



2025 NOV Modern Slavery Act Statement



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Forced labor is a global problem that compels people to provide labor against their will. NOV recognizes the urgent need to address this pervasive issue and protect the rights and well-being of those affected. This statement is provided pursuant to our respect for and obligations under the UK Modern Slavery Act, the Human Trafficking and Exploitation (Scotland) Act 2015, the Australia Modern Slavery Act 2018 (Cth), the California Transparency in Supply Chains Act, and Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act, and in particular section 11 thereof, to provide our stakeholders with information about the steps that NOV has taken to help ensure that slavery and human trafficking do not take place within NOV or the NOV supply chain. This statement applies to NOV Inc. and its global family of companies (See Appendix A).

I. OUR ORGANIZATION

A. Company Description

NOV delivers technology-driven solutions to empower the global energy industry. For more than 150 years, NOV has pioneered innovations that enable our customers to safely produce abundant energy while minimizing environmental impact. The energy industry depends on NOV's deep expertise and technology to continually improve oilfield operations and assist in efforts to advance the energy transition toward a more sustainable future. NOV powers the industry that powers the world.

NOV has a long and proud legacy of innovation and technology dating back to the earliest days of the oilfield. As the world expands its energy portfolio to lower-carbon sources, NOV works to support this energy evolution, continuously growing and diversifying its core engineering, manufacturing, and project management expertise to offer new and exciting opportunities.

NOV has more than 33,000 employees in 62 countries around the world.

B. Our Company Structure

NOV is divided into two business segments:

NOV Energy Equipment designs, builds, and supports advanced drilling, production, and energy transition solutions. Within NOV Energy Equipment, we provide integrated systems and capital equipment for the global energy industry. We build on what works, using our deep expertise in project execution and leading-edge technologies in support of our customer base to improve performance, increase uptime, and deliver returns in energy operations everywhere.

NOV Energy Products and Services integrates people, products, and technology to help our customers maximize efficiency and productivity in oil and gas drilling, completions, and production, both on land and offshore. With a strong emphasis on quality and reliability, our offerings extend beyond oil and gas to encompass other industrial sectors. Dedicated to providing innovative solutions, we meet the dynamic needs of the modern energy landscape.

This structure allows NOV to utilize and share resources across the organization, accelerate innovation, improve customer service, and drive strong financial results. This structure, along with the hard work and creativity of NOV's employees, positions NOV for success as the global energy industry experiences a new era of growth.

Our organizational structure positions us to provide best-in-class customer service and improved financial performance. As the energy industry grows and evolves, so does NOV. The passion and dedication of our employees, combined with this more focused approach, are key drivers of our success.

Visit www.nov.com for more information.

C. Our Supply Chain

NOV's operations are supported by a global supply chain that includes suppliers of goods, works and services from all over the world. Our procurement is heavily focused on materials and components needed for large-scale, heavy engineering and manufacturing such as raw materials of steel and alloys, specialized components for Rig equipment, fiberglass and composite materials, and electronics for automation components.





II. POLICIES & PROGRAMS

At NOV, we believe our reputation for integrity and ethical behavior is a critical factor in the success of our business strategy and our success as a global company. NOV is strongly opposed to modern slavery and human trafficking and engages in activity to help eradicate these human rights violations. Our stakeholders - including our people, customers, suppliers, other business partners, shareholders, and local communities around the world - depend on us to consistently demonstrate integrity, ethical behavior, and good judgment.

Our **Code of Business Conduct and Ethics** reflects our expectation that all of our employees, suppliers, and business partners honor the values set forth in the Code and assist us in combating modern slavery and human trafficking by:

- Upholding and respecting human rights everywhere in all our operations and facilities
- Prohibiting the use of child, forced, indentured or involuntary labor in any of our operations
- Promoting the health and safety of our workers everywhere
- Ensuring compliance with fair wage and hour laws in all NOV operations
- Taking appropriate action against any supplier or business partner who violates these standards

Also, NOV has implemented an **Anti-Forced Labor Policy** reflects our expectation that all of our employees, suppliers, and business partners honor the values set forth in the Code and assist us in combating modern slavery and human trafficking by:

