

PROPETRO®



**PROENERGY
PROPEOPLE**

**2024
SUSTAINABILITY
REPORT**

ABOUT THIS REPORT

Our 2024 Sustainability Report provides highlights and updates on our sustainability priorities and programs. The scope of this report includes all businesses, assets, and joint ventures that are owned and operated by ProPetro. Unless otherwise noted, all information and data in this report is as of December 31, 2023, or for the period from January 1, 2023 to December 31, 2023, as applicable. Performance data excludes operations from our acquisition of Par Five that closed in December 2023. Any data exclusions or additions are noted throughout the report. We look forward to obtaining feedback from our stakeholders and expanding on the initiatives outlined in this report as we continue to advance our practices and disclosures in the future.

Notwithstanding references to the terms “material,” “materiality” or related phrases in this report, note that inclusion of information in this report is not an indication that the subject or information is material to our business, operating results or financial condition or material to investors or that such information is required to be disclosed in our filings with the U.S. Securities and Exchange Commission (SEC). Materiality, as used in this report, is distinct from, and should not be confused with, such term as defined for SEC reporting purposes, and the information included in, and any environmental, social or governance (ESG) matters identified as material for purposes of this report may not be considered material for SEC reporting purposes.

This Sustainability Report contains forward looking information or forward looking statements. Please see Forward Looking Statements on page 43 of this report.

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CEO LETTER



To deliver the energy our modern society needs and to foster a sustainable business, we know we have to innovate and invest. These are not just empty words: ProPetro has invested more than \$1 billion from 2022 to 2023 in our next-generation fleet, including taking delivery of our first five FORCE® electric fleets by the end of 2024.

We have transitioned over two thirds of our frac fleet to more efficient Tier IV DGB dual-fuel and electric power solutions. By using natural gas instead of diesel, these new products deliver lower greenhouse-gas emissions and lower energy costs. This, in turn, delivers benefits to our customers and the environment.

Just as important to our company's success is supporting the safety and development of our employees. We are focused on fostering a safe work environment in which every worker goes home every night. As part of our efforts, in 2023, we implemented a new health, safety and environment (HSE) management system.

To help ensure we are focused on the long-term drivers of our success, we are committed to fostering good governance and ethics in our organization. Our Board of Directors, our executive team and every team member at ProPetro understands the importance of doing the right thing.

The world needs reliable, cost-effective, efficient and secure sources of energy, and our track record of performance positions us to deliver sustainable value for the customers, employees and communities that rely on us.

A handwritten signature in black ink, appearing to read 'Sam Sledge'.

Sam Sledge
Chief Executive Officer

/ABOUT PROPETRO

ProPetro is a leading integrated oilfield service company, located in Midland, Texas, focused on providing innovative hydraulic fracturing, wireline and other complementary oilfield completion services. Our operations are primarily focused in the Permian Basin, one of the most prolific oil-producing areas in the United States. We have established ourselves as a premium completion-services company, and we are recognized by our customers as one of the most efficient and productive in the oilfield services industry.



~\$1.6 Billion
2023 revenue



~2,000
Employees

OUR SERVICES



HYDRAULIC FRACTURING

ProPetro is a leading provider of hydraulic fracturing services in the Permian Basin in North America.

- One of the youngest and most competitively attractive frac fleets in the industry
- 11 Tier IV dual-fuel and electric-powered frac fleets¹

¹As of October 2024



CEMENTING

ProPetro's Cementing Division can handle a range of solutions, from the smallest casing leaks to covering 3-mile laterals, due to its experienced management team and advanced monitoring systems and equipment.

- 3 sites (Midland, TX; Artesia, NM; Vernal, UT)
- 39 total units
- 3 in-house labs



WIRELINE

Through our subsidiary, Silvertip Completion Services Operating, LLC, the company provides wireline perforating and pumpdown services across the Permian Basin.

- Owns and operates 24 wireline units
- Owns and operates 16 pumpdown spreads



SAND LOGISTICS

Through our subsidiary, Aqua Prop, LLC², the company offers cost-effective wet sand management and logistics solutions.

- Highly efficient, industrialized solution
- Can support ProPetro and third-party frac fleets

² Acquired May 31, 2024

/ 2023 SUSTAINABILITY HIGHLIGHTS

ENVIRONMENT

60%

Hydraulic fracturing fleet transitioned to lower-emissions Tier IV DGB dual-fuel and FORCE® electric

2

FORCE® electric fleets deployed into service

SOCIAL

NEW

Health, safety and environment management system implemented

1,775

Employee volunteer hours

INTEGRITY

33%

Diverse board by gender, race and/or ethnicity

100%

Corporate employees acknowledged Code of Conduct



PROENERGY, PROPEOPLE

We believe our work providing affordable oil and gas is fundamental to energy security and societal well-being — we are ProEnergy, we are ProPeople.

OUR SUSTAINABLE BUSINESS STRATEGY

Oil and gas are the heart of our modern society and will, we believe, remain so for the foreseeable future. To deliver the energy the world needs, our sustainability strategy underpins our business strategy: invest in innovation and our next-generation, lower-emissions fleet to help drive robust earnings to generate value over the long-term for our employees, communities and shareholders.

PROVIDING ENERGY ACCESS AND AFFORDABILITY

In alignment with our strategic priorities, including responsibly bringing reliable energy to the world, we are focused on promoting energy access and affordability while simultaneously maintaining our company's position as one of the most efficient and productive completion-services companies in the industry. We expect development of new technology, such as electric hydraulic fracturing, to support a more consistent and less cyclical business, allowing an emphasis on operational efficiency and returns. We believe this has been critical to increasing production in a sustainable way as it provides a relatively lower-carbon-intensity source of oil and gas, delivering a more durable earnings and cash-flow profile for the benefit of shareholders and stakeholders.

