

Superior

DRIVING MOMENTUM

A SUPERIOR FOCUS

2025 SUSTAINABILITY REPORT

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Welcome to Superior's 2025 Sustainability Report

This Sustainability Report summarizes how we operate across our global business, addressing topics that are material to our stakeholders and strategic priorities. It reflects our focus on safety, governance, and disciplined execution, supported by our Shared Core Values. We remain committed to communicating our performance to our stakeholders, including customers, investors, and the public.

ABOUT THIS REPORT

This Report provides an overview of Superior Energy Services' ("Superior Energy") key policies, processes, and programs, as well as the environmental, social, and governance topics relevant to our operations. It is informed by leading sustainability frameworks, including the Sustainability Accounting Standards Board ("SASB"), which provides industry-specific 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, 2025, through December 31, 2025. **

Information in this Report has been sourced from company policies, internal databases, and interviews with subject matter experts. As our operations evolve and our reporting processes continue to develop, Superior anticipates changes in the information presented. 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 information or from instances where actual usage data is not available.



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

MATERIAL ISSUES

In 2022, Superior Energy engaged a third-party sustainability consultant to conduct a materiality assessment, identifying 13 topics of strategic significance to our operations and stakeholders. The results guided our selection of ESG reporting frameworks and continue to inform our three-year sustainability strategy. In 2025, we completed a Climate Risk Assessment to further inform our approach to sustainability and business resilience. As the company has evolved through several major acquisitions, we have also streamlined data collection and implemented a robust reporting platform, strengthening our ability to track and report high-quality sustainability data while preparing for a shift from a largely voluntary to a more regulatory reporting environment.

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.

2025 Report Highlights

- Completed Our Climate Risk Assessment
- Obtained 100% Participation in Cybersecurity Training
- Implemented Robust Reporting Platform
- Achieved Zero Reportable Environmental Incidents
- No recordable MVI incidents



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

"As Superior grows, our focus remains on scaling responsibly, strengthening accountability, and delivering long-term value for our customers, employees, investors, and communities."

LETTER FROM THE CEO

Dear Stakeholders,

As Superior Energy continues to grow and evolve, our commitment to operating responsibly remains unchanged. Throughout 2025, we expanded our business through both organic growth and strategic acquisitions, strengthening our capabilities, broadening our geographic footprint, and creating new opportunities to serve customers around the world. With that growth comes increased responsibility, and we remain committed to maintaining the governance, accountability, and operational discipline necessary to meet the expectations of our stakeholders wherever we operate.

Our Shared Core Values of Integrity, Respect, Safety, Fair Play, and Citizenship continue to guide how we conduct business. These principles inform our decision-making, shape our culture, and provide a consistent framework as we integrate new businesses, enter new markets, and expand our global presence. We believe sustainable growth is built on a foundation of strong governance, transparent reporting, and responsible operations.

As Superior grows, our focus remains on scaling responsibly, strengthening accountability, and delivering long-term value for our customers, employees, investors, and communities.

One of our most significant achievements in 2025 was the implementation of a robust sustainability reporting platform that has transformed how we



collect, manage, and report data across our organization. This investment enhances the quality, consistency, and auditability of our sustainability information and supports a more disciplined approach to managing environmental, social, and governance data. As reporting requirements continue to evolve globally, we are better positioned to provide transparent, reliable information and support our stakeholders' increasing expectations.

We also continued to strengthen our internal controls, governance processes, and risk management practices. Throughout the year, we advanced our approach to sustainability oversight, improved monitoring capabilities, and remained focused on understanding and responding to an increasingly complex regulatory landscape. As our operations expand across different jurisdictions, maintaining compliance and a proactive risk management mindset will continue to be essential components of our strategy.

Just as importantly, our sustainability efforts remain closely aligned with the priorities of our customers. We recognize that customers are increasingly seeking partners who can provide not only operational excellence and technical expertise, but also transparency, accountability, and support for their own sustainability objectives. By enhancing our reporting capabilities, strengthening governance practices, and improving the quality of our data, we are better equipped to meet those expectations and support our customers' goals.



This report highlights the progress we have made across our organization during 2025, including the completion of a climate risk assessment, implementation of our reporting platform, continued investment in cybersecurity and data governance, and enhancements to our health, safety, environment, and quality programs. These efforts reflect our commitment to continuous improvement and responsible business practices.

