

BUILDING MOMENTUM

A SUPERIOR FOCUS

2024 SUSTAINABILITY REPORT

Superior ENERGY SERVICES

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Welcome to Superior's 2024 Sustainability Report

Our second annual Sustainability Report summarizes our ongoing efforts to implement our sustainability plan, addressing topics that are material to our global business, stakeholders, and strategic priorities. This plan outlines our commitment to building a sustainable future through strong Environmental, Social, and Governance ("ESG") performance. We remain dedicated to communicating our progress to our stakeholders, including customers, investors, and the public.

ABOUT THIS REPORT

This Report outlines Superior Energy Services ("Superior Energy") key initiatives, policies, processes, and programs aligned with leading sustainability frameworks. These include Sustainability Accounting Standards Board ("SASB"), which provides industry-specific sustainability disclosure standards; the Global Reporting Initiative ("GRI"), a widely used framework for sustainability reporting; and the United Nations' Sustainable Development Goals ("SDGs"), which set global priorities for sustainable development. Unless otherwise specified, the information in this Report covers operations from January 1, 2024, through December 31, 2024. **

Information in this Report has been sourced from company policies, internal databases, and interviews with subject matter experts. As we implement the initiatives outlined in the Report and advance toward our Sustainability Goals, Superior anticipates changes. We strive to collect and report verifiable data; however, some metrics remain under development and may involve inherent uncertainties, and some statements may be based on estimates, assumptions and/or projections. These uncertainties may arise from limitations in the methodologies used to calculate ESG information or from instances where actual usage data is not available.



MATERIAL ISSUES

In 2022, Superior Energy engaged a third-party sustainability consultant to conduct a materiality assessment for the company. This collaborative effort identified 13 material topics of strategic significance to both our operations and our stakeholders. We used the results of this assessment to guide our selection of ESG reporting frameworks most appropriate for our business, enabling us to track and report high-quality, meaningful sustainability data. These material topics continue to inform and shape the evolution of our three-year sustainability strategy.

We also engaged internal subject matter experts, and executives—including our Chief Executive Officer—and involved the Board of Directors in reviewing and approving this Report. However, it has not been externally assured or independently verified by a third party.

2024 Report Highlights

- Dave Lesar appointed Chairman and CEO
- Cybersecurity and Data Protection Council Established
- Decrease in Lost Time Incidents (LTI)
- Zero Reportable Environmental Incidents
- Employee-led Catastrophic Relief Fund assisted 57 employees in need



Share Your Comments

We aim 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 third-party audit verification. In addition, historical, current, and forward-looking environmental and social-related statements including 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 goals, strategies, expectations, and future performance are based on current assumptions and estimates, which involve risks, uncertainties, and other factors that may cause actual results to differ materially from those anticipated. 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. 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.





OVERVIEW

"We remain focused on delivering value to our customers and stakeholders while maintaining sound governance practices, meaningfully engaging employees, supporting our communities, and addressing our environmental impacts."

LETTER FROM THE CEO

Dear Stakeholders,

I am pleased to present Superior Energy's second annual Sustainability Report. Since my appointment as Chairman & CEO in August of 2024, I have seen firsthand our team's consistent focus on delivering high-quality products and services, maintaining responsible business practices, and upholding our Shared Core Values of Integrity, Respect, Safety, Fair Play, and Citizenship. This report reflects the efforts of our global business across all of these fronts in 2024.

Sustainability continues to play a critical role in today's business landscape, influencing from environmental and human rights considerations to financial performance and employee well-being. Just as we expect our suppliers and partners to operate responsibly, our customers increasingly prefer to work with businesses that reflect these values. We remain focused on delivering value to our customers and stakeholders while maintaining sound governance practices, meaningfully engaging employees, supporting our communities, and addressing our environmental impacts. Despite ongoing organizational changes and industry challenges, our Shared Core Values remain the cornerstone of our company culture and drive our decision-making.



Highlights from 2024 include:

- We made significant enhancements across our business infrastructure, strengthened sustainability data collection, and educated employees on our efforts to build the foundation for continued growth and improvements in 2025 and beyond. Our primary data collection efforts have resulted in us capturing over 80% of our environmental data, and we continue to seek improvements in data accuracy, completeness, and consistency across our brands.
- We established a Cybersecurity and Data Protection Council to ensure continuous monitoring and swift addressing of cybersecurity and data loss risks to our business.
- We enhanced our Health, Safety, Environment, and Quality (HSEQ) approach by implementing our HSEQ Toolbox—a standardized framework to strengthen safety practices across the company—and developed an internal incident investigation training program.
- We continued to promote our company culture, offering team-building events, professional development opportunities, and community outreach initiatives.

