



RESILIENCE + DILIGENCE

NINE ENERGY SERVICE 2023 SUSTAINABILITY REPORT





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LETTER FROM CEO

TO OUR VALUED SHAREHOLDERS:

I am excited to share with you the Nine Energy Service (Nine) inaugural Sustainability Report covering progress throughout 2023. It illustrates our commitment to providing reliable services to an industry that is critical to the well-being, development, and security of our society. We made significant progress in 2023 on key sustainability initiatives across our business, starting with a Sustainability Priority Assessment to identify the key Environmental, Social, and Governance (ESG) issues most important and impactful to our company and our stakeholders.

We used the Sustainability Priority Assessment to guide our work, and the result was the compilation of our 2021 and 2022 Scope 1 and 2 greenhouse gas (GHG) emissions inventories and the start of the development of our GHG emission reduction strategy. We worked to understand and evaluate our company's climate-related risks and opportunities.

We took steps to enhance our procedures and management of issues key to environmental management, and we formalized a Biodiversity Statement and a Human Rights Statement.

We strive to responsibly provide sustainable growth for our investors, customers, and employees; Our focus on sustainability initiatives will allow Nine to achieve its goals with improved operational efficiency, proactive risk mitigation, innovation across business lines, and the attraction and retention of a skilled workforce.

OUR STRIDE HAS REMAINED STEADY

We will continue to focus on ensuring the health and safety of our employees while simultaneously providing services to drive efficiencies that support our customers in reducing their carbon footprint. We will continue the journey to understand and manage our own emissions in order to be a trusted partner for the communities in which we operate.

We are grateful for the support of our customers, shareholders, and employees, and we look forward to enabling the provision of affordable, reliable, and sustainable energy.



Ann Fox
President and Chief Executive Officer

WE WILL CONTINUE TO FOCUS ON ENSURING THE HEALTH AND SAFETY OF OUR EMPLOYEES WHILE SIMULTANEOUSLY PROVIDING SERVICES TO DRIVE EFFICIENCIES THAT SUPPORT OUR CUSTOMERS IN REDUCING THEIR CARBON FOOTPRINT.





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A STORY OF CONSISTENCY

A leading North American onshore completion services provider, Nine primarily targets unconventional oil and gas resource development. We partner with our Exploration & Production customers across all major onshore basins in the U.S., Canada, and abroad to design and deploy downhole solutions and technology to prepare horizontal, multistage wells for production.

We offer a variety of completion applications and technologies to match customer needs across the broadest addressable completions market. Our comprehensive well solutions include cementing the well at the initial stages of the completion, preparing the well for stimulation, isolating all the stages of an extended reach lateral, and drilling out isolation tools.

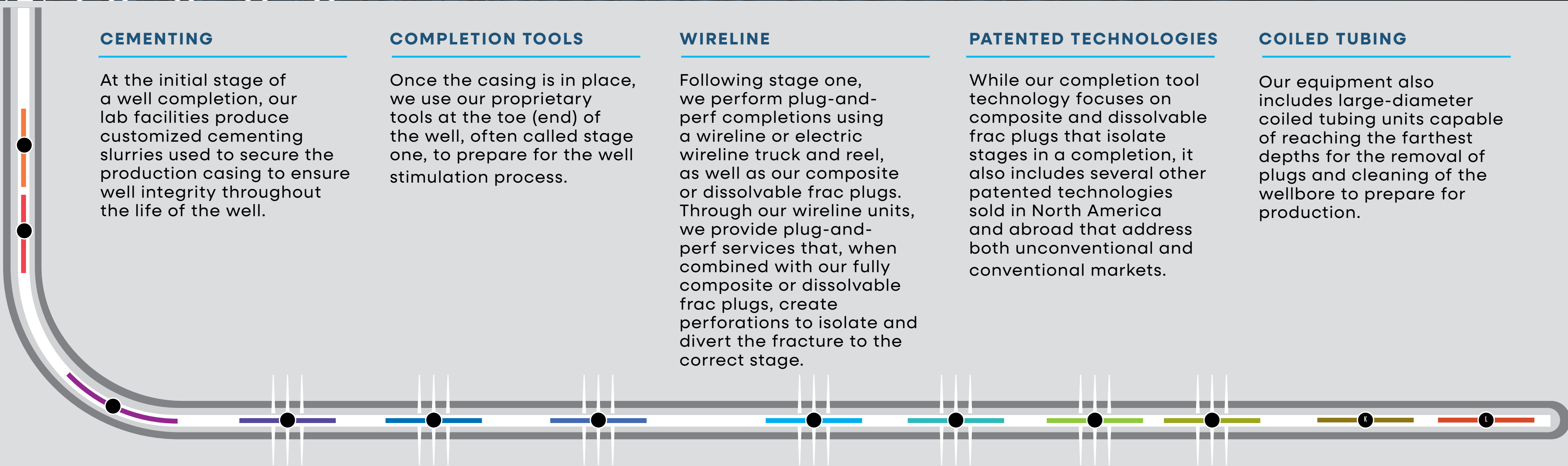
ELECTRIC WIRELINE



LONG-STRING CEMENTING



LARGE DIAMETER COIL + MEMORY TOOLS



CEMENTING

At the initial stage of a well completion, our lab facilities produce customized cementing slurries used to secure the production casing to ensure well integrity throughout the life of the well.

COMPLETION TOOLS

Once the casing is in place, we use our proprietary tools at the toe (end) of the well, often called stage one, to prepare for the well stimulation process.

WIRELINE

Following stage one, we perform plug-and-perf completions using a wireline or electric wireline truck and reel, as well as our composite or dissolvable frac plugs. Through our wireline units, we provide plug-and-perf services that, when combined with our fully composite or dissolvable frac plugs, create perforations to isolate and divert the fracture to the correct stage.

PATENTED TECHNOLOGIES

While our completion tool technology focuses on composite and dissolvable frac plugs that isolate stages in a completion, it also includes several other patented technologies sold in North America and abroad that address both unconventional and conventional markets.

COILED TUBING

Our equipment also includes large-diameter coiled tubing units capable of reaching the farthest depths for the removal of plugs and cleaning of the wellbore to prepare for production.

LOCATIONS OF OPERATIONS

WHERE WE'RE NEEDED, WE'RE THERE.



Headquartered in Houston, Texas, Nine has operating facilities strategically located in all major onshore U.S. basins, including the Permian Basin, Eagle Ford Shale, Haynesville Formation, Mid-Con Formation, DJ and Nibrara basins, Barnett Shale, Bakken Formation, and Marcellus and Utica Shales. We also have an operating facility in the Western Canada Sedimentary Basin and an R&D facility in Norway.

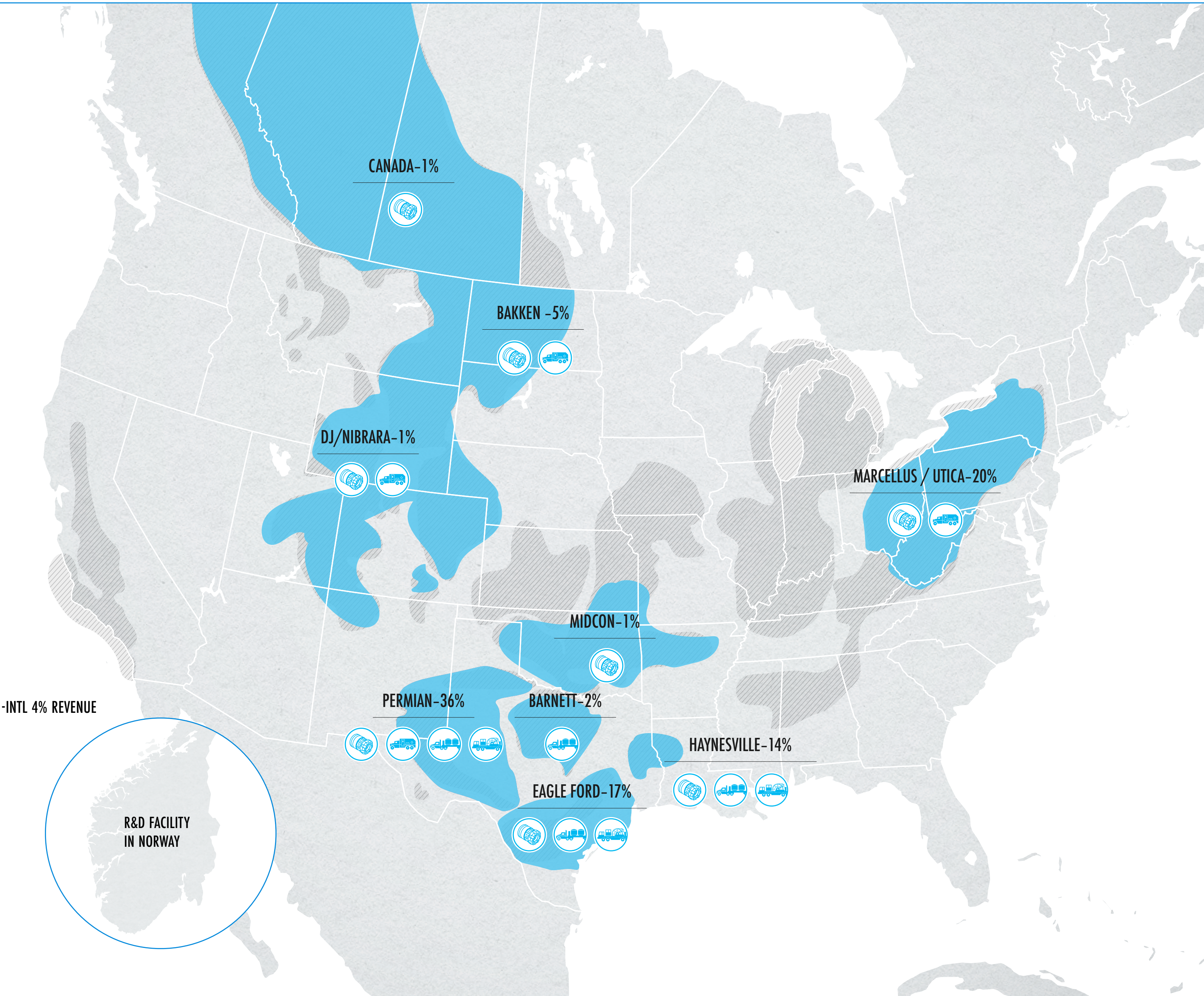
Our local presence allows us to operate efficiently and quickly respond to customer demands. Through our extensive footprint, we can also track and implement best practices according to completion trends and technology across all divisions and geography.

A portion of completion tool revenue is generated from outside of North America, and international completion tools are an important part of our revenue stream.

OUR SERVICES

-  COMPLETION TOOLS & TECHNOLOGY
-  COILED TUBING SERVICES
-  CEMENTING & DRILLING SOLUTIONS
-  WIRELINE SERVICES

-  SERVICE COVERAGE AREA AND REVENUE BY REGION (FY 2023)
-  MAJOR UNCONVENTIONAL BASINS



OUR CORE PRINCIPLES

BELIEFS, OPERATIONALLY APPLIED



Nine is committed to conducting business in a manner that protects the health, safety, and security of our employees and is compatible with the environmental and economic needs of the communities in which we operate.

OUR SUSTAINABILITY PRINCIPLES
GUIDE OPERATIONS AND ACTIVITIES
ACROSS OUR BUSINESS:

SAFETY

We focus on and invest in protecting the health and safety of our employees, customers, and communities.

DEFERENCE

Humility, hard work, and respect for the people and communities in which we live and work are at the heart of who we are and what we do.

DILIGENCE

We are committed to integrating sustainable practices across our operations while responsibly managing our resources and meeting the needs of our customers.

LEADERSHIP

We believe strong leadership is the foundation of effective and responsible governance, and we are dedicated to the rigorous oversight of decision-making processes, key risks and opportunities material to our business, and the effective delegation of authority for achieving successful outcomes.

INNOVATION

We are committed to deploying innovative strategies and technologies to enable the near-term reduction of greenhouse gas (GHG) emissions from our operations and for our customers while contributing to a future of sustained, long-term emissions mitigation.

OUR APPROACH TO ESG

BALANCING RISK & OPPORTUNITY WITH INTEGRITY

At Nine, management and leadership established ESG policies and efforts company-wide. With the assessment of a third-party consultant, we have subsequently refocused our efforts to optimize risks and opportunities.

Our Board of Directors oversees the company’s ESG risk management process and regularly discusses ESG-related issues at Board meetings throughout the year. In 2023, we formally included the oversight of ESG-related risks and opportunities in the charter of the Nominating, Governance, and Compensation Committee of the Board of Directors.

ESG risks and opportunities are also regularly discussed at the management and leadership levels. Nine has established a management-level ESG Committee that develops, recommends, reviews, and institutionalizes policies, efforts, programs, and practices that advance the company’s ESG strategy. The committee comprises executive leadership, business line leaders, and employees across the company who represent key and material areas, such as Health, Safety, and Environment (HSE) management, investor relations, legal, risk management, and more.

From 2022 to 2023, a third-party consultant conducted an in-depth Sustainability Priority Assessment to determine internal and external stakeholder priorities, risks, and opportunities that may impact our business. Using this assessment, which surveyed Nine’s customers,

investors, vendors, Board members, and internal leadership, the ESG Committee identified which ESG issues to focus on and investigated areas of improvement. These areas include water management, employee health and safety, employee attraction and retention, waste and chemical management, Scope 1 and 2 GHG emissions management and disclosure, supply chain management, and corporate ethics and transparency.

Nine employs a dedicated ESG Manager who drives the implementation of our ESG strategy. On a regular basis, we also work with ESG advisors to execute this strategy throughout the organization.

Taking a holistic, all-hands approach to ESG risk identification and mitigation, we encourage employees across the company to identify, communicate, and elevate ESG risks and opportunities to their respective teams and supervisors.

