

Sustainability Report

2025

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About this Sustainability Report

Reporting Period

This 2025 Sustainability Report is as of December 31, 2024.

Primary Report Topics

Topics in this report include:

- New Energy
- Sustainability Through Technology
- Greenhouse Gas (GHG) and Other Air Emissions
- Employee Diversity and Well-being
- Board Composition and Oversight
- Ethics and Compliance

Measurement Standards

According to the Sustainability Accounting Standards Board's (SASB) Sustainable Industry Classification System (SICS®), the two industry standards that most accurately reflect FET's business operations are Oil & Gas Services and Industrial Machinery & Goods.

FET is a global manufacturing company that provides equipment and technology to the energy industry. It does not develop oil and gas wells or provide completions services. Therefore, some traditional oil and gas environmental, social, and governance metrics outlined by SASB, particularly around production and completions, do not apply to FET.

Some data and metrics included in this report may be based on estimates and assumptions, where actual data was not available. Most information included in this report was sourced from our most recent Form 10-K filed with the SEC on March 3, 2025 and the associated press release issued on February 20, 2025. Information, including environmental statistics, safety statistics, employment figures, ongoing initiatives, and other metrics are as of December 31, 2024. This report has not been audited by an independent third party.



Message from our CEO

Energy is the cornerstone of modern civilization. It plays an integral role in almost every aspect of human life and is a fundamental driver of economic growth, social development, and environmental sustainability. Both traditional hydrocarbons and renewable sources of energy will be needed to meet the growing energy demand. FET plays a critical role in providing that energy, through the delivery of products and technologies that drive more affordable, efficient, and cleaner energy production.

We made great progress in 2024. We closed the transformational acquisition of Variper Energy Services. In addition, we refinanced our long-term debt, solidifying our balance sheet and providing flexibility to return capital to shareholders. Moreover, in December 2024, we announced a \$75 million share repurchase program.

Operationally, we implemented our “Beat the Market” strategy, to grow profitable market share by focusing on niche markets, delivering innovative solutions, and leveraging our global footprint. This strategy, combined with the Variper acquisition, led to 15% market share growth as measured by revenue per global rig. Financially, revenue and EBITDA grew 10% and 49%, respectively, while generating \$105 million in free cash flow.

The safety of our employees and a healthy respect for the environment are core to who we are at FET. In 2024, we made nice progress across these two pillars.

We implemented a new behavior-based safety program. Employees identify unsafe behavior and create solutions to encourage safer behavior. They are actively engaged and responsible, not only for themselves, but for each other. Our initial plan was to implement this program at eight FET locations. However, we greatly overachieved and ended the year with 16 locations, including in the United States, Canada, the United Kingdom, and Germany. This program, along with other safety training programs, led to a Total Recordable Incident Rate of 0.75, compared to the target of 1.1, a 47% improvement from 2023. We also achieved 81% Perfect Days versus a target of 76%.

We reduced emissions, through renewable energy sources. In 2024, across nine facilities in Texas, we entered into renewable energy contracts and purchased renewable energy credits. Despite an increase in total electricity and natural gas usage from the addition of eight Variper locations, we significantly reduced our emissions. Our total Scope 1 & 2 emissions fell by 27% from 2023.

At FET, we strive to adhere to our Core Values and corporate policies. I encourage you to visit our website at www.f-e-t.com under “Corporate Governance” in the “Investors” section to review policies covered in this report.

“2024 was a year of continued progress for FET. I am proud, not only of the financial and operational improvement, but also progress across key sustainability pillars.”



Neal A. Lux
President,
CEO, and
Board Member

Company at a Glance

Forum Energy Technologies is headquartered in Houston, Texas and has manufacturing, distribution, and service facilities strategically located around the world.

We design, manufacture, and supply high-quality reliable products that create value for our diverse customer base, which includes oil and natural gas operators, land and offshore drilling contractors, oilfield service companies, subsea construction and service companies, and pipeline and refinery operators. In addition, we offer products to renewable energy providers. We are continuously developing equipment to help oil and natural gas operators lower their emissions, while also deploying existing product technologies for renewable energy applications.

The Company's reportable segments are strategic units that align with the markets, activity drivers, and customers we serve. FET operates through two reporting segments: (i) Drilling and Completions and (ii) Artificial Lift and Downhole.

\$816M

FY 2024 Revenue

\$100M

FY 2024 EBITDA*

12.2%

FY 2024 EBITDA* Margin

\$105M

FY 2024 Free Cash Flow*

\$780M

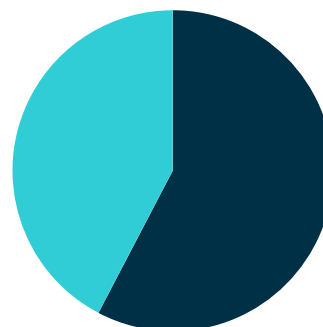
FY 2024 Orders

~1,800

Employees as of December 31, 2024

SEGMENT BREAKDOWN

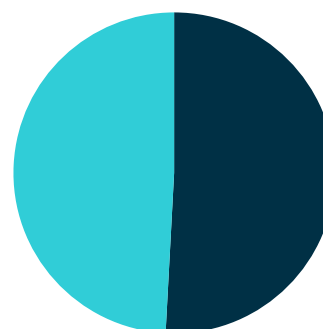
% of FY 2024 Revenue



● Drilling and Completions
● Artificial Lift and Downhole

REGIONAL BREAKDOWN

% of FY 2024 Revenue



● United States
● International

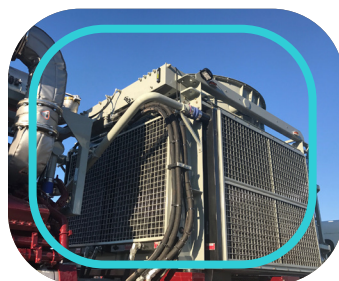
*EBITDA (adjusted EBITDA) and free cash flow are non-GAAP measures; a reconciliation is included at the end of this report

Business Segment Overview

Drilling and Completions

This segment designs, manufactures and supplies products and solutions to the drilling, subsea, coiled tubing, well stimulation and intervention markets. Applications include in the oil and natural gas, renewable energy, defense, and communications industries.

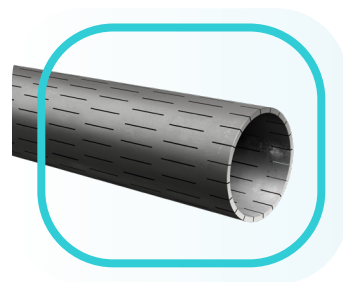
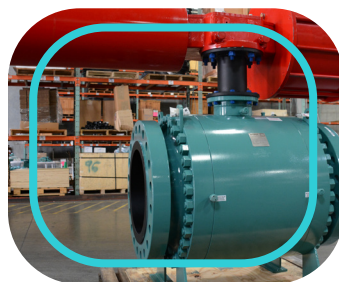
The products and solutions consist primarily of (i) capital equipment and consumable products used in the drilling process; (ii) capital equipment and aftermarket products including subsea remotely operated vehicles (“ROVs”) and trenchers, submarine rescue vehicles, specialty components and tooling, and technical services; (iii) capital equipment and consumable products sold to the pressure pumping market, including hydraulic fracturing pumps, cooling systems, and high-pressure flexible hoses and flow iron; (iv) wireline cable and pressure control equipment used in the well completion and intervention service markets; and (v) coiled tubing strings and pressure control equipment used in coiled tubing operations, as well as coiled line pipe and related services.



Artificial Lift and Downhole

This segment designs, manufactures and supplies products and solutions for the artificial lift, well construction, production, and infrastructure markets.

The products and solutions consist primarily of: (i) products designed to safeguard artificial lift equipment and downhole cables; (ii) well construction casing and cementing equipment; (iii) customized downhole technology solutions, providing sand and flow control products for heavy oil applications; (iv) engineered process systems, production equipment, as well as specialty separation equipment; and (v) a wide range of industrial valves focused on oil and natural gas as well as power generation, renewable energy and other general industrial applications.



