

POLITICAL ADVOCACY

Nabors rarely makes contributions to political candidates or political parties, and then only as permitted by applicable law. We encourage the lawful personal and financial participation of directors, officers and employees in the elective, civic, welfare, political, educational and similar activities that serve the public interest. Staff who take part in such activities (other than company-sponsored civic activities) do so, as private citizens and not on behalf of Nabors.

Additionally, directors, officers and employees will not engage in political or civic activities (other than company-sponsored civic activities), while on company time, and will not use company resources, including equipment, for any political or civic activities (other than company-sponsored civic activities) or discussions. Directors, officers and employees will not be reimbursed by the company for any political contributions.

An employee's personal lawful political contribution, or decision to abstain from contributions, does not influence their compensation, job security or opportunities for career advancement. No political contribution is reimbursable by Nabors.

Nabors pays membership fees, contributions and other payments to the trade associations to which it belongs. Below is a list of membership fees, contributions and other payments paid of \$15,000 or more.

Trade Association Name	2017 \$	2018 \$	2019 \$
International Association of Drilling Contractors	193,422	195,905	187,264
Society of Petroleum Engineers	<15,000	15,840	<15,000
American Petroleum Institute	<15,000	49,313	49,275
Canadian Association of Oilwell Drilling Contractors	31,334	<15,000	62,406