

2024 Sustainability Report



Pictured: PTEN Digital Performance Center



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Message From Our CEO

Dear Stakeholders,

In 2024, we remained focused on investing in our people and technologies to perform operations for our customers so they can safely and efficiently produce oil and gas to serve the energy needs around the world.

We are committed to **minimizing our environmental impact** in the locations where we operate, and we partner with our customers to properly engage with the local communities in these operational areas. We continue to make significant **investments in the safety, development, and overall well-being of our employees**. We **foster a respectful culture** where employees feel valued for their contributions. We maintain a **strong focus on ethics and integrity** in all our operations at every level.

We are proud of our accomplishments as an industry leader in drilling products and drilling and completions services, but we are also aware of the challenges ahead. We are committed to remaining resilient in a difficult market to continue to meet the needs of our customers, maintaining a supportive culture for our employees and being a responsible steward of capital for our shareholders.

I am proud to share our Sustainability Report with you. I extend my gratitude to all our customers, investors and business partners. Your support, feedback, and hard work drive us to do better every day.

Thank you,



Andy Hendricks
President and CEO

Aug. 15, 2025



Feedback

We welcome feedback on our policies and this report. Comments may be submitted to us via email at sustainabilityreport@patenergy.com

Please see the "Disclaimer" section for additional important information regarding this report.



About This Report

Patterson-UTI is a Houston, Texas-based leading provider of drilling products and drilling and completion services to oil and natural gas exploration and production companies in the United States and other select countries. We also have a number of “asset-light” businesses, including wellbore placement. Additionally, we certify and re-certify equipment for drilling contractors, and we provide electrical controls and automation to the energy, marine and mining industries.

We had approximately 9,000 full-time employees as of January 2025.

The information throughout this report generally applies to Patterson-UTI Energy, Inc. on a company-wide basis; however, in some instances, we share details that relate to a specific business. In particular, the practices of our contract drilling business and/or our completions business, our two largest businesses, are highlighted where appropriate.

Unless otherwise noted or as the context otherwise requires, the quantitative disclosures presented in this report are for the fiscal year ended December 31, 2024,

and the narrative disclosures presented in this report were current as of December 31, 2024. The information reported is intended to include all entities unless specifically stated otherwise.

Our sustainability report is intended to address what we view as material environmental, social and governance sustainability-related issues. In assessing the material topics to address in our sustainability report, we considered feedback from internal and external stakeholders, including customers, investors, trade associations and industry groups, and engaged with external sustainability resources for feedback and benchmarking purposes. In particular, we considered recent feedback regarding various disclosure frameworks and elected to align our disclosures following the frameworks set forth by the Sustainability Accounting Standards Board (SASB) (Oil & Gas – Exploration and Production) and Task Force on Climate-Related Financial Disclosures (TCFD). Mapping of these disclosures can be located beginning on page 28 of this report. We have also included disclosures on additional topics not covered by SASB and TCFD in response to stakeholder feedback and are included in the Disclosure Reports beginning on page 28.



Minimizing Environmental Impact

Air Quality, Greenhouse Gas Emissions Reduction and Energy Efficiency

We are committed to working with our E&P customers to reduce emissions and maintain a strong environmental performance in all facets of our operations, including the use of innovative fuel product solutions whenever possible. We are pursuing initiatives to make improvements in air quality, emissions, energy usage, water quality, land usage, chemicals management and waste material reduction. We believe that our capabilities to operate with alternative power sources help differentiate our Company. For many years, we have invested in the deployment of lower-emissions engines and technology in our operations, and demand for these emission-reducing engines and technology has increased in recent years. As a service provider, we are dependent on the needs and demands of our customers when determining the composition of our fleet. In 2024, 72% of our operating rigs were equipped with alternative power sources such as high-line power from the electric grid, dual fuel or natural gas-powered engines or our proprietary EcoCell® lithium battery hybrid energy management system. We operate our Emerald™ electric frac spreads within our Completion Services business, providing lower-cost, lower-carbon fuels at the well site, and we have one of the largest deployed fleets of emissions reducing CAT 351 2E DGB™ Tier 4 engines in the market.

In the short term, we work to meet customer demands by offering our existing lower-emissions and alternative fuel equipment, such as dual fuel equipment and rich-burn natural gas engines (in place of traditional diesel-only equipment). In the long term, we will endeavor to meet these demands by continuing our development of innovative, lower-emissions technology (such as continuing to expand natural gas fueling service, electric frac spreads, battery power hybrid energy management systems and technology enabling the use of utility electrical power in our operations) and redesigning our equipment to maximize efficiency (such as through the development of emission-reducing automation, remote operations and control systems and energy management software).

Our operations include the use of natural gas engines, dual-fuel equipment and various emissions-reduction systems. An increasing portion of our contract drilling fleet uses natural gas-only engines and dual fuel engines, and an increasing portion of our pressure pumping fleet uses dual fuel engines.

Innovative Solutions to Power Operations

We have a family of environmentally friendly technologies, designed to reduce emissions and fuel consumption and improve sustainability performance.

- 100% Natural Gas Generators on Drilling Rigs
- Electric Fleet Additions
- Natural Gas Delivery and Handling Solution
- Dual Fuel Frac Spreads and Drilling Rigs
- EcoCell Battery Energy Storage
- High-Line Power
- GridAssist™ Utility Power Management Software
- Automated Engine Management Software
- Natural Gas Compression and Delivery



Natural Gas-Enabled to Lower Cost and Lower Carbon

- Natural gas-powered fleets can lower annual fuel costs by more than \$15 million per fleet²
- Natural gas lowers CO₂ emissions by 30% compared to diesel²



Sources: ¹NEX Internal Estimates, ²U.S. Energy Information Administration

Emissions Reduction Programs and Innovations

Dual Fuel Engines

With dual fuel engines, we can offer pressure pumping and contract drilling services with a fuel mixture of more than 70% natural gas. Substitution of cleaner-burning natural gas in place of diesel fuel is significantly better from an environmental perspective, as natural gas generates less carbon monoxide than diesel fuel, as well as less nitrogen oxide (NOx), enabling our engines to burn cleaner and reduce greenhouse gas emissions, which improves air quality.

Energy Consumption

Natural Gas Engines

We were the first contract driller to use Waukesha natural gas engines on a drilling rig. The rich-burn natural gas engines, which do not require the use of diesel fuel, allow our drilling rigs to run 100% on natural gas. The substitution of natural gas in place of diesel fuel results in a variety of environmental benefits, including emissions reduction.

These natural gas systems have the ability to utilize the local natural gas infrastructure that is often available in our working areas, reducing the need for diesel fuel transportation and consumption. These dedicated natural gas engines are also equipped with a three-way catalyst to significantly reduce NOx emissions.

GenAssist® Load-Dependent Starting and Stopping

Our contract drilling business developed rig automation systems with Load-Dependent Starting and Stopping, which we refer to as GenAssist. GenAssist allows for

80% of our completion services fleet is natural gas capable.

automatic shutdown of engines when they have been running at low load levels for extended periods of time, and automatic startup of additional engines when the power capacity levels of engines that are currently operating are exceeded. This feature reduces the amount of time that our engines run at inefficient power levels, thus reducing unnecessary emissions.

GridAssist® Utility Power Management System

Our contract drilling business deployed a utility power management system designed to enable rigs to make use of utility power in locations where the available utility power is insufficient to support all rig operations. GridAssist prioritizes power consumption from the utility grid and supports demand above the utility limit by leveraging battery energy storage and additional generators if necessary. Our

customers can modify the utility import limit on each location as the utility requirements differ. By enabling our customers to use clean power from the grid, GridAssist can drastically reduce generator runtime or completely eliminate the need for generators, resulting in significant reductions in fuel consumption and emissions.

Utility Electric or High-Line Power for Drilling Rigs

In addition to GridAssist, our Current Power business within Drilling Services provides in-house electrical engineering, control system automation and installation services to connect drilling rigs to utility electrical lines. This capability enables our customers to use utility power, instead of natural gas or diesel fuel, to power their drilling operations. We also offer utility power equipment and services for use in industry outside of Patterson-UTI's drilling rigs.

GridAssist Savings (cumulative)

Generator Runtime (hrs)	4,290
Diesel Fuel (gals)	784,251
CO ₂ Savings (kg)	7,982,567
CO Savings (kg)	13,436
NOx Savings (kg)	52,206
THC Savings (kg)	3,123
PM Savings (kg)	1,469

EcoCell Energy Storage System

Our contract drilling business utilizes lithium battery technology in our rig fleet through our proprietary EcoCell technology. EcoCell is an energy management system for drilling rigs that uses lithium batteries to store and dispense energy for use in drilling operations. This system stores energy in lithium batteries at times when demand from operations is lower than the rig's generator capacity and provides supplemental power back to the rig when demand exceeds the rig's generator capacity. This functionality allows us to maintain a steady and optimized load on the rig's generators, keeping these generators running in the most efficient range where they produce the lowest emissions levels and best fuel economy.

We were recently granted a patent for our proprietary method of enabling a rig to operate with zero generators online by using EcoCell. During low power demand operations, the rig can operate with zero generators online for periods of time while being powered completely by EcoCell. The rig can typically operate for several hours at a time using only battery power, producing zero emissions. When the battery state of charge is depleted, EcoCell will automatically start up a generator and operate it at high load to rapidly recharge the battery before shutting off the generator again. Although all the energy throughout these operations is provided by a generator, the rig experiences significant reductions in overall emissions and fuel consumption from the reduced generator runtime and the increased efficiency when the generator is online. The zero-generator mode has been deployed to all rigs utilizing EcoCell and is just one example of the continuous improvements being made to the system to improve overall performance. This feature required only a software update and no additional hardware modifications.

