



Modern Slavery Statement

This statement is made by ChampionX Corporation (ChampionX or the Company) pursuant to Section 54, Part 6 of the U.K. Modern Slavery Act 2015 and Section 11 of Australia's Modern Slavery Act 2018 on behalf of its affiliates conducting business in the United Kingdom and Australia and covered by the act, as listed in Appendix A. This statement is issued for the fiscal year ended 2024.

ChampionX Commitment

At ChampionX, we are committed to responsible business practices, compliance with applicable laws, high standards of integrity and ethical conduct, and respect for the rights and dignity of all people. Consistent with the principles set forth in our Human Rights Policy, ChampionX strictly prohibits slavery, servitude, forced labor, child labor, and human trafficking, collectively "modern slavery." We have taken steps and will continue to do so to prevent and detect modern slavery in our operations and supply chain, as described below.

Corporate Structure

Corporate Entity

ChampionX is a global leader in chemistry solutions, artificial lift systems, and highly engineered equipment and technologies that help companies drill for and produce oil and gas safely, efficiently, and sustainably around the world. Our products provide efficient and safe operations throughout the lifecycle of a well with a focus on the production phase of wells. We conduct business in more than 60 countries in regions across the globe including North America, Europe, Middle East, Asia, Africa, and South America.

ChampionX is organized into four (4) reportable business segments:

- (1) Production Chemical Technologies (PCT);
- (2) Production & Automation Technologies (PAT);
- (3) Drilling Technologies (DT); and
- (4) Reservoir Chemical Technologies (RCT).

We refer to the PCT and RCT segments together as the Chemical Technologies (CT) business. Our [2024 Annual 10-K Report](#) and our [2023 Sustainability Report](#) provide more information on the structure and location of our workforce.

Local UK Entities

ChampionX UK Limited is a private limited company which serves as a holding company for the majority of the Eastern Hemisphere ChampionX operations. As of June 2025, ChampionX UK Limited fully owns the following UK entities with operations in the UK:

- Champion Technologies Ltd which is a private limited company that serves the CT business and provides chemicals and associated services to the oil and gas industry, both onshore and offshore, servicing a wide customer base from large multinational companies to small independent firms. The chemicals supplied range from commodities to specialty products and services range from the provision of manpower, tank rentals, and laboratory analysis. Champion Technologies Ltd is based in Aberdeen and employs 301 employees.
- RMSpumptools Limited which is a private limited company that serves the PAT business segment and provides highly engineered mechanical and electrical solutions for complex artificial lift applications. The RMSpumptools entity is registered in North Yorkshire and employs 120 employees. ChampionX acquired RMSpumptools in July 2024.

Artificial Lift Performance Limited is an additional private limited company and UK entity that serves the PAT business segment and provides advanced analytics and software solutions for enhancing oil and gas production performance. Artificial Lift Performance is owned by ChampionX LLC, is based in Edinburgh and employs 12 employees. ChampionX acquired Artificial Lift Performance in February 2024.

Local Australian Entities

ChampionX in Australia operates through two operating entities, collectively referred to as the “Australian Entities”:

- Apergy Artificial Lift Pty Ltd (PAT)
- ChampionX Australia Pty Ltd (CT)

Apergy Artificial Lift Pty Ltd

Apergy Artificial Lift Pty Ltd (“Apergy Artificial Lift”) is a fully owned subsidiary of ChampionX Corporation and does not have ownership or control over any other company operations in Australia. It employs 59 full-time employees across Australia. Its primary manufacturing and assembly facility is in Willawong, Queensland, which is also home to the Finance, Human Resources, Engineering, and Supply Chain functions. The Willawong facility has capabilities to assemble, refurbish, and support multiple products. Its Brisbane office supports the Commercial Sales team. It also has regional facilities, including Chinchilla and Lonsdale, which support Field Service and Sucker Rod Pumps. Primary business operations consist of the supply of specialty artificial lift and production equipment for use in oil and gas production operations. The equipment is supplied from the main manufacturing and assembly facility in Willawong and regional shops in Chinchilla and Lonsdale.

ChampionX Australia Pty Ltd

ChampionX Australia Pty Ltd (“ChampionX Australia”) is a fully owned subsidiary of ChampionX Corporation and does not have ownership or control over any other company operations in Australia. It

employs 40 employees, primarily in Perth and Brisbane, which cover Sales, Technical Services, Supply Chain, and IT functions (primarily full-time employees, with a small number of fixed-term contract employees). Primary business operations consist of the supply of specialty chemical products for use in oil and gas production operations. The chemical products are supplied from a network of warehouse operations across Australia, subcontracted through specialist logistics companies that are licensed to handle chemicals. ChampionX Australia also operates a field service laboratory facility in Perth which conducts routine diagnostic testing to support customer field operations and chemical use.

