



Human Rights Statement

Nine Energy Service (“Nine”) is committed to respecting universal human rights and the dignity of all people. Our Human Rights Statement outlines principles and expectations across our business and operations to prevent activities that directly or indirectly violate human rights. These principles and expectations apply to all company operations at any geographic location and all employees, contractors, suppliers, and partners.

Human Rights Oversight

Nine’s Board of Directors and Management oversee the implementation of our policies and procedures, efforts, and initiatives that are put in place to prevent human rights violations within our company and in relation to our operations.

Our company’s approach and commitment to human rights is based on the following policies and principles:

Ethical Business Conduct

Nine Energy Service is committed to ethical business conduct. Nine has a [Corporate Code of Business Conduct and Ethics](#) that provides basic principles and guidelines to assist directors, officers, employees, contractors, agents and other representatives of the Company and of its subsidiaries and affiliates in complying with the legal and ethical requirements governing the Company’s business conduct.

Health and Safety in the Workplace

Safety within our company and within the communities in which we operate is our number one priority. We are committed to creating a safe workplace without harassment and violence, providing benefits and resources to support employee well-being, and complying with all applicable laws and regulations pertaining to the health and safety of our employees. Nine Energy Service has a Health, Safety, and Environment (HSE) Manual and Employee Handbook that outline our policies and procedures that pertain to employee health and safety. All employees are required to review and comply with the policies and procedures contained in our HSE Manual and Employee Handbook. More information regarding our HSE policies and principles can be found on [Nine’s Sustainability webpage](#).

Employee Rights, Fair Labor Practices, and Freedom of Association

We are committed to treating all employees with respect. Our employees are compensated fairly, and we operate in compliance with all applicable wage, work hours, overtime, and benefits laws. We also respect employees’ right to freedom of association and to engage in collective bargaining, as addressed in Nine’s [Corporate Code of Business Conduct and Ethics](#).

Human Trafficking, Forced Labor, and Child Labor

We fully prohibit and are committed to preventing any forced or compulsory labor, modern

slavery, and human trafficking of any kind. Nine Energy Service does not engage in any unlawful or forced employment. Nine Energy Service does not engage in the exploitation of children.

Diversity, Equity, and Inclusion

Nine Energy Service is committed to being an equal opportunity company for all employees, workers, customers, suppliers and contractors of the Company without regard to race, color, gender, gender presentation, genetic information, religion, age, pregnancy, family status, national origin, citizenship status, military service or reserve or veteran status, sexual orientation, or disability. We are committed to preventing harassment, discrimination, sexual harassment, violence, and retaliation in the workplace. More discussion on Nine's principles regarding the makeup of Nine's people and workforce metrics by percentage female and minorities can be found on [Nine's Sustainability webpage](#).

Partners and Contractors

We expect all partners and contractors to share our commitment to ethical and lawful business conduct and preventing indirect and direct human rights violations. We expect all partners and contractors to adhere to all principles stated in this Human Rights Statement, and violation of applicable laws and regulations are grounds for termination of our continued working relationship.

Reporting Concerns

Nine Energy Service maintains a confidential reporting hotline and web form administered by an independent third-party provider that concerned parties may use to report any illegal or unethical misconduct and concerns in an anonymous manner. Detailed complaint instructions are provided in multiple locations, including on our website and in the Employee Handbook. Concerns may be submitted anonymously to a 24/7 hotline via phone at 844-699-NINE (844-699-6463), via email at tellnine@getintouch.com, and via the web at www.intouchwebsite.com/tellnine.