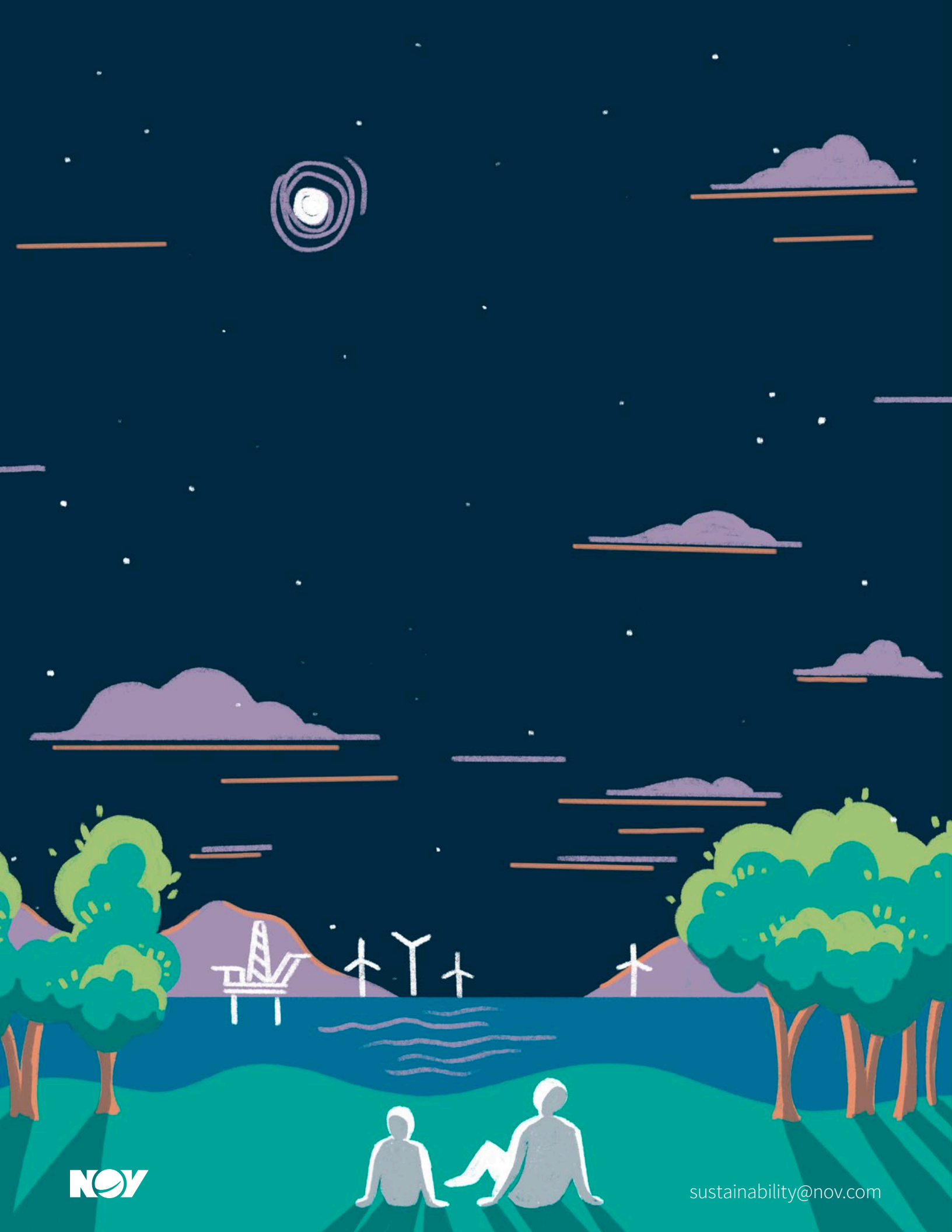


2020 Sustainability Report





Every day, the thousands of employees who are a part of the NOV family go to work to make their teams, company, and communities a better place. Following a year where our industry and lives were turned upside down by the global pandemic, I could not be prouder of our teams' efforts in keeping each other safe while continuing to help the world meet its growing demand for energy. NOV's greatest asset remains our talented people, a fact we can never take for granted.

As the world's leading independent equipment and technology provider to the energy industry, whether from traditional oil & gas or renewable sources, NOV facilitates access to **reliable, affordable, and clean energy around the world**, a key driver of improved life expectancies and declining global poverty. With one-third of humanity still lacking access to basic modern energy, including 80% of the African continent and half of India, our industry's role in driving the economic progress of the developing world has perhaps never been more pivotal. We are proud of our part in this essential pursuit.

NOV's track record of purposeful innovation and service in the energy technology space uniquely positions the company to assist the world in its pursuit of a low-carbon future.

Whether through emissions-reducing technology to the oil & gas industry or solutions that improve the economics of renewable energy, NOV is facing this challenge head-on and remains committed to assisting our customers in all their pursuits.

In this report, we provide a look into the many business opportunities NOV is pursuing to further the renewable energy transition. While many of these pursuits are still in their early stages of development, I am extremely excited by the economic and social potential they represent and am happy to share an update on our internal sustainability efforts across our organization and communities.

Though our mission has broadened, we continue to **power the industry that powers the world.**

Sincerely,



Clay Williams

Chairman, President and Chief Executive Officer

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NOV ESG Steering Committee

Throughout this publication you will find specific examples of what we are doing, what we are planning, and what we are striving for at NOV. While a lot goes into our commitment to sustainability, it all comes down to **doing the right thing, however we can.**

With representatives from different functions including HSE, HR, Leadership, Legal, and Investor Relations, the ESG (Environmental, Social and Governance) Steering Committee worked together to establish areas of focus and raise awareness about sustainability in our company. Through discussions in quarterly meetings, they put actions in place in the following areas:

Awareness |

NOV launched a video raising awareness about the importance of sustainability at NOV and the impact we have on the world around us.

Technology |

We continue to support oil & gas operations while also providing opportunities to help the world expand sustainable energy. We know we can help our customers safely and cost-efficiently produce energy no matter the source.

Stakeholder Engagement and Outreach |

Through NOV Live, Company Conversations, the COVID-19 Leadership Series, employee communications and various social media outlets, our stakeholders were more informed and engaged on NOV's overall strategy than ever before.

Diversity and Inclusion |

We cultivate an environment in which employees feel connected to each other, valued for their unique contributions and accepted within the company culture.



Data Collection

and Analysis | We are committed to collecting, analyzing and disclosing our emissions data and are currently assessing our data aggregation methodology to ensure accuracy.

Supply Chain |

We are committed to ensuring that there are no unremediated cases of modern slavery or child labor in our supply chain or operations.

Our COVID-19 Response

As the world faced the challenges of the COVID-19 pandemic, NOV responded to the needs of our global workforce with timely and effective communication, heightened health and safety protocols, and direct leadership engagement.

