

2023 MODERN SLAVERY REPORT **(the “Report”)**

The following is a joint report prepared pursuant to the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the “Act”) by Variperem Holdings Ltd. (“**Variperem**” or “**our**” or “**we**”) and its wholly-owned subsidiaries, Variperem Energy Services Inc. (“VES”) and 2357835 Alberta Ltd. (“235”, and, together with Variperem, VES and 235, the “Reporting Entities”). This Report provides an overview of the measures, actions and activities undertaken by the Reporting Entities to assess, prevent and reduce the risk of forced labour or child labour in their business and supply chains. This Report applies in respect of Reporting Entities’ financial year ending December 31, 2023 and is the first report prepared by Reporting Entities under the Act.

1. Business, Structure and Supply Chain

Variperem is a leading sand control products and services company specializing in custom filtration screens, flow control technology, gravel pack services, supply of quality cased hole fishing tools and services, well abandonment solutions, and a full suite of completion and work-over tools. We also operate our own manufacturing plants to develop state of the art, specialized products and equipment for sand control applications. As of December 31, 2023, we employed approximately 290 individuals in our operations across Alberta and Saskatchewan/Canada and the United States. Variperem’s head office is located in Calgary, Alberta. VES is our main operating company for our Canadian business and 235 is a holding company in the Variperem organizational chain.

Each of the Reporting Entities is incorporated in the following jurisdiction:

Variperem Holdings Ltd.	Alberta
Variperem Energy Services Inc.	Alberta
2357835 Alberta Ltd.	Alberta

Variperem aims to achieve transparency with its suppliers and is focused on critical issues in supply chain management, including ethical procurement with applicable laws. We have a network of suppliers supporting our operations that are economically diverse in terms of size. In 2023, Variperem engaged with over 700 direct suppliers including with suppliers in North America and Asia. The majority of our suppliers are located in Canada and China.

2. Policies, Procedures and Governance

In 2023, we worked to better understand our reporting obligations under the Act as they pertain to Variperem and its supply chains. Our corporate policies do not specifically address child labour or forced labour. In recognition of our collective responsibility to prevent and combat forced labour and child labour, we have made efforts to source goods used in our business from responsible and reputable suppliers. We undertake due diligence of our suppliers during the procurement process to determine whether they and their supply chains are at risk of forced labour and child labour.

In 2024, we were acquired by a subsidiary of Forum Energy Technologies, Inc. (“**FET**”). This Report applies only in respect of our activities for the fiscal year ending December 31, 2023 and does not detail any policies, procedures or corporate governance practices in force upon our acquisition by FET.

3. Areas of Risk

We continue to review our policies and procedures to reduce risks associated with forced labour and child labour. We have not begun the process of identifying forced labour and child labour risks in our supply chain. The majority of our suppliers operate reputable and well-known brands and we have determined the level of risk in our supply chain to be low. In 2024, we will continue to assess our supply chains for risks of forced labour and child labour as part of the FET organization and subject to FET’s organization policies and procedures.

4. Remediation Measures

To date, we have not identified any instances of forced labour or child labour in our supply chains and no situations have arisen requiring the implementation of remediation measures, including the remediation of loss of income on impacted families.

5. Training

In 2023, we did not provide formal training on forced labour and child labour to our employees.

6. Assessing Effectiveness

We do not currently undertake any steps to assess the effectiveness of our efforts to prevent forced labour or child labour in our supply chains.

7. Attestation

This Report was approved by the board of directors of Variperm Holdings Ltd. pursuant to section 11(4)(b)(ii) of the Act.

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the Report for the entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the Report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

Signed "*Adam Werner*"

Adam Werner

Director

I have the authority to bind Variperm Holdings Ltd.

May 30, 2024