SUSTAINABILITY

A SUPERIOR FOCUS

2023 SUSTAINABILITY REPORT

Superior
ENERGY SERVICES

TABLE OF CONTENTS

INTRODUCTION 02

Table of Contents 02
About This Report 03
Material Issues 03
Report Highlights 04

OVERVIEW 06

Letter from the CEO 07
About Us 09
Committed to the Core: Our Shared Core Values 09
Our Mission, Vision, and Values 10
Superior Energy at-a-Glance 11
Commitment to Sustainability 13
Continuous Program Development 13

GOVERNANCE 15

Culture of Responsible Governance 16
Board of Directors 17
Company Leadership 17
Compliance Checks and Training Practices 18
Managing Third-Party Risk Profiles 18
Enterprise Risk Management 18
Integrity to the Core 19
Business Ethics and Integrity 19
Whistleblower Protection 19
Data Privacy and Protection 19
Supplier Compliance and Code of Conduct 20
Ethical Sourcing of Materials 20

SOCIAL 21

Safety to the Core 22
Health, Safety, Environment, and Quality (HSEQ) 22
Target Zero Defines Our Approach 23
What Is Target Zero? 23
Emergency Response and Preparedness 24
Climate-Related Risks 24
Fairness to the Core 25
Company Culture 25
Empowering Employees 25
Professional Development and Advancement 26
Diversity, Equity, and Inclusion 26
Respecting Human Rights 26
Community Engagement and Social Impact 27

ENVIRONMENTAL 29

Evaluating Our Operations 30
Resource Management 30
Greenhouse Gas Accounting 31
Air Pollution Prevention Policy 31
Waste Management Policy 32
Chemicals Management 32
Water Management 33

APPENDIX 34

Sustainable Development Goals 35
2023 GRI Oil & Gas Services Index 36
2023 ESG Performance Data and Sustainability Accounting Standards Board (SASB) Index 39

Welcome to Superior Energy's 2023 Sustainability Report

(the "Report"), which is our inaugural publication and is expected to be updated annually. This Report summarizes our efforts to establish a sustainability plan that encompasses topics material to our global business, business in terms of stakeholder interest and potential business impact, identifies strategic priorities, and outlines how we intend to build a sustainable future through our commitment to Environmental, Social, and Governance ("ESG") performance. Our sustainability reports will communicate our progress in these endeavors for the benefit of our stakeholders, including customers, investors, the public, and others.

ABOUT THIS REPORT

In 2022, Superior Energy partnered with a third-party sustainability consultant to conduct a materiality assessment. We identified 13 material topics of strategic significance to our company. These topics are informing the development of a three-year sustainability strategy, the most immediate action of which is establishing a baseline footprint for our Scope 1 and 2 Greenhouse Gas ("GHG") emissions.

The assessment methodology would serve as a solid foundation for accurate data collection and understanding of GHG emissions sources under Superior Energy's direct operational control. Together, the materiality assessment and GHG footprint allow us to establish a baseline year for our reporting capabilities and prepare for future sustainability initiatives.

MATERIAL ISSUES



Through the process, we identified the ESG reporting frameworks most appropriate for our business that will help ensure we track and report the most relevant, high-quality information.

This Report includes information on our key initiatives, policies, processes, and programs, and presents results relevant to various disclosure topics identified by the Sustainability Accounting Standards Board ("SASB") as impactful on ESG performance in our industry. For example, the sections of this Report covering Business Ethics and Integrity, Safety Management and Performance, and Greenhouse Gas Accounting closely follow the Business Ethics and Payments Transparency, Workforce Health and Safety, and Emissions Reduction Services and Fuels Management aspects of SASB sustainability disclosure topics and metrics. Included content is also informed by the Global Reporting Initiative ("GRI") and United Nations' Sustainable Development Goals ("SDGs") which address the key challenges currently faced globally. Unless otherwise noted, this Report covers operations from January 1, 2023, through December 31, 2023. **

Statements provided herein may be based on estimates, assumptions, and projections, which are subject to change. Superior Energy anticipates such changes as we implement the items highlighted in this Report and move closer to our sustainability goals. As we develop this plan, we strive to collect and report verifiable data. In some cases, however, some metrics may be subject to ongoing development and therefore have inherent uncertainties. Such uncertainties may result from limitations in the methodologies used to calculate ESG information and where actual use data is not available.

2023 Report Highlights

- Inaugural GHG Footprint (Scopes 1 and 2) completed
- First Materiality Assessment executed
- Total Recordable Incident Rate 0.52
- Employee-led Catastrophic Relief Fund increased the balance in the fund by 53% for colleagues in need

We have engaged our internal subject matter experts, our Executives, including our Chief Executive Officer, and the Board of Directors in the review and approval of this Report. However, it has not been externally assured or verified by independent third parties.

Share Your Comments

We strive to provide information that is accurate, complete, relevant, transparent, and valuable to our stakeholders. We welcome any feedback to help us improve our efforts and our ESG reporting. Please contact us at sustainability@superiorenergy.com if you have questions or comments about this Report.