- Providing a work environment free of unlawful discrimination and harassment based on any status or activity protected by applicable law
- Rejecting the use of child, forced, bonded, indentured or involuntary labor of any kind within our operations
- Promoting the health and safety of our workers everywhere
- Ensuring compliance with fair wage and hour laws in all our operations
- Requiring suppliers and business partners who conduct work on our behalf to comply with our Anti-Forced Labor Policy
- Taking appropriate action against any supplier or other business partner who violates our Anti-Forced Labor Policy

Moreover, to further demonstrate NOV's commitment to foster safe workplaces and provide equal opportunity to all its employees, NOV works to ensure that its employees are aware of and have access to its **Equal Employment Opportunity, Non-Discrimination, Anti-Harassment, and Anti-Retaliation Policy**. Among other things, this Policy:

- Provides equal employment opportunities for all employees and applicants without regard to protected status
- Furnishes a work environment free from intimidation, coercion and any other offensive, or unwelcomed conduct that constitutes harassment
- Encourages employees to report all perceived incidents of discrimination or harassment
- Commits that those making good faith reports related to discrimination or harassment are not victims of retaliation
- Identifies multiple channels for reporting conduct that violates the policy, i.e. direct manager, skip level manager, Human Resources or NOV's Ethics Hotline

NOV upholds human rights in all our operations and facilities. We do not condone or permit the use of child, forced, indentured, or involuntary labor in any of our operations. We promote the health and safety of our workers everywhere. In addition, we ensure compliance with fair wage and hour laws in all NOV operations. Also, our commitment to human rights and preventing

