

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2023 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
OMB Control Number: 3046-0049
Expiration Date: 11/30/2026

SECTION A – TYPE OF REPORT
CONSOLIDATED REPORT

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID
M183483

EMPLOYER NAME

NABORS INDUSTRIES INC

ADDRESS

515 WEST GREENS ROAD, SUITE 200

CITY/TOWN

HOUSTON

STATE

TX

ZIP CODE

77067

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID

HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME

HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS

CITY/TOWN

STATE

ZIP CODE

SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)

980363970

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) **NO** (Employer Is Not Eligible to File) **EMPLOYER NO LONGER IN BUSINESS**

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): **Not Applicable**

YES (Single-Establishment Employer is Federal Contractor) **YES** (Multi-Establishment Employer is Federal Contractor)

YES (Headquarters is Federal Contractor) **YES** (Non-Headquarters Establishment is Federal Contractor)

YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

213111 - Drilling Oil and Gas Wells

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity														Row Total
	Hispanic or Latino		Not Hispanic or Latino												
	Male	Female	Male						Female						
			White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	
Executive/Senior Level Officials and Managers	9	1	49	0	20	0	0	2	11	2	4	0	0	0	98
First/Mid-Level Officials and Managers	91	17	425	22	32	1	10	7	56	10	5	1	0	2	679
Professionals	43	32	142	12	64	0	3	6	38	11	28	0	0	2	381
Technicians	101	0	290	41	13	0	5	11	3	0	2	0	0	0	466
Sales Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support Workers	18	33	41	5	4	0	0	0	63	12	4	1	0	5	186
Craft Workers	311	0	576	43	2	1	18	11	1	0	0	0	0	0	963
Operatives	318	1	378	77	0	1	11	10	0	0	0	0	0	0	796
Laborers and Helpers	47	1	138	34	0	0	4	6	1	0	0	0	0	0	231
Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CURRENT 2023 REPORTING YEAR TOTAL	938	85	2039	234	135	3	51	53	173	35	43	2	0	9	3800
PRIOR 2022 REPORTING YEAR TOTAL	1067	82	2509	334	120	5	69	66	166	31	28	1	0	5	4483

SECTION I – WORKFORCE SNAPSHOT PERIOD

11/11/2023 - 11/24/2023

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

Not Applicable

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SECTION K – OFFICIAL CERTIFICATION OF SUBMISSION

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ADDRESS
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CITY/TOWN
HOUSTON

STATE
TX

ZIP CODE
77067

CERTIFICATION COMMENTS (optional)

No Certification Comments Provided

CERTIFICATION STATEMENT

"I certify that the information, including any workforce demographic data, provided in this report is correct and true to the best of my knowledge and was prepared in conformity with the directions set forth in the form and accompanying instructions."

Knowingly and willfully false statements on this report are punishable by law, US Code, Title 18, Section 1001.

DATE OF CERTIFICATION

5/17/2024 2:44 PM [EST]

EMPLOYER'S CERTIFYING OFFICIAL

Name of Employer's Certifying Official

Cathy Saenz

Title of Certifying Official

HR Manager

Email Address of Certifying Official

cathy.saenz@nabors.com

Telephone Number of Certifying Official

281-775-8268

PRIMARY POINT OF CONTACT (POC) FOR EEO-1 COMPONENT 1 REPORTING

Name of Primary POC

Cathy Saenz

Title and Employer of Primary POC

HR Manager
Nabors

Email Address of Primary POC

cathy.saenz@nabors.com

Telephone Number of Primary POC

281-775-8268