Supply Chain

ChampionX's Supply Chain function is structured and organized to be responsive to the unique demands of the business segments and underlying operating companies.

UK

ChampionX's CT business in the UK utilizes two dedicated manufacturing sites: the Fawley reaction site that manufactures intermediates in Southampton and a blending facility in Aberdeen. Both sites have a dedicated plant manager and management team who cover production, logistics/planning, maintenance/projects, and technical quality and maintenance. The Fawley reaction site is unionized and operates with a Central Bargaining Unit that covers the production, maintenance, and laboratory technicians. Champion Technologies Ltd also uses a third-party for storing and packaging offshore containers in Aberdeen. Most raw materials are sourced from the European Union, though some are sourced from China, and intermediates are sourced from other ChampionX sites in North America and Singapore.

ChampionX's PAT business in the UK is centered around two operating units - RMSpumptools and Artificial Lift Performance. RMSpumptools' supply chain involves procurement of mechanical and electronic components from local and international suppliers, and manufacture of specialized equipment at locations in North Yorkshire and Aberdeen. RMSpumptools suppliers of machined components and OCTG (Oil Country Tubular Goods) are based in the UK (approximately 60%), China (approximately 30%), UAE, Europe and India; and suppliers of electrical cable are based in Europe, USA, and China. Artificial Lift Performance, a software firm with 12 employees, has a very limited supply chain.

Australia

Apergy Artificial Lift Pty Ltd

Within the PAT division of ChampionX, Apergy Artificial Lift's supply chain is managed by a Supply Chain Supervisor in Willawong. Apergy Artificial Lift maintains local warehousing facilities to manage inventory in Chinchilla and Adelaide, as well as manufacturing plants in Willawong. The products and materials supplied are those required for the oil and gas industry in Australia, such as driveheads and rodlocks. Approximately 60% of the products supplied are from ChampionX-owned business units located in the United States and Canada. The remaining products and materials are sourced from Australia, China, and North America. For example, Apergy Artificial Lift has a small number of suppliers based in China and

North America who supply engines and manufactured items, such as bell housings and variable rod pumps. Additionally, a local electrical subcontractor provides services to assist with Apergy Artificial Lift's manufacturing plant in Willawong.

ChampionX Australia Pty Ltd

Within the CT division of ChampionX, ChampionX Australia's supply chain is governed by an internal supply chain team who manages a network of third party subcontracted warehouses across Australia, including Perth, Karratha, Darwin, Brisbane, and Adelaide. A subset of these warehouse operations have facilities for chemical toll blending. The specialty nature of the chemicals requires that most raw materials are imported, mostly from ChampionX-owned chemical plants in the United States, UK, and Singapore. A small amount of specialty materials is purchased directly from chemical manufacturers in China and Europe.

Governance Framework

ChampionX's governance framework (which applies to all corporate subsidiaries, including the UK and Australian entities), together with our Code of Business Conduct & Ethics and the enabling policies and guidelines, demonstrate our commitment to responsible business practices, compliance with applicable laws, high standards of integrity and ethical conduct, and respect for the rights and dignity of all people. The Chief Compliance Officer serves as the executive sponsor on human rights. The Company's Ethics & Compliance Executive Committee (ECEC) provides oversight of Corporate Responsibility.

The [ChampionX Code of Business Conduct & Ethics](#) sets forth the expectation that we conduct business in a legally compliant and ethical manner, including interacting ethically with stakeholders—fellow employees, customers, suppliers, competitors, governments, and communities.

The [ChampionX Human Rights Policy](#) (effective February 16, 2023) is the foundation of our global human rights program and recognizes human rights as fundamental rights and freedoms to which every individual is equally and inalienably entitled. The Policy reinforces ChampionX's prohibition of slavery, servitude, forced or compulsory labor, human trafficking, and child labor. Additionally, ChampionX has implemented a [Global Anti-Human Trafficking Policy](#) which describes ChampionX's approach to combatting human trafficking. ChampionX expects all Company employees, as well as Company representatives and other third parties, to promptly report any concerns using one of the Company's reporting channels, including the Ethics Hotline, which is operated by an independent third party and can support anonymous reporting (see the [ChampionX Speak Up Policy](#) for a full list of reporting channels).