RISK TOPICS

Risk topics that are regularly reviewed and addressed by the ESG Committee and Board include:

- » REGULATORY
- » ENVIRONMENTAL & CLIMATE CHANGE
- » COMMUNITY RELATIONS
- » CAPITAL AVAILABILITY/LIQUIDITY
- » NATURAL DISASTERS/CATASTROPHES
- » HIRING/RETENTION



OPERATIONALIZING SUSTAINABILITY SUSTAINABILITY PRIORITY ASSESSMENT

The third-party consultant conducted surveys with stakeholders for the Sustainability Priority Assessment, while Nine was blind to the direct results of the surveys; to ensure participants could share input freely without risk. The anonymity helped Nine achieve its main objective of gathering valuable feedback from key stakeholders to influence the company’s sustainability strategy. In 2023, Nine prioritized utilizing the results from this assessment to better understand the relative importance of potential ESG impacts to business objectives to refine our sustainability strategy and direct efforts. Efforts resulting from the SPA include:

- » WORKING SESSIONS ON CHEMICAL AND WASTE MANAGEMENT
- » INCREASED FOCUS ON SUPPLY CHAIN MANAGEMENT



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ENVIRONMENT & LAND STEWARDSHIP

Nine is continually raising its standards for environmental compliance and sustainability as both a best management practice and strategic business initiative. We strive to evaluate and address our deficiencies, applying appropriate practices, procedures, and innovative technologies to most effectively minimize our environmental impact and that of our customers. We believe successful environmental performance is our responsibility, key to managing our business risks and necessary for our long-term success.

CLIMATE-RELATED RISKS & OPPORTUNITIES MANAGEMENT

Nine has closely monitored the progression of the Securities and Exchange Commission (SEC) climate-related disclosure rule since its initial proposal, and in 2023 Nine worked to align with the Task Force on Climate-Related Financial Disclosures (TCFD) recommendations to start the process of ensuring the company is prepared for compliance when climate-related disclosures become required.

As part of this effort, Nine undertook a comprehensive qualitative assessment of climate risks and opportunities that may be material to our business. This included performing activities such as:

- » Gap assessment to understand how well aligned Nine’s existing processes and disclosures on governance, strategy, risk management, and metrics are with the TCFD recommendations, the framework that is closely aligned with the expected SEC climate-related disclosure requirements that Nine will ultimately need to comply with.
- » Benchmarking of Nine’s most relevant peers and customers to understand Nine’s relative current readiness level for the SEC climate rule.

- » Climate-related physical and transition risk assessment, and identification of strategic climate-related opportunities.
- » Training workshops related to the SEC climate disclosure rule, relevant components of Nine’s climate journey, and generating “buy-in” from key internal stakeholders for the multi-year process to align with the SEC and highlight the rise of climate-related competitiveness. Three sessions were held with each being tailored to the relevant audience, including: (1) sales, operational, and corporate management, (2) top-level executive management, and (3) the Board of Directors.
- » Preparation of written TCFD disclosure content translated from the findings of the analysis activities performed during the first phase of SEC climate-related disclosure rule preparation.

The physical climate-related risks that we identified are similar to those faced by the oil and gas value chain, including limited access to water to perform operations, extreme weather events and related business continuity, and facility damage from weather events. All of the physical climate risks identified in the scenario analysis are familiar events to Nine and our customers. We have in place business adaptation strategies for when events such as hurricanes and storms occur. We have a light portfolio of hard assets that may be damaged by flood inundation waters or hurricane wind speeds. Although water scarcity may increasingly impact our customers in the coming

years and decades, we believe these challenges will only enhance the extent to which we can provide supportive products and services to our customers.

Transition-related climate risks are also industry-wide and include emerging regulations and increased cost of compliance, decreased demand for fossil fuels and divestment from oil and gas.

Our climate-related opportunities include our ability to provide products and services to customers that support their decarbonization ambitions, including our dissolvable frac plug, dissolvable pumpdown ring, electric wireline unit, and trident single-stage solution cement slurry.

For more details on our climate-related risks and opportunities, see our TCFD Disclosure table in the [Appendix](#).

OUR CLIMATE-RELATED OPPORTUNITIES INCLUDE OUR ABILITY TO PROVIDE PRODUCTS AND SERVICES TO CUSTOMERS THAT SUPPORT THEIR DECARBONIZATION AMBITIONS.

EMISSIONS MANAGEMENT

At Nine, we recognize we have a responsibility to reduce and manage our own GHG emissions and help our customers reduce their emissions. We are committed to reducing GHG emissions and mitigating climate change risk across our business while meeting the growing needs of our customers and expectations of our valued stakeholders.

NINE *CONTINUED TO INVEST IN
EMISSION-REDUCTION TECHNOLOGIES
WHILE DRIVING PROFITABILITY AND
EXPANDING INTO NEW MARKETS.*

2023 GHG MANAGEMENT HIGHLIGHTS

In establishing internal policies, procedures, and measurements, Nine began to develop a plan to quantify GHG emissions, with targeted reductions to be formulated and achieved on an annual basis. Efforts supporting the plan include:

- » Nine completed its first overall GHG emissions inventories for 2021 and 2022, which provided a baseline to benchmark future emissions against and will help develop an inventory process and emission-reduction strategy for the future.
- » Nine engaged external consultants to develop a systematic roadmap for reducing our GHG emissions and a strategy for prioritizing implementation of emissions reduction opportunities that are aligned with Nine’s overall business strategy. This included activities such as identifying key software and data management optimization opportunities for maintaining emission data collection and workshops with key internal stakeholders to target emission reduction opportunities for consideration and implementation.
- » The Nominating and Corporate Governance Committee amended its charter to include oversight of ESG and emissions-related risks, opportunities, and activities.
- » As outlined in the report, Nine continues to invest in emission-reduction technologies while driving profitability and expanding into new markets.



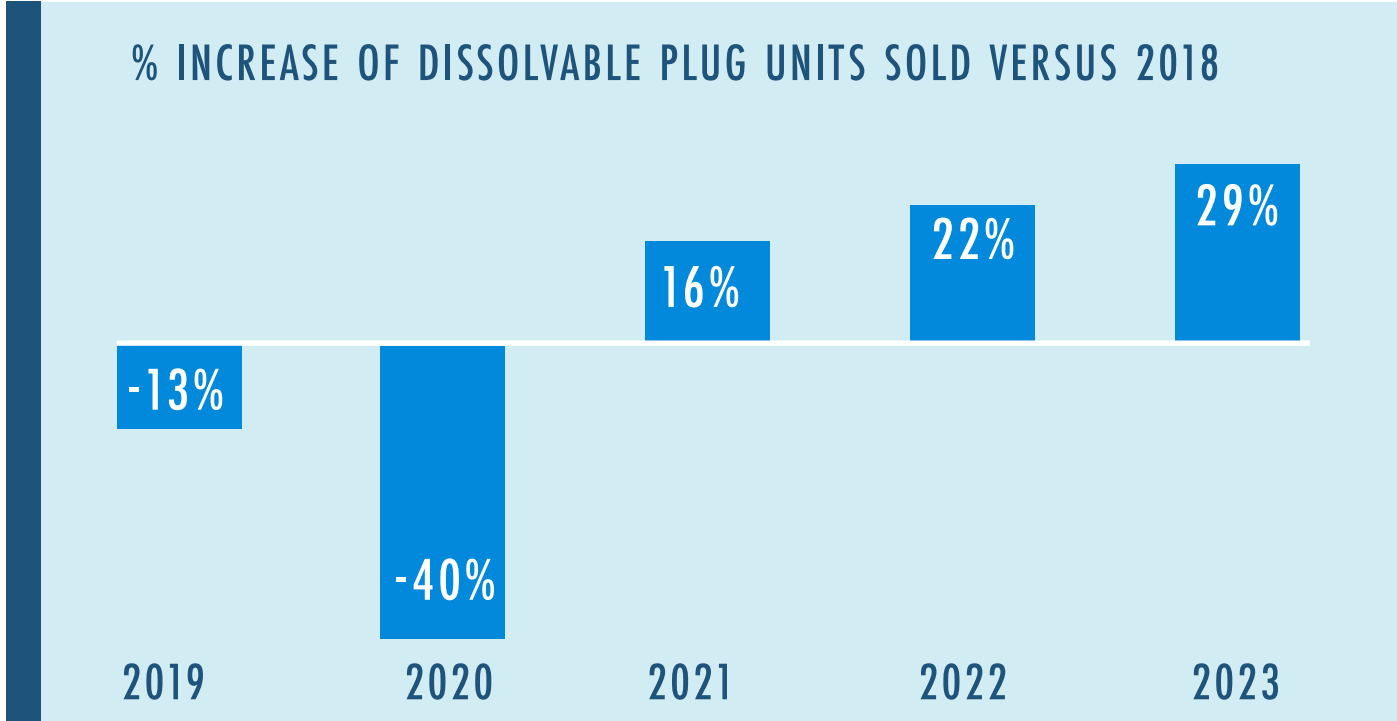
TECHNOLOGY INVESTMENTS

NINE’S INVESTMENT INTO EMISSION-REDUCTION TECHNOLOGIES IN 2023 WAS FOCUSED ON DRIVING PROFITABILITY & INCREASING PROFIT SHARE.

Nine Stinger Dissolvable Plug

Our dissolvable plug significantly reduces GHG emissions, and the dissolvable pumpdown ring has been shown to reduce horsepower requirements by up to 48% and decrease diesel fuel usage by 42%.

To advance our understanding, we conducted an analytical study quantifying cradle-to-grave emissions reduction achieved with a dissolvable plug versus a composite plug completion. The study helped us understand the emission-related advantages of our services and technologies by demonstrating that our dissolvable plugs have up to a 91% smaller carbon footprint per wellbore than conventional composite plugs when customers eliminate a drill-out. To see the full details of this study, [click here](#).



Dissolvable Pumpdown Ring

Used in conjunction with Nine’s composite or dissolvable plugs, by adding a dissolvable pumpdown ring, the bypass around the plug is greatly reduced while maintaining the needed line tension. Using a dissolvable pumpdown ring has been shown to reduce horsepower requirements by ~48%, water required to pump the plug to set at depth by ~28% and diesel fuel usage by ~42%, thereby reducing associated GHG emissions.

Trident Single-Stage Solution Cement Slurry

This proprietary slurry consists of lightweight cement with moderate compressive strength that has a demonstrated 23% higher success rate compared with conventional two-stage solutions. Not only does this translate to better cementing outcomes, but it also results in less GHG emissions through lower cement volumes, less rig time, less support equipment associated with the job, and lower frequency of follow-up remedial work.

Electric Wireline Units

Nine’s current wireline fleet includes several electric units, powered by Texas Wireline’s Fuzion™ EcoPax battery-based power pack, which results in reduced GHG emissions compared to diesel fuel-powered hydraulic units. However, Nine’s continued investment in electrifying our wireline fleet is driven by more factors than just reducing our emissions:

- » Fuzion™ EcoPax battery-based power packs eliminate the risk of hydraulic failure and non-productive time (NPT) that can bring operations to a standstill, produce four times the power of traditional wireline units, and result in quieter (thus safer) operations at 68 decibels.
- » Electric wireline units enable much quicker reaction time during pump down and other procedures involving tension on the line versus hydraulic systems. This maximizes drum efficiency, reduces water usage, and reduces the number of people needed near the active operation.

There are also fewer moving parts and an overall more streamlined workspace with reductions in the amount of support equipment, worksite footprint, used oil and filter disposals, crew counts, and environmental and safety hazards. These units were well received by customers seeking wireline solutions that simultaneously helped to achieve their emissions reduction goals.

FEATURE STORY

QUIETLY, EFFICIENTLY REDUCING EMISSIONS



NINE’S ELECTRIC WIRELINE UNIT IS A HIGH-PROFILE INITIATIVE THAT DECREASES OUR DIRECT EMISSIONS.

As an oil and gas service company, many of our sustainability initiatives, such as dissolvable plugs and low-emission cement formulations, focus on reducing our customers’ emissions. By contrast, Nine’s Electric Wireline Unit is a high-profile initiative that decreases our own direct emissions.

Featuring an advanced external battery pack and an all-electric motor, our Electric Wireline Unit replaces conventional diesel-powered hydraulic systems, dramatically reducing the associated carbon emissions. When in operation, the turning of the drum also helps to recharge the lithium batteries, with a small onboard motor and an umbilical to supplement power, for triple-redundant charging capabilities.

68dB
LOW NOISE

The trucks make almost no noise, which eliminates the need for sound walls when operating near residential areas.

In addition to emissions reduction, Electric Wireline has other advantages over traditional units. Without the diesel engine, there’s no need to regen the ignition system or replace emissions filters. At 68 decibels, the trucks make almost no noise eliminating the need for sound walls when operating near residential areas. Current fuel savings are significant, with savings of up to \$15,000 per month per pad.

\$15k
SAVINGS

The amount of fuel savings the electric wireline trucks could provide per month per pad.

“All these things add up. With a cleaner, quieter environment, work is safer, reaction time is faster, and operations are more efficient, reducing non-productive time. The Electric Wireline unit comes with several safety features to eliminate the risk of unintended pullouts or other mistakes. Maximized drum efficiency also reduces water usage during pumpdown procedures.”

– Jeff Hyre, President of Nine’s Wireline Service Line



GHG MANAGEMENT & OVERSIGHT

Our GHG strategy and management is directed by Nine’s ESG Manager, who reports up through the Vice President of Strategic Development, Investor Relations, and Marketing as a direct line to the Chief Executive Officer. In addition to teams working directly to manage our emissions, the ESG Committee supports efforts by monitoring emission-related risks and opportunities, as well as providing feedback on strategies.

GHG EMISSIONS SOURCES

To ensure we continue to make an impact in emissions reduction, Nine is focused on identifying and understanding our GHG emissions sources. Our inaugural GHG inventory in 2021 was an effort to determine our sources, assess the availability or absence of data, determine areas with complete data and areas requiring estimation, and develop strategies

OUR PRIMARY EMISSIONS SOURCES INCLUDE:

Diesel and Petroleum (as Fuel) to Power our Service Operations		
Emissions Source Type	Mobile Combustion	Stationary Combustion
Examples of Significant Combustion Activities	Driving On-Road Vehicles: <ul style="list-style-type: none">> Tractor-trailers for transporting equipment, fuel, and supplies to and from job sites> Pickup trucks for transporting staff, hauling light loads for facility and field operations, and for use as escort vehicles	Operating Trailer-Mounted and Tractor-Integrated Equipment at Job Sites: <ul style="list-style-type: none">> Primary operating units such as cement pump units, coiled tubing units, and wireline perforator truck units> Support equipment such as cranes, fluid pumps, glycol heating units, air compressors, booster pumps, bulk cement pressure vessel units, and batch cement mixing units

to close gaps, improve accuracy, and streamline data collection and monitoring.