As we plan for continued growth in 2025, sustainability will remain a key consideration in our broader strategy. We will stay aligned with our Shared Core Values, support sound governance practices, monitor our environmental footprint, and help our employees and communities thrive through safety, well-being, and engagement initiatives. Further, we will continue



to track relevant regulatory development and will remain diligent in our risk management approach as expectations, risks and opportunities evolve.

I am grateful for our employees' ongoing efforts and dedication to sustainable practices. I look and appreciate the support of our stakeholders. Thank you for your interest in Superior Energy and our sustainability efforts.

Sincerely,

Dave Lesar
Chairman & Chief Executive Officer

Jim Brown
President &
Chief Operating Officer

Kyle O'Neill
Chief Financial Officer

Joanna Clark
Deputy General Counsel
& Chief Compliance Officer

Mike Delahoussaye
President, Rentals Division

Bryan Ellis
President, Services Division

Neil Fletcher
Senior Vice President,
Business Development

Emily Arceneaux
Executive Director,
Human Resources

ABOUT US

As a globally recognized company, Superior Energy delivers oilfield products and services while upholding high standards of safety and sustainability. At a corporate level, we create meaningful value for each of our brands in alignment with our enterprise-wide Shared Core Values. Our focus remains on empowering and supporting our collection of premier brands to deliver superior results.

COMMITTED TO THE CORE: OUR SHARED CORE VALUES

Superior Energy recognizes that the way we run our business contributes to our overall success. To reflect our priorities and principles, we have established five guiding principles known as our Shared Core Values. These values—Integrity, Respect, Safety, Fair Play, and Citizenship—serve as the foundation of our Company's Code of Conduct, which applies to all directors, officers, employees, and business partners. Our Code of Conduct is publicly available on our website.

These values set us apart as a fair employer, a trusted business partner, and a responsible corporate citizen. Our five core values guide our actions and set the standard for how we conduct business.

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 Energy, our mission is to provide oil & gas producers with highly specialized solutions that promote safety, profitability, and sustainability on a global scale. We move fast, offering a wide range of solutions—from drilling equipment rentals to oilfield services—through our portfolio of brands. We support our brands with comprehensive expertise in administration, legal, human resources, logistics, and regulatory matters across the enterprise.

Our vision is to support the continued success of our high-performing portfolio by strategically focusing on geographic markets where we have a competitive advantage. We aim to maintain strong financial leverage and achieve significant profitability through disciplined financial management, leadership, and agile deployment of resources.

Our Shared Core Values of Integrity, Respect, Safety, Fair Play, and Citizenship are embedded in everything we do across our brands. These values guide how we treat our customers, engage with our communities, and foster a supportive and ethical workplace, ensuring that our actions align with the high standards we set for ourselves.

Looking ahead, as we continue to strategically expand our business, Superior Energy remains committed to our Shared Core Values. Based on these values, we will continue to build on a shared foundation of thorough due diligence, standardized safety protocols, and consistent employee training. Additionally, by ensuring consistent sustainability practices and communications across all business units, we will reinforce and enhance our values as we grow.



SUPERIOR ENERGY AT-A-GLANCE

Superior's portfolio of global companies provides highly specialized solutions for maintaining safety, efficiency, profitability, and compliance. Through our Superior Energy 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.

WORKSTRINGS | STABILDRILL | HB Rentals

Well Services Business

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

Superior Energy Services – Completion Services | ISS | Wild Well Control | Superior Energy Services – International Production Services

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



Global Support

Superior Energy is based in Houston, Texas, and employs approximately 2,396 people globally as of the end of 2024. Our regional offices position us close to where our customers need us most. Without the need for a large footprint, complex logistics, or extensive local operations, our teams are able to support our customers nimbly and efficiently.

Proven Performance

Superior Energy boasts strong collaborative relationships and a proven track record of meeting our obligations, cycle after cycle. Our approach focuses on driving value through the following:

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

Corporate Leadership and Local Management

Superior Energy is structured to leverage our brand's local expertise while benefiting from corporate leadership and oversight on key decisions. This corporate support includes comprehensive administrative, legal, human resources, and regulatory expertise. Our leaders, with deep experience and a strong history at Superior Energy, are uniquely positioned to provide valuable support to our brands. 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 committed to building a sustainable future through our focus on ESG. This commitment is an extension of our Shared Core Values, which shape our approach to ESG progress. We are equally committed to helping our customers, suppliers, and business partners achieve their respective ESG goals.

CONTINUOUS PROGRAM DEVELOPMENT

Superior Energy has made significant progress in advancing our Sustainability Program, most notably in data collection. Last year, we established a baseline for our Scope 1 and 2 greenhouse gas ("GHG") emissions, providing a baseline to track year-over-year progress. We have improved primary data collection through a software solution, capturing over 80% of our environmental data. This data management system has improved data accuracy, completeness, and consistency across our brands. We have also begun educating employees on our sustainability goals and the importance of data in tracking our progress.



