



**ORPC**  
An Oil & Gas Services Company

# SUSTAINABILITY REPORT 2023/2024

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# BACKGROUND



**RPC, Inc. (RPC or the Company) provides a broad range of specialized oilfield services and equipment to independent and major oilfield companies engaged in the exploration, production, and development of oil and gas properties in selected U.S. domestic and international markets. RPC is headquartered in Atlanta, Georgia, and its common shares are traded on the New York Stock Exchange under the ticker symbol RES. Visit our corporate website at [rpc.net](http://rpc.net).**

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# CEO LETTER

## A MESSAGE FROM BEN PALMER, CHIEF EXECUTIVE OFFICER

Dear RPC Stakeholders,

We are pleased to share this 2024 Sustainability Report, updating many of the key initiatives underway at RPC in the early phases of our ESG (Environmental, Social, and Governance) journey. We have made positive progress this past year and have laid the groundwork for accelerating our path forward. We have a long-standing tradition of providing reliable and efficient services within the critical energy sector and are bringing our hallmark passion and discipline to our ESG practices. This includes greenhouse gas emissions, as well as our social impact and governance initiatives. The following report includes many qualitative updates, although we note that the data provided remains the 2022 data (as published in our 2023 Sustainability report), with updated data disclosures planned for next year.

Of our many initiatives to enhance our performance, we have begun the implementation of a new company-wide information system. This project is a significant investment of financial and personnel resources as we work cross-functionally to design and implement this system. When implemented fully, this ERP will support enhanced reporting and data gathering capabilities, particularly in the areas of our operational and financial performance. Over time, this investment will help drive business decisions and allow us to track key measurables, including those that measure our resource consumption and environmental impacts.

Beyond this Sustainability Report, we provide policies related to ESG on our website – climate change, water stewardship, human capital management, environment, workplace health and safety, and human rights – which we encourage you to review to learn more about how we conduct ourselves.

RPC is a value provider with unique capabilities, offering the following key oilfield services:

- Pressure pumping (or hydraulic fracturing): our largest oil and gas well completion service which allows the extraction of hydrocarbons from shale formations. We have made the enhancements described below as part of the services provided in pressure pumping:
- Continuing to acquire Tier IV DGB and maintaining our existing fleet;
- Optimizing our operational capabilities by investing in a multi-year initiative to adopt streamlined processes as part of a migration from legacy applications onto a modern ERP platform; and
- Improving efficiencies by investing in remote start and idle reduction technology, dual-fuel conversions, and other equipment upgrades.
- Cementing: critical to creating impermeable barriers between production tubing and the surrounding underground environment with a cemented pipe casing.

- Downhole tools: proprietary downhole tool solutions such as WavForce™ XRV and the Critical Point Intervention system, specifically designed to improve downhole access to a variety of energy sources including emerging geothermal energys.
- Coiled tubing: critical well intervention and completion services.
- Rental tools: specialized equipment for use with onshore and offshore oil and gas well drilling, workover, and completion activities.

RPC and our subsidiaries are recognized as industry leaders in many of our service lines, and I'd like to highlight our newest innovation in essential completions work such as the downhole tools replacement for bridge plugs with the Unplug System. This revolutionary system can work immediately with existing completion designs – cutting time and maximizing the results of every well completion.

We are also well known in our industry for outstanding business ethics, a conservative fiscal approach and an unwavering commitment to ensuring the safety and the wellness of our employees. Our wellness initiatives have been widely adopted and embraced by employees, especially efforts to track daily steps and receive gift cards based upon their accomplishments.

Here are our ongoing key initiatives:

- Modernize our hydraulic fracturing fleets to more efficient and lower-emissions equipment, including Tier IV, dual-fuel offerings.
- Develop and retain talent through initiatives such as employee training, wellness programs, and scholarship awards for employee families.
- Emphasize safety first, continuing to practice this core tenet through our policies, processes and systems.
- Maintain and optimize equipment condition, reliability and performance using the latest technologies.

Despite operating in an industry known for cycles and periodic volatility, we remain steadfast in our patience, discipline and conservative mindset. This approach allows us to navigate uncertain times, consistently deliver high-quality services to our customers regardless of the industry conditions, provide consistently safe and rewarding work for our employees, and returns to shareholders over the long-term.



**BEN M. PALMER**

President and Chief Executive Officer,  
RPC, Inc.

# RPC's HISTORY

RPC is an oil and gas company that provides a broad range of specialized oilfield services and equipment. RPC serves independent as well as major oilfield companies and oil and gas properties throughout the United States and in select international markets.

RPC can trace its roots back to over 50 years. Rollins, Inc. (NYSE: ROL) spun off RPC in 1984. In 1973, Rollins acquired its oldest subsidiary, Patterson Services, which was founded in the 1940s. In 1980 Rollins purchased another subsidiary, CPC, which was established three years earlier.

During a severe oilfield cyclical downturn in the early 80s, Rollins spun off Patterson and CPC as RPC Energy Services (NYSE: RES) and the company was later renamed RPC, Inc.

Until 2001, RPC was a diversified holding company with businesses in a wide range of services from oilfield services to waste management to recreational powerboats. Starting in 1999, RPC began divesting its non-core businesses. Today RPC is a pure-play oil and gas services company.



# ESG MATERIALITY ASSESSMENT

We conducted a sector-level materiality assessment to identify ESG issues relevant to companies operating in similar sectors. It identified the themes using SASB and GRI standards and provided an assessment of reports from RPC's peers. It identified and refined sector-level materiality based on specific activities of the company.