** *Additional information on reporting frameworks located in appendix*

Disclaimer

While the information included in this Report has been subjected to our policies regarding the disclosure of financial and non-financial data, no regulatory body or government agency has prescribed the information or its presentation, nor has it been subject to a third-party audit verification. In addition, historical, current, and forward-looking environmental and social-related statements may be based on standards for measuring progress that are still developing and on internal controls and processes that continue to evolve. Certain information included herein may constitute forward-looking statements within the meaning of applicable securities laws, including but not limited to ESG data and statements regarding Superior Energy's plans to move forward with identified environmental, social, or governance initiatives, and all statements other than statements of historical fact regarding our financial position and results, financial performance, market outlook, business strategies, sustainability initiatives, and other plans and objectives of our management for future operations and activities. Generally, the words "expects," "anticipates," "targets," "goals," "projects," "intends," "plans," "believes," "seeks", "will", and "estimates," variations of such words and similar expressions identify forward-looking statements, although not all forward-looking statements contain these identifying words. Readers are cautioned not to place undue reliance on forward-looking statements as they are subject to assumptions and known and unknown risks and uncertainties that may cause our actual results, performance, or achievements to be materially different from any future results, performance, or achievements expressed or implied by such forward-looking statements. Such risks and uncertainties include technological innovations, climate-related conditions and weather events, legislative and regulatory changes, socio-demographic and economic trends, our inability to reduce our environmental impact and emissions, our inability to perform at desired ESG standards, our inability to develop and deliver equipment, technology and software solutions to enable our customers to achieve their own ESG goals, our inability to realize intended benefits from our ESG strategies and initiatives, conditions in the oil and gas industry, the availability of strategic partners, and other unforeseen events and conditions. The forward-looking statements contained herein are made as of the date of this document and Superior Energy makes no commitment to update such forward-looking statements to reflect the impact of circumstances or events that arise after the date the forward-looking statements were made. These forward-looking statements are also affected by the risk factors, forward-looking statements and challenges, and uncertainties described in the Company's Form 10-K for the year ended December 31, 2023, Form 10-Q for any subsequent interim period, and those set forth from time to time in the Company's other current or periodic filings with the Securities and Exchange Commission, which are available at www.superiorenergy.com. This Report includes disclosures following the frameworks of the Sustainability Accounting Standards Board Standards. In our use of certain terms from these frameworks, we are not endorsing or adopting such terms or the definitions thereof as used in one or more of the frameworks. We are not obligating ourselves to use such terms in the ways defined by or used in the frameworks, and we make no representation or warranty as to any such use or definition in the frameworks. For example, with respect to the use of the terms "material" and "materiality" as applied to sustainability issues, we believe that individual companies are best suited to determine what information is "material" under the long-standing U.S. Supreme Court definition of that term and whether to disclose this information in SEC filings. Furthermore, while certain matters discussed in this Report may be significant, any significance should not be taken, or otherwise assumed, as necessarily rising to the level of materiality used for purposes of complying with our public company reporting obligations pursuant to the U.S. federal securities laws and regulations, even if we use the words "material" or "materiality" in this Report.

OVERVIEW

"Across our global operations, we focus on sustainability through the lens of our company's Shared Core Values – Integrity, Respect, Safety, Fair Play, and Citizenship."

LETTER FROM THE CEO

Dear Stakeholders,

I'm pleased to share Superior Energy's first Sustainability Report. We have made it a priority to gather the information required for the development of an ESG strategy and program. This Report is a result of that process, demonstrating our ongoing commitments, progress, and benchmarks. But more significantly, it is an extension of the guiding principles that have been in place at Superior Energy for more than a decade. Across our global operations, we focus on sustainability through the lens of our company's Shared Core Values – Integrity, Respect, Safety, Fair Play, and Citizenship.

For our stakeholders, we strive to deliver value. One way we do this is by being good stewards of resources, particularly, financial resources, human resources, and environmental resources, which are the essence of ESG. Our objective is to achieve positive financial results while contributing to the world in a meaningful way, which includes being fair in our dealings with customers, suppliers, and employees.

When it comes to our business and processes, we take a disciplined approach. Committed to operational excellence, we strive to protect our employees and ensure they have a safe work environment — one in which teamwork thrives. Our commitment to safety is nothing new at Superior Energy. Continually reinforced, it's a foundational value in our culture of well-being and I am extremely proud of our commitment to this core value.

Over the past 150 years, energy has transformed and significantly improved society, and we at Superior Energy are proud of the part we have played in that history. To continue our contribution moving forward, it is critical that we examine our environmental impact and make tangible, measurable progress on our strategic objectives. Such progress includes our recent third-party materiality assessment to evaluate material topics and the commissioning of a GHG Footprint to establish a baseline for our carbon emissions.

Recent Progress Validates Our Successful Strategy

In 2023, our strategic focus included retaining high-quality corporate staff and rewarding our employees for consistent, outstanding performance. We also maintained alignment with our key goals: to offer employment that contributes to the economy, to provide goods and services to our customers, and to generate a return for stakeholders. Our positive performance in 2023 validates our strategy. At the same time, we have met and overcome challenges and surpassed expectations in terms of both safety and service delivery. I am proud of the dedicated teams who made it happen.

Responsible Business Practices

In the oil field products and service business, long-term success demands responsible energy production. Regardless of its position in the global supply chain, a company must consider ESG as a fundamental part of operations. Stakeholders routinely ask about it — specifically how we deliver results in a sustainable, impactful way. This first Sustainability Report shares information about Superior Energy's commitment to sustainability excellence. It helps point the way to achieving our ESG goals while also providing guidance for our customers, suppliers, and business partners.



Sustainability as a Business Principle

At Superior Energy, sustainability is embedded in our values and commitment to operational discipline, which have laid the foundation for our ESG approach, enabling us to confidently move forward to meet tomorrow's expectations. Responsible governance and accurate reporting help us ensure progress and success. And ultimately, to help us be good stewards of resources.

Thank you for your interest in our efforts.

