the Parker Wellbore division in Sakhalin, Russia, Valeriya Turlak supervises the workflow of the supply chain department which is responsible for supplying client projects with international and local subcontractor goods and services. Valeriya also manages the execution of localization requirements within Parker Wellbore as well as those required by clients.



Valeriya Turlak
Purchasing & Localization
Manager

I have always had a dream since childhood to work for an international company. I am driven by important qualities including honesty, purposefulness, and diligence. The opportunity to make my family proud is what drives me in my work with Parker.

➤ Over 90 percent of Parker Wellbore's workforce in Russia are citizens of the Russian Federation.

A Look at Russia



Special Focus—Canada

Canada: Drill Site Solutions

The Parker Wellbore Canada team formed Drill Site Solutions, a program designed to encourage Parker Wellbore Canada leaders to create committees that support ESG initiatives. Drill Site Solutions has resulted in several programs including:



ENVIRONMENTAL

The Canada maintenance team has been working to change out light fixtures with more efficient LED lights and have implemented other initiatives to limit their carbon footprint. They challenge everyone to go paperless in February and provide tips to reduce printing and copying. Parker Wellbore Canada also donates to the Ronald McDonald Pull Tab Collection program which encourages aluminum can recycling and is charitable. In addition, Parker Wellbore's Canadian team created a tree planting initiative locally that involved providing local employees with 30 trees to plant on their property.

ATLANTIC CANADA DIVERSITY PLAN

Via this plan, the Canada team identifies initiatives to encourage students and jobseekers, including those from underrepresented groups, to pursue Science, Technology, Engineering, and Mathematics (STEM) education and careers in Newfoundland and Labrador. As part of the diversity plan, the team has committed to interviewing at least one female for every vacant internal and external position. Events include participating in Canada Women's Day.

PARKER PALS

Partnership, Acceptance, Learning & Support, PALS is an effort that helps Atlantic Canada commit to raising awareness in the community through various outreach and fundraising activities throughout the year. Meetings are held quarterly to identify and plan activities which are held throughout the year to have a continuous impact. Parker PALS participates in events including Random Acts of Kindness Day and National Pink Shirt Day which raises awareness for anti-bullying efforts.

HAZARDOUS AREA RISK MANAGEMENT SYSTEM (HARMS)

HARMS is a safety tool used to protect personnel working in higher risk areas onboard platforms. HARMS provides guidelines and visual aids to assist in the identification of hazards and proper barrier management in higher risk areas.

EAFC GeoMarket: Ukraine

Under an initiative by the President of Ukraine called “Creating forests together!” Parker Wellbore’s Ukrainian team planted more than 500 acacias, which in 5-7 years will delight us with honey and coolness. In addition, acacia strengthens the soil and effectively generates clean air. But the main thing is team spirit and responsibility for the environment in which we live.



› Preserving the natural environment and safeguarding humanity’s future.

Technical Services

Custom Solutions for a Lower-emissions Future

Parker Wellbore's Technical Services group delivers engineered solutions that avoids heat trapping gases, including dual-fuel engine upgrades, high line capable rig-power systems, natural gas compatible power systems, and energy efficient lighting systems.

Our engineers work closely with our customers to determine project requirements and coordinate with suppliers to deliver environmentally friendly rig equipment that can limit emissions of carbon dioxide and systems that also produce less GHG emissions than conventional equipment. Technical services can advise on data acquisition systems and critical drilling parameters during drilling operations. In addition to optimization studies, drilling, rig moves, maintenance, and implementation, Parker Wellbore's Technical Services delivers:

Parker Wellbore is committed to being environmentally responsible. Our approach is to offer customers low-carbon solutions to meet their carbon-neutral objectives.

Rig Design & Project Management

- Front-End Engineering and Design (FEED)
- Drilling System Design
- Engineering, Procurement, Construction, and Management (EPCM) Services
- Project Management Consulting Services

Rig Refurbishments

- Rig Upgrades
- Winterization
- Walking Systems
- Offline Stand Building

Engineering & Consulting

- Multi-disciplinary Engineering Experience: Mechanical, Structural, Electrical/Instrumentation
- Standardized Risk Management
- Robust Processes & Procedures
- Equipment Optimization, Including Failure Analysis

Data Acquisition Systems

- Critical drilling parameters
- Integrating direct measurements of fuel consumption data



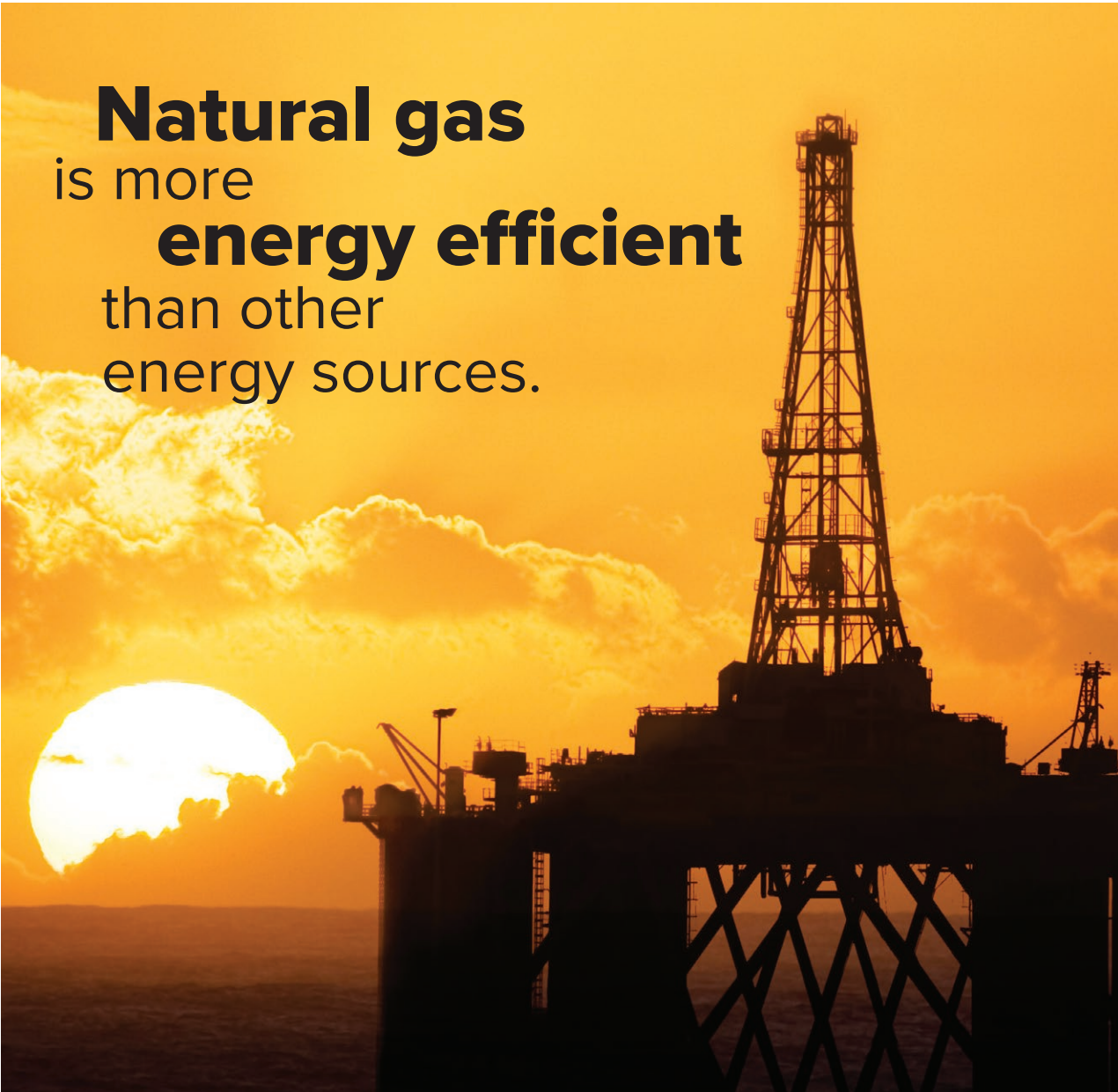
Natural Gas and Natural Gas Compatible Power Systems in the lower 48

Meeting net zero goals requires moving away from coal to natural gas. Parker Wellbore's operations in the U.S. lower 48 include our Gulf of Mexico (GOM) barge drilling rig fleet, our U.S.-based O&M services, and customer-owned rigs. Our GOM barge rigs drill for oil and natural gas in shallow waters in and along the inland waterways and coasts of Louisiana, Alabama, and Texas. Most of these wells are drilled in water depths ranging from 6 to 12 feet. Our rigs are suitable for a variety of drilling programs, from inland coastal waters requiring shallow draft barges, to open-water drilling in both state and federal waters. Contract terms typically consist of well-to-well or multi-well programs.

NatGas Solutions for Customers in the Lower 48

In the lower 48, we offer many solutions for customers interested in minimizing diesel usage including dual-fuel options and natural gas engines. We can design rigs fit for purpose and that includes rigs designed to use natural gas. As a result, any customer in the lower 48 interested in lower-emissions technology has the option of clean high line power, dual fuel, or natural gas. We can customize Parker Wellbore's product offerings for customers looking to reduce emissions by using innovative fuel solutions. Using natural gas compatible power systems instead of diesel is a solution for customers looking to limit emissions. While the world continues to make progress toward clean energy technologies that can provide the same level of energy abundance, reliability, and affordability as fossil fuels, natural gas has emerged as an important transitional fuel.

Natural gas—which occurs naturally in the earth and is usually mixed with other hydrocarbon gases—is more energy efficient than other energy sources. Natural gas processing facilities remove impurities. The cleanest-burning conventional fuel, natural gas produces lower levels of GHGs than coal and oil. Parker Wellbore can support customers looking to incorporate the use of natural gas. We work with our customers through several innovations that increase efficiency using natural gas rig power systems.



Natural gas
is more
energy efficient
than other
energy sources.

United Nations Sustainable Development Goals

In addition to our core values, our activities are aligned with the United Nations Sustainable Development Goals (SDGs).

We're committed to the UN principles on human rights, environment, and anti-corruption. This year's corporate responsibility reporting is aligned to the UN's SDG Number 7 which commits to "ensure access to affordable, reliable, sustainable and modern energy for all." Through our operations, Parker Wellbore will contribute to a sustainable and prosperous future by meeting SDG 7. We strive to continuously improve energy efficiency and limit energy consumption. Our operations includes Geothermal services and certain Plug and Abandonment (P&A) activities.

United Nations SDG Goal #7

Affordable and Clean Energy

"Enhance international cooperation to facilitate access to clean energy research and technology, including renewable energy, energy efficiency, and advanced and cleaner fossil-fuel technology, and promote investment in energy infrastructure and clean energy technology."



We value our strong environmental performance and we are:

- Using proprietary technology to improve resource efficiency.
- Increasing work in geothermal wellbore construction and associated services.
- Growing our Plug and Abandonment (P&A) service offerings which removes leaking wellbore (methane producers) from the global inventory.

Methane Emissions

Plug and Abandonment (P&A)—Addressing Proper and Timely Well Abandonment

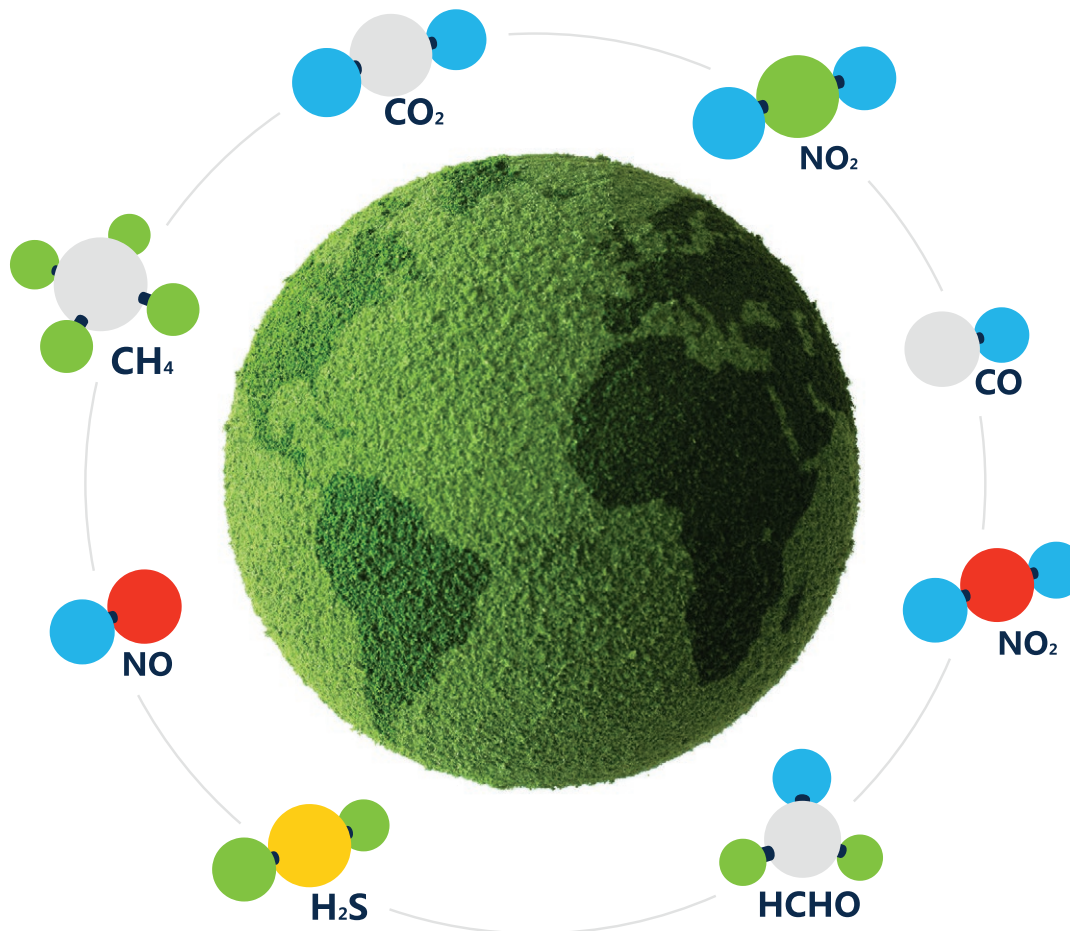
To stop the rise in global temperatures, efforts toward reducing CO₂ are simply not enough. As a result, we are actively pursuing opportunities to do our part in advancing toward a low-carbon economy through Plug and Abandonment (P&A), which addresses wells that leak methane. P&A leads to the efficient abandonment of late-life wells to limit the risk of hydrocarbon leakage to the environment.