Global Response

We established Regional Crisis Communications Teams with representatives from Security, HR, HSE, Legal, and Operations to ensure the unique circumstances from each region were considered when establishing COVID-19 protocols.

Accountability

Facilities were responsible for implementing proper safety protocols. Leadership remained engaged and informed of the impact to employees and the company through weekly updates.

Communication

We provided guidance and resources through frequent email communications, toolbox talks for non-email employees and a website dedicated to COVID-19 tools and resources to support our operations.

Feedback

With more than 4,500 responses, our COVID-19 Employee Survey captured real-time feedback from our employees about their pandemic work arrangements, satisfaction with health and safety protocols at NOV facilities, communication channels and more.





Health and Safety

NOV is committed to protecting the health and safety of our employees and communities. We are consistently working to ensure that our employees, at all levels, prioritize safe operations to protect themselves and those around them.

Safety Performance

NOV's safety metrics continued to move in the right direction in 2020, demonstrating another year over year improvement and marking the lowest Total Recordable Incident Rate (TRIR) and Lost Time Incident Rate (LTIR) in NOV history.

	2018	2019	2020
TRIR	1.23	1.14	0.87
LTIR	0.52	0.42	0.39
Fatalities	0	0	0



Global Alignment of Safety Programs

We restructured the HSE organization to better serve employees and align safety programs both at a global level and within business segments and regions. This allowed us to eliminate duplication of effort across business segments, establish baseline standards for the entire company and provide a more streamlined, efficient training program.

Global programs initiated in 2020 include:

Life Saving Rules | NOV adopted the International Association of Oil & Gas Producers' (IOGP) Life-Saving Rules to ensure alignment with industry practices.

Global Training Courses | NOV released 14 globally adopted online training courses in multiple languages through our Achieve Learning Management System. In 2020, employees completed more than 627,000 hours of HSE training.

Stop Work Authority | NOV practices Stop Work Authority to empower workers to halt work when warranted. This program was relaunched in 2020 with globally aligned training, badges, and posters.

Observation Cards | The HSE Observation Card Program provides an updated, streamlined method for NOV employees, visitors, and contractors to record observations in a proactive effort to reduce risk, capture suggestions for improvement and provide an outlet for reporting HSE-related achievements and recognition.

Visitor HSE Induction | NOV adopted the Visitor HSE Induction Program companywide to ensure a consistent global process for greeting and educating customers, visitors, and guests.

Contractor Management Program | The Contractor Management Program ensures that risks associated with work performed by third parties on NOV sites are properly mitigated.

Chemical Safety Management | NOV has a centralized repository for Safety Data Sheets (SDS) to help facilities manage chemical risk by providing chemical risk analysis, easy-to-read one-page mini SDS, and easy access to emergency information and Personal Protective Equipment (PPE) for each SDS.

Communications | NOV HSE facilitates a safe, engaged and informed workforce by regularly communicating with employees at all levels through various channels such as email notifications and toolbox talks.

Toolbox Talks | Toolbox Talks bring HSE topics directly to all employees, regardless of computer access. These discussions allow managers to have open, frequent, and in-person communication about HSE topics that can affect employees both at work and at home.

HSE Management System | We conducted a rewrite of our Corporate HSE Management System to include new requirements found in ISO 45001:2018 and ISO 140001:2025 versus those in OHSAS 18001:2007.

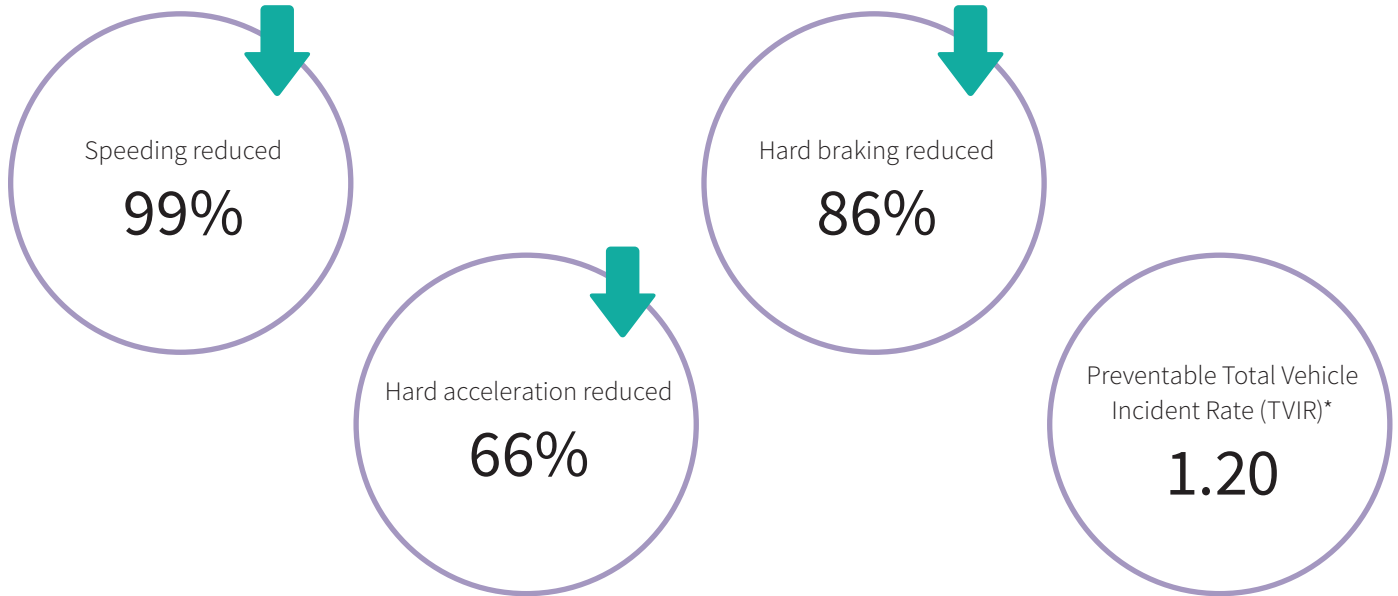


In 2020, employees
completed more than
627K hours
of HSE training.