Sincerely,



Brian Moore
President & Chief Executive Officer

ABOUT US

A company with global reach and financial prudence, Superior Energy provides oilfield products and services while maintaining standards of safety and sustainability. From a corporate standpoint, we drive true value to each of our brands, in alignment with our enterprise-wide Shared Core Values. We focus on empowering and supporting our collection of premier brands to deliver superior results.

COMMITTED TO THE CORE: OUR SHARED CORE VALUES

We embrace our Shared Core Values, focusing on the belief that how we run our business contributes to our overall success. They set us apart as a fair employer, a trusted business partner, and a good corporate citizen. Our five values guide our actions and set the standard for how we conduct business.

Our Shared Core Values include: Integrity, Respect, Safety, Fair Play, and Citizenship. These form the framework for our company's Code of Conduct and apply to all directors, officers, employees, and business partners. Our Code of Conduct is publicly available to download on our website.

Our Shared Core Values



Integrity
We conduct ourselves and our business with honesty and integrity and do not tolerate illegal or fraudulent activities.



Respect
We treat our employees with fairness, dignity, and respect and do not tolerate any form of discrimination.



Safety
We protect the safety and health of ourselves, our fellow employees, and everyone we work with, and we stop unsafe practices.



Fair Play
We deal fairly with customers, suppliers, and other business partners and act in the Company's best interest.



Citizenship
We conduct ourselves as good citizens in the communities where we operate, and we respect the environment.

OUR MISSION, VISION, AND VALUES

At Superior, our mission is to ensure that oil & gas producers have the highly specialized solutions to promote safety, profitability, and sustainability globally. We move fast — providing everything from drilling equipment rentals to oilfield services — through our portfolio of brands, which we support with comprehensive administrative, legal, human resource, logistic, and regulatory expertise, enterprise-wide.

Our vision is to continue this path of supporting our high-performing portfolio, pursuing our goal of strategically maintaining solid financial leverage by narrowing our geographic focus to markets in which we have a competitive advantage, to achieve compelling profitability through financial discipline, leadership, and agile deployment of resources.

Our Shared Core Values of Integrity, Respect, Safety, Fair Play, and Citizenship resonate throughout our brands, setting the standard for how we treat our customers, our communities, and ourselves.



SUPERIOR ENERGY AT-A-GLANCE

Superior Energy's portfolio of global companies provides highly specialized solutions for maintaining safety, efficiency, profitability, and compliance. Through our Superior rental and well servicing brands, we provide customers with robust inventory, expedient delivery, engineered solutions, and consulting services.

Rentals Business

Extensive suite of high-quality inventory including premium tubulars and highly specialized downhole tools and accessories, plus trusted engineering advisors for project planning.

Well Services Business

Specialized solutions for drilling, production, completion, and decommissioning.

Our Shared Core Values

We embrace our Shared Core Values and focus on a belief that how we run our business contributes to our overall success. This is what sets us apart as a fair employer, a trusted business partner, and a good corporate citizen.

Shared Core Values

INTEGRITY | RESPECT | SAFETY | FAIR PLAY | CITIZENSHIP

Corporate-level Support

- Strategic focus
- Financial discipline and strength
- Efficiency and expertise

Brands' Continued Success

- Market leadership
- Performance and profitability
- Safety and operational excellence



Efficient Support

Superior Energy is based in Houston, Texas, and employs approximately 2,300 people globally as of the end of 2023. Our regional offices give us proximity to where our customers need us to be. Without requiring a large footprint, complex logistics or extensive local operations, our teams nimbly and efficiently support our customers.

Experienced Leadership

Superior has strong collaborative relationships and a track record of meeting our obligations cycle after cycle.

- Value-added products and services
- Striving for operational labor efficiency
- Robust free cash flow and value creation
- Trusted brands for safety, efficiency, and sustainability

Corporate Leadership and Local Management

Superior Energy is structured so that each brand operates with relative independence under local expertise and autonomy, balanced by the benefit of leadership and oversight from the corporate team for key resources and guidance. This corporate support includes comprehensive administrative, legal, human resources, and regulatory expertise. With considerable management and Superior Energy-specific experience, our leaders have grown with the company and are in a unique position to provide our brands with that support. This balanced, shared-responsibility approach is key to our resilience and success.

COMMITMENT TO SUSTAINABILITY

Superior Energy, along with our portfolio of global brands, is building a sustainable future through our commitment to ESG set forth in the Report, which is an extension of our Shared Core Values. For our company and our brands, we are dedicated to ESG progress, as well as to helping our customers, suppliers, and business partners achieve their respective ESG goals.

CONTINUOUS PROGRAM DEVELOPMENT



We strive to:

- Be good environmental stewards, safe and responsible operators, and productive neighbors in the communities where we live and work.
- Continue to identify opportunities to grow and improve our ESG endeavors for the benefit of our stakeholders.
- Align and coordinate our processes with an established framework of accountability, operational excellence, and safety.

We operate in a constantly changing industry and global landscape. To ensure our success, we will remain nimble and innovative. Through the efforts of Superior Energy's dedicated leadership and determined employees, we will continue to identify opportunities to grow and improve our ESG impacts for the benefit of our stakeholders.



Superior Energy's Sustainable Operations

Focus on sustainability through the lens of our Shared Core Values — Integrity, Respect, Safety, Fair Play, and Citizenship — common threads linking our portfolio of global brands.

Support business leaders in their respective sectors and continue to make worker safety, environmental stewardship, and service quality our top priorities.

