



People Ready. Ramp Up Ready.

When activity accelerates, operators need more than available rigs; they need trained, experienced crews who can perform safely and efficiently from day one. Ramp Up Ready means having the right people, in the right roles, at the right time — to support rapid activation while managing operational risk.

We Ramp Up Safely

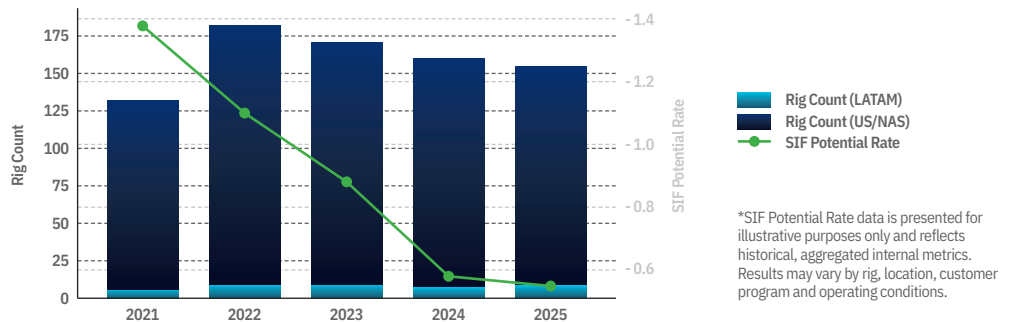
Our safety systems, training and culture are designed to support rapid activation without undue compromise to safety, consistency or performance.

What sets our crews apart?

- ▶ **Embedded safety culture supported by programs** built into daily operations - before, during and after operations
- ▶ **Standardized HSE frameworks** applied consistently across the fleet to actively control and remove exposures (C.A.R.E.)
- ▶ **Digital safety tools and pre-job planning processes** that reinforce accountability tour by tour
- ▶ **Experienced mentors paired with developing talent** to reinforce safe execution

Safety isn't a checklist at H&P. It's how crews show up ready to work, wherever the rig goes.

Rig Count vs. SIF Potential Rate 2021-2025



We Have The Scale To Give You Confidence

Ramping up fast creates real risk when labor is thin. Our scale helps reduce staffing-related risk during ramp-up.

Built to support activation at scale:

- ▶ One of the **largest and most experienced drilling workforces** with over 16,000+ employees
- ▶ The ability to **deploy qualified crews without thinning existing operations**
- ▶ Workforce depth across geographies to support **simultaneous activations**

Whether activating one rig or many, our customers can have greater confidence against crew gaps, last minute staffing changes or diluted experience levels.

**When activity spikes, labor availability becomes a constraint.
For us, it's a competitive advantage.**

We Train So We Can Retain

Training Programs Built for Ramp Up Conditions

Our training programs are designed for real-world activation. That means fast, repeatable and consistent.

What H&P training looks like:

- ▶ **Standardized, fleetwide training paths** designed to align to specific rig roles
- ▶ **Position specific development** supporting progression from entry roles to advanced positions
- ▶ **Digital learning and performance tracking** to ensure consistency across crews and regions
- ▶ **Ongoing refreshers** that reinforce procedures, equipment readiness and safety expectations

This structure allows crews stepping onto an activated rig to perform with confidence and without significant relearning processes on location.

Retention That Protects Performance

High turnover kills early program efficiency. Our focus on retention protects continuity when it matters most.

How retention supports ramp up success:

- ▶ Clear career pathways that encourage long-term crew commitment
- ▶ Consistent expectations across the fleet, subject to local requirements and operational needs
- ▶ Culture built around responsibility, accountability and pride of performance

Retained experience means fewer learning curves, stronger communication and faster achievement of target performance.

**Ramp Up Ready isn't just about how fast we can activate,
it's how consistently we perform once we do.**

By combining:

Embedded Safety Systems ➤ **Workforce Scale** ➤ **Structured Training** ➤ **Long-Term Crew Retention**

We help ensure that ramping up doesn't come with unwanted surprises - we're focused on delivering more predictable, safe and efficient execution.

**Our people are prepared,
so your operation can be too.**

Did you know ? H&P has recommissioned more rigs than any other drilling contractor in the world, giving us the experience to support a successful well program at any stage.

For more information on how H&P can help you achieve better drilling outcomes, contact an H&P sales representative today or contact us through our website at hpinc.com/contact.

It's time to follow through on your drilling performance potential.

Past performance is not a guarantee of future results. Any statements regarding past performance are not guarantees of future performance and actual results may differ materially.