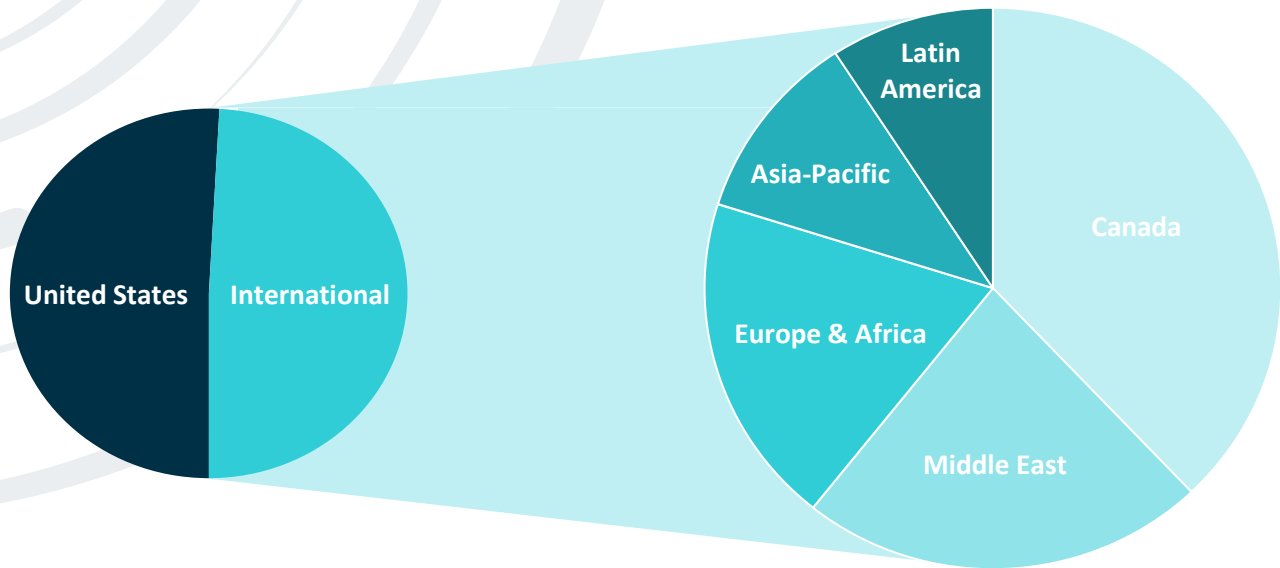
Extensive Global Reach with Optimized Footprint



FET's international footprint and extensive global reach allows us to provide the highest level of customer service. Our optimized global footprint, with strategically located manufacturing and distribution hubs, enables us to supply our customers with the products and solutions they need anywhere in the world.

FET REGIONAL BREAKDOWN
% of FY 2024 FET Revenue

INTERNATIONAL BREAKDOWN
% of FY 2024 International Revenue



Core Values and Health, Safety, and Environment Principles

FET'S CORE VALUES



No one gets hurt

The safety of our employees and customers is our first priority, coupled with a healthy respect for the environment.

Integrity

In everything we do, in every interaction, both internally and externally, we strive to operate with the utmost integrity and mutual respect.

Customer focused

Our products enhance our customers' performance. We listen to their needs and work with them to solve their challenges.

Good place to work

We are committed to creating a workplace that fosters innovation, teamwork, and pride. Every team member is integral to our success and is treated equally and fairly.

FET'S HEALTH, SAFETY, AND ENVIRONMENTAL PRINCIPLES

- Value human life above all else and mitigate risks accordingly.
- Comply with all applicable laws and regulations while setting higher standards for ourselves when unacceptable risks are identified.
- Maximize transparent reporting by accurately measuring and analyzing our performance.
- Actively engage with the communities where we do business.
- Promotesustainabledevelopmentbyincorporatingsocialresponsibility, and environmental renewal in our decision-making process.
- Hold all employees and members of our supply chain accountable for the implementation of our HSE policies and principles.
- Review the HSE policy periodically to ensure that it remains relevant and appropriate.
- Work continuously to improve safety and environmental performance by setting attainable improvement targets.
- Commit adequate resources that support this policy.



New Energy



NEW ENERGY

At FET, we help supply today's energy needs with an eye towards the future. Although we believe traditional energy will be the dominant resource used in the market for the foreseeable future, new energy sources are growing rapidly. FET participates in new energy markets by utilizing our core competencies in engineering, design, and manufacturing.

FET's portfolio of products and equipment can be utilized to support renewable energy markets. Examples include our remotely operated subsea vehicles and trenchers used in the installation and maintenance of offshore wind turbines, coiled line pipe for carbon capture, downhole casing equipment and cable protection products for the severe conditions within geothermal wells, and valves and processing equipment utilized for biogas applications.

As we focus on new product development initiatives to address current market needs, sustainable energy solutions are incorporated into our processes and designs. We are well positioned to assist with the development of a lower carbon future. This will mean navigating through a changing industry while protecting our core competencies.

Supporting the development of alternative energy supply also aligns with our core values and commitment to sustainability.

Sustainability Through Technology

FET offers reliable, innovative, and technologically advanced products and equipment to a diverse customer base across the oil and gas value chain, as well as to renewable and new energy customers. Our highly engineered products and equipment provide solutions to difficult situations, drive operational efficiencies, and help reduce costs. We deliver value to our customers, who in turn deliver financial value to their stakeholders.

Our technology will play a critical role in improving our customers' operating efficiency, reducing their carbon footprint, and positively impacting the environment. We collaborate with our customers to provide products that address their environmental needs and concerns. Below are examples of our expansive product portfolio that serves new energy sources.



Powertron

Powertron is a cutting-edge cooling solution to customers worldwide for various applications, including oil and gas, energy, and power generation. The Powertron is specifically designed for natural gas reciprocating (NGR) engines used to provide remote and backup electrical power. Demand for NGR engines has increased as industries move toward electrification due to emission and fuel cost reductions.

SandGuard™ is a unique multi-lift solution that eliminates potential factors that lead to electrical submersible pump (ESP) failures and increases run times in sandy wells. SandGuard™ supports multiple applications such as ESP installations, horizontal or deviated oil wells, and offshore or onshore wells. By significantly reducing ESP failures, this minimizes the number of workovers on the well, thus reducing our customers' carbon footprint.



SandGuard™



Serpent Series™ Flexible Hoses

FET's Serpent Series™ flexible hose is the ultimate solution to replacing traditional iron used to transport pressurized fluids from hydraulic fracturing pumps to the well. The Serpent Series™ is the only high-pressure frac hose equipped with replaceable modular ends fittings, providing a reduction in total cost of ownership, improved safety, and reduced non-productive time. These high-pressure hoses significantly reduce the number of iron-to-iron connections, thus minimizing fluid leaks on location.

Greenhouse Gas (GHG) and Air Emissions

GREENHOUSE GAS EMISSIONS

FET generates negligible GHG emissions relative to other companies in our industry. FET uses independent, third-party environmental companies to review, calculate, and report emissions at the state and federal levels.

We continuously look for ways to reduce emissions, including electricity sourcing, new technologies, vendor relationships, and machine efficiency enhancements. In 2024, we took significant steps towards reducing emissions.

We purchased renewable energy credits for our largest manufacturing facility in Texas. This initiative ensures that the facility's energy usage is entirely powered by solar electricity. We also entered into contracts at nine additional operational locations in Texas to utilize 100% renewable energy. Furthermore, we outfitted solar panels on the roof at one of our major international sites. This will replace up to approximately 30% of its energy supply in the summer months, starting in 2025.

In early 2024, we acquired Variperm Energy Services, adding eight service and manufacturing facilities to our portfolio. This drove an increase in electricity and natural gas usage by 13% and 69%, respectively. Please see the "Energy Consumption" section for additional details.

However, based on our efforts, we reduced our total Scope 1 & 2 emissions by 27% from 2023. Our Scope 2 emissions, through usage of renewable energy, were reduced by 44%. In 2024, approximately 65% of our GHG emissions stemmed from electricity consumption (Scope 2 emissions).

