



National Energy Services Reunited Corp.

# CODE OF CONDUCT



# CEO Statement



At NESR, we do what is right. We are committed to acting with integrity in all we do, in compliance with both the letter and spirit of the law. Every person at NESR plays a vital role in fulfilling that commitment by behaving each day in a way that exemplifies our core values as we undertake our daily activities. This includes helping to foster an environment where we compete safely and honestly to deliver world-class service to our customers and always treat others with respect. Our commitment to integrity overlays the three primary business principles that guide everything we do at NESR:



## Customer Centric

We understand the challenges of our customers and bring value-added solutions. This is the essence of NESR. We are a customer-focused services company that brings fit-for-purpose ideas, technologies and solutions to our clients. We take pride in providing the best services to our customers, and we deliver products and services that exceed industry standards. We want to be recognized as the best when it comes to service delivery.



## Corporate Responsibility

We live in the countries where we operate, and we have a responsibility to play a positive role in developing local communities and employing sound environmental practices to minimize our environmental impact. We develop communities by creating lasting social value through investments and partnerships with local community players including NGOs, NPOs, and companies that share our values and ethical standards. We are dedicated to maximizing the employment of nationals in our local operations while maintaining fair hiring practices and promoting diversity and inclusion in our workplaces and assuring fair treatment and equal opportunities for everyone.



## People and Teamwork

The motivation and dedication of our people are extremely important to NESR as we execute on our strategic plan. Our leadership team will continue to play an instrumental role in ensuring our employees are always put in situations where they can excel and deliver the best quality of service, which includes a diverse slate of employees working in a safe environment, free from harassment and disrespectful behavior.

At times, it can be difficult to identify the right course of action. In situations where additional direction is required, the Code of Conduct serves as a practical guide to help you make the right legal and ethical choices. Together with the policies and business practices referenced, the Code of Conduct highlights the important legal, ethical and regulatory requirements that govern our operations and provides guidance on how to report potential violations, because the actions that we take each day ultimately define NESR.

*It is imperative that we all act in accordance with the Code of Conduct and uphold the highest level of integrity, and I thank you for your commitment to acting ethically and responsibly.*



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**Sherif Foda**

Chairman of the Board and CEO

**\*Disclaimer**

Although we observe the separate and legal status and independence of subsidiary companies, we use "NESR" and "Company" to collectively refer to National Energy Services Reunited Corp. and all of its wholly-owned and majority-owned subsidiaries to make the Code of Conduct more user-friendly.



**NESR**

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# OVERVIEW

## Purpose

The NESR Code of Conduct (“Code”) reinforces our corporate commitment to maintaining high ethical standards and summarizes the fundamental importance of acting with integrity in all we do.

## Applicability

Our Code of Conduct applies to all directors, officers, employees, and contractors of the Company (collectively and/or individually “we”, “us” or “our”), as well as third parties who do business with the Company, and can only be waived by written approval of NESR’s Board of Directors.

Likewise, each of our business partners, suppliers, and agents are required to comply with the laws of the countries where they operate and to act responsibly and ethically in a manner consistent with our Code of Conduct, which includes: maintaining policies to safeguard against human rights violations such as discrimination, child labor, and slavery, prohibiting bribery and corruption, and responsibly sourcing materials. Our commitment to these requirements must be unwavering.

The Code and any associated Company policies, standards and guidelines will be reviewed and updated on a regular basis.

## Scope

The Code applies in both letter and spirit and is supplemented by Company policies, standards and guidelines. Where the text of these documents is not clear or specific, their spirit prevails.

We are also subject to the laws and customs of the countries where we operate. Sometimes these laws vary from place to place and may even conflict. We are responsible for knowing and following the laws and regulations that apply where we work. When local laws or practices are not as strict, the Code of Conduct and other NESR requirements still apply.

## Reporting Concerns

If you are aware of, see, or suspect a violation of the Code of Conduct, report it to NESR. Speak up, knowing that when you share your concerns you are supporting an ethical workplace, making our Company stronger and protecting your colleagues from harm.

You do not need to be certain that a violation has occurred to report a concern. At the same time, you have an obligation to promptly raise a concern when you see a situation where you reasonably suspect the Code of Conduct is not being followed.

There are a number of ways to report issues and share concerns. Your first point of contact should be your direct or functional manager. If this is not practical, you may contact a manager in Human Resources, Finance, or another relevant function, or the General Counsel. In addition, you can raise your concerns online via [ethics@nesr.com](mailto:ethics@nesr.com), or by calling the anonymous Company compliance hotline toll-free by dialing the relevant country connection code followed by 833 278-0236.