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 sustainability 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 an evolving industry and shifting global landscape. To ensure our success, we will remain nimble and innovative. Through the efforts of Superior'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's Sustainability Strategy

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

We believe that responsible governance is foundational to our operational excellence, and we hold ourselves to high standards of ethics and integrity, supported by regular, transparent communication with stakeholders.

RESPONSIBLE GOVERNANCE



We are committed to positioning Superior Energy as a sustainable company guided by a strong corporate governance framework that promotes accountability and is rooted in ethics and integrity. Our commitment to our stakeholders and our global communities is tied to our Shared Core Values, consistent decision-making, and a resolution to always do the right thing.

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

To protect both colleagues and the Company's reputation, all Superior Energy employees have a responsibility to be alert for behaviors or activities that violate our Shared Core Values. Employees have multiple ways they can report suspected violations, including an anonymous reporting hotline. Beyond our own operations, we seek to educate our suppliers and business partners on our expectations and policies.

Effective governance starts at the top. Our Board of Directors, in conjunction with the Audit Committee, meets quarterly to review sustainability priorities, including safety updates, environmental data management, and supply-chain compliance. Our leadership team remains adaptable, increasing meeting frequency as needed to address evolving business and sustainability challenges.





BOARD OF DIRECTORS

In 2024, Superior Energy was led by our six-member Board of Directors, providing extensive expertise in areas including oil and gas, oilfield services, and financial disciplines.

The 2024 Board included:

- Dave Lesar, Chairman
- Dan Flores
- Ian Foster
- Joseph Citarrella
- Lynn Peterson
- Becky Bayless

COMPANY LEADERSHIP

Superior's leadership team recognizes the importance of cohesion and trust, especially during times of transition. Despite a restructuring in our leadership, our commitment to our core values remains steadfast. With proven experience and deep industry knowledge, our leaders strive to set an example for the brands we oversee.

The 2025 Leadership Team includes:

- David Lesar, Chairman & Chief Executive Officer
- Jim Brown, President & Chief Operating Officer
- Kyle O'Neill, Chief Financial Officer
- Joanna Clark, Deputy General Counsel & Chief Compliance Officer
- Mike Delahoussaye, President, Rentals Division
- Bryan Ellis, President, Services Division
- Neil Fletcher, Senior Vice President, Business Development
- Deidre Toups, Senior Vice President of Mergers, Acquisitions, & Integration
- Leianne Sanclemente, Senior Vice President, Technology
- Emily Arceneaux, Executive Director, Human Resources

Learn more about our Leadership Team.

ENTERPRISE RISK MANAGEMENT

Superior Energy has grown significantly over the past few years. As a result, our senior management has implemented a comprehensive enterprise risk management (ERM) framework. Our ERM framework is woven into the fabric of our management approach and helps identify and mitigate significant risks at both the enterprise and business unit levels. Since we operate globally, we apply an additional layer of review and vetting to mitigate international risks.

MANAGING THIRD-PARTY RISK PROFILES

We strive to do business with reputable suppliers. Prior to engaging a new supplier, we use a due diligence software platform to assess various factors such as a company's country of origin, the presence of sanctions, and other key criteria. This screening allows us to classify each supplier as low, medium, or high-risk. To stay ahead of rapidly evolving regulations, we continuously monitor the regulatory landscape and update our screening criteria accordingly. As Superior Energy continues to grow, we seek to enhance our risk assessment process, ensuring thorough due diligence when evaluating potential suppliers and acquisitions.

CLIMATE-RELATED RISKS

Our business is subject to a wide range of environmental regulations in the regions where we operate, including increasingly stringent environmental requirements governing air emissions, water discharges, and waste management. We continue to monitor these regulatory developments to ensure compliance.

We recognize that climate-related risks may impact our business and remain committed to evaluating and mitigating potential adverse impacts on our operations. For further information related to risk management, please contact sustainability@superiorenergy.com.





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

Compliance at Superior Energy includes reinforcing strict business ethics and practices in our dealings with partners, suppliers, and third parties. We provide employees with education and training on key compliance topics, including ethics principles, conflicts of interest and anti-corruption.

Our Anti-Corruption and Bribery Policy provides a comprehensive overview of the policies and procedures addressing these critical issues across many jurisdictions in which we operate. You can read more about these policies on our website.

WHISTLEBLOWER PROTECTION

The Superior Energy Hotline is available 24 hours a day, 7 days a week, and is operated by trained independent third-party specialists. These specialists answer questions, document concerns, and then forward a written report to the Ethics and Compliance Department for further investigation.

DATA PRIVACY AND CYBERSECURITY

We maintain a comprehensive Data Protection Policy governing the collection, use, and management of company information. Employees are expected to learn and comply with the terms of the policy as it applies to their work processes.