We remain committed to exploring additional renewable energy options and making technological improvements to ensure that our environmental footprint is minimized.

| Year | Scope 1 CO2e (tonnes) | Scope 2 CO2e (tonnes) | Total Scope 1 & 2 CO2e (tonnes) |
|------|--------------------------|--------------------------|------------------------------------|
| 2022 | 2,752 | 13,255 | 16,007 |
| 2023 | 2,409 | 13,520 | 15,929 |
| 2024 | 4,061 | 7,618 | 11,679 |

AIR EMISSIONS

Our goal is to continue to reduce nitrogen oxides, sulfur oxides, and other significant air emissions. To aid in our pursuit to reduce FET's air emissions, we have consolidated sites and focused on operational efficiencies. The quantitative information disclosed in the table is only for our site in Oklahoma.

| Air Emissions (Total Tons) | 2022 | 2023 | 2024 |
|--------------------------------------|--------|--------|--------|
| Carbon Monoxide | 0.573 | 0.479 | 0.409 |
| Nitrogen Oxides (NOx) | 0.682 | 0.570 | 0.487 |
| PM 10 - Primary | 11.286 | 7.252 | 2.894 |
| PM 2.5 - Primary | 1.565 | 1.196 | 0.698 |
| Sulfur Oxides (SOx) expressed as SO2 | 0.002 | 0.002 | 0.002 |
| Volatile Organic Compounds (VOCs) | 9.497 | 5.881 | 3.147 |
| Hazardous Air Pollutant (HAP) | 3.552 | 4.744 | 2.543 |
| Total Air Emissions | 27.157 | 20.124 | 10.180 |

Energy Consumption

We are a manufacturer of equipment used in the renewable and non-renewable energy sectors. We are committed to reducing our energy consumption across our footprint and have made improvements towards this end. In 2024, 100% of our consumed electricity was derived from the grid.



In early 2024, we acquired Variperm Energy Services, primarily based in Canada. With this acquisition, we added eight service and manufacturing facilities. These types of facilities typically utilize more electricity and natural gas due to energy requirements to maintain operations, including lighting, heating, cooling, and powering machinery, compared to more office-style sites. We also closed a smaller legacy FET facility, which partially offset these site additions.

In 2024, our electricity and natural gas usage increased by 13% and 69%, respectively. Despite our efforts to reduce electricity usage through efficient practices and the closure and consolidation of sites, the integration of these newly acquired facilities was the primary driver. Also contributing to the increased energy usage was the increased activity at some of our larger international facilities.

At our locations, we continue to identify ways to reduce our energy consumption, such as shifting to energy-efficient lighting, and using inspections to ensure equipment, including machines, cranes, and forklifts, is operating in good condition and used only when needed.

| Year | Electric Power Usage (kWh) | Gas Usage (MMBtu) |
|------|----------------------------|-------------------|
| 2022 | 33,040,059 | 51,827 |
| 2023 | 31,810,831 | 45,353 |
| 2024 | 35,965,759 | 76,451 |

Energy Consumption (continued)

| FET Location | Electric Power Usage (kWh) | Gas Usage (MMBtu) | FET Location | Electric Power Usage (kWh) | Gas Usage (MMBtu) |
|--------------|----------------------------|-------------------|--------------|----------------------------|-------------------|
| Site 1 | 14,391,586 | 0 | Site 23 | 287,288 | 570 |
| Site 2 | 2,437,540 | 13,530 | Site 24 | 253,936 | 503 |
| Site 3 | 1,881,450 | 1,651 | Site 25 | 231,744 | 35 |
| Site 4 | 1,477,490 | 0 | Site 26 | 222,598 | 6,997 |
| Site 5 | 1,257,529 | 499 | Site 27 | 192,674 | 1,693 |
| Site 6 | 1,213,845 | 736 | Site 28 | 179,789 | 0 |
| Site 7 | 1,150,004 | 0 | Site 29 | 168,200 | 0 |
| Site 8 | 1,128,416 | 6,939 | Site 30 | 142,767 | 329 |
| Site 9 | 1,011,296 | 7,141 | Site 31 | 118,709 | 0 |
| Site 10 | 906,531 | 9,758 | Site 32 | 104,225 | 2,493 |
| Site 11 | 878,872 | 62 | Site 33 | 82,638 | 1,715 |
| Site 12 | 757,103 | 0 | Site 34 | 67,592 | 0 |
| Site 13 | 756,689 | 6,058 | Site 35 | 64,991 | 0 |
| Site 14 | 685,984 | 0 | Site 36 | 61,031 | 593 |
| Site 15 | 615,698 | 0 | Site 37 | 39,882 | 366 |
| Site 16 | 551,331 | 0 | Site 38 | 36,013 | 285 |
| Site 17 | 522,296 | 4,061 | Site 39 | 31,678 | 0 |
| Site 18 | 512,046 | 1,702 | Site 40 | 28,273 | 686 |
| Site 19 | 425,218 | 2,703 | Site 41 | 26,490 | 515 |
| Site 20 | 394,694 | 3,981 | Site 42 | 12,197 | 0 |
| Site 21 | 358,914 | 344 | Site 43 | 9,052 | 506 |
| Site 22 | 287,446 | 0 | Site 44 | 2,014 | 0 |

* For certain owned properties that are subleased, the lessee maintains financial responsibility for such expenses. As a result, the data provided does not include energy usage for such properties.

Natural Resources and Fleet Vehicles

NATURAL RESOURCES

We seek to minimize environmental impacts and invest time in industry best practices for our operations. Our employees are trained and required to operate in a manner that protects the environment. Our operations are monitored by Health, Safety and Environment professionals with specialties in safety, industrial hygiene, and environmental protection.

We operate water recycling programs at several of our facilities.

Examples include:

- Wash bay water recycling is performed via oil/water separators and holding tanks
- Water is reused in our hydrotesting processes

We do not operate in areas of critical habitats or other areas with recognized high biodiversity value. We do partner with our customers and suppliers to comply with their biodiversity and other policies related to the protection of local wildlife.



FLEET VEHICLES

FET utilizes fleet vehicles for service, sales, and delivery. FET tracks fuel usage, fleet size, and the age of company-owned and leased vehicles. In addition, Department of Transportation registered vehicles utilize electronic logging devices to track mileage and corresponding fuel usage. FET further reduces fuel consumption through fleet driver training courses, GPS tracking, preventative maintenance tracking, and pre-trip inspections.

We have made significant progress in reducing fuel consumption and petroleum-based products by replacing older vehicles with newer, more efficient units. Our fleet utilizes gasoline purchased in the retail market. Zero percent of our fleet fuel consumption is from renewable sources. Since 2018, FET has removed 179, or 70%, of its owned and leased vehicles from service in the United States.

| Year | Total U.S. Vehicles | Global Fuel Usage (gallons) |
|------|---------------------|--------------------------------|
| 2022 | 108 | 146,171 |
| 2023 | 84 | 180,737 |
| 2024 | 75 | 178,866 |

Waste Management

Through our supply chain and HSE teams, we actively seek opportunities to recycle operational materials. We also educate our employees and contractors on universal waste management and hazardous waste awareness. All of our U.S. manufacturing sites, as required, report total hazardous waste generation through Toxic Release Inventory (TRI) and Hazardous Material Storage Reporting (Tier II) annually to state, federal and local government environmental agencies. Our non-U.S. manufacturing sites comply with the hazardous waste disposal regulations for their operating location.

At our manufacturing sites, we have implemented pollution prevention plans to identify waste recycling opportunities and to eliminate both hazardous and non-hazardous waste streams.

Many of our facilities perform annual waste audits to confirm that our processes are being followed and to identify further waste reduction opportunities.

We partner with vendors on ways to conserve operational resources and handle waste responsibly. Reduction efforts include wood pallet and cardboard recycling, aerosol can crushers, and the use of tablets to reduce paper usage. We also utilize onsite oil recycling equipment.

