



HUMAN RIGHTS POLICY

1. PURPOSE

Kodiak Gas Services, Inc., a Delaware corporation (individually, and together with its subsidiaries, the “Company” or “Kodiak”), operates in a wide range of legal and business environments. Our employees represent many faces of diversity with respect to race, national origin, religion, culture, political philosophy and language.

The Company is committed to compliance with the requirements of all applicable employment, labor and human rights laws to ensure fair and ethical employment practices are followed. We demonstrate our commitment in our employment practices and through our policies on health, safety and security for our employees.

2. APPLICABILITY

This Policy applies to all employees, directors, and officers of the Company. This Policy also applies to the Company’s agents, consultants, contractors, joint venture partners, and any other third-party representatives that conduct business or are likely to conduct business on behalf of the Company.

3. STATEMENT OF POLICY

Diversity is a key to the Company’s success. Our belief that diversity is necessary for our success is one part of the Company’s Human Rights Policy. Human rights are fundamental rights and freedoms to which every individual is equally and inalienably entitled. The Company recognizes human rights as a universal obligation which we are all expected to uphold and essential to how the Company conducts its business.

The Company and its board of directors support universal human rights. Our approach is informed by the United Nations Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights, the United Nations Declaration on the Rights of Indigenous Peoples, and the core conventions of the International Labour Organization, set out in the Declaration on Fundamental Principles and Rights at Work.

The Company’s *Code of Conduct*, people and culture reflect an environment in which everyone is treated with dignity and respect. We expect our employees and business partners to comply with the law in each place we do business and to abide by our *Code of Conduct*, policies and processes in all of their business activities.

The Company does not tolerate discrimination in employment based on an individual’s protected status and strives to ensure equal pay for equal work. We work hard to provide a work environment free from discrimination, harassment and retaliation.

The Company respects the rights to employees to form, join or not join labor unions. This includes the right to freedom of association and collective bargaining.

The Company does not tolerate the use of child labor, forced labor, bonded labor or human trafficking of any kind.

The Company will not tolerate trafficking in persons and any other form of slavery, including but not limited to, sex trafficking and/or labor trafficking. This includes, but is not limited to, the following prohibited conduct:

- Labor Trafficking—The recruitment, harboring, transportation, provision or obtaining of a person for labor or services, through the use of force, fraud or coercion for the purpose of subjection to involuntary servitude, peonage, debt bondage or slavery.
- Destroying, concealing, confiscating or otherwise denying access by an individual to the individual's identity or immigration documents, such as a passport or driver's license, regardless of the issuing authority.
- Using misleading or fraudulent practices during the recruitment of candidates or offering of employment/contract positions, such as failing to disclose, in a format and language accessible to the potential candidate, basic information or making material misrepresentations during the recruitment of candidates regarding the key terms and conditions, including wages and benefits, the location of work, the living conditions, housing and associated costs (if employer or agent-provided or arranged), any significant cost to be charged to the employee, and, if applicable, the hazardous nature of the work.
- Charging applicants/candidates recruitment fees.
- If required by law or contract, failing to provide return transportation or failing to pay for the cost of return transportation upon the end of employment.
- Sex Trafficking—The recruitment, enticement, harboring, transportation, provision, obtaining, advertising, maintaining, patronizing or soliciting by any means of a person, through force, threats of force, fraud, coercion or any combination of such means, that will be used to cause the person to engage in a commercial sex act.
- Viewing explicit material using company funds or resources or viewing explicit material involving trafficked persons.
- Procuring commercial sex acts on work time or using company resources or on company property.

The Company respects the privacy of our employees and business partners who trust us with their personal information. The Company works to abide by all applicable privacy-related laws and regulations.

The Company will take appropriate disciplinary action for violations of these rules, up to and including termination of employment and cancellation of contracts. The Company cooperates fully with the U.S. Government or other appropriate governmental authorities in audits or investigations relating to such violations. Employees of the Company are required to cooperate in any internal or external investigation of suspected wrongdoing under this Policy.

4. QUESTIONS ABOUT THE POLICY

If you have any questions relating to this Policy, please contact the Chief Legal Officer, Chief Human Resources Officer or the Legal/Compliance Department.

5. REPORTING POLICY VIOLATIONS

If we learn of adverse human rights impacts due to some connection with our business or operations, we are committed to investigating the impacts and taking timely and transparent remedial action. In the event of a conflict between internationally recognized human rights and national or local laws, the Company will endeavor to comply with applicable laws while at the same time honoring the principles of human rights.

To report potential violations of this Policy, immediately notify the Legal/Compliance Department (chiefcomplianceofficer@kodiakgas.com or compliance@kodiakgas.com or 832-924-7259) or anonymously report your concern to the Company's compliance hotline at:

1-844-989-1482

or

<http://kodiakgas.ethicspoint.com>