

Global Reporting Initiatives (GRI) Standards

GENERAL DISCLOSURES

Issues	Metrics	Indicators	Deep Well Services Disclosures
Organizational Profile	Name of organization	GRI 102-1	Deep Well Services
	Activities, brands, products and services	GRI 102-2	Oil and gas drilling completions, snubbing
	Location of headquarters	GRI 102-3	Zelienople, PA - United States
	Location of operations	GRI 102-4	United States, Argentina
	Ownership and legal form	GRI 102-5	Privately held company
	Markets served	GRI 102-6	United States, Argentina
	Scale of the organization	GRI 102-7	DWS Monthly Review Report
	Information on employees and other workers	GRI 102-8	DWS Monthly Review Report
	Supply chain	GRI 102-9	DWS Monthly Review Report
	Significant changes to the organization and its supply chain	GRI 102-10	DWS Monthly Review Report
	Precautionary principle or approach	GRI 102-11	2021 Sustainability Report - multiple sections
	External initiatives	GRI 102-12	2021 Sustainability Report - multiple sections
	Membership of associations	GRI 102-13	Our Commitment to the Industry, p. 22
Strategy	Statement from senior decision maker	GRI 102-14	A Message from Our CEO, p. 3
	Key impacts, risks and opportunities	GRI 102-15	2021 Sustainability Report - multiple sections
Ethics and Integrity	Values, principles, standards and norms of behavior	GRI 102-16	Our Vision, Mission, Purpose and Plan, p. 25
	Mechanisms for advocates concerned about ethics	GRI 102-17	Business Ethics, p. 26
Governance	Governance structure	GRI 102-18	Our Governance and Business Ethics, p. 24
	Delegating authority	GRI 102-19	Our Governance and Business Ethics, p. 24
	Executive-level responsibility for economic, environmental and social topics	GRI 102-20	2021 Sustainability Report - multiple sections
	Consulting stakeholders on economic, environmental and social topics	GRI 102-21	2021 Sustainability Report - multiple sections
	Composition of the highest governance body and its committees	GRI 102-22	Our Governance and Business Ethics, p. 24
	Chair of the highest governance body	GRI 102-23	Our Governance and Business Ethics, p. 24
	Nominating and selecting the highest governance body	GRI 102-24	Our Governance and Business Ethics, p. 24
	Conflicts of interest	GRI 102-25	Business Ethics, p. 26
	Role of highest governance body in setting purpose, values and strategy	GRI 102-26	Our Governance and Business Ethics, p. 24
	Collective knowledge of highest performance body	GRI 102-27	Our Governance and Business Ethics, p. 24
	Evaluating highest governance body's performance	GRI 102-28	Our Governance and Business Ethics, p. 24
	Identifying and managing economic, environmental and social impacts	GRI 102-29	Our Governance and Business Ethics, p. 24
	Effectiveness of risk management process	GRI 102-30	Risk Management, p. 28
	Review of economic, environmental and social topics	GRI 102-31	2021 Sustainability Report - multiple sections
	Highest governance body's role in sustainability reporting	GRI 102-32	CEO
	Communicating critical concerns	GRI 102-33	DWS Employee Handbook
	Defining report concerns and topic boundaries	GRI 102-46	Our Governance and Business Ethics, p. 24
	Reporting period	GRI 102-50	Annual
Date of most recent report	GRI 102-51	January 2022	
Reporting cycle	GRI 102-52	Annual	
Contact point for report questions	GRI 102-53	Mr. Dave Mulvahill, VP Administration	

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ECONOMIC DISCLOSURES

Issues	Metrics	Indicators	Deep Well Services Disclosures
Economic Performance	Direct economic value generated and distributed	GRI 201-1	Our Contributions to our Community, p. 11
	Financial implications and other risks and opportunities due to climate change	GRI 201-2	Our Contributions to our Community, p. 11
Procurement Practices	Proportion spending on local suppliers	GRI 204-1	Supply Chain Governance, p. 28
Anti-Corruption	Operations assessed for risks related to corruption	GRI 205-1	Global Anti-Corruption Policy
	Communication and training about anti-corruption policies and procedures	GRI 205-2	Global Anti-Corruption Policy
	Confirmed incidents of corruption and actions taken	GRI 205-3	Global Anti-Corruption Policy
Anti-competitive Behavior	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	GRI 206-1	Global Anti-Corruption Policy