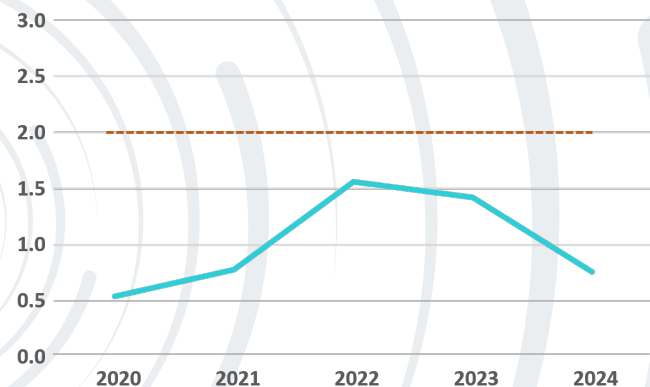


Fostering a Culture of Safety

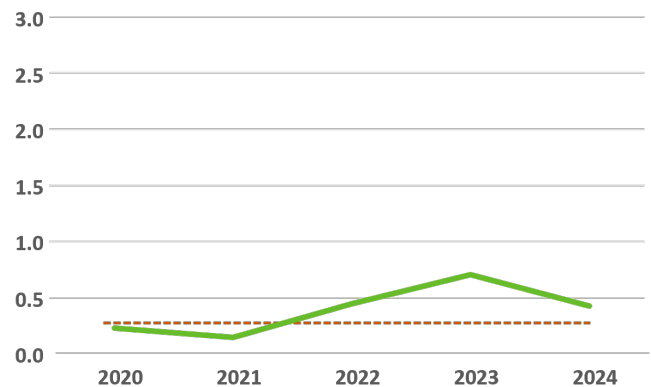
The safety of our employees and customers is our first priority and our number one Core Value. It is our goal to ensure that “No One Gets Hurt”. Each FET employee is expected to take personal responsibility for his or her safety, the safety of their fellow employees, and encouraged to make safe, conscious decisions on an everyday basis. Each of our employees is empowered to request a “Stop Work” in the event they observe an unsafe working environment. We also ensure that our contract workers follow all our safety standards and complete a safety orientation program when they begin working with us.

We include safety as a performance measure in our short-term incentive plan in order to further incentivize safe conduct. In 2024, we achieved a Total Recordable Incident Rate (TRIR) of 0.75. In 2024, we achieved 81% Perfect Days. The percentage of Perfect Days is defined as those days without a recordable, first aid, or environmental incident, property damage, or a motor vehicle accident, divided by 365.

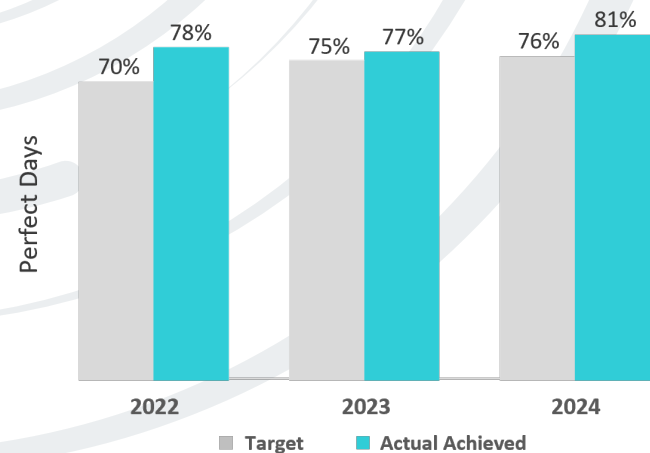
Total Recordable Incident Rate (TRIR)



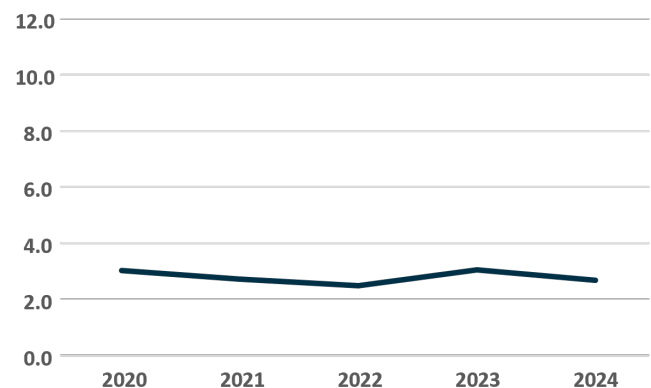
Lost-Time Incident Rate (LTIR)



Perfect Days



First Aid Case Rate (FACR)



----- Source: Bureau of Labor Statistics; NAICS Code #33313 (Mining and Oil and Gas Field Machinery Manufacturing); Represents 2023 rates as 2024 information not yet available as of the publishing of this report

Fostering a Culture of Safety (continued)

SAFETY PROGRAMS AND TRAINING

In early 2024, we implemented a new behavior-based safety program, a proactive approach to increasing workplace safety. Employees identify unsafe behavior and create solutions to encourage safer behavior. The manufacturing and distribution facilities have a safety committee, made up of primarily shop floor personnel. Employees are actively engaged and responsible, not only for themselves, but for each other.

The initial 2024 plan was to implement behavior-based safety at eight FET locations. With the success of the program and widespread communication across the organization, many other locations requested earlier implementation at their sites. By the end of 2024, 16 of our facilities had initiated behavior-based safety, including in the United States, Canada, the United Kingdom, and Germany. This program has truly evolved into a plant-led program and not a company mandated program. Our current plan is to have the program implemented at an additional eight manufacturing and distribution facilities by the end of 2025.

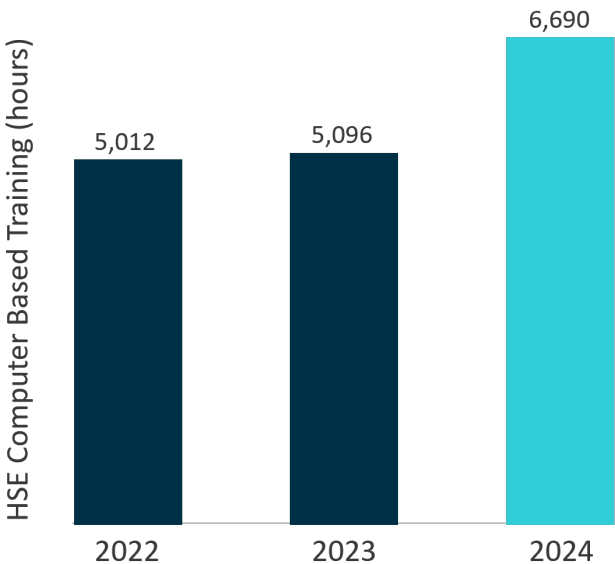
Across our facilities, we conduct extensive training around areas including forklift operations, overhead crane and rigging, and slip and falls. We also hold weekly or bi-weekly “Toolbox Talks” and “Safety Stand Downs”.

We believe these programs create and maintain a safety-first culture, evidenced by our significant reduction in our total recordable incident rate in 2024. We are putting the right resources and support around these programs to ensure success and improve the safety culture in the facilities.

CELEBRATING SAFETY

Ensuring our employees, contractors, and customers work in a safe environment is one of the most important things we can do for them. We want them to come home each night to their families. We also start every meeting with a safety moment focusing on topics applicable at both the workplace and home.

At FET, we believe the good things we are doing regarding safety should not only be highlighted, but celebrated as well. Our global locations celebrate safety milestones, such as yearly anniversaries with no recordable incidents. To celebrate, the locations host cook outs or parties with all the employees, leadership, and executive management.