Low Carbon Ventures

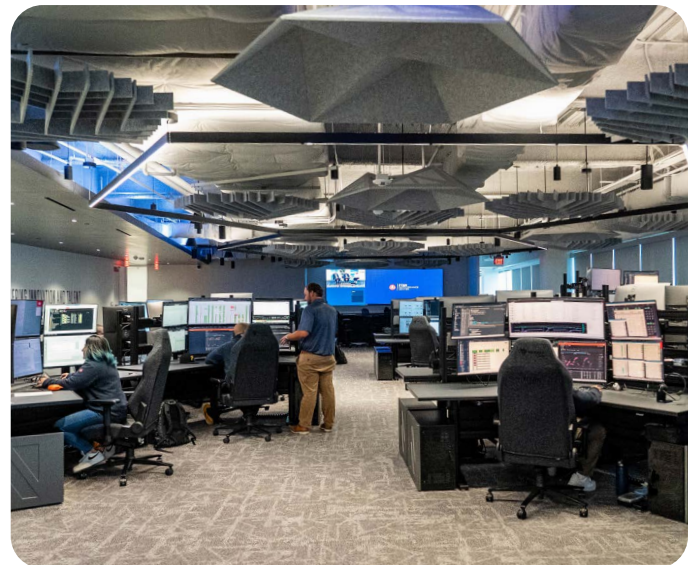
We continue to evaluate methods of expanding our existing businesses into offerings that include alternative energy sources and operate with reduced emissions, while continuing to focus on high-quality performance for our customers. Our Drilling Products segment produces PDC drill bits that are engineered with the latest drilling technology and are capable of drilling deeper and faster than traditional drill bits, providing access to more geothermal resources.

Our Vice President of Low Carbon Ventures oversees these opportunities and future investments, including technologies in carbon capture and sequestration.

Automation and Remote Operation Systems

Our businesses have developed, and continue to develop, advanced automation and remote operation systems and software. These systems and software

allow for increasing automation and remote monitoring of wellsite operations. Many of the locations at which we provide operations are located a long distance from our and our customers' facilities, resulting in a need for significant vehicular travel. By improving automation and remote operation capabilities, we can reduce unnecessary vehicular travel to the wellsite by our personnel, thus reducing carbon emissions. The increased use of automation systems and remote monitoring can also reduce the number of personnel at the wellsite, which generally leads to fewer safety incidents. Our remote operations and real-time data centers provide digital intelligence with in-house expertise to optimize job planning, improve efficiency, assist with reporting and enhance environmental performance. Additionally, expertise through artificial intelligence reduces operational costs, and can minimize on-site wait time and reduce the number of vehicles on the road. These digital centers also help with equipment health monitoring and maintenance.



PTEN Digital Performance Center

To better serve our customers, we created the PTEN Digital Performance Center. This digital center is purposefully designed to drive full optimization across drilling and completions operations and demonstrates our investment in digital innovation and our commitment to helping clients deliver better wells, safer and more efficiently. Our digital center focuses on four core areas: smarter well planning, precise drilling execution, data-enabled completions design, and real-time completions execution. What makes our digital center unique is how we integrate those functions in order to manage operations, solve problems, and support wellsite decisions in real time. We are aligned toward a single goal: delivering scalable, value-driven digital solutions that improve performance at the wellsite as we leverage our platform for the use of artificial intelligence as part of our customer support.

Tier 4 Fracturing Spreads

We design our drilling and pressure pumping fleets to be 100% compliant with all current EPA air emissions requirements. Additionally, we are sensitive to and supportive of customer climate and emissions-related targets, scenarios and goals. Our Tier 4-compliant engines reduce harmful exhaust gases from diesel powered equipment, and the use of these engines results in significant reductions in emissions (PM and NOx) relative to previous-generation engines.

Our pressure pumping business helps to meet our customers' GHG emission goals by utilizing our dual fuel and Tier 4-compliant fracturing spreads.

Additional Fuel Reduction Efforts

We are also able to reduce fuel consumption at the wellsite through our Hibernate™ warm-start system, which gives us the power to turn off pump engines when they are not needed. When the next stage is ready, the crew can remotely restart multiple pump engines from the data van.

Hibernate is compatible with both full-diesel and dual fuel fleets, and makes frac sites cleaner, quieter, and more efficient. By eliminating nonproductive engine idling, we accomplish:

- Reduced fuel usage and related emissions
- Decreased load and journey volume
- Decreased equipment wear and required maintenance
- Reduced crew members' exposure to heavy machinery
- Removed excess noise pollution to improve on-site safety and communication

Particulates (Dust) Control

Our pressure pumping business actively works with its service partners to develop, test and implement new technologies

to reduce particulates and dust emissions on location. We currently operate with a combination of active (ventilation systems) and passive (tenting and limiting flow) technologies that significantly reduce dust concentrations. We routinely monitor technologies in use to measure the amount of reduction attained and continually work to reduce emissions and exposures.

Remote Measurement While Drilling

We continue to commercialize our remote measurement-while-drilling (MWD) services within our directional drilling business. In 2024, our remote MWD services executed operations on approximately 370 well sites during the year. Our remote MWD services typically result in a 50% reduction of our MWD personnel at the well site and, in certain instances, have enabled us to perform services without any MWD personnel at the well site.

The reduction of personnel at the well site results in reduced overall emissions, including the removal of vehicles from the roadways and decrease in the overall miles traveled.

Natural Gas Fueling and Delivery Business

Our natural gas fueling business helps to maximize diesel displacement by helping customers utilize as much of their in-field produced gas as possible, based on availability. When in-field produced gas is not available, we provide compressed natural gas (CNG).

We have also invested and committed capital to expand our field gas treatment capabilities and technologies to be deployed in the coming years, equipping our customers to consume even more of their in-field produced gas, which saves costs and reduces delivered truck loads of CNG to the wellsite.



Energy Efficiency

We seek to employ energy-efficient technologies and reduce energy usage throughout our facilities. Completed and ongoing initiatives include:

- Installing LED lighting on all new and refurbished drilling rigs
- Upgrading lighting in warehouses and shops, including LED lighting
- Converting to LED on all light repair replacements
- Installing motion detection systems that automatically turn off lighting when not in use
- Ongoing review and consolidation of our facility footprint

Energy Consumption

FUEL CONSUMPTION (OFF-ROAD) (in gigajoules, rounded)	2024
DIESEL (1)	
Contract Drilling, estimated (2)	11,108,505
Pressure Pumping, estimated (3)	15,364,000
FUEL CONSUMPTION (ON-ROAD) (4)	
Diesel	607,000
Gasoline	257,000
ELECTRICITY CONSUMPTION, ESTIMATED (5)	118,776

1. We present off-road fuel consumption for our contract drilling and pressure pumping businesses, as these are our two largest businesses (Drilling and Completion Services constituted approximately 92% of our 2024 revenues), and we believe that the off-road consumption of fuel by these two businesses comprises substantially all of our consolidated off-road fuel consumption.
2. Off-road fuel consumed by our equipment during drilling activities is purchased and controlled by our customers, and they do not provide us the actual levels of fuel consumption (nor the type of fuel used). Accordingly, the fuel data above is based on estimates, which were derived by measuring engine loads and power output for a subset of our drilling operations, calculating related fuel consumption based on published engine parameters, and extrapolating that data to cover the entirety of our annual drilling operations. We have deployed technology that allows us to more frequently and precisely calculate fuel consumption. The contract drilling fuel consumption includes some natural gas.
3. Off-road fuel consumed by our equipment during pressure pumping is usually purchased and controlled by our customers, in which case they do not provide us the actual levels of fuel consumption (nor the type of fuel used). Accordingly, the fuel data above is based on estimates, which were derived by measuring engine loads for all active engines during the year and calculating fuel consumption based on published engine parameters. As mentioned above under the Vehicle and Engine Idle Time Monitoring section, we have deployed technology that allows us to more frequently and precisely calculate fuel consumption.
4. Total consumption for all company-owned, on-road vehicles.
5. Electricity consumption data is an estimate of the total electricity usage at our company-owned or leased facilities. We currently have the ability to track electricity usage at approximately 80% of our facilities. Accordingly, our total usage presented above includes actual usage data for those tracked facilities, as well as estimated electricity usage based on square footage. We continue to expand our electricity usage tracking to cover all of our facilities.



Environmental Management

We are committed to a clean, healthy and sustainable environment, minimizing our environmental impact where possible. We enable all of our employees to operate in a manner that is safe and protective of the environment. Industrial hygiene and environmental protection specialists monitor our performance and use industry best practices to continually implement operational improvements.

To accomplish these goals, we have implemented a comprehensive Environmental Management System (EMS) that includes hundreds of proprietary environmental protection — and safety-related policies that are relevant and tailored to our industry, such as:

- Scheduled training and drills
- Spill Prevention Control and Countermeasure (SPCC) Plans
- Storm Water Pollution Prevention Plans (SWPPP)
- Proper spill containment guidelines
- Rig Site environmental checklist
- Incident reporting guidelines
- Fluid Transfer Policies and Checklists
- Spill Response
- Hazard Communication (HAZCOM)
- Waste management
- Permit closure and environmental exit completion for shuttered facilities
- Secondary containment procedures
- Chemical minimization

Audits and Improvements

Throughout our organization, we have a shared responsibility to operate in a manner that is safe and protective of the environment. Through monitoring and the use of industry best practices, we continually seek improvements that increase our sustainability and reduce our environmental impact.

We regularly audit and review our HSE performance in all of our businesses. The timing and frequency of these audits is generally set by an established audit calendar, which is based on the type of audit. Corrective actions, when appropriate, are implemented for non-conformities identified during the audit.

Best practices discovered during these audits are shared among our operations teams, HSE professionals and technical services group so that they can be learned and implemented across our organization.

Environmental Management Policy



Water and Ecological Impacts

We work hand in hand with our customers to minimize environmental impacts and ensure industry best practices when performing our operations. We strive to conduct our drilling and completion activities in a manner that protects the quality of ground and surface water and to minimize, to the extent within our operational control, water usage.

We require all employees to operate in a manner that is safe and protective of the environment. Our operations are monitored by HSE professionals with specialties in safety, industrial hygiene and environmental protection who utilize industry best practices to continually monitor and reduce our environmental impact.

Spill Prevention, Response and Reporting

We have created Spill Prevention Control and Countermeasure (SPCC) plans and adopted industry best practices to prevent and mitigate releases and spills of oil and other effluents and have placed these SPCC plans at our job sites, as required. These plans are designed to prevent spills of oil and other effluents from reaching any navigable waters and to inform employees of the proper way to handle oil-based materials, inspect for leaks, respond appropriately to incidents and report spills.

Our contract drilling and completion services businesses have developed their spill containment policies to meet or exceed all state requirements relating to spill containment in the states in which we operate. In our completion services business, we and our customers use additional spill containment and matting to prevent or mitigate releases in areas where there is a greater potential for stakeholder impact due to environmental releases. In our contract drilling business, at all new well locations, we utilize rig site environmental checklists to identify potential exposure to waterways, and we inspect the containment and best management practices in place to protect these waterways.