Apply our core values of Respect — without discrimination — and good Citizenship, both of which are engrained in our culture.

Prioritize safety and environmental performance through our Target Zero Safety Management System.

GOVERNANCE

In conducting business, we believe in holding ourselves to high standards of ethics and integrity, supported by regular, transparent communication with stakeholders. Under the guidance of experienced leadership, we know that responsible governance is foundational to our operational excellence.

CULTURE OF RESPONSIBLE GOVERNANCE

We are committed to positioning Superior Energy as a sustainable company. With that commitment comes a thoughtful corporate governance framework that drives accountability, supported by ethics and integrity. Our commitment to our stakeholders, as well as to our global communities, is tied to our Shared Core Values, consistent decision-making, and a resolution to always do the right thing.

Superior Energy's corporate governance is based on the solid procedures and practices that support our management structure, demonstrate ethical practices, and reinforce our financial performance. We prioritize worker safety, environmental stewardship, a discrimination and harassment free work environment, and corporate responsibility in the communities where we work and live.



To protect co-workers and the Company's reputation, all Superior employees have a responsibility to be alert for any behaviors or activities that violate our Shared Core Values. Accordingly, we have several options for reporting suspected violations, including an anonymous reporting hotline. We also know that it is incumbent upon us to ensure that suppliers and business partners understand our expectations and comply with our standards and policies.





BOARD OF DIRECTORS

During 2023, Superior Energy was led by a seven-member Board of Directors, providing extensive expertise in areas including oil & gas, oilfield services, and financial disciplines.

The 2023 Board included:

- Michael McGovern; Executive Chairman
- Brian Moore; President & Chief Executive Officer
- Joseph Citarrella
- Daniel Flores
- Julie Robertson
- Krishna Shivram
- Timothy (Tim) Winfrey

COMPANY LEADERSHIP

Superior Energy's leadership team understands the importance of cohesion and trust. With proven experience and deep expertise, they endeavor to set an example for the brands we oversee.

The Leadership Team includes:

- Brian Moore; President & Chief Executive Officer
- James Spexarth; Executive Vice President, Chief Financial Officer & Treasurer
- Mike Delahoussaye; President, Workstrings International, Superior Inspection Services
- Deidre Toups; President, Stabil Drill, HB Rentals, Superior Completion Services
- Bryan Ellis; President, Wild Well Control, International Snubbing Services, International Production Services

Learn more about our Leadership Team.

COMPLIANCE CHECKS AND TRAINING PRACTICES

Internally, we conduct education and training on a variety of important compliance topics, including conflicts of interest, corruption, and bribery. Because we interact with entities globally, we apply an additional layer of review and vetting to mitigate international risk. Compliance at Superior Energy includes reinforcing strict business ethics and practices in our dealings with all our partners, suppliers, and third parties.

MANAGING THIRD-PARTY RISK PROFILES

We use a due diligence software platform to screen new suppliers. Criteria for our risk profiles include a company's country of origin and whether or not there are sanctions in place in that country, among others. These screening criteria help us evaluate each supplier, classifying them as a low, medium, or high-risk potential partner. We strive to do business with reputable suppliers.

ENTERPRISE RISK MANAGEMENT

In the course of our recent history, Superior Energy has evolved significantly. As a result, our senior management has identified a broad-based enterprise risk management framework. Superior Energy's Enterprise Risk Management (ERM) process is woven into the fabric of our management approach and activities. Significant risks applicable at the enterprise and business unit level are mitigated by actions/activities for each established and inherent risk category.



11 SUSTAINABLE CITIES AND COMMUNITIES

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

17 PARTNERSHIPS FOR THE GOALS

INTEGRITY TO THE CORE

We conduct ourselves and our business affairs with honesty and integrity, and do not tolerate illegal or fraudulent activities.

BUSINESS ETHICS AND INTEGRITY

Our Anti-Corruption and Bribery Policy is a comprehensive overview of the policies and procedures related to these important matters. Disclosed on our website, this policy includes definitions, examples, the connection to our Shared Core Values, and more.



WHISTLEBLOWER PROTECTION

Superior Energy's hotline is available 24 hours a day, 7 days a week, and operated by trained third-party specialists who will answer questions, document concerns, and then forward a written report to the Ethics and Compliance Department which takes further action, as appropriate.

DATA PRIVACY AND PROTECTION

At Superior Energy, we maintain a comprehensive Data Protection Policy that applies to information collected, used, and managed by the company. Employees read, understand, and comply with the terms of the policy when applicable to their work processes.

When it comes to information technology (IT), we rely on third-party support to create efficiencies and reinforce expertise when needed — conducting data vulnerability assessments, for example. Our goal is the continuous improvement of the company's digital infrastructure and the alignment of our capabilities with our business needs. To protect our data, we employ a cloud-first model and rely on a secure and scalable disaster recovery protocol that supports optimum business continuity. We complement these technology-intense systems with our people, who receive comprehensive cybersecurity training every year and participate in phishing simulation campaigns.



SUPPLIER COMPLIANCE AND CODE OF CONDUCT

Our suppliers and business partners are important to our success. Applying a selection process, we choose them carefully, maintaining these valuable relationships by adhering to the principles of our Shared Core Values, notably Fairness and Respect. It is equally critical that we assist our suppliers and partners in understanding our expectations so they may act in accordance with our standards and applicable policies. We monitor and address any suspicions that a supplier or business partner may not be meeting our standards or their contractual obligations. As one avenue for reporting such concerns, we provide a 24-hour confidential hotline, administered by an independent third party.