Nothing prevents you from also reporting potential violations of law to relevant government authorities.

## Investigation

Where the law allows, you may report violations anonymously. Please understand that it may be difficult or impossible for NESR to thoroughly investigate reports that are made anonymously, so we encourage you to consider sharing your identity to enable follow-up and improve fact-gathering. If you do decide to remain anonymous, please provide as much information in your report as possible.

No matter the manner of reporting you select, your issue will be treated with the same level of importance. All reported compliance concerns are taken seriously and handled promptly, professionally, and thoroughly.

During the investigation process, NESR:

- Forms an objective investigation team;
- Determines the facts through interviews and the review of relevant documents;
- Recommends corrective action, as appropriate; and
- Provides the person who raised the original concern (if that person is known) with feedback on the outcome or closure of the matter.

## Retaliation

NESR prohibits retaliation for good faith reporting of a potential or actual violation of the Code of Conduct, our internal requirements, or applicable laws. Retaliation is any adverse action taken against an individual for filing a complaint and can include overt or subtle acts of harassment, intimidation and discrimination. We will not tolerate any form of retaliation against individuals who raise issues in good faith.

## Disciplinary Action

Violations of the Code, which may include failing to promptly report a known or suspected violation of the Code, knowingly filing false reports, and retaliating against any employee for reporting a concern may be subject to internal disciplinary action, up to and including termination, as well as potential civil or criminal prosecution.

# OPERATIONAL INTEGRITY

## Health, Safety, and Environment

There is nothing more important than the safety of our employees, so operational excellence begins with safety leadership across all levels of the organization. As such, each one of you is fully empowered and responsible to stop any work activity if they observe unsafe acts or conditions.

We will demonstrate our Health, Safety, and Environment (“HSE”) commitment by:

- Setting clear HSE objectives and measurable, progressive targets as part of our business performance, and monitoring performance for continuous improvements;
- Identifying, managing, and mitigating environmental risks, including the risks associated with climate change;
- Driving HSE behaviors with a “no defects” mindset, and rewarding outstanding HSE performance and initiatives;
- Eliminating HSE events and accidents with a strong reporting culture and effective investigation of near-misses;
- Training our workforce on our HSE standards to increase awareness of HSE risks and prevention methods;
- Effectively communicating with our stakeholders our HSE policies, standards, programs and performance;
- Protecting the health, safety and security of our workforce at all times;
- Meeting international, national and customer standards and requirements;
- Protecting the environment through responsible planning, and providing solutions aimed at decreasing the environmental impact of our business, including reducing our carbon footprint to limit the effects of climate change;
- Ensuring HSE considerations are factored into the design, engineering, and deployment our services and products; and
- Maintaining an updated response plan to minimize the effect of any emergency, business disruption, or crisis.

*NESR recognizes that an essential factor in its business success is the emphasis it places on Health, Safety, and Environment. HSE is a fundamental element in all our business activities and an integral part of service delivery workflows from all levels of employees and contractors. NESR’s leaders are responsible and accountable for driving a strong HSE culture by ensuring effective implementation of our standards.*

*We comply with the most stringent of the legal, international, national, customer, and other applicable safety and ecological standards and requirements wherever we do business. Ultimately, our aim is for NESR to become the region’s leader in HSE.*

## Driving

**Driver Training:** NESR requires that all drivers maintain a valid driver's license according to local regulations. Transportation rental vehicle drivers must attend driving training and pass a practical evaluation prior to driving for the Company.

- **Journey Management:** To minimize driving risks, each NESR business unit must have a Journey Management Plan and obtain management approval. This plan should include specifics on fatigue management, night driving, speed limits, traffic laws, and customers' procedures. The use of personal vehicles for any Company operational field trips is prohibited.
- **Pre-trip Vehicle Inspection and Load Securement:** All drivers are responsible for their pre-trip vehicle inspections and obligated to secure their load in a safe and lawful manner.
- **Seat Belts:** All occupants, including the driver of any vehicle, must wear a seat belt at all times while driving.
- **Mobile Phones:** The use of mobile phones and hands-free devices is prohibited while the vehicle is in motion for any NESR related business purpose.
- **Substance Abuse and Smoking:** Drivers must not drive under the influence of alcohol, drugs or any other prescribed medications that could impair their performance. Smoking is not allowed in any NESR vehicle.
- **Driver Performance Monitoring:** Each NESR vehicle and established contractor or long-term rental vehicle must have a monitoring system installed. The information collected will be used to proactively manage and improve driving safety.