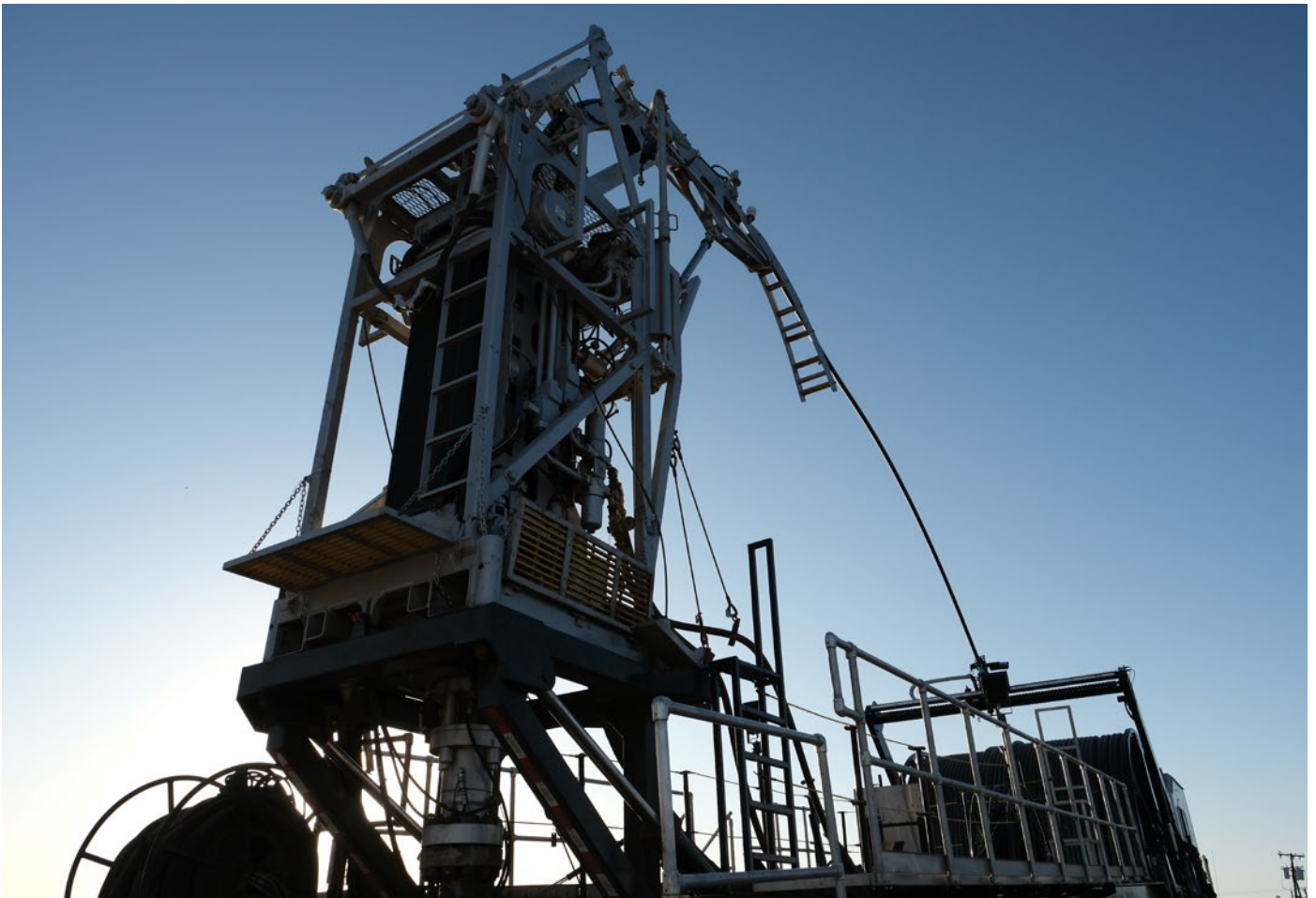


modern slavery includes encouraging our stakeholders to report any suspected violations or concerns. These reports can be made electronically or via telephone to the **NOV Ethics Hotline**. The Hotline is available 24 hours a day, 7 days a week in more than 100 languages and may be reported anonymously where permitted by local law.

III. IDENTIFYING THE RISK

Our initial supplier review process involves screening the supplier through our enterprise review platform to determine whether the supplier is a restricted/sanctioned party and if the supplier is a known risk for forced labor or modern slavery violations. NOV does not conduct business with suppliers identified as a sanctioned party or that NOV believes will engage in human rights, forced labor, or modern slavery violations.

Next, by using a risk-based analysis consisting of data points including NOV spend and the reputational risk for modern slavery violations associated with the geographic location of our suppliers, NOV identifies suppliers of higher risk. NOV has implemented a web-based workflow that enables our modern slavery reviews to be performed more efficiently and with greater consistency across our supplier base.



IV. DUE DILIGENCE AND REMEDIATION

Our Ethics & Compliance program requires all new suppliers and third parties to be reviewed and approved prior to engaging them for the provision of goods and/or services. Suppliers that NOV has identified as higher risk will be subject to enhanced diligence including, but not limited to, completing questionnaires to further identify compliance risks. NOV's due diligence compliance questionnaire for higher risk suppliers asks questions regarding:

- Any violations of or investigations into suspected violations of any law pertaining to human rights, trafficking, modern slavery, or forced labor
- Any investigations or findings for conduct arising under anti-bribery and corruption laws
- The supplier's commitment to operate its business in accordance with UN Human Rights Council's Principles for Business and Human Rights as well as the International Labor Organization's Declaration on Fundamental Principles and Rights at Work
- Sources of their labor and goods

The questionnaire also requires these suppliers to agree to comply with NOV policies set forth in NOV's Code of Business Conduct and Ethics. Suppliers are further required to follow the NOV Anti-Forced Labor Policy, which includes our commitment to universal human rights, including the prohibitions against the use of child, forced, indentured or involuntary labor. Suppliers who fail to complete the questionnaire risk non-payment or NOV severing the business relationship.

Certain suppliers are subject to targeted audits designed to identify environmental factors that may expose a forced labor or modern slavery risk that should be reported to the Ethics & Compliance Group for further investigation.

In addition to questionnaires and audits, we work to ensure that our Suppliers' Agreements and Terms & Conditions include an obligation for our suppliers to comply with not only our policies, but also with their obligations under applicable regulations and legislation.

Should we confirm that there has been a violation of relevant anti-slavery or forced labor laws, NOV will promptly report the violating behavior to the appropriate enforcement authorities. Further, NOV will work to facilitate the remediation of any such violations that are connected to the production of our products.

