



Oil States Industries (UK) Limited's Modern Slavery Statement for Financial Year 2025

Statement for Year Ending: 31 December 2025

Published: May 2026

Overview

Oil States Industries (UK) Limited (hereinafter the "Company") is a UK registered company (SC163254) which is a subsidiary company of the ultimate parent company Oil States International, Inc, headquartered in Houston, Texas and is publicly traded on the NYSE under the symbol "OIS". Oil States Industries (UK) Limited along with Oil States International Inc shall be collectively referred to within this statement as "Oil States".

Oil States is a major global provider of integrated energy systems and solutions for oil and gas, industrial and military sectors. The Company has an annual turnover exceeding the threshold set out under the Modern Slavery Act 2015 and is therefore required to publish an annual statement.

Oil States operates globally. Countries of operations include, but are not limited to, the United States of America , Canada, the United Kingdom, United Arab Emirates, Australia, Brazil, India, Indonesia, Singapore, Thailand and Vietnam.

The Company's financial year runs from 01 January – 31 December each year.

Objective

The Company recognises the importance of eliminating Modern Slavery and understands that Modern Slavery can take many forms, including but not limited to child or forced labour and human trafficking. The foregoing examples, along with the offences specified within Part 1 of the Modern Slavery Act 2015 shall be collectively referred to as "Modern Slavery" throughout this statement. Modern Slavery is the fastest-growing international crime, affecting people, economies, businesses and industries worldwide. The purpose of this statement is to express the commitment of the Company to comply with the UK Modern Slavery Act of 2015 (hereinafter "the Act"), and to identify the resulting due diligence efforts that the Company has committed to in relation to the Act. In order to achieve compliance, transparency and clarity, this statement also outlines the expectations the Company has towards its direct suppliers with respect to the Act.

Policy

The Company recognises the responsibility of respecting the human rights of its employees. Furthermore, the Company is aware that Modern Slavery not only destroys the lives of individual victims, it is also harmful for business and the economy. The Company is committed to taking a zero-tolerance approach to Modern Slavery within its own business and spheres of influence and shall take the necessary actions to comply with the requirements set forth in the Act.

The Company is committed to acting ethically and with integrity in all our business relationships and endeavours to enforce effective systems and controls to ensure Modern Slavery is not taking place within its business or its supply chains. The Company expects its direct suppliers to also act ethically and with integrity in their business relationships and where possible, requires all direct and/or potential suppliers to have effective measures in place to ensure that no Modern Slavery exists within their businesses or supply chains.

Oil States maintain a corporate policy in relation to Human Rights covering our employees, suppliers and communities and stakeholders. Oil States recognises and enthusiastically accepts, our responsibility to the communities in which we serve.

Risks

The following have been identified as potential areas of increased risk:

- Where there is a contractual need to comply with local content requirements, there is a risk that non-registered or non-ethical recruitment agencies may be used to hire workers or that the materials will be sourced from non-ethical brokers;
- As a provider to the global oil and gas industry, the Company often sources materials from suppliers worldwide, increasing the risk of Modern Slavery as a number of the top exporting countries of metals that are used within our product lines and manufacturing processes may be considered to be 'high risk';
- Given that employees, agents and suppliers of the Company often perform services in remote locations or offshore, the risk for sex workers and corresponding sex trafficking activity may be increased;
- Personal Protective Equipment (PPE) is provided to employees and is required to be worn where there are health or safety risks at work. Although most PPE is purchased from UK suppliers, it can be sourced from countries where there is a high risk of Modern Slavery.

Due Diligence

In the financial year ending 31st December 2025, the Company continued to implement the following due diligence efforts.

- **Recruitment**

In countries where there is a contractual duty to comply with local content requirements, the Company shall require that the use of non-verified and non-approved recruitment agencies is prohibited throughout the supply chain in those areas. In addition, where workers are sourced locally in risk areas, the Company will examine the labour conditions of such local workers, such as time and wages, discrimination policies, living conditions, health and safety policies, grievance mechanisms, employee training and freedom of movement to ensure that all local workers are treated fairly and ethically.

- **Sourcing of Materials**

The Company recognises that the sourcing of materials from countries with high levels of risk highlights the importance of implementing effective due diligence and ethical mapping of supply chains to prevent involvement in Modern Slavery.