NESR expects all passengers of vehicles assigned to NESR operations as part of their job duties to ensure that Company drivers abide by these principles. Any violation or unsafe behavior is sufficient cause to stop the trip and report to management.

*We promote a safe and efficient work environment. Since driving represents the highest risk above all other activities, all those whose jobs involve driving must comply with safe-driving requirements.*

## Service Quality

We are committed to deliver products and services that meet or exceed our customers' expectations and objectives while complying with legal, international, national, customer and other applicable standards and requirements.

Our commitment to service quality relies on the following:

- **Competent Resources:** Providing certified and fully operational assets, as well as motivated, experienced personnel to our customers.
- **Operating Standards and Processes:** Developing and implementing workflows to cover all aspects of our operations cycle, and ensuring procedural adherence thereto.
- **Operational Excellence:** Executing seamlessly to always meet or exceed customer's objectives, ensuring operational risks are properly managed with actions to reduce residual risks to negligible levels, and recognizing outstanding performance.
- **Auditing and Continuous Improvement:** Regularly assessing our performance and the effectiveness of our quality processes and compliance levels and taking appropriate action to continuously improve our solutions, products and services.

*At NESR, we are motivated by a quest to provide best-in-class service quality at all times.*

## Personnel and Asset Security

We will protect our personnel and assets by addressing the following:

- **Security Risk Assessment:** It is necessary to understand and manage security risks before engaging in any operation in a given country. This assessment is required as part of due diligence for new operations and regular reviews for ongoing operations. Under no circumstance will personnel or assets be exposed to unmanageable security risks.
- **Security Procedures:** Each NESR office and operational base must have a security procedure tailored to the specific country and location risk profile. This procedure must be updated regularly and effectively communicated by security training, briefings and inductions.
- **Emergency Response Plans:** It is essential for every NESR office and operational base to have an Emergency Response Plan, updated and drilled regularly, according to the country and location risk profile.

*We protect our Company and our assets, wherever we operate, including all bases, field operational sites, head offices, and contractor operations.*

## Information Security

We must refrain from discussing other employees or Company business in public forums and refer all external inquiries for information to the Company's Legal or Communications teams.

We must make it clear when we are expressing our own opinions and are not communicating on behalf of the Company. Our comments should not include profane, demeaning, or embarrassing content.

We protect our Information by:

- **Information Technology Systems Security:** We will ensure our IT systems are protected by latest security systems and software, and backups and business continuity workflows must be in place to avoid any business disruption due to loss of data.
- **Mobile Devices and Office Access Control:** In every NESR location and office, all measures must be in place to ensure that NESR mobile devices (laptops, phones) are secured at all times, including while traveling.
- **Employee Training and Accountability:** NESR employees must be trained on how to handle, manage, store and dispose of both customers' and NESR's proprietary and sensitive information.

To ensure that our communications are always accurate and consistent, a limited number of individuals are responsible for communicating on our behalf.

*Dealing with sensitive and confidential information is common within NESR. Those of us who have access to proprietary Company information or the personal information of others must take all necessary measures to protect such data.*



# DOING BUSINESS

## Anti-Corruption and Bribery

We must conduct our business honestly and in an ethical manner. We demonstrate our anti-corruption and bribery commitment by:

- Not providing or promising to provide any payment of money, gifts or hospitality with the purpose of inducing or influencing behavior to a public official in the performance of his or her duties to assist in retaining business or securing any improper business advantage for or with the Company.
- Neither making nor accepting facilitation payments or “kickbacks” of any kind. Facilitation payments are typically small, unofficial payments made to secure or expedite a routine government action by a government official. Kickbacks are typically payments made in return for a business favor or advantage. We must avoid any activity that might lead to or suggest that a facilitation payment or kickback will be made or accepted by us.
- Not making contributions of any kind to political parties. No charitable donations will be made for the purpose of gaining any commercial advantage. NESR is politically neutral and does not make political contributions. You may not use Company funds or assets for political purposes. With respect to public policy matters affecting the Company and its shareholders, NESR may engage in a direct dialogue with decision makers but does not use paid lobbyists or seek to bring about a particular outcome or decision. As a result of the Company’s stance of political neutrality, NESR does not maintain a political action committee, nor does it contribute to any third-party political action committees or other political entities.