We also have engineered solutions that mitigate potential spills; for example, our newer drilling rig designs integrate advanced environmental spill control into the drill floor. This spill control consists of secondary containment that is integrated into the drill floor to prevent the leakage of drilling fluid, rainwater and other fluids into the ground. Nearly all of the fracturing spreads in our pressure pumping business use a fueling system that provides fuel directly from a fuel storage cell to the pump trucks to minimize on-site manual fueling activity and reduce spills. We utilize containment to minimize incidental release impacts to the environment.

Our drilling crews routinely conduct spill drills on location according to an established drill calendar. These drills include a spill scenario, where crews simulate control and response of the spill as well as procedures for notification of management. All locations have spill kits, which are routinely inspected, and employees are trained to respond to spills.

We recognize the importance of safely and efficiently transferring fluids at our jobsites. We set guidelines for the responsible transfer and handling of hydrocarbons, including controlled fluid transfer policies. In our contract drilling business, the inspection and audit process at our jobsites includes an environmental assessment for any nonconformities as outlined in our Environmental Management System. Any spill, regardless of size or quantity, is required to be reported internally and investigated. In our pressure pumping business, we adhere to an incident management program that requires all releases from primary containment to be reported. Reporting on spills and investigating each incident gives our organization a better understanding of why a spill may have occurred and how to reduce the risk of a similar incident occurring in the future. Any spill was remediated, and any environmental impact was insignificant.

Wash Bay Recycling and Discharges

To reduce water consumption and impact to the environment, we currently have recycling systems on our wash bays in five of our facilities where we maintain heavy equipment.

Water Consumption

We seek to minimize, to the extent within our operational control, our water usage. Water used at well sites in activities such as drilling and pressure pumping is purchased and controlled by our customers, and is, therefore, outside of our reporting scope. This control over water consumption by our customers is a key limiting factor in our ability to reduce water consumption in our operations.

We have fluid containment policies, along with other processes and long-term initiatives, in place to minimize our environmental footprint when setting up drilling and pressure pumping equipment at well sites.

Maximizing Recycled Water Use

Our completion services business uses technology to analyze the characteristics of recycled water for processes in pressure pumping operations.

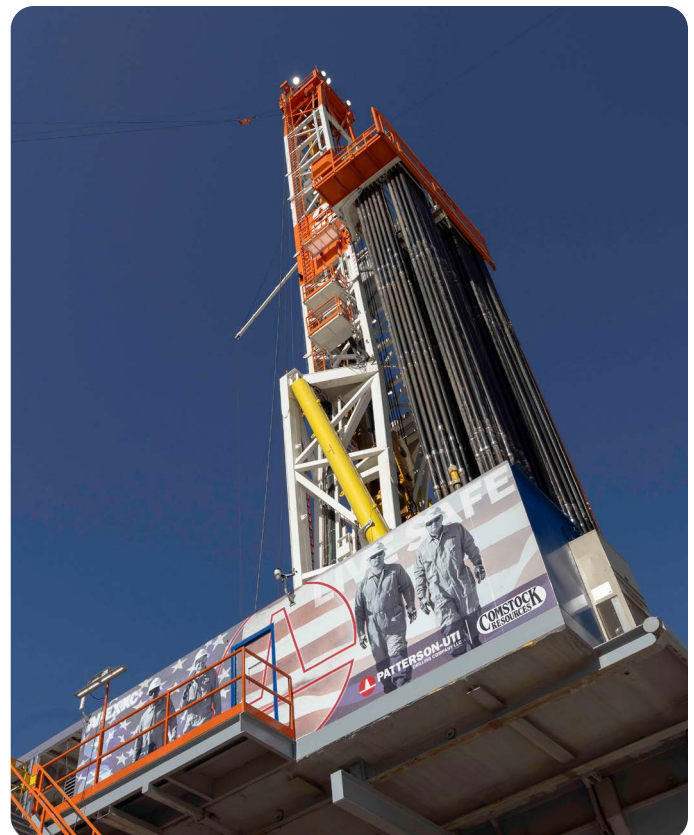
Habitat and Biodiversity Impacts

Where operations may have an impact on local animal

and plant populations, we partner with our customers to create a plan to address this impact prior to the commencement of operations. While many of these impacts are outside of our operational control, we work with our customers to comply with their biodiversity and other policies related to the protection of local wildlife. Many of our areas of operation have substantial wildlife populations, especially during particular months of the year. To mitigate the impacts to wildlife, we have trained employees on best practices for avoiding wildlife vehicle collisions. Additionally, when operating in sensitive areas, where possible, we have used power from local electric utility grids in place of hydrocarbon fuels to eliminate engine emissions and reduce noise. Our EcoCell technology allows us to eliminate one of the diesel generators on a rig, which can reduce emissions and noise in sensitive areas. We have also consolidated facilities where possible to centralize operations, which reduces our overall footprint.

Waste and Chemicals Management

Our facilities and operations use a variety of initiatives to minimize waste materials, such as recycling paper materials or sending metal-based materials for reprocessing and re-use. In this effort, we reduce physical waste and improve the quality of the environment in which we work. In our policies, we clearly and concisely outline waste identification and disposal methods.





Our Drilling Product segment partners with a third party to provide **recycled minerals and materials** which are distributed across a variety of industries, including healthcare, energy, construction, automotive, aerospace, technology, agriculture and defense.

Waste Management Policies

Under our policies for non-hazardous, hazardous and universal waste generated at jobsites, waste streams are handled, labeled, managed, accumulated, inspected and disposed of in accordance with applicable state and federal regulations, as well as best management practices. Our waste management policies also include procedures for handling new and/or unknown waste streams according to state and federal regulations.

Waste Minimization Strategies

We promote waste minimization strategies including recycle and re-use, maintaining the condition of materials, equipment and storage containers, as well as inventory management. Additionally, we adhere to a scheduled maintenance program that is tailored to each type of equipment to reduce unnecessary waste and increase the overall life cycle of our equipment.

Our manufacturing operations use certified waste disposal services for disposal of manufacturing by-products. Our contract drilling and pressure pumping businesses approve and verify vendors for the

storage, transport, and disposal of used lubricants at relevant locations and require these vendors to comply with all relevant lubricant disposal regulations.

Additionally, we continue to increase the use of electronic management systems and documentation, which reduces waste relative to paper-based systems. Our electronic management systems include thousands of pages of documentation, portions of which would otherwise have to be printed out for use, and re-printed upon any revision, on every Company drilling rig, fracturing spread, facility and office. We estimate that our use of electronic management systems has saved hundreds of thousands of pages of paper.

Our pressure pumping business maintains a process for product management that was developed to minimize waste generation. Products that are not used are first re-marketed. If we are unable to find a buyer for the product, we attempt to find a recycling provider. If no buyer or recycler is found, the material is properly disposed of according to applicable regulations, utilizing waste brokers to find appropriate recycling and disposal methods for materials identified.

Chemicals Management

While we do not develop or manufacture chemicals, we utilize a variety of chemicals in our drilling and pressure pumping operations. Most of this chemical usage is dictated and often purchased by our customers.

Our management system contains a variety of chemical management policies, including policies regarding storage, labeling, HAZCOM (discussed below), transportation, and training. Our supply chain group tests the majority of the chemicals that we purchase using our internal laboratory testing capabilities to ensure that these chemicals meet our needs.

To mitigate chemical risks, we have a comprehensive HAZCOM program in place to classify and relay health information of all chemicals and products used at Patterson-UTI jobsites to all personnel, which includes:

- Safety Data Sheets (SDS) for Patterson-UTI purchased chemicals available in an online database at all our jobsites
- Guidelines to ensure proper container labeling using the Globally Harmonized System (GHS)
- Employee training for all personnel on potentially hazardous chemicals in the workplace

Chemical recycling initiatives are in place whereby a number of our chemical suppliers agree to provide chemicals (for example, lubricants) for use and, once the chemical usage is complete, take away the waste for recycling.

Caring for Our Employees and Communities

We are committed to caring for our employees and their safety, health and well-being. We are also committed to fostering a culture where employees feel valued, included and respected.

Health, Safety and Incident Risk Management



Consistent with our core value around safety and environment and in support of our overall HSE policies, we launched

LiveSafe™ across all of our businesses. LiveSafe focuses our attention and actions on making safety personal in everything that we do, whether on or off the job. We are committed to LiveSafe because we value the safety of our people, our families, and our co-workers.

The safety and well-being of our employees and the protection of our environment are cornerstones, and we are committed to providing a safe, incident-free work environment for all.

As stated in our **HSE Policy Statement**, which applies across our Company, and at all facilities and locations, our managers and supervisors are accountable for the safety of our people and are committed to ensuring that they have functional equipment, required personal protection equipment (PPE) and training for their tasks. We have developed Health, Safety and Environment management systems to

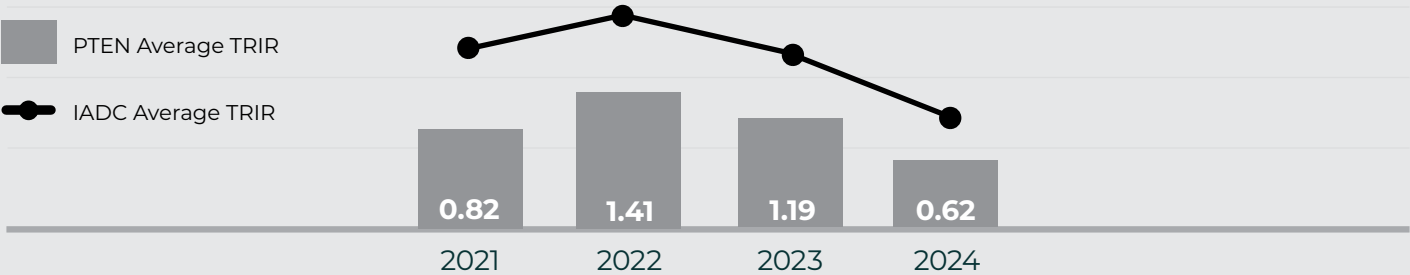
establish the policies, standards, and procedural requirements by which we conduct our business in order to achieve these objectives. We prioritize health, safety, and environmental control and carefully monitor our performance and adherence to established management system requirements. Our executive management and Board of Directors regularly review and discuss, on at least a quarterly basis, our safety results and trends at the beginning of each regular Board meeting.

We regularly audit and review our HSE performance in all of our businesses. The timing and frequency of these audits is set by an established audit calendar, which is developed considering the type of audit and required frequency. Corrective actions are identified and implemented for any non-conformities observed during the audit. Best practices discovered during these audits and other assurance activities are aggregated and disseminated to our operations teams, HSE professionals, and technical services group so they can be reviewed and implemented across our organization.