V. RAISING AWARENESS & TRAINING

Our employees are trained annually on NOV's Code of Business Conduct and Ethics and are held accountable for their compliance with the Code and our Policies.

NOV also assigns human trafficking awareness training to all network employees. This interactive training course explains the topic of human trafficking and outlines NOV's corporate social commitment to prevent it. Employees learn where and how human trafficking occurs, as well as associated red flags to help identify it. This training also details human rights due diligence and monitoring procedures that employees are expected to comply with to prevent human trafficking within NOV and NOV's supply chains. Lastly, this training explains the consequences of noncompliance and teaches employees how to report known or suspected violations of NOV policy or the law.

VI. FOCUSED AUDIT WORK IN 2025

NOV recognizes our responsibility to continually assess and mitigate actual and potential adverse impacts on fundamental human rights and decent working conditions in its operations and supply chain. 2025 activities included:

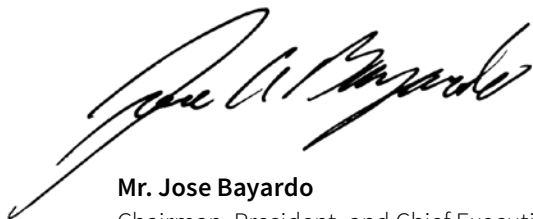
- Continue to strengthen and update our internal supplier data to further assist us with our risk analysis process for the suppliers in our supply chain
- Identifying and conducting enhanced diligence on contractual relationships such as third-party labor providers. This has included training tailored to such relationships to ensure no improper activities are occurring.
- Continuing to conduct due diligence reviews of potential new suppliers to identify risks related to human rights and decent working conditions.
- Conducted on-site risk assessments for selected suppliers.
- Removed high-risk suppliers that did not respond to our due diligence
- Worked with suppliers to resolve any relevant diligence or audit findings relating to human rights and decent working conditions.

VII. OUR ONGOING COMMITMENT

NOV remains committed to addressing the root causes of modern slavery by empowering workers and protecting vulnerable groups, addressing business impact, and engaging on policy and legislation. We are committed to ensuring that there are no unremedied cases of modern slavery or child labor in our supply chain or operations. NOV will continue to initiate annual training among employees and subcontractors to strengthen awareness to share knowledge on respect for human rights and issues related specifically to modern slavery. Also, NOV will continue to assess our suppliers according to the model described above.

This statement was approved on behalf of the Board of Directors of NOV Inc. and is reviewed on an annual basis.

"In accordance with the requirements of the UK Modern Slavery Act, the Human Trafficking and Exploitation (Scotland) Act 2015, the Australia Modern Slavery Act, the California Transparency in Supply Chains Act, and Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate, and complete in all material respects for the purposes of the Fighting Against Forced Labour and Child Labour in Supply Chains Act, for the reporting year listed above." contained in the report for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate, and complete in all material respects for the purposes of the Fighting Against Forced Labour and Child Labour in Supply Chains Act, for the reporting year listed above."



Mr. Jose Bayardo

Chairman, President, and Chief Executive Office, NOV Inc.

May 21st, 2026

"I have the authority to bind NOV Inc."