INVESTING IN OUR FLEET TRANSITION TO LOWER COSTS AND GREENHOUSE GAS (GHG) EMISSIONS

A core pillar of our strategy is investing in next-generation equipment to deliver lower operating costs and GHG emissions, pivoting investment from conventional diesel equipment toward natural gas- and electric-powered fleets. With one of the youngest and most competitive fleets in the industry, our investment in next-generation equipment including Tier IV DGB dual-fuel and electric technology allows our fleets to deliver lower-operating costs and GHG emissions, something that is important for our customers and integral to our business. As of the end of 2023, we have seven Tier IV DGB dual-fuel fleets and two FORCE® electric fleets operating — approximately 60% of our fleet — with a total of five FORCE® electric fleets expected to be delivered and available for deployment before the end of 2024.

SUSTAINABILITY IS CORE
TO OUR STRATEGY



Enable and support
domestic energy production



Invest in our fleet
transition to lower
costs and emissions



Provide the quality
and reliability to be a
recognized oilfield services
leader in the Permian Basin

We believe that our enhanced fleets not only help to support our customers' sustainability goals with lower GHG emissions, but also provide benefits for our business. Our next-generation fleet offers lower capital intensity with higher operating efficiency, and we have found that customers are willing to pay a premium for fuel savings and an improved GHG emissions profile. Using natural gas to power frac fleets can result in annualized savings of \$10 million to \$20+ million due to the current diesel/natural gas cost differences. Additionally, Tier IV DGB equipment can displace up to approximately 70% of the diesel consumed by the fleet with cleaner burning natural gas.

PROVIDING THE QUALITY AND RELIABILITY TO BE A RECOGNIZED OILFIELD SERVICES LEADER IN THE PERMIAN BASIN

We take great pride in our efforts to provide safe, mission-critical services to our customers to enable them to responsibly develop their oil and natural gas resources. We believe a key aspect to delivering quality services on time is our focus on employee safety throughout our operations. We regularly review and take steps to improve our operational safety procedures. Beyond safety, we believe that engaging and investing in our workers is critical to equip them with the skills and drive to deliver the quality our clients have come to expect from ProPetro.

PROPETRO CORPORATE STRATEGY



OUR APPROACH TO SUSTAINABILITY

We believe that for our business to be successful, we must deliver value for our customers, provide safe and rewarding work for our employees, and work to protect the environment and improve our communities. We have implemented policies and processes to manage and focus on our sustainability priorities.

We measure the impacts and risks of our operations, including the ESG matters of our business, on a continual basis. Our sustainability priorities are informed by guidance from our stakeholders and topics covered in third-party frameworks, such as the Sustainability Accounting Standards Board (SASB) Oil and Gas Services standard and the Task Force on Climate-Related Financial Disclosures (TCFD). Our disclosures made in reference to the SASB and TCFD frameworks are detailed in the Appendix of this report.

SUSTAINABILITY GOVERNANCE

At the management level, our safety and sustainability programs and policies are overseen by our Chief Operating Officer (COO); Director of Health, Safety and Environmental (HSE); and General Counsel. All executives are responsible for helping drive our sustainability commitments and culture of improvement.

At the Board level, our Nominating and Corporate Governance Committee oversees our sustainability policies and programs. The Nominating and Corporate Governance Committee receives quarterly updates from management to inform decisions regarding sustainability matters. In turn, the Nominating and Corporate Governance Committee provides quarterly updates to the Board on our sustainability and ESG initiatives, progress and risks. Additionally, our Board has delegated responsibility for human capital management oversight to the Compensation Committee, which reviews and assesses our ESG and sustainability-related executive compensation metrics and strategic priorities related to our broader human capital management program. Further, the Audit Committee assesses ESG and sustainability-related risks in connection with our broader enterprise risk assessment.



2023 SUSTAINABILITY GOAL PERFORMANCE IN EXECUTIVE ANNUAL BONUS PLAN

Sustainability is an important part of our business, which is why strategically aligned ESG metrics comprise a 20% share of our 2023 Amended and Restated ProPetro Holding Corp. executive incentive scheme (the “Annual Bonus Plan”). The specific metrics include safety (10%), as measured by the total recordable incident rate, and overall ESG performance (10%), with both qualitative and quantitative goals, including a target to reduce GHG emissions through diesel displacement in our fleet equipment.

ENGAGING OUR STAKEHOLDERS

We use the perspectives and priorities from all our stakeholders to inform our sustainability programs and disclosures. See how we implement the feedback we hear from our primary stakeholders below.

KEY STAKEHOLDERS



CUSTOMERS

Understand their objectives and deliver to them the highest quality service supported by operating safely, efficiently and responsibly.



INVESTORS AND CAPITAL PROVIDERS

Engage investors to understand and address their priorities for operating a sustainable business.



REGULATORY AGENCIES

Understand and provide feedback to federal, state and local agencies.



BOARD

Oversees sustainability-related risks and opportunities.



TEAMMATES

Foster communication, professional development and a safe work environment.



COMMUNITY

Support our communities through philanthropy and volunteer programs.





ENVIRONMENT

We believe being good stewards of our resources and the environment benefits our company and our stakeholders.

REDUCING ENERGY USE AND GHG EMISSIONS

We believe that a lower GHG emissions profile aids our cost competitiveness and supports our customers to achieve their financial and environmental goals. Our biggest source of direct GHG emissions is fuel consumed in our fleet.

As part of our strategic fleet transformation, we are replacing diesel with natural gas and electric equipment. Integrating fuel sources that are less carbon-intensive than diesel, such as natural gas, is important for optimizing fuel consumption and ultimately reducing costs and GHG emissions on our worksites. By displacing diesel with lower-emission, more cost-effective natural gas, we have been able to achieve improved energy efficiency and lower GHG and particulate emissions.

