

Equality statement

Intelliserve Norge 2021

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 from differing backgrounds and perspectives makes good business sense. Different life experiences, gender, age, religion, race, ethnicity, cultural background, sexual orientation, language, education, abilities, perspectives, etc., lead to more innovative and creative business solutions, more informed decision-making, greater employee engagement, and better retention and recruitment of top talent.

Gender equality

There are 4 employees, including 1 woman. The Company's Board of Directors are all male. The working time arrangements of the Company are linked to the job function and are not dependent on gender. All employees work full time.

Principles, procedures and standards for equality and prevention of discrimination

NOV's foundation is its global family where there is mutual respect among diverse individuals. Each member of our NOV global family has an integral role in fostering an inclusive environment and ensuring a non-discriminatory approach to our employment and business practices. We encourage our employees to share their individual perspectives, experiences, and ideas with others. We value creating a welcoming environment for different perspectives to be shared and heard with an open mind. At all times, we engage in respectful dialogue.

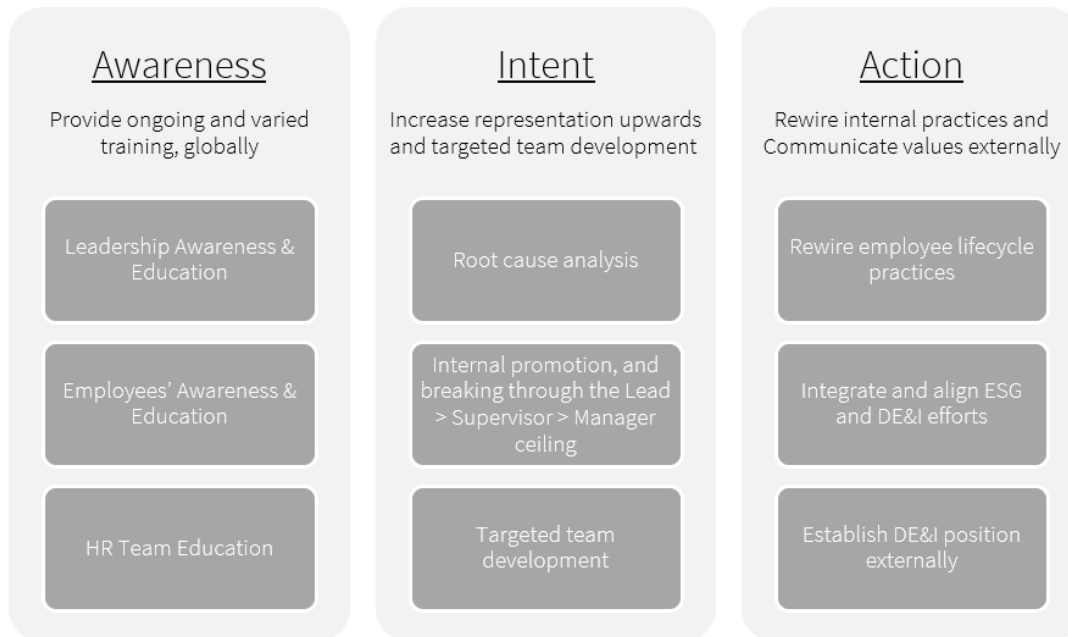
In support of a diverse, inclusive workforce, NOV intends to:

- Explore and leverage various recruitment approaches and avenues to attract a demographically broad range of top talent.
- Train our hiring team on diversity, equality of opportunity, and inclusion principles. Be more intentional and conscious of the potential for bias during the hiring, promoting, or evaluating process to provide equality of opportunity for candidates and employees.
- Help leaders across NOV create opportunities for enhanced diversity, inclusion, and equality of opportunity based on merit and performance, within the context of their own team. Create awareness of inclusive practices and provide tools to resist improper bias.
- Create feedback loops and metrics that allow managers to gauge how they are meeting diversity, inclusion, and equality of opportunity as important goals.

Ultimately, just as our businesses work together to offer various products and services that provide synergistic solutions for our customers, the sum of our individual perspectives and worldviews work together, to form the "DNA" of NOV, and allow us to provide incomparable service above all. As individuals, we are valuable. Together, we are powerful.

What we do to promote equality and non-discrimination

NOV Diversity and Inclusion Framework



NOV initiated the following measures in 2021

- NOV DE&I Statement distributed globally
- Continued participation in Energy Workforce & Technology Council “The Council” Inclusion & Diversity Programs
- Presented DE&I statistics and proposed DE&I strategy/goals to Executive Team(s)
- Initiated employee lifecycle evaluation with taskforce team
- Provided global TA team, Unconscious Bias Skill Up
- Distributed DE&I HR Survey

In 2022 Diversity, Equity and Inclusion is a global area of focus for NOV, and locally we will work more closely with employee representatives to identify potential risk and initiate the right measures.