Approximately 25% of all wellbores exhibit sustained casing pressure, which often indicates the potential for methane leakage. Methane, one of the primary components of natural gas, is an ultra-potent greenhouse gas. It is 84-to-87 times more effective in absorbing heat than carbon dioxide. Methane has much greater short-term global warming potential. Methane leaks can cause an intense—and negative—impact on our climate. Methane plays a prominent role in heating our planet. Methane levels have risen over the years due to abandoned wells. Emissions improvements can be achieved by safely and efficiently plugging abandoned wells.

For customers looking to properly plug old wells and rehabilitate the well locations, our P&A team services these projects and removes leaking wellbores from the global inventory. We are excited about our efforts to address methane through the efficient abandonment of late-life wells.

For more information on P&A services to address methane emissions, contact Parker Wellbore's Global Tubular Running Service (TRS) Line Champion: Aaron Sinnott at: Aaron.Sinnott@parkerwellbore.com

> Methane has much greater short-term global warming potential.



Geothermal

Parker Wellbore is not just in the hydrocarbon business. With decades of highly successful experience performing geothermal drilling, we have a long and successful history of providing access to a clean, renewable source of energy: the earth's heat. This is carbon-free energy. Our geothermal wellbore construction and associated services result in clean energy for the planet because geothermal generates energy without fossil fuels. We currently offer geothermal services in Indonesia and Europe and are actively pursuing more geothermal work in other locations such as Malaysia and the Philippine Islands.

Geothermal—which is a combination of heat left over from planetary formation and natural elements in the earth's core—is a renewable energy source for the world because heat is continuously produced inside the earth. Parker Wellbore has a proven record of accomplishment with geothermal drilling operations and drilling geothermal wells in reservoirs. Our long history of tapping into geothermal reservoirs provides a path for those customers seeking energy opportunities that do not come from fossil fuels. For customers interested using the plant to save the planet, we support geothermal and can support you in your quests for geothermal solutions.



The Parker Wellbore Geothermal Experience

Philippines

Drilled a series of wells with two rigs in a multi-year geothermal development program for the Philippine National Oil Company.

New Zealand

Drilled a series of wells in a geothermal program for Electricity Corporation of New Zealand and more than 20 wells for Mighty River Power at the Kawerau and Rotokawa geothermal projects.

Colombia

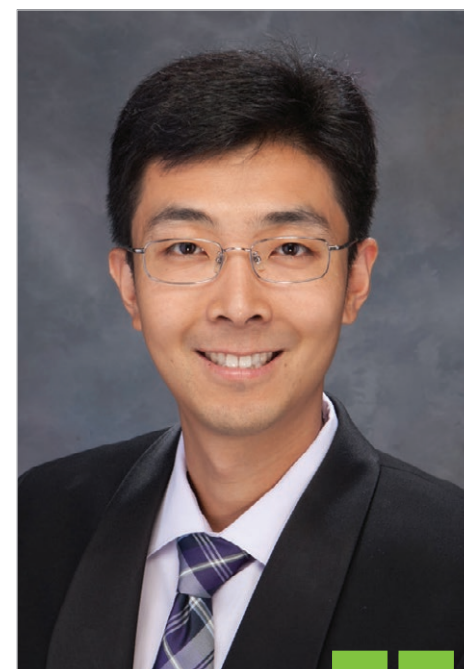
Drilled the first geothermal well in the country for Geoenergía Andina S.A. The project was in the mountains near Manizales.

Hawaii & Ascension Island

Drilled multiple geothermal wells on both islands.

Indonesia

Provided Technical Services for over 20 years.



Lei Wang

Senior Principal Engineer
Data Science



Data are not only records but also a thrust! At Parker Wellbore, we use big data to drive operational excellence and accelerate our ESG initiatives by supporting geothermal drilling and improve our carbon footprint.

Geothermal Spotlight: Indonesia—Renewable and Carbon Free

While most of the world's energy demand is still met by carbon-intensive sources, in Indonesia Parker Wellbore is rebalancing the energy mix using the earth's crust and extracting heat to deliver clean and renewable geothermal energy.

For over 30 years, we've been leading the Indonesian drilling market. We have provided O&M advisory services to PT Daya Alam Teknik Inti (PT. Dati) including implementing management systems, reducing downtime, and enhancing competencies in a clean, environmentally friendly, and sustainable way. We are proud of our geothermal business in Indonesia, which aligns well with our skill set and supports the oil and gas industry's commitment and transition to a lower-carbon economy.



Rig 253 in Indonesia Delivering Carbon-Free Energy From The Earth

Parker Wellbore Rig 253 drills for geothermal energy in Indonesia daily in search of renewable geothermal power sourced from the earth's mantle. Sub-surface temperatures during the drilling process can climb to as high as 350°C. Crews take special safety precautions and ensure equipment maintenance to reach geothermal energy which is later produced to generate as much as 15 plus MW of electrical power for the population.

In addition to drilling daily for renewable geothermal energy, Rig 253 successfully drilled their two most recent wells in half the time of previous wells. Our locally based teams in Indonesia with PT Dati have helped the customer by successfully raising the steam production level significantly against the budget. This, in return, has reduced their rig engine's diesel consumption considerably per footage of well drilled. We have also enhanced performance optimization, through saving 162 tonnes of CO₂ by taking our developed technology to the next level to provide tangible value for customers.



Yong Chiang Lee
General Manager
Indonesia



Rig 253 has avoided emissions by 162 tonnes of CO₂ saved

MEAP Fuel Consumption

Our MEAP GeoMarket has begun tracking GenSet fuel consumption, forklifts, and truck fuel in certain activities in the Middle East to take steps towards fuel data management.



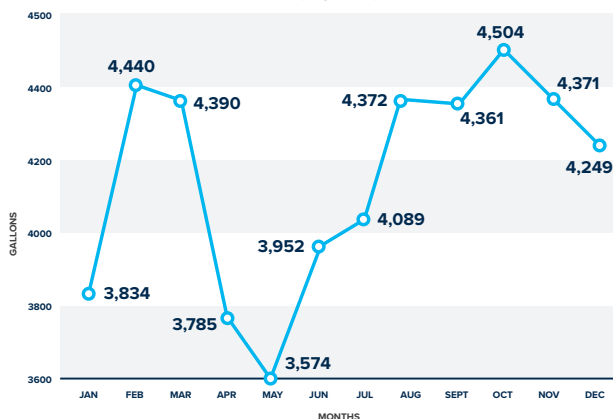
Rammohan Krishankutty
Maintenance & Reliability Manager –
MEAP GeoMarket



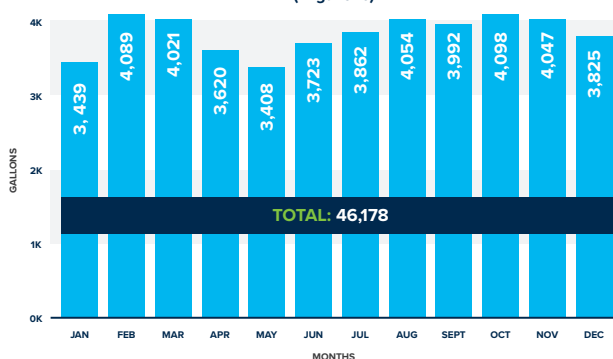
Energy Efficiency

In our Middle East and Asia Pacific MEAP GeoMarket TRS business, we monitor a variety of vehicles, such as tractor-trailers and forklifts, to monitor emissions and fuel usage.

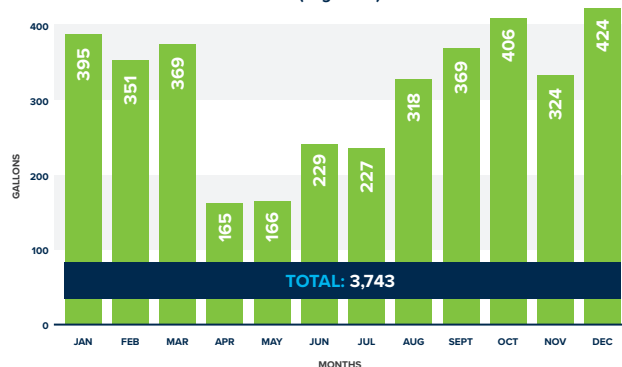
HFZ 2020 TRUCK FUEL CONSUMPTION
(in gallons)



HFZ 2020 GENSET FUEL CONSUMPTION
(in gallons)



HFZ 2020 FORKLIFT FUEL CONSUMPTION
(in gallons)



Air Travel: We're Tracking Our Emissions and Making Efforts to Minimize Them

At Parker Wellbore, we are tracking our carbon emissions during air travel. In 2020, despite COVID, we continued operations. COVID was a catalyst for us to increase our use of technology to solve problems remotely.

2018-2020 CO₂ Air Travel Per Year & Average

Year	CO ₂ (KGS)
2018 CO ₂ (KGS)	5,053,842.41
2018 CO ₂ (KGS)	6,042,417.00
2018 CO ₂ (KGS)	2,150,298.93
Average CO ₂ (KGS)	4,415,519.45

Air Emissions—We’re Working to Control Emissions from Our Operations

Parker Wellbore seeks to control air emissions from our operations to protect the environment, meet our customer requirements, and comply with regulations in the areas where we operate. These efforts are also part of our commitment to help our customers achieve their own emission reduction targets. Our focus on operational efficiency and asset reliability contributes to these efforts because equipment that runs efficiently generates less emissions.

Our Air Emissions Management Standard operating policy provides guidance on ways to control emissions from combustion sources, equipment leaks, accidental releases, and particulate matter. For example, by replacing diesel with natural gas, we can reduce combustion emissions. And when we apply effective preventive maintenance on equipment, we help control fugitive emissions. We are constantly seeking innovative solutions, including rig designs that operate without generators.

Asset Integrity and Reliability

Operating reliable, safe, and well-maintained assets—such as drilling rigs and rental tools—is imperative to our mission. Our equipment is designed, built, operated, and maintained based on technical requirements and customer needs. To protect our assets and safeguard people and the environment, we provide monitoring systems, inspections, testing, certification, spill containment, and well-control capabilities for process safety. We are committed to maintaining reliable assets to meet our customer requirements, protect personnel and environmental safety, mitigate risk, and control costs.

Robust Maintenance Programs

Our ability to operate our rigs efficiently and safely depends on maintaining reliable equipment. Parker Wellbore’s Maintenance Management System (MMS) is designed to validate that our assets are properly identified, tracked, and maintained to prevent equipment failures; minimize unplanned rig downtime; extend asset life; and control costs. We undertake planned, conditions-based, and preservation maintenance programs to improve the availability of critical equipment; anticipate equipment failures and take corrective action; lower energy consumption; and optimize maintenance scheduling.

Environmental and Regulatory Compliance

Adherence to environmental regulations, laws, and rules in all the countries in which we operate is required by the Parker Wellbore Integrated Management System (IMS). Our strict adherence to environmental standards helps us build customer confidence, attract and retain the most talented people, reduce potential risks and liabilities, and enhance our efficiency and performance.

At a minimum, our operations must follow our environmental policies that comply with all applicable laws and regulations. If our environmental policies conflict with local, regional, national, or contractual requirements, the more restrictive regulations apply.

To ensure adherence to regulatory obligations related to the environment in the countries where we operate, we monitor government environmental regulations, laws, and pending changes on monthly basis. Relevant information is shared with Quality, Health, Safety, and Environmental (QHSE) professionals throughout the Parker Wellbore organization to determine their impact and what we need to do to comply. Additional information is shared quarterly with our GeoMarket organizations for review and to request feedback. In addition, we evaluate regulatory compliance with environmental policies during IMS audits and assessments.



At the operational level, our GeoMarket structure ensures that we adhere to environmental standards. This is accomplished with support from HSE advisors in the field, Asset Managers, Predictive Maintenance, and Service Delivery personnel. Employees are responsible for working in accordance with environmental regulations, site-specific procedures, and customer requirements.

We remain committed to following all applicable environmental laws and regulations to support our efforts to operate a sustainable, compliant, and environmentally sound business.