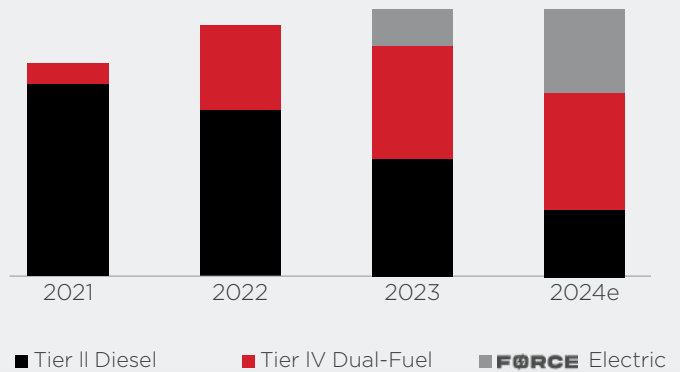
We have transitioned our active hydraulic fracturing equipment portfolio to approximately 60% lower-emissions equipment as of the end of 2023, and we expect to increase that to approximately 75% by the end of 2024.

Additionally, to reduce our energy use and related GHG emissions, we began an initiative in 2023 to replace our facility lighting with more efficient LED bulbs.

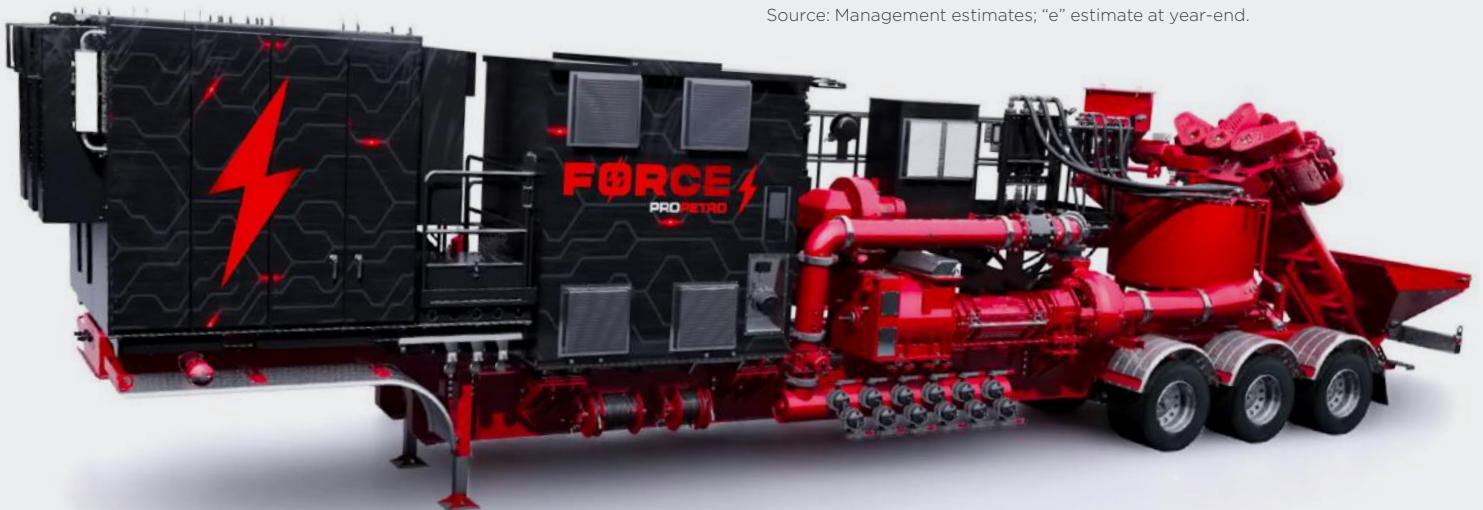
2023 ENVIRONMENT HIGHLIGHTS

- 60% next-generation dual-fuel and electric frac fleets
- First two FORCE® electric-powered frac fleets received
- Began converting facility lighting to energy-efficient LEDs

HYDRAULIC FRAC FLEET CONFIGURATION



Source: Management estimates; "e" estimate at year-end.



PERFORMANCE

As defined by the GHG Protocol, we report GHG emissions on an operational control basis, including our Scope 1 GHG emissions from our fleet and facilities' fuel use both as purchased directly by us and as supplied by our customers, as well as our Scope 2 GHG emissions from our purchased electricity. We recognize that our Scope 1 GHG emissions might include emissions also reported by our customers in their disclosed Scope 1 inventory and filings.

Our Scope 1 and 2 GHG emissions increased in 2023, reflective of the growth of our business and the higher operating intensity of our equipment deployed for our customers. While ProPetro is actively investing in a more efficient, lower-emissions fleet, our customers make many of the decisions in the completion services that we provide. For example, pumping hours, equipment use intensity and crew size are all factors that have a range of impacts on our GHG emissions and are generally dictated by our customers. The total time spent utilizing our fleet is determined by variables influenced by the length of the arranged service commitment with the customer,

the operating parameters, technology, geological conditions and equipment type. Additionally, specific equipment decisions, such as what fuel types (diesel versus natural gas) are utilized, are generally made by the customer. We seek to work collaboratively with our customers to optimize efficiency while meeting their project requirements.

HEALTH, SAFETY AND ENVIRONMENTAL MANAGEMENT SYSTEM

We recognize our responsibility to operate safely and responsibly to achieve our environmental objectives. Our Environmental Compliance and Protection Policy sets forth our commitment to maintaining the necessary programs and procedures to manage and mitigate our environmental risks.

We utilize our HSE Management System (HSE-MS) framework to identify, monitor and address activities that could have significant adverse impacts on the environment.

ASSIGNED RESPONSIBILITIES

To achieve our environmental compliance objectives, our HSE team has designated assigned roles and responsibilities across different operations and tasks. Managerial oversight for compliance resides with our Director of HSE and our President and COO, with our Chief Executive Officer maintaining final executive responsibility. Our full Board provides ultimate oversight over our HSE programs and performance and receives quarterly updates from management.

RISK IDENTIFICATION, MONITORING AND REPORTING

We incorporate environmental considerations into our procedures. Environmental regulatory requirements are identified at a federal, state and local level, and policies, procedures and applicable training programs are established to foster a culture of compliance. Environmental performance is monitored and communicated to applicable stakeholders internally and externally.