To enhance our information technology (IT) capabilities, we partner with leading third-party providers to drive efficiencies and reinforce expertise when needed, including conducting data vulnerability assessments. By choosing service providers that have strong cybersecurity initiatives, we leverage cutting-edge security standards to safeguard our systems.

We aim to continuously improve our digital infrastructure, ensuring alignment between our capabilities and our business needs. To protect our data, we employ a cloud-first model and a secure, scalable disaster recovery protocol that supports business continuity.

We complement these technology-driven safeguards by investing in our people. Our employees receive mandatory comprehensive cybersecurity training every year, participate in phishing simulation campaigns, and engage in annual cyber drills. We regularly update our training programs to address emerging threats such as SMS phishing.

Over the past year we successfully trained 1,842 users, with an overall training rate of 99.4%. At two of our locations, training sessions were held in person by local leadership. Due to the positive feedback we aim to expand in-person training opportunities to more sites in 2025.

To further empower employees, we recently launched our Citizen Maker program, which teaches staff across departments how to develop essential IT tools and solutions independently. Led by our IT experts, this initiative provides hands-on training, supplemented by third-party support for more complex use cases.

In 2024, we established the Cybersecurity and Data Protection Council with the goal of ensuring continuous monitoring of and response to cybersecurity risks. Council members include:

- Chief Financial Officer—Financial Oversight
- Deputy General Counsel—Compliance & Regulatory Considerations
- Executive Director, Human Resources—Employee Data Protection
- Chief Information Officer—IT & Security Oversight
- Ethics and Compliance Counsel—Policy Enforcement

Our updated Data Protection Policy is available on our website.





SUPPLIER COMPLIANCE AND CODE OF CONDUCT

Our suppliers and business partners are vital to our success. We carefully select our partners through a structured process, maintaining these valuable relationships built on our Shared Core Values, notably Fairness and Respect. Equally important is our work to help our suppliers understand and meet our expectations. We monitor and address any concerns regarding a supplier's adherence to our standards or contractual obligations. One avenue for reporting such concerns is our 24-hour confidential hotline, administered by an independent third party.

ETHICAL SOURCING OF MATERIALS

We prioritize 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 present in our supply chain, as these materials have been linked to civil conflict and human rights abuses. Each year, we conduct internal due diligence to identify potential exposure to these materials, verify sourcing 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 and apply the same values to build strong relationships in the communities where we operate.

SAFETY TO THE CORE: PROTECTING OUR PEOPLE

We prioritize the safety and health of our employees, business partners, and communities. During onboarding, new employees learn about our principles and how to implement them in daily operations. We reinforce these principles through periodic training and routine safety meetings. Additionally, random behavior-based safety observations occur daily, ensuring continuous vigilance and a strong safety culture. Every employee has Stop Work Authority, which empowers them to halt any task they believe poses a safety risk. Work does not resume until the issue is addressed and remedied, reinforcing our commitment to proactive hazard prevention.

TARGET ZERO

HEALTH, SAFETY, ENVIRONMENT, AND QUALITY (HSEQ) - TARGET ZERO

Target Zero is Superior's multi-tiered approach to global HSEQ management that directly supports two Shared Core Values – Safety and Citizenship.

Collectively, Target Zero:

- Establishes clear policies and procedures to guide safe operations
- Ensures compliance with company and client requirements
- Equips employees with the necessary tools and resources
- Reinforces leadership accountability
- Defines a continuous improvemevnt process that serves as the foundation for how we operate

The Corporate HSEQ Policy Statement serves as the cornerstone of Target Zero and drives the HSEQ commitment throughout the organization. The Corporate HSEQ Global Expectations provide the framework and development, assessment, and continuous improvement processes which are implemented globally. Target Zero is extended within each Rental and Service Brand by providing the business unit-specific details necessary to implement the Corporate HSEQ Global Expectations. Since 2012, this program has successfully ensured compliance with company objectives, applicable regulations, and client HSEQ requirements.

Elements of our HSEQ Global Expectations include:

- Leadership and Commitment
- HSEQ Roles, Responsibilities, Communication and Participation
- Hazard Identification & Risk Assessment
- Performance Goals & Objectives
- Recordkeeping
- Employee Training, Competency & Awareness
- Operational Controls and Emergency Preparedness
- Environmental Protection
- Monitoring, Evaluating, Inspecting & Correcting
- Management of Change
- Mechanical & Operational Integrity



EMERGENCY RESPONSE AND PREPAREDNESS

Superior's Emergency Response and Preparedness policy establishes location-specific requirements to ensure employees are prepared for emergencies. These requirements include:

- Each facility must assess potential risks and implement processes to ensure a safe and orderly response to foreseeable emergencies.
- Facilities must develop a written Emergency Action Plan (EAP) appropriate for their operation.
- Facilities with fewer than ten employees are encouraged to create written emergency response procedures.
- All employees must be trained on their roles and responsibilities to minimize impacts during emergencies.

