



Modern Slavery Report 2025

Introduction

This statement constitutes the Slavery and Human Trafficking Statement (United Kingdom), Modern Slavery Statement (Australia), the Transparency Act (Norway), and Fighting Against Forced Labour and Child Labour in Supply Chains Act Report (Canada) (together, the "Statement") with respect to the fiscal year that ended 31 December 2025. The Statement summarizes the policies and goals of SLB N.V. and its consolidated subsidiaries (together, "SLB," "us," "our" or "we") with respect to the prevention of slavery and human trafficking within our own operations, value chain and business relationships, as well as relevant actions taken in 2025 in furtherance of these policies and goals. The Statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 (United Kingdom), Section 5 of the Transparency Act (Norway), Section 14 of the Modern Slavery Act 2018 (Australia), and Section 11 of the Fighting Against Forced Labour and Child Labour in Supply Chains Act (Canada).

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1. Executive Summary

At SLB, we are committed to conducting business in a manner that preserves and respects human dignity, which is fundamental to our purpose—to create amazing technology that unlocks access to energy for the benefit of all. By respecting human rights, we look to avoid harm, and we seek to contribute to more inclusive societies embracing the United Nations Sustainable Development Goals.

Our approach to modern slavery is embedded within our broader commitment to respecting human rights. We seek to apply this commitment to all SLB's operations, value chain and business relationships, including suppliers, contractors, and labor agents and have made public commitments to global human rights standards including the **United Nations Guiding Principles (UNGPs)**, the **OECD Guidelines for Multinational Enterprises**, and the **10 United Nations Global Compact Principles** on human rights, labor, environment, and anti-corruption.

We prohibit any use or contracting, directly or indirectly, of child labor, forced labor, human trafficking, or any other form of modern slavery.

Over the last year, SLB has:

1. Performed human rights self-assessments at 46 SLB facilities
2. Achieved 100% audit plan completion for human rights due diligence focusing on higher-risk facilities
3. Completed 380 supplier assessments on fundamental compliance
4. Completed over 180 targeted human rights assessments in our supply chain
5. Trained over 2,000 employees on human rights through our e-learning platform
6. Trained over 2,500 employees on human rights content tailored toward functional roles through our e-learning platform
7. Trained an additional 10,000 employees on Working Conditions Requirements, empowering them to identify modern slavery risks and act to address them following our 2024 rollout of our **Working Conditions Requirements Training**
8. Delivered a coordinated program of 20 'Human Rights in Action' events worldwide for Human Rights Day by our Global Supply function
9. Certified over 2,700 SLB drivers as part of the Truckers Against Trafficking training program at our Driver Training Center in the **United States**

2. Our Company

2.1 Our Company

SLB (SLB: NYSE) is a global technology company driving energy innovation for a balanced planet. With a global presence in more than 100 countries and employees representing almost twice as many nationalities, we work each day on innovating oil and gas, delivering digital at scale, decarbonizing industries, and developing and scaling new energy systems that accelerate the energy transition.

Find out more at slb.com

Our Code of Conduct: Together with Integrity

More than just guidelines, these are the values we as SLB live by. The values we uphold. The values we personify every step of the way.

Members of our workforce, including full-time and part-time employees and contract workers, are required to complete an ethics and compliance certification on at least an annual basis, or more frequently as appropriate. This certification includes a quiz on our Code of Conduct, and acknowledgment of, receipt of, and agreement with our Code of Conduct.

2025 Highlights

2025 Financial Highlights:

Total Revenue

\$35.71B

(Net income attributable to SLB: \$3.37B)

>70

More than 70 global technology centers

109,000

A workforce of ~109,000

46

SLB facilities underwent human rights due diligence

25.5%

Women in our global salaried workforce



2.2 Respecting Human Rights

We are committed to conducting business in a manner that preserves and respects human dignity, which is fundamental to our purpose—to create amazing technology that unlocks access to energy for the benefit of all. By respecting human rights, we look to avoid harm and contribute to promoting more inclusive societies, consistent with the UN Sustainable Development Goals.

Respecting human rights is a key expectation of SLB and we publicly commit to supporting the United Nations Guiding Principles on Business and Human Rights and OECD Guidelines for Multinational Enterprises, key references for our human rights program.