ETHICAL SOURCING OF MATERIALS

We support the ethical sourcing of materials used in our supply chain. To that end, Superior Energy has developed a Conflict Minerals Policy to guide our due diligence regarding the limited amounts of gold, tin, tungsten, and tantalum that are embedded in that supply chain, as their production has been tied to civil conflict and human rights abuses. Our internal due diligence is conducted annually to identify potential exposure to these materials, ensure they are from approved smelters, and remediate any deficiencies.

SOCIAL

Superior Energy is **committed to the health, safety, and wellness of our employees.** We focus on creating a strong and inclusive workplace culture. We then apply the same values in building and maintaining strong relationships in the communities where we operate.

SAFETY TO THE CORE

We protect the safety and health of ourselves, our fellow employees, and those with whom we do business. During onboarding, new employees learn about our principles and how to put them into practice, and safety materials are refreshed periodically. Everyone in the company has Stop Work Authority, a key measure for preventing unsafe actions.

HEALTH, SAFETY, ENVIRONMENT, AND QUALITY (HSEQ)

Superior Energy is committed to the health, safety, and wellness of our employees. We track and maintain key safety metrics, which senior management reviews periodically. Continued improvement in Health, Safety, Environment, and Quality ("HSEQ") is the expectation of every employee, and we manage those efforts with thoughtful, instructive programs such as our Target Zero Management System, discussed below.

Other elements of our HSEQ Global Expectations include:

- Audits and Evaluation (Including Safety Performance Metrics)
- Job Safety Analysis
- Third Party Due Diligence Procedures and Guidelines
- Nonconformity, Corrective, and Preventive Actions
- Internal and External Audits
- Contractor, Subcontractor, and Visitor Management Plan
- Root Cause Analysis
- Behavioral Based Observations

2023 Safety Results

	2019	2020	2021	2022	2023
Total Recordable Incident Rate:	0.98	0.79	0.80	0.61	0.58
Motor Vehicle Incident Rate:	0.13	0.08	0.04	0.11	0.13



TARGET ZERO DEFINES OUR APPROACH

Our Target Zero Safety Management System is Superior Energy's global approach to HSEQ management and directly supports two Shared Core Values – Safety and Citizenship. Since 2012, this program has successfully ensured compliance with company objectives, applicable regulations, and client HSEQ requirements. HSEQ expectations are implemented throughout our global operations and include a framework and process requirements for development, assessment, and continuous improvement.

WHAT IS TARGET ZERO?

- Includes policies, procedures, and processes
- Demonstrates visible leadership and commitment, establishing total accountability
- Ensures we are meeting Company objectives, complying with regulations, and satisfying our client HSEQ requirements
- Defines a process for ensuring continual improvement
- Provides tools and resources necessary to embrace HSEQ excellence
- Establishes a company-wide foundation for how we do business

Hallmarks of the Superior Energy Target Zero system include:

- Establishing HSEQ goals and objectives, defining roles and responsibilities, and supporting employee participation, communication, and involvement via our leaders
- Holding regular safety meetings, workplace inspections, incident investigations, and management reviews
- Conducting safety training (including Fit for Duty, heat stress, fatigue, hearing conservation, etc.)
- Evaluating facilities at least once every three years to ensure ongoing compliance of these global expectations
- Empowering employees with Stop Work Authority and equipping them with the necessary tools, resources, and training to work safely, protect the environment, and deliver Superior performance
- Working toward continual improvement of safety and environmental performance by setting attainable objectives and targets

Read our HSEQ Policy.

EMERGENCY RESPONSE AND PREPAREDNESS

To ensure our employees are equipped to handle emergencies before they arise, Superior Energy's Emergency Response and Preparedness policy establishes relevant requirements for each location.

The following responsibilities are outlined:

- Each facility is required to evaluate the potential risk and develop and implement appropriate processes to ensure safe and orderly responses to foreseeable emergency situations.
- Certain facilities, based on the size and types of activities, must develop a written Emergency Action Plan ("EAP").
- We recommend that smaller facilities (less than 10 employees) create written emergency response procedures.
- Each facility must ensure that employees are trained and understand their roles and responsibilities with the objective to mitigate impacts.

CLIMATE-RELATED RISKS

Superior Energy operates in an industry that can be impacted by extreme weather events, climate risks, and associated safety issues. As an organization with a Major Incident Response Plan in place, we believe that we quickly adapt to support our portfolio of brands — support that includes regional emergency preparedness and protocols. For example, in emergency situations where normal means of communication are disrupted, employees can utilize the Emergency Hotline to maintain contact with their division. We also have regional emergency action plans, heat alert programs, and training to reinforce employee health and safety.

Our business is significantly affected by a wide range of environmental and worker health and safety laws and regulations in the areas in which we operate, including increasingly rigorous environmental laws and regulations governing air emissions, water discharges, and waste management. In addition, various climate change risks and demands affect our business, and we continue to monitor and address any potential adverse impact on our operations. For complete information on these and other risks and disclosures, please refer to our Annual Report on Form 10K for the year ended December 31, 2023.

FAIRNESS TO THE CORE

We treat each other with Fairness, Dignity, and Respect.

COMPANY CULTURE

Collectively, our goal at Superior Energy is to combine efficiency, capital strength, and strategic focus to support our brands so that they can maintain operational excellence. This corporate-level strategic agility leads to applied expertise on behalf of our portfolio companies, and it is our formula for success.