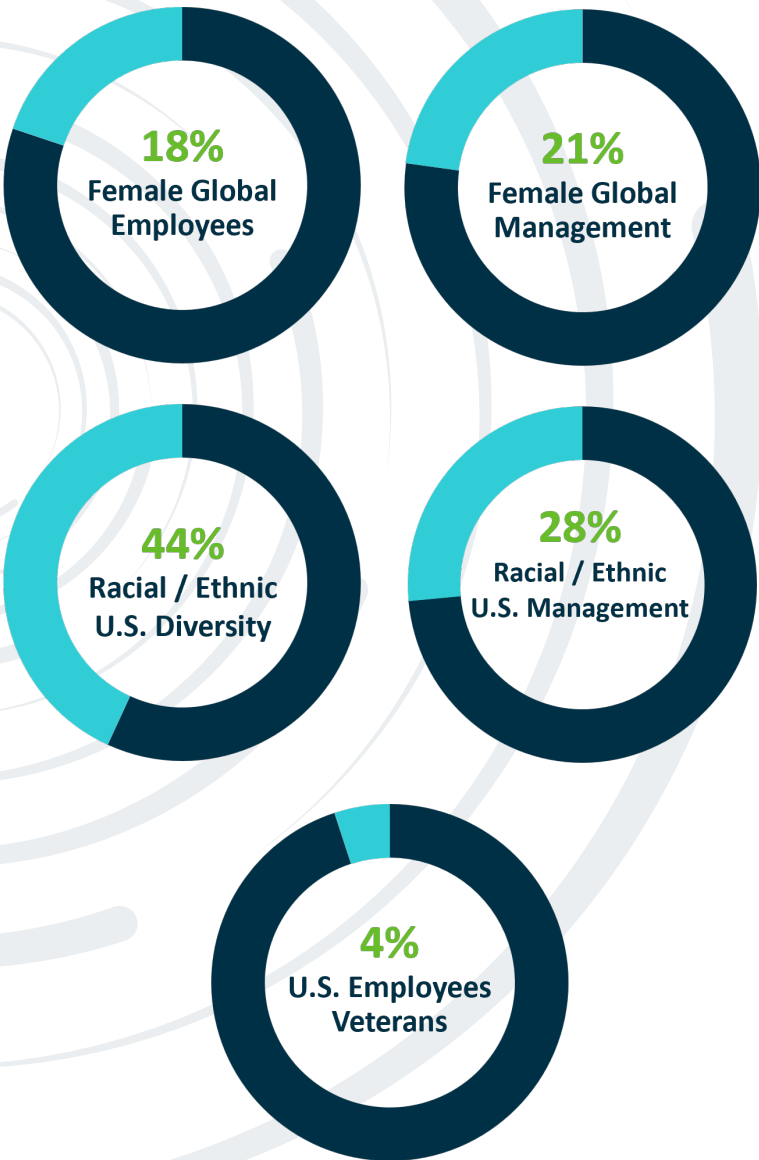


Our Workforce

WORKFORCE DIVERSITY

We are committed to attracting and retaining the best people at FET and value the diversity of our employees. We strive for diversity in skills, work experiences, and thought, as well as in gender, ethnicity, and cultures. Embracing our differences, whether it be age, gender, ethnicity, race, religion, sexual orientation, marital status, disabilities, or culture, is what makes FET a special place to work.

We operate around the globe and each of our employees is uniquely different. Our workforce reflects where we do business. In 2024, almost 50% of our revenue was generated outside of the United States, where 39% of our workforce is employed. As we continue to grow our international business, our global diversity will grow.



We believe we have created a family-type atmosphere, where different viewpoints come together to create something great. We strive to maintain an open, safe, and harassment-free working environment, where our employees feel appreciated and valued.* To ensure this, we maintain a confidential ethics hotline, where concerns can be reported to the management, human resources, or legal departments, as well as directly to the Board of Directors.

As of December 31, 2024, women made up 18% FET’s global workforce and were represented in 21% of all management roles within the organization. Additionally, 44% of our U.S. based employees self-identified as racially/ethnically diverse and were represented in 28% of all management roles. Lastly, veterans of the Armed Forces made up 4% of our U.S. based employees.

*Employees have the opportunity to contribute and be heard without fear of repercussion.

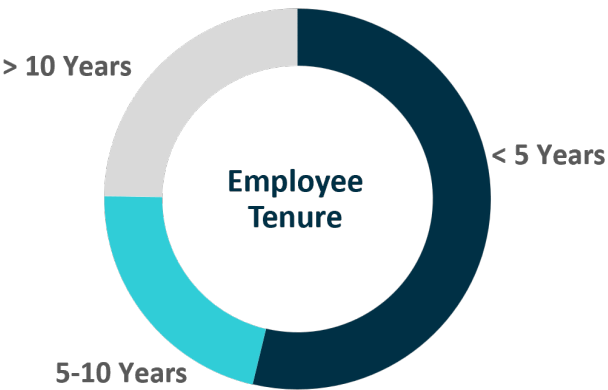
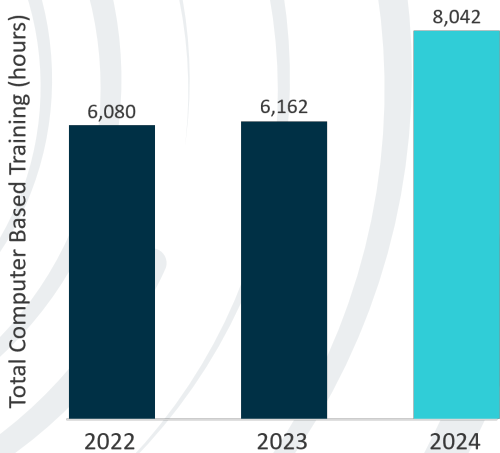
Note: Data as of December 31, 2024; excludes part-time and contract personnel

Our Workforce (Continued)

TRAINING, DEVELOPMENT, AND RETENTION

As much as our employees give to the Company, we have a commitment to ensure they have access to training and development opportunities. This investment enhances the skills of our employees to their benefit and the Company’s. Furthermore, through the Company’s succession planning program, our board of directors periodically receives a report regarding the development of high potential employees and actions that are being taken to further their professional development. In 2024, our employees completed just over 8,000 hours of computer-based training, with topics ranging from HSE, human resources, quality, IT, and compliance. Additional employees related to the Variperm acquisition and an increased focus on training, led to a 31% increase over 2023. Also, all new hires are onboarded with training, on topics including our culture, Code of Conduct, and the Foreign Corrupt Practices Act.

We believe the ability for advancement, a good work environment, and competitive compensation is critical to retaining our employees. Just under 50% of our workforce has been with FET for more than five years. We have a “promote from within first” mentality encouraging internal promotions. Our managers go through recruitment training to better attract and hire the right people. When possible, we offer “work from home Fridays” for our office staff and the flexibility to temporarily work from home when personal family matters arise. FET offers competitive pay and benefits, paid holidays, paid vacation, and retirement benefits, as well as access to additional employee assistance and wellness programs. We proactively provide periodic educational and awareness training around benefits to ensure our employees are utilizing the benefits FET provides.



EMPLOYEE ENGAGEMENT

One of FET’s core values is “A Good Place to Work”. Our doors are always open and we encourage open and direct communication up and down the organization. We communicate with our employees through numerous avenues, such as townhall meetings, functional workshops and conferences, and regular correspondence recognizing new hires and internal promotions.

We enjoy being around each other, not just on a work level, but on a personal level as well. We encourage and participate in employee engagement events, such as crawfish boils and holiday parties, and offsite engagements such as attending hockey games or playing virtual golf.



Note: Data as of December 31, 2024; excludes part-time and contract personnel

Community Commitment

SUPPORTING CIVIC AND CHARITABLE ORGANIZATIONS

Our employees value the communities in which they work and live. They believe that actively supporting civic and charitable organizations is the right thing to do.

Gulf Coast Regional Blood Center: FET hosts in-office blood drives, supporting this organization's mission to partner with the community to help save and sustain lives by providing a safe supply of blood, biotherapies, and related services.

Houston Reads Day: Our employees volunteer their time and talent to read captivating stories from local authors to students at Houston area elementary schools. The organization opens doors to imagination, knowledge, and lifelong learning through reading.

Marine Toys for Tots Foundation: In December of each year, our employees hold a toy drive to collect new, unwrapped toys each year and distribute those toys as Christmas gifts to needy children in the community.

Save the Children's Christmas Jumper Day: In December, our United Kingdom-based employees wear festive sweaters to raise money for children around the world suffering from serious issues, like war, hunger, and poverty.

Pucks for Prostates: FET's Multilift Solutions team hosts this annual charity hockey tournament, bringing Calgary's energy sector together for hockey, fun, and fundraising to support prostate cancer awareness and early detection programs.

Houston Food Bank: FET's Global Tubing team volunteered to help this organization fulfill their mission to provide food and services to the around one million people in 18 southeast Texas counties who are considered food insecure, meaning they lack consistent access to enough nutritious food to fuel a healthy life.

Human Rights

HUMAN RIGHTS

FET's business must be conducted in accordance with all applicable laws of the United States and foreign governments, and in a manner that reflects the highest ethical standards. FET pledges to conduct its business with the highest ethical standards. We demonstrate ethical behavior and respect for the human rights of our colleagues, individuals who are a part of our supply chain, and throughout the communities in which we operate.