The GHG inventories were prepared using the Greenhouse Gas Protocol Corporate Standard, following the key principles of relevance, completeness, consistency, transparency, and accuracy. The standard provides a credible method to measure and report emissions from purchased or acquired electricity, steam, heat, and cooling.

The GHG inventory was limited to Scope 1 emissions associated with direct fuel combustion, from our vehicles, equipment, and facility heating systems, and Scope 2 emissions associated with purchased electricity for facility heating, cooling, and general power; more details on the most significant sources of our emissions, direct emissions from fuels used to power our service operations, are included in the table below. A financial operational control boundary was

used to determine the inclusion of activities in the GHG inventory. For example, emissions associated with fuel purchased by Nine and used by contractors were included. However, emissions associated with fuel purchased and used by contractors were not included.

See appendix with scorecards for a breakdown of absolute GHG emissions, GHG emissions intensity, energy consumption, and energy consumption intensity for the company as a whole and by business line.

During the preparation of the GHG inventory, opportunities for improvement in data collection were identified to improve the accuracy of GHG inventories for future calendar years.

- » Collection of actual baseload electricity consumption in cases where it was unavailable.
- » More detailed data collection to capture actual fuel use and allow for fuel use to be attributed to specific engines or vehicles.
- » More accurate calculation of methane (CH₄) and nitrous oxide (N₂O) emissions by collecting and utilizing data from:
 - > Mileage for all vehicles
 - > Specifications on all non-vehicle fuel combusting equipment and engine hour activity per engine/equipment
- » More detailed data collection to accurately track refrigerant use, purchases and releases.

PRESERVING BIODIVERSITY

DOING THE RIGHT THING, CONTINUOUSLY

Nine recognizes the importance of minimizing our impacts to land and supporting biodiversity near our operating areas and facilities. In 2023, Nine published our Biodiversity Statement that formalized the recognition of this responsibility by outlining our role and the role of our customers in preserving biodiversity and establishing our practices and procedures for protecting the local environment, including the land, habitats, and wildlife.

Most of our operations occur at locations managed by our customers, whom we believe are best positioned to manage the biodiversity and local environment at these locations. Consequently, we work closely with our customers to ensure we meet their expectations for onsite activities and are compliant with all local, state, and federal rules.

We are also responsible for limiting adverse impacts to the environment and biodiversity near operations, activities, and facilities directly managed by our company. Our HSE Manual, which applies to all employees, sets policies and procedures to manage biodiversity-related matters in all operations and business functions, such as waste and chemical disposal and handling, spill prevention, environmental incident response and reporting, and local pollution mitigation. Nine also requires training relevant to these areas for all applicable employees.



WATER MANAGEMENT

DILIGENTLY CONSERVING WATER

Nine does not offer water-intensive completion services conventionally considered to be part of an oilfield services company, such as hydraulic fracturing. In our operations, primary use of water occurs during cementing operations and, to a lesser degree, during some of our Coiled Tubing and Wireline services. For these services, water is sourced, transported, and provided by our customers.




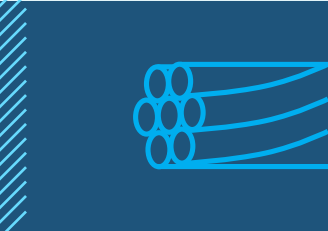
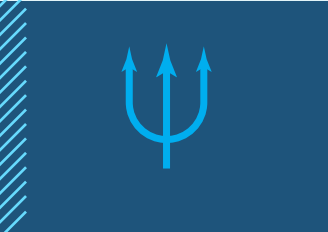
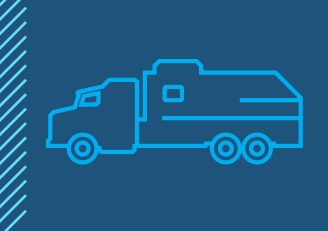
Specifically, the application of water in our services consists of the following general activities:

- » Cementing
 - > Mixing and downhole pumping of cement
 - > Ancillary downhole water uses (spacers, displacement, etc.)
- » Wireline and Coiled Tubing
 - > Pumping water downhole for various operations, such as pumpdown, acid stimulation, etc.

Nine has focused water monitoring efforts on the water handled during in-field operations to date in accordance with Sustainability Accounting Standards Board (SASB). Water is also used to a significantly lesser extent at our facilities, including activities such as vehicle and equipment washing, pressure testing, domestic uses, and others.

SUSTAINABLE TECHNOLOGIES

Nine has focused on investing in the development of technologies in our Completion Tools, Wireline, and Cementing service lines designed to minimize for our customers the usage of water, along with the associated costs for their drilling and completions activities.

SUSTAINABLE TECHNOLOGIES THAT MINIMIZE WATER USAGE	
	Dissolvable Pumpdown Rings – Used with Nine’s composite or dissolvable plugs, these rings significantly reduce the bypass around the plug while maintaining needed line tension. Use of this product has demonstrated a reduction in the water needed to pump the plug to set at depth by ~28%.
	Stinger Dissolvable Frac Plugs – Fully dissolvable and one of the shortest frac plugs on the market, the Stinger eliminates the need for mill-out operations, along with the corresponding water requirements. It also minimizes the time and risks associated with conventional completions.
	Dissolvable Fastball – Available in both alloy and polymer materials, these fully dissolvable frac balls eliminate the need for coiled tubing or rig interventions — and the associated water needed for pumpdown — to remove frac balls from multi-stage, ball-activated sliding sleeve systems. Instead, the Dissolvable Fastball completely dissolves on its own in a matter of days.
	Coated Line Wireline Technology – Compared with traditional greased line applications, Nine’s Coated Line Wireline Technology requires less fluid to operate while also improving efficiency, reducing HSE risk, and eliminating 95% of injector oil required.
	Trident Single-Stage Solution Cement Slurry – Compared with conventional two-stage solutions, Trident has demonstrated a 23% higher success rate, reducing frequency of follow-up remedial work and associated pumped water and fluid requirements. Additionally, the cement properties and application method result in less water usage through reduced cement volumes.
	Electric Wireline Unit – The fully electric wireline units enable much quicker reaction time during pump down and other procedures involving tension on the line versus hydraulic systems. This maximized drum efficiency reduces water usage during pump down.

WASTE & MATERIALS MANAGEMENT

Nine's priority to maximize the safety of our operations while minimizing the impact to the environment requires a conscientious approach to both chemicals and materials. This not only requires diligence in what materials we use in our services and how they are applied, but also how we handle and manage the waste products resulting from our operations.

Nine maintains procedures for our facility and field operations that are necessary for appropriate management of hazardous and non-hazardous materials and waste. These procedures cover topics such as waste and hazardous materials handling and storage, transportation and disposal, wastewater management, environmental compliance, environmental incident reporting, and hazard communication.

AUDITS

Our facilities undergo HSE audits on a monthly and quarterly basis. As part of these audits, our HSE supervisors inspect various items to ensure our hazardous and non-hazardous materials and waste are being managed appropriately. If any deficiencies are identified, a Corrective and Preventative Action (CAPA) is entered into our HSE management system and the deficiency is addressed. Examples of waste and material management audit items observed during these audits include (but are not limited to):

- » Waste containers are labeled appropriately, provided with lids as appropriate, and are in good condition so

they will not burst or leak under normal storage and handling conditions.

- » Chemical containers that are labeled empty, partially empty/still in use, and used for storage of spent/waste chemical products are properly segregated with clear signage and individually labeled, properly stored, and disposed/recycled appropriately with compliant facilities/waste vendors on a regular schedule.
- » Containers of hazardous chemicals are properly labeled, free of damages, and stored within secondary containment. Flammable/combustible materials are stored in well ventilated areas and away from heat and electrical sources.
- » Fluid dispensing nozzles and hoses are free from leakage or damages.
- » Spill kits are readily available and in designated locations.
- » Machines, tools, and equipment are clean and free of fluid leaks and excess lubricants.
- » Equipment, materials, and pallets are secured when being moved and loaded/unloaded.
- » Fueling station tanks, tank supports, valves, pipes, fittings, hoses, nozzles, and secondary containment are in good condition and free of damage and leaks. Emergency shut-off valve is in working order, and signage is compliant.
- » A sample of employees is interviewed to assess competency regarding the locations of, proper procedures for, and/or adequacy of Safety Data Sheets (SDSs), spill kits, reporting emergencies and incident events, and up-to-date trainings and certifications per their duties.

Each HSE supervisor is responsible for conducting jobsite HSE audits for operations within his or her region at least five times per month. Some of the key waste and material management audit items included with these jobsite audits include:

- » Totes, equipment, and waste bins are stored/organized properly and on secondary containment if applicable. Trash/clutter is picked up, and site is organized.
- » Absorbent material and/or spill containment kits are on location, and they are fully stocked and in good working condition.
- » Portable fuel tanks, truck-mounted equipment, fuel tanks, and primary/secondary chemical containers are clearly labeled and free of damages/leaks.
- » Work areas are free of spills, or if a spill/leak is present it is actively being cleaned up and properly containerized.
- » SDSs are available and have been reviewed by employees.
- » All discharge lines are properly capped when not in use, pressurized lines/connections are properly restrained, and all lines are in good condition and free of leaks.
- » Any employee operating chemical totes and plunger pumps understands the operations and responsibility.
- » Any leftover/waste chemicals or hazardous materials/products from jobsite operations are either properly disposed of through the customer if applicable, or are otherwise properly containerized and brought back to the home facility by a certified hazardous waste transporter for storage until disposal can be arranged.

TRAINING & CERTIFICATIONS

Nine provides employees necessary training in line with job duties to safely handle chemicals and hazardous materials. Additionally, only employees and contractors with the appropriate certifications may move, transport, or dispose of these materials, such as forklift certification for moving chemicals totes, HazMat transportation, etc.

WASTE MINIMIZATION EFFORTS

- » Whenever possible, we prioritize salvaging and refurbishing existing equipment and components over scrapping and purchasing new. Additionally, we attempt to purchase refurbished equipment and equipment with refurbished components when possible if there are no deficiencies compared with new/unused equivalents.
- » We attempt to identify relatively large waste streams that contain recyclable components and work with third parties to divert as much as possible from landfills, thereby reducing both disposal costs and overall waste. One such process includes sending undamaged wooden pallets back with product vendors that will take them on subsequent drop-offs, or otherwise coordinating pickup of used wooden pallets by a recycling vendor.
- » Nine partners with a non-profit, Compudopt, to donate hundreds of used laptop and desktop computers to be digitally wiped of data, refurbished, and recycled through donations to individuals that lack resources to purchase their own computers.

** Data is not yet available digitally in a manner for calculating total hazardous and non-hazardous waste for Nine.*





SOCIAL: OUR PEOPLE & COMMUNITIES

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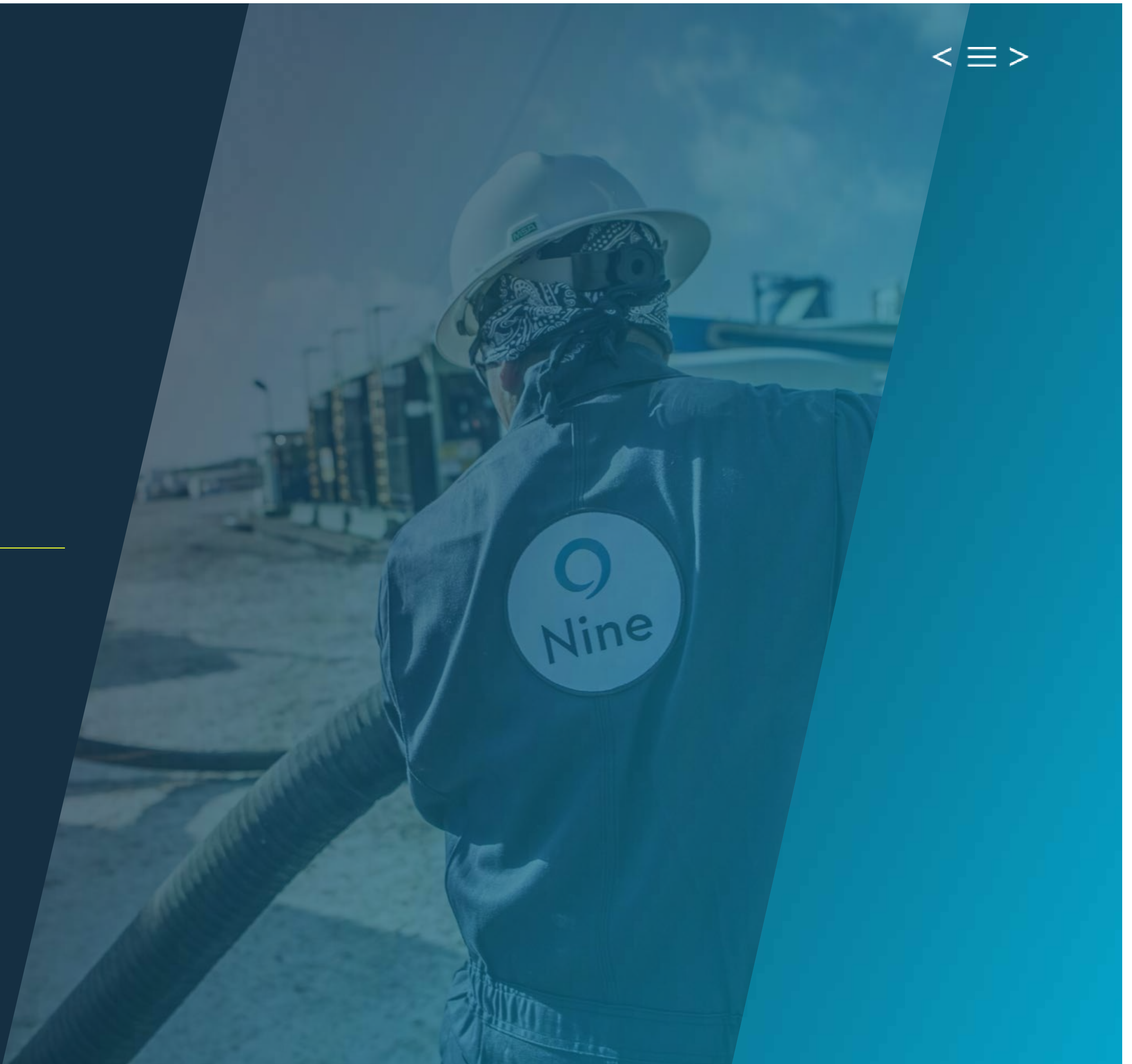
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OUR PEOPLE & COMMUNITIES

At Nine, we strive to create a responsible work environment that ensures our employees and our communities remain safe and healthy. We are committed to investing in our number one asset — our employees — and being a trusted and chosen community partner.