Aligned with our Shared Core Values, our culture is inclusive, collaborative, and supportive. We strive to create opportunities for professional growth in a trusting environment, encouraging a sense of community through:

- Team-building events
- Company-wide holidays
- Community outreach initiatives
- Participation in the Catastrophic Relief Fund (CRF)



EMPOWERING EMPLOYEES

In a rapidly changing industry, Superior Energy's strength and strategic focus are characteristics fundamental to our Shared Core Values. Applied throughout our portfolio of brands, they translate to dependable work schedules, safe and stable work environments, and professional support for dedicated team members seeking to advance their careers.

A competitive employee benefits program is an integral part of our comprehensive compensation program. We care about the health and well-being of our employees across every aspect of their lives, and we prove it with comprehensive health plan options, generous 401k options, flexible PTO, Employee Assistance Program, wellness coaching, and much more.



PROFESSIONAL DEVELOPMENT AND ADVANCEMENT

Within Superior and our brands, we offer rewarding careers, with opportunities to advance, generous benefits, a culture of collaboration, and professional growth. Superior Energy is an Equal Opportunity Employer and supports the Pay Transparency Nondiscrimination Provision. Learn more about this provision here.

DIVERSITY, EQUITY, AND INCLUSION

Superior Energy recognizes the value of a dynamic workforce, one that embodies our core values, believing that each of us is entitled to respect and should be judged on our qualifications, demonstrated skills, achievements, and contributions to the company.

We do not discriminate based on:

- Race
- Color
- Religion
- National origin
- Gender
- Sexual orientation
- Pregnancy
- Age
- Disability
- Veteran status
- And all other characteristics protected by law

Ways we demonstrate DEI include:

- Recognizing the value of a dynamic workforce that embodies our core values
- Creating an environment where employees may fully contribute, develop, and apply their talents
- Keeping an open mind to new ideas and different points of view

We are an inclusive company with people of different backgrounds, experiences, cultures, styles, and talents. We value that wealth of perspective and the success it drives, encouraging respectful interaction between employees, customers, and vendors. We strive to ensure a welcoming and inclusive environment, free from discrimination, embracing diversity in age, ethnicity, religion, gender, and abilities.

Read our Diversity and Inclusion Statement
Read our Equal Employment Opportunity Policy

RESPECTING HUMAN RIGHTS

As a global company, protecting and respecting human rights is integral to our business practices. Accordingly, we comply with laws that pertain to freedom of association, privacy, recognition of the right to engage in collective bargaining, the prohibition of forced, compulsory and child labor, human trafficking, and the elimination of any improper employment discrimination. We work to ensure that our business partners also meet these goals. Our Slavery and Human Trafficking Statement, posted on our website, clearly prohibits the exploitation of people within our business or supply chain.

Read our Slavery and Human Trafficking Statement

As one of our Shared Core Values, Citizenship is foundational to how we run our business and, through our portfolio of brands, contributes to our overall success. In both principle and policy, we consider ourselves part of the communities where we operate and support them with numerous ongoing charitable-giving initiatives across company business units.

COMMUNITY ENGAGEMENT AND SOCIAL IMPACT

Corporate-Level Donations

More than a Decade Supporting Boys & Girls Clubs

Superior Energy has donated funds to the Boys & Girls Clubs of Acadiana for more than 10 years, assisting with operating expenses and contributing to new facilities, among other important areas of support.

Community-Based Efforts

Annual Wild Well Control Golf Fundraiser

For 26 years, the Superior-sponsored Golf event has raised funds to support Shriners Children's Texas. Each year, this event generates tens of thousands of dollars for these hospitals, making a meaningful difference in the lives of children in need.







Employee-led Relief Fund

Contributions to a Catastrophic Relief Fund

At Superior, employees helping employees has been a long tradition.

Established in 2005, it provides monetary assistance to active Superior Energy and business-unit employees who have been affected by a catastrophic event. Every penny of the tax-deductible contributions goes directly to impacted Superior employees and their families.

In 2023, our team increased the fund balance by 53%. Since 2005, the fund has granted more than 500 awards totaling nearly $1.4 million, demonstrating our employees' dedication to each other and our Shared Core Value of Citizenship.

ENVIRONMENTAL

Our drive toward sustainable operations is embedded in our Shared Core Values — specifically, in our Global HSEQ Expectations, which is essential to mitigating environmental impact. Seeking always to evolve our ESG endeavors, we also focus on assessing and managing our greenhouse gas emissions.

Superior is committed to minimizing our impact on the environment and protecting the environment through monitoring pollution and spill prevention, waste management, and recycling.

EVALUATING OUR OPERATIONS

Superior Energy's integrated HSEQ approach, which includes Global HSEQ Expectations and HSEQ Management Systems for each business unit's operations, represents our commitment to achieving and maintaining high HSEQ performance standards. Previously in this Report, we addressed the human health and safety measures we take to protect people. Here, we share our efforts to protect the environment.

RESOURCE MANAGEMENT

As a critical part of Superior Energy's HSEQ program, we focus on managing and minimizing our impact on the environment by evaluating our:

- Air pollution prevention measures
- Carbon emissions calculations
- Raw materials usage
- Waste management processes
- Water and energy efficiencies



GREENHOUSE GAS ACCOUNTING

In January 2023, Superior Energy partnered with a third party to create a baseline inventory of our greenhouse gas ("GHG") emissions.