Superior Energy operates in an industry impacted by extreme weather events, climate risks, and related safety concerns. Our Major Incident Response Plan, which includes regional emergency preparedness and protocols, allows us to quickly adapt to protect operations. Our approach includes an Emergency Hotline to maintain communication during disruptions, regional emergency action plans tailored to specific locations, heat alert programs, and safety training to protect employee well-being.



2024 HSEQ Accomplishments

In 2024, our HSEQ management team enhanced our HSEQ approach by identifying the core Target Zero elements, the HSEQ Toolbox, that serve to proactively drive HSEQ performance. Each HSE "tool" will be evaluated for standardization across all business units for greater consistency, improved culture sharing, and maximum performance impact

- **HSEQ Training** – Continuous safety education for employees
- **Facility Inspections** – Identifies unsafe conditions within the work environment
- **Daily Safety Meetings** – Routine discussions reinforcing safety practices
- **Short-Service Employee (SSE) Mentorship** – Performance-based guidance for new hires and inexperienced employees
- **BBS (SHARP) & Stop Work Authority** – Peer observations conducted to collect behavior for proactive trending, provide positive reinforcement, and halt unsafe work, when necessary
- **Job Safety Analysis (JSA)** – Ad-hoc, pre-job planning to recognize hazards and implement controls corresponding to routine and non-routine job tasks
- **Risk Assessment** – Quantified evaluation of risk associated with routine and non-routine tasks that are approved by line management and are integrated into Daily Safety Meetings

In addition to the HSEQ Toolbox, Superior Energy developed an internal incident investigation training program using the DNV SCAT (Systematic Cause Analysis Technique) methodology. We also conducted specialized environmental regulatory training for HSEQ managers and key personnel covering key compliance requirements, incident response best practices, and protocols for managing spills and emissions reporting. These targeted training initiatives strengthened the overall knowledge base of the HSEQ team members, equipping employees with the necessary skills to navigate regulatory requirements effectively and respond proactively to potential compliance challenges. These training initiatives will continue to be provided on an as-needed basis.

In 2024, we improved the collection and tracking of near misses, stop work authority, unsafe acts, and unsafe conditions. All business units submit monthly reports that are aggregated with all other incident details. This collection of information provides a clearer profile of HSEQ performance throughout the organization and presents opportunities for proactive HSEQ performance improvement.

A High Potential Incident (HPI) prevention program was also developed during 2024 and launched implementation in 2025. This program is designed to identify any reported incident meeting the defined criteria and require a formal investigation through the Superior Energy Incident Management System (SIMS) to ensure proper documentation and resolution. 2025 will serve as the HPI performance baseline and is anticipated to become a new HSEQ KPI for future performance tracking.

We have also added efficiency to our HSEQ performance tracking with the integration of Power BI to streamline multi-source HSEQ data sources, providing better insights into safety trends and risk prevention strategies. Superior Energy tracks and maintains HSEQ key performance indicators (KPIs), which senior management reviews periodically to assess high-priority safety concerns flagged in reports, facilitating timely action and mitigation. Every employee is expected to contribute to the overall continuous improvement through their active participation and fulfillment of HSEQ responsibilities.

2024 Safety Results

	2019	2020	2021	2022	2023	2024
Total Recordable Incident Rate:	0.98	0.79	0.80	0.61	0.52[1]	0.84
Motor Vehicle Incident Rate:	0.13	0.08	0.04	0.11	0.13	0.26

[1] *Please note that the Total Recordable Incident Rate (TRIR) reported in the 2023 Sustainability Report has been revised. The original figure contained an error and has since been updated from .58 to .52.*

The increases in the Total Recordable Incident Rate (TRIR) and Motor Vehicle Incident Rate (MVIR) are being addressed in 2025 through focus on the HSEQ Toolbox components to establish a daily plan for HSEQ success and through enhancements in the Vehicle Risk Management program.





COMPANY CULTURE: A FAIR AND INCLUSIVE WORKPLACE

We foster a culture rooted in efficiency, strategic focus, and capital strength to support our brands in achieving operational excellence. This agility enables us to apply our expertise across our portfolio companies, driving sustained success.

Aligned with our Shared Core Values, our culture is inclusive, collaborative, and supportive. We create opportunities for professional growth in a trusting environment and cultivate a sense of community through team-building events, company-wide holidays, community outreach initiatives, and participation in the Catastrophic Relief Fund (CRF).