Ongoing Safety Training

At Patterson-UTI, we prioritize investing in training our employees to be knowledgeable about and responsible for the safe execution of their actions in order to protect themselves, their team members and others. Learning is a core focus and continuous development is a key tenet of our training. Our training programs, both classroom-based and on-the-job, provide our people a clear path for success right from the start. We coach and we mentor. Continuous learning is our way of life.

Safety Performance: Total Recordable Incident Rate



HSE KPIs** 28,384,010 Manhours Worked

**Due to our operations being primarily onshore and focused in the United States, we measure our safety performance against that of our industry peers who have similar geographical operational footprints. One of the many metrics we track is our Total Recordable Incident Rate (TRIR).



Risk Management

Stop Work Authority

Stop Work Authority is focused on stopping the job before something is able to escalate and can no longer be controlled, potentially resulting in a significant incident or injury. When stop work authority is utilized, a conversation is held with involved personnel to talk about why it was called, what has changed, and what needs to be modified so work can safely resume.

All of our businesses empower employees with stop work authority. We believe there is no job worth performing if it cannot be performed safely. Safety meetings and briefings are tools we use to identify risks and communicate those risks through safety alerts and bulletins.

Pre-Job Assessments

Our Permission to Work program is a formal system of control for all contract drilling operations, focusing on controlling critical and potentially hazardous operations and outlines the requirements for the Jobsite Manager's permission to control the job rather than a permit. Each job task is categorized based on a risk assessment associated with the expected scope of work, hazard associated with the job and the appropriate amount of supervision required.

Our Jobsite Manager then verifies the work is ready to begin and gives permission for the job to start by signing the certificate. After completion of the work, the Jobsite Manager must conduct a post-job examination of the worksite, close the operation by signing the certificate and conduct a post-job review.

Similarly, our Completion Services business follows its PAUSE process, which includes pre-job checklists and job safety analyses before beginning a job. Completing the PAUSE process and hazard

ISO Certifications

ISO 9001 • ISO 14001 • ISO 45001

Maintained by our Drilling Products business depending on the facility and the work performed.

assessment is the responsibility of the Jobsite Manager to help ensure incident-free operations and is required to be completed prior to engaging in any task.

The goal of these programs is to help us to control the outcome of each job in a safe, efficient manner. Additionally, our system dictates that an appropriate level of risk assessment be completed prior to performing any operation, and dynamic risk assessment be conducted throughout the operation.

Employee Safety Orientation

We require all field-based employees to complete Employee Safety Orientation (ESO). Courses include content on Behavior-Based Safety, Hazard Awareness, Safe Systems of Work, Permission to Work, Time Out for Safety, Energy Isolation, HAZCOM, Material Handling, etc.

Driving Safety

The Completion Services business utilizes advanced driver assistance system technology coupled with internal management processes through Samsara, a fleet monitoring system. Samsara offers real time warnings to drivers and gives the Company behavioral reports that monitor driving behaviors, such as speeding, quick turns and accelerations as well as alerting the appropriate leadership and support parties for performance management.

DriveSafe™

Our commitment to safety is reflected in our core values and is a key reason behind why we launched LiveSafe. DriveSafe is the next step in fostering our commitment to LiveSafe principles and our core values.



Maintaining Our Standards

In our Drilling and Completion Services businesses, we routinely evaluate contractors to ensure they meet both Patterson-UTI and our customers' HSE requirements. In our evaluation process, we review and assess contractors prior to hire based on HSE performance statistics, selected HSE policies and procedures, questionnaires, and third-party evaluation systems. This evaluation process assists us in screening contractors and maintaining our standards. We monitor existing contractors' safety performance in assessing whether to continue contractor relationships.



HSE Incident Management System

During 2024, we completed the first phase of our new HSE system software platform. This system provides a comprehensive digital platform to manage key safety and compliance processes, including incident management (reporting, investigation, and actions), jobsite engagements (behavior-based safety and stop work), audits, and inspections as well as implements corrective action where needed.

In the areas of audits and inspections, this system offers configurable tools to plan, schedule, and conduct both internal and external audits and site inspections and improve consistency with reporting.

Emergency Planning and Response

In 2024, we also focused on Enterprise Response Plan (ERP) development and implementation, including response requirements for key risks and delineation of responders according to severity of emergency from our local area(s), cascading up through enterprise-level responsibility. As severe weather is one of the primary risk categories, we also undertook a significant effort to identify, review, and procure weather forecasting services with dynamic monitoring for our key operational centers. This will allow for more timely and focused alerts and activation of response plans.

Jobsite Engagements

We undertook a continual improvement effort for our Stop Work / Time Out For Safety observations to incorporate behavior-based safety observations and leadership engagement visits under our new Jobsite Engagement framework, which is focused on a more integrated and proactive safety management approach. By incorporating leadership engagement visits, we facilitated structured interactions

between leadership at all levels and frontline personnel, enabling direct observation of work practices, assessment of safety compliance, and real-time feedback. These additional engagements serve not only to identify unsafe conditions or behaviors but also to reinforce organizational safety requirements, model safety leadership behaviors, and strengthen communication channels. By systematically capturing, analyzing, and acting upon data from stop work / TOFS interventions, leadership visits, and safety observations, we are more readily able to identify trends, address underlying causes, and implement targeted interventions to mitigate risk.

Industrial Hygiene Management Policy

We understand the importance of occupational health, as our employees work in many different environments and conditions. We assess these conditions with industrial hygiene management policies that include: respiratory protection, hearing protection, HAZCOM, climate and environmental condition risk mitigation and industrial hygiene monitoring.

We perform industrial hygiene monitoring to identify, evaluate, and document potential exposure to biological, chemical, and physical hazards at our jobsites and facilities, which includes:

- Workplace hazard assessments conducted at each yard, shop and rig location
- Crew houses monitored and inspected on a periodic basis
- Periodic occupational exposure monitoring
- Temperature monitoring on location

Management System, Feedback and Digitalization

We expect our Drilling Services employees to actively participate in crafting our processes and procedures, and we encourage everyone to approach their

supervisor with suggestions for improvement and, in our contract drilling business, to use our readily available computer-based feedback system. Our Management System houses the policies, procedures, and standards that define the Company's expectations and requirements related to safety and operational processes. The Management System also includes technical standards, forms, inspections, audits and other supporting documentation for daily operations.

Our employees have the opportunity to provide direct feedback and suggestions using our Policy Improvement Request (PIR) process. If there is a need for clarification, revision, or the expansion of existing processes, employees can submit their requests through this online system.

Management of Change

Our Management of Change policy provides a managed systematic approach designed to ensure, to the extent possible, that health, safety, and environmental risks are identified, understood, communicated, controlled, and approved prior to implementing certain changes to our operating procedures and policies. The policy requires that certain operating procedural changes be reviewed and approved before implementation to reduce the potential for risks resulting from such changes.



Cornerstones for Life

The “Cornerstone for Life” rules provide our employees with extra focus on potentially high-risk activities where we believe failure to follow rules could lead to a much higher probability of serious injury or fatality.

Cornerstones for Life are tailored for our Drilling Services and Completion Services businesses to highlight critical safety expectations at all jobsites. Patterson-UTI employees, contractors and visitors are required to adhere to these rules. Some examples of Cornerstones for Life in our businesses include:

- Utilize our Permission to Work process without fail
- Follow our Fall Protection policy
- Properly Isolate Energy to equipment / Lockout Tagout when appropriate
- Follow appropriate Management of Change protocols
- Take appropriate precautions when working around overhead power lines
- Ensure that appropriately sized tubular handling equipment is utilized
- Follow our Safe Driving and Fit-for-Duty policies

Fostering a Respectful Workplace

We believe that a commitment to diversity and inclusion for all is foundational and extends beyond what is required by various federal, state and local laws. We actively foster an inclusive culture where our employees are supported, valued and respected. We are proud of our workforce, where all employees can contribute to the success of the Company, drawing upon their unique backgrounds, perspectives and life experiences.

We recruit candidates from across different geographies, with a focus on employing those who live in the communities near where we operate. We partner with state and local workforce commissions to ensure potential candidates from a variety of backgrounds and experiences are aware of open positions which also assists with hiring local talent to ensure those interested in applying are aware of the openings.

Our leaders remain focused and committed to a respectful workplace and they drive accountability for promoting and maintaining that commitment throughout our Company.

Equal Employment Opportunity

Patterson-UTI's Code of Business Conduct and Ethics and Equal Employment Opportunity and Anti-Harassment Policy prohibit discrimination

or harassment of any type and afford equal employment opportunities to all employees and applicants, without regard to age, race, sex, pregnancy, color, religion, national origin, disability, marital status, covered veteran status, genetic information, sexual orientation, gender identity or any other characteristic protected under state, federal or local law.

Anonymous Hotline and Other Reporting Procedures

We expect and encourage employees to report concerns, and we provide several avenues through which they can do so: a supervisor or manager, Human Resources or our anonymous hotline (referred to as the “SHARP Hotline”) by phone or web submission. Our anonymous SHARP Hotline is administered by a third party. We have structures in place to process whistleblower reports, and we take each complaint seriously, investigate it and take appropriate disciplinary action as needed. Our Human Resources professionals receive robust investigation training, which includes education around employment laws and best practices for conducting neutral and objective investigations. Our employees are also required to provide a work environment free from any form of retaliation for those who report a workplace concern.

Respectful Workplace Education & Training Programs

Each employee is expected to demonstrate a shared commitment to Patterson-UTI's values regarding mutual respect for all co-workers, vendors, customers, third parties, and business partners. The Company expects our employees to treat all individuals with whom they interact on behalf of the Company with common courtesy, civility and professionalism. In return, each employee should expect to be treated the same way.

To that end, we require all of our employees to complete training programs on an annual basis regarding our core values, Code of Business Conduct and Ethics and our commitment to a respectful workplace for all. Supervisors and managers are required to complete enhanced respectful workplace training to ensure that they understand our expectations for them regarding their obligations to promote a work environment where all employees feel included, valued and respected. These training programs set expectations for the behavior of our employees that go beyond what is necessary for compliance with applicable laws and policies; they are designed to share information regarding the importance of an inclusive and respectful workplace, and key Company policies. Finally, the training programs inform employees about their options for reporting a workplace concern.