HEALTH & SAFETY

**DOING GOOD BEGINS WITH FEELING GOOD,
& STAYING SAFE**

BEST PRACTICES & SAFETY FIRST

Protecting the health and safety of our employees, contractors, customers, visitors, and communities is our highest priority and the most important aspect of running our business. Our commitment to safety and the personal responsibility that is instilled in all our employees to prioritize health and safety above all else is best conveyed by Nine’s HSE Policy statement:

HEALTH, SAFETY & ENVIRONMENT POLICY

Nine is committed to conducting business in a manner that protects the health, safety and security of our employees and is compatible with environmental and economic needs of the communities in which we operate. Continuous improvement of our HSE performance is essential to creating a leading completion and production service company and the responsibility of every employee.

**PROTECTING THE HEALTH AND
SAFETY OF OUR EMPLOYEES, CONTRACTORS,
CUSTOMERS, VISITORS, AND COMMUNITIES IS
OUR HIGHEST PRIORITY...**

This will be achieved by:

- » Not compromising HSE to advance business opportunities.
- » Stopping or delaying work where effective risk controls are not in place.
- » Operating in compliance with all applicable legislation, customer requirements and recognized HSE best practices.
- » Communicating our HSE commitment to all persons working under control of this policy.
- » Assigning clear HSE roles and responsibilities.
- » Establishing measurable targets, driving us to continuously improve our HSE performance.
- » Ensuring that all of our employees have the knowledge, skills and training to fulfill our HSE commitment.
- » Learning from our performance to continuously improve our processes, work practices and behaviors.
- » Creating and sustaining an HSE culture that empowers our workforce to act in accordance with this policy.





NINE’S HEALTH & SAFETY PRACTICES

Incident Management and Prevention

Nine’s incident management program is built on the key principles that comprehensive reviews and strict adherence to safety procedures are ingrained in daily operations, especially before beginning potentially hazardous activities. If and when an incident does occur on location, accurate and transparent investigation and reporting enable appropriate preventive actions to be taken to avoid recurrences.

Nine has a pre-job safety evaluation program in place that establishes standards and accountability for identifying hazards before they cause incidents. This includes daily pre-job safety meetings, Job Safety Analyses (JSAs), work permits where applicable, and more.

Nine requires notification, reporting, and review of all incidents, regardless of severity and including near-misses. Incidents must be reported and investigated openly and without detriment to the individuals involved.

Nine utilizes EHS Insight as the central platform for our HSE management system, and the details of all incidents are reported here. Based upon a standard review process that includes rating each incident’s initial potential severity and actual severity, thorough investigations are conducted where appropriate. Nine uses TapRoot as our incident investigation platform where the Incident Management Teams conduct rigorous Root Cause Analyses.

While detailed collection and analysis of incident information is important, Nine places emphasis on

learning and improving safety conditions with our incident management process. When the Root Cause Analysis is complete, the investigation team develops Corrective Actions & Preventative Actions (CAPAs) that should be implemented by Nine to mitigate any future recurrences of the incident. Two methods of reinforcing CAPAs include:

HSE ALERTS

- » “AlertMedia” is alert-notification software that lets Nine communicate quickly and reliably with all employees. Alerts may be for general notices/ FYIs regarding health and safety, e.g., heat alerts or impending potential natural disaster information, general HSE or transportation topics, etc.
- » Alerts may also include information from a particularly noteworthy incident with information such as general description, causal factors, and takeaway lessons and required actions to mitigate going forward.

TRAINING

- » Training may be developed and implemented for the appropriate audience as a result of lessons learned or as part of an incident investigation’s CAPA.

NINE *REQUIRES NOTIFICATION, REPORTING, AND REVIEW OF ALL INCIDENTS, REGARDLESS OF SEVERITY AND INCLUDING NEAR-MISSES.*

NOTABLE ACTIONS TAKEN IN 2023

- » Comprehensive internal review and update of HSE manual/JSAs
 - > Updated multiple HSE program documents to modernize with updated regulations, customer requirements, and in line with insights from near-miss/incident findings and best practices
- > Example Addition: Heat Management Plan
 - Our HSE department developed an Extreme Heat JSA that serves as a guideline for preventing heat-related illnesses. This document emphasizes the importance of hydration, rest breaks, symptom observation, and appropriate responses. Furthermore, a daily message is sent through our alert media system to notify all potentially impacted employees via their mobile phones when temperatures exceed 90 degrees, ensuring heightened awareness of potential risks.

INSPIRING ACTION

Leadership Involvement

- » HSE supervisors collect and review weekly Health and Safety (H&S) stats and significant H&S events from all HSE reps and HSE director reviews.
- » Incident Review Board (Operational and executive management) meets once per month with the HSE director presenting in-depth monthly and YTD incidents data, HSE success on the job, and key incidents/near-misses from the previous month and communicating how this is being handled/corrected.
- » Overview data and information are shared with Nine's board during quarterly board meetings.



NINE SAFETY RECOGNITION PROGRAM

Annual Truck Giveaway

The Nine Energy Safety Recognition Program is designed to show appreciation to employees who demonstrate a personal commitment to safety. Examples include, but are not limited to:

- » Consistently wearing PPE
- » Taking the initiative to correct a safety issue
- » Creating a solution to a safety problem
- » Actively participating in safety activities
- » Regularly identifying safety concerns
- » Recognizing stop-work events
- » Recognizing near-miss events
- » Inspecting safety equipment before use
- » Reinforcing safety rules with fellow employees
- » Regularly keeping work areas clean and organized
- » Consistently conducting work observations

Each eligible employee may receive up to four tokens given by individuals from four increasingly senior levels of leadership. At the end of the annual program, the tokens are entered into a drawing, with the two selected employees each winning a new Ford F-150.

Stop Work Champion

Every month, a Nine employee who exhibits exemplary use of our Stop Work Authority policy to keep work conditions safe is selected as Nine’s Stop Work Champion. This includes a \$500 bonus, a plaque memorializing the achievement, a token in Nine’s annual safety recognition truck giveaway drawing, and public recognition for this achievement through a post on Nine’s LinkedIn page.



NOTABLE ACTIONS TAKEN IN 2023

Code of Nine

A set of guiding principles, the Code of Nine further integrates safety into Nine’s culture. The codes range from hand safety to stop-work authority and can be reviewed in numerous mediums such as a dedicated handbook and tally book and is also available online to all employees. The Code of Nine was presented to all employees as an internal communications campaign over a few months via physical mail, emails, and integration into internal meetings where in-depth coverage of nine key health and safety topic areas was presented to everyone.

A code to live by

The topic areas covered in the Code of Nine include:

- » Job Safety Analysis
- » Situational Awareness
- » Hand Safety
- » Work Surface Safety
- » Line of Fire
- » Lockout/Tagout (LOTO)
- » Driving Safety
- » Equipment Upkeep
- » Stop Work Authority

CODE OF NINE

JOB SAFETY
SITUATIONAL AWARENESS
HAND SAFETY
WORK SURFACE SAFETY
LINE OF FIRE
LOCKOUT/TAGOUT
DRIVING SAFETY
EQUIPMENT UPKEEP
STOP WORK AUTHORITY

Safety first.
Vigilance always.

This is the code we live by, literally. As an employee of Nine Energy Service, the most important thing you do every day is to go home at the end of your shift. Which is why we've made safety our top priority. With The Code of Nine, we'll be inviting you to re-acquaint yourself with our protocols over the next few months. Embrace them. As if your life depended on it.

THE CODE OF NINE

FEATURE STORY

A DRIVING FORCE FOR WORKSITE SAFETY, KEYS INCLUDED



DEDICATION TO SAFETY ISN'T JUST ABOUT REWARDS; IT'S ABOUT CREATING A CULTURE.

David McComis has been involved in safety programs for most of his professional life. Previously a prison warden and a volunteer firefighter, he's developed a passion for protecting his co-workers. He's even helped write, teach and implement safety programs, but he never dreamed that his passion would win him anything.

McComis and Mario Cardenas, employees of Nine, were each awarded brand-new Ford F-150s in last year's Code of Nine Safety Recognition program. In its second year, the truck giveaway celebrates and recognizes employees' extraordinary commitment to safety in the workplace and community, followed by a raffle giveaway ceremony.

Recently established, the Code of Nine broadly embodies and underscores the principles behind safety practices in nine categories, which include topics such as hand safety, situational awareness, and stop work authority.

"I've been involved in safety programs for 35 years," said McComis, a Warehouse Supervisor in Jacksboro, Texas. "Most of the companies I've worked for are more concerned with the bottom line. But Nine has created a culture, from the top down, where everyone looks out for each other like family. Of course, you don't want anyone to get hurt, but it's especially important when the safety of your family's at stake."

As part of Nine's safety culture, transgressions aren't stigmatized. Employees are not only encouraged to say something if they see something, but are celebrated for it. Stop-work authority is universal and provides a welcomed learning opportunity.

While a Ford F-150 makes a great incentive for safe behavior, it's not the primary driver. McComis' selection for the raffle was based on a work observation, which, in his opinion, anyone could have made.

"Don't get me wrong. It was a great day," he said. "But I was more surprised than anything else. I'd never won anything in my entire life, so I wasn't expecting to hear my name called. After all this time in safety, I win this award. It sure beats a \$5 gift card."



SAFETY & TRANSPORTATION TARGET BONUS

MAKING STRIDES, STEP-BY-STEP

In early 2023, Nine identified the need to strengthen the various levels of leadership at Nine to more consistently meet and exceed safety standards in the workplace and roadways established by the Nine Leadership Team. Consequently, we created a new incentive program that serves to explicitly identify safety and transportation-related performance expectations required to qualify for each service line, region, and district of Nine, with the bonus serving as a sliding scale for how much each requirement was met.

This bonus program is available to operations and service-based coordinators, managers, directors, and executive leadership. The targets are separated into the following categories, with quantitative requirements for each explicitly laid out and percentages of total bonus made clear for each category based on the success level of completion:

- Safety Targets:**
- » Recordable Injuries
 - » Work Observations
 - » Safety Meetings
 - » Training
 - » Corrective Actions

- Transportation Targets:**
- » Preventable Motor Vehicle Incidents (PMVIs)
 - » Driver Score Card

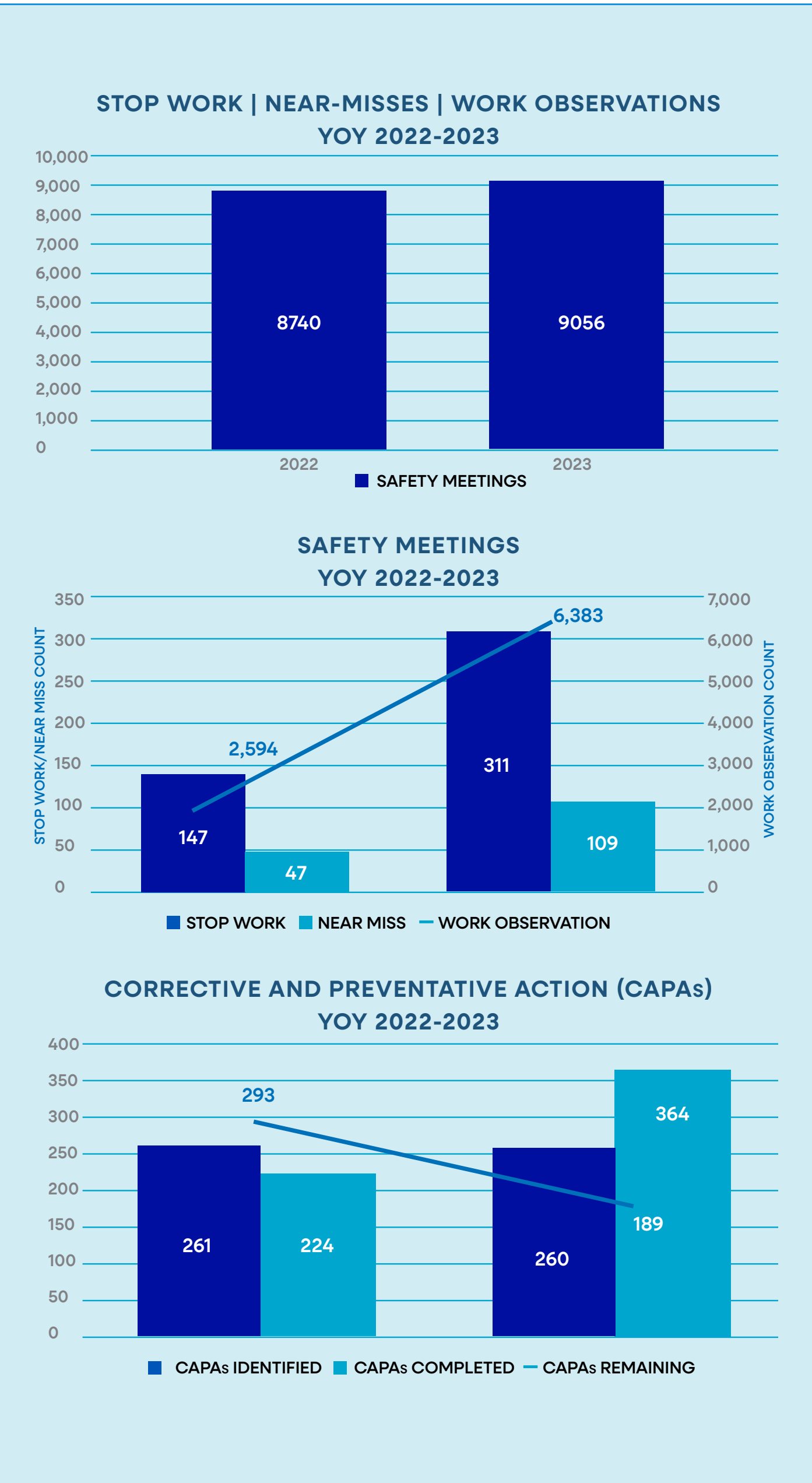
SAFETY TRAINING

Training and skill development are critically important to ensuring employee competency in any given task. A competent employee is defined as one who is adequately trained, sufficiently experienced, and/or suitably qualified for the required job. Inevitably, well-trained employees are better equipped to minimize workplace accidents, handle difficult or unusual situations, and operate more efficiently and independently.