Parker Wellbore’s environmental programs are documented in our API Q2-compliant Integrated Management System (IMS):

- Health, Safety, and Environmental (HSE) Management System
- HSE Policy Statement
- Detailed Environmental Management Standard Operating Procedures

Integrated Management System

Parker Wellbore's Integrated Management System (IMS) establishes expectations and protocols that apply across all our operations to address environmental risks inherent to our business and prevent incidents. It is the cornerstone of our process discipline approach to achieving operational excellence for our customers.

Our employees comply with IMS resources and are guided by environmental management standards in the IMS for air emissions, waste, water, hazardous materials, storage, spill prevention, and wildlife protection. The IMS framework also contains elements related to operations and maintenance, emergency response, incident investigation and information, and documentation, among others. In addition, our ISO 14001-compliant Environmental Management System (EMS) is an integral part of the IMS and guides the organization to set objectives and targets directly related to energy and environmental conservation.

Best Practices Guide Our Approach

We perform environmental management activities at all Parker Wellbore facilities and during the planning and performance of all services we provide our customers. Guided by environmental management standards, our IMS includes standards for air emissions, waste, water, hazardous materials, storage tanks, spill and release prevention, and wildlife protection. In addition, we apply best practices established through over 87 years of experience to tailor Parker Wellbore services to meet unique customer specifications including:

- Parker Wellbore has 87 years of experience tailoring our services to meet the unique customer specifications on challenging projects.



Left to right: Parker Wellbore Talent Management & EEO Compliance Specialist Lisa Nord, Senior Recruiter Mariela Hernandez, Senior HR Business Partner Jana Bell and Senior Manager Total Rewards and Global Mobility Josh Novak.

Camouflaging rigs and installing sound-dampening barriers in Africa.

Designing and building heli-rigs to minimize the drilling footprint in a jungle habitat.

Providing mitigations like secondary and tertiary spill prevention and closed-loop systems to protect the Arctic tundra on Sakhalin Island and in Alaska.

Developing a concept for a rig with a very small footprint that can be moved around its location in South America without touching surrounding trees.

Ecological Footprint

Contract drilling companies compete primarily on a regional basis, and drilling locations where work is performed may vary significantly from region to region. Drilling and workover rigs can be moved from one region to another in response to changes in levels of activity, provided market conditions warrant. Parker Wellbore is known for working—and being successful—in some of the harshest, most remote, and environmentally sensitive locations in the world. We can take on challenging projects because we have more than 87 years of experience, knowledge, and high-quality assets required to protect the environment—whether it's arctic, desert, rainforest, mountains, or offshore—while meeting our customers' needs.

We believe that continuing to drive innovation, reliability, and efficiency enables us to deliver on all aspects of our promise to satisfy customers—including minimizing the ecological footprint of finding oil and gas.

Parker Wellbore Headquarters Office Move—Improving Quality of Life and the Environment

Consuming Energy Responsibly

This year Parker Wellbore relocated our office to the new Corporate Headquarters at CityWestPlace (CWP) in Houston, Texas. As we planned the move, we created an ESG Project Register to track the ESG impact related to the move. For example, we performed a study to determine how we reduce time on the road for our employees. Parker Wellbore's geographic center has shifted west from the I-10 highway and Loop 610 to I-10 and Beltway 8. The average daily one-way commute has decreased by 0.36 miles and 1.67 minutes, respectively, per employee. Overall, our corporate workforce of approximately 150 will travel 107.2 miles and 8.2 hours less per day or 26,800 miles and 2,058 hours less per year.

Our new, more distinct, and aesthetically pleasing HQ is also an eco-friendly building.



For 18 months we worked to make the facility upgrade a reality, completing the project on time and under budget—a typically efficient and effective Parker Wellbore effort. During the move, we were able to recycle significant amounts of paper, supplies, and related office material from our former office in Greenway Plaza while simultaneously conducting one of the largest “spring cleanings” in our 87-plus year history. We were able to help the community by donating unneeded supplies to several Houston area non-profit groups.

Our corporate headquarters in Houston sets the example for our GeoMarkets for facility moves. We are working globally as an organization to ensure that no matter where we are—our headquarters, Kazakhstan, Malaysia, the United Kingdom, Kurdish Region of Northern Iraq—we make every effort we can to reduce our energy consumption and recycle.

World-Class Hamriyah Facility in the UAE

Environmentally Friendly Generators

In the MEAP GeoMarket, we operate a facility in the Hamriyah Free Trade Zone (HFZ) in Dubai, United Arab Emirates (UAE)—the commercial capital of the Middle East. HFZ is ideally located in the emirates of Sharjah, UAE, offering economically viable services to customers across the globe. This strategic location makes logistics movements and connectivity simpler for critical operations. This entity came into existence with first mover advantage, leading the way for various other entities in the Middle East to set up facilities in HFZ.



Left to right: Sr. Director of Operations for MEAP Trevor Fernandes, Chief Integrity & Compliance Officer Pat Hajati Garcia, Maintenance & Reliability Manager for MEAP Rammohan Krishankutty. (Picture taken in Hamriyah, UAE)

Parker Wellbore's iTS HFZ facility is dynamic with cutting-edge technology to drive innovation. It was established in 2008 to maximize a range of services in extended product lines. We're proud to say it was one of the first O&G entities in the HFZ. When it first became operational, the facility's only mode to supply electricity to support the operational requirement was traditional diesel-based generators. These types of generators have certain negative environmental externalities. After a careful environmental analysis, we determined that replacing the old generators in HFZ was the right thing to do resulting in Parker Wellbore making a capital investment in eco-friendly generators.

These eco-friendly generators are designed with additional shield to prevent electromagnetic radiation, limit emissions of fuel or gas to the environment, and contain special features to control noise pollution. Today, in using these eco-friendly generators, we operate a world-class facility



in Hamriyah, one of the most dynamic in the entire region driven by superior advancements in technology.

Given the Middle East's increasing demand for drilling jars, we recently restarted manufacturing drilling jars there. The core objective of this project was to increase performance and reduce manufacturing cost. The HFZ now has a fully functional machine shop and manufacturing equipment in the UAE. In 2020, the first jar was manufactured and tested. The jar test was successful in Abu Dhabi.

Within HFZ, Parker Wellbore's team has been able to make improvements to the manufacturing process and continues to proudly work under low-energy consumption conditions. Not only is our HFZ team saving customers money with their efficiencies, but they are also using eco-friendly generators to positively contribute to the fight against climate change.

Energy Transition—Emerging Technology and Sustainable Solutions

Energy Transition—Adopting a Data-Driven and Digitally Enabled Approach

The Parker Wellbore technology team is leading a technological revolution driven by a goal to help customers in reaching net zero in their operations. We're on a mission to develop a technology platform that will become a strategic differentiator for us and a core value proposition. We have assembled a new technology team with technological expertise to transform the rules of business in the oilfield services sector and help customers interested in low emissions technology.



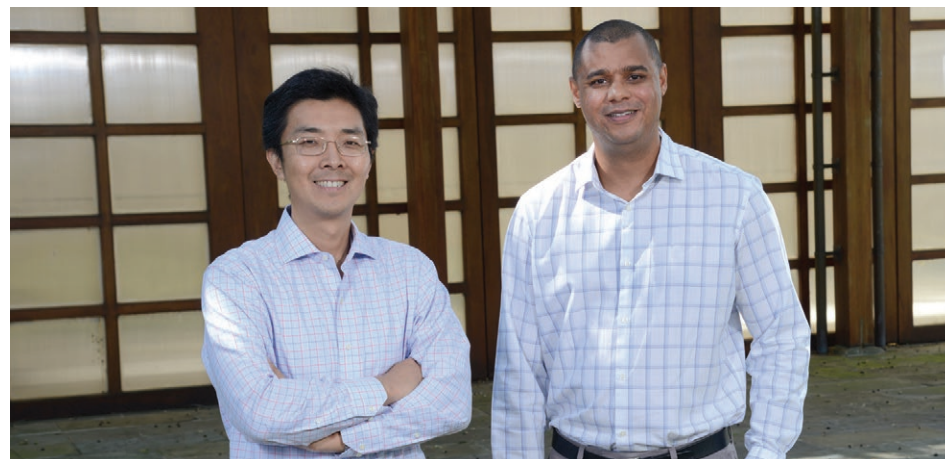
Chris Stewart
Director of Technology



Our Big Data technology programs help us push beyond what is possible and create greater opportunities for our customers seeking solutions to limit carbon output. We have created data-enabled tools that allow our customers to get value-added insight into their operation from a remote conference room. From offering Big-Data-enabled solutions to optimizing mechanization, our technological expertise will transform the wellbore construction business. Our technology service offerings open the door for customers to access a suite of technology solutions to lower their carbon footprint in transformative ways.

Technology Leadership—Building a Technology Stack for the Future

Our efforts to optimize the drilling process, improve efficiencies to lower emissions, and enhance data analytics is led by our Director of Technology Chris Stewart. Chris is part of the extended leadership team and is responsible for establishing a technology roadmap, delivering on technology developments from concept through commercialization, developing technology that offers low emission solutions for customers, and raising our technology profile. He has been hard at work on the technology stack to optimize processes at the rig site. Our technology team also includes a PhD data scientist to manage Big Data, data mapping, and performing data management across the organization—including insight on fuel consumption data.



Left to right: Parker Wellbore Senior Principal Engineer-Data Science Lei Wang and Senior Mechanical Engineer Gustav Etukudo.

D3O—Technology Innovation at the Heart of Our Business

Through constant innovation Parker Wellbore provides best-in-class services to our customers across our GeoMarkets and one of our most exciting technological achievements has been D3O: Data-Driven Drilling Optimization. With D3O technology, we use rig sensors to collect data which provides for big data analytics capabilities. The real-time digital drilling key performance indicators (KPIs) from this technology provides insights into drilling conditions. The D3O software platform not only allows for real-time monitoring of rig operations but also provides a user-friendly visualization interface to look more in-depth at key operational events occurring on the rig. There are four major components of the D3O platform: Data Collection, Analytics Engine, Visualization Platform, and Reporting Tool. D3O also allows for visibility of tubular running analytics.

Designing the Customer Technology Experience from the Outside In

Parker Wellbore's Technology Team is Scaling Up:

- Production optimization
- Visualization, statistics, metrics, and reporting
- Mechanization, Predictive Analytics, and Automated Digital Analytic Platform (ADAPT)

Service Delivery—Another Layer of Technology with the RTOC Real Time Operations Center

We created a Real Time Operations Center (RTOC) at Parker Wellbore's corporate headquarters for performance optimization and remote access control. This team is executing on predictive maintenance and improving asset management with product life cycle initiatives that will take our developed technology to the next level. The RTOC provides real time operations support for monitoring, analysis, and prevention of Non-Productive Time (NPT) and drilling problems, while also providing other in-house services related to well operations, well planning, and drilling optimization.

We have developed applications and services to enhance our capability to obtain real time diagnostics of both our operations and equipment to ensure safe and consistent quality and safe performance across our operations. The data from RTOC was created to include trend monitoring and recognition, analytics, and development of smart alarms. Parker Wellbore's expectation, which we are announcing here, is that in the future, Houston's RTOC will indeed include diesel usage and diesel consumption data for measuring fuel and fuel tracking and measurements in connection with combustion of diesel.

Houston's RTOC

The RTOC's digital architecture is being designed to support automation for tracking fuel data. With the RTOC's technological capabilities, the future of the RTOC includes plans that we anticipate will be used for digital monitoring of fuel consumption. The goal is to achieve data analytics on CO2 and, ultimately, our aim is for the digitization of the collection and analysis of carbon emissions based on fuel usage.



Left to right: Parker Wellbore President and CEO Sandy Esslemont; Senior Vice President, Chief Administrative Officer, and General Counsel Jennifer Simons; and Senior Vice President and Chief Financial Officer Mike Sumruld are briefed at the RTOC by Wellbore Construction Champion Karma Slusarchuk.

RAPID: Rapid Inspection of the Condition of Tools, Equipment, and System—Including Repair

However, our technology advances do not end there! We have existing capabilities that allow information to be transmitted during the drilling process, including progress-measurement data. This technology allows engineers to remotely analyze performance in real time. It also provides a mechanism to transmit real-time data for evaluation of maintenance issues. Our rig assessment tool—RAPID—allows a rapid inspection of the condition of tools, equipment, and systems on a rig—including identifying required maintenance and repairs for every critical element. Based on our experience and detailed knowledge of our assets, our asset managers in our GeoMarkets can perform a rapid assessment to ensure tools, equipment, and systems on a rig are in good working order before starting work. When performed before a period of downtime, the Parker Wellbore rig assessment gauges the condition of equipment to enable efficient start-up in the future.

Technology: Performing Today, Investing for Tomorrow

We are in a digital revolution—across the world, of course, but especially at Parker

Wellbore. This requires innovation and the boldness to embark on a path of experimentation. Anticipating changing market conditions in the future, we're putting resources and effort today toward developing energy transition technology. In doing so, we're experimenting with the concept of developing technological solutions designed to track, measure, and set metrics for diesel fuel consumption across our GeoMarkets. This is to quantify fuel usage using direct measurements. With developing a shared reporting framework to increase quantification methods for tracking fuel, our Technology and Service Delivery teams are revolutionizing how we use direct fuel data measurement technology that integrates with data systems. The technology solution we are testing with our GeoMarket Asset Managers in the field would create an automated daily fuel report for our Parker Wellbore-owned assets. The goal is to create technology that digitizes diesel consumption across our GeoMarkets in our operations and to capture fuel data.