~19.5 Million

gallons diesel displacement in 2023³

2,786

Scope 2

1,460,844

Scope 1

**2023
GREENHOUSE
GAS EMISSIONS
(MT CO₂e)**

Note: In 2023 we enhanced our GHG emissions and energy-use disclosure to account for fuel use purchased by our customers and supplied to us. Data excludes emissions from our acquisition of Par Five, which closed in December 2023.

TRAINING

All employees receive initial and periodic safety and functional training appropriate for their respective role and in accordance with applicable law and regulations, such as spill response and spill notification procedures. New hires receive role-specific orientation with standard HSE training plus any other relevant training. Ongoing safety and developmental training takes place annually and as needed following incidents, changes in regulation or policy, for recertification and to implement new or updated policies/procedures. In addition, periodic safety alerts, safety stand downs and safety focus alerts are communicated to all employees working on our jobsites.

AUDITING AND CONTINUOUS IMPROVEMENT

Identifying opportunities for continuous improvement is a core part of our HSE-MS. We utilize periodic reporting, self-audits and third-party compliance audits to identify opportunities to enhance our practices and performance. Our corporate team supports our field teams in navigating environmental issues and leads a compliance audit program. At the local level, an HSE Field Inspector evaluates performance, compliance and improvement initiatives for each site. We also voluntarily coordinate with regulatory agencies at municipal, state and federal levels to address short-term and long-term safety and environmental compliance needs.

Our corporate team supports our field teams in navigating environmental issues and leads a compliance audit program



WASTE

Minimizing and safely treating waste is important in achieving our environmental objectives. Through our Waste Management Program, we maintain procedures that are designed to achieve our commitment to appropriately treat and dispose of operational waste. Our programs require that we and our service providers handle and dispose of hazardous and non-hazardous waste in a safe and environmentally appropriate manner in full compliance with applicable federal, state and local regulations.

To facilitate compliance with our procedures and applicable regulations, employees responsible for waste-handling receive waste management awareness training. Additionally, if an employee works with hazardous waste or has hazardous waste management within his or her job description, the person will receive additional training prior to working with the hazardous waste, as well as annual waste management refresher training.

In 2023, over
75% / of our facilities and maintenance operational waste was recycled.

WATER AND EFFLUENT

We seek to use water resources responsibly and efficiently and ensure their proper disposal. Process water used in our operations is primarily sourced by our customers for use in their fields' production, which limits our control. We monitor water quality including total dissolved solids (TDS) as part of our compliance procedures.

BIODIVERSITY

Protecting biodiversity is an important issue for us. Our operations primarily occur at our customers' sites who have responsibility for identifying sensitive areas, habitats or endangered species and implementing appropriate protection and mitigation measures. We work with our customers to understand any relevant biodiversity considerations and to operate appropriately to minimize adverse impacts and disturbances from our operations.

SPILL PREVENTION

We believe most incidents are preventable, and we are committed to operating safely and responsibly to prevent spills and minimize the risk of loss of containment. We abide by spill prevention procedures set forth by the U.S. Environmental Protection Agency (EPA), Texas Commission on Environmental Quality (TCEQ) and Railroad Commission of Texas (TRRC).

Our Environmental Spill Prevention and Contingency Procedure states our responsibilities and preventive strategies to protect against spills. As part of our procedures, we verify that potential spill hazards are identified, assessed and controlled. This includes regularly assessing the integrity of chemical storage units and hoses.

Our Hazardous Communication (HAZCOM) and Chemical Safety Program provides safety guidelines for receipt, use and storage of chemicals used by employees and contractors. All relevant employees receive HAZCOM and Chemical Safety Program training during onboarding and annually thereafter. Additionally, we provide role-specific training in potential spill or leak cleanup and seek to limit worker exposure to harmful substances to below permissible levels.

/ SAFETY

We are dedicated to ensuring everyone who works within our operations returns home safely — every day.



SAFETY MANAGEMENT

We take the safety of our employees and contractors seriously and are committed to maintaining a safe work environment. We maintain safety- and health-management policies and procedures that set forth our operating commitments and approach, including our ProPetro Safety Culture policy. Our safety policies and procedures apply to all ProPetro employees, contractors, facilities and operations and set our expectations for employees and contractors, who are required to review, understand and comply with all provisions set forth therein. Our HSE Management System provides the framework through which we monitor and measure our safety performance.

Our Director of HSE and President and COO provide managerial oversight of our safety program and compliance, with our CEO maintaining final executive oversight and responsibility. Our Board receives quarterly updates from management to review and assess the performance and effectiveness of our HSE programs.

In 2023, we completed full implementation of our new safety management and training system, KPA EHS. It supports management of procedures, including our safety training program and our job safety analysis process.

2023 SAFETY HIGHLIGHTS



New HSE management and training system fully implemented



Implemented coaching moments to promote employees wearing PPE



<=0.65

2023 Total Recordable Incident Rate Target



TRAINING

We believe that instilling our safety culture through training is important to achieving our objectives. All employees receive safety training in accordance with applicable safety laws and regulations upon hire and annually thereafter. The safety and operational training provided to employees is designed to enable them to safely do their job functions, including being able to monitor, identify and report potential worksite hazards.

In 2023, we implemented new enhancements to our safety training, including by requiring coaching moments regarding proper use of personal protective equipment (PPE). In addition to our formal training programs, regular “Safety Moment” trainings are also provided based on recent incidents, seasonal safety concerns or other topics appropriate for our employees and contractors.

Employee safety training includes, but is not limited to, the following topics plus any other job specific requirements:

- Hazardous materials safety, including hazardous materials (HAZMAT) handling, hazard communications (HAZCOM), Hazardous Waste Operations and Emergency Response (HAZWOPER)
- Behavioral based safety
- Occupational Safety and Health Administration (OSHA) compliance
- PPE procedures, including noise awareness, eye safety, body safety and head protection
- Accident prevention/signs/tags
- Hydrogen sulfide (H₂S) safety
- Site-specific hazards

WORKSITE ANALYSIS

To promote safe operations, we assess our job functions and activities for potential safety hazards. We maintain a Job Safety Analysis (JSA) process that is the formal process for identifying and assessing workplace hazards and for then designing and implementing hazard-prevention measures. Our process requires that we analyze all worksites, facilities, processes, materials, equipment and job tasks for existing and potential hazards that could lead to injury or illness in accordance with applicable laws. Our operations personnel and HSE leaders also conduct Life Saving Rule observations and onsite inspections.