I am grateful for the dedication of our employees around the world, whose commitment to our Shared Core Values drives our success every day. Together, we will continue to grow responsibly, operate safely, and create lasting value for our stakeholders.

Sincerely,

David Lesar
Chairman & Chief Executive Officer

Jim Brown
President &
Chief Operating Officer

Josh Shapiro
Chief Financial Officer

Joanna Clark
Senior Vice President
and General Counsel

Mike Delahoussaye
President,
Wellbore Technologies

Bryan Ellis
President,
Wellsite Solutions

Neil Fletcher
Senior Vice President,
Business Development

Emily Arceneaux
Vice President,
Human Resources

ABOUT US

As a globally recognized company, Superior Energy delivers oilfield products and services while upholding high standards of safety and sustainability. Across the organization, we create value through an integrated and scaled platform aligned with our enterprise-wide Shared Core Values. Our focus remains on coordinating our capabilities to deliver superior results throughout our operations.

COMMITTED TO THE CORE: OUR SHARED CORE VALUES

Superior Energy recognizes that how we operate our business directly supports our performance. To reflect our priorities and values, we have established five guiding principles known as our Shared Core Values. These values—Integrity, Respect, Safety, Fair Play, and Citizenship—form 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 define how we conduct business across the organization. They guide decision-making, shape our interactions, and establish clear expectations for how we operate as an employer, business partner, and corporate citizen.

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 support safety, performance, and responsible operations on a global scale. We deliver a wide range of solutions—from drilling equipment rentals to oilfield services—through an integrated platform of capabilities. We support our businesses 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 operations by focusing on geographic markets where we have a competitive advantage. We aim to maintain strong financial discipline and deliver consistent performance through effective management, leadership, and the efficient deployment of resources.

Our Shared Core Values of Integrity, Respect, Safety, Fair Play, and Citizenship are embedded in how we operate. These values guide how we work with customers, engage with communities, and maintain a safe and ethical workplace, ensuring alignment with the high standards we set for ourselves.

As we continue to expand and integrate our operations, Superior Energy remains grounded in its Shared Core Values. They support a consistent approach to due diligence, safety protocols, and employee training. By maintaining consistent practices and communication as we grow, we reinforce these standards across the enterprise.



SUPERIOR ENERGY AT-A-GLANCE

Superior Energy delivers highly specialized solutions that support safety, efficiency, profitability, and compliance. Through our integrated rental and well-servicing capabilities—expanded and scaled through recent acquisitions—we provide customers with extensive inventory, responsive delivery, engineered solutions, and technical expertise.

Wellbore Technologies

Extensive suite of high-quality inventory, including premium tubulars and highly specialized downhole tools and accessories, reinforced by engineering expertise for project planning and execution.

Well Services

Specialized solutions supporting drilling, production, completion, and decommissioning activities across a range of operating environments.

Our Shared Core Values

We embrace our Shared Core Values and recognize that how we operate supports our overall performance. These values distinguish us as an employer, business partner, and corporate citizen.

Shared Core Values

INTEGRITY | RESPECT | SAFETY | FAIR PLAY | CITIZENSHIP

Enterprise Support

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

Operational Performance

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



Global Support

Based in Houston, Texas, Superior Energy employs approximately 2,516 people globally as of the end of 2025. Our regional offices position us close to where our customers need us most. With a focused operational footprint and coordinated logistics, our teams are able to support our customers efficiently and respond quickly to changing needs.

Proven Performance

Superior Energy maintains strong collaborative relationships and a consistent track record of meeting operational and customer commitments. Our approach focuses on driving value through the following:

- Value-added products and services
- Operational labor efficiency
- Strong cash flow and disciplined financial performance
- Capabilities recognized for safety, efficiency, and reliability

Corporate Leadership and Local Management

Superior Energy is structured to leverage local expertise while maintaining coordinated leadership and alignment on key decisions. This approach is supported by centralized capabilities in administrative, legal, human resources, and regulatory expertise. Our leaders, with deep experience and a strong history at Superior Energy, are positioned to support execution across operations. This coordinated model reinforces operational resilience and sustained performance.