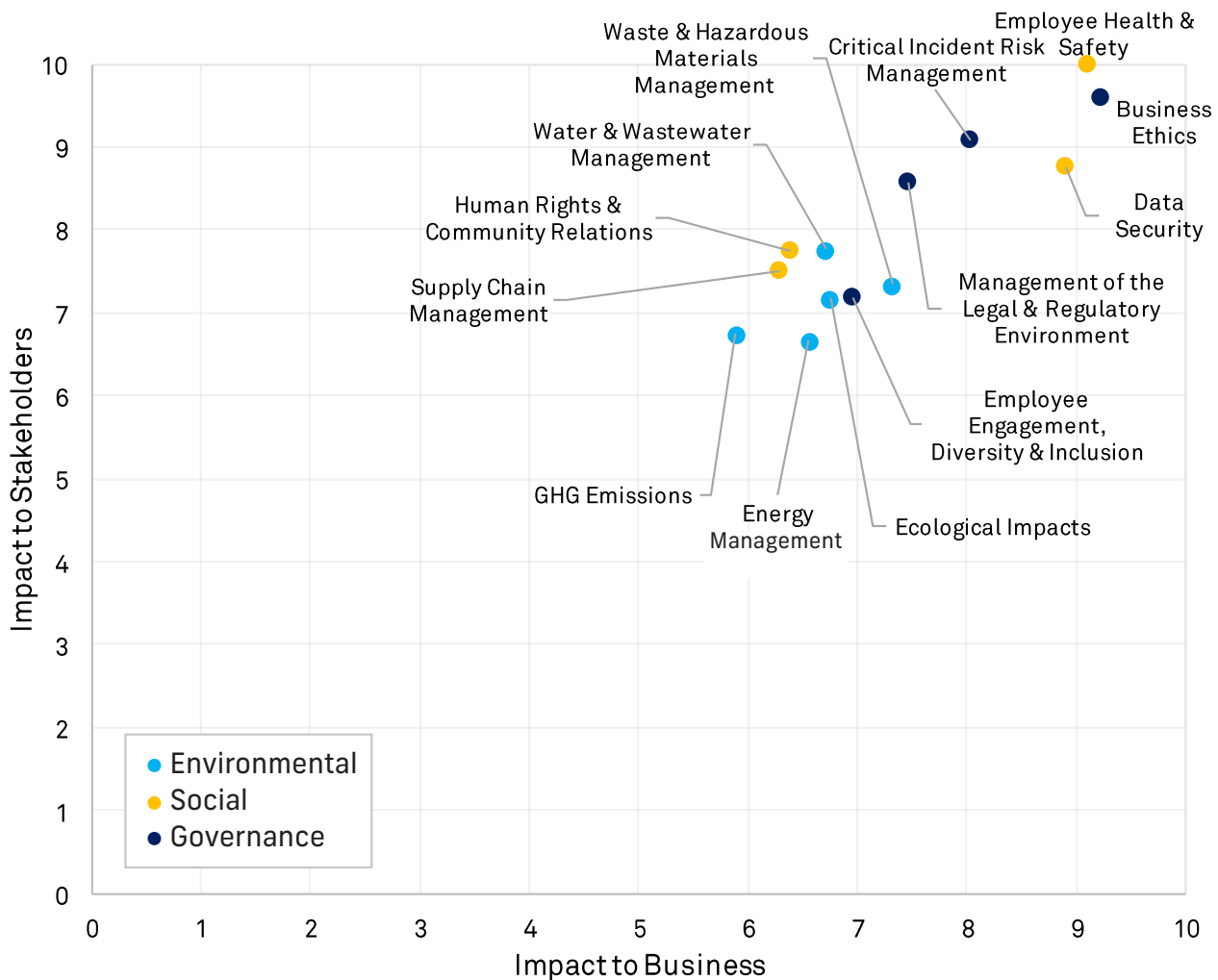
Figure 1 below shows the ESG materiality graph for RPC. The material topics shown in the graph are identified across three categories—Environmental, Social, and Governance.

The dots in light blue represent material environmental topics, yellow indicates material social topics, and dark blue is material governance topics.

The y-axis of the graph shows the importance of the material topics to stakeholders on a scale of 1 to 10. The stakeholder scores are an RPC assessment based on interactions with external stakeholders. The x-axis of the graph represents the importance of the material topics to the business on a scale of 1 to 10. On both axes, 1 is the lowest score and 10 is the highest score.

Overall RPC had 99 participants in the materiality assessment and survey. The scores displayed in Figure 1 represent the average scores from all the participants.

FIGURE 1: RPC Materiality Matrix, FY2023



# SCOPE

RPC has assessed and disclosed the following ESG metrics:

Environmental indicators covered include:

- GHG emissions, scope 1 and 2
- Energy Management
- Water and Wastewater Management
- Ecological Impacts

Social indicators covered include:

