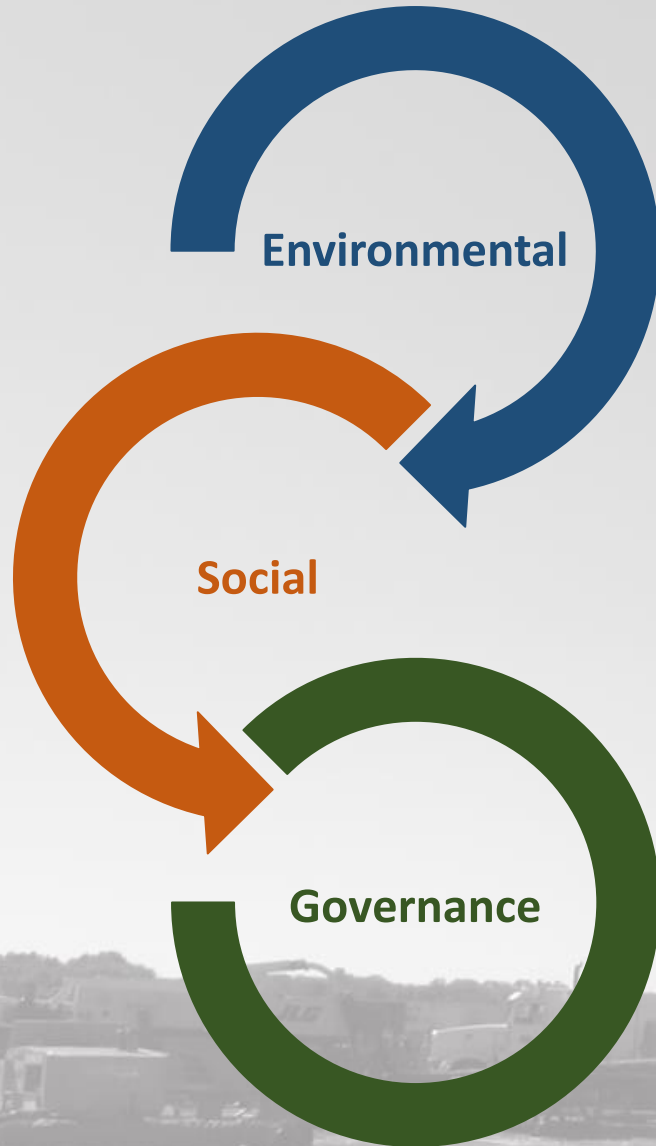


# Deep Well Services ESG Commitment



## ✓ Focus On Carbon Footprint Reduction & Sustainability

- Decreased CO2 emissions on long lateral drill out operations by 25% per day and total chemical usage by 67%
- Strong commitment to source local supply chain and talent opportunities
- Extensive SPCC measures designed by leading environmental firms

## ✓ Focus On Employee Growth & Community Involvement

- Industry leading safety initiatives that reduced our TRIR by 70%
- Training & development programs that have resulted in over 115 employee promotions, including many U.S Veterans
- In 2019, spent \$7.7mm and donated \$100k within the communities we operate

## ✓ Focus On Integrity & Culture Of Excellence

- A diverse group of employee equity owners & 20% of our workforce is minorities
- Ethics compliance initiatives that are driven by our Culture of Excellence core values
- All employee, including executive, bonuses are tied to key HSQE goals