Nine is committed to ongoing progressive training for all our employees. By continually improving skill levels, we will enhance safety and productivity on the job. All employees with hands-on operations or service-based functions will undergo a series of baseline mandatory safety and/or transportation training courses following mandatory training courses when they are hired. Depending on specific roles or duties, employees may be required to have additional training.

HSE AUDITS & INSPECTIONS

To ensure our safety policies and procedures are fully implemented at all company facilities and employee worksites, HSE audits and inspections are performed at mandatory frequencies throughout the year. Results of these audits and inspections are monitored, with corrective and preventative actions implemented when appropriate.





COMPENSATION & BENEFITS

FINDING THE BEST & KEEPING THEM

At Nine, our compensation structure and comprehensive benefits package are designed to attract, motivate, and retain top talent.

We offer competitive salaries and bonuses and consistently seek to closely align pay with performance. Compensation structure is regularly reviewed to ensure we are aligned with industry standards, and employee contributions are properly recognized and rewarded. We also provide grants of equity-based awards to align the interests of our employees with those of our shareholders.

Nine prioritizes the health and financial security of our employees by providing access to resources that support their well-being. We offer broad-based retirement, health, and welfare plans to all employees with benefits that include life and disability insurance, flexible working arrangements, a comprehensive employee assistance program, health club membership discounts, and more.

HEALTH & WELLNESS

Nine is particularly proud of the healthcare and wellness benefits we provide to every employee. Our healthcare plan is evaluated annually by a third-party, which regularly ranks us above our peers. Comparisons aside, we use this benchmarking to continuously identify opportunities to improve.

Highlights

- » In vitro fertilization (IVF) costs covered up to 80% after deductible is met
- » 12 weeks of parental leave with full compensation provided for expectant and new mothers
- » \$0 premium cost to employees enrolled in the Core employee-only coverage healthcare plan
- » Nine’s Healthcare costs continue to trend below the national average

Nine Eligible Employee Benefits

- » Paid holidays, vacation days, personal days, and sick days
- » Paid bereavement leave
- » Medical, dental, prescription drug and vision insurance
- » Life and disability insurance
- » Virtual visits (MD Live)
- » Retirement benefits
- » Flexible Spending Accounts for Health and Dependent Care
- » Comprehensive Employee Assistance Program
- » Health club membership discounts
- » Identity theft protection

TRAINING & DEVELOPMENT

PROMOTING EXCELLENCE WITHIN

For all employees, Nine believes in ongoing employee training and development for successful on-the-job performance. We also believe in promoting from within, providing the opportunity for employees to do what is necessary to be considered for open positions wherever possible. Employees are encouraged to discuss and request specific training and development programs with their supervisors and are empowered to use funding earmarked for job-relevant training.

COMPETENCY & CAREER PROGRESSION

Regardless of industry experience, all new employees at Nine, or existing employees transferred to a new position or location, are identified as Short Service Employees (SSE). Before they can be released from SSE designation, they must demonstrate their competency through Nine’s standardized SSE Assessment Program, which covers training, mentorship, and competency. While getting the employee up to speed, it crucially ensures everyone’s safety and the quality of our services. SSEs must complete all standard HSE and operational training relevant to their position; progress from shadowing jobs to displaying increasing levels of job aptitude through hands-on training with an experienced mentor; and satisfactorily pass two levels of SSE evaluations provided and approved by their mentor, operations manager, and/or HSE supervisor. Only after all of this is complete and any necessary certifications have been acquired can an

employee be permitted to operate in the field without the continuous direct supervision of an experienced mentor. Note that this requirement can be reinstated at any time if deemed necessary.

LEADERSHIP DEVELOPMENT

Nine works closely with a third-party consultant who provides a variety of communication and leadership development courses targeting audiences ranging from frontline supervisors to senior leadership. We encourage employees on a leadership track to develop their leadership skills advancing their personal career growth and further shaping them into more effective leaders within our organization. We also encourage those not yet in a leadership position but who have expressed interest, commitment, and the right qualities for leadership to take these courses.

*FOR ALL EMPLOYEES, NINE BELIEVES
IN ONGOING EMPLOYEE TRAINING AND
DEVELOPMENT FOR SUCCESSFUL ON-THE-
JOB PERFORMANCE.*



GIVING BACK & GETTING BACK

Nine strives to be a trusted, collaborative community partner. To that end, we employ several policies and procedures to mitigate potential operational impacts on nearby residents. This includes a hotline that allows community stakeholders to ask questions and raise potential issues. Always, we are committed to answering questions and addressing potential issues promptly.

To further address community needs, we partner with key organizations and non-profits, offering monetary and in-kind donations. These efforts have provided critical services to the community by supporting education and youth development, veterans, and financially vulnerable workers in the energy industry. Our community partners to date include:

NINE STRIVES TO BE A TRUSTED,
COLLABORATIVE COMMUNITY PARTNER.

MARINE CORPS SCHOLARSHIP FOUNDATION

Founded in 1962 to honor the service and sacrifice of Marines and their families, the Marine Corps Scholarship Foundation is the nation’s oldest and largest provider of need-based scholarships to military children.

DALLAS CASA

Protecting children and restoring childhoods, Dallas CASA encourages child victims of abuse and neglect to develop their full potential and embrace the promise of a brighter future.

LITERACY NOW

Contributing to children’s long-term success, Literacy Now provides reading readiness and reading intervention programs, interactive parent engagement, as well as trained volunteer mentors for our Lunch Bunch mentoring program.

THE UNIVERSITY OF TEXAS

The mission of The University of Texas at Austin is to achieve excellence in the interrelated areas of undergraduate education, graduate education, research and public service.

MD ANDERSON CANCER CENTER

Dedicated to eliminating cancer in Texas, the nation, and the world, The University of Texas MD Anderson Cancer Center has developed outstanding programs that integrate patient care, research, and prevention, advanced through education for undergraduate and graduate students, trainees, professionals, employees, and the public.

NATIONAL PETROLEUM COUNCIL

The sole purpose of the NPC is to advise, inform, and make recommendations to the Secretary of Energy and the entire Executive Branch concerning any matter relating to oil and natural gas or to the oil and gas industries submitted to it or approved by the Secretary.

PEASTER EDUCATION FOUNDATION

The Peaster Education Foundation, Inc. was established to generate and distribute resources to maintain, enrich, and expand the educational opportunities for each student in the Peaster Independent School District.

COMPUDOPT

Providing technology access and education to under-resourced youth and their communities, Compudopt helps eliminate limited access to computers, facilitates growth in technical and digital literacy skills, and provides no or low-cost high-speed internet options—to empower brighter futures.

OILFIELD HELPING HANDS

Established in Houston in 2003, Oilfield Helping Hands is a nonprofit, charitable organization that helps oilfield families who, through no fault of their own, face financial crisis. Since its founding, the organization has provided more than \$6 million to needy industry workers and their families.

HUMAN RIGHTS

BECAUSE DIGNITY IS FUNDAMENTAL

Our company’s values place a strong emphasis on ethical, transparent, and responsible conduct within the workplace, with our supply chain partners, and within our communities. These values align with our commitment to respecting universal human rights and the dignity of all people.

In 2023, this commitment was reinforced by our formal Human Rights Statement. This statement outlines Nine’s commitment to being an equal opportunity company for all company employees, workers, customers, suppliers, and contractors and preventing harassment, discrimination, sexual harassment, violence, and retaliation in the workplace. Furthermore, it prohibits compulsory labor, modern slavery, and human trafficking of any kind. We also respect employees’ right to freedom of association and to engage in collective bargaining, and we comply with all laws applicable to the workplace.

To ensure human rights are protected across our company, operations, and engagements with supply chain partners, Nine’s Audit Committee of the Board of Directors and management oversee the implementation of our policies and procedures, efforts, and initiatives that are meant to prevent any human rights violations. Such policies are included in our Employee Handbook, which includes our Non-Discrimination Policy, policies and procedures to address harassment, sexual harassment, and violence in the workplace, and procedures for filing complaints.





GOVERNANCE: ADHERENCE TO BEST PRACTICES

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36 RISK MANAGEMENT

CORPORATE GOVERNANCE & OVERSIGHT

Nine is committed to ethical, transparent, and responsible business conduct across all our operations and in our day-to-day work. Integrity, strong governance, and robust oversight are necessary for our long-term success, and each is reflected across our organizational structure, risk management processes, policies and procedures, and company culture.

GOVERNANCE STRUCTURE

BOARD OF DIRECTORS & BOARD COMMITTEES

The Nine Board of Directors, a portion of whom are elected annually by the stockholders, is a testament to our diligent commitment to aligning the interests of directors, management, and stockholders. This commitment is reinforced by our robust corporate governance framework, which ensures independent decision-making and effective oversight of the company’s business operations, in line with evolving best practices in the industry. For a comprehensive understanding of our governance structure and practices, please refer to our 2023 Proxy Statement.

The Board has established two standing committees: the Audit Committee and the Nominating, Governance and Compensation Committee. Comprised entirely of directors who meet the applicable independence requirements of the NYSE rules and SEC rules, these committees play a crucial role in keeping the Board informed of their actions and assisting the Board in fulfilling its oversight responsibility to stockholders. In 2023, the Nominating, Governance and Compensation Committee amended its charter to include oversight of ESG-related risks, opportunities, and activities, reflecting Nine’s commitment to sustainability and corporate responsibility. Currently, in 2024, the Board is engaged in enhancing the company’s performance and transparency in key areas identified in our Sustainability Priority Assessment. This includes

a concentrated focus on employee health and safety, effective waste and chemical management, water tracking and management, and emissions management.

At the core of our governance model is Nine’s history of a strong, independent Board of Directors composed of experienced members with diverse experiences, skills, and backgrounds.

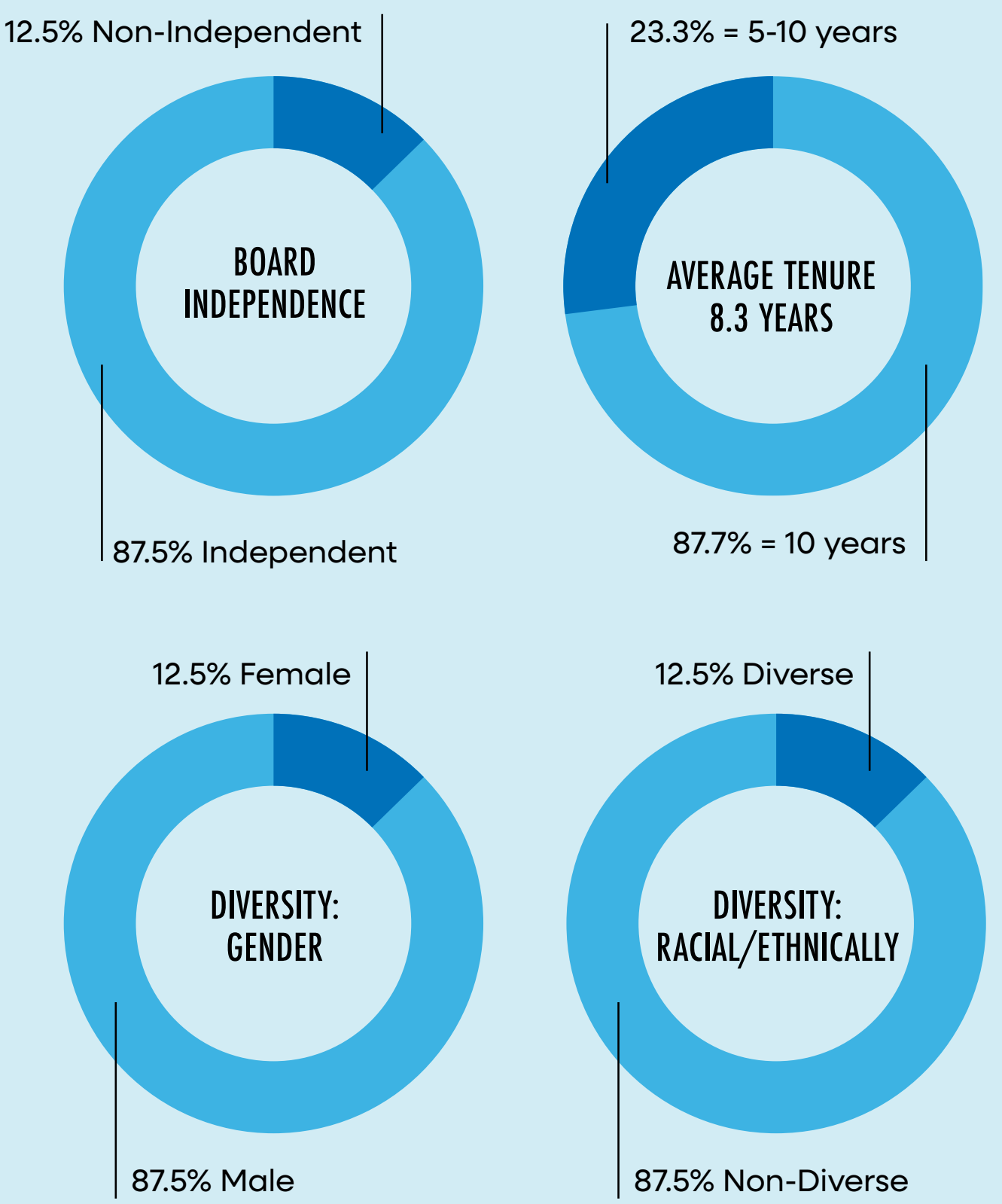
These qualifications of our Board include, but are not limited to:

- » Global financial and operational experience in overseeing a business of Nine’s scale, scope, and complexity
- » Strategic growth trends in the energy sector
- » Technology

BOARD MEETINGS

The Board meets regularly throughout the year, with additional special meetings and unanimous written consent as circumstances require. In 2023, the Board convened seven times with additional virtual update calls as needed, demonstrating its active role in guiding the company. All incumbent directors attended at least 75% of the aggregate Board meetings and any committees on which they served, reflecting their commitment and involvement in the company’s governance.