This commitment includes respecting all individuals and encouraging our colleagues in their efforts to reach their full potential. Specifically, FET recognizes its responsibilities with regard to:

- Protecting the health, safety and security of our employees, wherever we work and without regard to age, gender, gender identity, gender expression, religion or other characteristics;
- Complying with all applicable laws regarding slavery, human trafficking, child labor, freedom of speech, freedom of association, fair labor and employee privacy, including the U.K. Anti-Slavery Act;
- Providing a workplace free from harassment or unlawful discrimination;
- Respecting, protecting and supporting the rights of women and minority groups;
- Developing our employees' potential, and affording them equal employment opportunity;
- Providing formal and informal training sessions, both in-person and through online courses, on our Code of Conduct, which includes the themes set forth in our Code of Conduct. The Company currently conducts in-person training sessions regarding anti-corruption regulations, regularly holds leadership meetings to discuss the importance of guarding our Core Values and deploys on-line courses to employees on topics such as workplace safety, harassment and other similar topics;
- Ensuring that our employees and property is secured and that we are taking the necessary actions to mitigate any potential risks relating thereto;
- Providing fair and equitable wages and benefits in accordance with local laws;
- Respecting the freedom of association and right to collective bargaining and trade unions;
- Respecting the local communities in which we operate, including vulnerable, marginalized and indigenous groups;
- Treating water as a fundamental human right; and
- Selecting and working with suppliers, partners and subcontractors to promote alignment with the principles reflected in our Code of Conduct.

Non-Profit and Political Contributions

NON-PROFIT AND POLITICAL CONTRIBUTIONS

None of our directors serves as a director, executive officer, or employee of a non-profit organization to which we made payments or contributions more than \$25,000 over the last three fiscal years. During 2024, FET did not use corporate funds for the purpose of political advocacy or campaign contributions. Corporate funds were also not directed to trade organizations with the intent to influence legislation.

In 2024, FET made an annual membership payment of \$26,250 to the Energy Workforce & Technology Council. Through this membership, FET is able to network with other industry professionals to discuss best practices, including in respect of Health, Safety and Environmental matters, personnel development, and workforce diversity.

Get to Know the Board of Directors



Michael McShane
Chairman of the Board



Evelyn Angelle
Former EVP and CFO
BJ Services



Leslie Beyer
Former CEO
EWTC



John Carrig
Former President and COO
ConocoPhillips



Neal Lux
President and CEO
Forum Energy Technologies



Louis Raspino
Former CEO
Pride International



Paul Rowsey
Chairman
E2M Partners

Board of Directors' Skills, Competencies, and Experience

Our directors bring a diverse set of skills, competencies, and experience to better serve the organization and our shareholders. We believe the below set of skills are relevant to FET's success, but is not intended to be an exhaustive list.

Leadership: Directors with prior experience holding key leadership positions provide us with unique insights. In addition, experience serving on other public company boards of directors is valuable, as these people generally possess leadership qualities and the ability to develop those attributes in others. Their experience developing talent and solving problems makes them a valuable asset to our board of directors.



Financial: Accurate financial reporting and robust auditing are critical to maintain the trust of our stockholders. Five of our directors qualify as audit committee financial experts, if so designated, and all our directors are financially literate.



Prior Industry Experience: Diverse industry experience equips board members with an understanding of the risks and opportunities associated with different market factors affecting our business and enhances their knowledge of regulations and key industry players we must consider. In addition, relevant industry experience improves our business strategy as we navigate complex market conditions.



Operations: Experience navigating the unique challenges faced by a manufacturing company is particularly beneficial to develop and navigate the Company's strategic course. In addition, having a domestic and international perspective assists us with the global nature of our business. Experience, knowledge, certifications, skills or other background in information security can be valuable in the board's oversight of information security risks and policies.



Other



Demographics: Our focus on achieving gender and ethnic diversity on the board of directors exemplifies the Company's commitment to diversity throughout the organization. The board of directors is committed to continuing to focus on diversity as board positions become available following a director's retirement in accordance with the Corporate Governance Guidelines.



Board Structure and Committee Composition

The roles of Chief Executive Officer and Chairman are currently separate, with Mr. McShane serving as Chairman of the board of directors, and Mr. Lux serving as our current President and Chief Executive Officer. Mr. McShane was appointed Chairman on May 8, 2025, succeeding Cris Gaut, who retired after over 20 years of service on FET's Board.

To assist it in carrying out its duties, the board of directors has delegated certain authority to our Audit Committee, Compensation and Human Capital Committee, and Nominating, Governance, and Sustainability ("NG&S") Committee. The committee's purposes, among other things, are outlined below.

Audit Committee

Members: Ms. Angelle (Chair), Mr. Carrig, and Mr. Rowsey

- The integrity of our financial statements;
- Our compliance with legal and regulatory requirements;
- The qualifications, independence and performance of, and selection process for, our independent auditors;
- The effectiveness and performance of our internal audit function; and
- Responsibility over cybersecurity matters.

Compensation and Human Capital Committee

Members: Mr. Raspino (Chair), Ms. Beyer, Mr. McShane, and Mr. Rowsey

- Review and approve or recommend, as applicable, corporate compensation goals and objectives relevant to our Chief Executive Officer and other executive officers;
- Evaluate with our board of directors, taking into account the Company's compensation goals and objectives, the performance of our Chief Executive Officer and, in consultation with the Chief Executive Officer, our other executive officers;
- Review, evaluate and approve or recommend, as applicable, our agreements, plans, policies and programs to compensate our executive officers, in light of our goals and objectives relative to executive compensation, and our directors; and
- Oversee the Company's human capital management strategies, policies, and outcomes.

Nominating, Governance, and Sustainability Committee

Members: Mr. Carrig (Chair), Ms. Angelle, and Ms. Beyer

- Advise the board of directors and make recommendations regarding appropriate corporate governance practices, and assist the board of directors in implementing those practices;
- Assist the board of directors by identifying individuals qualified to become members of the board of directors, and recommending director nominees to the board of directors;
- Advise as to the appropriate composition of the board of directors and its committees; and
- Oversee sustainability matters, including through the review of relevant metrics, emerging trends, our overall performance, risks and opportunity assessments and management processes related to the Company's sustainability program.

Ethics and Compliance

CODE OF CONDUCT

Our board of directors has adopted a code of conduct (the “Code of Conduct”), which applies to all of our directors, officers, employees, and others working on FET’s behalf. The Code of Conduct describes the responsibility of these individuals to comply with the legal and ethical requirements governing our business conduct, including:

- Protecting our assets and those of our customers;
- Fostering a safe and healthy work environment;
- Dealing fairly with customers and other third parties;
- Conducting international business properly;
- Reporting misconduct;
- Guarding employees from harassment and retaliation; and
- Environmental, social and governance matters.

CONFLICT MINERALS

FET is committed to maintaining the highest standard of ethical conduct and is concerned with humanitarian and environmental abuses associated with the mining, transportation and trade of certain minerals from conflict affected regions of the world. Part of our commitment to being a responsible corporate citizen is to comply with the Dodd-Frank Act and disclose if certain “conflict minerals” (defined as tin, tungsten, tantalum and gold, or their derivatives) originate from the Democratic Republic of Congo and its adjoining countries and that are necessary to the functionality of products we manufacture or contract to manufacture. FET also expects its suppliers to conduct their operations in an ethical manner and in accordance with applicable laws.



ANTI-CORRUPTION AND ANTI-BRIBERY

At FET, we set our Company officers, directors, contractors, and employees to a high standard and expect them to conduct business in a manner that would make all of our stakeholders proud. This includes alignment with our Core Values and being compliant with laws that include the U.S. Foreign Corrupt Practices Act (“FCPA”), the U.K. Bribery Act 2010, and all applicable local laws where we operate. We are committed to ethical business practices, and we prohibit bribery, improper payments, or corruption of any kind in any business sector and with any individuals or company. In 2024, approximately \$3.6 million, or 0.4%, of FET’s total revenue was generated in countries that have the 20 lowest rankings in Transparency International’s Corruption Perception Index.

We have prepared and maintain an Anti-Corruption Compliance Program, which includes periodic education and training, as well as maintaining an active monitoring compliance program. The program is administered by our Chief Compliance Officer and his designees.

Ethics and Compliance (continued)

INSIDER TRADING

To preserve the reputation and integrity of our Company as well as that of all persons affiliated with it, we promote compliance with applicable securities laws by FET, its subsidiaries, and all directors, officers, and employees through our Insider Trading Policy. This applies to all directors, officers, and employees who receive or are aware of material, non-public information regarding FET, any other company with publicly-traded securities, including our customers, joint-venture or strategic partners, competitors, vendors and suppliers, obtained in the course of employment by or in association with the FET.