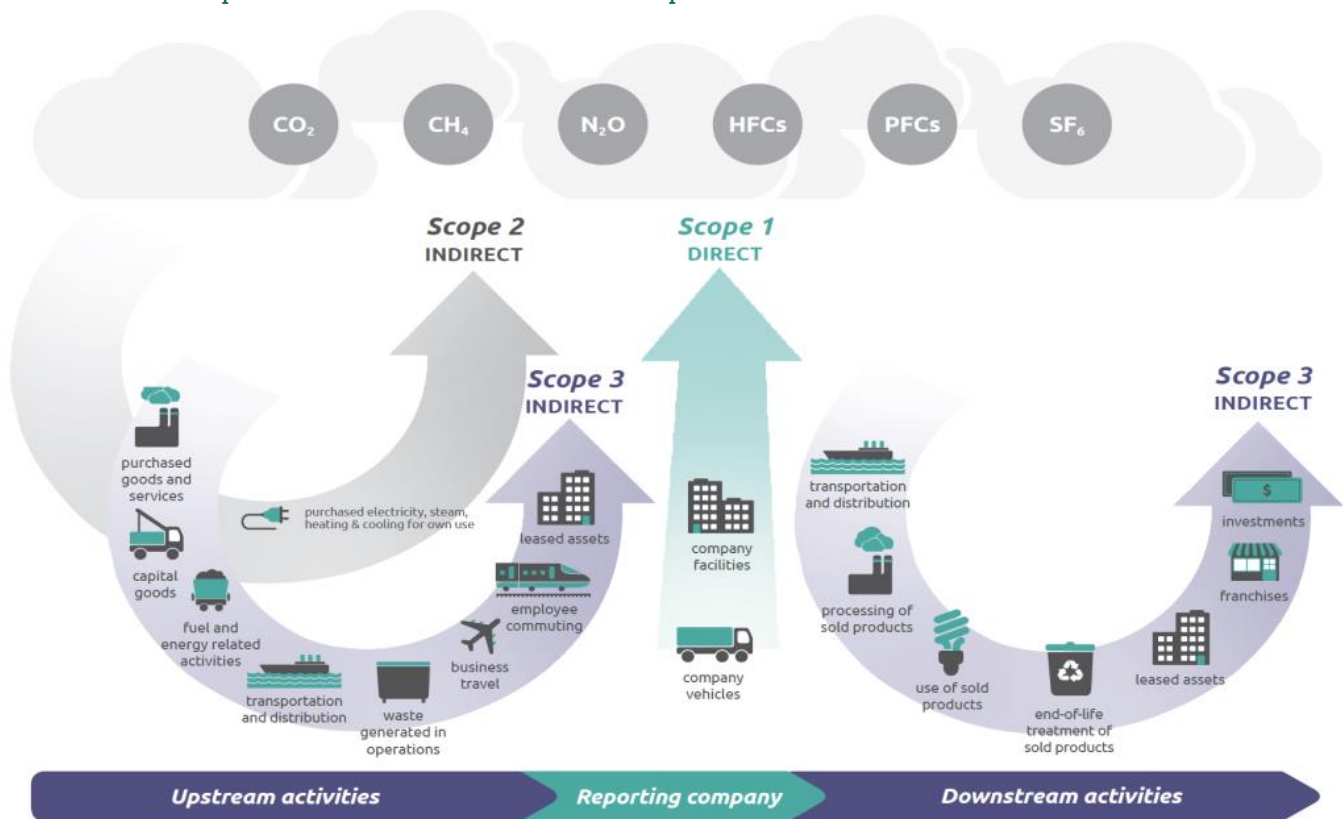
- Data Security
- Employee Health and Safety
- Employee Engagement, Diversity & Inclusion

Governance indicators covered include:

- Business Ethics
- Management of the Legal and Regulatory Environment
- Critical Incident Risk Management

Figure 2 summarizes a generic representation of the sources of GHG emissions, across scope 1 (direct emissions), scope 2 (indirect emissions, primarily purchased electricity) and scope 3 (indirect emissions from upstream suppliers and downstream customers)

FIGURE 2: Scope of Value Chain GHG Emissions Footprint



SOURCE: WRI (2015) GHG Protocol: Corporate Value Chain (Scope 3) Accounting and Reporting Standard.

# ENVIRONMENTAL IMPACT OF RPC, INC.



# ENVIRONMENTAL IMPACT

## GHG EMISSIONS

The information disclosed below represents Scope 1 and Scope 2 emissions as covered by the operational control boundary set by RPC.

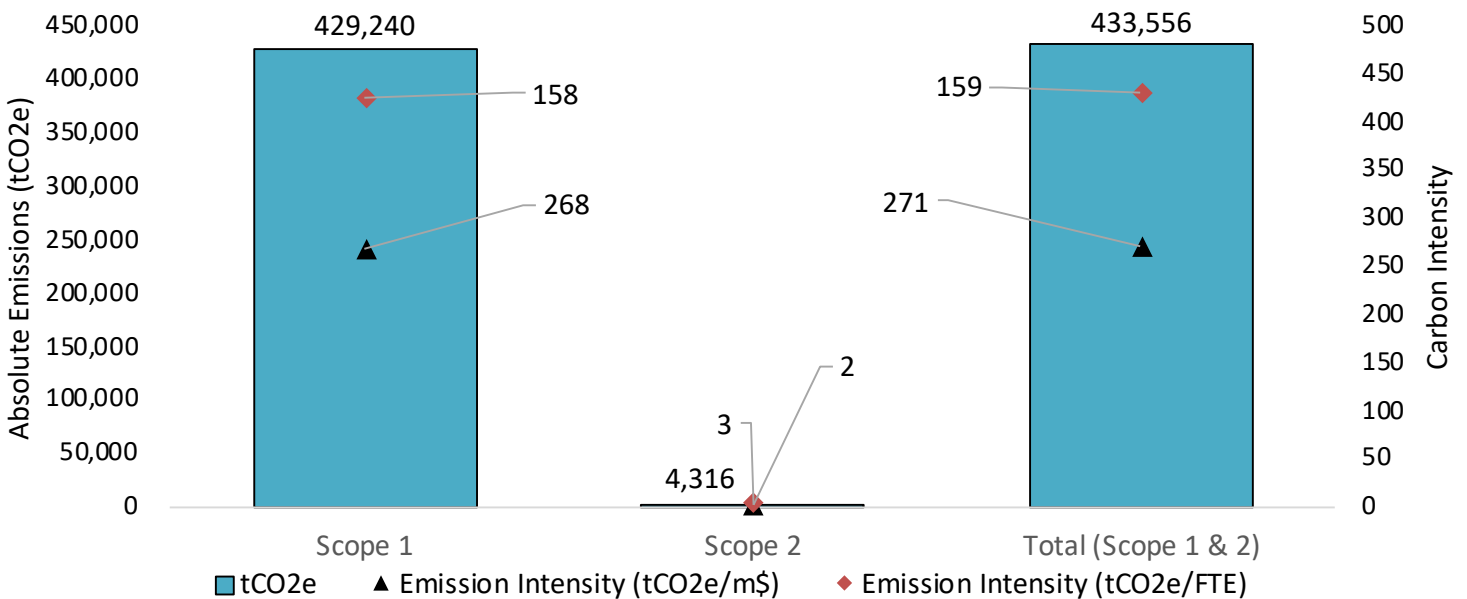
- Scope 1 (Direct) GHG emissions come from generation of electricity, heating, cooling and steam/physical or chemical procession/transportation of materials, products, waste, workers and passengers/fugitive emissions owned or controlled by an organization. Emissions factors are derived from 2022 GHG Emission Factors Hub (April 2022).
- Scope 2 (Indirect) emissions include, but are not limited to, the CO<sub>2</sub> emissions from the generation of purchased or acquired electricity, heating, cooling, and steam consumed by an organization. Emissions factors are derived from 2022 GHG Emission Factors Hub (April 2022).