ABOUT OUR BOARD - INGREDIENTS OF COMMITTED LEADERSHIP



EXECUTIVE OVERSIGHT & GOVERNANCE

Nine maintains a clear separation between the roles of Chairman and Chief Executive Officer. This separation allows for a collaborative yet independent interaction between the Board and Company management, enhancing the Board’s role in risk oversight. The Chairman of the Board, an independent director, presides over all Board meetings, ensuring that the Board provides strong oversight of management and the Company’s strategy and business. The Chief Executive Officer is responsible for the business and strategic direction of the Company, subject to the overall direction and supervision of the Board and its Committees.

NINE MAINTAINS A CLEAR SEPARATION BETWEEN THE ROLES OF CHAIRMAN AND CHIEF EXECUTIVE OFFICER.

NINE ENERGY SERVICE COMMITTEES			
Name	Independent	Audit Committee	Nominating, Governance and Compensation Committee
Ernie Danner*	■		
Ann G. Fox			
Mark E. Baldwin	■	■	
Curtis F. Harrell	■	■	■
Gary L. Thomas	■	■	■
Scott Schwinger	■		■
Andrew L. Waite	■		
Darryl Willis	■	■	■

■ Chairman ■ Member *Chairman of the Board

ETHICS & COMPLIANCE

NEVER DEVIATING FROM THE HIGHEST STANDARDS

ETHICAL BUSINESS CONDUCT

Nine’s Corporate Code of Business Conduct and Ethics serves as the baseline for our ethics and compliance program. The Code provides an overview of the basic principles and guidelines to assist the interactions of all our employees, directors, officers, contractors, and other representatives of the Company. This tool helps us cover a wide range of business practices and procedures, ensuring we conduct our business lawfully and ethically. The Audit Committee oversees our Compliance programs regarding legal and regulatory requirements. In its charter, one of the Audit Committee’s key responsibilities is to ensure the Company’s compliance with the Corporate Code of Conduct.

Key Topics currently covered by the Code include:

- » Employee Rights
- » Fair Labor Practices
- » Conflicts of Interest
- » Non-Discrimination Policy
- » Harassment
- » Freedom of Association

All Nine employees may report any illegal or unethical misconduct and concerns in an anonymous manner through our confidential reporting hotline, which is administered by an independent third-party provider.

RISK MANAGEMENT

SUSTAINABILITY THROUGH STRATEGIC & FINANCIAL DISCIPLINE

Integral to the successful delivery of Nine’s business strategy and allocation of capital is a robust approach to managing the diverse risks and opportunities that face our business. Management is responsible for analyzing and managing potential impacts and reducing or mitigating risks, supported by the Board, which provides guidance and overall oversight of the risk management processes and policies.

NINE HAS A ROBUST APPROACH TO MANAGING THE DIVERSE RISKS AND OPPORTUNITIES THAT FACE OUR BUSINESS.

FIGHT AGAINST FORCED LABOR AND CHILD LABOR

Canada enacted legislation that went into effect in 2024, the *Fighting Against Forced Labour and Child Labour in Supply Chains Act*, that requires companies doing business in Canada to disclose actions taken to combat the risk of forced labor and child labor being used within the supply chain.

- » In 2023, Nine adopted a Human Rights Statement, which reflects our commitment 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 of Nine’s operations at any geographic location.
- » 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. Nine continues to review our day-to-day business transactions to identify additional steps we can implement to reduce the risks that forced labor or child labor is used in our supply chains.
- » We are in the process of designing and implementing formal policies and supplier due diligence procedures in relation to the use of forced labor or child labor in our supply chains.

BOARD AND CHAIRED COMMITTEES

- » Receives regular reports from members of senior management on areas of material risk to the Company, including operational, financial, legal, regulatory, and strategic risks.
- » The Chair of each Committee discusses and reviews significant matters with management outside of the quarterly Board meetings as needed.

AUDIT COMMITTEE

- » Responsible for reviewing and discussing policies concerning risk assessment and risk management generally, and specifically regarding financial reporting, internal controls and accounting matters, legal, tax and regulatory compliance, and the internal audit function.
- » Responsible for ensuring that an effective risk assessment process is in place and providing an annual report to the Audit Committee on material risks facing the Company.
- » Oversees internal audit department, which is responsible for monitoring the Company’s adherence to Nine’s significant corporate policies and internal controls.

NOMINATING, GOVERNANCE & COMPENSATION COMMITTEE

- » Assists the Board in fulfilling its oversight responsibilities concerning the management of risks arising from our compensation and benefits policies and programs.
- » Assists the Board in fulfilling its oversight responsibilities concerning the management of risks associated with corporate governance, Board organization, membership and structure, and succession planning for our Chief Executive Officer and other members of senior management.

RISK IDENTIFICATION & ASSESSMENT

Risk and opportunities management is inherently dynamic, requiring a systematic, integrated approach and a long-term mindset. External risks can include commodity price fluctuation, shifts in competitors or customer base, Federal, State, and Local regulatory changes, social media/reputation, and climate change-related considerations, among many others. Internal risks are analyzed according to their potential strategic, operational, and financial impacts; operational

risks are categorized across criteria related to process, management information, human capital, integrity, and technology.

Key enterprise risks are identified, managed, and monitored continuously within Nine’s Governance Framework, supported by relevant management responses and appropriate policies and procedures. Risks are rated according to impact (catastrophic, moderate, to insignificant) and likelihood (almost certain, moderate, to rare).

MANAGEMENT-LEVEL COMMITTEES		
Committees comprising executive leadership (CEO, CFO, COO, CAO, CTO, General Counsel, and/or Business Line Presidents), senior departmental leadership (VPs of Investor Relations & Strategic Development, Internal Audit, Corporate Operations, IT) that meet regularly throughout the year and brief the board-level committees on any updates or matters of relevant significance		
ESG COMMITTEE	ENTERPRISE RISK MANAGEMENT (ERM) COMMITTEE	SECURITY COMMITTEE
<ul style="list-style-type: none">» Develops, recommends, reviews, and institutionalizes policies, efforts, programs, and practices that advance the company’s ESG strategy» Drives information, analysis, and data gathering to inform internal and external reporting» Identifies and prioritizes material ESG topics and risks, and communicates where progress is needed	<ul style="list-style-type: none">» Develops and updates enterprise risk universe and management’s key mitigating action items» Aligns risk owners and company leadership on ranking of risks and priority of resources for mitigating action items	<ul style="list-style-type: none">» Identifies, assesses, and manages cybersecurity risks and associated cybersecurity mechanisms/policies» Reviews and keeps up to date with the evolving cybersecurity landscape and potential implications for Nine» Coordinates with third-party service providers for sensitive data security assessments

FEATURE STORY

CYBERSECURITY, ABOVE & BEYOND THE FIREWALL



Last year, Nine added another layer to its already sophisticated cybersecurity strategy. In establishing the IT Security Committee, the company amplified its efforts to be more proactive and aggressive, beyond typical baseline requirements.

“Our Board and the Audit Committee have been focused on cybersecurity for several years,” said Jonathan Andrus, Vice President of IT at Nine. “Creating the IT Security Committee was an opportunity to qualify for National Institute of Standards and Technology (NIST) certification, a rare designation in the oil and gas services sector and a market differentiator for us. I don’t know of any company our size doing anything like this.”

NIST certification requires a formalization of cybersecurity procedures and processes, then providing proof that those policies are in place during subsequent audits. Having comprehensive risk mitigation strategies is increasingly critical, given that threats are evolving as fast as the technology that enables them—like deep fakes resulting from generative AI.

Fortunately, Nine can leverage some of the same technology to protect itself. With machine learning, for example, the company can monitor anything from a device or network, automatically isolating for further evaluation any activity that looks suspicious—before it can do harm.

Vigilance, by nature, is proactive. “In our quarterly meetings, we discuss at least the top-five emerging threats and scams, along with improvements to our cybersecurity program to address them,” said Andrus. “We also conduct internal and external penetration testing, in which we actually install a bad actor. They will attempt to gain access to the network, crack passwords, exploit equipment vulnerabilities, or execute dummy malicious code. This process helps us fortify our defenses.”

The Committee typically receives and addresses five or more Cybersecurity and Infrastructure Security Agency (CISA®) notifications every day identifying the latest threats. Part of Nine’s tactical response includes monthly awareness training, alerting employees to those threats and how to best respond if encountered.

*THE COMPANY AMPLIFIED ITS EFFORTS
TO BE MORE PROACTIVE AND AGGRESSIVE,
BEYOND TYPICAL BASELINE REQUIREMENTS.*



APPENDIX

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SCORECARDS

TOPIC	INDICATOR¹	UNIT OF MEASURE	2021	2022	2023
GHG EMISSIONS	ABSOLUTE GHG EMISSIONS				
	Scope 1 - Total	MTCO ₂ e	39,888	49,789	46,422
	Cementing Service Line	MTCO ₂ e	13,444	17,882	17,436
	Coiled Tubing Service Line	MTCO ₂ e	20,426	25,353	22,482
	Wireline Service Line	MTCO ₂ e	4,434	4,483	4,393
	Completion Tools Service Line	MTCO ₂ e	1,349	1,784	1,805
	Corporate Operations	MTCO ₂ e	235	286	307
	Scope 2 (Location-Based) - Total	MTCO ₂ e	2,411	2,963	2,606
	Cementing Service Line	MTCO ₂ e	1,168	1,549	1,363
	Coiled Tubing Service Line	MTCO ₂ e	361	430	382
	Wireline Service Line	MTCO ₂ e	376	379	325
	Completion Tools Service Line	MTCO ₂ e	386	476	413
	Corporate Operations	MTCO ₂ e	119	130	123
	Scope 1 + Scope 2 (Location-Based) - Total	MTCO ₂ e	42,299	52,751	49,028
	GHG EMISSIONS INTENSITY²				
	GHG Emissions Intensity by Revenue – Overall	MTCO ₂ e per \$1MM revenue	121	89	80
	Cementing Service Line	MTCO ₂ e per \$1MM revenue	128	85	84
	Coiled Tubing Service Line	MTCO ₂ e per \$1MM revenue	335	217	187
	Wireline Service Line	MTCO ₂ e per \$1MM revenue	66	45	40
	Completion Tools Service Line	MTCO ₂ e per \$1MM revenue	17	16	15
	Corporate Operations³	MTCO ₂ e per \$1MM revenue	N/A	N/A	N/A

TOPIC	INDICATOR ¹	UNIT OF MEASURE	2021	2022	2023
GHG EMISSIONS (CONT.)	GHG EMISSIONS INTENSITY ² (cont.)				
	GHG Emissions Intensity by Hours Worked – Overall	MTCO ₂ e per \$1MM revenue	17	15	12
	Cementing Service Line	MTCO ₂ e per \$1MM revenue	18	16	13
	Coiled Tubing Service Line	MTCO ₂ e per \$1MM revenue	42	35	23
	Wireline Service Line	MTCO ₂ e per \$1MM revenue	7	5	5
	Completion Tools Service Line	MTCO ₂ e per \$1MM revenue	5	5	4
	Corporate Operations	MTCO ₂ e per \$1MM revenue	2	3	2
ENERGY	ENERGY CONSUMPTION				
	Fuels ⁴ - Total	MWh	160,808	199,821	186,464
	Cementing Service Line	MWh	53,739	71,276	69,592
	Coiled Tubing Service Line	MWh	81,130	100,692	89,277
	Wireline Service Line	MWh	18,673	19,054	18,694
	Completion Tools Service Line	MWh	6,294	7,613	7,625
	Corporate Operations	MWh	972	1,186	1,275
	Purchased Electricity – Total	MWh	6,001	7,260	6,845
	Cementing Service Line	MWh	2,591	3,609	3,450
	Coiled Tubing Service Line	MWh	1,055	1,103	1,026
	Wireline Service Line	MWh	892	930	869
	Completion Tools Service Line	MWh	1,157	1,286	1,172
	Corporate Operations	MWh	307	332	329
	Combined Energy Consumption – Total	MWh	166,809	207,081	193,309

TOPIC	INDICATOR ¹	UNIT OF MEASURE	2021	2022	2023
ENERGY (CONT.)	ENERGY CONSUMPTION INTENSITY				
	Energy Consumption Intensity by Revenue – Overall	MTCO ₂ e per \$1MM revenue	477	349	317
	Cementing Service Line	MTCO ₂ e per \$1MM revenue	493	326	325
	Coiled Tubing Service Line	MTCO ₂ e per \$1MM revenue	1,326	858	737
	Wireline Service Line	MTCO ₂ e per \$1MM revenue	270	186	167
	Completion Tools Service Line	MTCO ₂ e per \$1MM revenue	74	64	61
	Corporate Operations	MTCO ₂ e per \$1MM revenue	N/A	N/A	N/A
	Energy Consumption Intensity by Hours Worked – Overall	MWh per 1,000 Hours Worked	66	61	47
	Cementing Service Line	MWh per 1,000 Hours Worked	68	61	51
	Coiled Tubing Service Line	MWh per 1,000 Hours Worked	168	140	90
	Wireline Service Line	MWh per 1,000 Hours Worked	29	22	20
	Completion Tools Service Line	MWh per 1,000 Hours Worked	21	21	17
	Corporate Operations	MWh per 1,000 Hours Worked	8	11	8
SAFETY ³	RECORDABLE INJURY/ILLNESS INCIDENTS				
	Total Hours Worked by All Employees	Hours	2,515,333	3,422,527	4,097,509
	Total Number of Recordable Incidents	Number	6	7	13
	Total Recordable Incident Rate (TRIR)	Per 200,000 Hours Worked	0.48	0.41	0.63
	Number of Fatalities	Number	0	0	0
	Fatality Rate (FTLR)	Per 200,000 Hours Worked	0.00	0.00	0.00
	Number of Lost Time Incidents	Number	1	2	3
	Lost Time Incident Rate (LTIR)	Per 200,000 Hours Worked	0.08	0.12	0.15
	Number of Restricted Work Incidents	Number	0	0	1
	Restricted Work Case Rate (RWCR)	Per 200,000 Hours Worked	0.00	0.00	0.05
	Number of Medical Treatment Incidents	Number	5	5	9
	Medical Treatment Case Rate (MTCR)	Per 200,000 Hours Worked	0.40	0.29	0.44