This does not prohibit giving and receiving promotional gifts of nominal value or normal and appropriate hospitality. However, in certain circumstances, gifts and hospitalities may amount to or be construed as bribery. We must comply strictly with NESR ethics requirements in respect of gifts and hospitalities and the associated financial authorization procedures. If any question exists as to the appropriateness of a gift or hospitality, guidance from NESR Legal should be sought.

*We have a zero-tolerance approach to bribery and corruption and are committed to acting professionally, fairly and with integrity in our dealings wherever we operate. We implement and enforce effective programs to counter improprieties and ensure anyone doing business on behalf of NESR has sufficient awareness to conduct themselves accordingly.*

## Gifts and Entertainment

While in many cultures, constructive business relationships may include the exchange of incidental gifts and entertainment, you in your corporate capacity must not give or accept any gifts that are more than a nominal value of \$100, nor can you give gifts to, or accept gifts from, the same vendor more than once per year. Should such prohibited gifts be inadvertently received, they should be returned, with a note of thanks addressed to the vendor, including a polite reminder of Company policy.

*You should not compete against the Company, and you must respect the intellectual property rights of all parties.*

*At NESR, we understand that continued access to well-trained people, and the research and development of products, techniques, and equipment are the competitive cornerstones of our success in the industry. Often, we are either trained or entrusted with access to such intellectual property, so it becomes imperative that we respect the ownership and competitive and confidentiality rights of others.*



## Conflict of Interest and Donations

- Directors, Officers, and employees are expected to avoid situations where an employee's own personal interest may interfere in any way with the Company's interest. All such individuals are expected to refrain from taking for themselves opportunities discovered through their use of corporate assets or through their positions.
- Business dealings with family members or with a business where a family member plays a significant role should be avoided. Conflicts of interest may arise when an employee and/or his or her family members receive an improper personal benefit as a result of their dealings with the Company.
- Investments of over five percent in an outside company could create a conflict of interest if that company is a competitor, supplier, customer or other related party. These situations should be avoided and, where unavoidable, should be approved in writing by NESR Legal.
- Other employment outside of the Company should be evaluated as a possible conflict of interest, as it could detrimentally affect employee performance and/or responsibilities.
- Donations, where made, must be strictly controlled and approved by Executive Management and NESR Finance. No Company donations of any sort should be made without approval of Executive Management.
- All NESR employees must make prompt and full disclosure to their supervisors of any situations involving a possible conflict of interest. Such situations should be reviewed with NESR Legal.

*We must avoid any actual or apparent conflict between our own personal interests and the interests of the Company. A conflict of interest can arise when one takes actions or has personal interests that may interfere with his or her work objectives.*



## Ethics and Business Integrity

All NESR employees must perform their jobs in compliance with all applicable laws, rules and regulations of the jurisdictions within which the Company operates. Employees should demonstrate compliance by:

- Strictly following Company policies, procedures, standards and guidelines to deal ethically with our customers, suppliers, contractors, government agencies, and fellow employees.
- Respecting our competitors and their offerings, vigorously and fairly competing with them, and never colluding to gain an unfair industry advantage.
- Assigning responsibilities based on competency and trust and demanding personal accountability.
- Promoting transparency and exercising due care in the manner in which we work and how we obtain our results.
- Honestly and accurately reporting and tracking all of our business activities.
- Disclosing to Executive Management any unscrupulous or material information as and when it may become available.
- Conducting periodic internal and external audits of all departments to verify that we are meeting our obligations.

Any deviation from these requirements should be reported at [ethics@nesr.com](mailto:ethics@nesr.com).

*We must comply with all applicable governmental and customer, legal and other requirements wherever we conduct our business. Everyone of us must be a voice of integrity and promptly escalate any issues that may lead to a regulatory compliance breach.*



## Data Integrity

We will protect data by:

- Putting processes in place to manage and control customer and internal data;
- Creating awareness around data integrity by training and communication campaigns;
- Only requesting and accessing customer data when required and only for legitimate business purposes;
- Taking all reasonable measures to protect the confidentiality of any trusted or sensitive information of our customers;
- Immediately notifying our customers of any unintentional access or wrongful receipt of proprietary data;
- Sharing customer data internally only with those employees whose job roles require access to such data;
- Diligently preparing and accurately recording at the highest quality, data and business records as required;
- Securely retaining and appropriately disposing of customer data where and when required to do so;
- Never preparing inaccurate records or tampering with or altering data in an attempt to conceal potential wrongdoings; and
- Defining clear accountability lines with regard to handling, generating, transmitting, receiving, storing and disposing of customer and internal data.