All employees, including any contractors, are required to participate in a JSA at the beginning of each shift, when a new hazard is introduced, when a new job task is introduced or when additional employees enter the work area.

SAFER OPERATIONS WITH OUR FORCE® ELECTRIC FLEET

Our electric fleet offers a range of safety benefits, in addition to environmental GHG emissions benefits:

- **Remote operated blender** that removes the equipment operators from working zone hazards
- **No Exhaust Emissions** that cause air pollution and respiratory impacts
- **Lower fire potential** with no fuel system that can leak or ignite
- **Reduced noise** with a 75–90% noise reduction versus conventional (Tier II) diesel and a 50% reduction compared to Tier IV DGB dual-fuel equipment.⁴

⁴based on an analysis commissioned by ProPetro

OBJECTIVES AND GOALS

Our goal is to be incident-and injury-free. We seek to achieve this by setting quantifiable HSE performance targets, including the Total Recordable Incident Rate (TRIR) safety performance metric included in our executives' Annual Bonus Plan, and by assessing our progress against these targets. By monitoring performance and identifying opportunities for enhancement, we seek continuous improvement.

HAZARD PREVENTION AND CONTROLS

ProPetro has developed protocols to mitigate or eliminate identified hazards in accordance with applicable safety laws and regulations. For example, established procedures utilize both equipment modifications and operational practices to address identified hazards. Behaviorally, we train teammates to be aware of identified hazards and to follow established safe-work procedures. And, when possible, we seek to minimize risk by limiting exposure to identified hazards.

To foster and encourage a safe working environment, every employee and contractor has the ability to stop work immediately, without fear of reprisal, when they see any activity or condition which he or she believes to be unsafe.

HEALTH AND SAFETY AUDITS

We have established procedures to check that our safety requirements are adhered to across our operations. Our internal audit procedures include our safety inspectors reviewing each of our sites at least once a week for compliance with our safety standards and regulatory requirements. Additionally, we have periodic external audits of our overall safety program and performance, with the most recent one completed in 2022.

In 2024, we are striving to enhance our safety checks process to prioritize focusing on high-impact and high-risk events, such as establishing proper procedures for hot work, helping teammates who work in confined spaces understand and

follow relevant policies and emphasizing the use of appropriate JSAs for line of fire hazards. This way we hope to prevent the incidents that can have the greatest impact on our workforce.

INCIDENT INVESTIGATION

In the case of a safety incident (including near misses), employees and contractors are expected to report it to their supervisor, who is responsible for contacting our HSE Incident Hotline. We have established procedures to thoroughly investigate all incidents, which are documented and reported, as appropriate, to promote continuous improvement.

In 2024, we plan to develop an incident-severity matrix to determine when and what level of investigation should be conducted. We hope that this will form the basis for training a group of our subject matter experts on the new incident investigation methodology. The enhanced incident-investigation process can be appropriately applied by our different teams to the type of incident.

Should a safety issue of importance arise either across our industry or at ProPetro, we aim to conduct safety stand downs to discuss the incident so we can learn from it and help prevent future occurrences.

USING TECHNOLOGY TO IMPROVE DRIVER SAFETY

We started retrofitting dash cams to our vehicle fleet in 2023 that are enabled with machine vision and artificial intelligence (MV+AI) technology to reduce distracted driving behaviors and improve overall fleet performance. Supported by event recorders, drivers are provided alerts to help deter risky driving habits and to change behavior in real time to avoid potential collisions. Video footage and dashboards from the event recorders help our fleet managers track progress, drive accountability, and offer coaching where needed.

EMERGENCY RESPONSE PROGRAM

Our health and safety policies have formal emergency-response procedures associated with different potential issues such as natural disasters, accidental spills and human-instigated threats. In the case of an incident, according to our emergency response program, a member of the HSE management team will determine if the Catastrophic (CAT) Response Team should be notified. The CAT Response Team is composed of members of our executive, operations, safety, legal and Human Resources (HR) teams. Our employees are trained on our emergency response procedures, which we periodically test.

TARGETS AND PERFORMANCE

We monitor the safety performance of our operations across a range of metrics. To underscore our focus on safety, we set a TRIR target each year in our Annual Bonus Plan for executives.

SAFETY PERFORMANCE

(employees and contractors)

	2020	2021	2022	2023
Total Recordable Incident Rate (TRIR) Number of recordable incidents per 200,000 hours worked	0.49	0.54	0.66	0.68
Lost Time Injury Rate (LTIR) Number of lost time injuries per 200,000 hours worked	0.16	0.14	0.22	0.20
DOT Recordable Motor Vehicle Incidents (MVI) Number of vehicle incidents per 1,000,000 miles driven	0.00	0.00	0.32	0.30
Near Miss Frequency Rate (NMFR) Number of near miss events per 200,000 hours worked	0.94	0.72	0.70	0.82
Fatality Rate Number of fatalities per 200,000 hours worked	0	0	0	0



OUR PEOPLE

At ProPetro, we strive to find ways to optimize opportunities for employee engagement and development. We like to hear from employees firsthand, and it is important to us that our employees are engaged coming into work every day. Therefore, we are focused on teammate growth and inclusion across every stage of attracting, engaging, developing, rewarding and retaining top talent.



At ProPetro, we believe our people are the source of our continued business success. Their talent and dedication are what allows us to deliver for our customers every day. As of December 31, 2023, we employed approximately **2,070 people**, none of whom are unionized.