CES continues to invest in technology and equipment that reduces emissions including remote start and idle reduction technology, dual-fuel conversions, legacy equipment upgrades, automation, and remote well site monitoring.

TABLE 1: GHG Emissions Indicators

Description	GHG Emissions	Scope 1 Emissions (tCO <sub>2</sub> e)	Scope 2 Emissions (tCO <sub>2</sub> e)	Total	tCO <sub>2</sub> e per revenue (mUSD)	tCO <sub>2</sub> e per employee
Details	Total	492,240	4,316	433,556	271	159

FIGURE 3: GHG Emissions Absolute and Intensity Values, FY2022



# ENVIRONMENTAL IMPACT

## ENERGY MANAGEMENT

The total natural gas consumed by RPC during FY2022 was estimated at 229,443 CCF. Vehicles and equipment owned by RPC were estimated to have consumed 1,548,374 gallons of gasoline and 49,251,174 gallons of off-road diesel, respectively. Propane consumed by RPC was estimated at 11,035 gallons in FY2022.

TABLE 2: Fuel Consumption

Description	Details
Natural Gas	CCF (Estimated)
	229,443
Fuel (Vehicles)	Gallons (Estimated)
	1,548,374
Diesel Fuel	Gallons (Estimated)
	49,251,174
Propane	Gallons (Estimated)
	11,035

Off-road fuel consumed by our pressure pumping and ancillary equipment is frequently purchased and controlled by our customers, in which case accurate consumption and usage data is often missing or incomplete. 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.

On-road fuel consumption data for our vehicles and equipment is primarily sourced from fuel cards from a single vendor that provides volumes purchased in real-time along with monthly statements. This data relies on industry-standard, convenience-store coding and proper classification at the point of sale. However, a small portion of on-road fuel is estimated due to the use of corporate cards that may lack unit related data.



# ENVIRONMENTAL IMPACT

## WATER AND WASTEWATER MANAGEMENT

The information below covers water and wastewater management including water stewardship and policies.

TABLE 3: Water and Wastewater Management Consumption Indicators

Description	Details
Risks, Opportunities and Impacts	<p>As an oilfield services company, RPC recognizes its responsibility to use water efficiently and sustainably and to minimize our impact on local water resources.</p> <p>RPC operates a business that recycles water from oilfield completion sites. Each year we recycle and treat tens of millions of barrels of water, so that it can be reused, reducing the need for fresh water in U.S. oil fields.</p> <p>RPC has a well cementing business with cementing services that are vital for the protection of aquifers and the water resources they contain.</p>
Short-term and Long-term Plans	<p>RPC is a committed and responsible steward of the water resources we use and will therefore:</p> <ul style="list-style-type: none"> <li>• Comply with all relevant laws and regulations related to water management and protection.</li> <li>• Regularly monitor and assess water use and look for ways to reduce water consumption and maximize water recycling.</li> <li>• Implement water efficient technologies and practices in operations, including recycling water from oilfield completion sites in order to reduce the use of freshwater from either surface water or groundwater sources.</li> <li>• Engage with employees, customers and other partners to raise awareness of water conservation and to promote responsible water use.</li> <li>• Work with water utilities, communities and other stakeholders to support local water conservation efforts and to promote sustainable water management practices.</li> <li>• Continually review and improve our water stewardship statement and practices and continue to be a leader in responsible water management.</li> </ul>



# ENVIRONMENTAL IMPACT

## WASTE AND HAZARDOUS MATERIALS

This information addresses environmental issues associated with hazardous waste, non-hazardous waste and management of solid waste in manufacturing, agriculture and other industrial processes.

TABLE 4: Waste and Hazardous Materials Indicators

Description	Details
Policies and Procedures	<p>RPC provides technical expertise for maximizing the effectiveness and minimizing the negative impact of fluid and chemical consumption to the integrity of wells. The locations on which RPC provides oilfield services are owned by our customers; therefore, RPC does not control the quantity consumed nor the reuse and/or disposal of the waste and/or hazardous materials.</p> <p>RPC has rigorous policies and procedures to ensure proper handling of chemicals and to remediate and control any issues that may arise while providing services. Chemicals are disclosed in compliance with all local, state, and federal legislation.</p>

## ECOLOGICAL IMPACTS

This topic covers the management of RPC’s impacts on ecosystems and biodiversity through its activities, including land used for exploration, natural resources extraction, as well as project construction and siting.

TABLE 5: Ecological Impacts Indicators

Description	Details
Expertise and Specialties	<p>RPC provides expertise for managing and minimizing negative impact to the environment.</p> <p>TTS provides proprietary downhole technologies designed to enhance the efficiency of well completions, resulting in faster completion times, and reduced carbon emissions.</p> <p>Well Control is comprised of a team of experts that respond to well control situations where hydrocarbons may be escaping from a well bore. The Company’s professional firefighting staff has many years of aggregate industry experience in responding to well fires and blowouts and assisting customers with necessary remediation.</p>



# SOCIAL IMPACT OF RPC, INC.



# SOCIAL IMPACT

## DIVERSITY AND INCLUSION

Overall, our company employees are 91% male and 9% female. This gender ratio is slightly different across positions, including board members, executives, and all other employees. The largest age group in the company is employees ages 30 to 50 (55%), followed by employees over age 50 (23%), and then employees under age 30 (22%).