Talent Recruitment, Retention and Development

Our people are our greatest strength, and the development of our employees is key to the long-term success of our Company. Our training is centered around four principles:

- Lead and manage our people
- Manage the business to achieve our goals
- Efficiently and proficiently operate and maintain our equipment
- Partner with our customer to achieve both our goals

Our training and talent development programs include opportunities for employees to advance in their professional careers through intensive, multi-day classroom training programs in numerous skills and competencies as well as management training programs. These programs are geared to providing our employees with opportunities to advance throughout our Company. Some examples of these training programs include skills-based training for new hires to help familiarize them with the technical components of the role prior to arriving at the jobsite, as well as leadership training for those who may be new to a position where they are directing the work of employees or supervising employees.

We are committed to recruiting, hiring and retaining the highest caliber talent for our business by utilizing outreach initiatives and partnerships with a diverse group of organizations, industry associations and networks. We maintain a company-wide internship program to promote and develop our future workforce.

The Company maintains relationships with military organizations and military transition programs to recruit veterans exiting the US military. We also engage with key universities and trade schools to ensure that we are evaluating talent across many different educational institutions and levels.

With the increase in automated and remote operations, the Company also maintains a college recruiting program that is focused on the recruitment of engineering, engineering technology and computer science graduates. The Company's recruiting program has helped attract a diverse group of candidates for opportunities with the Company.

Performance Reviews

As part of our ongoing efforts to develop the skills and talents of our workforce, the Company has an annual performance appraisal process for most salaried full-time employees. This performance review provides an opportunity for the employee to conduct a self-assessment, and for the supervisor or manager to

GOAL SETTING

Goals are a key component of Performance Management.

We introduced a platform that empowers employees and managers to set clear, measurable goals aligned with individual growth and the organization's strategic priorities.

provide feedback and/or communicate opportunities for improvement.

These performance reviews are based on core competencies established by the Company, which include areas of technical/substantive performance as well as teamwork, communication and support for the Company's commitment to diversity and inclusion.



PTEN Path and Other Related Training Programs

PTEN Path is a clear and concise operational focused competency and development program providing our employees the training needed to move through the organization. An objective set of criteria is required to be mastered by the employee to qualify for the next progression step. Mastery is confirmed by a technical trainer, manager, or other qualified leader within the Company. Once qualified, the employee is then eligible for promotion to the next progression step as openings become available. This program ensures a steady flow of qualified employees for each position, employees are trained and qualified for their future position before they are promoted.

From an employee who is new to the industry, to one in a supervisory position, PTEN Path provides employees with a clear career path. As employees progress through the program, they complete classroom-based training (which includes instructor-led and self-paced E-Learnings), mentor-guided on-the-job training and specialized training with industry professionals for advanced skills practices. Throughout the process, employees are evaluated by their trainers, mentors and supervisors.

We also offer the following learning and development programs:

Drilling Services

- Performance Drilling
- MWD Field Specialist
- Rig Manager Training
- GOTEC Remote Operations
- Rig Operations Training
- Motor Shop Technician
- Floorhand
 - Motorhand
 - Derrickhand
 - Driller

Completion Services

- Equipment Operator Development Program (EODP):
- Mechanic
- Electronic Technician
- Field Engineers

Leadership Series Training

Frontline Leadership:
This course is designed to teach leadership content to employees who are working in their first official leadership role.

Art of Communication:
This course teaches effective oral and written communication skills and conflict resolution.

High Impact Meetings:
This course teaches leaders and people of influence how to conduct effective meetings.

Introduction to Successful Rig Management:
This course is designed to teach new leaders in the drilling business how to lead and manage our people, manage the business of the rig, maintain our equipment through asset integrity, ensure customer focus through supply chain, work incident-free, and conduct root cause analysis.

Essential Skills for New Leaders:
This course is a series of webinars providing instruction for new leaders in the organization. Topics include how to transition to leadership, performance management for new leaders, essential HR and employment law information and other relevant subjects.

Supervisory Training:
This course is a series of webinars providing instruction for new leaders in the organization. Topics include how to transition to leadership, performance management for new leaders, essential HR and employment law information and other relevant subjects.



PTEN Cares

Compensation, Health and Benefits

We are committed to providing employees with compensation that encourages them to perform their jobs safely and efficiently for the benefit of our customers. Many of our positions do not require education beyond high school or a GED, while providing competitive compensation.

Our compensation levels exceed any federal or state minimum wage, as well as the national salary average provided by the US Census Bureau.

Our health and benefits program provides for extensive preventative care and is designed to improve our employees' fitness for work, personal safety on the job and overall well-being. We have a Remote Work Policy that permits certain employees to work from home if the job allows for work to be performed remotely. This policy also reduces the commuting time spent by employees on the road, resulting in a lower carbon footprint. Additionally, many of our operational jobs are on a rotational schedule.

We provide benefits including comprehensive medical, dental, vision, disability and life insurance plans. Our offerings to employees also include voluntary life and accidental death and dismemberment policies, voluntary hospital indemnity, voluntary accident insurance, and an Employee Assistance Program (EAP). We frequently host webinars and provide materials to remind employees of these programs.

Employee Wellness

We promote overall wellness with our employees through our PTEN Cares program that reminds employees of the importance of taking care of each other and remaining aware of how important overall health and wellness, including mental health, is to each employee and their families.

We also maintain a **paid parental leave policy** that provides eligible employees with paid time off for the birth or adoption of a child. This benefit is available to both parents.



EMPLOYEE TALENT PROFILE

- Equips employees to guide their own career development and advancement opportunities.



EMPLOYEE ASSISTANCE PROGRAM (EAP)

A range of services and tools to support employees' mental, physical and financial health with consultants available 24/7.



IMPACT AWARDS

- Our completion services business recognizes and celebrates our employees through a variety of Impact Awards focusing on Community, Safety, Quality, and Business Impact.



CORE VALUES TEAM

This team was formed to implement key tenets for our crews and provide operational mentorship across our rig fleet of our contract drilling business.

Inside PTEN

INSIDE PTEN

An internal speaker and Town Hall series that helps employees learn about our company and each other, building engagement across the organization.

Employee Engagement

To promote an open feedback culture, the Company periodically holds employee engagement sessions, which can take the form of small group sessions or larger town hall meetings. These sessions are conducted virtually at times. The feedback from these events is reviewed by business management and Human Resources for further action.

Some examples of actions taken by the Company include our Inside PTEN speaker series and Town Halls which help employees learn more about our company and employees.

In addition, managers participate in field-based audits. These audits contain questions to verify our employees' awareness and understanding of the Company's policies, procedures and expectations. During these audits we engage our employees to determine their overall well-being, their perspective on issues regarding the development and advancement of their career path and any other concerns they may want to share.

We launched our PTEN Cares: Make a Difference Moments that encourage employees at all levels to find specific ways to connect with co-workers by engaging with them, welcoming new team members, seeking ways to support each other in their daily tasks and providing other important reminders.

Finally, the Company utilizes the services of a third party to conduct stay and exit interviews to gain important feedback from current and former employees.

Human Rights

Patterson-UTI respects and values human rights. As detailed in our [Human Rights Policy](#), we aim to treat all human beings with honesty, fairness and dignity in all aspects of doing business. We are



committed to compliance with all applicable employment, labor, and human rights laws of the countries in which we operate. The Human Rights Policy also addresses child labor, forced labor and human trafficking and establishes that our global vendors and suppliers are expected to share our commitment to respecting the human rights and dignity of all individuals.

As previously stated, our Equal Employment Opportunity and Anti-Harassment Policy prohibits discrimination or harassment of any type.

We have a Conflict Minerals Policy that outlines our commitment to responsible sourcing of materials for our products.

Our Code of Business Conduct and Ethics outlines the standards and principles that all employees, officers and directors must follow when working with co-workers, vendors, customers or other third parties. The policy addresses conflicts of interest, confidentiality, fair dealing with others, proper use of Company assets, compliance with laws (including anti-money laundering laws, anti-trust laws, anti-boycott regulations, and global trade laws), insider trading, keeping of books and records, zero tolerance for discrimination and harassment in the work environment, as well as reporting of violations.

Community And Stakeholder Engagement

We are members of industry groups, such as the International Association of Drilling Contractors (IADC), where we are recognized as a sustainability leader through our engagement with the ESG subcommittee, and Energy Workforce and Technology Council (EWTC), where we also participate in various subcommittees. With both of these organizations, we attend roundtables where stakeholder issues are discussed and consider peer company best practices.

We respect the people in communities where we operate and are receptive to their concerns. Our customers, as leasehold owners, are primarily responsible for engaging with the local community and addressing community feedback regarding operations on their land. While our customers are primarily responsible for taking the necessary steps to engage with local communities where operations occur, we participate in these community discussions alongside our customers, including with tribal organizations when appropriate. As discussed in "Talent Recruitment, Retention and Development," we seek to hire workers in the communities near where we operate. We also prioritize procurement of services and materials from local suppliers in our areas of operations where practicable. Procurement from local suppliers helps to support local communities and economic development in the communities where we operate.

Celebrating Women in Energy

Patterson-UTI Drilling's Katy Dickson was honored as one of Hart Energy's 2025 Influential Women in Energy. This recognition celebrates her leadership, impact, and contributions to advancing the energy industry.



Supporting the Community

We care about the communities where we operate and participate in local efforts to support those communities. We are thankful to be able to give back to these organizations and communities in a meaningful way.



We support Sky High for Kids, whose primary mission is to bring communities together to provide comfort, fund research and save lives of those fighting pediatric cancer and other life-threatening conditions.



In addition to financial support, Patterson-UTI supports the HAY Center by participating in mock interview sessions for the HAY Center youth who are preparing to enter the workforce.



We partner with WHOlives that is committed to bringing clean water to developing communities in a self-sustainable process. This year, our employees embarked on a transformative journey to Kenya to serve with **WHOlives**.



We partner with community programs like Oilfield Helping Hands. As part of our corporate membership, our employees across the lower 48 states are eligible to apply for assistance.



We partner with redM to provide a path for industry leaders and professionals to raise awareness around human trafficking. redM prioritizes developing community leaders to amplify the fight against human trafficking.



For the eighth year, our Drilling Products business and our customers rallied together to support Pink the Basin and increase breast cancer awareness and detection by providing education and resources for the Permian Basin Community.



President's Volunteer Service Award

Patterson-UTI has earned the Bronze 2024 President's Volunteer Service Award (PVSA).

Through our PTEN Cares program, our company dedicated employee volunteer hours that contributed to 140 million nutritious meals distributed in 2024.