Transportation Safety

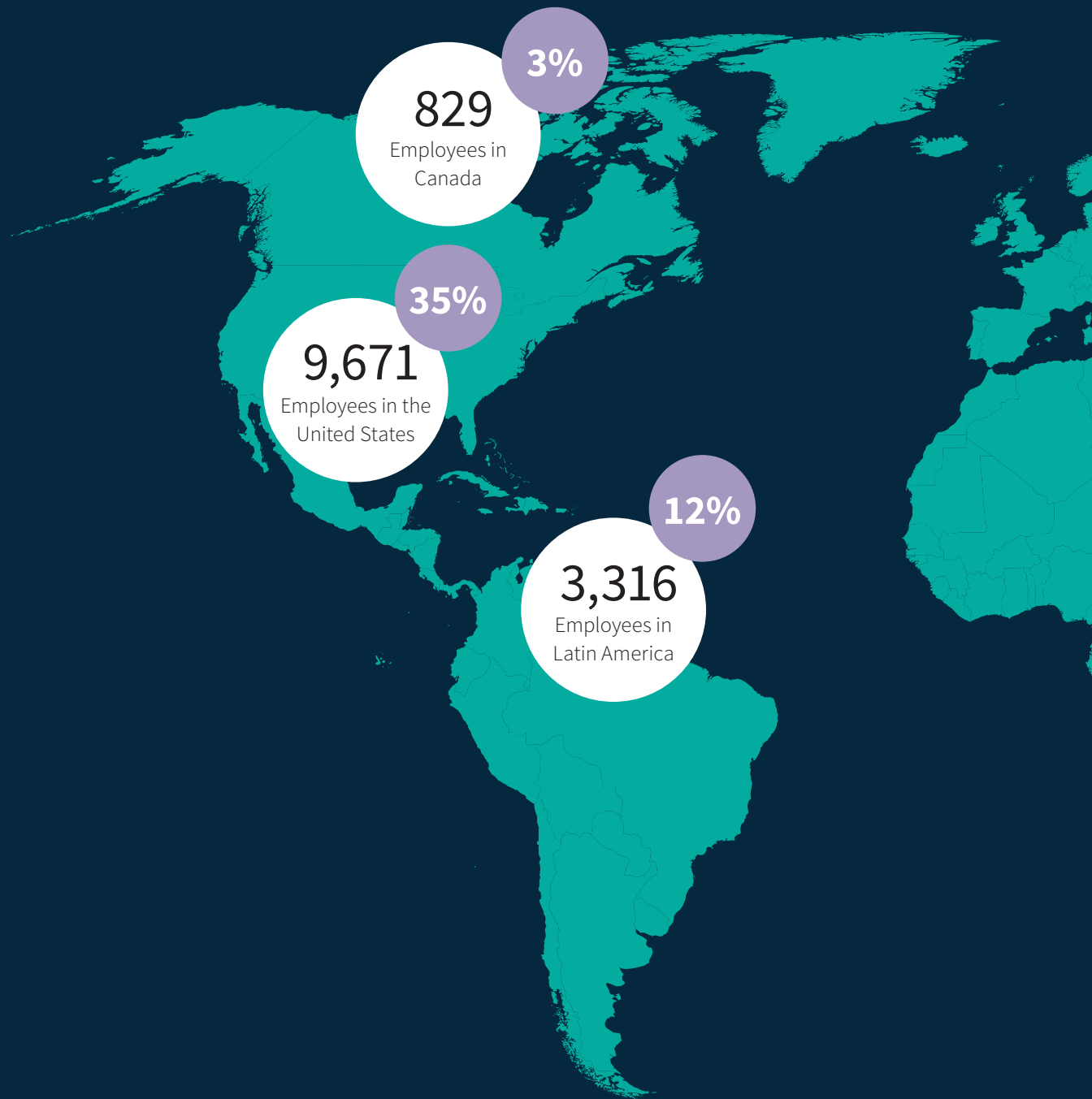
NOV began implementation of the In-Vehicle Monitoring System (IVMS) program in the US and Canadian fleets. The program allows us to analyze and improve road transport planning and safety performance, provide regular, formal feedback to drivers and apply consequence management.

These below stats represent the change in driving behavior from week 3 to week 10 of our pilot. These results led us to move forward with the full implementation in the North America Fleet which began October 2020:

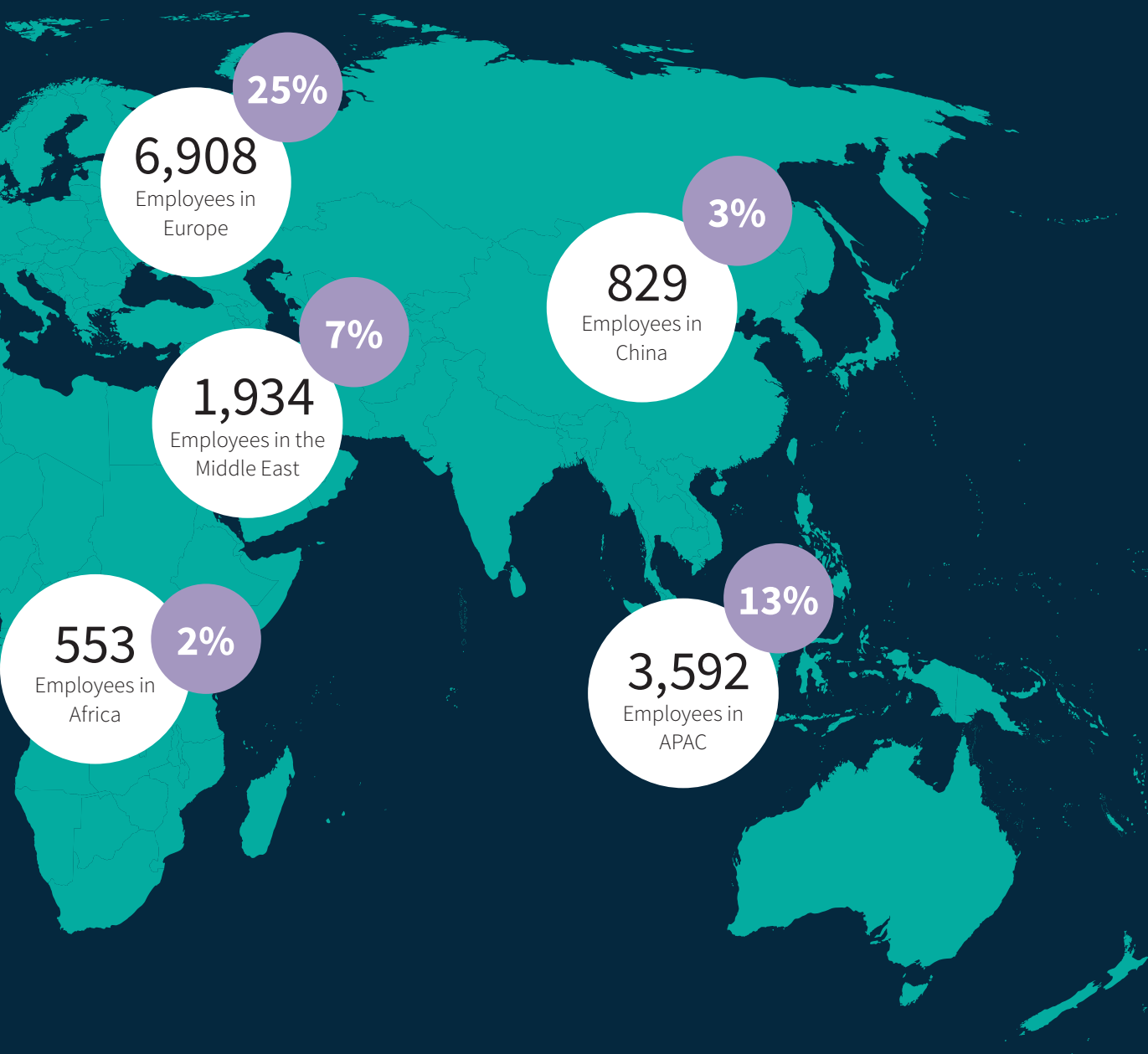


Social

We are invested in the wellbeing and growth of our employees across our diverse, global workforce. We know that our employees drive our success. By investing in opportunities for employee education, we strengthen each employee's potential while improving their overall work experience.