FIGURE 4: Gender Representation, FY2022

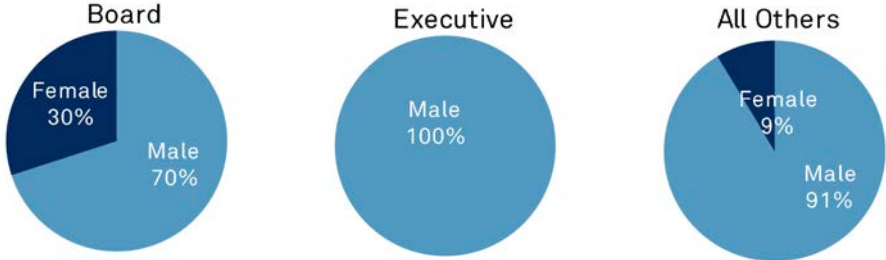
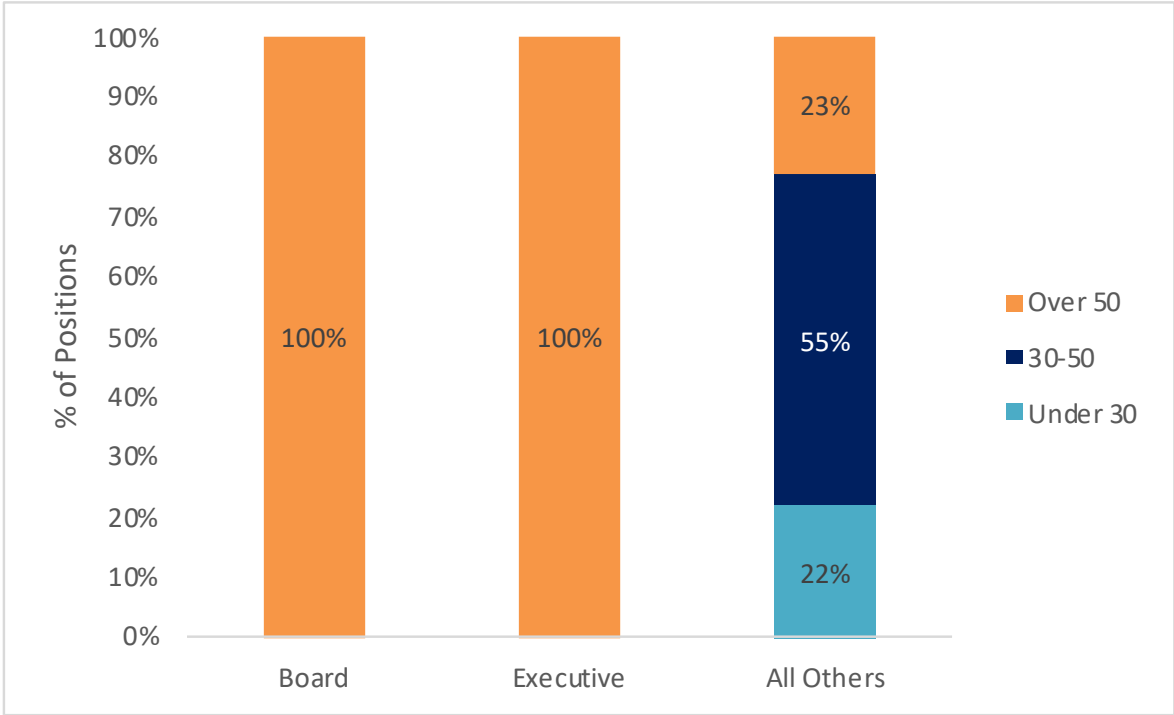


FIGURE 5: Age Group, FY2022



# SOCIAL IMPACT

## EMPLOYEE ENGAGEMENT

The table below details RPC's employee engagement policies pertaining to all of our operations.

TABLE 6: Employee Engagement Indicators

Description	Details
Training and Development Goals	All business unit employees receive a series of training programs which are managed in their respective learning management systems. RPC employees receive anti-harassment/anti-discrimination training and standard curricula and business-specific courses. Courses can be assigned by both human resources and business units through each learning management system (LMS).
Minimum notice periods	RPC aims to provide as much notice as possible for significant operational changes. These notice periods vary widely by state.
FTE Benefits (including parental leave)	<p>RPC full-time employees receive dental, vision, basic life, supplemental employee life, supplemental spouse life, supplemental child life, medical FSA, dependent care FSA, voluntary accidental death and dismemberment, short-term disability, basic long-term disability, long-term disability buy-up, voluntary all state accident, voluntary whole life, voluntary critical illness, voluntary identity theft protection, other supplemental insurance coverage options, paid time off, paid funeral leave, paid jury duty leave, paid holidays, and service awards benefits.</p> <p>Full-time employees and part-time employees are offered medical PPO.</p> <p>In 2022, one female and 19 males took parental leave. All but four males returned to work and of those, all but five males were still employed 12 months later.</p>
Programs for upgrading employee skills	Professional development for RPC employees is not tracked at a corporate level. Professional development is business-unit based and voluntary personal development opportunities are available to all employees via the Employee Assistance Program platform and a wellness coach.

# SOCIAL IMPACT

## EMPLOYEE DIVERSITY AND INCLUSION

RPC is committed to creating an enabling work environment for our employees. Detailed descriptions for employee diversity and inclusion goals and policies are listed below.

TABLE 7: Employee Diversity and Inclusion Indicators

Description	Details
Diversity and inclusion Goals and Ambitions	RPC is committed to equal employment opportunities and a work environment that recognizes and respects employee contributions and diversity. RPC's policy is to provide equal employment opportunities to qualified individuals without regard to race, color, age, sex, pregnancy, religion, national origin, military or veteran status, ethnicity, physical or mental disability, genetic information, sexual orientation, gender identity, or other legally protected criteria, and to comply with all applicable federal, state, county, and city laws and regulations.
Diversity and inclusion Policies and Initiatives	RPC provides guidance on initiatives and policies in our Code of Business Conduct, Anti-Harassment/Anti-Discrimination and EEO policies and statements.  RPC business units may also have specific initiatives for their respective employees.
Incidents of discrimination	In 2022, human resources received four reported discrimination complaints.
Corrective actions taken	All four discrimination complaints brought to management's attention were thoroughly investigated and resolved through disciplinary actions.