ATTRACTION AND RECRUITMENT

To support our talent attraction and recruitment strategy, we continue to leverage a robust value proposition and recruitment program that broadens our reach across diverse talent pools, through traditional, digital and emerging source channels. In addition to leveraging our value proposition across broad talent-source channels, we maintain complementary recruitment tools to expand our talent pool for critical positions. We partner with local Texas schools to create opportunities and grow the local talent pool. In addition, we partner with several vocational technical schools to proactively develop talent pipelines for specialized positions, such as commercial drivers and mechanical positions. In 2023, we partnered with an organization in Utah to train and certify CDL drivers for ProPetro.

To support our recruitment efforts, in early 2024, we engaged the services of a company that can assist us in utilizing job boards with a goal of reaching diverse talent pools.

COMPENSATION AND BENEFITS

ProPetro strives to provide employees with a competitive compensation package to attract top talent and reward strong performance. ProPetro's benefits program is designed to meet the evolving needs of a diverse workforce.

EMPLOYEES ARE ELIGIBLE TO PARTICIPATE IN BENEFIT OFFERINGS INCLUDING:

- Competitive health benefits
- Medical, dental, vision, life and accidental death and dismemberment insurance
- Short-term and long-term disability insurance
- Mental health services and wellness programs
- Employee Assistance Program
- Strong 401(k) and financial wellness program
- Tuition reimbursement/education assistance program
- Paid continuing education and certification expenses for work-related licenses and certifications
- Paid holiday and vacation time
- Paid parental leave
- Paid community service hours, for both Company-sponsored and independent events
- On-site gym (available at our Midland locations)

In 2023, as part of our regular review of our benefits program for our 401(k) plan, we introduced opportunities for holistic financial wellness education for employees through both group and individual consultations. The program includes many crucial topics ranging from budgeting and debt management to understanding plan options and investment strategy. Also in 2023, we added additional services focused on emotional and mental health, as well as certain preventative health services related to the early detection of concerns including breast cancer, diabetes and cardiovascular disease.

TALENT AND DEVELOPMENT

We believe in developing our teammates so they can build a long and successful career at ProPetro. We provide formal development programs, experiential learning opportunities and continuing education support to advance the capabilities of our workforce. ProPetro's Talent Development program offers a variety of courses and workshops that cover topics including:

- Leadership development to help employees grow the skills they need to be effective leaders
- Commercial Driver's License (CDL) training program to expand our talent pool for driving positions and offer career progression opportunities
- Skill-based training programs that teach employees the skills needed to perform their jobs safely and effectively, including hydraulic fracturing field and equipment simulations and mechanical training

In addition to our portfolio of Talent Development programs, all our employees are trained to perform up to the standards of our Code of Conduct (as defined below) and safety programs. ProPetro also provides ongoing trainings on these topics as refreshers or to cover updates and nuances.

In 2023, ProPetro continued its focus on leadership development, targeting leadership positions including frontline supervisors and above. In addition, we sought to make improvements to our succession planning tools and process to enable greater consistency, talent identification and development planning. We also introduced behavioral optimization tools to aid individual and team performance and talent acquisition efforts.

Employee reviews are important for career development and work productivity. At ProPetro, all employees with 90 or more days of service are eligible to receive performance development reviews.

To underscore the importance of employee development, in 2024, we are including employee development initiatives as a part of our executives' Annual Bonus Plan goals. The focus of this goal is on training provided through three key areas: industry-related subject-matter programs, our in-house CDL certification and our leadership development initiative.



EMPLOYEE ENGAGEMENT

ProPetro seeks to foster a culture of collaboration and an open dialogue with our employees. ProPetro seeks feedback from its employees through town hall meetings, skip-level meetings and formal employee surveys.

To expand our practice of using employee surveys, in 2023, we conducted our first employee engagement survey. We had significant employee participation for this initial survey.

The survey has provided us key insights into areas of strength and highlighted positive performance against relevant industry benchmarks. It has also allowed us to develop and begin to implement action plans to improve our employee experience.

ProPetro plans to undertake an employee engagement survey annually. Additionally, we are taking a holistic approach and creating more touchpoints, such as implementing onboarding and pulse surveys to allow us to be responsive to employee feedback earlier and throughout various stages of the employee life-cycle.

We seek to apply insights learned from employee engagement initiatives to improve our talent-management programs and the employee experience. Our employee life-cycle objectives ultimately focus on managing the employee experience and retaining top talent. We actively monitor employee turnover, including reviewing turnover rates within different employee demographics at ProPetro.

DIVERSITY AND INCLUSION

At ProPetro, we are committed to fostering, supporting and preserving a culture of diversity and inclusion, both in our own company and in partnership with our clients and the individuals we serve. We believe that optimizing our operational performance requires a dynamic and diverse set of skills and knowledge. Like the broader industry, we seek opportunities to attract and engage talent of all backgrounds to drive the new perspectives and creativity that fuel the growth of our business.

We seek to attract and retain a diverse and engaged workforce and to cultivate an inclusive culture. ProPetro takes seriously the legal requirement to provide equal opportunities for hiring and advancement to all employees. Our Vice President of HR and General Counsel provide managerial oversight of our diversity and inclusion efforts and specific initiatives. At least twice a year the Compensation Committee of the Board reviews our human capital strategy and initiatives.

Guided by our Human Rights Policy and Code of Ethics & Conduct and Whistleblower Policy (the “Code of Conduct”), we are committed to fostering respect for human rights and fundamental freedoms for all. The Company has no tolerance for discrimination and harassment based on race, color, gender, sex, age, religion, national origin, citizenship status, military service or reserve or veteran status, sexual orientation, gender identity or expression, disability or any other characteristic protected by applicable law.

300+

Employees have been with ProPetro for 5 or more years



In 2023, all employees received unconscious bias training, with additional training provided to all supervisors and employees involved in hiring. We trained our own employees to deliver diversity and inclusion related education to expand our in-house capabilities. In addition, we have policies regarding workplace discrimination and harassment, including sexual harassment, embedded within our Employee Handbook.