Ethical and Responsible Governance

The Board of Directors and its committees exercise oversight and engage in monitoring key corporate risks, including climate-related and governance risks. As such, the composition of the Board of Directors is reviewed to ensure that the Board is composed of individuals with diverse skill sets and who are experienced and knowledgeable with respect to the oil and gas industry.

Governance and Oversight

Board Oversight of Climate and Other Risks

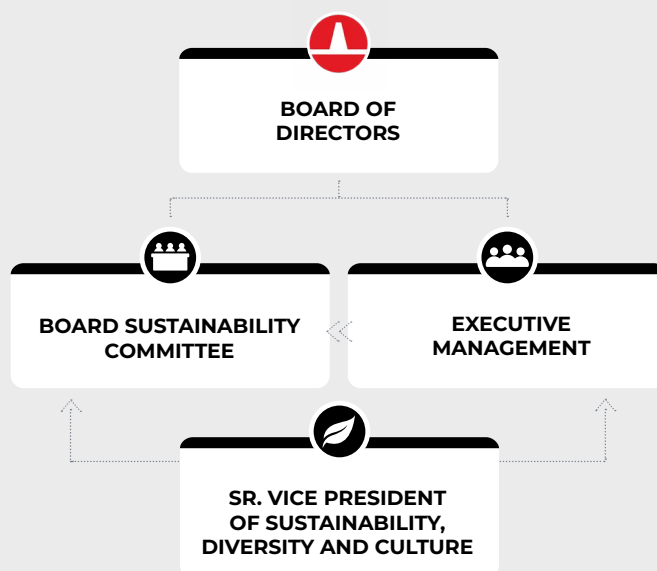
There are two Board committees responsible for oversight of sustainability issues and climate-related risks and opportunities.

The Sustainability Committee oversees sustainability risks and opportunities, including climate-change related matters, as well as the sustainability report and other sustainability-related disclosures, sustainability-related strategy, policies and practices, health, safety and environmental protection policies and related risks, human and workplace rights and policies, including diversity and inclusion policies and human capital management.

The Nominating and Corporate Governance Committee of the Board maintains oversight of governance-related sustainability issues. All of the members of both committees are independent directors. The Sustainability Committee Chair communicates regularly with management regarding our sustainability progress and performance, including quarterly updates on assessments of our sustainability performance. In addition, the full Board communicates regularly with management as part of its oversight of risk management for the Company, including the oversight of material risks, including transition risks relating to climate change and sustainability performance. Examples of climate-related risks that management discusses with the Board include, among other things, evolving market demand for lower-emission services and technology, capital investment decisions relating to the development of lower-emissions technology and the purchase of lower-emissions equipment, strategic decisions relating to climate risk, including current and forecasted macroeconomic responses to climate change risk, investor feedback on climate risks and our sustainability practices, and policy and regulatory developments related to climate change.

These types of risks are discussed by the Board and management at the regular quarterly Board meetings, and also between regular meetings outside of the formal Board meeting context.

The Board also reviews communications from, and engages with, shareholders and other stakeholders in response to their climate-related and other inquiries. Directors keep up to date on the latest trends and information relating to climate-related risks, including through continuing director education courses. The Board routinely addresses matters relating to corporate responsibility, governance and sustainability at Board and committee meetings.



Reporting Structure for Climate-Related Risks

The Compensation Committee considers sustainability-related matters in determining executive compensation. Since 2017, a percentage of the payout under our executives' cash incentive plan has been linked to the Company's performance against targets on a Health, Safety and Environment key performance indicator (KPI). This Health, Safety and Environment KPI includes, among other things, targets for safety and environmental performance, as the Compensation Committee views these topics as crucial to the well-being of the Company's employees and to the Company's risk management. The 2024 Health, Safety and Environment KPI included metrics related to safety incident rates, environmental incidents, audits and training.

Management's Role In Risk Assessment and Management

Our senior-level management is responsible for identifying corporate risks, including climate-related risks and opportunities, assessing the potential level of impact to the business, and discussing this risk assessment with the Board on at least a quarterly basis. We believe that climate risks are inherently business risks, and our assessment of these climate-related transition and physical risks is integrated into our business risk assessment process.

Risks and opportunities are identified through discussions with stakeholders, including customers, investors, trade associations and industry groups; engagement with sustainability-related groups; and our own business risk assessments, as well as regular monitoring of legal, regulatory and policy changes with the potential to affect the industry as well as our Company specifically.

Risk Management

Risk assessment communications with the Board involve senior-level management's preparation and presentation to the Board of a risk mapping exercise, which categorizes identified risks, including climate change-related risks, according to their probability and severity. The purpose of these regular risk assessments is to identify those risks that have the potential to significantly affect our business over the short, medium and longer term and to discuss appropriate mitigation and oversight measures, including prioritization of risk management and allocation of responsibility for the management of a particular risk.

Management of Sustainability Matters

Senior Vice President of Sustainability, Diversity and Culture

We continue to evaluate and evolve our Company in matters regarding sustainability, and recently expanded the role of our former Vice President of Diversity and ESG to a Senior Vice President of Sustainability, Diversity and Culture. This position continues to report directly to the CEO. Pursuant to the direction of the CEO and other members of the leadership team, and under the oversight of the Sustainability Committee of the Board, the Senior Vice President of Sustainability, Diversity and Culture provides direction and pursues a consistent approach across the business segments to sustainability-related initiatives and objectives.

The Senior Vice President of Sustainability, Diversity and Culture routinely meets with the Company's leaders and other employees, including from the marketing and sales, technology, health, safety and environment, investor relations, legal, and operations departments to discuss the development and implementation of the Company's sustainability initiatives, evaluate internal and external sustainability-related communications, and formulate advice, counsel and recommendations to senior leadership regarding sustainability efforts at the Company, including efforts around employee and community engagement.

The Senior Vice President of Sustainability, Diversity and Culture and other members of leadership routinely engage with the members of the Sustainability Committee of the Board to provide updates around sustainability-related policies and performance,

The Patterson-UTI Board is 45% female and 18% racially diverse.

including, but not limited to, environmental risks and opportunities, social responsibility and impacts, employee, contractor and community health and safety, and activities related to stakeholder engagement and community investment.

Information Security and Cybersecurity Risks

We have implemented and maintain a cybersecurity program that is aligned with the National Institute of Standards and Technology (NIST) Framework and designed to protect our information and to assess, identify, and manage risks from cybersecurity threats that may result in material adverse effects on the confidentiality, integrity, and availability of our information systems.

The Company also monitors systems and practices regarding the use of artificial intelligence to enhance business objectives, while also ensuring proper governance and oversight. These efforts are led by the Chief Information Officer with input from key stakeholders across the business.



Our net expenses incurred from information security breaches over the last three years, relative to total revenue, were immaterial, and we had zero net expenses incurred from information security breach penalties and settlements over the last three years.

A description of our governance and risk management and strategy relating to cybersecurity issues can be found in Part I, Item 1C of our most recent Annual Report on Form 10-K, filed with the Securities and Exchange Commission.

Climate-Related Risks and Opportunities

We have categorized our key environmental and climate-related risks into the following areas: (i) Policy and Legal Risks, (ii) Market/Technology Risks, (iii) Reputational Risks, and (iv) Physical Risks. The following is a summary of these climate-related transition and physical risks. For a more detailed discussion of these risks, please see the “Risk Factors” section of our Annual Report on Form 10-K for the fiscal year ended December 31, 2024.

Policy and Legal Risk

Policy and legal risks that we have identified include, but are not

limited to, legislation, regulations or other measures relating to emissions, our products and services, and the oil and gas industry generally. We monitor and evaluate how to manage risk related to the actions and proposed actions of local, state, regional, national and international regulatory bodies on greenhouse gas emissions and climate change issues. Proposed actions include, but are not limited to, the imposition of cap-and-trade programs, carbon taxes, GHG reporting and tracking programs, attestation requirements and regulations that directly limit GHG emissions from certain sources, and prohibitions on, or increased regulation of, drilling and pressure pumping activities. Continued efforts by governments and non-governmental organizations to reduce GHG emissions appear likely, and additional legislation, regulation or other measures that control or limit GHG emissions or otherwise seek to address climate change could adversely affect our business.

To address these risks, we work with our customers on mutually beneficial solutions to support their climate and emissions-related targets, scenarios and goals through our provision of lower-emissions equipment, technology and software solutions that increase

efficiency and reduce emissions in our and our customers’ operations. If we can enable lower-emissions operations by our customers, we can help to reduce our customers’ exposure to the adverse effects of potential climate-related regulation, and thus maintain demand for our services.

Please see “Minimizing Environmental Impact – Air Quality, Greenhouse Gas Emissions and Energy Usage” for additional detail regarding these efforts.

In addition to the impact on our customers described above, climate-driven restrictions and increased regulations on our drilling and completion services operations could limit or delay our operational activities, increase our operating costs and result in additional regulatory burdens, which could make it more difficult to perform our services and increase our costs of compliance and doing business.

To address these risks, we continue to monitor and assess any new policies, legislation or regulations in the areas where we operate to determine the impact of GHG emissions and climate change on our operations and take appropriate actions, where necessary.

Market and Technology Risks

Market and technology risks that we have identified include the potential substitution of traditional oil and gas services and products with lower-emissions options, as well as potential costs to transition to lower-emissions technology. These risks are driven by market demand, as our customers attempt to satisfy their own climate targets, scenarios and goals and respond to regulatory and stakeholder requirements for lower-emissions operations.



Legacy oil and gas assets and technology may be made obsolete due to shifting market preferences, and we may need to continue to develop assets and technology to satisfy demand for lower-emissions operations and services. To the extent any existing assets and technology are made obsolete, we may face write-downs and early retirements of assets.

We address this risk by developing new products, software and services and by creating mutually beneficial solutions with our customers to meet growing demand to increase efficiency and reduce emissions generated by their operations.

These developments may result in a need to increase our capital expenditures, reallocate capital and increase research and development expenditures.

Another market risk we have identified is that fuel conservation measures, alternative fuel requirements and increasing consumer demand for alternatives to oil and natural gas could reduce demand for oil and natural gas. The increased competitiveness of alternative energy sources (such as wind, solar, tidal, and biofuels) could reduce demand for oil and natural gas, and therefore for our services.

Reputational Risks

Reputational risks that we have identified are primarily related to concerns about the oil and gas sector due to the increasing weight put on climate change issues by regulatory bodies, the investment community, and others. The lending and investment practices of institutional lenders and investors have been the subject of intensive lobbying efforts in recent years, oftentimes public in nature, not to provide funding for oil and natural gas producers. Limitation of investment in and financing for oil and natural gas could result in the restriction, delay, or cancellation of drilling and completion programs

or development of production activities.