Concerning FET securities, our policy prohibits all directors, officers, and employees from engaging in short-term or speculative transactions, the purchase or sale of puts, calls, options, and other derivative securities. It also prohibits short sales, margin accounts, hedging transactions, pledging of FET stock as collateral and, with the exception of Rule 10b5-1 trading plans, standing orders placed with brokers to sell or purchase FET stock.

However, we do permit our directors and employees to adopt and use Rule 10b5-1 trading plans, to allow them to sell and diversify their holdings in FET stock over a designated period by adopting pre-arranged stock trading plans at a time when they are not aware of material non-public information concerning the Company, and thereafter sell shares of FET stock in accordance with the terms of their stock trading plans.

SUPPLIER CODE OF CONDUCT

We are also focused on the ethical procurement of products and materials through our supply chain management program. Through our Human Rights Policy Statement and Supplier Code of Conduct, we pledge to foster a safe and healthy work environment and demonstrate ethical behavior and respect for the human rights of our colleagues, individuals who are a part of our supply chain, and throughout the communities in which we operate.



We expect that all of our suppliers, distributors, contractors, agents, and representatives to respect human rights, seek alignment with applicable international standards, and adhere to the spirit and intent of these policies.

COMMUNICATIONS WITH THE BOARD

Stockholders and other interested parties may make their concerns known confidentially to the board of directors as a group or the non-management directors individually (including to the Lead Independent Director) by submitting a communication in an envelope addressed to the “Board of Directors,” a specifically named non-management director, or the “Non-Management Directors” as a group, in care of: John C. Ivascu, Executive Vice President, General Counsel, Chief Compliance Officer and Corporate Secretary, 10344 Sam Houston Park Drive, Suite 300, Houston, Texas 77064. All such communications will be conveyed to the Chairman of the Board, the full board of directors, the specified non-management director, or the non-management directors as a group, as applicable.

Risk Oversight and Enterprise Risk Management

RISK OVERSIGHT

Our board of directors is actively involved in oversight of risks that could affect us and in making regular assessments of risk a priority. This oversight function is conducted primarily through committees of our board of directors, but the full board of directors retains responsibility for the general oversight of risks.

Committee delegations:

- The Audit Committee is charged with oversight of our system of internal controls and risks relating to financial reporting, regulatory and accounting compliance, and litigation.
- The Compensation and Human Capital Committee oversees risks related to our compensation programs and management retention matters.
- The NG&S Committee oversees the composition and leadership structure of the board of directors; corporate governance risks; our environmental, social and governance program and disclosures; information technology matters, and our overall risk management framework.

The Company also has a Chief Compliance Officer who reports directly to the Chief Executive Officer, whose responsibilities include providing quarterly presentations to the Audit Committee, regarding regulatory compliance, litigation, and allegations of misconduct and presentations to the board of directors regarding certain litigation and regulatory matters.

ENTERPRISE RISK MANAGEMENT

Management has established an enterprise risk management process that includes key leaders within the organization and that is reviewed on an annual basis by the Audit Committee to provide for consistency of risk considerations in making business decisions.

Under this framework, management assesses the likelihood and potential impacts of risks within the next three years, and annually reassesses the risk environment.

As part of the process that has been implemented, risks impacting the Company, including risks related to human capital, financing, intellectual property and technology, supply chain, macro economics, and environmental, social and governance matters, are taken into consideration and presented to the Audit Committee.

In addition, we have an independent internal audit department reporting directly to the Audit Committee that reviews adherence to established policies, procedures, and accounting controls.



Information Governance and Security

IT GOVERNANCE

Maintaining and protecting our information and trade secrets are of utmost importance to running our business and critical to serving our customers. The NG&S Committee monitors cybersecurity related matters and receives an Information Technology Report from management at least once during the year. These reports present the NG&S Committee programs being implemented by FET to mitigate cybersecurity risks and improve the efficiency of our information technology resources.

FET also utilizes an Information Security Management System (ISMS) as a part of our larger management system that included all policies, procedures, practices, documentation, technologies, controls, resources, and tools to protect the integrity of our information systems. This system is meant to achieve the following goals:

- Protect information processed and stored by FET;
- Protect information and systems from current and known threats;
- Protect information and systems from emerging threats; and
- Ensure the highest level of protection practicable.



CYBERSECURITY

Proper security precautions when using FET's IT systems is the responsibility of each employee. In addition, employees are provided with online training courses to build awareness around potential cybersecurity scams and tested periodically to maintain their focus in this important area.

The Company has engaged outside consultants to analyze, audit and improve potential cybersecurity weaknesses. The Company maintains cybersecurity insurance to defray costs associated with an information security breach. There have been no material information security breaches over the past three years.

Appendix



Sustainability Accounting Standards Board (SASB) Indices

SUSTAINABILITY ACCOUNTING STANDARDS BOARD

SASB Standards enable organizations to provide industry-based disclosures about sustainability-related risks and opportunities that could reasonably be expected to affect the entity's cash flows, access to finance or cost of capital over the short, medium, or long term.

According to SASB's Sustainable Industry Classification System (SICS®), the two industry standards that most accurately reflect FET's business operations are:

- Oil & Gas Services (Code EM-SV)
- Industrial Machinery & Goods (Code RT-IG)

SASB INDEX: OIL & GAS SERVICES (CODE EM-SV)

Topic: Emissions Reduction Services and Fuels Management

| Metric | Code | Disclosure Location |
|---|--------------|--|
| Total fuel consumed, percentage renewable, percentage used in: (1) on-road equipment and vehicles and (2) off-road equipment | EM-SV-110a.1 | 2025 Sustainability Report, page 12 |
| Discussion of strategy or plans to address air emissions-related risks, opportunities and impacts | EM-SV-110a.2 | 2025 Sustainability Report, pages 7-8 and 9-11 |
| Percentage of engines in service that comply with the highest level of emissions standards for non-road diesel engine emissions | EM-SV-110a.3 | Not applicable |

Topic: Water Management Services

| Metric | Code | Disclosure Location |
|--|--------------|-------------------------------------|
| (1) Total volume of water handled in operations, (2) percentage recycled | EM-SV-140a.1 | Data not reported |
| Discussion of strategy or plans to address water consumption and disposal-related risks, opportunities and impacts | EM-SV-140a.2 | 2025 Sustainability Report, page 12 |

Topic: Chemicals Management

| Metric | Code | Disclosure Location |
|---|--------------|-------------------------------------|
| (1) Volume of hydraulic fracturing fluid used, percentage hazardous | EM-SV-150a.1 | Not applicable |
| Discussion of strategy or plans to address chemical-related risks, opportunities, and impacts | EM-SV-150a.2 | 2025 Sustainability Report, page 13 |

SASB Indices (continued)

Topic: Ecological Impact Management

| Metric | Code | Disclosure Location |
|--|--------------|--|
| Average disturbed acreage per (1) oil and (2) gas well site | EM-SV-160a.1 | Not applicable |
| Discussion of strategy or plan to address risks and opportunities related to ecological impacts from core activities | EM-SV-160a.2 | 2025 Sustainability Report, page 12 and 26 |

Topic: Workforce Health and Safety

| Metric | Code | Disclosure Location |
|--|--------------|---|
| (1) Total recordable incident rate (TRIR), (2) fatality rate, (3) near miss frequency rate (NMFR), and (4) average hours of health, safety, and emergency response training for (a) direct employees, and (b) contract employees | EM-SV-320a.1 | 2025 Sustainability Report, pages 14-15 |
| Description of management systems used to integrate a culture of safety throughout the value chain and project lifecycle | EM-SV-320a.2 | 2025 Sustainability Report, pages 14-15 |
| Number of road accidents and incidents | EM-SV-320a.3 | Data not reported |

Topic: Business Ethics and Payments Transparency

| Metric | Code | Disclosure Location |
|---|--------------|---|
| Amount of net revenue in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index | EM-SV-510a.1 | 2025 Sustainability Report, page 24 |
| Description of the management system for prevention of corruption and bribery throughout the value chain | EM-SV-510a.2 | 2025 Sustainability Report, pages 24-25 |

Topic: Management of the Legal and Regulatory Environment

| Metric | Code | Disclosure Location |
|--|--------------|---|
| Discussion of corporate positions related to government regulations or policy proposals that address environmental and social factors affecting the industry | EM-SV-530a.1 | 2025 Sustainability Report, page 26 Form 10-K for the Fiscal Year Ended December 31, 2024, pages 11-30 |