Our Technical Services and Predictive Maintenance teams are also involved in seeking innovations to support the energy transition. They are investigating how to integrate data within our ERP to design a system that will generate an engine running hour report. If successful, this would support the capability to track diesel consumption

through engine running hours. The idea is to have two data points: diesel consumed and engine hours. The correlation of these two data points would improve the development of ground-level measurement technology for tracking fuel.

GenSet Data Manager Boxes and Converters

In addition, our Services Delivery team is looking into real-time monitoring of GenSet data and fuel consumption. We are currently performing a fuel consumption trial under the leadership of our Services Delivery Director Arturo Perez. The aim is to get GenSet data to aggregation boxes at the rig site. This will transform network manager boxes in ways that will allow Parker Wellbore to increase automation and transparency. It will also improve metrics and allow for more accuracy when we track fuel usage. But we aren't stopping there. We are also experimenting with ways we can use technology to develop a third method for tracking emissions, which involves a new study regarding the feasibility of installing fuel tracking sensors on engine exhaust systems or converters. More to come in the future!



Pat Hajati Garcia
Chief Compliance &
Integrity Officer

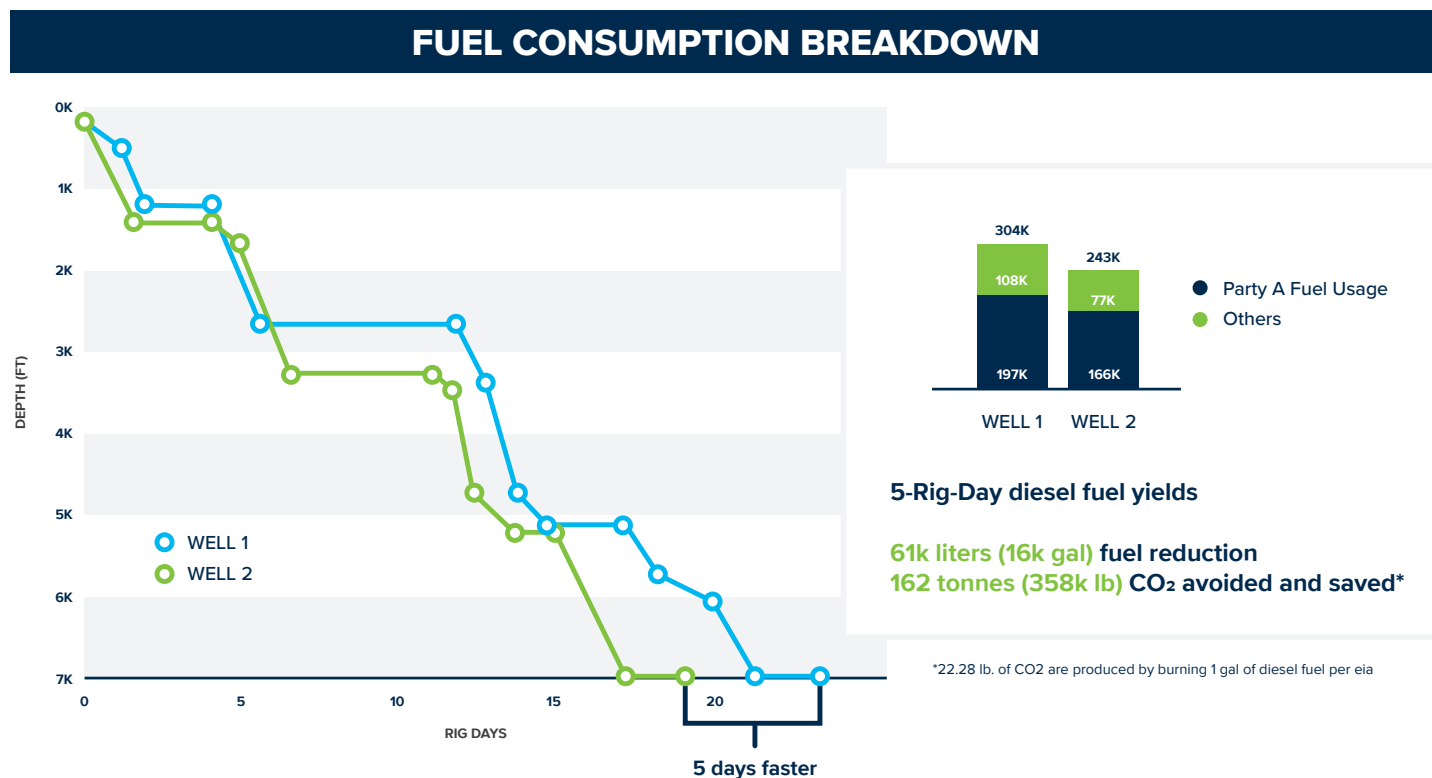


By enhancing our digital technologies and improving automation and remote operation capabilities, we expect to reduce energy consumed for wellsite-related work and—as a result—limit carbon emissions.

The Technology Group with Service Delivery are innovating, exploring, and experimenting with technology to enhance business practices. Working together, they keep development and innovation top of mind. In fact, at Parker Wellbore, development never ends. It's perpetual—as is our goal to be a technology leader in the industry. We're using technology to transform information into insight.

Speeding up Drilling to Avoid Emissions

Across our GeoMarkets the Parker Wellbore Technology Group is leading initiatives to identify exciting new methods that utilize technology to speed up the drilling process. Speeding up the drilling process requires less carbon-intensive resources. [See accompanying chart.](#)



Technologies that Limit Energy Demand

Parker Wellbore's portfolio of service offerings are designed to move fast and limit energy demands. We offer casing-while-drilling solutions (CwD) that save both operational time and cost.

On the forefront of CwD technology, Parker Wellbore provides innovative Top-Tek Casing Running Tools (CRTs) and the necessary technical support to further enhance safety and efficiency for casing operations. We've improved how casing and tubing is installed downhole, typically referred to as casing or Tubular Running Services (TRS). We do this by using the latest in automated CRT technology—which we developed—to deliver value and operational efficiency to our customers while simultaneously reducing safety and operational risks. This new-generation tool is a game-changer for the industry and for customers looking to ensure the safe handling of running casing strings. Drilling with casing technology allows customers to drill and case the well at the same time, greatly reducing the time needed to pull out the Bottom Hole Assembly (BHA) and lay the casing. This results in less energy consumption.

Casing-While-Drilling Solutions—Faster Delivery, Less Energy Consumed

Faster service solutions to increase efficiency and reduce energy demand.

SC-CRT—Super Compact Case and Running Tool for Operational Efficiency.

Parker Wellbore's SC-CRT was built in-house and is designed for customers seeking a safer and more efficient running of casing strings.

Social

The **S** in ESG at Parker Wellbore



Parker commits to: >

Diversity and Talent
Human Capital Development
Culture

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At Parker Wellbore, our people are our most valuable resource. The health and safety of our employees and customers has always been our top priority. We respect the fundamental human rights of our employees, partners, and those that live in the communities in which we operate. We will continue to deepen our commitment to taking care of our people and to being positive members of our communities.

Human Capital Development

Parker Wellbore is committed to providing equal employment and advancement opportunities to all qualified individuals based on merit. We make employment-related decisions based on business needs, job requirements, and individual qualifications, while seeking to foster a diverse and inclusive work environment. We comply with all applicable federal, state, and local fair employment laws and practices—as well as with our customers’ contractual requirements for employment—in all our locations worldwide.

Our Code of Conduct makes our position clear: Parker Wellbore does not discriminate on the basis of race, color, religion, sex, gender, sexual orientation, pregnancy, age, marital status, national origin, citizenship status, disability, genetic information, military service, veteran’s status, or any other characteristic protected by applicable law. We don’t tolerate ethnic, racial, religious, physical, sexual harassment—or any other type of harassment—in any form. We don’t tolerate discrimination against employees during any phase of recruitment, hiring, or employment.



Left to right: Parker Wellbore Paralegal/Legal Analyst Kirsten Bubier, Legal and Compliance Analyst Colleen Reed and Senior Legal Compliance Counsel Ernest Ntanda.

We’ve implemented what we’re calling a OneParker workforce. Our OneParker mentality guides us to recruit, retain, develop, and reward the most talented people, creating a workforce that reflects the diversity of the communities where we operate. Parker Wellbore aspires to maintain a diverse and inclusive culture where all our people feel respected and valued. In an increasingly dynamic industry, our continued success relies on our knowledgeable, engaged, and proactive workforce.

Training

Quality training is essential to achieving a best-in-class workforce which is why we take training very seriously. Despite 2020 being fraught with slowdowns because of COVID-19, we continued to expand the use of remote learning technology in the development of our workforce, training corporate and GeoMarket employees through e-learning and virtual learning with our video conferencing software.



Renato Almeida
Vice President–MEAP
Parker Dubai,
United Arab Emirates



In MEAP, we have over 36 different nationalities.



Left to Right: Susan Johnson, Bryan Collins, and Angela Harris.



Amanda Jernigan



Karma Slusarchuk

Responsible Marketing

We want to make sure that our partners are treated fairly, honestly, respectfully, and in accordance with our mutually agreed upon terms. When we enter into an agreement with a new partner, we seek to understand how we can best support them. That is, we are committed to understanding, respecting, and supporting the needs of our customers and striving to earn their trust through everything we do. We always consider how best to meet their needs and deliver the best value. As part of our mission to help our customers meet their net zero goals, we are constantly working to ensure that our marketing and advertising is honest, accurate and in line with our Parker Wellbore values.

When we promote Parker Wellbore, post on social media, advertise, and conduct digital marketing campaigns to grow our business or gather market intelligence, we act both ethically and responsibly. While gathering normal commercial intelligence is acceptable, industrial espionage against competitors is neither permitted nor tolerated. Our ethical commitment to do business with integrity does not stop with us: We follow that same approach with our customers, and this remains sacred throughout our partnership. We protect customer information and we take seriously our responsibility to respect these confidences.

Charitable Contributions

Parker Wellbore aims to be a responsible partner in the communities where we live and work through the support of community initiatives and local charities. Leaders assigned to each GeoMarket are encouraged to develop programs that address the needs of the local community.

In addition to corporate support for organizations like the United Way, our corporate office and other locations have partnered with mental health organizations, orphanages, food banks, disaster response teams, MS 150, local schools, mentorship opportunities, and similar programs. As a commitment to encourage our team to volunteer their time for charitable causes, we provide time off and financial support to the causes that our employees support.

Coming Together in the UAE During COVID

In the UAE, the government praised our MEAP GeoMarket employees, who, along with their family members, donated blood at a much-needed time during COVID. To recognize their efforts, the Government of Dubai provided a certificate of appreciation.



Parker Wellbore employees donate blood in our Kakinada, India location.



In India, during COVID, Parker Wellbore helped the local communities through donations during critical periods. Parker Wellbore employees distributed food in our Kakinada, India, location.

Occupational Health and Safety

At Parker Wellbore, nothing—nothing—has greater importance than the health and safety of our employees. In fact, safety is at the heart of everything we do and the centerpiece of our value proposition. Through our culture of compliance, continual improvement, and communication, we reinforce our commitment to incident-free operations. We also emphasize the employee's responsibility to immediately report to appropriate personnel any potential violation of laws, regulation, company policy, and customer requirement, as well as accidents or unsafe working conditions.

Our extensive world-class and comprehensive HSE program ensures we operate in a way that protects the health and safety of our employees, customers, suppliers, community neighbors, and the environment. Our Integrated Management System (IMS) provides the framework of policies, standards, and procedures that enable Parker Wellbore to safely deliver reliable products and services to our customers every time. IMS aligns with the systems of our largest customers and complies with API Q2. In addition, the IMS' of our rental services companies maintain certification to ISO 14001 at the local level in many of our locations.

Through our TargetZERO safety initiative, Parker Wellbore proactively pursues reliable controls to prevent incidents and safeguard the welfare of our employees

and other stakeholders. We participate in industry initiatives related to preventing and eliminating dropped objects to ensure our standards and training effectively address the most common causes of injuries and incidents on the jobsite. We strive to continually improve our safety performance to ensure we are taking care of our workforce.

Our global HSE team provides leadership on health and safety with support from the corporate HSE department staff, including field HSE managers. In addition, we maintain an HSE Policy, HSE Management System Manual, and standard operating procedures for a wide range of activities. These include safe work, mobile equipment and transportation, emergency response, incident reporting and investigation, audits, and HSE self-assessments.

Our leadership team is committed to providing the resources and support needed to achieve our health and safety goals and objectives, and we believe employee involvement is vital to serving our customers and coworkers safely.

Saida Tasbulatova

Saida Tasbulatova's role has developed significantly throughout her eight-year career with the Quality Health Safety & Environment (QHSE) department at

Parker Wellbore. In her current position as QHSE advisor for the Parker Wellbore MEAP GeoMarket, she helped successfully implement the Integrated Management System (IMS) and continuous improvement programs. She focuses on making sure Parker Wellbore has the right processes in place and that they are compliant with industry standards, customer and legal requirements, and operational needs. She provides guidance in procedural discipline, continuous improvement, and evaluation of processes through internal and external audits. Her goals include continued growth within QHSE and achieving professional certifications to improve knowledge and expertise.