TOPIC	INDICATOR ¹	UNIT OF MEASURE	2021	2022	2023
SAFETY (CONT.)	MOTOR VEHICLE INCIDENTS				
	Total Exposure Miles Driven by Employees	Miles	13,032,595	17,129,339	18,699,347
	Total Number of Motor Vehicle Incidents	Number	68	91	95
	Total Motor Vehicle Incident Rate (TMVIR)	Per 1MM Miles Driven	5.22	5.31	5.08
	Number of Preventable Motor Vehicle Incidents	Number	25	39	46
	Preventable Motor Vehicle Incident Rate (PMVIR)	Per 1MM Miles Driven	1.92	2.28	2.46
	Number of Non-Preventable Motor Vehicle Incidents	Number	43	52	49
	Non-Preventable Motor Vehicle Incident Rate (NPMVIR)	Per 1MM Miles Driven	3.30	3.04	2.62
	Total DOT Miles Driven by Employees	Miles	8,790,608	10,908,023	10,569,137
	Number of DOT-Recordable Motor Vehicle Incidents	Per 1MM Miles Driven	8	9	2
	DOT-Recordable Motor Vehicle Incident Rate (DMVIR)	Per 1MM Miles Driven	0.91	0.83	0.19
	NEAR-MISS EVENTS				
	Number of Near Miss Events	Number	40	47	109
	Near Miss Frequency Rate (NMFR)	Per 200,000 Hours Worked	3.18	2.75	5.32
	HEALTH & SAFETY TRAINING				
	Total Hours of Training Related to Health, Safety, and Emergency Management	Hours	12,429	16,867	16,614
	Average Hours of Training per Employee Related to Health, Safety, and Emergency Management	Hours	13.3	14.0	14.3
	Total Number of Employees	Number	934	1,208	1,158
EMPLOYEE DATA	FEMALE REPRESENTATION				
	% Female – Total Workforce	Percentage	11%	10%	9%
	% Female – Executive/Senior-Level Officials and Managers ⁶	Percentage	13%	14%	14%
	% Female – First/Mid-Level Officials and Managers ⁷	Percentage	14%	11%	11%
	% Female – All Other Levels ⁸	Percentage	11%	9%	9%

TOPIC	INDICATOR ¹	UNIT OF MEASURE	2021	2022	2023
EMPLOYEE DATA (CONT.)	MINORITY REPRESENTATION				
	% Minorities – Total Workforce	Percentage	29%	34%	36%
	% Minorities – Executive/Senior-Level Officials and Managers ⁶	Percentage	0%	0%	0%
	% Minorities – First/Mid-Level Officials and Managers ⁷	Percentage	18%	18%	21%
	% Minorities – All Other Levels ⁸	Percentage	31%	36%	38%
	AGE GROUP REPRESENTATION				
	% Employees – Under 30 Years of Age	Percentage	17%	20%	17%
	% Employees – Between 30 and 50 Years of Age	Percentage	68%	64%	66%
	% Employees – Over 50 Years of Age	Percentage	15%	16%	17%
	EMPLOYEE TURNOVER				
	Employee Turnover Rate – Total	Percentage	32%	40%	40%
	Voluntary Employee Turnover Rate	Percentage	26%	30%	29%
BOARD & GOVERNANCE	Involuntary Employee Turnover Rate	Percentage	5%	10%	11%
	Total Number of Directors on the Board	Number	8	8	8
	Board Independence	Number	7	7	7
	Board Racial/Ethnic Diversity	Number	1	1	1
	Board Female Diversity	Number	1	1	1

Notes:

1 Calculated indicator values are rounded; this may cause insignificant offsets with indicator values that represent totals of other sub-indicators presented in this table.

2 GHG emissions intensity values are based on the combined total Scope 1 + Scope 2 (Location-Based) GHG emissions, and revenue values used in revenue-based intensity calculations are sourced from Nine’s annual Form 10-K SEC filings.

3 GHG emissions and energy consumption intensity by revenue values are “N/A” (not applicable) because the Corporate Division does not generate revenue for the company.

4 Calculations for fuel-based energy consumption involved numerous sub-types of fuels that were normalized to the following primary types of fuels: diesel, gasoline, natural gas, propane, and kerosene.

5 Safety metrics take into account all full-time employees; data is not currently available to separate by full-time employees, contract employees, and short-service employees.

6 “Executive/Senior-Level Officials and Managers” as defined in Appendix C of the 2023 EEO-1 Component 1 Data Collection Instruction Booklet.

7 “First/Mid-Level Officials and Managers” as defined in Appendix C of the 2023 EEO-1 Component 1 Data Collection Instruction Booklet.

8 “All Other Levels” includes all of the job classifications defined in Appendix C of the 2023 EEO-1 Component 1 Data Collection Instruction Booklet, excluding the “Executive/Senior-Level Officials and Managers” and “First/Mid-Level Officials and Managers” job classifications.

SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) INDEX

This index provides data and references sections of this report that align with the disclosure metrics from Oil & Gas – Services Sustainability Accounting Standard (2023-06 version) per SASB’s Sustainable Industry Classification System® (SICS®) EM-SV.

TOPIC	METRIC	CODE	ANSWER OR REFERENCE TO INFORMATION IN 2023 SUSTAINABILITY REPORT
EMISSIONS REDUCTION SERVICES & FUELS MANAGEMENT	Total fuel consumed	EM-SV-110a.1	578,909 GJ
	Percentage renewable	EM-SV-110a.1	Data unavailable
	Percentage used in on-road equipment and vehicles	EM-SV-110a.1	Data unavailable
	Percentage used in off-road equipment	EM-SV-110a.1	Data unavailable
	Discussion of strategy or plans to address air emissions-related risks, opportunities and impacts	EM-SV-110a.2	Climate-Related Risks & Opportunities, Page 11; Emissions Management, Pages 12-15
	Percentage of engines in service that comply with the highest level of emissions standards for non-road diesel engine emissions	EM-SV-110a.3	Data unavailable
WATER MANAGEMENT SERVICES	Total volume of water handled in operations	EM-SV-140a.1	Data unavailable
	Percentage recycled	EM-SV-140a.1	Data unavailable
	Discussion of strategy or plans to address water consumption and disposal-related risks, opportunities and impacts	EM-SV-140a.2	Water Management, Page 17
CHEMICALS MANAGEMENT	Volume of hydraulic fracturing fluid used	EM-SV-150a.1	Not applicable
	Percentage hazardous	EM-SV-150a.1	Not applicable
	Discussion of strategy or plans to address chemical-related risks, opportunities, and impacts	EM-SV-150a.2	Operationalizing Sustainability, Page 8; Waste & Materials Management, Pages 18-19
ECOLOGICAL IMPACT MANAGEMENT	Average disturbed acreage per oil well site	EM-SV-160a.1	Not applicable
	Average disturbed acreage per gas well site	EM-SV-160a.1	Not applicable
	Discussion of strategy or plan to address risks and opportunities related to ecological impacts from core activities	EM-SV-160a.2	Preserving Biodiversity, Page 16
WORKFORCE HEALTH & SAFETY	Total recordable incident rate (TRIR)	EM-SV-320a.1	Scorecards, Page 42
	Fatality rate	EM-SV-320a.1	Scorecards, Page 42
	Near miss frequency rate (NMFR)	EM-SV-320a.1	Scorecards, Page 43



TOPIC	METRIC	CODE	ANSWER OR REFERENCE TO INFORMATION IN 2023 SUSTAINABILITY REPORT
WORKFORCE HEALTH & SAFETY (CONT.)	Average hours of health, safety, and emergency response training for full-time employees	EM-SV-320a.1	Scorecards, Page 43
	Average hours of health, safety, and emergency response training for contract employees	EM-SV-320a.1	Data unavailable
	Average hours of health, safety, and emergency response training for short-service employees	EM-SV-320a.1	Data unavailable
	Description of management systems used to integrate a culture of safety throughout the value chain and project lifecycle	EM-SV-320a.2	Health & Safety, Pages 22-26; Safety & Transportation Target Bonus, Page 27; Training & Development, Page 29
BUSINESS ETHICS & PAYMENTS TRANSPARENCY	Amount of net revenue in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	EM-SV-510a.1	Data unavailable
	Description of the management system for prevention of corruption and bribery throughout the value chain	EM-SV-510a.2	Ethics & Compliance, Page 36
MANAGEMENT OF THE LEGAL & REGULATORY ENVIRONMENT	Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry	EM-SV-530a.1	Climate-Related Risks & Opportunities, Page 11; Fight Against Forced Labor and Child Labor, Page 36; Risk Management, Pages 36-37
CRITICAL INCIDENT RISK MANAGEMENT	Description of management systems used to identify and mitigate catastrophic and tail-end risks	EM-SV-540a.1	Waste & Materials Management, Pages 18-19; Health & Safety, Pages 22-26; Training & Development, Page 29 Risk Identification & Assessment, Page 37
ACTIVITY METRICS	Number of active rig sites	EM-SV-000.A	Not applicable
	Number of active well sites	EM-SV-000.B	Not applicable
	Total amount of drilling performed	EM-SV-000.C	Not applicable
	Total number of hours worked by all employees	EM-SV-000.D	Scorecards, Page 42

TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD) INDEX

This index provides information and references sections of this report that align with the recommended disclosure topics from TCFD’s Final Report – Recommendations of the Task Force on Climate-related Financial Disclosures (June 2017) and Implementing the Recommendations of the Task Force on Climate-related Financial Disclosures (October 2021).

TCFD RECOMMENDED DISCLOSURE	REFERENCE TO DISCLOSURE INFORMATION IN 2023 SUSTAINABILITY REPORT	ADDITIONAL DISCLOSURE INFORMATION
1. GOVERNANCE		
(a) Describe the board’s oversight of climate-related risks and opportunities.	Our Approach to ESG, Page 8; Climate-Related Risks & Opportunities, Page 11; Emissions Management, Page 12; Governance Structure, Page 34; Risk Management, Page 37	Information for this disclosure is found primarily in the sections of this report referenced here. For additional clarification: the Board of Directors' and board-level Nominating and Corporate Governance Committee's oversight roles described throughout this report regarding Nine's ESG risk management and enterprise risk management processes include oversight of climate-related risks, opportunities, and initiatives. The Board of Directors are provided updates and opportunities to provide guidance on these topics as important matters arise and during quarterly Board meetings.
(b) Describe management’s role in assessing and managing climate-related risks and opportunities.	Our Approach to ESG, Page 8; Climate-Related Risks & Opportunities, Page 11; Emissions Management, Page 15; Risk Management, Page 37	Information for this disclosure is found primarily in the sections of this report referenced here. For additional clarification:The ESG Committee described throughout this report includes the CEO, who is also on Nine's Board of Directors, and convenes quarterly ahead of the quarterly Board meetings so that the Board may be provided the most up-to-date ESG and climate-related information possible. In addition to the CEO, the ESG Manager as well as most of the C-suite and other executive management are members of the ESG Committee, and ESG advisors with climate risk/opportunity expertise work closely with members of the ESG Committee and assist with leading discussions during quarterly committee meetings.
2. STRATEGY		
(a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	Climate-Related Risks & Opportunities, Page 11; Emissions Management, Pages 12-15; Water Management, Page 17	<p>Addressing climate-related risks and opportunities is an important component driving Nine's strategic direction. We assess both acute (short-term and extreme events) and chronic (long-term shifts in climate patterns) physical risks, and transition risks related to the transition to a low-carbon economy. The energy sector is particularly affected by transition risks and opportunities, which arise from emerging regulations of GHG emissions, and shifts in technology, policy, and market sentiment. To assist Nine in setting priorities for effective climate action, we categorize climate-related risks and opportunities into three time horizons: short-term (12 to 18 months), medium-term (two to three years), and long-term (four years and beyond).</p> <p>The key physical climate-related risks identified by the company’s risk identification process include:</p> <ul style="list-style-type: none">• <u>Impact of Limited Access to Water on Customers</u> – Moderate to High Risk Over Short, Medium and Long Term<ul style="list-style-type: none">→ Nine Energy’s customers already operate in areas with dry conditions and water scarcity, both of which may be exacerbated by climate change.→ Limited access to water supplies may impact the volume of projects that drive customer demand for Nine's services. Water scarcity may increase competition and costs for water, and extended drought conditions may even cause some customer projects to cease operations. Although a pessimistic warming scenario may exacerbate the impact, most regions in Nine's customer service areas that may face high water scarcity in the future already have high baseline scarcity.• <u>Extreme Weather Events and Business Continuity</u> – Low to Moderate Risk Over Short, Medium and Long Term<ul style="list-style-type: none">→ Nine's service areas currently experience acute weather events including storms and hurricanes, which may be exacerbated by climate change.→ The TCFD classifies extreme weather events such as storms and hurricanes as an acute physical risk. Events such as Winter Storm Uri (2021) and Hurricane Harvey (2017) have demonstrated that these events can have a widespread impact on business continuity. Storms can impact the ability of workers and customers to access transportation and their work sites. Infrastructural damage, including to electricity and water supplies, can lead to delays in servicing customers. Impacts to the supply chain can further exacerbate the potential magnitude of impact.• <u>Facility Damage from Weather Events</u> – Low Risk Over Short, Medium and Long Term<ul style="list-style-type: none">→ Nine's assets currently experience acute weather events including storms and hurricanes, which may be exacerbated by climate change.→ Some of Nine's assets included in the physical risk assessment are exposed to localized facility damage due to flood inundation or high winds from storms. The Ulster, PA facility is close to the Susquehanna River, and the Bergen, Norway facility is located next to a fjord. Sites across Texas can be exposed to Category 4-5 hurricane wind speeds. The frequency of these events is low, and the impact is very localized—these facilities have a small amount of equipment or storage that may be affected.