We respect human rights in practice by:

- conducting due diligence to identify, assess and manage potential human rights impacts;
- making human rights a topic our employees can understand, recognize and act upon;
- working with suppliers who respect and comply with our Working Conditions Requirements; and
- providing mechanisms for employees and third parties to report any human rights concerns.

Learn more about our commitments, approach, focus areas and the strong governance of our human rights program on slb.com.



"At Global Supply, we have a responsibility that goes beyond what we do and how we do it. Every link in our supply value chain represents someone's livelihood, and we take that seriously.

Our commitment is clear: we are responsible for upholding the highest human rights standards across our operations and throughout our entire supply chain. This means safe working conditions, fair recruitment practices, and zero tolerance for forced labor or discrimination."

Simon Ross,
Senior Vice President Global Supply

2.3 Our Supply Chain

An effective, efficient, and responsible supply chain is essential to the success of SLB. Our overarching objective is to optimize long-term value for the company through best-in-class procurement practices. This is achieved through meticulous use of systematic and integrated processes to select, develop, and manage our supplier base. We work with our suppliers in a socially responsible and ethical manner and continuously seek to improve the way in which business is conducted. Our focus is to procure products and services when required, with no defects, and at the lowest total cost of ownership.

SLB's supply chain team plays a critical role in strategically identifying, selecting, developing, collaborating, and managing sources of supply and delivery of goods and services. Supply chain performance is assessed based on quality, delivery, cost, sustainability, and customer satisfaction criteria. Defined metrics are used to measure operational performance and identify opportunities for improvement within both SLB and its supplier base.

We procure goods and services only from financially stable, technically qualified, and reliable sources. We require that our suppliers—as well as contractors and labor agents—comply with the laws of the countries in which they operate, or with industry guidelines where they exist and are more stringent than local law.

Read more on slb.com



2.4 Working with Others

We continue to explore ways we can promote meaningful stakeholder engagement with individuals, workers and communities that are or could potentially be affected by our operations, business relationships, and supply chain. For example, we meet regularly with investors, join industry initiatives and partnerships, participate in academic forums, and, in consultation with our customers, participate in local community meetings. Among our human rights-focused partnerships:

- SLB is a participant member of the United Nations Global Compact, supporting and integrating its Ten Principles on human rights, labor, the environment, and anti-corruption into our global operations.
- Recognizing the importance of industry collaboration, in 2017, SLB became the first associate member of Ipieca, the global oil and gas industry association for advancing environmental and social performance.
- Since 2017, we have been a member of the Oil and Gas Trafficking Advocacy Group, a group of operators and service companies who are committed to raising awareness about human trafficking and educating companies in North America about the role they can play in ending it.
- In 2024, we became a member of BSR to help strengthen the effectiveness of our human rights efforts via cross-sector collaboration.

3. Governance

SLB's executive management team is responsible for the development and implementation of our sustainability strategies and programs, including Human Rights, with the oversight of our Board of Directors (Board) and its committees. Our line management is directly responsible for the implementation of the Human Rights program. Our clear governance processes, including training and due diligence processes, enable our teams to deliver on our human rights commitments.

A strong governance framework in action	
1. Tone at the top Continued promoting our Introduction to Human Rights video, featuring our Chief Legal Officer. Our Code of Conduct includes a commitment to respecting human rights.	2. Governance documents Continued advancing our Human Rights Program in accordance with our Human Rights Position Statement, Human Rights Framework, Working Conditions Requirements, and our Working Conditions assurance procedures for SLB sites and our supply chain.
3. Awareness Our Global Supply function delivered a coordinated program of 20 'Human Rights in Action' events worldwide, engaging more than 1,000 employees. The events encouraged reflection on the role of human rights in our operations, celebrated community initiatives, and strengthened understanding of SLB's commitment to respecting human rights. We have also: → Trained over 2,000 employees on human rights through our e-learning platform. → Trained over 2,500 employees on human rights content tailored toward functional roles through our e-learning platform. → Trained an additional 10,000 employees on Working Conditions Requirements, empowering them to identify modern slavery risks and act to address them following our 2024 rollout of our Working Conditions Requirements Training.	4. Risk management We take a risk-based approach to human rights due diligence in our own operations and supply chain. Our risk mapping model uses external risk intelligence that incorporates country and industry level conditions across leading human rights indices, such as recruitment fees, forced labor and access to remedy, among others. The model also incorporates third-party country and industry insights on topics such as legal frameworks, quality of enforcement, reliance on vulnerable workers, and historical evidence of violations. Based on these indicators, we employ a targeted audit strategy prioritizing facilities and suppliers identified as higher risk. This includes our facilities and suppliers in geographic areas experiencing conflict and volatility.
5. Assurance and accountability Over the years, we have strengthened our internal assurance by scaling up our human rights due diligence efforts both within our facilities and across our global supply chain. We actively engage with key stakeholders, customers, and business partners on labor rights best practices at both the corporate and local levels. In 2025, we have: → Performed human rights self-assessments at 46 SLB facilities. → Completed 380 supplier assessments on fundamental compliance. → Completed over 180 targeted human rights assessments in our supply chain.	
Learn more about our commitments, approach, focus areas and the strong governance of our human rights program here.	