*We must preserve the integrity of all customer and internal data, whether received or generated for the duration of the authorized use, or as legally required.*

*Our customers engage and entrust us to execute a service, capture and evaluate operational data, and document the results. We must ensure that data is securely handled and maintained to preserve that confidentiality.*



## Confidentiality

Information, written or otherwise, regarding the Company's business, including but not limited to information regarding customers, employees, costs, prices, earnings, products, operations, potential acquisitions, and other arrangements, is presumed to be confidential information. It should be considered that any non-public information shared by the Company, its suppliers or customers is confidential, whether or not it is marked.

- We must not, without the Company's prior written consent, publish or disclose to anyone outside of NESR or use in any other than the NESR's business, any confidential information, whether during the course of their employment with the Company or thereafter.
- We, our relatives, and associates are prohibited by law from buying or selling the Company's securities when in possession of material, non-public information ("MNPI"). There is no exception for transactions that may be thought to be necessary or justifiable; we must avoid the appearance of sharing or taking action when in possession of MNPI.
- We undertake not to reproduce copies or take excerpts from any Company document available to us for any purpose other than those involving the activities of the Company. Any breach of confidentiality will be treated as misconduct and would be subject to disciplinary or legal action.

Compliance with this policy is a condition of employment, and failure to observe it may result in legal consequences, including criminal penalties under insider trading laws.

*We will undertake to keep secret all technical, commercial and financial information concerning the aims and activities of the Company and its affiliates, of which we gained knowledge during the course of employment within the Company.*

*We aggressively protect our confidential data and enforce our rights against others who take or use it without proper authorization.*

## Trade Control Compliance

We must demonstrate our commitment to trade control compliance by:

- Complying with all applicable import and export laws, rules, regulations and licenses controlling the shipment or movement of any products or services wherever we do business;
- Complying with all applicable laws and regulations related to the transmission of technical data or software products wherever we do business;
- Complying with all applicable economic and trade sanctions or restrictions;
- Conducting all of our business ethically and within the framework of all applicable antitrust and competition laws;
- Refraining from knowingly circumventing any laws, rules, regulations and licenses whilst pursuing any Company business activity; and
- Remaining up to date with all laws, rules, regulations and licenses related to trade and movement of goods as may be required.

*We will comply with applicable import and export trade controls in all countries where we operate.*

*As an international upstream oilfield services company, our operations span the globe. We routinely transfer material further afield, often across many borders so it is imperative that we follow strict guidelines when we are getting the job done.*



## Human Rights

NESR is committed to promoting and ensuring a work environment where employees are treated with respect and dignity, enabling them to achieve their full potential free from discrimination, as defined in the United Nations Universal Declaration of Human Rights and the International Labor Organization Declaration on Fundamental Principles and Rights at Work, U.N. Guiding Principles. Our commitment to conduct business with the highest level of integrity and respect to human rights includes compliance with, international labor and workplace laws and regulations governing our operations worldwide. In addition, we commit to dealing only with those business partners who share our commitment to protect human rights.

We are committed to conducting business with the highest level of integrity and abiding by all relevant policies and the laws and regulations governing our operations worldwide. Our commitment includes compliance with international labor and workplace laws and standards in:

- Freedom of association;
- Collective bargaining;
- Privacy;
- Immigration;
- Working time, wages and hours;
- Healthy, safe and secure workplaces;
- Employment discrimination;
- Harassment;
- Forced, compulsory or child labor; and
- Human trafficking.

In addition, we promote diversity and respect for human rights in our supply chain, and we prescreen potential business partners and suppliers to confirm legal compliance by requiring that proposals include a statement of their intent to adhere to laws and regulations regarding forced or child labor and the payment of wages.

# WORKING TOGETHER

## Workplace Harassment

We do not tolerate harassment. For the purpose of this statement, harassment is defined as any offensive behavior, including unwelcome comments (written or spoken), acts or conduct that violate an individual's dignity, and/or create an intimidating, hostile, degrading, humiliating or offensive environment for that individual. Harassment can occur on the grounds of race, religion, gender, age, disability, etc., and can take place in person, online, and other ways.