APPENDIX A

Company Name	Country	Company Name	Country
Acker Holdings LLC.....	United States	Intelliserv International Holding, Ltd.....	Cayman Islands
Advanced Wirecloth, S. de R.L. de C.V.	Mexico	IntelliServ Norway AS.....	Norway
AF Global FZE.....	United Arab Emirates	Intelliserv, Inc.....	United States
Ameron B.V.	Netherlands	Intelliserv, LLC.....	United States
Ameron International Corporation.....	United States	Keystone Tower Systems, Inc.....	United States
Ameron Singapore Holding, LLC.....	United States	KTS Texas #1 LLC.....	United States
APL Norway AS.....	Norway	Midsund Bruk AS.....	Norway
Arabian Rig Manufacturing Company.....	Saudi Arabia	Mono Group Pension Trustees Limited.....	United Kingdom
ASEP Otomotiv Sanayi Ticaret Ltd.....	Turkey	Mono Pumps New Zealand Company.....	New Zealand
Big Red Tubulars Limited.....	Virgin Islands, British	Moyno, Inc.	United States
Bondstrand Ltd.	Saudi Arabia	National Oilwell (U.K.) Limited.....	United Kingdom
Chemineer, Inc.....	United States	National Oilwell Algeria.....	Algeria
Coil Services Middle East LLC.....	United Arab Emirates	National Oilwell de Venezuela, C.A. ..	Venezuela, Bolivarian Republic of
Coöperatie Intelliserv Holding U.A.	Netherlands	National Oilwell Varco (Beijing) Investment Management Co. Ltd.	China
Coöperatie NOV NL U.A.	Netherlands	National Oilwell Varco (Thailand) Ltd.....	Thailand
Environmental Procedures LLC.....	United States	National Oilwell Varco Algeria.....	Algeria
EURL NOV Oil& Gas Services.....	Algeria	National Oilwell Varco Almansoori Services.....	United Arab Emirates
Fiber Glass Systems (Qingdao) Composite Piping Co., Ltd.	China	National Oilwell Varco Bahrain WLL.....	Bahrain
Fiber Glass Systems Oman L.L.C.	Oman	National Oilwell Varco de Bolivia S.R.L.	Bolivia
Fiber Glass Systems, L.P.	United States	National Oilwell Varco de Chile - Servicios Limitada.....	Chile
Fibra Ingenieria y Construccion S.A.	Chile	National Oilwell Varco Denmark I/S.....	Denmark
Fjords Processing France SAS.....	France	National Oilwell Varco do Brasil Ltda.	Brazil
Fjords Processing Korea Co. Ltd.....	Korea, Republic of	National Oilwell Varco Egypt LLC.....	Egypt
Fjords Processing Ltd.....	United Kingdom	National Oilwell Varco Eurasia, LLC.....	Russian Federation
Fjords Processing Middle East DMCC.....	United Arab Emirates	National Oilwell Varco Guyana Inc.....	Guyana
Fortress Downhole Tools, L.L.C.....	United States	National Oilwell Varco Hungary Limited Liability Company.....	Hungary
GPEX, L.P.	United States	National Oilwell Varco Korea Co., Ltd.....	Korea, Republic of
Grant Prideco (Singapore) Pte Ltd.....	Singapore	National Oilwell Varco MSW S.A.	Argentina
Grant Prideco de Venezuela, S.A.....	Venezuela, Bolivarian Republic of	National Oilwell Varco Muscat SPC.....	Oman
Grant Prideco III C.V.	Netherlands	National Oilwell Varco Norway AS.....	Norway
Grant Prideco Jersey Limited.....	Jersey Island/Delaware	National Oilwell Varco Peru S.R.L.....	Peru
Grant Prideco Mauritius Limited.....	Mauritius	National Oilwell Varco Petroleum Equipment (Shanghai) Co., Ltd.....	China
Grant Prideco Netherlands B.V.	Netherlands	National Oilwell Varco Poland Sp. z o.o.	Poland
Grant Prideco, Inc.	United States	National Oilwell Varco Pte. Ltd.....	Singapore
Grant Prideco, S. de R.L. de C.V.....	Mexico	National Oilwell Varco Romania S.R.L.....	Romania
GustoMSC B.V.....	Netherlands	National Oilwell Varco Solutions, S.A. de C.V.....	Mexico
Hebei Huayouyiji Tuboscope Coating Co., Ltd.....	China	National Oilwell Varco UK Limited.....	United Kingdom
Hellenes Limited.....	United Kingdom	National Oilwell Varco Ukraine LLC.....	Ukraine
Hydralift AmClyde, Inc.	United States	National Oilwell Varco, L.P.	United States
Intelliserv GP Holdings LLC.....	United States	NOV - Oil Services Angola, LDA.....	Angola