ENVIRONMENTAL DISCLOSURES

Issues	Metrics	Indicators	Deep Well Services Disclosures
Energy	Energy consumption within the organization	GRI 302-1	Emmissions and GHG, p. 9
	Energy consumption outside the organization	GRI 302-2	Emmissions and GHG, p. 9
	Energy Intensity	GRI 302-3	Emmissions and GHG, p. 9
	Reduction of energy consumption	GRI 302-4	Emmissions and GHG, p. 9
	Reductions in energy requirements of products and services	GRI 302-5	Emmissions and GHG, p. 9
Water and Effluents	Interactions with water as a shared resource	GRI 303-1	Water and Effluents, p. 10
	Management of water discharged-related impacts	GRI 303-2	Water and Effluents, p. 10
	Water withdrawal	GRI 303-3	Water and Effluents, p. 10
	Water discharge	GRI 303-4	Water and Effluents, p. 10
	Water consumption	GRI 303-5	Water and Effluents, p. 10
Biodiversity	Operational sites owned, leased, managed in, or adjacent to, protected areas	GRI 304-1	2021 Sustainability Report - multiple sections
	Significant impacts of activities, products and services on biodiversity	GRI 304-2	2021 Sustainability Report - multiple sections
Emissions-Greenhouse Gas (GHG)	Direct (Scope 1) GHG emissions	GRI 305-1	Emissions and GHGs, p. 9
	Energy indirect (Scope 2) GHG emissions	GRI 305-2	Emissions and GHGs, p. 9
	Other indirect (Scope 3) GHG emissions	GRI 305-3	Emissions and GHGs, p. 9
	Reduction of GHG emissions	GRI 305-5	Emissions and GHGs, p. 9
Waste	Waste generation and significant waste-related impacts	GRI 306-1	2021 Sustainability Report - multiple sections
	Management of significant waste-related impacts	GRI 306-2	2021 Sustainability Report - multiple sections
	Waste generated	GRI 306-3	2021 Sustainability Report - multiple sections

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HUMAN RESOURCE DISCLOSURES

Issues	Metrics	Indicators	Deep Well Services Disclosures
Employment	New employee hires and employee turnover	GRI 401-1	DWS Monthly Review Report
	Benefits provided to fulfill employees that are not provided to temporary or part-time employees	GRI 401-2	DWS Employee Handbook
	Parental leave	GRI 401-3	DWS Employee Handbook
Labor/Management Relations	Minimum notice periods regarding operational changes	GRI 402-1	Our Commitment to Safety, p. 16-17
Occupational Health and Safety	Occupational health and safety management system	GRI 403-1	Our Commitment to Safety, p. 16-17
	Hazard identification, risk assessment, and incident investigation	GRI 403-2	Our Commitment to Safety, p. 16-17
	Occupational health services	GRI 403-3	Our Commitment to Safety, p. 16-17
	Worker participation, consultation and communication on occupational health and safety	GRI 403-4	Our Commitment to Safety, p. 16-17
	Worker training on occupational health and safety	GRI 403-5	Our Commitment to Safety, p. 16-17
	Workers covered by an occupational health and safety management system	GRI 403-8	Our Commitment to Safety, p. 16-17
	Work-related injuries	GRI 403-9	DWS Monthly Review Report
	Work related ill health	GRI 403-10	Our Commitment to Safety, p. 16-17
Training and Education	Average hours of training per year per employee	GRI 404-1	Our Commitment to Training, p. 20-21
	Programs for upgrading employee skills and transition assistance programs	GRI 404-2	Our Commitment to Training, p. 20-22
	Percentage of employees receiving performance and career development reviews	GRI 404-3	Our Commitment to Training, p. 20-23
Diversity and Equal Opportunity	Diversity of governance bodies and employees	GRI 405-1	Our People - Diversity and Inclusion, p. 18-19
Local Communities	Operations with local community engagement, impact assignments, and development programs	GRI 413-1	Our Contributions to our Community, p. 11