In addition, an increasing number of our customers consider sustainability factors in awarding work. If we are unable to successfully continue our sustainability enhancement efforts, we may lose customers, our stock price may be negatively impacted, our reputation may be negatively affected, and it may be more difficult for us to effectively compete.

If the reputation of our industry generally, or our Company specifically, is impacted by climate change concerns, this could result in a reduction in capital availability and/or an increased cost of capital, both for us and our customers, and may reduce demand for our services and have an adverse effect on our business. While we have a limited impact on the overall reputation of our industry, we seek to address our Company-level reputational risks through our continuing development of lower-emissions equipment, technology and software solutions, as well as related marketing outreach efforts to promote our efforts.

Physical Risks

Increasing concentrations of GHGs in the Earth's atmosphere could trigger significant physical effects from climate change, such as increased frequency and severity of storms, floods and other climatic events, which could have an adverse effect on our operations.

Our facilities are primarily onshore in the United States and in other select countries that are generally not located in low-lying areas that are subject to physical risks for climate change such as flooding and rising sea levels. However, our operations are subject to other physical risks, including, for example, the potential risk of increased heat stress on our personnel and equipment should temperatures rise due to climate impacts.

To address this risk, our management system includes policies relating to safety, including procedures for hot weather work.

Should temperatures rise, there is a potential for these procedures to be used more often, and increased stress to be put on our equipment, both of which may result in increases in our operating and capital expenses. If climate change leads to more extreme weather, we could also experience negative weather impacts to our facilities and jobsites.

Water used in our operations is purchased and controlled by our customers. However, if water shortages become acute in our areas of operation due to climate change or regulatory impacts, such shortages (and related restrictions on water use) could negatively impact our ability to perform services, and customers' demand for our services, in such areas.

Management of Climate-Related Risks and Opportunities

We work to mitigate climate-related and other risks, to the extent we are reasonably able to do so. Mitigation of risk can take many forms, but we primarily mitigate and address these transition risks by providing, and continuing to develop, lower-emissions equipment, technology and software solutions. We prioritize management of climate risks, as with other corporate risks, based on the likelihood of occurrence weighted against severity.

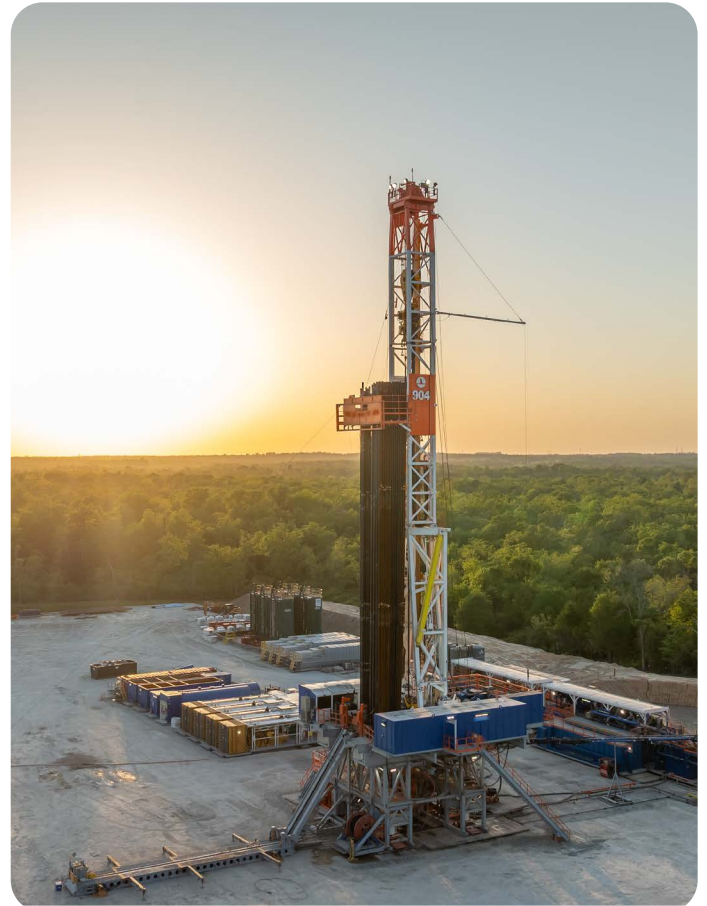
While we are subject to the climate-related risks listed above, we believe that we may benefit from certain climate-related opportunities. We believe we currently have a leadership position in equipment, technology and software solutions that puts us at a competitive advantage as customer demand shifts to lower-emissions operations and services.



For example, we have increased our usage of alternative fuel equipment (such as using rich-burn natural gas engines in place of traditional diesel-only equipment), are continuing our development of innovative, lower-emissions technology (such as battery power hybrid energy management systems and technology enabling the use of utility electrical power in our operations) and are redesigning our own equipment to maximize efficiency (such as through the development of emission-reducing automation, remote operations and control systems).

We will continue to invest capital in sustainable solutions and other emission reducing equipment based on the needs of our customers. We are also pursuing opportunities related to renewable energy sources, such as electric fleets and other alternative power solutions. We utilize equipment that runs on a variety of fuels to improve efficiency and reduce environmental impact. Please see “Minimizing Environmental Impact – Air Quality, Greenhouse Gas Emissions and Energy Usage” above.

We plan to continue our development of alternative fuels and lower-emissions solutions. This strategy could result in increased capital expenditures or allocation of funds to research and development, as well as the formation of strategic partnerships with companies that can assist our customers in meeting their climate and sustainability-related goals.



Our internal policies and procedures, combined with our audit and training programs described above, also help us manage risks.

For example, we have created a comprehensive Environmental Management System (EMS) including hundreds of proprietary environmental protection and safety-related policies, as discussed above in “Minimizing Environmental Impact – Environmental Management.”

Metrics, Scenarios and Targets

We consider a variety of metrics to assess our performance with regard to climate risks and opportunities. For example, we track our diesel fuel savings from the use of our alternative fuels technologies in order to demonstrate to customers and other stakeholders the fuel savings and emissions reduction that result from using our services.

We internally track the amount of research and development and capital expenditures spent on developing, building and deploying the technology and equipment behind our lower-emissions operations and services.

We continue to explore models for tracking and reporting of emissions from our operations and participate in discussions regarding best methods for tracking and reporting of GHG emissions with industry. We also continue to evaluate opportunities from time to time to provide our services outside of the United States, as diversification of geographical opportunities may help to insulate our business from the risks associated with operating solely in the United States.

Ethics

Our Code of Ethics

Upholding honesty and integrity at every level is critical to our success. We each have a responsibility to act professionally, understand the Company Code of Business Conduct and Ethics, policies and applicable laws, promptly report concerns and share Patterson-UTI's commitment of mutual respect by demonstrating courtesy and civility.

Through our Vendor Guidelines, we also set forth expectations of our vendors, suppliers and their subcontractors, and these guidelines are intended to complement our **Code of Business Conduct and Ethics**. Our related formal policies include and all are available on our website:

- **GLOBAL ANTICORRUPTION POLICY**
- **GIFTS AND ENTERTAINMENT FOR GOVERNMENT OFFICIALS**
- **INTERNATIONAL DUE DILIGENCE**
- **PROHIBITION ON CORRUPTION**
- **ANTITRUST COMPLIANCE**
- **CONFLICTS OF INTEREST, INCLUDING GIFTS AND ENTERTAINMENT**
- **VENDOR GUIDELINES**

Antibribery Training

Our anticorruption training program includes antibribery training for all employees with responsibilities that include finance, accounting, keeping of Patterson-UTI books and records, international markets and international travel. All employees with international responsibilities acting on Patterson-UTI's behalf or interacting with government officials on a regular basis or those with significant managerial responsibilities, participate in more specific antibribery training at least annually. The Company's Anticorruption Policy is available on its external website.

Less than 0.16% of our consolidated worldwide 2024 revenue was generated from the countries identified by Transparency International as having the 20 lowest rankings in its 2024 Corruption Perception Index.

We encourage employees to report a concern or ask a question through a supervisor, manager, HR representative or the anonymous SHARP Hotline and to speak up if they think something is wrong. Our anonymous SHARP Hotline is administered by a

third party. We view the SHARP Hotline as a key risk management tool for the Company, as the anonymous reporting provided by this hotline helps to ensure that employee concerns are investigated and addressed as promptly as possible.

SHARP

Secure Hotline for Asking and Reporting at Patterson-UTI

The SHARP Hotline is available 24/7, online or by phone, for employees and others to report concerns, anonymously if preferred.

Please see our [SHARP page](#) for more information about our secure reporting hotline.



Political Contributions

We have a policy prohibiting the contribution of Company funds to political parties or organizations or to candidates for any public office or to influence the general public, or segments thereof, with respect to public elections or referenda.

Industry Initiatives

We participate in certain trade organizations, such as the IADC and the EWTC, with purposes that include enhancement of the public image of and continued education about the industry, collaboration on issues that affect the industry and the development of industry best practices and standards, as well as development of industry talent. We have also held leadership positions within the IADC and the EWTC. We are a member of various subcommittees of both organizations which regularly meet to discuss practices in the contract drilling, completion services and other related industries. Many of the trade organizations also engage in legislative or political activity related to matters that affect the industry as a whole and not a specific company. We, as one of many members in various trade associations, do not direct the legislative activities of any trade organization of which we are a member.

Training Data and Workforce Demographics

Learning and Development

2024 Data

Hours of Training	~216,000
Unique Employees Trained	~11,000
Average Hours of Training	~19
Total Instructor Led Offerings	~2,000
Leadership eLearning Training Hours	~1,700
Code of Business Conduct and Ethics Training Completions	~7,700
Environmental Protection Training - Spill Prevention Control and Countermeasure (SPECC)	~3,800

Workforce Demographics

2024 Data

Age Demographics (All Employees)

Age Range	Percentage of Workforce
<30 Years Old	23%
30-50 Years Old	64%
>50 Years Old	13%

Gender Demographics (Operational Roles)

Male	93%
Female	7%

Gender Demographics (Non-Operational Roles)

Male	83%
Female	17%

Race/Ethnicity Demographics (All Employees)

Ethnicity

American Indian or Alaska Native (Not Hispanic or Latino)	1%
Arab	0%
Asian (Not Hispanic or Latino)	2%
Black or African American (Not Hispanic or Latino)	8%
Hispanic or Latino	35%
Native Hawaiian or Other Pacific Islander (Not Hispanic or Latino)	<1%
Not Disclosed	<1%
South Asian	<1%
Two or More Races (Not Hispanic or Latino)	1%
White (Not Hispanic or Latino)	51%

Race/Ethnicity Demographics (Permian Region-Largest Operating Area)

Ethnicity

American Indian or Alaska Native (Not Hispanic or Latino)	1%
Asian (Not Hispanic or Latino)	1%
Black or African American (Not Hispanic or Latino)	9%
Hispanic or Latino	50%
Native Hawaiian or Other Pacific Islander (Not Hispanic or Latino)	<1%
Two or More Races (Not Hispanic or Latino)	1%
White (Not Hispanic or Latino)	37%



Disclosures

Topic	2024 Data
Reportable Spills Across All Business Units	10
Water Usage*	127,000 Cubic Meters
Hydraulic Fracturing Fluid Including water, proppant and chemical additives	137,696,300 Cubic Meters

*Our estimated total water usage includes actual usage data for those tracked facilities. We are working to expand our water usage tracking to cover all of our facilities.