Company Name	Country	Company Name	Country
NOV (Asia) Inc.....	Mauritius	NOV Holding UK 2 Limited	United Kingdom
NOV (Barbados) Holding SRL	Barbados	NOV Holdings B.V.	Netherlands
NOV (Barbados) SRL.....	Barbados	NOV India Private Limited	India
NOV (Caymans), Ltd.....	Cayman Islands	NOV Intelliserv UK Limited.....	United Kingdom
NOV (Jiangsu) Energy Equipment Limited	China	NOV International Holdings LLC	United States
NOV Africa Pty Ltd.....	South Africa	NOV Kenya Limited.....	Kenya
NOV Australia Pty Ltd.....	Australia	NOV Kostroma LLC	Russian Federation
NOV Azerbaijan LLC	United States	NOV Energy Kuwait for Maintenance of Oil Facilities, Wells, Refineries and Petrochemicals SPC.....	Kuwait
NOV Brandt Europe France.....	France	NOV Kuwait for Repair of Light and Heavy Equipment - KDIPA S.P.C.....	Kuwait
NOV Brandt Oilfield Services Middle East LLC.....	United Arab Emirates	NOV Mexico Holding LLC	United States
NOV Canada ULC.....	Canada	NOV MFG India Private Limited	India
NOV CAPS Pte. Ltd.	Singapore	NOV Middle East Oil and Natural Gas Wells Equipments and Devices – L.L.C. – S.P.C.....	United Arab Emirates
NOV Completion and Production Solutions Korea Ltd. Korea, Republic of		NOV Middle East FZE.....	United Arab Emirates
NOV Completion Tools LLC.....	Russian Federation	NOV Mozambique Limitada.....	Mozambique
NOV Côte D'Ivoire SARLU	Ivory Coast	NOV NL Mexico Holding B.V.	Netherlands
NOV Curaçao B.V.	Curaçao	NOV Oil & Gas Services Egypt (S.A.E.).....	Egypt
NOV Denmark Coöperatief U.A.....	Netherlands	NOV Oil & Gas Services Sénégal S.A.R.L.	Senegal
NOV Digital Technologies Private Limited.....	India	NOV Oil & Gas Services Uganda Limited.....	Uganda, Republic of
NOV Doha Energy Trading and Services LLC	Qatar	NOV Oil and Gas Services Ghana Limited.....	Ghana
NOV Doha Factory for Metal Products LLC	Qatar	NOV Oil and Gas Services Namibia (Proprietary) Limited	Namibia
NOV Downhole Eurasia Limited.....	United Kingdom	NOV Oil and Gas Services Nigeria Limited.....	Nigeria
NOV Downhole Italia S.R.L.....	Italy	NOV Oil and Gas Services South Africa (Pty) Limited	South Africa
NOV Downhole KZ, LLP	Kazakhstan	NOV Oilfield Services Tanzania Limited....	Tanzania, United Republic of
NOV Elmar (Middle East) Limited.....	United Kingdom	NOV Oilfield Services Vostok LLC	Russian Federation
NOV Energy Mexico, S. de R.L. de C.V.....	Mexico	NOV Oilfield Solutions Ltd.....	Nigeria
NOV Equipment Manufacturing Sole Proprietorship LLC.....	United Arab Emirates	NOV Park II B.V.	Netherlands
NOV Eurasia Holding LLC	United States	NOV Process & Flow Technologies AS.....	Norway
NOV Expatriate Services, Inc.	United States	NOV Process & Flow Technologies Malaysia Sdn. Bhd.....	Malaysia
NOV FGS Malaysia Sdn Bhd	Malaysia	NOV Process & Flow Technologies UK Limited	United Kingdom
NOV FGS Singapore (Pte.) Ltd	Singapore	NOV Products Middle East FZE	United Arab Emirates
NOV Flexibles Equipamentos e Servicos Ltda.....	Brazil	NOV QFZ LLC	Qatar
NOV France SAS.....	France	NOV Rig Solutions Pte. Ltd.....	Singapore
NOV Gabon SARL	Gabon	NOV Romania, LLC	United States
NOV GEO LP1 LLC	United States	NOV Saudi Arabia Co. Ltd.....	Saudi Arabia
NOV GEO LP2 LLC.....	United States	NOV Saudi Arabia Trading Co.....	Saudi Arabia
NOV Germany GmbH.....	Germany	NOV Services Ltd.....	Cayman Islands
NOV Germany Holding GmbH.....	Germany	NOV Shared Services Mexico, S. de R.L. de C.V.....	Mexico
NOV Ghana Limited	Ghana	NOV Tuboscope Italia S.R.L.	Italy
NOV Grant Prideco L.L.C.....	United Arab Emirates	NOV Tuboscope NL B.V.	Netherlands
NOV Holding Danmark ApS.....	Denmark		
NOV Holding UK 1 Limited	United Kingdom		