Top three priorities for our GHG Footprint included:

- GHG Footprint Review, Scope 1+2: Testing and refining data collection to ensure it is accurate and auditable
- GHG Inventory Management Plan: Process and controls to ensure a consistent and repeatable process year-by-year
- Disclose results: Ensure transparency by including results in our 2023 Sustainability Report

GHG Emissions (tonnes CO_2e)

Scope	2023 Emissions (MT CO_2e)
Scope 1 Emissions	16,007
Scope 2 Emissions	15,474
Total Scope 1+2 Emissions	31,481

Ultimately, this baseline footprint will be used to evaluate progress, help identify areas of improvement, and inform reporting in support of our customers' Scope 3 assessments.

AIR POLLUTION PREVENTION POLICY

Superior Energy has established procedures designed to help ensure that company locations and equipment comply with applicable air pollution prevention laws and regulations and industry best practices. Most locations where we operate have formal air pollution laws and regulations. The intent of these laws and regulations is to protect air quality by limiting emissions of pollutants. Superior Energy policy requires that all facilities conduct operations in a manner that is protective of ambient air quality.

At the facility level, our emissions and control measures include:

- Assessing air emissions
- Obtaining permits or authorizations to operate from the appropriate environmental regulatory authorities, if any
- Installing and using equipment to capture emissions, to the greatest practical extent
- Integrating the design, purchase, and installation of air pollution control equipment into the overall design of new facilities or processes
- Maintaining and inspecting air pollution control equipment



WASTE MANAGEMENT POLICY

Superior Energy has formal procedures and policies in place designed to help ensure that all waste generated at our locations is managed according to applicable regulations and recognized industry best practices.

We also analyze how various waste is generated at each facility, evaluate types and amounts, and seek ways to minimize it when new operations are planned and designed.

We apply these methods to minimize waste:

- Substitute less-toxic or less-hazardous materials whenever practical
- Consider using process chemicals or materials that generate non-hazardous versus hazardous waste
- Recycle spent solvents to the extent practical
- Determine whether waste streams contain recoverable or reusable material and whether recycling facilities are practically available
- Recycle or reclaim used oil
- Avoid mixing non-hazardous waste with hazardous waste

CHEMICALS MANAGEMENT

At Superior Energy, we work to prevent our operations from damaging the environment. We are committed to strengthening our environmental stewardship and implementing industry environmental best practices. We continually assess our locations' chemical inventories to reduce or eliminate the need for certain chemicals and we recycle most chemicals. We comply with global country chemicals regulations, and Superior Energy does not purchase, store, or use hydraulic fracturing fluid.

WATER MANAGEMENT

Water Usage

We use water in our corporate operations, support equipment, and manufacturing and maintenance facilities. The water comes from the local municipalities and is discharged to municipal sewer systems directly or indirectly via the facility's own sewer system. Any effluent generated from industrial water usage is collected, transported, and treated by a third party in accordance with regulations. Superior Energy utilizes industry best practices, closed-loop collection systems, and emergency response for possible unintended releases or run-off affecting water quality.

Water-Related Impacts

In accordance with Superior Energy's Global Health, Safety, Environmental, and Quality Expectations, our portfolio companies must maintain registers of all environmental aspects and associated impacts for their activities in the U.S. and internationally. The significance of our activities' environmental impacts is regularly evaluated using a standardised methodology. Superior Energy has developed environmental management expectations to address both its ongoing and potential water-related impacts. These management expectations ensure compliance with applicable regulations and are developed to prevent pollution and minimize environmental risks.



Wastewater

Our corporate expectations for wastewater and stormwater management help ensure compliance with municipal regulations with respect to industrial wastewater and stormwater discharge. We have developed environmental management plans to address potential environmental incidents. These plans describe the management response and reporting procedures for incidents and spills.

Our Water Pollution Prevention policy sets forth procedures designed to help ensure that all wastewater generated at company locations is treated, recycled, or disposed of according to applicable laws and regulations and recognized industry best management practices, and that wastewater and stormwater discharges are properly permitted or authorized.

APPENDIX

SUSTAINABLE DEVELOPMENT GOALS

The Sustainable Development Goals (SDGs) are a call for action by all countries – poor, rich, and middle-income – to promote prosperity while protecting the planet. They recognize that ending poverty must go hand-in-hand with strategies that build economic growth and address a range of social needs including education, health, social protection, and job opportunities, while tackling climate change and environmental protection. Below are the SDGs that Superior Energy mainly contributes to:



2023 GRI OIL & GAS SERVICES INDEX

Superior Energy Services has reported the information cited in this GRI content index for the period Jan. 1 – Dec. 31, 2023 with reference to the GRI Standards (GRI Foundation 2021).

GRI STANDARD	DISCLOSURE	DATA / SECTION / PAGE #
GRI 302: Energy 2016	302-1 Energy consumption within the organization	(1) 391,024 GJ
	302-2 Energy consumption outside of the organization	
	302-3 Energy intensity	
	302-4 Reduction of energy consumption	
	302-5 Reductions in energy requirements of products and services	
GRI 303: Water & Effluents 2018	303-1 Interactions with water as a shared resource	Water Management Policy, pg. 33
	303-2 Management of water discharge-related impacts	
	303-3 Water withdrawal	
	303-4 Water discharge	
	303-5 Water consumption	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	(1) 16,007 MT CO_2e (2) 15,474 MT CO_2e Greenhouse Gas Accounting, pg. 31
	305-2 Energy indirect (Scope 2) GHG emissions	
	305-3 Other indirect (Scope 3) GHG emissions	
	305-4 GHG emissions intensity	
	305-5 Reduction of GHG emissions	
	305-6 Emissions of ozone-depleting substances (ODS)	N/A or not disclosed
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	

2023 GRI OIL & GAS SERVICES INDEX

Superior Energy Services has reported the information cited in this GRI content index for the period Jan. 1 – Dec. 31, 2023 with reference to the GRI Standards (GRI Foundation 2021).