Harassment may not necessarily be confined to the behavior of senior staff towards junior staff; it can take place between colleagues at the same level or involve staff behaving inappropriately towards more senior staff.

You are required to report any known harassment at [ethics@nesr.com](mailto:ethics@nesr.com) or as otherwise set out in this Code of Conduct.

*NESR is committed to promoting and ensuring a working environment free of harassment where employees are treated with respect and dignity, enabling them to achieve their full potential.*



## Discrimination

We work in a Company where employees of many nationalities, diverse skills and backgrounds collaborate to achieve common goals. We embrace uniqueness and strive to ensure that differences are appreciated, celebrated, and respected. We are dedicated to fostering an engaging, empowering, safe and responsible corporate culture, not only because it is the right thing to do, but because the diversity of our workforce and the inclusiveness of our culture strengthen our long-term competitiveness and sustainability.

Therefore, we must ensure that no decisions are made based on race, color, religion, sex, disability, marital status, military or veteran status, citizenship, or any other characteristic or class protected by the laws or regulations in the locations where we operate. The Company administers its personnel policies, programs, and practices in a nondiscriminatory manner in all aspects of the employment relationship, including recruitment, hiring, work assignment, promotion, transfer, termination, wage and salary administration, and selection for training.

Managers and supervisors are responsible for implementing and administering this policy, maintaining a work environment free from unlawful discrimination, and promptly identifying and resolving issues related to equal employment opportunity.

Individuals who believe they have observed or been subjected to prohibited discrimination should immediately report the incident to their supervisors, upper management, their designated Human Resources contact or at [ethics@nesr.com](mailto:ethics@nesr.com).

NESR supports the promotion and development of local communities in the countries where we operate by creating long-term investments and partnerships with local companies, as well as maximizing local employment, and procurement activities. The operations where NESR has direct responsibility for the impacts generated at local level require identification and assessment of the potential effects of the Company's activities in order to ensure that they are managed appropriately, with due respect to indigenous people and traditional livelihoods.

*We encourage equal employment opportunities and comply with all applicable immigration and employment laws.*

## Substance Abuse

We want you to be safe, so alcohol, drugs, inhalants or any other form of substance abuse by employees that will or has the potential to impair your ability to perform properly is strictly prohibited, as it will have serious adverse effects on the safety, efficiency and productivity of other employees and the Company as a whole.

Likewise, the misuse of over the counter or prescription drugs, or the use, possession, distribution, or sale of illicit or un-prescribed controlled drugs on Company business or premises, is strictly prohibited and is grounds for termination of employment. Possession, use, distribution, or sale of alcoholic beverages on worksites is not allowed.

Being unfit for work as a result of drug or alcohol use is grounds for termination of employment.

*We are committed to a safe, healthy, productive, and a substance abuse-free workplace for all employees.*

## Financial Transactions and Reporting

All Company assets and liabilities must form part of the books of account included in the Company's financial statements, and we must ensure that all books and records are fully available for audit by internal auditors and/or independent external auditors.

We must ensure that any reporting or disclosure of financial information, whether inside the Company or to the public, is made by authorized personnel and approved by the appropriate authority of the Company and that this reporting or disclosure complies with all applicable laws, regulations and NESR Financial Procedures.

*We record all transactions in accordance with U.S. Generally Accepted Accounting Principles (GAAP) and reflect them accurately in the Company's books and records.*



## Competition and Intellectual Property

All NESR employees are required to respect their competition and intellectual property obligations by:

- Not using any Company data to compete against the Company in any manner whatsoever;
- Not disclosing any Company confidential or sensitive information to any external source without relevant and documented management approval;
- Understanding and agreeing that all intellectual property such as inventions, innovations, discoveries, improvements, or ideas conceived or developed as an employee of the Company will be considered the Company's sole property;
- Firmly protecting the Company's rights to its intellectual property;
- Prohibiting the disclosure or misuse of the Company's intellectual property; and
- Responsibly using the intellectual property of others.