Saida Tasbulatova
Quality Health Safety &
Environment Advisor, MEAP

It is highly motivating to know that Parker Wellbore seeks our input in essential matters. People believe in me and rely on my capabilities. I'm motivated by seeing the organization grow which ultimately leads to personal achievement and success.

Security—Around the Globe

To minimize the risks and threats that exist globally, we use proactive methods and tools to ensure the security of our employees. These efforts include travel security monitoring to give a real-time view of where our employees are located globally at all times; security training for employees; security information for travelers; and coordination and communication with clients to create a comprehensive security strategy for alignment and crisis response.



LATAM Geomarket Team Members

Security—Around the Globe

To minimize the risks and threats that exist globally, we use proactive methods and tools to ensure the security of our employees. These efforts include travel security monitoring to give a real-time view of where our employees are located globally at all times; security training for employees; security information for travelers; and coordination and communication with clients to create a comprehensive security strategy for alignment and crisis response.

COVID-19 Pandemic Response

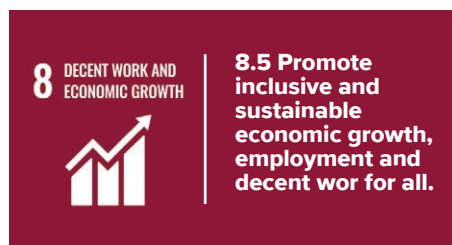
As with any emergency, our priorities during the COVID-19 pandemic have been to protect lives, critical infrastructures, company resources, and company property. In response to the pandemic, our infectious disease emergency planning standard provided guidance for mitigation,

preparedness, response, and recovery actions. Each Parker Wellbore location, including our corporate headquarters and business units, developed its own plan based on national and local public health regulations and customer requirements.

Mental Health Initiatives at Parker Wellbore—Dealing with the Aftermath of COVID-19

We understand the importance of providing our employees with access to the tools and resources needed to be healthy and successful. Being mentally fit and ready for work each day can increase both performance and productivity and reduce the likelihood of accidents.

The COVID-19 pandemic understandably had an incredible impact on the lives of our employees, customers, and communities. Although our employees have dealt admirably with the pandemic—working diligently to carry on operations—it created an aggregate of stressors that had not previously existed. Working remotely, travel restrictions, a downturn in the global market,



job reductions—and in some cases the loss of a loved one to the virus—were new experiences that significantly disrupted both our professional and personal lives.

Whether employees recognize it or not, these stressors can lead to a temporary loss of safety awareness. Dealing with these stressors for more than a year can continue to negatively influence our mental wellness. Parker Wellbore executive leadership recognized the need to create a safety culture that permits our employees to speak up when they are not up to performing a task. We have also implemented corporate-driven initiatives to examine how these mental health stressors can affect employees and how best to prepare for and alleviate them.



Pinky D'Cruz
Operations Manager,
Hamriyah, UAE



I have seen that discrimination against women does not matter where you are—it is inevitable, and I have learned to make my way regardless. I am proud to be a Parker Wellbore woman which gives me the ability to think and act differently!

We're Committed to Workforce Diversity and Inclusion

Diversity, Equity & Inclusion—DE&I

Employing a diverse workforce and fostering an inclusive culture helps us attract and retain top talent with the expertise and capabilities we need to deliver on our promise to customers. We conduct business with respect to the basic human rights of all our employees, contractors, and community members. And beyond that, we pay fair wages and benefits, provide good working conditions, and aim to enhance livelihoods in the communities where we operate. In 2020, we undertook a diversity study to identify gaps and sought feedback from a third-party consultant on the results. We continue to develop our action plan for increasing diversity and inclusion at Parker Wellbore.

Building a workforce that reflects diversity of gender, race, ethnicity, national origin, physical abilities, age, sexual orientation, and beliefs starts with the hiring process. We try to hire from within our local communities whenever possible. We also comply with all local laws and regulations and the contractual requirements of our customers.

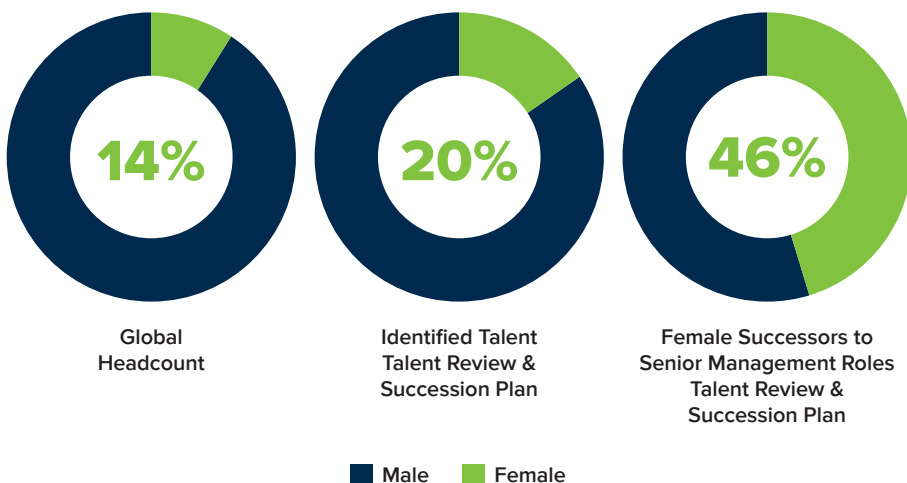
To increase our access to a diverse talent pool in the United States, we work with state workforce commissions to identify candidates. We post jobs through organizations such as the Women's Energy Network (WEN), and, in partnership with Circa, through thousands of community and professional organizations representing diversity and veteran candidates. We also target industry-specific sites and job posting services such as Monster, Indeed, LinkedIn, and Rigzone.

We also track certain workforce metrics to identify trends and opportunities to increase diversity. We assess training, competency, development, succession, and other aspects of working at Parker Wellbore with the goal of sustaining a robust diversity program. Ultimately, we believe diversity will further strengthen creativity, innovation, and our solutions-oriented approach, with the focus on satisfying our customers and growing our business.



Left to right: Anita Yadav, Pravin Singh, Saylee Ghagare.

Gender Distribution



Local Hiring



WORKFORCE DIVERSITY & INCLUSION

- Seek to hire talented people in our work locations, including focusing on local talent in the jurisdictions where we operate
- Build local expertise through competency assurance programs, while complying with all laws and regulations and meeting customers' contractual requirements
- International assignments
- Hire locally, pay fair wages and benefits, provide good working conditions to enhance livelihoods in our communities
- Respect basic human rights of employees and associates

How the Women of Parker Wellbore Lead by Example



Marilyn Griffin
IDR Supervisor
Houston, Texas

It's important to me to be a part of the solution, so if someone needs help, I'll investigate to find the answers they need or the right person to assist them. I believe this characteristic lets people know you care about what's important to them, so they'll trust you as a reliable source when they need something.

IDR Supervisor Marilyn Griffin has been with Parker Wellbore for nine years and wears many important hats including overseeing the IDR group and implementing the global Records and Information Management System (RIMS) program. Marilyn also manages training, records retention consultation, research and data analysis, participation in IDR internal audits and assessments, and financial management and budget planning for the OIS department. She serves as the Document Management System (DMS) administrator for the Integrated Management System (IMS); the repository for company policies, procedures, and forms; and oversees the operation of the External DMS which acquires and maintains equipment documentation in support of Parker Wellbore rigs.



Nilufar Karmanova
Human Resources
Shared Services Lead
Eastern Hemisphere

When I know that my efforts are following the correct path, it encourages me to push more. Knowing the fact that my hard work and perseverance will help me achieve greater professional success is what keeps me going. I feel that aligning Parker Wellbore's vision and values with my own is one way to achieve that.

As Parker Wellbore Human Resources Shared Services (HRSS) lead for the eastern hemisphere, Nilufar Karmanova manages day-to-day operations including workflow, knowledge management dissemination, and case management. She develops, trains, and manages staff to ensure the highest level of customer service is delivered along with the efficient operation of the HRSS global market. Karmanova is dedicated to maintaining positive relationships with HR professionals, employees, and managers to support company-wide HR initiatives.



Stacy Sean
Senior Director of
Talent Optimization
and Corporate
Human Resources
Houston, Texas

I think part of being successful is to understand yourself, your peers, your team, and the culture of the organization, and have the resilience to change, adapt, and continue to deliver. I have passion and energy around creating and deploying strategy and initiatives, working with others, being open to new ideas, and taking ownership.

Stacy Senn currently serves in a dual role leading Parker Wellbore's Corporate Human Resources and Global Talent functions. She's responsible for managing organization-wide efforts around talent review, performance management (PMP), and leadership development that aligns with ongoing strategic imperatives. As manager of talent acquisition, Stacy leads the recruitment cycle which focuses on finding the best talent and maintains effective programs for retention, promotion, engagement, and succession planning as well as the day-to-day operations of workforce management.



Mariangel Contreras
Senior Counsel for
US Land
Houston, Texas

To support our business groups in our upcoming geothermal, P&A, and carbon sequestration projects is the ride of a lifetime.

Mariangel earned her Advanced Law degree in Energy, Environment, and Natural Resources from the University of Houston School of Law. In her role as Senior Counsel for Quail Tools, US Land, ANAO, and LatAm Geo Markets at Parker Wellbore she supports Parker Wellbore in striking strategic deals for its drilling operations, dry leases, O&M services, well services, and equipment rental. Mariangel is a professional who leads by example, determination, and respect towards her peers, and who confidently portrays the Parker way.

Parker Wellbore's Got Talent: Attraction and Retention

Our Human Resources talent management team engages in the full scope of HR processes to attract, onboard, develop, motivate, and retain high-performing employees. Talent management is aimed at improving business performance through practices that make our employees more productive. Under the umbrella of talent management, there are a string of elements and sub-processes that work in unison to ensure the success of our organization. We have launched new systems and processes for talent management, learning, recognition, career development, and inclusion and diversity as part of our system integration activities. For our talent pipeline, we are improving diversity tracking of new hires and attrition and doing more to recruit and retain diverse talent.

In addition, we're investigating and implementing new recruiting philosophies to ensure we're building a diverse workforce that is prepared to face the challenges of tomorrow. One of our key initiatives is to focus on skills-based hiring. We know that the workforce includes millions of talented, skilled, and motivated individuals who may not have attained their skills through traditional educational paths. We are unlocking new ways to identify these individuals and to verify skills to ensure that our workforce is the best suited for the ESG and other challenges that lie ahead.

Parker Wellbore's "VISION AWARDS" program

The Parker Wellbore Vision Awards is a global program created to recognize and reward team members for initiatives aligned to our mission. This program recognizes Difference Makers, Performance Drivers, and Game Changers. The award program now includes implemented ideas which contribute to Parker Wellbore's positive ESG outcomes. Executed ideas have been shown to positively impact either our own or our customer's environmental impacts in measurable ways. Vision Awards drive measurable customer service, operational, financial, or ESG results.

Human Rights

We're proud to announce our new Human Rights standard! We believe responsible practices, policies, and commitments to do the right thing make for good business. We recognize the responsibility of the business community to respect human rights, and we seek to promote human rights as we strive to make the world a better place. Our approach and commitment to Human Rights is consistent with the principles outlined in Parker Wellbore's Code of Conduct and extends to respecting human rights across our global operations and our value chain.

Parker strives to provide a safe, flexible, and respectful environment free from all forms of discrimination, bullying, and harassment with respect for the human rights of all its employees, suppliers, and business partners and in the development of new business opportunities.

We're not only committed to business practices that respect human rights, but also to promoting Human Rights that align with international standards of responsible business conduct. Accordingly, we commit to the principles and guidance contained in the UN Guiding Principles on Business and Human Rights. Our commitments are further based on the International Bill of Human Rights (consisting of the United Nations Universal Declaration of Human Rights).

Our Code of Conduct unambiguously states that employees must comply with applicable laws. This includes laws that impact human trafficking and modern slavery. Any violation of human rights may be reported anonymously to our Ethics Hotline.



UNITED NATIONS



Jorge Luengas
Senior Director Human Resources



Audrey Zadyabin
on Berkut Platform



We support key principles of the United Nations Global Compact on Human Rights, Environment, and Anti-Corruption.

Supply Chain Integrity

Supply Chain Management

Parker Wellbore's vision is to be the leading provider of premium drilling, drilling-related services, and rental tool services in the energy industry. As a major supplier to the oil and gas field, as well as a major consumer of critical goods and services from third parties, we strive to ensure the integrity of our supply chain.

We're committed to providing our internal and external customers with an efficient, reliable supply chain and to complying with all laws and regulations in the countries where we operate. We fulfill the requirements of our customer contracts and operating permits, including brainstorming social management plans for hiring from within local communities and spending with locally owned businesses.



Left to right: Senior Purchasing Manager Esperanza Reyna and Purchasing Supervisor Tami Nutley.

Parker Wellbore's suppliers sign an acknowledgment that they do not engage in human rights abuses or exploitation, or use any form of forced, involuntary, or compulsory labor.

Vetting Potential Suppliers

We encourage fair and open competition for our business and require potential suppliers to follow our policies for competitive bidding. Prospective suppliers undergo a stringent, well-established due diligence process that includes a review of credit and financial history, references, and conflicts of interest, including social factors. Our supply chain management also performs restricted party screenings on new suppliers to check against government lists and databases to ensure we work with suppliers who abide by the law. Similarly, Supply Chain Management also manages end-user certificates to ensure our goods are destined for places in which they are lawfully allowed to operate. To identify suppliers that meet our standards, we also evaluate quality and compliance systems; health, safety, and environmental (HSE) record; and the capability to service our global operations.