GRI STANDARD	DISCLOSURE	DATA / SECTION / PAGE #
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Waste Management Policy, pg. 32
	306-2 Management of significant waste-related impacts	
	306-3 Waste generated	
	306-4 Waste diverted from disposal	
	306-5 Waste directed to disposal	
GRI 403: Occupational Health & Safety 2018	403-1 Occupational health and safety management system	Safety Management & Performance (TRIR), pg. 22
	403-2 Hazard identification, risk assessment, and incident investigation	
	403-3 Occupational health services	
	403-4 Worker participation, consultation, and communication on occupational health and safety	
	403-5 Worker training on occupational health and safety	
	403-6 Promotion of worker health	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	
	403-8 Workers covered by an occupational health and safety management system	
	403-9 Work-related injuries	
	403-10 Work-related ill health	

2023 GRI OIL & GAS SERVICES INDEX

Superior Energy Services has reported the information cited in this GRI content index for the period Jan. 1 – Dec. 31, 2023 with reference to the GRI Standards (GRI Foundation 2021).

GRI STANDARD	DISCLOSURE	DATA / SECTION / PAGE #
GRI 404: Training & Education 2016	404-1 Average hours of training per year per employee	Compliance Checks & Training Practices, pg. 18
	404-2 Programs for upgrading employee skills and transition assistance programs	
	404-3 Percentage of employees receiving regular performance and career development reviews	
GRI 405: Diversity & Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Diversity, Equity, & Inclusion, pg. 26
	405-2 Ratio of basic salary and remuneration of women to men	
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	0

2023 ESG PERFORMANCE DATA AND SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) INDEX

SASB Oil & Gas Services Standard with Superior Energy Services information for the period of Jan. 1 – Dec. 31, 2023.

TOPIC	ACCOUNTING METRIC	CODE	DISCLOSURE / REFERENCE / PAGE #
Emissions Reduction Services & Fuels Management	Total fuel consumed, percentage renewable, percentage used in: (1) on-road equipment and vehicles and (2) off-road equipment	EM-SV-110a.1	(1) a. Natural Gas - 25,836 GJ b. Gasoline - 15,304 GJ c. Diesel - 194,816 GJ d. Other - 4,644 GJ (2) N/A
	Discussion of strategy or plans to address air emissions-related risks, opportunities, and impacts	EM-SV-110a.2	Air Pollution Prevention Policy, pg. 31
	Percentage of engines in service that meet Tier 4 compliance for non-road diesel engine emissions	EM-SV-110a.3	100%
Water Management Services	(1) Total volume of fresh water handled in operations, (2) percentage recycled	EM-SV-140a.1	(1) 57,676 m3 Water Management Policy, pg. 33
	Discussion of strategy or plans to address water consumption and disposal-related risks, opportunities, and impacts	EM-SV-140a.2	Water Management Policy, pg. 33
Chemicals Management	Volume of hydraulic fracturing fluid used, percentage hazardous	EM-SV-150a.1	0%
	Discussion of strategy or plans to address chemical-related risks, opportunities, and impacts	EM-SV-150a.2	Chemicals Management, pg. 32
Ecological Impact Management	Average disturbed acreage per (1) oil and (2) gas well site	EM-SV-160a.1	N/A
	Discussion of strategy or plan to address risks and opportunities related to ecological impacts from core activities	EM-SV-160a.2	N/A

2023 ESG PERFORMANCE DATA AND SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) INDEX

SASB Oil & Gas Services Standard with Superior Energy Services information for the period of Jan. 1 – Dec. 31, 2023.

TOPIC	ACCOUNTING METRIC	CODE	DISCLOSURE / REFERENCE / PAGE #
Workforce Health & Safety	(1) Total recordable incident rate (TRIR), (2) fatality rate, (3) near miss frequency rate (NMFR), (4) total vehicle incident rate (TVIR), and (5) average hours of health, safety, and emergency response training for (a) full-time employees, (b) contract employees, and (c) short-service employees	EM-SV-320a.1	(1) 0.58 (2) 0 (3) 6.86* (4) 0.13 (5) (a) 39 (per employee) (b) 0 (c) 41 (per employee)
	Description of management systems used to integrate a culture of safety throughout the value chain and project lifecycle	EM-SV-320a.2	Safety Management & Performance, pg. 22
Business Ethics & Payments Transparency	Amount of net revenue in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	EM-SV-510a.1	N/A or not disclosed
	Description of the management system for prevention of corruption and bribery throughout the value chain	EM-SV-510a.2	Business Ethics & Integrity, pg. 19
Management of the Legal & Regulatory Environment	Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry	EM-SV-530a.1	Culture of Responsible Governance, pg. 16
Critical Incident Risk Management	Description of management systems used to identify and mitigate catastrophic and tail-end risks	EM-SV-540a.1	Safety Management & Performance, pg. 22
Activity Metric	Number of active rig sites	EM-SV-000.A	N/A
	Number of active well sites	EM-SV-000.B	N/A
	Total amount of drilling performed	EM-SV-000.C	N/A
	Total number of hours worked by all employees	EM-SV-000.D	5,231,755.43

*Recalculated to align with the 2025 calculation method.



1001 LOUISIANA STREET
SUITE 2900
HOUSTON, TX 77002
P: +1 713 654 2200
F: +1 713 654 2205
SUSTAINABILITY@SUPERIORENERGY.COM