TCFD RECOMMENDED DISCLOSURE	REFERENCE TO DISCLOSURE INFORMATION IN 2023 SUSTAINABILITY REPORT	ADDITIONAL DISCLOSURE INFORMATION
2. STRATEGY (cont.)		
(a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	Climate-Related Risks & Opportunities, Page 11; Emissions Management, Pages 12-15; Water Management, Page 17	<p>The key transition climate-related risks identified by the company's risk identification process include:</p> <ul style="list-style-type: none">• <u>Emerging Regulations and Increased Cost of Compliance</u> – Moderate Risk over Short, Medium and Long Term<ul style="list-style-type: none">→ There is an existing climate regulatory and policy landscape that is expected to evolve in the coming years.→ Potential future government policy action around climate change may include increased requirements for reporting and regulatory approval, carbon pricing mechanisms, mandatory caps on GHG emissions (e.g., methane emissions), and restrictions on natural gas production (e.g., ban on hydraulic fracturing) as well as government incentives and subsidies for alternative energy sources. Policies may result in higher cost of monitoring and compliance with GHG emissions regulations and maintaining and obtaining new permits, and increased energy prices that can lead to decreased production and reduced demand for Nine's services.• <u>Decreased Demand for Fossil Fuels</u> – Moderate to High Risk over Long Term<ul style="list-style-type: none">→ As an oilfield services provider, Nine can be vulnerable to projected long-term declines in oil and natural gas demand that can result in decreased demand for Nine's services. There are uncertainties about how supply and demand for fossil fuel products and services may shift as a result of the transition to a low-carbon economy, changing market sentiments, and increasing cost-competitiveness of renewable energy sources.→ According to the International Energy Agency's (IEA) World Energy Outlook (WEO) 2023 report, the IEA Stated Policies Scenario (STEPS) used in the climate transition scenario analysis is consistent with global oil and natural gas demand reaching their peaks by 2030 followed by a decline to approximately 2022 levels (<1% net increase) by 2050. Oil and natural gas demand specifically for the US is projected to peak before 2030 per the IEA STEPS, but then US demand is projected to undergo a decline by 2030 followed by continued decline between 2030 and 2050 that is much more pronounced than global demand decline during that same period, with US oil and natural gas demand projected to drop (compared with 2022 levels) between approximately 5%-10% by 2030 and 35%-40% by 2050.→ The Announced Pledges Scenario (APS), the IEA's "below 2-degree" carbon-constrained scenario that represents a much more aggressive climate transition scenario than STEPS, was also used in the climate transition scenario analysis and presents significant deviations from the STEPS projections. According to the IEA APS, global oil and natural gas demand is projected to drop (compared with 2022 levels) by approximately 5% by 2030 and between 40%-45% by 2050. Oil and natural gas demand specifically for the US is projected to drop approximately 20% by 2030 and approximately between 70%-75% by 2050.• <u>Divestment from Oil and Gas</u> – Low to Moderate Risk Over Medium and Long Term<ul style="list-style-type: none">→ Divestment may become more pronounced after 2030, consistent with scenario-based projected declines in fossil fuel demand.→ Views on climate change are shifting and investments in oil and gas are challenged by stakeholders. With shifts in consumer preferences and the rise of sustainability-conscious consumers, changing perceptions of climate change may result in increased stakeholder concern or negative stakeholder feedback and present reputational risks. Some stakeholders may apply pressure on investors and advocate for divestments from the oil and gas sector.→ While investment remains significant, certain financial institutions have restricted and may consider eliminating their investments in the oil and gas sector due to their concerns about climate change.
(b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	Climate-Related Risks & Opportunities, Page 11; Emissions Management, Pages 12-15; Water Management, Page 17	<p>Nine conducted a qualitative scenario analysis to identify the risks in section 2.(a) of this TCFD Index table. Financial quantification of these risks has not yet taken place. If Nine proceeds, it will align with the formal announcement from the U.S. Securities and Exchange Commission (SEC) regarding the nature of financial quantification requirements applicable to our company. The category of financial impact for each identified risk are as follows:</p> <ul style="list-style-type: none">• <u>Impact of Limited Access to Water on Customers</u> → Decreased Revenue• <u>Extreme Weather Events and Business Continuity</u> → Decreased Revenue• <u>Facility Damage from Weather Events</u> → Increased Costs• <u>Emerging Regulations and Increased Cost of Compliance</u> → Increased Costs, Decreased Revenue• <u>Decreased Demand for Fossil Fuels</u> → Decreased Revenue• <u>Divestment from Oil and Gas</u> → Decreased access to capital <p>Climate-related transition opportunities Nine's core business benefits from climate-related transition opportunities. These opportunities and their financial and strategic impact are discussed in the sections of this report referenced here.</p>



TCFD RECOMMENDED DISCLOSURE	REFERENCE TO DISCLOSURE INFORMATION IN 2023 SUSTAINABILITY REPORT	ADDITIONAL DISCLOSURE INFORMATION
2. STRATEGY (cont.)		
(c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	Climate-Related Risks & Opportunities, Page 11; Emissions Management, Pages 12-15; Water Management, Page 17	<p>Nine considers the potential impact of climate-related risks and opportunities by using varying assumptions about the state of the future climate and global economy. We utilize recent scenarios commonly used in the energy industry for climate risk analysis. These scenarios are developed by leading global entities and updated as data becomes available.</p> <ul style="list-style-type: none">• For physical risk scenario analysis, Nine applied two scenarios from the Intergovernmental Panel on Climate Change's (IPCC). SSP3-RCP7 is a more pessimistic scenario reflecting an increase in global mean temperatures of about 4°C by 2100. SSP1-RCP2.6 is more optimistic with a projected warming of less than 2°C over the same time period. A representative subset of Nine's operating facilities were included in the analysis, and climate indicator data was generated to identify hazard trends for both scenarios across the company's operating areas.• See Climate-Related Risks & Opportunities, Page 11 of this report for examples of Nine's resilience to physical climate-related risks.• As described in section 2.(a) of this TCFD Index table, transition risk scenario analysis involved the selection and use of scenarios from the International Energy Agency (IEA) World Energy Outlook (WEO) that reflect varying projections for global demand for crude oil and natural gas. The States Policies Scenario (STEPS) and Announced Pledges Scenario (APS) were used to identify potential changes in customer behavior related to these projections.• Although the transition to a lower fossil fuel consumption economy may present challenges for Nine and our main customer base, the scenario analysis demonstrates that these impacts will take many years, even decades to unfold. Even within the context of the APS, there remains significant demand for fossil fuels within the energy mix of the United States and internationally. Our ongoing efforts to create more sustainable products and reduce emissions will only enhance our resilience to the potential changes in the fossil fuel industry in the long run.• Nine's plans to undertake additional scenario analysis exercises in the future are currently under consideration. In particular, if significant changes to legislation that impacted demand for fossil fuels were to be announced in jurisdictions where we operate, the transition risks to Nine under the assumptions of the APS would be reconsidered. If the assumptions of the physical risk scenarios are updated or changed by the IPCC in the coming years, Nine will consider refreshing the climate indicator data used in the physical risk scenario analysis to determine if the conclusions about potential impacts to our business have changed.
3. RISK MANAGEMENT		
(a) Describe the organization's processes for identifying and assessing climate-related risks.	Our Approach to ESG, Page 8; Climate-Related Risks & Opportunities, Page 11; Risk Management, Page 37	<ul style="list-style-type: none">• To identify and evaluate climate-related risks and opportunities alongside other environmental, social, and governance concerns throughout our activities, Nine recognizes both physical and transition risks that can adversely impact the company. Climate change and energy transition risks are included in the overall enterprise risks of the company by Nine's Enterprise Risk Management (ERM) methodology. These climate-related hazards are identified, evaluated, and integrated into functional business planning processes for management; incorporating climate-related scenario analysis into the ERM process as a complement to market scenarios analysis is an ongoing project at Nine. This will enable our ERM team to comprehend the short-, medium-, and long-term market and climatic consequences of developing projects and vulnerable investments more thoroughly.• Nine's Vice President of Internal Audit leads our ERM Committee and works with the business leaders to identify the risks, rank them in terms of priority, and then establish plans to mitigate the risks. The results of the scenario analysis conducted this year, which identified the climate-related risks and opportunities discussed throughout the Strategy section of this TCFD Index table, have enhanced management's understanding about the potential impact of each risk or opportunity under varying scenario assumptions and time horizons.
(b) Describe the organization's processes for managing climate-related risks.	Our Approach to ESG, Page 8; Climate-Related Risks & Opportunities, Page 11; Emissions Management, Page 15; Risk Management, Pages 36-37	<ul style="list-style-type: none">• Climate-related risks and opportunities are managed by considering their potential impact and likelihood, and identifying those that have the potential to have a material financial impact on our business. Three physical risks and three transition risks have been identified as potentially material in the qualitative TCFD scenario analysis.• Financial quantification of climate risks has not yet taken place. If Nine proceeds, it will align with the formal announcement from the SEC regarding the nature of climate-related financial quantification requirements applicable to our company. Nine recognizes that financial quantification of risks can allow management to further refine the short list of potentially material risks, and systematically increasing the precision and detail with which realized impacts are recorded will allow Nine to comply with any potential disclosure rules related to line items in financial statements.• Modeling of unrealized yet potential risks may also be undertaken as data and methodologies allow, to obtain dollarized estimates of the magnitude of each risk. This would allow management to compare the potential impact of climate-related risks against each other, against thresholds in Nine's Enterprise Risk Management (ERM) Framework, and against other material risks to our business that are not related to climate.• Until the decision to move forward with financial quantification is made and it has been completed, the ESG Committee considers all of the risks identified in the scenario analysis as potentially material and will regularly consider these risks at committee meetings.

TCFD RECOMMENDED DISCLOSURE	REFERENCE TO DISCLOSURE INFORMATION IN 2023 SUSTAINABILITY REPORT	ADDITIONAL DISCLOSURE INFORMATION
3. RISK MANAGEMENT (cont.)		
(c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	Our Approach to ESG, Page 8; Climate-Related Risks & Opportunities, Page 11; Emissions Management, Page 15; Risk Management, Pages 36-37	<ul style="list-style-type: none">• Nine conducted a qualitative scenario analysis which identified potential pathways for financial impact related to each climate risk or opportunity. Deeper financial quantification of these risks and opportunities has not yet been conducted. If Nine proceeds, it will align with the formal announcement from the SEC regarding the nature of climate-related financial quantification requirements applicable to our company.• As the potential financial impact of these risks and opportunities has not yet been estimated, they have not yet been systematically incorporated into our ERM framework. However, the Board and management are beginning to integrate consideration of climate risk into decision making and allocation of resources.• Nine is actively collecting both internal and external data related to the short list of climate risks and opportunities identified in the scenario analysis. This information will help Nine prepare for future changes to disclosure rules and will also inform any financial quantification of the scenario analysis results that we perform in the future.
4. METRICS AND TARGETS		
(a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	Emissions Management, Page 15; Scorecards, Pages 40-42	<ul style="list-style-type: none">• Nine has compiled metrics for our Scopes 1 and 2 GHG emissions and energy consumption down to the per business line level to inform our emission reduction strategy, allow Nine to assess year-over-year emissions reduction progress, and evaluate our exposure to climate-related risks and opportunities. To date, GHG emissions and energy consumption data has been inventoried for calendar years 2021-2023.• Nine is actively working towards measuring and monitoring metrics related to climate such as waste, chemicals, and water.
(b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	Scorecards, Pages 40-41	<ul style="list-style-type: none">• See the Scorecards section of this report for Scopes 1 and 2 GHG emissions data and related GHG emissions intensity data for 2021-2023, including company-wide data and detailed breakdowns per business line.• Scope 3 GHG emissions have not yet been inventoried, but consideration for their calculation and future disclosure is ongoing. Nine will continue to inventory and monitor our annual Scopes 1 and 2 GHG emissions and related GHG emissions intensities.
(c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Emissions Management, Page 12	<ul style="list-style-type: none">• Nine does not currently have an emission reduction target. However, we have developed an emission reduction strategy and roadmap which includes a framework for the selection, prioritization, implementation, and monitoring of emissions reduction projects.• Additionally, Nine will continue to provide our customers with solutions that reduce their carbon footprint, and we will continue to track our emissions to assess and evaluate progress on reducing emissions year-over-year.

DISCLAIMER REGARDING FORWARD-LOOKING STATEMENTS

This Sustainability Report contains forward-looking statements - as defined by the Securities and Exchange Commission (the “SEC”) - that are subject to a number of risks and uncertainties, many of which are beyond Nine Energy Service’s control. All statements, other than statements of historical fact, regarding our strategy, future operations and initiatives, financial position, estimated revenues and losses, projected costs, prospects, plans, and objectives of management are forward-looking statements. When used in this Sustainability Report, the words “could,” “believe,” “anticipate,” “intend,” “estimate,” “expect,” “may,” “continue,” “predict,” “potential,” “project,” and similar expressions are intended to identify forward-looking statements, although not all forward-looking statements contain such identifying words.

All forward-looking statements speak only as of the date of this Sustainability Report’s publication, November 21, 2024; we disclaim any obligation to update these statements unless required by law. Although we believe that our plans, intentions, and expectations reflected in or suggested by the forward-looking statements we make throughout this Sustainability Report are reasonable, we can give no assurance that these plans, intentions, or expectations will be achieved. Risks or uncertainties that are not currently known to us, that we currently deem to be immaterial, or that could apply to any company could also materially adversely affect our business, financial condition, or future results. These cautionary statements qualify all forward-looking statements attributable to us or persons acting on our behalf. Known material risks are identified in our Form 10-K and other SEC filings.