*Numbers calculated as of Dec. 31, 2020



Employee Engagement

We believe in cultivating a culture of collaboration and open dialogue at all levels.

Pulse Survey | We experienced our highest participation rate ever in the 2020 Pulse Survey and received overwhelmingly positive results in areas such as teamwork, cooperation, meaningful work, and expectations.



Organizational Development (OD) | The learning programs offered by Corporate OD are focused on building specific skills related to leading people. The audience is mainly managers, leaders and a small number of individual contributors who may be moving up to people management roles. Technical learning is offered by each business segment or function and focused on upskilling employees in their specific technical or functional areas of expertise.



5.3k
total views

COVID-19 Leadership Video Series |

Our COVID-19 Leadership Video Series connected all employees with our Chief Information Officer, Chief Administrative Officer (HR) and Chief Health, Safety, Security, and Environmental Officer in a transparent way that provided employees with comfort that NOV had solutions in place to protect their health and safety throughout the pandemic while also minimizing disruption to their ability to continue to work.

Company Conversations |

Our Company Conversations program features conversations with NOV Executives about where we are, where we are going and how we plan to get there. These videos are sent to our global workforce and are available in multiple languages to enhance accessibility.



8.8k
total views

“ At NOV, our employees are our greatest assets and the driving force behind our success. We value the innovation and creativity that comes from fostering a diverse and inclusive workplace.

Clay Williams

Chairman, President and Chief Executive Officer



Community Relations

Community investment for NOV includes the provision of volunteer hours and donations to non-profit organizations that benefit or bring awareness to our core focus areas of science, technology, engineering, and math (STEM), human health, and social services. Some highlights include:

- In 2020, NOV and its employees contributed \$1,000,000 to the **United Way**, an organization focused on supporting the local community with financial, emotional, and educational programs for families in need.
- NOV made a \$100,000 donation to the **American Heart Association**, supporting the **Go Red for Women program** which advocates for heart health awareness in women, as well as the **Bear Bryant Award scholarship foundation**.
- To advance our investment in STEM education and energy technology, NOV pledged to donate \$1,000,000 to the **University of Texas Engineering building**.
- NOV donated nearly 1,700 computers to **Comp-U-Dopt** to help provide computers for students during the COVID-19 pandemic.
- Additional examples of NOV-supported programs in 2020 include **Houston Texans Anti-bullying campaign, Snowdrop Foundation, Texas Children's Hospital, Houston-area scholarships, Boy Scouts of America, Texas Hearing Institute, Child Advocates of Fort Bend**, and more.

Diversity

NOV is known for its industry leadership, innovation, dynamic culture and resilience due in part to our commitment to maintaining a diverse workforce, individual inclusion, and equal opportunities. Seeking ideas from individuals of differing backgrounds and perspectives makes good business sense and enriches all facets of our business. Different life experiences, gender, age, race, ethnicity, cultural background, sexual orientation, religion, language, education, abilities, and perspectives lead to more innovative and creative business solutions, more informed decision-making, greater employee engagement, and better retention and recruitment of top talent.

Awareness | We conducted internal HR workshops on Diversity, Equity, and Inclusion (DE&I) and communicated with our global workforce on the importance of diversity in the workplace.

Training | US Managers and US HR completed Unconscious Bias training to promote diversity and inclusion within their teams.

Human Trafficking Awareness

NOV joined the energy community and the Oil & Gas Trafficking Awareness Group (OGTAG) in 2020 to make a meaningful contribution to the city of Houston during National Human Trafficking Awareness Month and the Energy Empowers Freedom Tour. Over the course of the week-long event, NOV sponsored the Truckers Against Trafficking (TAT) Mobile Museum and hosted informational sessions with six local non-profits for NOV employees with the aim of raising public awareness and exploring ways NOV and its employees can assist in the process of locating and offering support to trafficked victims.

Of NOV's global workforce,
women make up:



