

ENVIRONMENTAL STEWARDSHIP

Commitment to the Environment

We uphold a culture that promotes proactive environmental compliance and continuous improvement, as outlined in our Environmental Policy. This commitment includes:

- prevention of pollution across all the sites where we operate,
- integration of environmental considerations into our decision-making and activities,
- conservation of natural resources,
- compliance with all legal and other applicable requirements, and
- meeting our stakeholder expectations globally to maintain industry-recognized environmental standards.

Integrated Management Systems

Our Integrated Management System (IMS) weaves environmental management into our business operations, aligning to ISO 14001:2015 where applicable. This framework comprises of interrelated elements—ranging from management commitment and risk assessment to environmental stewardship and emergency preparedness—that collectively mitigate risks to people, the environment, and communities. For more information on management systems, please review our [Integrated Journey to Excellence \(iJ2E\)](#) and [Worker Health and Safety disclosure](#) on website.

Environmental Risk and Opportunity Assessments

We employ a structured, risk-based process to assess environmental aspects such as natural resource use, biodiversity impacts, waste generation, and emissions. This process enables us to identify both compliance obligations and improvement opportunities.

Our assessments incorporate desktop reviews, in-field assessments, and digital tools for real-time monitoring and analytics. When significant risks are identified, we implement operational controls such as procedures, management plans, and targeted training to eliminate or minimize impacts. These controls may include initiatives such as wastewater recycling, pollution prevention, and transition to renewable sources.

Environmental Objectives and Performance Goals

To drive continuous improvement, Nabors has established rigorous environmental performance objectives and goals. These are integrated into our Integrated Management System (IMS) framework and are reviewed quarterly by senior leadership, with oversight from the Board-level ESG Committee. Progress toward each target is closely monitored and reported transparently to stakeholders on an annual basis.

Governance and Oversight

Environmental sustainability oversight begins with the ESG Committee of our Board of Directors, which convenes at least four times annually to review ESG strategy, policy, and performance. The Senior Vice President and Chief Administrative Officer reports directly to the CEO and ESG Committee. Executives and subject-matter experts across functions are responsible for implementation of environmental, social, and governance initiatives, supported by transparent reporting aligned with TCFD, SASB, GRI, and IPIECA frameworks.

Environmental Topics

Regulatory Compliance

We are committed to meeting – and where possible, exceeding environmental regulations in all regions where we operate. Our management systems include comprehensive policies and stringent oversight that promote consistent compliance and proactive adaptation to evolving local standards. This commitment helps mitigate environmental risks and supports positive outcomes, underscoring our dedication to responsible operations that respect both communities and ecosystems.

Emissions and Energy Management

Our approach to emissions and energy management focuses on leveraging advanced technologies and operational efficiencies to reduce greenhouse gas (GHG) emissions. We implement targeted strategies to optimize energy use, minimize fuel consumption, and embed sustainable practices across our operations.

Water Management

We prioritize responsible water stewardship by adopting conservation best practices such as wastewater recycling and reuse wherever safe and feasible. All new operations and major facility modifications undergo standardized risk assessments for water discharge impacts.

Biodiversity

Acknowledging the importance of biodiversity, we implement protocols to assess and mitigate impacts on local ecosystems, safeguarding biodiversity where required. Although wellsite selection and construction is customer-driven, we comply with customer biodiversity management plans and implement appropriate environmental controls, including spill prevention measures aligned with national regulations and international standards.

Waste Management

Our waste management approach follows a hierarchy of source reduction, reuse, and recycling before disposal. We adhere to strict protocols for handling and disposing of waste, aiming to reduce landfill contributions and foster sustainable practices wherever feasible across our operations.

Spill Prevention and Asset Decommissioning

Spill prevention is embedded across 100% of our operational rigs and facilities through emergency response plans, secondary containment, and regular drills. We apply lifecycle management to our assets—prioritizing maintenance, refurbishment, and environmentally responsible decommissioning—to extend asset life and minimize environmental impact. This includes the responsible disposal of end-of-life materials.