*NESR bases commercial decisions on commercial criteria only and remains immune to favor in order to foster constructive and fair relationships with organizations and individuals doing business, or seeking to do business, with NESR.*

## Crisis Management

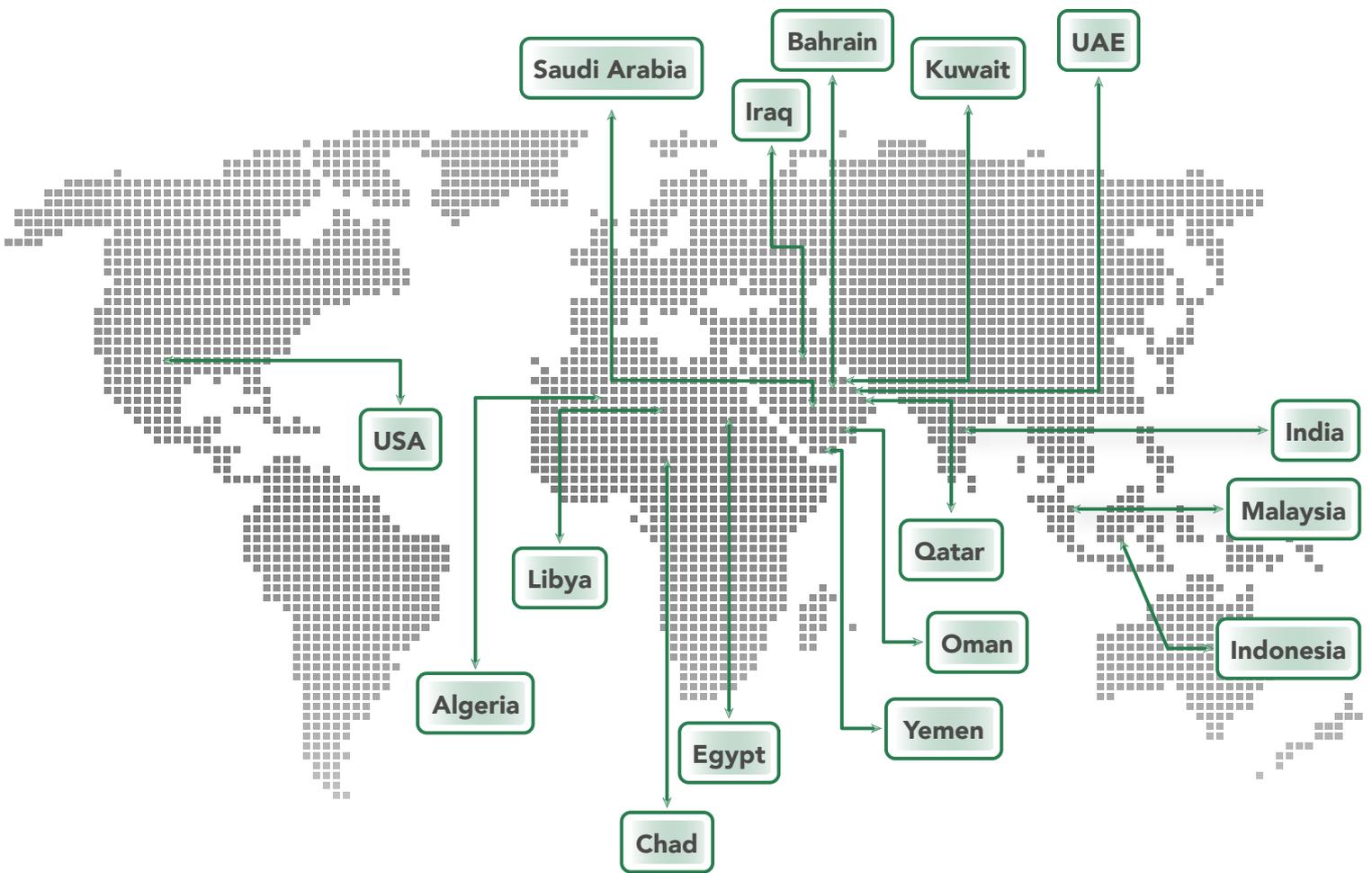
Our response to crisis is built on the following:

- **Crisis Management Committee:** Every business unit must have a defined Crisis Management Committee. Composed of members of upper management, the committee provides general oversight for the entire planning process and meets regularly to address emergency preparedness, response, and recovery issues.
- **Crisis Management Response Plans:** Our structured crisis management response plans outline steps on how to handle a crisis to protect NESR's people and assets, as well as to mitigate any impact on our business. These plans include communication protocols, evacuation procedures, drills, resources planning.

*NESR's Crisis Management policy is designed to effectively coordinate the use of resources to protect life and assets during and immediately following a major crisis or disturbance affecting our operations that cannot be controlled through routine, daily and normal channels, operating standards and procedures.*



# NESR WORLDWIDE



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