Supply Chain Management Director Sheri Bough.

Localizing Supply Chain—Localization is the New Globalization. Internationally, we focus on increasing local content and local spend in the countries where we operate because developing a localized supply chain provides a direct economic benefit to our communities around the world.

Strengthening the Integrity of Human Rights Practices in Our Supply Chain

Under our new and renewing master goods and services agreements and master purchase agreements, suppliers must comply with applicable laws, regulations, operating permit requirements, and other contractual obligations centered on value chain integrity. As a result of a review and to adhere to our ESG focus, we have redesigned our supply chain agreements.

Our agreements now call for suppliers to respect human rights and related social factors to prohibit and prevent human rights violations such as modern slavery, human trafficking, and child labor. During our annual supplier audit, suppliers sign a form indicating their business ownership classification and are now required to acknowledge that they do not engage in human rights abuses or use any form of forced, involuntary, or compulsory labor.

Additionally, our Integrated Management System (IMS) requires Parker Wellbore's suppliers to provide goods and services and perform in a manner consistent with our operational requirements, social factors, and our Code of Conduct, including ethical standards in sourcing, supplying, and procuring goods and services.

Parker Wellbore's supply chain has been optimized for efficiency.

Governance

The **G** in ESG at Parker Wellbore

Parker commits to: >

Operating in an ethical manner and in compliance with laws and regulations

Implementing processes that reinforce integrity around the world

Managing risk through appropriate controls

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44 Business Integrity, Ethics & Compliance
Program Highlights

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Parker Wellbore promotes strong corporate governance to provide guidance and safeguards for all aspects of our business. Upholding our reputation for business ethics, integrity, and compliance with all laws and regulations will aid our efforts to advance both our financial and ESG performance going forward. The Parker Wellbore Board of Directors provides general oversight on all critical decisions; our company has and continues to adhere to standards that promote effective decision-making and risk management.

Global Reporting Initiative (GRI) 102-16

Values, principles, standards and integrity.

Board Effectiveness

Our Board of Directors consists of a mix of seasoned professionals who are able to grasp commercial opportunities available to our company while balancing these against operational, financial, and compliance risks in accordance with our Corporate Governance Principles. Our Board understands that effective risk management requires a continuous and iterative risk assessment process. Through risk management, the Board ensures the long-term interests of Parker Wellbore's shareholders.

Our Corporate Governance Principles describe the qualifications, responsibilities, and expectations required of our Board members. The Board considers all major company decisions and acts in the best interests of Parker Wellbore and our shareholders. Oversight is provided by the four committees of the Board: Audit, Compensation, Finance and Strategic Planning, and Nominating and Corporate Governance.

For effective strategy oversight, our Board ensures that they have a comprehensive analysis of risks associated with Parker Wellbore's long-term strategic plan. Topics like ESG and Corporate Social Responsibility are becoming a greater focus of the Board and are increasingly central to our business strategy.

ESG at the Board Level

The Parker Wellbore Board of Directors is committed to our development of an ESG program. Specific to ESG matters, the Board Audit Committee reviews environmental and safety performance, legal and regulatory compliance, and the Code of Conduct. Parker Wellbore senior management keeps the Board and its committees informed of our company and ESG performance, including progress and challenges.

The Board itself reflects our continuing ESG efforts. The Parker Wellbore Nominating and Corporate Governance Committee (N&CG Committee) is responsible for regularly reviewing with the Board the requisite skills and characteristics that Board candidates should possess as well as the composition of the Board as a whole. This assessment may include applicable member qualifications as well as consideration of diversity, age, skills, experience, and other relevant factors.

Ethics and Integrity

Parker Wellbore's reputation for integrity and ethical conduct is a competitive advantage and strengthens our brand. We will continue deepening and promoting our culture of ethics to encourage our employees to always do the right thing. We prioritize integrity and ensure comprehensive implementation of robust anti-corruption and other compliance and integrity-based standards. We provide an Ethics Hotline and regular training to ensure that our employees understand our culture of integrity so that they will speak up if they see potential violations.

At Parker Wellbore, we apply a continual improvement mindset to earn and keep our reputation for integrity. Our compliance team is full of innovative working professionals who use technology management systems to advance ethical business conduct in every geography where we do business.

Business Integrity, Ethics & Compliance Program Highlights

Third Party Relationships

Parker Wellbore uses a risk-based due diligence and approval process for all third-party relationships, which applies scrutiny to any third party that represents Parker Wellbore before government officials. Our compliance personnel are technology professionals. We capitalize on our technology infrastructure to properly verify that potential third-party representatives do not pose a compliance risk. Our technology solution for third-party risk management is configured with business rules to assess various data points using a special digital algorithm to effectively evaluate factors that indicate risk. We use a cloud-based system that enables our GeoMarkets to perform with greater confidence.

We Encourage You to Speak Up! Reporting Violations

Across our company, we're focused on encouraging employees to speak up and raise an ethics concern when they notice something is inconsistent with our ethical standards or the law. Employees are required to report any potential violation of laws, regulations, company policies, and customer requirements. Reports can be made confidentially to internal resources or anonymously to our confidential third-party Ethics Hotline. The Ethics Hotline is available by phone or email and in the local language

of all countries in which we operate. Parker Wellbore strictly prohibits retaliation against any employee who makes a good faith report through these channels.

Policies and Procedures

Parker Wellbore's anti-bribery compliance policies are strategically tailored to our unique risk profile and needs. Collectively, these policies prohibit commercial bribery and the bribery of government officials, including a prohibition on facilitation payments.

Risk-Based Reviews

Parker Wellbore performs risk assessments to determine the effectiveness of its existing compliance policies and controls.

Business Partner Integrity Audits

Parker Wellbore conducts periodic audits of its third parties to ensure that they meet ethics requirements.

Ethics Training

Parker Wellbore effectively and appropriately performs Code of Conduct training using a mix of computer-based and instructor-led training. New employees undergo ethics training to understand the importance of business integrity and to help recognize and respond appropriately to potential red flags.

CODE OF CONDUCT

We recognize that how we achieve sustainability as a company is critical and continually work to demonstrate our culture of ethics and integrity to each other, our customers, and all our stakeholders. We communicate our commitment to the highest ethical and legal standards in our Code of Conduct, which is a guiding policy in our Integrated Management System (IMS).

Our Code of Conduct sets the foundation for building an ethical and accountable workplace. The Code provides standards to comply with international trade laws, ensures zero tolerance for bribery and corruption, and affirms strict rules regarding gifts and entertainment. Parker Wellbore employees and Board members must comply with our Code of Conduct (which is available on our website) when conducting company business.

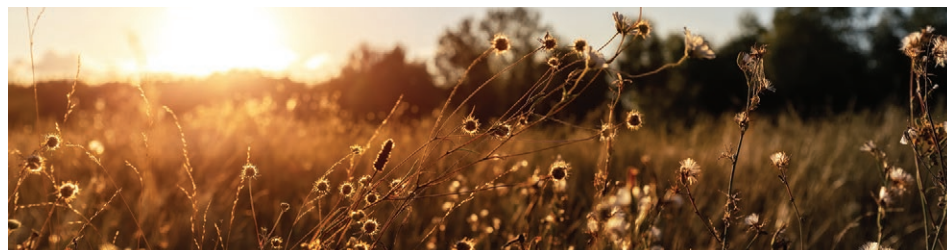
We place the highest value on integrity and apply our continual improvement mindset to earn and keep our reputation for ethical business conduct. Employees must comply with the law and Parker Wellbore's policies and set an example of ethical behavior and avoid even the slightest appearance of impropriety.



Nizam Joosub
Compliance Program
Manager
Dubai, United Arab Emirates



Ethics and Compliance is the responsibility of every employee at Parker Wellbore.



United Nations Sustainable Development Goals



16.6 Develop effective, accountable and transparent institutions at all levels

Peace, justice and strong institutions promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.



Parker Wellbore Legal Team

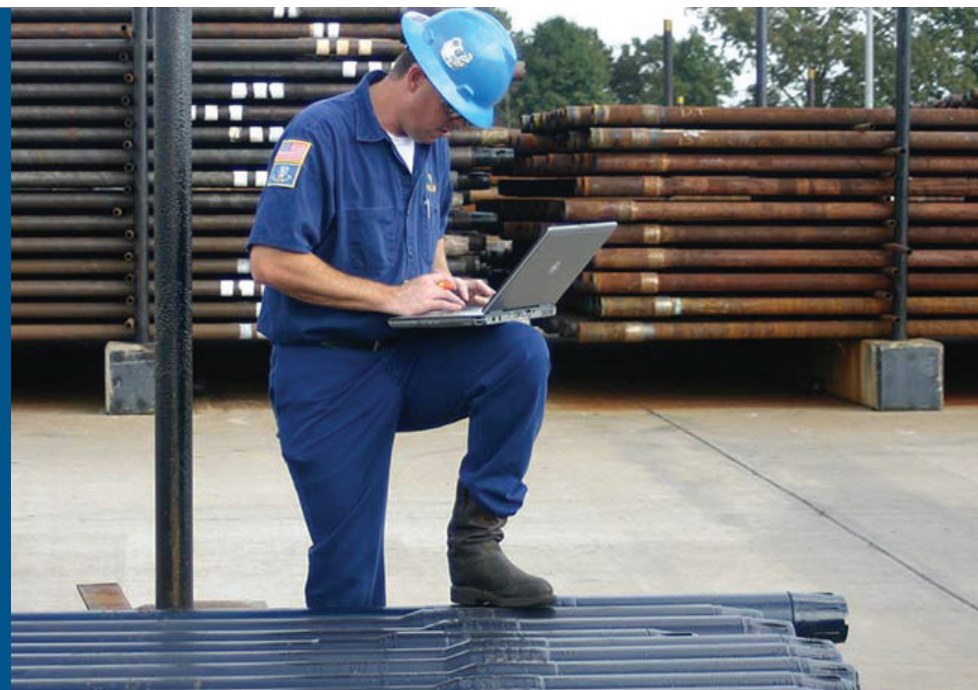
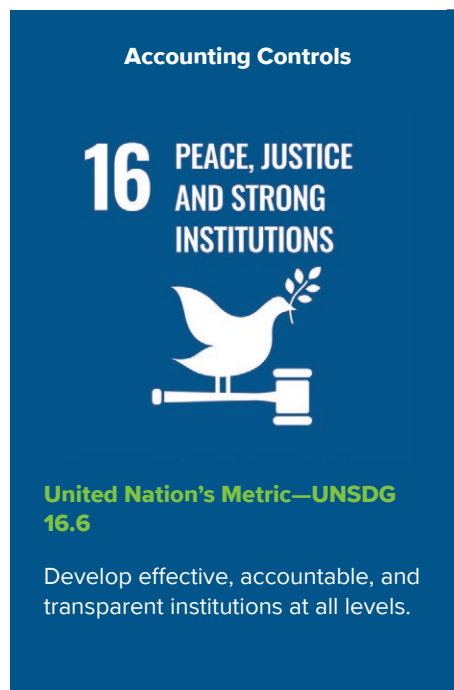
Parker Wellbore's anti-bribery management system helps promote peace, justice, and strong institutions by increasing transparency and accountability, thereby meeting the United Nations SDG 16.

Legal

In collaboration with the Business Integrity Department, the Parker Wellbore Legal Department is a gatekeeper of good corporate practices and ethical considerations. While our Chief Compliance Officer (CCO) ensures that our policies, procedures, programs, and systems are designed to prevent, detect, and respond to legal compliance concerns, our team of in-house lawyers helps to ensure execution of compliance requirements and that the appropriate level of due diligence is conducted prior to securing commitments.

Our lawyers help assess and manage ESG risks and governance factors in a variety of ways, from managing location-specific GeoMarket economic sanction risks to performing risk-based due diligence on customers and projects in what is known as the Parker Wellbore Know Your Project (KYP) program. Our GeoMarket attorneys around the world, as well as our senior counsel at our corporate headquarters in Houston, ensure end-user certifications are completed accurately and completely. We make it a priority to know where our products are going. Our Legal team leads Parker Wellbore in adhering to laws in connection with economic sanctions, including legal requirements related to trade such as U.S. export control laws.

To manage legal and regulatory requirements effectively and efficiently, Parker Wellbore uses technology solutions that provide end users with a streamlined KYP due diligence process to support our GeoMarkets in their operations. Our lawyers also conduct a robust review of all new markets in advance of entering to ensure there is a proper legal assessment of regulatory, compliance, environmental, and human rights legal standards, including integrating ESG considerations into the legal review and due diligence process.



Internal Controls

Parker Wellbore maintains an internal control framework to help ensure financial transactions are recorded in a manner consistent with generally accepted accounting principles; books and records are accurate; and that there is adequate oversight of our company's funds and assets.

Managed by Parker Wellbore's Finance Department, our internal control system is designed to provide reasonable assurance regarding the reliability of financial reporting and the preparation and fair presentation of financial information under generally accepted accounting principles. The finance teams perform periodic assessments of the design effectiveness of required controls and key control activities including monitoring our financial reporting at company-wide and functional levels.

Although Parker Wellbore is an unlisted, non-SEC reporting company, we continue to prioritize robust internal controls as part of our commitment to ethics. The Finance Department has established uniform governance, policies, and control standards

that apply to controlled Parker Wellbore subsidiaries. Parker Wellbore has enhanced its financial controls through expenditure limitations, segregation of duties, policies regulating the use of physical cash, regular audits, automation of its financial systems, invoice review, and chart of accounts.