3.1 Governance Documents

SLB maintains a series of applicable governance documents that support our human rights commitments, including our prohibition of any use or contracting, directly or indirectly, of child labor, forced labor, human trafficking, or any other form of modern slavery.

1. Our **Code of Conduct: Together with Integrity** sets forth SLB's commitment to conduct business in a manner that preserves and respects human dignity, and we demand the same from all our employees, contractors, suppliers, agents, and business partners. We prohibit any use or contracting, directly or indirectly, of slavery, human trafficking, child labor, and any form of forced labor. We respect the rights of local communities and work with all our stakeholders to create shared values—aligning our roles and responsibilities to uphold and promote human rights.
2. Our **Human Rights Position Statement** provides additional details about SLB's approach to human rights, including our commitment to respect the principles of The International Bill of Human Rights. It incorporates internationally recognized human rights standards including the UNGPs and the ILO core labor principles.
3. Our **Working Conditions Requirements** provide a common baseline for the expected treatment of all employees, contractors, temporary workers, trainee workers, and migrant workers. It sets out nine principles to raise standards and assist our operations and suppliers in reviewing their performance with respect to human rights in the workplace. We have adopted the **Building Responsibly Worker Welfare** principles, widely used across the energy sector, as the basis for our Working Conditions Requirements.



Employment is
freely chosen



No child
labor



No
discrimination



No harsh or
inhumane treatment



Wages are
respected



No worker should
pay a fee for a job



Freedom of association
is respected



Complaints and feedback systems
for workers are in place



Working conditions are
safe and hygienic

4. Our Working Conditions assurance procedures for SLB sites and our supply chain guide our risk-based Human Rights Due Diligence program across the countries where we operate.
5. SLB recognizes that there are serious human rights abuses associated with the extraction, transportation, and trade of minerals in some countries, including the Democratic Republic of Congo and its adjoining countries. We support responsible sourcing of materials from suppliers that share our values, and we commit to avoid contributing to the conflict through our sourcing and supplier management activities, as disclosed in our [Conflict Minerals Position Statement](#).

Any supplier entering into a contract with SLB is expected to promote and abide by our Code of Conduct, Human Rights Position Statement, and Working Conditions Requirements. Any such supplier is also required to inform us of any act or omission, actual or potential, that does not comply with these SLB governance documents. Failure to comply with our Code of Conduct, Human Rights Position Statement, and Working Conditions Requirements is deemed a material breach. We expect our suppliers to implement human rights obligations similar to those in our agreements with them throughout their supply chains.

We are committed to providing access to effective remedies when our activities may cause or contribute to adverse human rights impacts. We encourage third parties to do the same when the impact is linked to our business. We have a range of reporting mechanisms, including an online portal and 24-hour [EthicsLine](#) system. A confidential and anonymous report can be made by anyone inside or outside of the organization in 150+ languages and a specific allegation type has been added into our program to deal with Human Rights-specific allegations. SLB prohibits retaliation for good faith reporting of a potential or actual violation of our Code of Conduct, our internal requirements, or applicable laws, as outlined under our Code of Conduct.



4. Training and Awareness Raising

Our human rights training program is designed to provide all employees and contractors with a practical understanding of human rights issues and empowers employees and contractors to identify risks and speak up. In 2025, we continued to deploy our human rights training program which includes scenario-based Working Conditions Requirements training. We engaged different geographies and functions in the human rights due diligence process, held 'Human Rights in Action' events and raised awareness about human rights issues, our expectations, and grievance mechanisms.