# SOCIAL IMPACT

## HUMAN RIGHTS AND COMMUNITY RELATIONS

RPC and our subsidiaries are committed to uphold and respect fundamental human rights, and we recognize our responsibility to avoid neglecting or abusing basic human rights of employees as well as all stakeholders within the company's value chain. Furthermore, RPC's culture is based on the values of promoting, protecting and supporting all internationally recognized human rights, and we aim to adhere to international standards such as the UN Universal Declaration of Human Rights and UN Guiding Principles on Business and Human Rights.

In our human rights policy, RPC details its commitment to providing adequate working conditions for all our employees, prohibition of forced and child labor and dedication to maintaining opportunity for equal employment, while condemning discrimination and harassment. The policy also expresses employees' right to report via phone call or online portal any incident, situation or scenario that does not comply with our human rights or business conduct codes.

TABLE 8: Human Rights and Community Relations

Description	Details
Training and Development Goals	100% of new hires are required to sign a code of business conduct statement that details RPC's advocacy for human rights, equal employment opportunities and workplace safety. This code of conduct also includes RPC's human rights policy and statement, which address working conditions and prohibition of forced labor and human trafficking, child labor, discrimination, and harassment. The policy also addresses stakeholder involvement, reporting, and oversight.



# SOCIAL IMPACT

## DATA SECURITY

To ensure employees are aware of threat issues and the importance of information security/cybersecurity at RPC, all employees receive training which covers specific procedures relating to data security. A team comprised of highly skilled and experienced technology professionals along with executive management, is responsible for the oversight of cybersecurity risks and mitigation. RPC's cybersecurity strategy is overseen by the organization's Audit Committee, and a Board member with extensive career experience in the risk advisory and audit industries supervises.

When information technology (IT) products, equipment or anything that may have a hard drive or other type of data storage receptacle are repurposed or disposed of, RPC contracts the data destruction process with an EPA, ISO: 14001- and 45001-certified recycler. This company handles all recycling duties and provides a certificate of data destruction upon completion.

TABLE 9: Data Governance, FY2022

<b>Category</b>	<b>Detail</b>
Number of users whose information is used for secondary purposes:	0
Amount of expenses, penalties and settlements incurred from information security breaches over the last three years:	\$ 0
Is the IT infrastructure and information security management system certified to ISO 27001, NIST or similar?	Yes, Center for Internet Security V8 Framework

# SOCIAL IMPACT

## EMPLOYEE HEALTH AND SAFETY

There were zero fatalities in FY2022 and 37 workplace incidents. This equates to an FIFR\* of 0 and an LTIFR\* of 0.9. In addition to this there were no work-related ill health incidents.

RPC is committed to a safe and healthy environment for all employees and customers. Our Health, Safety, and Environmental management systems are built to meet or exceed applicable requirements set forth by regulatory agencies and customer requirements. These consist of risk assessments, procedures, training, regular reporting, assurance, and control measures.

TABLE 10: Workplace Incidents and Fatalities, FY2022

<i>Workplace Incidents<sup>1</sup></i>	<i>Total Working Hours</i>	<i>LTIFR*</i>
37	8,198,416	0.9
<i>Workplace Fatalities</i>	<i>Total Working Hours</i>	<i>FIFR*</i>
0	8,198,416	-

\* LTIFR: Lost time Injury Frequency Rate, FIFR: Fatal injury frequency rate

<sup>1</sup> Main types of work-related injuries are slips, trips, falls, and hand injuries



TTS has been recognized as one of the Top Workplaces 2023 locally by *The Oklahoman*. This prestigious accolade is a testament to our commitment to fostering a vibrant and inclusive work environment.



# SOCIAL IMPACT

TABLE 11: Worker Health Indicators

Description	Details
Hazard identification and risk assessment	<p>Hazards and risks are assessed and identified through:</p> <ul style="list-style-type: none"> <li>• Ongoing training and performance evaluations of health, safety, and environment (HSE) representatives and processes,</li> <li>• Tracking safety metrics, including leading and lagging indicators, which are communicated through monthly reporting,</li> <li>• Continual incident review to determine whether future training or process improvements are needed, and</li> <li>• Continuous input from representatives in human resources, legal, risk management, and respective senior management executives as applicable.</li> </ul>
Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<p>RPC business units use a Risk Analysis Matrix to evaluate the severity and potential of hazards. This matrix is based upon measuring and comparing the controls and mitigations needed once a risk is identified. This has allowed the company to establish a risk hierarchy for similar activities; management then allocated an appropriate amount of mitigation strategies and controls. Site specific hazards are identified and documented through the job safety analysis (JSA) process. This process involves hosting a JSA meeting prior to the commencement of new work with all involved employees to review the tasks performed, associated hazards, and required mitigations and controls.</p>
Worker safety training	<p>New hires are assigned training based on their job profiles. Depending on the profile, training may include different modules. For example, oilfield employees receive an overview of oilfield basics, practices, and procedures. After classroom training is completed, new hires and short-service employees complete relevant training programs and practical exercises to ensure a safe working environment. Throughout the exercises and training program, employees receive one-on-one coaching and numerous opportunities to observe, practice, and learn safe work practices.</p>
High-consequence injuries	<p>In 2022, no high-consequence injuries resulted from operations identified as 'high risk'</p> <ul style="list-style-type: none"> <li>• Engineering, administrative, and personal protection equipment (PPE) controls are in place to mitigate these hazardous operations.</li> <li>• Actions have been taken or are underway to mitigate these hazards in high pressure pumping, crane operations, lock-out tag-out, hot work, working at heights and working in a potential H2S environment.</li> </ul>
Worker health & coverage	<p>RPC offers a comprehensive health benefits package to employees. All employees, regardless of whether they enroll in RPC's medical benefits, are eligible for mental health benefits, which focus on the mental health of employees and their dependents. All employees are covered by all applicable components of the health, safety, and environment (HSE) management system. Supervised contract employees must meet specified HSE management system requirements.</p>

# GOVERNANCE OF RPC, INC.



# GOVERNANCE

## BUSINESS ETHICS

Anti-corruption policies are established at RPC and apply to all business units. RPC ensures that 100% of employees receive adequate communication about anti-corruption policies and procedures. Our management system for prevention of corruption and bribery throughout the value chain is based on the Foreign Corrupt Practices Act (FCPA) and our anti-corruption laws policy.