16%

of all employees



23%

of salaried employees



20%

of our executive suite

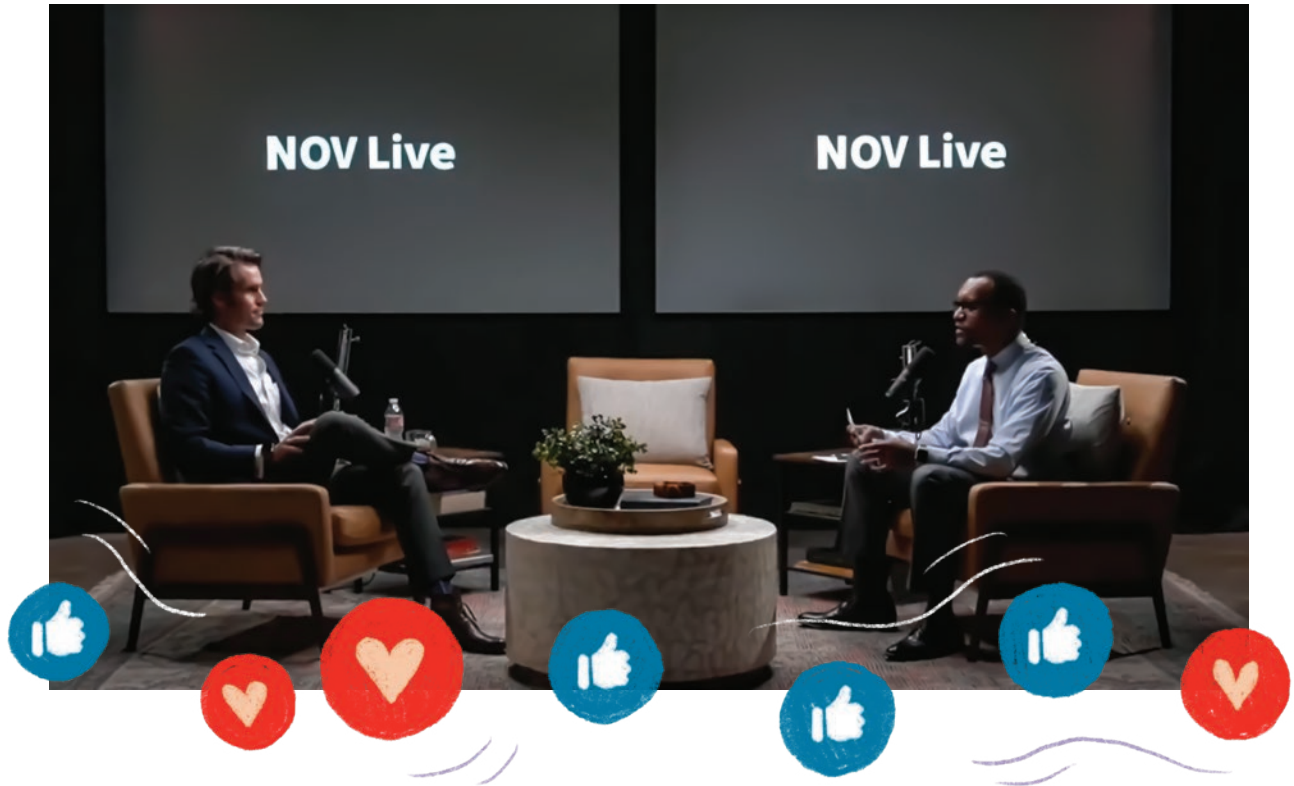


22%

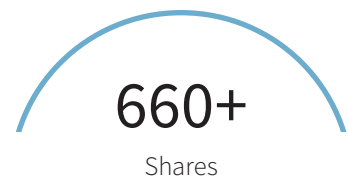
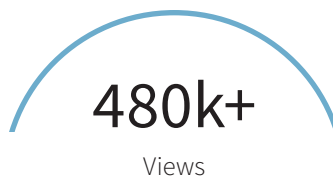
of our board of directors

NOV on Social Media

NOV produces a series of weekly broadcasts that helps bolster our reputation as a technology leader in the energy industry. The episodes, which are featured on nov.com/live, LinkedIn, YouTube, and Facebook, provide platforms for communications across the industry with the added benefit of real-time interaction with viewers.



NOV Live | NOV Live features in-depth conversations with subject-matter experts from across all NOV segments. The broadcast provides background on the development and application of NOV's latest innovations, focusing on the differentiators and operational value that keep our technologies at the forefront of the industry.





Insight Out | This weekly series showcases interviews from thought leaders and respected voices from a wide range of organizations. Covering both current economics and future developments, the broadcast reviews the state of our industry at a macro and micro level while discussing the influence of various factors across the business landscape.

2M+
Impressions

260k+
Views

280+
Shares

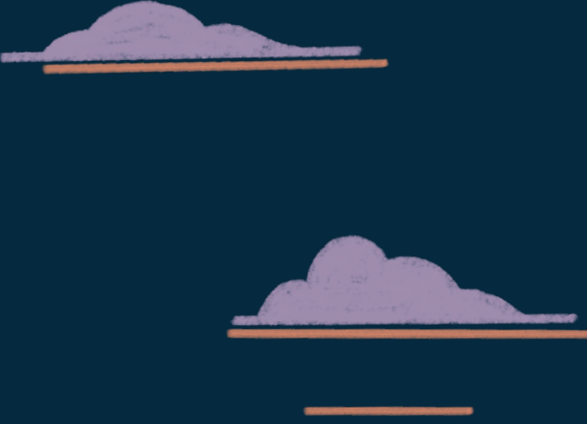


Environmental Stewardship

At NOV, we embrace environmental stewardship through thoughtful procedures and processes designed to mitigate risks and protect the environment in which we operate. We provide sophisticated technologies, products, and services that enable our customers and our facilities to operate in a way that is both environmentally conscious and maintains compliance with local rules and regulations. This year, to remain committed to our sustainability efforts, we focused on the following:

Capturing environmental data | 2020 marked the start of a new environmental database, designed to collect and monitor environmental metrics to aid NOV with compliance and environmental, social, and governance (ESG) reporting.

Consolidating facilities | As we adjust to the changing landscape of the oil & gas industry, we reevaluated our facility needs. By making a conscious effort to consolidate facilities where needed, we reduced our carbon footprint and conserved valuable resources.

An illustration of two stylized, purple, fluffy clouds floating in the sky. Each cloud is positioned above a thin, horizontal orange line, suggesting a horizon or a layer of atmosphere. The clouds are rendered with soft, rounded edges and a textured, stippled appearance.

“ As the industry shifts its focus to renewable energy, we know NOV can help our customers safely and cost-efficiently produce energy **no matter the source.**”

Clay Williams
Chairman, President and Chief Executive Officer





Governance

At NOV, we are committed to, and recognize, the importance of good corporate governance and high ethical standards.

Modern Slavery and Anti-Forced Labor | NOV upholds human rights in all our operations and facilities. We have a strict zero-tolerance approach to modern slavery and human trafficking. As part of this approach, we have published our Anti-Forced Labor Policy and are incorporating it into our supplier agreements. We have also published a Modern Slavery Statement that provides more detail concerning our efforts in this area.

Diverse Board of Directors | Our Board of Directors is made up of 22% female members, 11% racially/ethnically-diverse members, and has representation from multiple industries.

Training | We recognize that our commitment to good corporate governance cannot end at the implementation of policies. We expect our employees to implement and follow these various policies in all their work activities. To support this, we develop and deploy training to our employees on a host of governance issues that are relevant to each employee's role in our organization. We require all employees to be trained on topics such as our Code of Conduct and workplace behavior but also provide more specialized training on topics such as anti-corruption, supply chain risks, safety issues, and a host of other topics.

Code of Conduct | NOV is committed to operating in the right way. This means molding our business practices around core principals and policies that derive from NOV's commitment to an organization that is ethical, respectful, and accountable to its stakeholders. These core policies are set forth in our Code of Conduct, which operates as the framework from which many other more focused governance policies and procedures are implemented.

Anti-Corruption and Anti-Bribery | NOV recognizes the serious harm that corruption creates not only for our business, but also for the communities in which we operate. Our Anti-Corruption and Anti-Bribery Policy provides employees and others working with us clear policies that prohibit corrupt business practices, and we provide training on these policies. We also have implemented several internal business controls designed to detect and prevent corrupt business practices.





An aerial night view of a city with illuminated buildings and streets. Several white birds are flying in the dark sky. The overall color palette is dark blue and purple, with some orange and green accents from the city lights and decorative elements.

Energy and Human Welfare

At NOV, we believe that one of the strongest drivers of improvement in the human condition over the past 150 years has been the increase in the availability of affordable and reliable energy, a development made possible primarily by hydrocarbons. As the world grapples with the transition to low-carbon energy sources, a key challenge for us is how to promote the use of renewable energy sources without compromising the tenets of accessibility and reliability that have underpinned hydrocarbons for decades.