Over the last year, SLB has:

1. Following our 2024 rollout of our **Working Conditions Requirements Training**, trained an additional 10,000 employees on Working Conditions Requirements in 2025, empowering them to identify modern slavery risks and act to address them
2. Rolled out a company-wide Sustainability Essentials program that provides employees with practical tools to be more sustainable at work in their daily lives. By making human rights a Sustainability Essentials topic, we continued to foster a culture of awareness and leadership for all employees
3. Continued promoting our Human Rights e-learning. Over 4,500 employees have completed the training (2,000 employees on human rights through our e-learning platform and over 2,500 employees on human rights content tailored toward functional roles)
4. Continued the company's Respect and Professionalism in the Workplace training, which is mandatory for all employees and contractors, as we continue our drive to a more inclusive environment
5. Continued delivering Ipieca/Building Responsibly Labor Rights training modules to our employees, contractors, and suppliers. It is compulsory for anyone participating in due diligence in our facilities or supply chain
6. Certified over 2,700 SLB drivers as part of the Truckers Against Trafficking training program at our Driver Training Center in the United States
7. Delivered a coordinated program of 20 'Human Rights in Action' events worldwide for Human Rights Day through our Global Supply function
8. Provided awareness training on respecting the rights and cultural heritage of Indigenous communities to over 94.7% of our workforce and contractors in Australia, and 98.6% of our workforce in Canada. In addition, our teams in Alaska, Australia, Canada, and Ecuador continued investing in providing indigenous communities opportunities to engage with SLB in employment, supply chain, and outreach activities, such as up-skilling training.



5. Risk Assessment and Due Diligence

Consistent with the UNGPs, our approach to modern slavery covers each area articulated in the [Ipieca Human Rights Due Diligence Guidance \(2021\) model](#).

5.1 Assessing Risks

We take a risk-based approach to managing human rights, enabling us to focus resources where human rights issues present the most significant hazard. Understanding where our key risks lie is the starting point for taking action. We use information from third party experts, local internal assessments, and supplier self-assessments to identify the primary human rights risks in our operations and supply chain and help us prioritize action items in response to these risks. In 2025, we continued applying our risk-based due diligence process, which integrates the latest geographical and industry indexes into our risk mapping model. Our approach to human rights is grounded in the fundamental principles of our Working Conditions Requirements, which provide a common baseline for the expected treatment of employees, contractors, temporary workers, and trainee workers.

5.2 Evaluating and Managing Risks

We continue to evolve how we evaluate and manage human rights risks through our operations and supply chain management processes. We use a variety of resources and tools to prevent exploitative work practices and modern slavery in our operations and supply chain. We have:

- Continued our risk-based approach to human rights due diligence and risk identification, mitigation and remediation measures through our Working Conditions Assurance procedures for SLB sites and our supply chain
- Assessed our own operations and supply chain against 10 leading human rights indices across country and industry risk factors
- Performed human rights self-assessments at 46 SLB facilities
- Completed 380 supplier assessments on fundamental compliance
- Completed over 180 targeted human rights assessments in our supply chain
- Continued utilizing our corporate fatigue management guidelines to address the risk to workers with unconventional schedules
- Continued verification procedures for contractors accessing our highest risk facilities, including checks on minimum working age, recruitment fees, working hours, and freely chosen employment
- Dedicated sustainability and social program roles in our Global Supply organization to focus on management and oversight of our sustainable supply chain program, including our human rights and conflict minerals program
- Continued to communicate supplier expectations on our website, including specific human-rights focused guidance
- Continued to implement a standard business conduct clause in our supplier contracts, which requires our suppliers to act in accordance with our Code of Conduct, Human Rights Position Statement, and Working Conditions Requirements
- Continued our dialogue with suppliers through supplier forums and performance reviews, as well as making the Ipieca and the Building Responsibly modern slavery training (described above) available online to our suppliers

In general, our supplier contracts mandate that our suppliers:

- abide by our Code of Conduct and Human Rights Position Statement
- implement policies, procedures, or processes that meet the Working Conditions Requirements
- flow down equivalent principles and communicate similar requirements to their suppliers; and
- have developed audit protocols to maintain compliance with the above

6. Our Effectiveness

Currently, we track our effectiveness in combating modern slavery through a variety of mechanisms, including:

- keeping abreast of industry trends through participation with third party industry associations and networks
- feedback provided by customers as part of human rights audits and program-level engagements
- ongoing dialogue with our suppliers through supplier forums and performance reviews; reviews of findings through our supplier audit processes and/or facilities' self-assessment questionnaires (SAQs); and
- operations assurance reviews; and investigations and analysis of complaints related to our Working Conditions Requirements, including any allegations regarding a potential violation of human rights raised by our employees, suppliers or any third party, using one of our reporting mechanisms [Learn more here](#).