WOMEN OF PROPETRO EMPLOYEE RESOURCE GROUP

Our Women of ProPetro Employee Resource Group provides networking, mentorship and development opportunities for all employees. Recently, this group has helped identify opportunities to improve our benefit offerings for women, such as on-site breast cancer screenings. We encourage all our employees, through our diversity and inclusion efforts and surveys, to provide us with ideas to enhance our workplace offerings.

WORKFORCE GENDER DIVERSITY

	2020	2021	2022	2023
Women Executives	0.0%	0.0%	0.0%	16.0%
Women Senior Managers	0.0%	0.0%	11.8%	8.0%
Women Managers ⁵	10.2%	11.6%	5.7%	4.4%
Women Non-Managers	7.6%	7.9%	7.0%	9.2%
Women Office/Professional Personnel	31.9%	34.4%	27.3%	35.0%
Women Field/Operations Personnel	2.0%	2.7%	2.9%	3.0%
Total Women Employees	7.8%	8.1%	6.9%	8.0%

⁵ The change from 2021 to 2022 in the percentage of women managers was largely due to a reclassification of an operating position to add managerial duties and an acquisition that together added over 100 managerial positions in Field/Operational roles.

WORKFORCE ETHNIC/RACIAL DIVERSITY

	2020	2021	2022	2023
Diverse Executives	28.6%	28.6%	40.0%	33.3%
Diverse Senior Managers	36.4%	35.7%	35.3%	32.0%
Diverse Managers	64.1%	63.6%	74.6%	70.8%
Diverse Non-Managers	78.9%	80.0%	83.6%	84.9%
Diverse Office/Professional Personnel	59.3%	58.0%	58.8%	60.1%
Diverse Field/Operations Personnel	80.8%	82.0%	84.9%	84.0%
Total Diverse Employees	76.6%	77.9%	80.6%	82.0%



/ COMMUNITIES

We seek to positively shape the future of the Permian Basin, where we live and work. It brings us great pride to give back to our community.



We encourage employees to take initiative themselves to help our communities. Each employee receives up to eight paid community-service hours per year for service initiatives of their choice. In addition to this paid community service time benefit, ProPetro also organizes and sponsors local events where employees are invited to participate.

P.U.M.P. COMMITTEE

ProPetro organized events are done through our employee-founded P.U.M.P. (Positive United Moral Partners) Committee. The P.U.M.P. Committee was created to enhance our community efforts with a focus on humanitarian endeavors. The Committee has made investments and donations to multiple local causes regarding education, first responders and veterans, health and wellness-related organizations and local family support. The variety of events employees participated in include:

- Wellness events
- Monthly events at our regional food bank
- Quarterly blood drives
- Thanksgiving meal drives
- School-supply donation drives

2023 BY THE NUMBERS

115

community events supported



162

employees volunteered



165

charitable, non-profit, and community organizations contributed to (up from 126 in 2022)



IN 2023, PROPETRO EMPLOYEES PARTICIPATED IN TWO NEW INITIATIVES:

WOMEN OF PROPETRO SERVICE DAY

Through our Women of ProPetro Employee Resource Group, 75 women partnered with 6 organizations:

- Breaking Bread
- West Texas Food Bank
- Mission Agape
- Opportunity Tribe
- Sibley Nature Center
- Museum of the Southwest

CHRISTMAS IN ACTION

ProPetro employees contributed time and effort to the Christmas in Action organization, which repairs homes of low-income elderly and/or disabled homeowners. Our more than 20 volunteers, representing almost all departments of the company, assisted with building a ramp for easier access in and out of the house, replacing windows and painting the entire exterior, as well as with some small projects inside the house, to increase the quality of life for the homeowners. In all, 250 total man hours were dedicated to this project.

INDUSTRY PARTNERSHIPS

We understand that to create lasting positive impacts in our communities, it takes more than what we can do on our own — it takes a collaboration. Our organization supports, and our executives serve in leadership roles in, industry groups and local organizations.

We are proud that, in early 2024, ProPetro joined the Permian Strategic Partnership (PSP). The PSP, comprising leading energy companies and university systems, partners with federal, state and local leaders to develop and implement strategic plans that foster superior schools, quality healthcare, safer roads and a trained workforce. We are proud to contribute to these initiatives for our Permian Basin community that we call home.

Our Chief Executive Officer and Director, Sam Sledge, serves on the Board of Directors of the Energy Workforce & Technology Council (EWTC), the national trade association for the global energy technology and services sector that represents more than 650,000 U.S. jobs in the technology-driven energy value chain and works to advance member policy priorities and empower the energy workforce of the future.



Our President and Chief Operating Officer, Adam Muñoz, is a member of the Board of Directors of the Midland Chamber of Commerce. This local organization works to make Midland a better place to live, work and own a business through its local, state and federal advocacy efforts. It also conducts programs to help improve and support local educational entities through its “Partners in Education Midland” and “Teacher Adoption Program (TAP)” initiatives, which fulfill classroom and campus needs and connects teachers with a support network. The Chamber also has a “Leadership Midland” program that focuses on familiarizing students with the various agencies that provide services to the community and make them aware of the roles, challenges and impact of these organizations and institutions, which are purposed to increase quality of life. This program also provides the students with advanced leadership lessons.

/ GOVERNANCE

Honesty and integrity are core to who we are and how we operate.



PROPETRO BOARD OF DIRECTORS

The Board of Directors of ProPetro sets high standards for the Company's employees, officers and themselves. The Board and its Committees oversee ProPetro's strategy, including our sustainability and ESG strategy, and risk oversight, through regular interactions with management.

Our Board currently is composed of ten members, all elected annually. Eight of our ten Board members are qualified as independent, and the independent directors regularly meet in executive sessions led by our Lead Independent Director, Anthony Best. Our Board committees — the Audit Committee, the Compensation Committee and the Nominating and Corporate Governance Committee — are each composed solely of independent directors.