Hydrocarbon products have enabled the rapid modernization of transportation, electrification, and industrialization all over the world, developments that have significantly improved the average quality of life for billions of people. Modern travel via automobiles and airplanes run on hydrocarbons and connects us to one another across the world more closely than any other time in history. Modern heating and cooling systems powered by hydrocarbon-fueled plants have rendered places once completely inhospitable not only livable, but also comfortable for people of all socioeconomic backgrounds. Mobile phones, vaccines, pharmaceuticals, batteries, and fertilizers all derive from the petrochemical industry. In short, our modern lifestyle has been made possible by hydrocarbons.

NOV facilitates access to reliable, affordable, and clean energy around the world, a key driver of improved life expectancies and declining global poverty.

Importantly, the affordable and reliable nature of hydrocarbon energy sources will continue to play a pivotal role in enabling the economic progress of many under-developed regions. We must find a way to achieve our global goal of reducing carbon emissions without denying a significant portion of the world's population access to the same affordable, stable energy that has advanced human welfare so dramatically in the developed world.

We must acknowledge that, in addition to time and significant investment, the transition to a low-carbon future also requires the balancing of a myriad of social, environmental, and economic interests that are not always perfectly aligned. As a leading provider of technology to both the hydrocarbon and renewable energy industry, NOV is focused on purposeful innovation that will ensure access to life-changing, reliable, and affordable energy for all humanity while minimizing environmental impact.

Energy Transition

While oil and gas will remain critical to powering the global economy, the transition to clean, carbon-neutral energy sources represents an enormous opportunity for organizations that can improve the economic competitiveness of renewable energy. As a leading provider of technology and equipment to the global energy industry, NOV is uniquely positioned to be a key participant in the world's transition to a low-carbon future. We are experts in building large, complex machinery with extreme precision at scale in remote parts of the world and employ dedicated, imaginative scientists and engineers with expertise in materials science, power systems, robotics, automation, and a host of other fields. Thus, as the world continues to work towards a low-carbon future, NOV's core competencies leave us well positioned to develop proprietary solutions to improve project execution, drive higher capital returns, and lower the levelized costs of renewable energy.

In 2020, NOV held its second Energy Transition Workshop. The goal of the workshop is to promote collaboration and knowledge-sharing amongst engineers and thought leaders from across our global employee base. Appreciating that different business units have different business cases, perspectives and experiences with technologies, this annual event provides a forum for teams to share these experiences with the wider audience in a way that promotes discussion and critical evaluation.



In the following section, we detail some of our current ventures in the world of renewables, ranging from well-established, profitable businesses to some of our earlier-stage efforts.



The background features a dark blue sea with white and light blue wavy lines representing waves. Numerous white wind turbine icons are scattered across the scene. At the bottom, a landmass is depicted with a green and yellow textured pattern. Five white circular callouts are placed throughout the image, each containing a statistic. The NOV logo is in the bottom left, and the email address 'sustainability@nov.com' is in the bottom right.

2/3

of the North Sea's
wind turbines are
installed with an NOV
designed jack-up

50+

years experience in
offshore operations

80%

of global offshore wind
turbines installed with
a BLM and GustoMSC
designed jack-up.

100

tower sections to be
constructed at NOV
Pampa facility

Fixed Offshore Wind

Drawing on our expertise in the oil & gas jack-up vessel design, robust aftermarket network, and strong reputation in marine equipment design, NOV has become the leading provider of global equipment and design for offshore wind turbine installation vessels. The majority of the world's 30 gigawatts of installed offshore wind power has been constructed with NOV-designed vessels and equipment. NOV's proprietary telescoping cranes, jacking systems and deck equipment are playing a pivotal role in lowering installation costs and improving economics for offshore windfarm developers. Due to the increasingly large rotor diameters, nacelle weights, and hub heights of the next generation of wind turbines, the wind industry requires new, large installation vessels outfitted to handle the greater lift capacity and demands. With the annual amount of offshore wind capacity installed expected to double by 2025, we expect this business to grow over the next few years.

Floating Offshore Wind

The emerging floating offshore wind market presents one of the great renewable resource opportunities of the next decade. While the floating wind market is currently sitting in a pre-commercial development phase, we believe this market will experience rapid growth through 2030 and are working with industry players to develop technologies that will mitigate project execution risk. Our patent-pending Tri-Floater semi-submersible floating foundation is designed with that objective in mind, utilizing NOV's expertise in marine design to develop a turbine foundation that requires less steel than competing offerings while still allowing full quayside construction. NOV was a partner in the design and build of the first US offshore floating wind prototype in composites with the University of Maine.

Onshore Wind

NOV is developing technology to construct and service increasingly taller wind towers that enable improved onshore wind project returns. Higher hub heights allow turbines to reach stronger winds, significantly increasing energy capture, lowering energy cost, and expanding the regions where wind projects can be profitably developed. NOV's core design and manufacturing competencies for large, industrial capital equipment, including cranes, lifting tools, and rotating machinery, uniquely position NOV to develop fit-for-purpose wind components and installation equipment to facilitate building onshore wind turbines at higher hub heights.

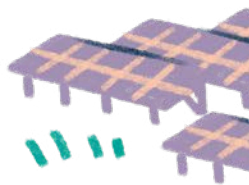
NOV has invested in Keystone Tower Systems (KTS), which has developed a patented tapered spiral-welding process that enables automated wind tower section production. The proprietary process significantly decreases tower section production times and reduces costs. Additionally, the process enables in-field manufacturing operations, which eliminate many of the logistical limitations associated with transporting the larger diameter sections necessary for tall tower developments. KTS's first commercial line is currently under construction within NOV's facility in Pampa, TX, with production expected to begin in the second half of 2021.

NOV is also developing a fit-for-purpose onshore wind tower erection system. Constructing onshore wind towers currently requires large crawler cranes, which provide advantaged mobility at low and moderate hub heights but are significantly less efficient at high hub heights. NOV's technology, built upon the intellectual property, control systems, and experience developed through mobile desert and arctic drilling rig design, uses a tower crane in conjunction with a unique mobility system. This patent-pending combination creates a structurally-sound, mobile tower crane that is expected to significantly improve the safety, reliability, and efficiency of tall wind tower installation processes.



Solar

NOV has established an internal solar organization to spearhead supply-chain optimization and industrial engineering efforts in solar equipment design and production. The team is focused on developing a best-in-class, field-installed, single-axis tracker system with particular emphasis on installation ease, component cost reduction, and system reliability. We are currently soliciting EPC partnerships to co-develop a utility-scale one-in-portrait tracker solution and are in the process of evaluating sub-utility scale precertification deliveries for accelerated field deployment and field product testing.