EMPOWERING EMPLOYEES

Supporting our employees is a key part of our Shared Core Values. We provide employees with dependable work schedules, safe and stable work environments, and professional support for employees seeking career advancement. A competitive benefits program is an integral part of our compensation strategy. We prioritize employee health and well-being through comprehensive health plan options, generous 401(k) employer contributions, flexible PTO, an Employee Assistance Program, wellness coaching, and more.

We offer rewarding careers with opportunities for growth, competitive benefits, and a culture that encourages collaboration and professional advancement. Superior Energy is an Equal Opportunity Employer and supports the Pay Transparency Nondiscrimination Provision. Learn more about this provision here.



DIVERSITY AND INCLUSION

Superior Energy values a dynamic workforce that reflects our core values. We believe that every employee is entitled to respect and should be evaluated based on their qualifications, demonstrated skills, achievements, and contributions.

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

We demonstrate our commitment to diversity and inclusion by:

- Recognizing the value of a diverse workforce that embodies our core values
- Creating an environment where employees can fully contribute, develop, and apply their talents
- Encouraging openness to new ideas and perspectives

As an inclusive company, we embrace diversity across backgrounds, experiences, cultures, and talents, fostering respectful interactions between employees, customers, and vendors. Our commitment to inclusivity ensures a welcoming workplace where diverse perspectives and abilities drive our collective success.

Superior Energy continues to adhere to all regulatory reporting requirements, and we are proactively enhancing our tracking and disclosure efforts to align with evolving standards, ensuring a strong foundation for future reporting.

Read more in our Diversity and Inclusion Statement and Equal Employment Opportunity Policy.

RESPECTING HUMAN RIGHTS

As a global company, protecting and respecting human rights is integral to our business practices. We comply with laws related to freedom of association, privacy, collective bargaining, and the prohibition of forced labor, child labor, human trafficking, and improper employment discrimination. We work to ensure that our business partners uphold these same standards.

Our Slavery and Human Trafficking Statement outlines our commitment to preventing exploitation within our business and supply chain.

Citizenship is one of our Shared Core Values and is fundamental to our operations. We support the communities where we do business through purpose-driven charitable initiatives across company business units.

LONGSTANDING PARTNERSHIPS AND CHARITABLE GIVING

In 2024, we expanded our community impact through new initiatives and partnerships across our business. Building on our long-standing community engagement efforts, several business units launched local community partnerships to further strengthen regional engagement.





Corporate-Level Donations

At the corporate level, Superior Energy has supported the Boys & Girls Clubs of Acadiana for over a decade, providing funding for operating expenses, facility improvements, and other critical needs. We also donated to the Crohn's & Colitis Foundation, supporting critical research and resources for those affected.

Community-Based Efforts

We remain dedicated to community-based efforts, including the Annual Wild Well Control Golf Fundraiser, which has raised significant funds for Shriners Children's Texas for 27 years. This event generates tens of thousands of dollars annually, directly benefiting children in need.



EMPLOYEE-LED CATASTROPHIC RELIEF FUND (CRF)

Employees helping employees has been a long-standing tradition at Superior Energy. Established in 2005, the CRF provides financial assistance to employees affected by catastrophic events. Every tax-deductible contribution to the fund goes directly to impacted employees and their families.

The CRF played a critical role in supporting our employees that were affected by severe natural disasters, including the 2024 derecho storm and Hurricane Beryl. Our team successfully granted funding to 57 employees, totaling $76,570, ensuring aid reached those in need. Through an improved review and application process, Superior Energy was able to assist more employees and expedite aid distribution, reinforcing our commitment to standing by our team in times of crisis. Since it's inception in 2005, the CRF has awarded 630 grants totaling $1.5 million.



ENVIRONMENTAL

Our commitment to sustainable operations is embedded in our Shared Core Values, particularly in our HSEQ Expectations, which are essential to mitigating environmental impact. As we continue to evolve our sustainability efforts, we remain focused on assessing and managing our GHG missions.

We are dedicated to minimizing our environmental impact by monitoring pollution, preventing spills, and managing our waste.

MANAGING OUR ENVIRONMENTAL FOOTPRINT

Superior's integrated HSEQ approach, which includes Corporate HSEQ Global Expectations and HSEQ Management Systems across business unit operations, reflects our commitment to high environmental performance standards. In alignment with Superior's Global HSEQ Expectations, our portfolio companies maintain environmental impact registers for their U.S. and international operations. We regularly assess the significance of our activities' environmental impacts using a standardized methodology.

As part of our continuous improvement efforts, business units are reviewing their environmental impact, including emissions, waste generation and resource use. This initiative helps identify opportunities to improve sustainability and strengthens accountability across the organization. Through these policies and practices, we reinforce our commitment to environmental responsibility while supporting operational excellence across all business units.

RESOURCE MANAGEMENT

We manage and minimize our environmental impact by evaluating:

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



GREENHOUSE GAS ACCOUNTING

In 2024, we partnered with a third party to further refine the baseline inventory of our greenhouse gas emissions.