COMMITMENT TO SUSTAINABILITY

Superior Energy is committed to operating responsibly, with a focus on safety, governance, and disciplined execution. This approach reflects our Shared Core Values, which guide how we manage ESG considerations in our daily operations. We also work closely with customers, suppliers, and business partners as they address their own sustainability priorities.

CONTINUOUS PROGRAM DEVELOPMENT

Superior Energy continues to advance its Sustainability Program, particularly in strengthening data collection and reporting. In the past year, we established a baseline for our Scope 1 and 2 greenhouse gas ("GHG") emissions to track performance over time. We enhanced primary data collection through a software solution, to improve accuracy, completeness, and consistency. We have also expanded employee awareness of sustainability practices and the role of data in measuring performance.



We strive to:

- Be responsible environmental stewards, safe operators, and productive neighbors in the communities where we live and work.
- Identify opportunities to strengthen and advance our sustainability practices for the benefit of our stakeholders.
- Align and coordinate our processes within a framework of accountability, operational excellence, and safety.

We operate in an evolving industry and changing global landscape. To remain effective, we will remain nimble and innovative. Through the efforts of Superior's leadership and employees, we will focus on maintaining consistent performance while reinforcing our environmental, social, and governance protocols.



Superior's Sustainability Strategy

Focus on sustainability through the lens of our Shared Core Values — Integrity, Respect, Safety, Fair Play, and Citizenship — which guide operational practice across our business.

Empower business leaders to maintain high standards in worker safety, environmental stewardship, and service quality in all operations.

Apply our core values of Respect — without discrimination — and Citizenship, both of which are embedded in our culture and guide all of our interactions.

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 the highest standards of ethics and integrity through regular, transparent communication with stakeholders.

RESPONSIBLE GOVERNANCE

We are committed to maintaining a strong governance framework that promotes accountability and is grounded in ethics and integrity. Our approach is guided by our Shared Core Values, consistent decision-making, and a clear expectation to act responsibly in all aspects of our business.

Superior's governance framework is supported by established procedures and practices that reinforce our management structure, promote ethical conduct, and support financial discipline. We prioritize worker safety, environmental stewardship, a workplace free from discrimination and harassment, and responsible engagement in the communities where we operate.

To protect both colleagues and the Company's reputation, all personnel are expected to remain alert to behaviors or activities that may violate our Shared Core Values. Employees have multiple channels to report concerns, including an anonymous reporting hotline. Beyond our own operations, we communicate our expectations and policies to suppliers and business partners.



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 operational challenges.





BOARD OF DIRECTORS

In 2025, 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 2025 Board included:

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

COMPANY LEADERSHIP

Superior's leadership team emphasizes cohesion and trust as the company continues to grow and integrate its operations. Our commitment to our Shared Core Values remains consistent, guiding decision-making and day-to-day execution. With deep industry experience, our leaders set clear expectations and align teams to support coordinated, scalable performance.

The 2025 Leadership Team includes:

- David Lesar, Chairman & Chief Executive Officer
- Jim Brown, President & Chief Operating Officer
- Josh Shapiro, Chief Financial Officer
- Joanna Clark, Senior Vice President and General Counsel
- Mike Delahoussaye, President, Wellbore Technologies
- Bryan Ellis, President, Wellsite Technologies
- Neil Fletcher, Senior Vice President, Business Development
- Leianne Sanclemente, Senior Vice President, Technology
- Emily Arceneaux, Vice President, Human Resources

Learn more about our Leadership Team.

RISK GOVERNANCE

In recent years, Superior Energy has experienced significant growth and expansion. As a result, senior management has strengthened the Company's governance processes to support the effective identification, assessment, and management of key risks across the organization. These processes are embedded within our overall management approach and facilitate the mitigation of significant risks at both the enterprise and operational levels.

Given our global operations, we have implemented enhanced review and due diligence procedures to address risks associated with operating internationally, ensuring consistency with regulatory requirements, ethical standards, and the Company's risk tolerance.

MANAGING THIRD-PARTY RISK PROFILES

We conduct business with reputable suppliers and perform risk-based due diligence on them using a third-party screening platform. We assess factors such as country of origin, sanctions exposure, and other relevant criteria. This process enables us to classify suppliers as low, medium, or high risk. We also monitor regulatory developments and update our screening criteria as needed. As the business continues to grow, we are enhancing our risk assessment processes to maintain consistent and thorough evaluation of suppliers and potential acquisitions.