Through our strong accounting controls, we uphold Parker Wellbore's reputation for business ethics and integrity. Our established internal control framework will aid our efforts to advance both our financial and ESG performance going forward.

Accounting ESG Champions

Meet a couple of Parker Wellbore's Finance team members ensuring strong accounting controls



Pravin Singh

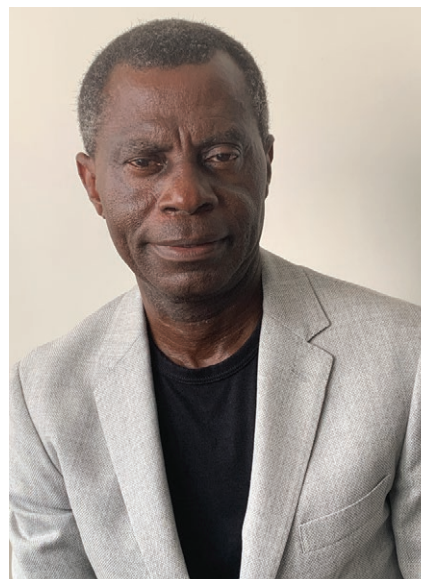
MEAP GeoMarket Finance Team Leader

Pravin Singh has a 21-year career in management and finance, including 12 years of experience in the Oil and Gas sector.

He holds a bachelor's degree in commerce and law along with CMA certification as a management accountant from the U.S. and a Cost & Works accountant (ICWAI) from India. He carries a professional certificate in capital market, regulation, and compliance, and a diploma in export management. Hard work, willingness to embrace change, and a drive for excellence has always been his motto. His financial acumen provides a layer of strong governance support to Parker Wellbore.

Singh was responsible for leading the implementation of meeting tax standards in India.

Recently, the Indian government honored Parker Wellbore India for prompt filling and payment of tax returns during the critical COVID-19 pandemic. Singh's dedication and hard work exhibit a prime example of strong governance across the world at Parker Wellbore.



Erasmus Nido

Accounts Controller Nigeria Division

Erasmus Nido is the Accounts Controller for Parker Wellbore's Nigeria Division.

He joined Parker Wellbore's Nigeria Division on July 1, 1996, when the company operated as Mallard Bay Drilling in Nigeria.

In 25 years, Erasmus has grown from Account Assistant to overseeing Parker's interests in Nigeria.

Before joining Parker, Erasmus worked as an accountant in Nigeria's manufacturing and financial service sectors. He also worked briefly on assignment to Parker's North African Division in Algiers, Algeria. He has attended several trainings, including the Leadership for the Rig Team, organized by Parker Wellbore in Amsterdam, Holland, in October of 1998.

Erasmus currently works out of Warri in Nigeria.

➤ **Erasmus Nido celebrated his 25th year!**

Enterprise Risk Management (ERM)

Enterprise Risk Management (ERM) is a key governance process that informs Parker Wellbore's strategic planning. Our leadership team has primary responsibility for managing financial, business, operational, and reputational risks to our business, with the Audit Committee overseeing risk-assessment guidelines and principles.

We have a robust ERM process to identify, prioritize, mitigate, and manage the most significant risks to our business. Our leaders regularly review identified and emerging risks along with associated risk-trend contributing factors, past occurrences, and current and potential controls. Risks are ranked based on the potential severity and probability of occurrence. An operational and executive owner are appointed for each key risk to ensure adequate controls are in place to manage the risk. Risks are removed from the ranked list as their probability and severity decline.

We review and revise the ERM process periodically to adjust to changes in our business offerings, geographic scope, market conditions, ownership structure, and other factors. Recent enterprise risks have included blowout or loss of well, cyber threats, safety, debt default, and talent retention. Some organizations include climate risks to operations in their ERM programs, and we acknowledge that climate change may increase the frequency and severity of weather events and could theoretically impact demand for our products and services or cause delays and disruptions, particularly at our HQ in Houston, where an unforeseen extreme cold weather event occurred recently. However, our focus at this point is to do our part to minimize the impact of climate change through our ESG programs.



Enterprise Risk Management has a robust process. Our ERM team conducts risk assessments to understand risk trends.

Automation

Staying on top digitalization and automation, we use technology to enhance business objectives. Parker Wellbore has automation strategies in place not only to be a technology leader in the marketplace, but also to be an effective and efficient organization.

To improve governance, Parker Wellbore is enhancing automation by working on projects designed to develop automated safeguards. Increased automation promises advances in the parameters of governance work that is being accomplished today. Automation is essential for systems efficiency and risk mitigation.

Our industry has been experimenting with automation, new capabilities in data analytics, and new ways of collaboration to increase efficiencies among teams and with customers. At the intersection of technology and innovation, we are on a path toward automating workflows at Parker Wellbore for greater risk mitigation. We've embarked on a three-year digital transformation that will enhance our competitive edge, provide new efficiencies in collaboration and automation, support Parker Wellbore objectives in technology innovation, and create increased value for our customers. Parker Wellbore is always seeking strategic ways to differentiate ourselves in our industry. Our focus is enabling our OneParker team to deliver increased value while enriching the lives of our team members.



Left to right: Parker Wellbore Assistant Corporate Controller Elizaveta Udilovich, Senior Executive Assistant-Business Development & Global Operations Kathy Moran and LATAM GeoMarket Legal Counsel Sofia Parraga.

DATA PRIVACY



Keeping Data Secure

We know how important it is to ensure that the information we collect and maintain regarding both employees and customers is secure. We take the utmost care with the treatment of personal data, and we integrate proper data protection into our business practices. We secure our IT-systems with the latest in technology to preserve and protect personal information from being accessed by unauthorized parties.

Parker Wellbore is committed to:

- Developing a governance framework for securing data
- Ensuring privacy and security standards requirements are met
- Managing appropriate data transfers and using privacy management strategies

Cybersecurity Program

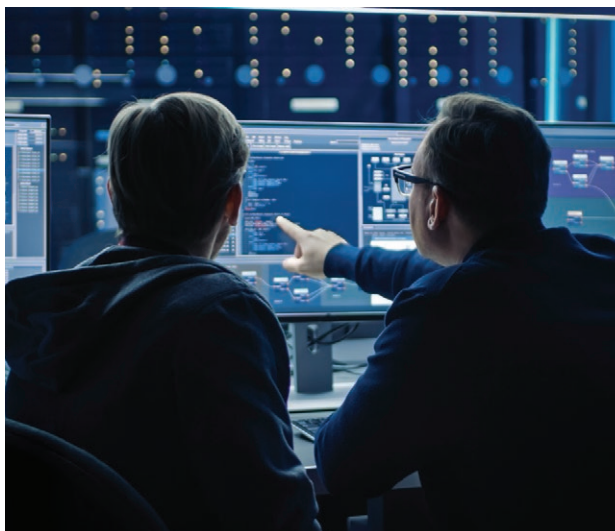
Parker Wellbore's Cybersecurity Program

- Comprehensive cyber coverage for Parker Wellbore assets, resources, and employees
- Desktop, laptop, and mobile device wellness checks
- Periodic penetration and vulnerability tests
- Threat assessments, reporting, and tracking

As we continue to expand the use of digital technologies and services throughout our operations, we seek to minimize risk while protecting our people, processes, and technologies. To achieve our security goals cost-effectively, we provide governance and track our progress based on our cybersecurity maturity level. The Parker Wellbore Board Audit Committee has oversight responsibility for our cybersecurity program and receives quarterly updates on key risks, mitigations, and progress.

Our cybersecurity program is based on a combination of government, industry, and customer frameworks, including those devised by the National Institute of Standards and Technology (NIST) and the International Association of Drilling Contractors (IADC).

The Parker Wellbore Cybersecurity program comprises four pillars: Governance, Security, Resilience, and Vigilance. Our risk-based approach adapts to changes in cybersecurity threats, processes, and technologies, with guidelines to assess our capabilities. Parker Wellbore has a prioritized roadmap to drive improvements in our cybersecurity practices.



Parker Wellbore's communications and information systems, information, and data are valuable assets, and our Code of Conduct requires every employee to protect these assets. To reduce risk, cybersecurity awareness starts with onboarding. Parker Wellbore employees and contractors are required to read our Code of Conduct and our cybersecurity and technology use policies and undergo initial cybersecurity training. Employees are then required to take annual cybersecurity training that is tracked in our Learning Management System (LMS). Some contractors may also be required to refresh their training. To maintain awareness, Parker Wellbore performs periodic security campaigns and provides a self-reporting phishing alert button in our email system, as well as other actions.



Rececca Mookerjee
Senior Director of
Information Technology



We are actively engaged in identifying cyber threats that are designed to compromise our digital systems by using Parker Wellbore's advanced analytics tools to respond to phishing emails that target our employees. We continue to detect, respond, and protect our systems from cyber threats.

In 2020, we focused on improving governance and security controls, partly in response to increased remote work because of the COVID-19 pandemic. Parker Wellbore continues to improve and update our processes, policies, and procedures, as well as increasing monitoring and strengthening our internal cybersecurity posture. We believe these actions safeguard not only our communication and information systems, but also our reputation, stakeholder relationships, and the overall sustainability of our company.

Ransomware is affecting numerous companies and industries worldwide. Visibility is the key to any organization's security posture to prevent cyber threats. Attempts at cyber breaches with respect to security and phishing alerts—as well as attempts to infiltrate Parker Wellbore—has trended upward year over year. As a result, we increased our cybersecurity monitoring in 2020 to gain visibility and to prevent cybersecurity incidents.

These numbers can be overwhelming, but Parker Wellbore is preventing attacks—and responding to and remediating alerts—with multilayered security solutions.



Left to right: Parker Wellbore IT Architect Dan Smith, Senior IT Applications Manager Saritha Majjiga and Senior Manager IT Operations & Cloud Services Anthony Gleason.

The Parker Wellbore Cybersecurity program comprises four pillars:

Our risk-based approach adapts to changes in cybersecurity threats, processes, and technologies, with guidelines to assess our capabilities. Parker Wellbore has a prioritized roadmap to drive improvements in our cybersecurity practices.

GOVERNANCE

SECURITY

RESILIENCE

VIGILANCE

Closing Statement



Pat Hajati Garcia
Chief Compliance & Integrity Officer



We built our Environmental, Social & Governance (ESG) program during a period in history unlike any other.

COVID-19 affected us all. Despite the tumult, we still achieved our goal. On behalf of the entire ESG committee at Parker Wellbore, I would like to express my gratitude to all of our employees who contributed to this ESG report. I am honored to have led an ESG program that successfully met key United Nations Sustainable Development Goals. I'm equally proud that our workforce has embraced the energy transition and is working to be a part of the solution to save our planet and safeguard humanity's future.

We made considerable progress in reaching objectives that are relevant to our industry such as our greenhouse gas (GHG) emissions baseline arising out of diesel fuel consumption from certain owned assets used in our operations. This provides a foundation to inventory our GHGs. Alongside these achievements, we also continue to realize great success. We see this in our geothermal projects that provide renewable, carbon-free energy; Plug & Abandonment (P&A) portfolio that we anticipate will offer solutions for ultra-potent methane emissions; new innovations to track fuel usage on generators for data-driven insight in consumption monitoring; advancements in Parker Wellbore technology that optimizes performance; and our superior switchgear technology that avoids carbon dioxide (CO₂) emissions arising out of diesel combustion.

The fact remains that to mitigate this climate calamity, businesses need to be part of the solution. A path to achieve immediate progress in the energy transition is identifying low-carbon technology capable of use today while planting seeds for tomorrow. That means readily deployable technology that lessens CO₂ output and advancing technology that is capable of lowering fuel usage levels considerably. It also means launching technology that does not have a significant carbon impact or that uses carbon-neutral energy. Further steps toward progress include allocating capital toward solutions equipped with zero-emission technologies.

Reaching net zero requires collaboration with the energy industry. From direct air carbon capture to the deployment of carbon capture and storage, there is real potential in using the industry's expertise to gain positive momentum. While the cost of capital decreases to a point that provides for opportunities to scale renewables—such as hydrogen energy or to the same degree offsets using algae and reusing emissions through carbon recycling—there are solutions available in the market today. Parker Wellbore offers such solutions, including opportunities that we expect will address methane emissions through P&A. We also offer opportunities for customers to use renewable energy from geothermal sources. Our unparalleled expertise in geothermal drilling provides options for customers seeking a renewable alternative to fossil fuels with power from a natural, carbon-free source.

As the energy transition moves forward, technology that is available today will accelerate emissions reductions. At Parker Wellbore, our technological innovations are available now.

As a member of the leadership team, I am confident that our ESG program positions us to become a low carbon leader in the oilfield services sector. We offer energy transition solutions to customers and put technology at the forefront of our ESG strategy. Our leadership team understands how to intersect business and technology to drive value for our customers.

Thank you, Parker Wellbore, for leading the way to a **new energy future!**

Index

Divulging our Framework Strategy: We routinely and purposefully analyze and revisit Parker Wellbore's ESG strategy and our ESG program, commitments, and targets. We divulged ESG topics important to us in this report. For purposes of transparency, openness and disclosure, in addition to the UN SDGs, we have considered, assessed, evaluated and reviewed many different ESG and sustainability reporting frameworks as we developed this ESG report. We are informed by these standards and frameworks, as well as our engagement with key stakeholders, as we determine our ESG priorities and ESG-related goals. As might be expected, building an ESG program that preserves the natural environment and safeguards humanity's future requires us to revisit and reassess our goals frequently. Learn more about our approach as we had many different frameworks to consider. This is elaborated further in our disclaimer page.