Our top priorities included:

- GHG Footprint Review, Scope 1 and 2: Refining data collection for accuracy and auditability.
- GHG Inventory Management Plan: Implementing processes to ensure consistency and repeatability for future emissions measurements.
- Footprint Disclosure: Ensuring transparency by publishing results of our emissions foot printing efforts in this Report.

GHG Emissions (metric tons of carbon dioxide equivalents)

Scope	2023 Emissions (MT CO_2e)	2024 Emissions (MT CO_2e)
Scope 1 Emissions	16,007	14,987
Scope 2 Emissions	15,474	13,171
Total Scope 1+2 Emissions	31,481	28,158

Calculating our GHG emissions on an annual basis allows us to evaluate our year-over-year progress, identify areas for further improvement, and provide data to our customers for their Scope 3 assessments.

AIR POLLUTION PREVENTION POLICY

Business Units establish procedures to ensure that company locations and equipment comply with applicable air pollution prevention laws and regulations, leveraging industry best practices where possible. Most of our operating sites are subject to formal air pollution laws and regulations designed to protect air quality by limiting pollutants. The Corporate HSEQ Global Expectations mandate that all facilities conduct operations in a manner that protects local air quality.

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

- Assessing air emissions
- Obtaining necessary permits or authorizations from relevant environmental regulatory authorities
- Installing and using equipment to capture emissions to the greatest practical extent
- Integrating air pollution control equipment into the design, procurement, and installation of new facilities or processes
- Regularly maintaining and inspecting air pollution control equipment



WASTE MANAGEMENT POLICY

Business Units establish formal procedures and policies in place to ensure that all waste generated at our locations is managed in compliance with applicable regulations. Our teams look for opportunities to implement industry best practices to further reduce the waste we generate.

We analyze waste generation at each facility, assess waste types and volumes, and implement strategies to minimize waste when planning and designing new operations.

Our waste reduction methods include:

- Substituting less toxic or non-hazardous materials whenever feasible
- Prioritizing process chemicals or materials that generate non-hazardous rather than hazardous waste
- Recycling spent solvents where practical
- Identifying recoverable or reusable material and evaluating available recycling facilities
- Recycling or reclaiming used oil
- Preventing the mixing of non-hazardous waste and hazardous waste

CHEMICALS MANAGEMENT

We are committed to preventing environmental damage from our operations by strengthening environmental stewardship and adhering to industry best practices. We continuously assess chemical inventories at our locations to reduce or eliminate the need for certain substances and prioritize chemical recycling whenever possible. Superior Energy complies with global chemical regulations and does not purchase, store, or use hydraulic fracturing fluid.

WATER MANAGEMENT

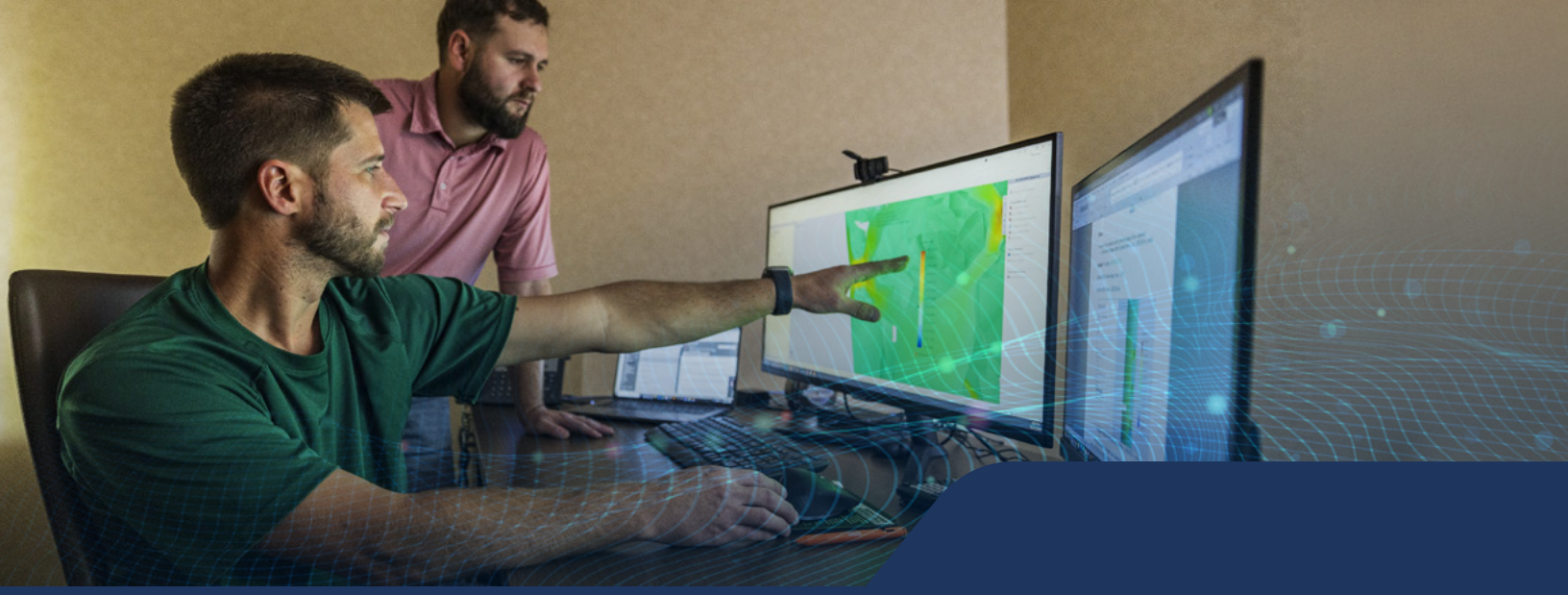
Superior Energy uses water in corporate operations, support equipment, and manufacturing and maintenance facilities. Our water comes from local municipalities and is discharged into municipal sewer systems directly or via on-site sewer infrastructure. Effluent from industrial water use is collected, transported, and treated by a third party in accordance with regulatory requirements. We employ best practice processes, including closed-loop collection systems, and emergency response measures to prevent unintended releases or runoff that could impact water quality.