CLIMATE-RELATED RISKS

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

We recognize that climate-related risks may affect our operations and continue to evaluate and address potential impacts as part of our risk management processes. For further information related to risk management, please contact sustainability@superiorenergy.com.



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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

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

Our Anti-Corruption and Bribery Policy outlines the policies and procedures addressing these issues across the jurisdictions in which we operate. Additional information is available 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 forward them to the Ethics and Compliance Department for further review and investigation.

DATA PRIVACY AND CYBERSECURITY

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

To strengthen our information technology (IT) capabilities, we partner with third-party providers to support system performance, conduct data vulnerability assessments, and maintain security standards. We prioritize working with providers that maintain strong cybersecurity practices to help safeguard our systems.

We continue to enhance our digital infrastructure and strengthen cybersecurity awareness through employee training and risk management practices. To protect our data, we use a cloud-first model and a secure, scalable disaster recovery protocol that supports business continuity.

We complement these technology safeguards by investing in our people. Employees complete mandatory annual cybersecurity training, participate in phishing simulations, and engage in cyber incident response drills. Training programs are updated regularly to address emerging threats, including SMS phishing.

As Superior continues to grow through acquisitions, integrating new employees into our cybersecurity practices is an important onboarding priority. All new employees are expected to complete cybersecurity training within their first year. In the most recent reporting period, 1,670 users completed training, achieving an overall participation rate of 100%. At select locations, training has also been delivered in person by local leadership. Based on positive feedback, we are expanding in-person training to additional sites.

The Citizens Maker Program continues to advance our internal capabilities, enabling employees to develop essential IT tools and solutions. Led by IT specialists, the program provides hands-on training, with additional support available for more complex use cases.

We have established the Cybersecurity and Data Protection Council to ensure continuous monitoring of and response to cybersecurity risks and that our Data Privacy governance stays current. Council members include:

- Chief Financial Officer—Financial Oversight
- Senior Vice President and General Counsel
- Vice President—Human Resources
- 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 integral to our operations. We select partners through a structured process and maintain relationships grounded in our Shared Core Values, including Fairness and Respect. We communicate our expectations clearly and monitor supplier adherence to our standards and contractual obligations. Concerns may be reported through multiple channels, including our 24-hour confidential hotline administered by an independent third party.

ETHICAL SOURCING OF MATERIALS

Superior Energy prioritizes the responsible sourcing of materials used in our supply chain. To that end, we maintain a Conflict Minerals Policy to guide due diligence related to gold, tin, tungsten, and tantalum present in our supply chain, as these materials have been linked to civil conflict and human rights abuses.



SOCIAL

Superior Energy is committed to the health, safety, and well-being of our employees. We focus on maintaining a strong, inclusive workplace culture and applying the same values in our engagement with 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, employees are introduced to our safety principles and how they apply to daily operations. These principles are reinforced through ongoing training and routine safety meetings. Behavior-based safety observations are conducted regularly through the Company's SHARP (Superior Hazard and Risk Prevention) program to promote continuous awareness and accountability. All employees have Stop Work Authority, enabling them to halt any task they believe presents a safety risk. Work resumes only after the issue has been addressed, reinforcing our proactive approach to hazard prevention.

TARGET ZERO

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

Target Zero is Superior's multi-tiered approach to global HSEQ management and supports our Shared Core Values of Safety and Citizenship.

Collectively, Target Zero:

- Establishes policies and procedures to guide safe operations
- Supports compliance with company and client requirements
- Provides employees with the tools and resources to safely perform their work
- Reinforces leadership accountability
- Defines a continuous improvement process that guides how we operate

The Corporate HSEQ Policy Statement serves as the foundation of Target Zero and drives HSEQ commitment throughout the organization. The Corporate HSEQ Global Expectations establish the framework and requirements for assessment, development, and implementation, ensuring consistent adherence while supporting operational flexibility and continuous HSE improvement. Target Zero is applied across operations, with location-specific processes supporting the implementation of Global Expectations. Since 2012, the program has supported compliance with company objectives, regulatory requirements, and client HSEQ standards.