ESG AREA	TOPICAL SUMMARY: BRIEF SUBJECT-MATTER OVERVIEW	LOCATION IN REPORT
Affordable and Clean Energy	UN's Target 7a: Enhance international cooperation to facilitate access to clean energy research and technology, including renewable energy, energy efficiency, and advanced and cleaner fossil-fuel technology, and promote investment in energy infrastructure and clean energy technology.	Environmental—Geothermal, page 23.
GHG Emissions	Discussion on diesel fuel consumed through rig activity at the wellsite on rigs in service that are Parker-owned assets with emissions data for GHGs in metric tonnes and in tonnes of CO ₂ equivalent.	Environmental—Greenhouse gas emissions, page 10.
Asset Integrity & Reliability	Discussion on process safety and asset integrity. ESG perspective on asset integrity involves spill containment, well control, monitoring systems, testing, and certification.	Environmental—Asset Integrity & Reliability, page 26.
Ecological Footprint	Discussion of strategy or plan to address risks and opportunities related to ecological impacts from core activities.	Environmental—Ecological Footprint, page 27.
Environmental & Regulatory Compliance	Discussion of corporate positions related to government regulations and/or policies that address environmental and social factors affecting the industry.	Environmental—Management of the Legal & Regulatory Environment, page 26. Governance—Board level oversight, page 43. ESG in Legal Department, page 44.
Human Rights	Description of organizational commitment to human rights.	Human Rights, page 40. Social—Supply Chain Integrity, page 41. Governance—Ethics & Integrity, page 43. Code of Conduct, page 44.

ESG AREA	TOPICAL SUMMARY: BRIEF SUBJECT-MATTER OVERVIEW	LOCATION IN REPORT
Supply Chain Integrity	Description of the process for new suppliers assessed using social criteria as identified in the supply chain.	Social—Supply Chain Integrity, page 41. Quantitative data not disclosed.
Occupational Health & Safety	Discussion on health, safety, security, training, and emergency for full-time employees. Description of IMS (management systems) used to integrate a culture of safety throughout the value chain and project life-cycle.	Social—Occupational Health and Safety, page 36.
Workforce Diversity & Inclusion	Description of the organization's DE&I activities and talent management.	Social—DE&I, page 38. Quantitative data not disclosed.
Decent Work and Economic Growth	UN Sustainable Development Goal UNSDG 8.5. Achieve full and productive employment and decent work for all men and women, including young people and persons with disabilities, and equal pay for work of equal value.	Social—Workplace practices, pages 26 to 39.
Responsible Marketing	Description of company approach to ethical marketing.	Social—Marketing practices, page 35.
Enterprise Risk Management	Description of risk management practices.	Governance—Managing Enterprise Risk, page 48.
Cybersecurity	Description of activities in connection with cybersecurity.	Governance—Cybersecurity program, page 50.

ESG AREA	TOPICAL SUMMARY: BRIEF SUBJECT-MATTER OVERVIEW	LOCATION IN REPORT
Internal Controls	Discussion on financial controls. We describe how the private sector plays a role in helping governments around the world combat corruption with effective, accountable, and transparent institutions at all levels. United Nation's metric—UNSDG 16.	Governance—Accounting and financial controls, page 46.
Board Effectiveness	Principles of governance.	Governance—Effectiveness and ESG at the Board level, page 43.
Ethics	<p>Discussion on the company's Code of Conduct and policies related to anti-bribery and anticorruption, including programmatic approach towards compliance and business integrity.</p> <p>Qualitative—Values, principles, standards, and integrity.</p> <p>Meeting the standard under Global Reporting Initiative (GRI) 102-16</p>	Governance—Business Integrity pages 43 and 44.

CAUTIONARY LANGUAGE REGARDING FORWARD-LOOKING STATEMENTS

This communication on sustainability and all communications in connection with Parker Wellbore First/Inaugural Sustainability ESG Report (the "Report") contains forward-looking statements. All statements in this Report and contained in this communication other than historical information are forward-looking statements that involve known and unknown risks and relate to future events, our future financial performance, or our projected business results. You can identify these forward-looking statements by the use of forward-looking words such as "expects," "may," "will," "approximately," "predicts," "intends," "plans," "estimates," "anticipates," or the negative version of those words or other comparable words. These forward-looking statements represent Parker Wellbore's expectations or beliefs concerning future events, and it is possible that the results described in this report will not be achieved. These forward-looking statements are subject to risks, uncertainties, and other factors, many of which are outside of Parker Wellbore's control, that could cause actual results to differ materially from the results discussed in the forward-looking statements. Accordingly, readers should not place undue reliance on forward-looking statements as a prediction of actual results. Any forward-looking statement speaks only as of the date on which it is made, and, except as required by law, Parker Wellbore does not undertake any obligation to update or revise any forward-looking statement, whether as a result of new information, future events or otherwise. New factors emerge from time to time, and it is not possible for Parker Wellbore to predict all such factors. When considering these forward-looking statements, you should keep in mind risk factors and other cautionary statements, which could cause its actual results to differ materially from those contained in any forward-looking statement. We undertake no duty to update these forward-looking statements even though the situation may change in the future. All rights expressly reserved.

General Disclaimer – Applicable to Every Page in this Report

The information contained in this report was created to the best of our knowledge. All statements and representations are made without any guarantee. No warranties or promises expressed or implied are provided in this report. Do not rely on information in this report. Parker Wellbore hereby disclaims any and all liability related to or in connection with the use of information contained in his report. This disclaimer applies to the entire Parker Wellbore Inaugural ESG report, which includes any and all statements and representations found in this report. NO EXTERNAL AUDIT—This report and the data presented herein have not been externally audited, assured, attested, or verified.

The additional disclaimers below are in addition to the general disclaimer above.

Breakdown of Measurements. In this report, you may see ton, tonnes, or metric tonnes. To keep things simple, these terms are used interchangeably in this report. The functional unit of tons versus tonnes and the final unit of measurement for GHG emissions is metric tonnes of carbon dioxide equivalent (MT CO₂e). In the United States, however, many use the imperial system and another word for ton is “US ton” or “short ton.” Metric ton is the same as tonnes. We serve customers globally. So we often have to convert from tons to tonnes, and, they are indeed, two different units of measurement (1 U.S. ton to 0.907185 metric ton, which is calculated by dividing the mass value by 1.102). We use “carbon dioxide equivalents” throughout this report to combine all the different greenhouse gases. You might see carbon dioxide reported in this report, without other greenhouse gases, which is just the carbon itself. Bottom line is that greenhouse gases cause warming, and absorb heat and trap it in the atmosphere. We understand our responsibility to do our part to tackle climate change. This is what we were trying to convey.

Materiality Assessment and Statements using the word “Material”—Page 5 and beyond

ESG materiality per the Global Reporting Initiative definition is not meant to correspond to the SEC definition of materiality.

EPA on Page 10

Sentence cited the EPA: “CO₂ is the primary greenhouse gas emitted through human activities.”

<https://www.epa.gov/ghgemissions/overview-greenhouse-gases>

Ranges Provided—Page 10

The statement “Every year the world adds an approximate range of 40 to 50 billion tons of greenhouse gases (GHG) to the atmosphere—30% to 40% of which is from carbon dioxide (CO₂)” is based on various studies that have indicated amounts within this range. Bill Gates, in his book, made an estimate at or around 51 billion and the United Nations has provided another amount that differs from the estimate by Gates. We provide a range here for our audience. Our intention with providing a range was not to tie ourselves to a specific amount. We understand that different amounts have been presented in the past. Instead of focusing on a specific number and rather than making a representation, our goal was to demonstrate that we acknowledge the existential threat the world faces from emissions from GHGs and the contribution of CO₂.

GHGs and Emissions—Page 10

We recognize that the organizational and operational Boundaries need to be established by the industry for well activities on US and non-US operations. This will enable reporting direct and indirect emissions. It will also help set forth attribution of Scope 1, 2 and 3 emissions in the oil & gas industry and oilfield services sector. In the meantime, we focused our baseline study on our most substantial fuel use source: diesel usage at the wellsite on Parker-owned assets. Carbon dioxide is our most significant source of GHGs therefore we put emphasis on where the most emissions occur.

Additional Disclaimer on GHG Baseline (also referred as the “Emissions Baseline”)—Page 11

The emissions presented are based on Parker’s assumptions and percentage calculations regarding previous diesel consumption and future natural gas consumption. We hereby disclose that this was based on Parker’s own internal estimate of emissions. There can be no assurance that Parker’s internal estimation is precise and/or that an independent analysis will achieve similar results. Actual results could differ materially. It is an estimate derived through an internal assessment and should not be relied on by others. Our history with tracking, measuring, and calculating emissions is limited, so past performance is not a reliable indicator of future results and should not be relied upon for any reason. Parker’s emission baseline and metrics are estimates based on our assumptions of certain Parker-owned rig engine activity. There has been no internal audit or external audit of these assumptions, calculations and/or our results.

Methodologies for Calculations Used in the GHG and Emissions Baseline

The GHG baseline study used the GHG Protocol quantification methodology. Calculations were performed by multiplying annual fossil fuel consumption for each drilling rig to its appropriate emission factor for CO₂, CH₄, and N₂O. For GHG emissions calculations all drilling rigs engines were assumed to be running only diesel fuel. Emission factors to calculate GHG emissions were: 10.11 kgCO₂/gal; 0.41 gCH₄/gal; and 0.08 gN₂O/gal.

Other Considerations on Emissions Baseline

Other considerations as part of our baseline disclaimer to inform readers about our emissions baseline for further context and additional color:

- GHG baseline is an inventory of sources of GHG emissions from business activities arising at the wellsite on certain of Parker-owned rig engine assets.
- Baseline study was conducted during 2018-2020 and will be used as a reference point for the company to track GHG emissions over time.
- Local teams gathered and consolidated data based on diesel from certain Parker-owned rig engines for 3 years from operational GeoMarkets.
- Building a multi-year GHG emissions baseline enables us to have a better understanding of historical and future GHG emissions trends.
- GHG baseline focused direct emission from owned or controlled diesel fuel combustion at certain Parker-owned rigs (diesel consumed from operating the rig based on rig engines).
- Parker collected 3 years of data to obtain a multi-year average which may help smooth out unusual fluctuations in GHG emissions.
- For this baseline study, we assumed that the fuel consumed was diesel.
- This baseline is an estimate; therefore, we make no statements on its accuracy so it should not be relied upon.

A Look at Alaska and Results of Rig 272—Page 14

Results of our estimate for Rig 272L presented in this report represent our assumptions based on an estimation and approximation. It has not been audited or verified and should not be relied upon. For disclosure purpose, we estimated under the following methodology: In one gallon we have 10 kilos of CO₂ and we are avoiding emissions by taking 340 metric tons. According to the arithmetic, this was calculated by using value of 10.21 kilos per gallon and accounting for methane and nitrous oxide.

Methane Emissions—Page 22

We added the terms “short term” in the sentence: “Methane has much greater “short-term” global warming potential.” We have seen information that indicates that methane may only stick around for about 15 to 20 years or so whereas CO₂ remains much longer in the atmosphere. This based on the best of our knowledge.

Air Emissions—Page 26

Fugitive emissions and allocation of emissions between steam production and power production are estimated based on The Climate Registry General Reporting Protocol with emission factors and guidance documents.

Index—Page 53

Our history with an ESG index and using ESG for metrics is limited, and our representations are not a reliable indicator of current or future results and should not be relied upon for any reason. Parker’s ESG index contains metrics that are estimates based on our assumptions. There has been no internal audit or external audit of these assumptions, calculations and/or our results.

Index—Page 53

ESG metrics is currently voluntary. However, reporting ESG data is becoming more common in some regions. For disclosure purposes, please be advised that in creating Parker’s First Inaugural ESG Report, in addition to the UN SDGs, we reviewed key sustainability reporting frameworks as we developed this report: the Task Force on Climate Related Financial Disclosures (TCFD) framework, industry-specific standards from the Sustainability Accounting Standards Board (SASB), the Global Reporting Initiative (GRI) Standards (Core), the World Economic Forum’s Stakeholder Capitalism Metrics, GHG Protocol Corporate Standard and the GHG Protocol guidance and SASB framework (now VRF). These standards and reporting bodies were assessed in addition to other standard frameworks that were reviewed. We determined, as this is our first report, that we would be informed by these standards and frameworks but besides the UN SDGs we would not map precisely to any specific framework with defined metrics contained in these standards in our first reporting period but rather use these standards as guides to inform how we illustrate that we meet ESG goals by recognized and established ESG reporting bodies. While there is not harmonization among all the various reporting bodies, we still found ourselves guided by them and tried to create metrics relevant to our business and industry. In developing our approach for the first year, we were also able to learn about different measurements used for various ESG topics. We will revisit and reassess our goals frequently, and we intend to continue to consider how best to map our progress against certain designated frameworks in the future to further develop our sustainability strategy.



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ETHICS HOTLINE

To report ethics or compliance issues, contact
our Ethics Hotline (operated by NAVEX Global)
online at:

parkerwellbore.ethicspoint.com