Our wastewater and stormwater management policies ensure compliance with municipal regulations for industrial wastewater and stormwater discharge. Our environmental management plans outline response and reporting procedures for potential incidents and spills.

Business Unit Water Pollution Prevention policies establish procedures to ensure that all wastewater generated at our locations is treated, recycled, or disposed of in compliance with applicable laws and regulations. Additionally, we require that wastewater and stormwater discharges are properly permitted and managed to mitigate environmental impact.

Superior Energy has developed environmental management expectations to address both ongoing and potential water-related impacts, ensuring regulatory compliance and pollution prevention while minimizing environmental risks.





APPENDIX

SUSTAINABLE DEVELOPMENT GOALS

The Sustainable Development Goals (SDGs) are a call for action by all countries to promote prosperity while protecting the planet. They recognize that ending poverty must go together 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:



2024 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, 2024 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	***2024:*** (1) 328,773 GJ	***2023:*** (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. 35	
	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	***2024:*** (1) 14,987 MT CO_2e (2) 13,171 MT CO_2e Greenhouse Gas Accounting, pg. 33	***2023:*** (1) 16,007 MT CO_2e (2) 15,474 MT CO_2e Greenhouse Gas Accounting, pg. 33
	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		

2024 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, 2024 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. 34
	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	2024 Safety Results, pg. 26
	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	

2024 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, 2024 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	Managing Third-Party Risk Profiles, 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 and Inclusion, pg. 28	
	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	***2024:*** 0	***2023:*** 0

2024 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, 2024.

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	***2024:*** (1) a. Natural Gas - 15,063 GJ b. Gasoline - 18,227 GJ c. Diesel - 174,338 GJ d. Other - 7,692 GJ (2) N/A	***2023:*** (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. 33	
	Percentage of engines in service that meet Tier 4 compliance for non-road diesel engine emissions	EM-SV-110a.3	***2024:*** 100%	***2023:*** 100%
Water Management Services	(1) Total volume of fresh water handled in operations, (2) percentage recycled	EM-SV-140a.1	Water Management Policy, pg. 35	
	Discussion of strategy or plans to address water consumption and disposal-related risks, opportunities, and impacts	EM-SV-140a.2	Water Management Policy, pg. 35	
Chemicals Management	Volume of hydraulic fracturing fluid used, percentage hazardous	EM-SV-150a.1	***2024:*** 0%	***2023:*** 0%
	Discussion of strategy or plans to address chemical-related risks, opportunities, and impacts	EM-SV-150a.2	Chemicals Management, pg. 34	

2024 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, 2024.

TOPIC	ACCOUNTING METRIC	CODE	DISCLOSURE / REFERENCE / PAGE #	
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	
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	***2024:*** (1) 0.84 (2) 0 (3) 5.07* (4) 0.26 (5) (a) 39 (per employee) (b) 0 (c) 41 (per employee)	***2023:*** (1) 0.52 (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 to the Core: Protecting Our People, pg. 23	

*Recalculated to align with the 2025 calculation method.

2024 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, 2024.

TOPIC	ACCOUNTING METRIC	CODE	DISCLOSURE / REFERENCE / PAGE #	
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	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 to the Core: Protecting Our People, pg. 23	
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	***2024:*** 5,719,200.00	***2023:*** 5,231,755.43



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