Elements of our HSEQ Global Expectations include:

- Effective Leadership and Commitment to HSEQ
- Effective Communication
- Effective Planning and Risk Management
- Consistent Incident Management
- Achieving Continuous Improvement
- Effective Safety Controls
- Effective Occupational Health Controls
- Effective Environmental Controls
- Effective Quality Controls



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:

- Assessing potential risks and implementing processes to ensure a safe, timely, and orderly response to foreseeable emergencies
- Developing and maintaining Emergency Response Plans that address foreseeable scenarios and comply with applicable local, regional, and site-specific requirements
- Training employees on roles and responsibilities to minimize impacts during emergencies

Superior Energy operates in an industry and geographies affected by extreme weather events and related safety risks. Our Major Incident Response Plan, which includes regional protocols, supports rapid response to protect personnel and operations.

This approach includes an Emergency Hotline to maintain communication during disruptions, region-specific response plans, heat alert programs, and targeted safety training to support employee well-being.



2025 HSEQ Accomplishments

In 2025, our HSEQ management team advanced its approach to core Target Zero elements—referred to as the HSEQ Toolbox—that support proactive HSEQ performance. Each element is being standardized to promote consistency, strengthen safety culture, and improve performance across operations.

- **Daily Safety Meetings** – Routine discussions conducted prior to beginning work, reinforcing safe work practices and integrates HSE tools
- **Risk Assessment** – Structured evaluation of risks associated with routine tasks that are approved by line management and integrated into Daily Safety Meetings
- **BBS (SHARP) & Stop Work Authority** – Proactive peer observations integrated into Daily Safety Meetings that are used to verify and control behavior
- **Job Safety Analysis (JSA)** – Ad-hoc, pre-job planning to identify hazards and implement controls for non-routine tasks
- **Short-Service Employee (SSE) Mentorship** – Performance-based guidance for new and less-experienced employees
- **HSEQ Training** – Ongoing safety education and competency for employees
- **Facility Inspections** – Identification and correction of unsafe conditions within the work environment

In addition to the HSEQ Toolbox, Superior Energy has an internal incident investigation training program using the DNV SCAT (Systematic Cause Analysis Technique) methodology. We also provide specialized environmental regulatory training for HSEQ managers and key personnel, covering compliance requirements, incident response practices, and protocols for managing spills and emissions reporting. These initiatives strengthen the HSEQ knowledge base and support employees in navigating regulatory requirements and responding to potential compliance challenges.

A Serious Injury or Fatality (SIF) prevention program has been developed and is being implemented. The program identifies incidents meeting defined criteria and requires formal investigation through the Superior Energy Incident Management System (SIMS) to support consistent documentation and resolution. This program is expected to establish a baseline for SIF performance and serve as a key HSEQ metric for future tracking.

We have also improved HSEQ performance tracking through the integration of Power BI, which consolidates multi-source data and enhances visibility into safety trends and risk prevention. Superior Energy tracks key HSEQ performance indicators (KPIs), which are reviewed by senior management to identify and address high-priority safety concerns. Employees are expected to contribute to continuous improvement through active participation and adherence to HSEQ responsibilities.

We have enhanced the collection and tracking of near misses, Stop Work Authority events, unsafe acts, and unsafe conditions, which is in part why the 2025 TRIR has increased. Monthly reporting is aggregated across operations, providing greater visibility into HSEQ performance and identifying opportunities for proactive improvement across integrated operations.

2025 Safety Results

	2020	2021	2022	2023	2024	2025
Total Recordable Incident Rate:	0.79	0.80	0.61	0.52	0.84	0.93
Motor Vehicle Incident Rate:	0.08	0.04	0.11	0.13	0.26	0.00

[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.*

Increases in the Total Recordable Incident Rate (TRIR) being addressed through focused application of HSEQ Toolbox elements and enhancements to the HSE goals and objectives process. These efforts are intended to strengthen daily planning, reinforce safe work practices, and support improved safety performance.



COMPANY CULTURE: A FAIR AND INCLUSIVE WORKPLACE

We foster a culture grounded in accountability, collaboration, and operational discipline. This approach enables us to apply our expertise consistently and support strong performance across our operations.