Reporting Frameworks Indices

Sustainability Accounting Standards Board (SASB) Index

Topic	Accounting Metric	Code	Info. Location (pg)
Emissions Reduction Services & Fuels Management	Total fuel consumed, percentage renewable, percentage used in: (1) on-road equipment and vehicles and (2) off-road equipment	EM-SV-110a.1	9
Emissions Reduction Services & Fuels Management	Discussion of strategy or plans to address air emissions-related risks, opportunities, and impacts	EM-SV-110a.2	5-9, 22-26
Emissions Reduction Services & Fuels Management	Percentage of engines in service that meet Tier 4 compliance for non-road diesel engine emissions	EM-SV-110a.3	8
Water Management Services	(1) Total volume of fresh water handled in operations, (2) percentage recycled	EM-SV-140a.1	10-11
Water Management Services	Discussion of strategy or plans to address water consumption and disposal-related risks, opportunities, and impacts	EM-SV-140a.2	10-11
Chemicals Management	Volume of hydraulic fracturing fluid used, percentage hazardous	EM-SV-150a.1	12
Chemicals Management	Discussion of strategy or plans to address chemical-related risks, opportunities, and impacts	EM-SV-150a.2	12
Ecological Impact Management	Average disturbed acreage per (1) oil and (2) gas well site	EM-SV-160a.1	NA
Ecological Impact Management	Discussion of strategy or plan to address risks and opportunities related to ecological impacts from core activities	EM-SV-160a.2	10-12
Workforce Health & Safety	(1) Total recordable incident rate (TRIR), (2) fatality rate, (3) near miss frequency rate (NMFR), (4) total vehicle incident rate (TVIR), and (5) average hours of health, safety, and emergency response training for (a) full-time employees, (b) contract employees, and (c) short-service employees	EM-SV-320a.1	13
Workforce Health & Safety	Description of management systems used to integrate a culture of safety throughout the value chain and project lifecycle	EM-SV-320a.2	13-16
Business Ethics & Payments Transparency	Amount of net revenue in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	EM-SV-510a.1	27
Business Ethics & Payments Transparency	Description of the management system for prevention of corruption and bribery throughout the value chain	EM-SV-510a.2	27
Management of the Legal & Regulatory Environment	Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry	EM-SV-530a.1	25-27
Critical Incident Risk Management	Description of management systems used to identify and mitigate catastrophic and tail-end risks	EM-SV-540a.1	13-14, 22-24
Activity(2)	Number of active rig sites	EM-SV-000.A	NA
Activity(2)	Number of active well sites	EM-SV-000.B	NA
Activity(2)	Total amount of drilling performed	EM-SV-000.C	NA
Activity	Total number of hours worked by all employees	EM-SV-000.D	13

(1) Management of disturbed acreage per oil and gas wellsite is outside of our operational control, and average disturbed acreage was therefore deemed not applicable.

(2) Number of active rigsites, number of active wellsites, and total amount of drilling performed are outside of our operational control, and therefore have been omitted.



Task Force on Climate-Related Financial Disclosures

TCFD Index

Recommended Disclosure	Info. Location (pg)
Governance Disclose the organization's governance around climate-related risks and opportunities.	
a) Describe the board's oversight of climate-related risks and opportunities.	22-26
b) Describe management's role in assessing and managing climate-related risks and opportunities.	25-26
Strategy Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning where such information is material.	
a) Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term.	22-26
b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy and financial planning.	22-26
c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario. (1)	25-26
Risk Management Disclose how the organization identifies, assesses, and manages climate-related risks.	
a) Describe the organization's processes for identifying and assessing climate-related risks.	22-26
b) Describe the organization's process for managing climate-related risks.	22-26
c) Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management.	22-26
Metrics and Targets Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	
a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	26
b) Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks. (1)	26
c) Describe the targets used by the organization to manage climate-related risks, and opportunities and performance against targets. (1)	26

(1) We expect to provide certain disclosures fully aligned with the TCFD recommendations in future sustainability reports.



Disclaimer

This report, as well as other statements we make, contain “forward-looking statements” within the meaning of the Securities Act of 1933, as amended, the Securities Exchange Act of 1934, as amended, and the Private Securities Litigation Reform Act of 1995, as amended. These “forward-looking statements” involve risk and uncertainty. These forward-looking statements include, without limitation, statements relating to: **our plans, goals and strategies with respect to sustainability and environmental matters; improvements in operating procedures and technology, and potential benefits to us therefrom; our efforts to enable our customers to achieve their own ESG goals; revenue and cost expectations; financing of operations; oil and natural gas prices; source and sufficiency of funds required for building new equipment and upgrading existing equipment; demand for our services; competition; government regulation; and other matters.** Our forward-looking statements can be identified by the fact that they do not relate strictly to historical or current facts and often use words such as “aim,” “anticipate,” “believe,” “budgeted,” “commit,” “continue,” “could,” “estimate,” “expect,” “goal,” “intend,” “may,” “plan,” “predict,” “potential,” “project,” “pursue,” “should,” “strategy,” “target,” “will,” or “would,” or the negative thereof and other words and expressions of similar meaning. The forward-looking statements are based on certain assumptions and analyses we make in light of our experience and our perception of historical trends, current conditions, expected future developments and other factors we believe are appropriate in the circumstances. Forward-looking statements are aspirational and not guarantees or promises that goals or targets will be met.

Although we believe that the expectations reflected in such forward-looking statements are reasonable, we can give no assurance that such expectations will prove to have been correct. These forward-looking statements involve known and unknown risks, uncertainties and other factors that may cause our actual results, performance or achievements to be materially different from actual future results expressed or implied by the forward-looking statements. These risks and uncertainties include those set forth under “Risk Factors” contained in Part II, Item 1A of our most recent Annual Report on Form 10-K as well as, among others, risks and uncertainties relating to: **our inability to reduce our environmental impact and emissions; our inability to perform at desired ESG standards; our inability to develop and deliver equipment, technology and software solutions to enable our customers to achieve their own ESG goals; our inability to realize intended benefits from our ESG strategies and initiatives;** adverse oil and natural gas industry conditions, including the impact of commodity price volatility on industry outlook; global economic conditions, including inflationary pressures and risks of economic downturns or recessions in the United States and elsewhere; volatility in customer spending and in oil and natural gas prices that could adversely affect demand for Patterson-UTI's services and their associated effect on rates; excess supply of drilling and completions equipment, including as a result of reactivation, improvement or construction; competition and demand for Patterson-UTI's services; the impact of the ongoing Ukraine/Russia and Middle East conflicts and instability in other international regions; strength and financial resources of competitors; utilization, margins and planned capital expenditures; ability to obtain insurance coverage on commercially reasonable terms and liabilities from operational risks for which Patterson-UTI does not have and receive full indemnification or insurance; operating hazards attendant to the oil and natural gas business; failure by customers to pay or satisfy their contractual obligations (particularly with respect to fixed-term contracts); the ability to realize backlog; specialization of methods, equipment and services and new technologies, including the ability to develop and obtain satisfactory returns from new technology and the risk of obsolescence of existing technologies; the ability to attract and retain management and field personnel; loss of key customers; shortages, delays in delivery, and interruptions in supply, of equipment and materials; cybersecurity events; difficulty in building and deploying new equipment; complications with the design or implementation of Patterson-UTI's new enterprise resource planning system; governmental regulation, including climate legislation, regulation and other related risks; environmental, social and governance practices, including the perception thereof; environmental risks and ability to satisfy future environmental costs; technology-related disputes; legal proceedings and actions by governmental or other regulatory agencies; changes to tax, tariff and import/export regulations and sanctions by the United States or other countries, including the impacts of any sustained escalation or changes in tariff levels or trade-related disputes; the ability to effectively identify and enter new markets or pursue strategic acquisitions; public health crises, pandemics and epidemics; weather; operating costs; expansion and development trends of the oil and natural gas industry; financial flexibility, including availability of capital and the ability to repay indebtedness when due; adverse credit and equity market conditions; our return of capital to stockholders, including timing and amounts (including any plans or commitments in respect thereof) of any dividends and share repurchases; stock price volatility; and compliance with covenants under Patterson-UTI's debt agreements; and other risks and uncertainties detailed from time to time in our filings with the U.S. Securities and Exchange Commission (“SEC”). The forward-looking statements in this report speak only as of August, 15, 2025, and we undertake no obligation to publicly update or revise any forward-looking statement.

This report includes disclosures following the frameworks of the Sustainability Accounting Standards Board Standards and Task Force on Climate-Related Financial Disclosure Recommendations. In our use of certain terms from these frameworks, we are not endorsing or adopting such terms or the definitions thereof as used in one or more of the frameworks. We are not obligating ourselves to use such terms in the ways defined by or used in the frameworks, and we make no representation or warranty as to any such use or definition in the frameworks. For example, with respect to the use of the terms “material” and “materiality” as applied to sustainability issues, we believe that individual companies are best suited to determine what information is “material” under the long-standing U.S. Supreme Court definition of that term and whether to disclose this information in SEC filings.

This report summarizes the performance of Patterson-UTI Energy, Inc. and its consolidated subsidiaries (collectively referred to as “Patterson-UTI,” the “Company,” “us,” “we,” “our” and like terms) in the areas of environmental stewardship, health and safety in the workplace and community and corporate governance. Patterson-UTI Energy, Inc. conducts its business operations through its wholly-owned subsidiaries and has no employees or independent operations. This report does not cover the practices of our vendors, contractors or others unless otherwise noted herein.