Company Name	Country	Company Name	Country
NOV Tubulars and Connectors Ltd.	Nigeria	Tuboscope (Holding U.S.) LLC	United States
NOV UK Holdings LLC	United States	Tuboscope Brandt de Venezuela, S.A.	Venezuela, Bolivarian Republic of
NOV UK Korea LP	United Kingdom	Tuboscope Norge AS	Norway
NOV Wellbore Technologies do Brasil Equipamentos E Serviços Ltda.	Brazil	Tuboscope Vetco (France) SAS	France
NOV Wellbore Technologies Norway LLC	United States	Tuboscope Vetco (Österreich) GmbH	Austria
NOV Wellsite Services Germany GmbH	Germany	Tuboscope Vetco Capital Limited	United Kingdom
NOV Worldwide B.V.	Netherlands	Tuboscope Vetco de Argentina S.A.	Argentina
NOV-BLM SAS	France	Tuboscope Vetco Moscow CJSC	Russian Federation
NOVM Holding LLC	United States	Tubular Coatings Solutions Ltd.	Saudi Arabia
NOW International LLC	United States	Tucom Composites Polyester Sanayi Ticaret Ltd.	Turkey
NOW Oilfield Services, LLC	United States	Varco BJ B.V.	Netherlands
NQL Holland B.V.	Netherlands	Varco CIS, LLC	Russian Federation
Pesaka Inspection Services SDN.BHD.	Malaysia	Varco International de Venezuela, C.A.	Venezuela, Bolivarian Republic of
Pipex Limited	United Kingdom	Varco US Holdings LLC	United States
PT Fjords Processing Indonesia	Indonesia	Varco, L.P.	United States
PT H-Tech Oilfield Equipment	Indonesia	Vetco Enterprise GmbH	Switzerland
PT Managed Pressure Operations	Indonesia	Vetco Saudi Arabia Ltd.	Saudi Arabia
PT National Oilwell Varco	Indonesia	Visible Assets, Inc.	United States
PT NOV Oilfield Services	Indonesia	Voestalpine Tubulars GmbH	Austria
PT Profab Indonesia	Indonesia	Voestalpine Tubulars GmbH & Co KG	Austria
R&M Energy Systems de Venezuela, C.A.	Venezuela, Bolivarian Republic of	Woolley, Inc.	United States
R&M Singapore Holding LLC	United States	XL Systems Antilles, N.V.	Curacao
RE.MAC.UT. S.r.l.	Italy	XL Systems Europe B.V.	Netherlands
ReedHycalog International Holding, LLC	United States		
ReedHycalog UK Limited	United Kingdom		
ReedHycalog, L.P.	United States		
RHI Holding LLC	United States		
Robannic Overseas Finance VBA	Aruba		
Robbins & Myers B.V.	Netherlands		
Robbins & Myers Holdings, LLC	United States		
Robbins & Myers N.V.	Curacao		
Robbins & Myers, Inc.	United States		
STAR Sudamtex Tubulares S.A.	Venezuela, Bolivarian Republic of		
Subseaflex Holding ApS	Denmark		
T-3 Energy Services Cayman Holdings, Ltd.	Cayman Islands		
T-3 Energy Services Cayman, Ltd.	Cayman Islands		
T-3 Energy Services, LLC	United States		
Telluride Insurance Limited	Bermuda		
Tianjin Grant TPCO Drilling Tools Company Limited	China		
Tuboscope & Co. LLC	Oman		



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