The Company's Terms and Conditions of Purchase contains a 'Conflict Materials' clause which provides that suppliers are contractually obligated to comply with Section 1502 of the United States Dodd Frank Wall Street Reform and Consumer Protection Act which requires suppliers to disclose whether their products contain any tin, tantalum, tungsten and gold ("Conflict Materials") and, to the extent reasonably possible, to use best efforts to track the chain of custody of any Conflict Materials contained in any of the goods, rental equipment or materials provided to Company. Furthermore, this clause also provides that suppliers shall encourage sub-suppliers to comply with the requirements therein and to support industry efforts to enhance traceability and responsible practices in global mineral supply chains.

- **Supplier Policy**

If the Company becomes aware of any supplier whose supply chain practices involve conduct prohibited under the Act, it is expected that they will take immediate actions to remedy the situation in a timely manner, including the reassessment of those supplier relationships. The Company will seek to do business with suppliers who take similar measures with their own suppliers to ensure alignment throughout the chain.

- **Human Sex Trafficking**

Human sex trafficking is the most common form of modern-day slavery. Given that the demand for sex workers and corresponding trafficking activity may increase in more remote areas or near offshore rigs, we have a zero-tolerance approach for any employee found to be facilitating or participating in (whether directly or indirectly) human sex

trafficking. Any employee found to be involved in human sex trafficking will be subject to disciplinary action, up to and including dismissal.

- **Employee Complaint and Reporting Process**

Oil States encourages all employees, customers, suppliers and other business partners to report any ethical concerns relating to their activities or supply chains. Our ethics hotline is extended to include Modern Slavery and is designed to make it easy for disclosures to be made without fear of retaliation. Further information on our Corporate Code of Business Conduct and Ethics, as well as instructions on how to report ethical concerns, can be found at <http://www.oilstatesintl.com/corporate-governance-1223.html>.

- **Training and Education**

The Company commits that relevant employees will gain a high level of understanding of Modern Slavery and the risks of it occurring within its supply chain and businesses. New Modern Slavery training was sourced and rolled out in 2023 and is reassigned on a bi-annual basis. Training completion rates are monitored internally and e-mail reminders are sent out periodically.

- **Contracts**

The Company has a 'Modern Slavery' clause within its standard Terms and Conditions of Sale and Purchase. The clause entitles the Company to perform audits of its suppliers' due diligence processes and requires suppliers to take active steps to eliminate slavery within their supply chain. The Company shall also use endeavors to ensure that where the Company's Terms and Conditions are not used, similar Modern Slavery clauses exist in the relevant terms and conditions governing the relationship between Company and supplier / customer either explicitly as a standalone clause, or implicitly included within a general 'Compliance With Laws' clause.

Reflection on 2025

- The Company remained committed to generating ideas on how to ensure Modern Slavery is not taking place within the Company's supply chain and completed the following actions;
 - The Company was not successful in implementing an updated Vendor Questionnaire / Supplier Evaluation Survey and having it rolled out by August 2025. However, the Company did continue with the review and subsequently initiated inter-departmental discussions regarding what to include within the questionnaire to provide assurance to Company that direct suppliers have measures in place to ensure Modern Slavery does not occur in their supply chain.

Objectives / KPIs for 2026

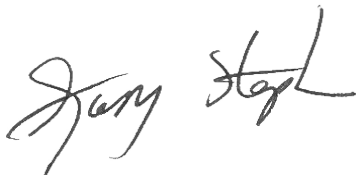
- All existing employees and new start employees, where deemed relevant to their role, will receive adequate training to ensure that individuals are aware of the Modern Slavery Act 2015, the subsequent risks of non-compliance to both the individuals and companies involved and how to identify Modern Slavery breaches. This training is reassigned on a bi-annual basis. Training completion rates are monitored and employees are sent reminders to complete training.
- The latest revision of the Company Vendor Questionnaire has been updated and is currently going through the approval process within the Company's systems. This questionnaire includes direct questions regarding supplier's compliance with the Modern Slavery Act 2015, this is expected be approved in the systems for use in the coming months.

Risk Assessment

The Company continues to consider its greatest Modern Slavery risks to arise within global supply chains, international recruitment practices, and sourcing activities involving jurisdictions considered higher risk.

Statement

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the Company's Modern Slavery statement for the financial year ending 2025. This statement was approved by the Board of Directors of Oil States Industries (UK) Limited and will be reviewed annually.

A handwritten signature in black ink, appearing to read 'Garry Stephen', is positioned above the printed name.

Garry Stephen, Vice President

For and on behalf of Oil States Industries (UK) Limited

Date: May 2026