Topic: Critical Incident Risk Management

| Metric | Code | Disclosure Location |
|---|--------------|-------------------------------------|
| Description of management systems used to identify and mitigate catastrophic and tail-end risks | EM-SV-540a.1 | 2025 Sustainability Report, page 26 |

SASB Indices (continued)

SASB INDEX: INDUSTRIAL MACHINERY & GOODS (CODE RT-IG)

Topic: Energy Management

| Metric | Code | Disclosure Location |
|---|--------------|---|
| (1) Total energy consumed, (2) percentage grid electricity and (3) percentage renewable | RT-IG-130a.1 | 2025 Sustainability Report, pages 10-11 |

Topic: Workforce Health and Safety

| Metric | Code | Disclosure Location |
|--|--------------|---|
| (1) Total recordable incident rate (TRIR), (2) fatality rate, and (3) near miss frequency rate (NMFR) for (a) direct employees, and (b) contract employees | RT-IG-320a.1 | 2025 Sustainability Report, pages 14-15 |

Topic: Fuel Economy and Emissions in Use-phase

| Metric | Code | Disclosure Location |
|---|--------------|---------------------|
| Sales-weighted fleet fuel efficiency for medium- and heavy-duty vehicles | RT-IG-410a.1 | Not applicable |
| Sales-weighted fuel efficiency for non-road equipment | RT-IG-410a.2 | Not applicable |
| Sales-weighted fuel efficiency for stationary generators | RT-IG-410a.3 | Not applicable |
| Sales-weighted emissions of (1) nitrogen oxides (NOx) and (2) particulate matter (PM) for: (a) marine diesel engines, (b) locomotive diesel engines, (c) on-road medium- and heavy-duty engines and (d) other non-road diesel engines | RT-IG-410a.4 | Not applicable |

Topic: Materials Sourcing

| Metric | Code | Disclosure Location |
|--|--------------|-------------------------------------|
| Description of the management of risks associated with the use of critical materials | RT-IG-440a.1 | 2025 Sustainability Report, page 26 |

Topic: Remanufacturing Design and Services

| Metric | Code | Disclosure Location |
|---|--------------|---------------------|
| Revenue from remanufactured products and remanufacturing services | RT-IG-440b.1 | Data not reported |

Forward Looking Statements and Reconciliations

FORWARD-LOOKING STATEMENTS

The statements made during this report may include information that the Company believes to be forward-looking statements within the meaning of the Private Securities Litigation Reform Act. Forward-looking statements involve risk and uncertainties that may cause actual results or events to differ materially from those expressed or implied in such statements. Those risks include, among other things, matters that the Company has described in its earnings release and in its filings with the Securities and Exchange Commission, including its most recent annual report on Form 10-K and subsequently filed quarterly reports on Form 10-Q. The Company does not undertake any ongoing obligation, other than that imposed by law, to publicly update or revise any forward-looking statements to reflect future events, information, or circumstances that arise after this presentation. In addition, this presentation contains time sensitive information that reflects management's best judgment only as of the date of this presentation.

All references to EBITDA in this presentation refer to adjusted EBITDA.

GAAP TO NON-GAAP FINANCIAL RECONCILIATION TABLE

| (\$ in millions) | 2022 | 2023 | 2024 |
|---|-------|---------|----------|
| EBITDA Reconciliation | | | |
| Net income (loss) attributable to common stockholders | \$ 4 | \$ (19) | \$ (135) |
| Interest expense | 31 | 18 | 31 |
| Depreciation and amortization | 37 | 35 | 54 |
| Income tax expense | 7 | 11 | 7 |
| Transaction, restructuring expenses, & other | 9 | 7 | 11 |
| Loss on extinguishment of debt | - | - | 3 |
| Inventory and other working capital adjustments | (3) | (1) | - |
| Loss (gain) on foreign exchange, net | (23) | 11 | 8 |
| Stock-based compensation expense | 4 | 5 | 7 |
| Gain on sale-leaseback transactions | (7) | - | (5) |
| Impairment of intangible assets | - | - | 119 |
| Adjusted EBITDA | \$ 59 | \$ 67 | \$ 100 |

| (\$ in millions) | 2022 | 2023 | 2024 |
|---|---------|------|--------|
| Free Cash Flow Reconciliation | | | |
| Net cash provided by (used in) operating activities | \$ (17) | \$ 8 | \$ 92 |
| Capital expenditures | (7) | (8) | (8) |
| Proceeds from sale of property and equipment | 3 | 2 | 1 |
| Proceeds from sale-leaseback transactions | 32 | - | 20 |
| Free cash flow, before acquisitions | \$ 11 | \$ 2 | \$ 105 |

Data Tables

DATA TABLES

| Data Tables | | Fiscal Year Ended December 31 | | |
|--------------------------------|---|-------------------------------|------------|------------|
| | | 2022 | 2023 | 2024 |
| Energy Consumption | | | | |
| | Electric Power Usage (kWh) | 33,040,059 | 31,810,831 | 35,965,759 |
| | Natural Gas Usage (MMBtu) | 51,827 | 45,353 | 76,451 |
| Greenhouse Gas Emissions | | | | |
| | Scope 1 CO2e (tonnes) | 2,752 | 2,409 | 4,061 |
| | Scope 2 CO2e (tonnes) | 13,255 | 13,520 | 7,618 |
| | Total Scope 1 and Scope 2 CO2e (tonnes) | 16,007 | 15,929 | 11,679 |
| Air Emissions | | | | |
| | Carbon Monoxide (tons) | 0.573 | 0.479 | 0.409 |
| | Nitrogen Oxides (tons) | 0.682 | 0.570 | 0.487 |
| | PM 10 - Primary (tons) | 11.286 | 7.252 | 2.894 |
| | PM 2.5 - Primary (tons) | 1.565 | 1.196 | 0.698 |
| | Sulfur Oxides expressed as SO2 (tons) | 0.002 | 0.002 | 0.002 |
| | Volatile Organic Compounds (tons) | 9.497 | 5.881 | 3.147 |
| | Hazardous Air Pollutants | 3.552 | 4.744 | 2.543 |
| | Total Air Emissions (tons) | 27.157 | 20.124 | 10.180 |
| Fleet Vehicles | | | | |
| | Total U.S. Vehicles | 108 | 84 | 75 |
| | Leased U.S. Vehicles | 59 | 53 | 52 |
| | Fuel Usage (gallons) | 146,171 | 180,737 | 178,866 |
| Safety | | | | |
| | Total Fatalities | 0.00 | 0.00 | 0.00 |
| | Total Recordable Incident Rate (TRIR) | 1.56 | 1.42 | 0.75 |
| | Lost-time Incident Rate (LTIR) | 0.46 | 0.74 | 0.44 |
| | First Aid Case Rate (FACR) | 2.41 | 3.02 | 2.62 |
| | Perfect Days | 78% | 77% | 81% |
| Training | | | | |
| | HSE Computer Based Training (hours) | 5,012 | 5,096 | 6,690 |
| | Total Computer Based Training (hours) | 6,080 | 6,162 | 8,042 |
| Workforce Tenure and Diversity | | | | |
| | Tenure - Less than 5 years | 49% | 49% | 54% |
| | Tenure - Between 5 and 10 years | 23% | 21% | 22% |
| | Tenure - Greater than 10 years | 28% | 30% | 25% |
| | Female Global Employees | 20% | 20% | 18% |
| | Female Global Management | 21% | 23% | 21% |
| | Racial / Ethnic U.S. Diversity | 43% | 44% | 44% |
| | Racial / Ethnic U.S. Management | 25% | 26% | 28% |
| | U.S. Employee Veterans | 5% | 5% | 4% |

OUR CORE VALUES

No One Gets Hurt

The safety of our employees and customers is our first priority coupled with a healthy respect for the environment.

Integrity

In everything we do, in every interaction, both internally and externally, we strive to operate with the utmost integrity and mutual respect.


Customer Focused


Our products enhance our customers' performance and we listen to their needs and work with them to solve their challenges.

Good Place To Work

We are committed to creating a workplace that fosters innovation, teamwork and pride. Every team member is integral to our success and is treated equally and fairly.

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