ChampionX has implemented a [Supplier Code of Conduct](#) (updated in 2023), which emphasizes the Company's commitment to operating in a socially responsible way that respects fundamental human rights. The Supplier Code states that ChampionX seeks to work with suppliers, contractors, consortium

partners, and consultants (collectively “Suppliers”) who share our values and ethical business practices. ChampionX requires CT Suppliers to review, acknowledge, and confirm receipt and compliance with the Supplier Code of Conduct upon onboarding. Alternatively, ChampionX will accept a Supplier’s Code of Conduct only if, upon review, it aligns with ChampionX’s Code.

Risk Mapping and Due Diligence

In 2024, ChampionX advanced its responsible sourcing strategy by enhancing its supplier risk assessment process, moving beyond platform-based scoring to include a broader range of qualitative and quantitative inputs. While the SEDEX platform continues to support our baseline ESG risk classification—aligned with the OECD Due Diligence Guidance for Responsible Business Conduct—our internal due diligence process also incorporates direct data gathered from suppliers and publicly available disclosures.

We utilize three key sources to evaluate human rights and sustainability risk and may deploy these approaches in different combinations to fit the operations of each business segment:

1. ChampionX Human Rights / ESG Questionnaire

Suppliers are requested to complete a tailored questionnaire covering key human rights and ESG indicators. This self-declared data allows us to assess the maturity of a supplier’s governance structure, their human rights commitments, screening of sub-tier suppliers, use of ESG technologies, and crisis response preparedness. In addition to completing the questionnaire, ChampionX requests that suppliers provide documentation to substantiate their responses. For new suppliers within the CT business segment, the questionnaire is integrated within the onboarding process. CT utilizes a portal (MyChampionX) to engage suppliers and track completion of onboarding requirements.

2. Public Disclosures and Sustainability Reports

The Procurement team independently reviews supplier websites and public documents to collect relevant information, particularly when suppliers are unresponsive or have not registered on the SEDEX platform. This includes published Sustainability Reports, Modern Slavery Statements, Codes of Conduct, and Human Rights policies. These sources help validate self-reported data and provide critical insights when SEDEX data is unavailable or incomplete.

3. SEDEX Platform & Risk Assessment Tools

While SEDEX remains a tool for standard ESG risk profiling—particularly for suppliers who are active participants—it is not the sole source of information. Its value is supplemented by internal assessments and public data reviews, ensuring we maintain a complete view of supplier risk.

These approaches have enabled ChampionX to achieve strong coverage of due diligence and risk identification. As part of our continuous improvement effort, we plan to further combine inherent risk factors and differentiated supplier outreach priorities to enhance our due diligence coverage and risk management.

Additional Processes

ChampionX conducts denied party screening related to sanctions and trade restrictions on all suppliers and customers, which includes the Bureau of Industry and Security (BIS) Entity List for human rights abuses. ChampionX has engaged a third-party vendor that identifies negative news, including news related to human rights-related issues. ChampionX maintains all supplier intermediaries (suppliers who interact with government authorities on the Company's behalf), as well as commercial intermediaries and joint ventures, in a single database, which allows the Company to track the renewal of due diligence.

Identifying Risks

Using a risk-based approach, the screening of suppliers included in the risk mapping process focuses on Direct spend within our subject entities for materials procured from external suppliers and Indirect spend for the subset of suppliers that are closely tied to the provision of services and materials for our supply chain operations. In 2024, ChampionX conducted due diligence screening and assessments on CT suppliers. Each CT supplier received a final composite score that placed them in one of three categories: low, medium, or high risk. These scores inform the depth of engagement and the nature of follow-up actions. The assessment results for CT suppliers are summarized below:

UK:

- 112 suppliers were assessed. All assessed suppliers were rated low risk.
- 83% of Direct suppliers were assessed, and 93% of Direct spend was allocated to these assessed suppliers.
- 39% of targeted Indirect suppliers were assessed, and 75% of Indirect spend was allocated to these assessed suppliers.

Australia:

- 31 suppliers were assessed. All assessed suppliers were rated low risk.
- 77% of Direct suppliers were assessed, and 95% of Direct spend was allocated to these assessed suppliers.
- 39% of targeted Indirect suppliers were assessed, and 56% of Indirect spend was allocated to these assessed suppliers.