TABLE 12: Business Ethics and Anti-Corruption Policies

Description	Details
Employee engagement	<p>RPC has an FCPA and anti-corruption laws policy, which is provided to all employees upon hire.</p> <p>Employees whose duties are likely to lead to involvement in or exposure to any of the areas covered by these policies are required to take an annual recertification of their compliance with the FCPA and anti-corruption laws policy through the code of business conduct survey.</p> <p>Employees designated by each operating unit must complete FCPA training courses.</p>
Representative engagement	<p>Before retaining representatives that may act on behalf of the company with regard to foreign governments, a due diligence review is conducted. RPC will only retain representatives that sign agreements containing appropriate FCPA related provisions. Representatives receive the FCPA and anti-corruption laws policy. They are required to sign an acknowledgement that they read it and will abide by it. Every year thereafter, they are required to sign a recertification.</p>
Internal audit	<p>Internal audit performs an FCPA Risk Assessment every year. The results of the assessment drive an annual FCPA compliance audit, and they are reported to executive management, the Audit Committee and the Board.</p>
Business abuse hotline	<p>Business abuse hotline posters are displayed in all locations to allow employees to report concerns. The hotline numbers are also listed on the company intranet and the external-facing website.</p>
Anti-corruption policies and procedures	<p>100% of company locations which generate foreign revenues are included in the annual FCPA risk assessment performed by internal audit. Based on the results of the assessment, substantive testing is performed during the annual FCPA compliance review.*</p> <p>In addition, the Audit Committee and the Board receive an annual report summarizing RPC's international operations and the FCPA/anti-corruption/anti-bribery compliance program.</p>

\* Amount of net revenues in countries that have the 20 lowest rankings in the Transparency International Corruption Perception Index is about \$200,000, which is approximately 0.1 % of total annual revenues of RPC, Inc.

# GOVERNANCE

## MANAGEMENT OF THE LEGAL AND REGULATORY ENVIRONMENT

RPC ensures legal and regulatory compliance in all geographies and jurisdictions in which it operates through dedicated communication, training, and the development of appropriate processes within the group. Details on the corporate governance including Corporate Governance Guidelines, Nominating & Corporate Governance Committee Charter, Code of Business Conduct & Ethics for Directors & Exec. Officers & Related Party Transaction Policy, Independence Guidelines, Code of Business Conduct, Human Capital Management & Compensation Committee Charter and Audit Committee Charter can be found at <https://www.RPC.net/Governance-Documentation>.

TABLE 13: Policy and Legal Risks

Indicator	Details
Policy and legal risks identified	<p>The following risks were included in 2022 Risk Universe which was prioritized by relevant stakeholders:</p> <ul style="list-style-type: none"> <li>• ESG criteria may result in increased capital spending requirements, operating costs and regulatory demands. Environmental initiatives may also result in less demand for oil and natural gas. Any or all of these changes may negatively impact the Company.</li> <li>• The current (07.27.22) draft of the Federal Inflation Reduction Act includes provisions that could impose significant charges to E&amp;P companies, which may drive consolidation among smaller players, many of which are RPC customers.</li> <li>• Fuel conservation measures could reduce demand for oil and natural gas, which would in turn reduce the demand for our services.</li> <li>• Failure to comply with various anti-corruption laws, i.e. FCPA, or regulations, could result in government intervention.</li> <li>• Changes in tax laws, tax rates, tariffs or adverse positions taken by taxing authorities and tax audits could impact operating results.</li> </ul>
Monitoring System	Key risk indicators for top risks are monitored throughout the year and quarterly updates are sent to relevant stakeholders.

# GOVERNANCE

## CRITICAL INCIDENT RISK MANAGEMENT

RPC has management systems to identify and mitigate catastrophic and tail-end risks. We have a comprehensive Enterprise Risk Management process in place to identify and address events that represent risks to the achievement of strategic objectives.

TABLE 14: Incident Risk Management System

Indicator	Details
Identification and mitigation of catastrophic and tail-end risks	<p>Risks at the entity, operating unit and functional levels are mainly monitored during the identification phase. In addition, RPC identifies risks inherent in the industry or business. The external environment is monitored for changes that could invalidate critical assumptions used by the company. Changes to the regulatory, economic, and physical environment that could significantly affect the company are also monitored.</p> <p>The risks identified make up RPC's Risk Universe which is sent to relevant stakeholders for prioritization. The Top Risks derived from this analysis along with mitigating activities are reported to the Audit Committee and the Board of Directors on an annual basis. The Top Risks are monitored throughout the year and updates of key risk indicators and emerging risks are sent out to relevant stakeholders quarterly.</p>
Risk Report Process	<p>Any concerns regarding material fraud, accounting and audit irregularities with significant financial risks are included in the company's Accounting and Audit Concerns Report provided to the Audit Committee on a monthly basis. Internal Audit discusses the complaints with the Audit Committee during the Quarterly Audit Committee meetings. Any concern discovered to have financial implications greater than or equal to \$500K will also be brought to the attention of the company's external auditors.</p> <p>Complaints involving any Corporate Officer, except for the Executive Chairman of the Board of Directors, will be brought immediately to the attention of the Executive Chairman of the Board of Directors, followed immediately by notification of the Chairman of the Audit Committee. Any complaints involving the Chairman of the Board of Directors will be brought immediately to the attention of the Chairman of the Audit Committee.</p>
Total number and nature of critical concerns	<p>There was one allegation of bribery investigated during 2022. The investigation was conducted by outside counsel and no substantiation was found to support the claim. Status updates during the investigation were provided to the Audit Committee monthly.</p>
Global IT infrastructure and cybersecurity risks management	<p>RPC has a Disaster Recovery Plan that is based on an internal Business Impact Analysis.</p>

# ESG INDEX



# ESG INDEX

The following table lists a content index that helps stakeholders navigate the disclosures and information that RPC has reported. The index includes the standard definition, per indicator, from SASB, with the corresponding metric ID for both SASB and GRI. The metric ID identifies data requirements within each indicator and can be expanded to multiple dimensions within each framework. Additional information can be found on the SASB and GRI websites at <https://sasb.org/> and <https://www.globalreporting.org/>.