Aligned with our Shared Core Values, our culture emphasizes inclusion, collaboration, and mutual respect. We support professional growth in a trusted environment and encourage connection through team-building activities, company-wide initiatives, community engagement, and participation in the Catastrophic Relief Fund (CRF).

EMPOWERING EMPLOYEES

Supporting our employees is central to our Shared Core Values. We provide stable work environments, consistent schedules, and opportunities for career development. Our compensation strategy includes a competitive benefits program designed to support employee health and well-being, including comprehensive health coverage, 401(k) contributions, flexible PTO, an Employee Assistance Program, and wellness resources.

We offer opportunities for growth within a collaborative environment that supports professional development. Superior Energy is an Equal Opportunity Employer and complies with the Pay Transparency Nondiscrimination Provision. Additional information is available here.



DIVERSITY AND INCLUSION

Superior Energy values a dynamic workforce that reflects our core values. Every employee is entitled to respect and should be evaluated based on qualifications, skills, performance, 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 support diversity and inclusion by:

- Recognizing the value of diverse perspectives
- Creating an environment where employees can contribute, develop, and apply their talents
- Encouraging openness to new ideas and perspectives

We promote an inclusive workplace that respects differences in background, experience, and perspective, and supports professional interaction among employees, customers, and business partners. This approach fosters a workplace where individuals can contribute effectively and collaborate productively.

Superior Energy adheres to applicable regulatory requirements and continues to enhance internal processes to support evolving reporting expectations.

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

RESPECTING HUMAN RIGHTS

As a global company, we are committed to respecting human rights in our operations. We comply with applicable laws related to freedom of association, privacy, collective bargaining, and the prohibition of forced labor, child labor, human trafficking, and unlawful discrimination. We also communicate these expectations to our business partners.

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 charitable initiatives across our operations.

LONG-STANDING PARTNERSHIPS AND CHARITABLE GIVING

We continue to expand our community engagement through new initiatives and partnerships while building on long-standing efforts. Local teams support community partnerships that strengthen engagement in the regions where we operate.





Corporate-Level Donations

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

Community-Based Efforts

We remain engaged in community-based initiatives, including the Annual Wild Well Control Golf Fundraiser, which has supported Shriners Children's Texas for more than 25 years. The event raises significant funds each year, directly benefiting children in need.



EMPLOYEE-LED CATASTROPHIC RELIEF FUND (CRF)

Supporting one another has long been part of Superior Energy's culture. Established in 2005, the CRF provides financial assistance to employees affected by catastrophic events. Funded entirely by employees, every contribution goes directly to coworkers and their families in times of need.

For more than two decades, the CRF has helped employees recover from hurricanes, floods, fires, and other unexpected disasters. An improved review and application process helps ensure assistance reaches employees as quickly as possible when catastrophic events occur. Since its inception in 2005, the CRF has awarded more than 630 grants totaling approximately $1.5 million.



ENVIRONMENTAL

Our approach to environmental performance is grounded in our Shared Core Values and supported by our HSEQ Expectations, which guide how we manage environmental impacts. We focus on assessing and managing our greenhouse gas (GHG) emissions as part of our broader operational practices.

We work to minimize environmental impacts by monitoring pollution, preventing spills, and managing waste.

MANAGING OUR ENVIRONMENTAL FOOTPRINT

Superior's HSEQ framework, including Corporate HSEQ Global Expectations and supporting management systems, establishes a consistent approach to environmental performance. Environmental impact registers are maintained across operations, covering both domestic and international activities. We assess the significance of environmental impacts using a standardized methodology.

As part of ongoing improvement efforts, environmental performance—including emissions, waste generation, and resource use—is reviewed to identify opportunities for improvement and strengthen accountability across operations.

RESOURCE MANAGEMENT

We manage environmental impact by evaluating:

- Air pollution prevention measures
- Greenhouse gas emissions
- Raw materials usage
- Waste management processes
- Water and energy efficiency



GREENHOUSE GAS ACCOUNTING

We continue to refine our greenhouse gas (GHG) emissions inventory, and our move to a robust reporting platform has strengthened our ability to track and report high-quality sustainability data.

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: Publishing emissions data in this Report to support transparency.