Geothermal

Many of our oil and gas products are being used today for drilling geothermal wells. NOV's top drives, blowout preventers, drill pipe, drill pipe inspection and coating, liner hangers, completion tools, drill bits, and full land rig packages have been a critical part of global geothermal development. However, the service capabilities of these technologies are often limited by the electronic sensors and components to a maximum temperature of 350 °F (175 °C). Addressing this limitation has been a key focus of our geothermal initiative. Specifically, we are working on ways to harden these sensors and components in order to extend their operating temperature up to 570 °F (300 °C), which covers 90% of the geothermal fields. In 2020, NOV signed a letter of support with the National Renewable Energy Laboratory for the development of high-temperature sensing electronics in downhole smart drilling tools that will further enhance our differentiated geothermal portfolio. In addition, our ReedHycalog, Downhole, and Tuboscope businesses have been developing fit-for-purpose geothermal offerings that are designed to greatly enhance drilling efficiencies in geothermal operations.

70+

products and services to address geothermal needs

NOV has provided

18 rigs

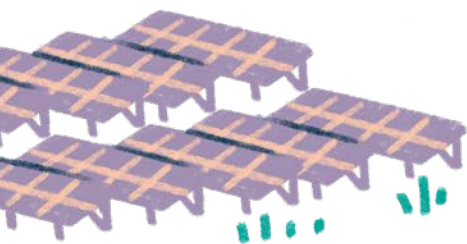
for global geothermal applications in the last 15 years

Our choke valves can withstand temperatures up to

650 °F

30+

years of experience in geothermal market



Carbon Capture

NOV is leveraging its upstream oil & gas processing system expertise to develop post-combustion carbon capture technology. Our Generation Zero design is expected to remove 90% of total CO₂ from flue gas at a natural gas power plant, equating to approximately 400,000 tons removed per year and more than 10 million tons removed over the 25-year operational life of a plant. The industry-leading track record of our Wellstream Processing business has enabled close collaboration with a large international oil company on CO₂ dehydration and deoxygenation packages. Additionally, our Fiberspar™ composite pipe is currently in use for CO₂ transport applications in the western US, and our APL business's turret and mooring systems are facilitating the development of offshore carbon reinjection sites.

Biogas

The biogas market presents the unique opportunity of harvesting agricultural and commercial waste to produce low-carbon energy. NOV has been a supplier to the waste industry for decades and is currently developing equipment packages to enhance the growth of this industry – our Chopper Hopper™ combines solids-reduction technology and transfer pumping for efficient biofuel transfer that can be used at both commercial and industrial locations. Using NOV's solids and gas separation technologies, we are developing a biogas demonstrator concept at the Springett Technology Center, NOV's research and development center in Navasota, Texas.

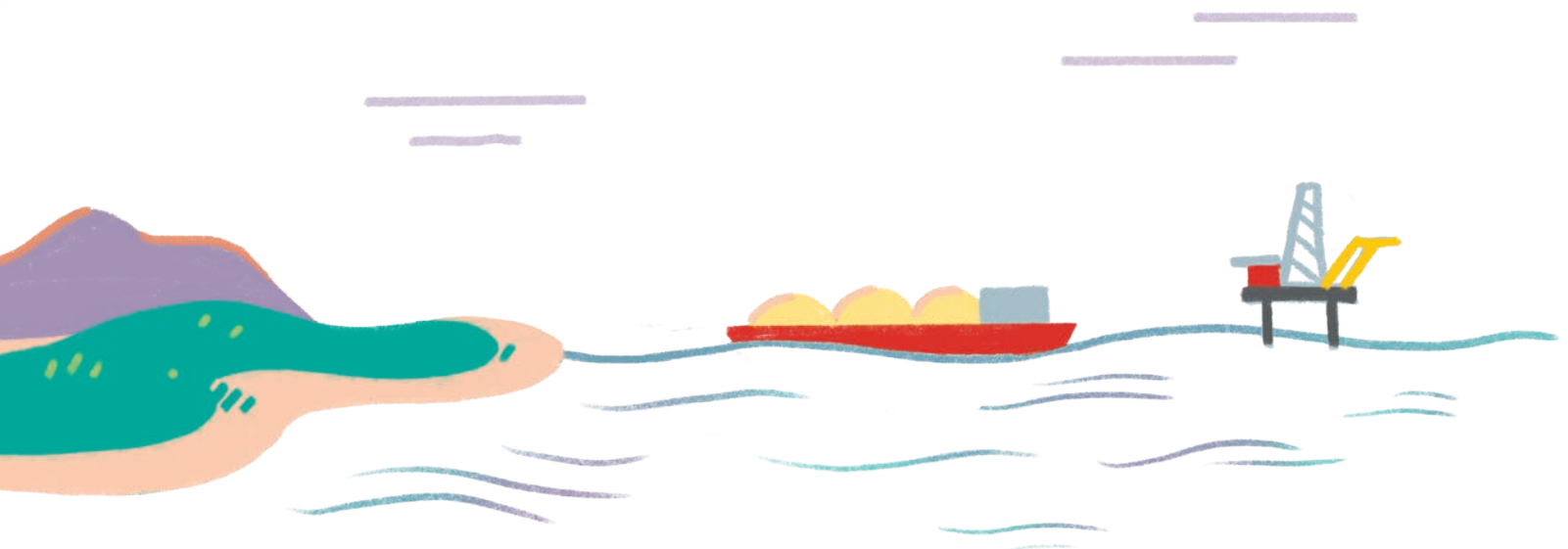


Hydrogen

NOV is working to develop technology that will help improve the economics of hydrogen systems. Previously, NOV Fiberspar™ was selected for testing funded by the Department of Energy (DOE), resulting in ASME (American Society of Mechanical Engineers) codification of fiber-reinforced composite pipe for onshore hydrogen transport. Additionally, flexible pipe solutions have the potential to be used for offshore hydrogen transport for which NOV thermoplastic composite pipe is also uniquely suited. Currently, we are evaluating low-capex/high-throughput electrolyzer technology opportunities to enable our entry into the green hydrogen market. NOV has developed solutions for water treatment that we are investigating for utilization as a central technology to enable the use of seawater in the production of hydrogen. NOV also has an ongoing consulting project with a carbon-tech start-up for a blue ammonia production concept in Norway.

Hydrogen Injection

Successful tests of a hydrogen (H₂) injection technology for diesel- and gas-powered equipment were conducted at the Springett Technology Center. The process involves injecting pure H₂ into the air intake prior to the turbo unit of the genset. Injecting at low pressure means there is no stored pressure source, and H₂ is generated as needed. These units act as a kit that can be fully retrofitted into existing equipment without the need to reprogram the engine control module. Testing has shown a positive impact on emissions reduction and fuel savings, and the technology can be implemented in any diesel- or gas-powered equipment involved with oil and gas operations.



Ideal eFrac Fleet vs. conventional options

Up to

89%

reduction in fuel cost

Up to

40%

reduction in Total Cost of Ownership

Up to

42%

reduction in over-the-road traffic

Up to

74%

reduction of CO₂e emissions

A Sustainable Oil and Gas Industry

NOV is committed to providing products and services to the oil & gas industry that economically reduce carbon intensity and deliver superior performance. We have pioneered numerous solutions for improving the industry's safety and environmental footprint, including our closed-loop solids control and thermal desorption systems, dual-containment flowline technologies, solar pumping systems, and hydrocarbon leak detection systems, among others. NOV remains committed to reducing emissions and improving industry sustainability.