Assessments in our Facilities and Value Chain	Key Performance Indicators and Metrics
In 2025, we performed self-assessments at 46 SLB facilities, focusing on those facilities mapped as having the highest potential labor rights risks across SLB geographies. The assessments cover employees, contractors, sub-contractors, and other personnel working at our facilities and provide insights that enable us to identify and remedy working conditions at a local level. In 2025, within our supply chain, we completed 380 supplier assessments on fundamental compliance and over 180 targeted human rights assessments, focusing on key priority suppliers. Actions taken from our facility and supply chain assessments include improvements directed to: → the oversight of in-house contractor compliance → fatigue management plans → checks on recruitment costs; and → management training on human rights	The key performance indicators and metrics we will measure in 2026 to help assess our effectiveness in combating modern slavery and inform our decision-making include: → completion of workplace assurance plan focusing on higher-risk facilities and closure of related action plans → completion of supply chain assurance plan focusing on key priority suppliers and closure of related action plans → number of employees and contractors trained in human rights and compliance

In 2026, our human rights initiatives will focus on:

1. Continuing to train and raise awareness of human rights in our workforce
2. Bolstering our human rights due diligence program for SLB facilities and our supply chain including refining focus on salient areas such as recruitment fees and freely chosen employment, among others and further integrating the program within existing systems
3. Further refining our risk mapping process, focusing on geographical inputs and customizations
4. Supporting select suppliers in developing measures to improve their human rights performance

Consultation

This statement has been prepared in consultation with our key teams that collaborate to execute our human rights program. This includes cross functional collaboration consisting of representatives from our legal, supply chain, human resources, HSE and sustainability functions.

This statement is made on 30 May 2026.



Disclaimers

Website references throughout this document are provided for convenience only, and the content on the referenced websites is not incorporated by reference into this document. This modern slavery statement, as well as other statements we make, contain "forward looking statements" within the meaning of the U.S. federal securities laws, which include any statements that are not historical facts. Such statements often contain words such as "expect," "may," "can," "believe," "predict," "plan," "potential," "projected," "projections," "precursor," "forecast," "outlook," "expectations," "estimate," "intend," "commit," "pledge," "anticipate," "aim," "ambition," "goal," "target," "scheduled," "think," "should," "could," "would," "will," "see," "likely," and other similar words.. Forward looking statements address matters that are, to varying degrees, uncertain, such as statements about our goals, plans and projections with respect to human rights, corporate responsibility and other social and sustainability matters; and performance and operational targets and other goals. These statements are subject to risks and uncertainties, including, but not limited to, changing global economic and geopolitical conditions, our inability to achieve our human rights performance targets and other forecasts and expectations; our inability to meet workforce expectations and perform at desired environmental, social, governance and stewardship standards; challenges in our supply chain; and other risks and uncertainties detailed in our most recent Forms 10-K, 10-Q, and 8-K filed with or furnished to the U.S. Securities and Exchange Commission. If one or more of these or other risks or uncertainties materialize (or the consequences of any such development changes), or should our underlying assumptions prove incorrect, actual outcomes may vary materially from those reflected in our forward-looking statements. Forward-looking statements are aspirational and not guarantees or promises that goals or targets will be met. Forward-looking and other statements in this report regarding our environmental, social, and other sustainability plans and goals are not an indication that these statements are necessarily material to investors or required to be disclosed in our filings with the SEC. In addition, historical, current, and forward-looking environmental, social and sustainability-related statements may be based on standards for measuring progress that are still developing, internal controls and processes that continue to evolve, and assumptions that are subject to change in the future. The forward-looking statements in this modern slavery statement speak only as of 30 May 2026, and SLB disclaims any intention or obligation to update publicly or revise such statements, whether as a result of new information, future events or otherwise.



For more information, please visit
www.slb.com/sustainability