GHG Emissions (metric tons of carbon dioxide equivalents)

Scope	2024 Emissions (MT CO_2e)	2025 Emissions (MT CO_2e)
Scope 1 Emissions	14,987	13,761
Scope 2 Emissions	13,171	10,631
Total Scope 1+2 Emissions	28,158	24,391

Annual GHG emissions calculations support year-over-year evaluation, help identify areas for improvement, and provide data for customer Scope 3 reporting.

Our reporting platform has given us a clearer view of our operations, and consolidation of some offices and facilities over the year contributed to lower emissions. Businesses acquired during the year are not yet fully included in this inventory, and we are working to integrate them into future reporting.

AIR POLLUTION PREVENTION POLICY

Operational teams establish procedures to support compliance with applicable air quality laws and regulations, incorporating industry practices where appropriate. Many operating sites are subject to formal regulatory requirements designed to limit emissions and protect air quality.

Corporate HSEQ Global Expectations require that all facilities conduct operations in a manner that protects local air quality.

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

- Assessing air emissions
- Obtaining required permits or authorizations from regulatory authorities
- Installing and using equipment to reduce emissions where practical
- Integrating air pollution control measures into facility and process design, procurement, and installation
- Regularly maintaining and inspecting air pollution control equipment



WASTE MANAGEMENT POLICY

Operational teams establish procedures to ensure that waste generated at our locations is managed in compliance with applicable regulations. We also evaluate opportunities to apply industry practices that reduce waste generation.

Waste generation is assessed at each facility, including waste types and volumes, to support planning and implementation of waste reduction strategies.

Our waste reduction methods include:

- Substituting less toxic or non-hazardous materials where feasible
- Prioritizing materials that generate non-hazardous waste
- Recycling spent solvents where practical
- Identifying recoverable or reusable materials and evaluating recycling options
- Recycling or reclaiming used oil
- Preventing the mixing of hazardous and non-hazardous waste

CHEMICALS MANAGEMENT

We manage chemical use to reduce environmental risk and support safe operations. Chemical inventories are regularly reviewed to identify opportunities to reduce or eliminate certain substances and prioritize recycling where feasible.

Superior Energy complies with applicable chemical regulations and does not purchase, store, or use hydraulic fracturing fluid.

WATER MANAGEMENT

Superior Energy uses water in corporate operations, support equipment, and facility activities. Water is sourced primarily from local municipalities and discharged through municipal systems or approved on-site infrastructure. Industrial wastewater is collected, transported, and treated by third parties in accordance with regulatory requirements.

We apply established processes, including closed-loop collection systems and emergency response measures, to reduce the risk of unintended releases and protect water quality.

Wastewater and stormwater management practices are designed to meet applicable regulatory requirements. Environmental management plans define response and reporting procedures for potential incidents.

Operational procedures require that wastewater and stormwater are properly treated, recycled, or disposed of in compliance with applicable laws and permitting requirements.

Environmental management expectations address both ongoing and potential water-related impacts, supporting regulatory compliance and pollution prevention.





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:



2025 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, 2025 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	***2025:*** (1) 295,685 GJ	***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	***2025:*** (1) 13,761 MT CO_2e (2) 10,631 MT CO_2e Greenhouse Gas Accounting, pg. 33	***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			

2025 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, 2025 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	2025 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	

2025 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, 2025 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	***2025:*** 0	***2024:*** 0	***2023:*** 0

2025 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, 2025.

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	***2025:*** (1) a. Natural Gas - 35,858 GJ b. Gasoline - 14,899 GJ c. Diesel - 138,681 GJ d. Other - 14,805 GJ (2) N/A	***2024:*** (1) a. Natural Gas - 15,063 GJ b. Gasoline - 18,227GJ 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	***2025:*** 100%	***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	***2025:*** 0%	***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		

2025 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, 2025.

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	***2025:*** (1) 0.93 (2) 0 (3) 6.08 (4) 0 (5) (a) 39 (per employee) (b) 0 (c) 41 (per employee)	***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) 0.58 (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 to the Core: Protecting Our People, pg. 23		

*Recalculated to align with the 2025 calculation method.

2025 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, 2025.

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	***2025:*** 5,790,106.00	***2024:*** 5,719,200.00	***2023:*** 5,231,755.43



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