## ENVIRONMENTAL

Indicator	Description	Report Location	Metric ID
GHG Emissions	The category addresses direct (Scope 1) greenhouse gas (GHG) emissions that a company generates through its operations. This includes GHG emissions from stationary (e.g., factories, power plants) and mobile sources (e.g., trucks, delivery vehicles, planes), whether a result of combustion of fuel or non-combusted direct releases during activities such as natural resource extraction, IX) power generation, land use, or biogenic processes. The category further includes management of regulatory risks, environmental compliance, and reputational risks and opportunities, as they relate to direct GHG emissions. Indirect emissions (Scope 2) GHG emissions are also considered here.	Pg. 9	EM-SV-110 GRI 305-1, 2
Energy Management	The category addresses environmental impacts associated with energy consumption. It addresses the company's management of energy in manufacturing and/or for provision of products and services derived from utility providers (grid energy) not owned or controlled by the company. More specifically, it includes management of energy efficiency and intensity, energy mix, as well as grid reliance. Upstream (e.g., product use) energy use is not included in the scope.	Pg. 10	EM-SV-110 GRI 302-1
Water and Wastewater Management	The category addresses a company's water use, water consumption, wastewater generation, and other impacts of operations on water resources, which may be influenced by regional differences in the availability and quality of and competition for water resources. More specifically, it addresses management strategies including, but not limited to, water efficiency, intensity, and recycling. Lastly, the category also addresses management of wastewater treatment and discharge, including groundwater and aquifer pollution.	Pg. 11	EM-SV-140 GRI 303-1, 2

# ESG INDEX

## ENVIRONMENTAL

Indicator	Description	Report Location	Metric ID
Waste and Hazardous Materials Management	The category addresses environmental issues associated with hazardous and non-hazardous waste generated by companies. It addresses a company's management of solid waste in manufacturing, agriculture, and other industrial processes. It covers treatment, handling, storage, disposal, and regulatory compliance.	Pg. 12	GRI 306-1
Ecological Impacts	The category addresses management of the company's impacts on ecosystems and biodiversity through activities including, but not limited to, land use for exploration, natural resource extraction, and cultivation, as well as project development, construction, and siting. The impacts include, but are not limited to, biodiversity loss, habitat destruction, and deforestation at all stages-planning, land acquisition, permitting, development, operations, and site remediation. The category does not cover impacts of climate change on ecosystems and biodiversity.	Pg. 12	EM-SV-150, 160 GRI 304-2, 3

# ESG INDEX

## SOCIAL

Indicator	Description	Report Location	Metric ID
Human Rights & Community Relations	The category addresses management of the relationship between businesses and the communities in which they operate, including, but not limited to, management of direct and indirect impacts on core human rights. More specifically, such management may cover socio-economic community impacts, community engagement, cultivation of local workforces, and social impact assessments. The category does not include environmental impacts such as air pollution or waste which, although they may impact the health and safety of members of local communities, are addressed in separate categories.	Pg. 17	GRI 2-23
Data Security	The category addresses management of risks related to collection, retention, and use of sensitive, confidential, and/or proprietary customer or user data. It includes social issues that may arise from incidents such as data breaches in which personally identifiable information (PII) and other user or customer data may be exposed.	Pg. 18	GRI 410-1
Employee Health and Safety	The category addresses a company's ability to create and maintain a safe and healthy workplace environment that is free of injuries, fatalities, and illness (both chronic and acute). It is traditionally accomplished through implementing safety management plans, developing training requirements for employees and contractors, and conducting regular audits of their own practices as well as those of their subcontractors.	Pg. 19-20	GRI 403-1, 2, 3, 4, 5, 6, 7, 8, 9, 10
Employee Engagement, Diversity and Inclusion	The category addresses a company's ability to ensure that its culture and hiring and promotion practices embrace the building of a diverse and inclusive workforce that reflects the makeup of local talent pools and its customer base. It addresses the issues of discriminatory practices on the bases of race, gender, ethnicity, religion, sexual orientation, and other factors.	Pg. 15-16	GRI 401-1, 2, 3 402-1, 404-1, 2, 3 405-1, 2 406-1

# ESG INDEX

## GOVERNANCE

Indicator	Description	Report Location	Metric ID
Business Ethics	The category addresses the company's approach to managing risks and opportunities surrounding ethical conduct of business, including fraud, corruption, bribery and facilitation payments, fiduciary responsibilities, and other behavior that may have an ethical component. This includes sensitivity to business norms and standards as they shift overtime, jurisdiction, and culture. It addresses the company's ability to provide services that satisfy the highest professional and ethical standards of the industry, which means to avoid conflicts of interest, misrepresentation, bias, and negligence through training employees adequately and implementing policies and procedures to ensure employees provide services free from bias and error.	Pg. 22	EM-SV-510 GRI 205-1, 2
Management of Legal and Regulatory Environment	The category addresses a company's approach to engaging with regulators in cases where conflicting corporate and public interests may have the potential for long-term adverse direct or indirect environmental and social impacts. The category addresses a company's level of reliance upon regulatory policy or monetary incentives (such as subsidies and taxes), actions to influence industry policy (such as through lobbying), overall reliance on a favorable regulatory environment for business competitiveness, and ability to comply with relevant regulations. It may relate to the alignment of management and investor views of regulatory engagement and compliance at large.	Pg. 23	EM-SV-530
Critical Incident Risk Management	The category addresses the company's use of management systems and scenario planning to identify, understand, and prevent or minimize the occurrence of low-probability, high-impact accidents and emergencies with significant potential environmental and social externalities. It relates to the culture of safety at a company, its relevant safety management systems and technological controls, the potential human, environmental, and social implications of such events occurring, and the long-term effects to an organization, its workers, and society should these events occur.	Pg. 24	EM-SV-540 GRI 2-16