Using a phased, risk-based approach, ChampionX is implementing its risk mapping and due diligence process to suppliers within the PAT business segment.

- Prior to being acquired by ChampionX, RMSpumptools required suppliers to confirm compliance to its parent company's slavery and human trafficking policy, and managed risk through pre-qualification procedures and approved vendor lists. Moving forward, ChampionX will integrate its acquired entity, RMSpumptools, into its risk mapping and due diligence process.
- Apergy Artificial Lift Pty Ptd is implementing enhanced risk mapping and due diligence processes for its suppliers to incorporate the supplemental approaches described above.
- Artificial Lift Performance, a software firm with 12 employees, has a very limited supply chain and its inherent risk, based on SEDEX assessment tools, indicates that human rights risks for software

development entities in the UK is low. Using a risk-based approach, this entity has been identified as out of scope for further due diligence.

Improvement and Remediation

Where elevated risk is identified, the Procurement teams enact various steps to mitigate risk and improve the supplier score. These steps may include:

- Provide suppliers with access to training content
- Develop targeted corrective action plans with the supplier
- Remove a high-risk supplier from the Approved Supplier List.

The Australian and UK entities' strategy to implement corrective action plans tailored to each medium and high-risk supplier's specific risk areas will improve the suppliers' ability to identify and address modern slavery impacts within their own business and supply chain. For example, high-risk CT suppliers that are critical to retain in our current supply chain must prepare a formal corrective action plan for ChampionX approval. Also, medium-risk CT suppliers will be required to enhance their program with the goal of moving from a medium-risk rating to a low-risk rating. The enhancement programs include direct engagement with the supplier to discuss potential improvements and a reassessment of the supplier score the following year.

Where action plans are triggered, supplier progress will be tracked quarterly, and trends reported through internal dashboards supported by internal tracking tools.

This multi-source, multi-factor approach enables ChampionX to identify and address ESG risks early, engage more meaningfully with suppliers, and continually raise expectations for ethical performance and transparency across our global supply chain.

Assessing Effectiveness

The entities will work closely with suppliers to measure the completion and effectiveness of assigned corrective action plans. Additionally, ChampionX regularly reviews its policies and procedures related to forced labour and child labour to ensure effectiveness.

Training and Capacity Building

ChampionX provides annual modern slavery awareness training to a targeted audience of employees, enabling them with the knowledge necessary to remain vigilant and promptly spot red flags. This is a mandatory course developed by a reputable and credible vendor. The course covers the following topics: (1) definition of human rights; (2) identifying human rights violations; (3) what to do if you encounter potential human rights violations; (4) ongoing due diligence; and (5) a certification that employees will remain vigilant for the signs of human rights violations and report suspected human rights violations

through appropriate channels. The course also includes short quizzes to test the trainee's understanding. This training is fundamental to combat forced labour and other forms of modern slavery.

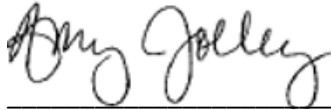
More comprehensive instructor-led training for Procurement team members is conducted periodically to further emphasize the importance of human rights within the Procurement function.

Consultation Process

The Australia Modern Slavery Act's criterion to consult with entities the Australian entities own or control does not apply. The Australian entities do not own or control other entities.

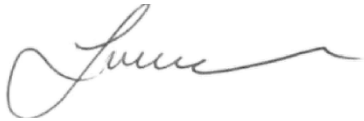
Approval

This statement was approved by the Board of Directors of ChampionX UK Limited on June 27, 2025.



Amy Jolley, Vice President, Global Tax
ChampionX UK Limited
Director

This statement was approved by the Board of Directors of Apergy Artificial Lift Pty Ltd on June 27, 2025.



Stuart McCulloch, Vice President, Global Growth Leader
Apergy Artificial Lift Pty Ltd
Director

This statement was approved by the Board of Directors of ChampionX Australia Pty Ltd on June 27, 2025.



Steven Davoren, Business Development Manager
ChampionX Australia Pty Ltd
Director

This statement was approved by the Board of Directors of Artificial Lift Performance Limited on June 27, 2025.



Amy Jolley, Vice President, Global Tax
Artificial Lift Performance Limited
Director

Appendix A: Reporting Entities

The following are the reporting entities covered by this Modern Slavery Statement for the United Kingdom and Australia.

United Kingdom

ChampionX UK Limited

Artificial Lift Performance Limited

Australia

Apergy Artificial Lift Pty Ltd

ChampionX Australia Pty Ltd