

PROPETRO HUMAN RIGHTS POLICY

ProPetro is committed to respecting the human rights and dignity of all people with whom we interact in the conduct of our operations. We are committed to compliance with all applicable employment, labor, and human rights laws where we do business. Additionally, we seek guidance from and strive to implement international principles on the protection and advancement of human rights, including applicable provisions of the United Nations Guiding Principles on Business and Human Rights and the Universal Declaration of Human Rights.

Our principles and expectations regarding respect for people and the communities in which we operate are identified in this Policy, which applies to all employees, officers and directors regardless of location, as well as in our corporate Code of Ethics and Conduct, our generally applicable policies relating to Equal Employment and Non-Discrimination and the prohibition of Workplace Discrimination and Sexual and Other Forms of Workplace Harassment as well as our other general employment policies and practices, which are described in our Employee Handbook and which are all designed to emphasize our culture of respect, professionalism and compliance. Our employees receive routine training on, and certify to, the above-noted policies associated with the advancement of human rights.

In accordance with the relevant laws applicable to our operations, and the guiding principles outlined above, we are committed to the following:

- We treat people with respect and dignity and recognize the value of a diverse workforce that fosters a spirit of inclusion and appreciation of multiple perspectives.
- We require and foster a workplace free of harassment and discrimination.
- We are inclusive and support diversity in the workplace.
- We believe in the protection of minority groups' rights.
- We believe in the protection of women's rights.
- We prohibit all forms of child labor and forced labor.
- We recruit ethically.
- We provide fair wages and benefits to our employees.
- We promote and protect the health, safety, and welfare of all employees.

Our operations are primarily conducted on oil and gas leasehold interests or surface rights owned or controlled by our customers, who are directly responsible for complying with the applicable grant(s) of rights permitting our operations and for engaging with the applicable owners of the associated rights, including local communities and indigenous people. However, we actively work with our customers to manage the impact of our operations and are available to assist where needed and when requested to implement best practices and to support the obtention of free, prior and informed consent (FPIC) before

initiating activities and the maintenance of an open dialogue with communities affected by our operations, including indigenous people.

Each individual covered by this Policy is obligated to avoid infringing on the human rights of other people and act in alignment with the substance and the spirit of this Policy and its guiding principles. We encourage our employees, suppliers, and stakeholders to speak up, without retribution, about any concerns, including any matters relating to the impacts of ProPetro's operations or the implementation of the principles described in this Policy. We will not tolerate retaliation or reprisal against any employee, suppliers, or others for having reported suspected violations of this Policy. To augment our engagement and alignment with our customers, we also periodically engage with stockholders on various matters and incorporate stockholder feedback on the approach captured in our corporate responsibility initiatives, including our policy with respect to human rights.

Employees, suppliers and others may report any concerns related to this Policy, including any suspected violations, by contacting the ProPetro Ethics and Compliance Hotline telephonically or online using the information below. Any such reports may be made anonymously in accordance with the ProPetro Code of Ethics and Conduct.

- Call: +1 844.964.1668
- Online: <https://secure.ethicspoint.com/domain/media/en/gui/75174/index.html>

We prioritize the management of human rights impacts based upon our operational context and ability to influence. We thus apply this policy to our own operations. In recognition that other rights may become more salient over time, we will periodically review our focus areas and approach. Our Human Rights Policy is overseen by the Nominating and Corporate Governance Committee of our Board of Directors, with internal policy direction from our senior leadership. Ultimately, all employees are responsible for living up to the principles established herein.

Approved on October 26, 2021