Energy Recovery

NOV's PowerBlade™ Kinetic Energy Recovery System (KERS) is a regenerative braking technology that utilizes both flywheel energy and lithium-ion battery energy storage to significantly reduce fuel consumption and emissions associated with drilling and hoisting. The PowerBlade™ system captures and regenerates electrical energy that would have previously dissipated as heat when a drawworks, crane, or winch slows and stops. The PowerBlade™ system then returns this energy when needed.

Smarter Fracking

The Ideal eFrac™ fleet delivers advanced well stimulation technology while dramatically reducing emissions and decreasing total cost of ownership. The patent-pending Ideal eFrac™ system enhances wellsite safety by reducing complexity and removing personnel from hazardous environments. In addition to lower operating emissions and greater power density, the Ideal eFrac™ system is less disruptive to neighboring communities due to its reduced noise and smaller footprint, requiring 40 percent fewer truckloads for delivery.

Composite Solutions

We provide a wide variety of composite solutions, including piping systems, fiberglass structures, and pressure vessels, that weigh less than steel counterparts. These solutions are significantly more resistant to the costly damage caused by corrosion and reduce the risk of leaks and spills of environmentally hazardous materials.

Digital Solutions

NOV is developing digital solutions that support industry-wide efforts in low-carbon applications. We are focused on areas such as remote control, reducing the carbon footprint of on-site personnel, removing employees from potentially hazardous situations and smart efficiency. In addition to these technologies, we are developing artificial-intelligence and machine-learning systems that will optimize performance, minimize energy requirements, eliminate costly, premature maintenance on equipment and help keep employees out of harm's way. Using advanced models and digital twins, we can offer our customers an impactful tool that predicts and manages new system efficiencies while eliminating waste.

Topic	Disclosure	Disclosure Description	Disclosure Data and Location
General Disclosures	102-1	Name of the organization	NOV Inc. Form 10 - K
	102-2	Activities, brands, products and services	Form 10 - K
	102-3	Location of headquarters	Houston, TX Form 10 - K
	102-4	Location of operations	Global Form 10 - K Social, Pgs. 12-13
	102-5	Ownership and legal form	Form 10 - K
	102-6	Markets served	Form 10 - K Message from Clay, Pg. 3 Energy Transition, Pg. 26
	102-7	Scale of the organization	27,631 Employees; 61 Countries Form 10 - K Social, Pgs. 12-13
	102-8	Information on employees and other workers	Form 10 - K Social, Pgs. 12-13
	102-14	Statement from senior decision-maker	Message from Clay, Pg. 3
	102-15	Key impacts, risks and opportunities	Form 10 - K Message from Clay, Pg. 3
	102-16	Values, principles, standards, and norms of behavior	Conduct and Ethics Site
	102-17	Mechanisms for advice and concerns about ethics	Conduct and Ethics Site
	102-18	Governance structure	Corporate Governance Site
	102-19	Delegating authority	Corporate Governance Site
	102-20	Executive-level responsible for economic, environmental, and social topics	NOV ESG Steering Committee, Pg. 5
	102-21	Consulting stakeholders on economic, environmental, and social topics	Corporate Governance Site
	102-22	Composition of the highest governance body and its committees	Corporate Governance Site
	102-23	Chair of the highest governance body	Corporate Governance Site
	102-24	Nominating and selecting the highest governance body	Corporate Governance Site
	102-25	Conflicts of interest	Conduct and Ethics Site
	102-26	Role of highest governance body in setting purpose, values and strategy	Corporate Governance Site
	102-27	Collective knowledge of highest governance body	Corporate Governance Site
	102-28	Evaluating the highest governance body's performance	Corporate Governance Site
	102-29	Identifying and managing economic, environmental, and social impacts	NOV ESG Steering Committee, Pg. 5
	102-31	Review of economic, environmental, and social topics	NOV ESG Steering Committee, Pg. 5
	102-33	Communicating critical concerns	Conduct and Ethics Site
	102-35	Remuneration policies	Corporate Governance Site
	102-36	Process for determining remuneration	Corporate Governance Site
	102-37	Stakeholders' involvement in remuneration	Corporate Governance Site

Topic	Disclosure	Disclosure Description	Disclosure Data and Location	
General Disclosures	102-41	Collective bargaining agreements	Form 10 - K	
	102-45	Entities included in the consolidated financial statement	Form 10 - K	
	102-50	Reporting period	2020	
	102-51	Date of most recent report	2019	
	102-53	Contact point for questions regarding the report	nov.com/sustainability sustainability@nov.com	
Economic Performance	201-1	Direct economic value generated and distributed	Form 10 - K	
	201-3	Defined benefit plan obligations and other retirement plans	Form 10 - K	
Indirect Economic Impacts	203-2	Significant indirect economic impacts	Energy and Human Welfare, Pg. 27 Message from Clay, Pg. 3	
Anti-Corruption	205-2	Communication and training about anti-corruption policies and procedures	Conduct and Ethics Site	
Employment	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Form 10 - K	
Occupational Health and Safety	403-1	Occupational health and safety management system	HSE Management System Health and Safety, Pg. 10	
	403-2	Hazard identification, risk assessment, and incident investigation	Form 10 - K Health and Safety, Pg. 10	
	403-4	Worker participation, consultation, and communication on occupational health and safety	Health and Safety, Pg. 10	
	403-5	Worker training on occupational health and safety	Health and Safety, Pg. 10	
	403-6	Promotion of worker health	Form 10 - K COVID-19 Response, Pg. 6	
	403-8	Workers covered by an occupational health and safety management system	HSE Management System Health and Safety, Pg. 10	
	403-9	Work-related injuries	TRIR -0.87 LTIR - 0.39	
	403-10	Work-related ill health	Fatalities - 0 Health and Safety, Pg. 9	
	Training and Education	404-1	Average hours of training per year per employee	Average of 23 hours per employee (627k total) Health and Safety, Pg. 9 Social, Pgs. 12-13
		404-2	Programs for upgrading employee skills and transition assistance programs	Form 10 - K Employee Engagement, Pg. 14
Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees	Form 10 - K Social, Pgs. 12-13 Diversity, Pgs. 16-17 Governance, Pg. 23	
Child Labor	408-1	Operations and suppliers at significant risk for incidents of child labor	Conduct and Ethics Site	
Forced or Compulsory Labor	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Conduct and Ethics Site	
Human Rights Assessment	412-1	Operations that have been subject to human rights reviews or impact assessments	Conduct and Ethics Site	
	412-2	Employee training on human rights policies or procedures	Conduct and Ethics Site Governance, Pg. 23	
Public Policy	415-1	Political contributions	Conduct and Ethics Site	

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