PROPETRO BOARD OF DIRECTORS



Phillip A. Gobe
Chairman of the Board
Director since 2019



Samuel D. Sledge
Chief Executive Officer
and Director since 2021



Anthony J. Best
Lead Independent Director
Director since 2018*



Spencer D. Armour III
Director since 2013*



Mark S. Berg
Director since 2019*



G. Larry Lawrence
Director since 2020*



Jack B. Moore
Director since 2017*



Mary P. Ricciardello
Director since 2023*



Michele Vion
Director since 2020*



Alex Volkov
Director since 2024*

*Independent Director

BOARD COMMITTEES

AUDIT COMMITTEE

The Audit Committee is responsible for, among other things, the appointment, compensation, retention and oversight of our independent registered public accounting firm; the oversight of the integrity of the Company's financial statements; the Company's compliance with legal and regulatory requirements; the design, implementation and performance of the Company's internal audit function; and oversight of the Company's risk assessment and risk management policies, including the Company's cybersecurity risks.

COMPENSATION COMMITTEE

The Compensation Committee is responsible for, among other things, overseeing the discharge of the responsibilities of the Board relating to compensation of the Company's officers and directors; review of the Company's human capital management strategies and initiatives and development of an appropriate succession plan for our CEO and other executives pursuant to our Corporate Governance Guidelines and the Committee's Charter. In carrying out these responsibilities, this Committee reviews all components of executive compensation for consistency with our compensation philosophy and with the interests of our stockholders.

NOMINATING AND CORPORATE GOVERNANCE COMMITTEE

The Nominating and Corporate Governance Committee is responsible for, among other things, identifying individuals qualified to become Board members; selecting or recommending director candidates for each election of directors to the Board; developing and recommending criteria for selecting qualified director candidates to the Board; reviewing Board committee structures; recommending corporate governance principles, codes of conduct and compliance mechanisms; providing oversight in the evaluation of the Board and each committee; and overseeing our sustainability and ESG initiatives.

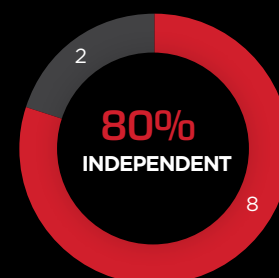
BOARD REFRESHMENT, DIVERSITY, EXPERIENCE AND SKILLS

Our Board monitors the mix of specific experience, qualifications and skills of its members, as well as the need for there to be a mix of new and experienced directors, so that the Board, as a whole, has the necessary diversity of strengths, experience, skills and qualifications to perform its oversight function effectively. Our Board and its committees also perform annual self-evaluations to enable them to be better equipped to create shared value for the Company's stockholders.

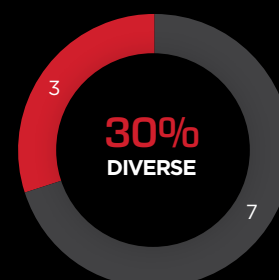
When refreshing the Board, our Corporate Governance Guidelines specifically take into account a candidate's diversity of experience and background, among other facts that the Board may deem to be relevant for our business. The Board is currently 30% diverse by gender, race and/or ethnicity.

OUR DIRECTORS HAVE A BALANCE OF TENURES AND PERSPECTIVES

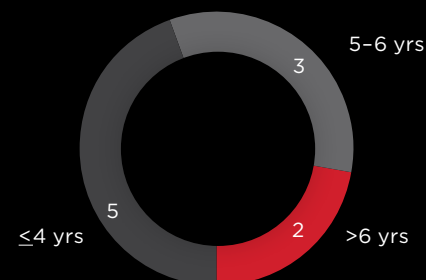
INDEPENDENCE



GENDER AND ETHNIC/RACIAL DIVERSITY



TENURE



ETHICS AND INTEGRITY

Our Board has adopted our [Code of Conduct](#) to help all our employees, officers and directors conduct business in an honest and ethical manner.

The Code of Conduct addresses conflicts of interest, confidentiality, fair dealing with others, proper use of company assets, compliance with laws, insider trading and keeping of books and records, as well as reporting of violations. The Code of Conduct, together with our Employee Handbook and associated policies and procedures, details our commitment to maintain a workplace that is free of bribery and corruption and includes operating guidelines such as vendor compliance and expense and travel policies. The Code of Conduct encourages all covered parties to report violations and suspected violations of the Code of Conduct, laws, rules, regulations or any other unethical behavior by any Covered Party or anyone else purporting to be acting on the Company's behalf. Violations of the Code of Conduct may result in disciplinary action, including dismissal of any covered person when warranted. Employees will not be penalized for good-faith reporting of violations or suspected violations of the Code of Conduct or for cooperating with any Company investigation. Our General Counsel provides oversight of our compliance program and reports to the Audit Committee of the Board on a quarterly basis regarding any issues or complaints received through the Company's hotline. All employees are required to be trained on the Code of Conduct upon their hiring and must receive follow-up training and certify adherence to our Code of Conduct annually thereafter. Our Audit Committee considers and discusses with management the Code of Conduct and the procedures in place to enforce the Code of Conduct at least annually.

ETHICS AND COMPLIANCE HOTLINE

We have an external Ethics and Compliance Hotline available 24/7 to all employees and third parties who wish to report any violations or suspected violations of our Code of Conduct or other concerns anonymously. The hotline is administered by an independent third-party and managed in

accordance with the Code of Conduct. We do not tolerate retaliation against an employee who makes a report in good faith regarding actions that may be inconsistent with our Code of Conduct, policies, laws or regulations or who assists in an investigation of suspected wrongdoing. Our Ethics Committee reviews all complaints received and directs them to the appropriate department for investigation. Reports regarding accounting, internal accounting controls or auditing matters are delivered directly to the chair of the Audit Committee along with appropriate members of the Ethics Committee for review and investigation. All reports are logged, investigated and monitored until resolved. All employees are encouraged to contact their direct manager, HR, the Legal Department and/or our Ethics and Compliance Hotline should they wish to report on or consult regarding any ethical issues.

DATA PRIVACY AND CYBERSECURITY

We are committed to the integrity of our data privacy and cybersecurity program. Our Information Technology Director oversees our data privacy and cybersecurity measures and is informed about and monitors the prevention, detection, mitigation and remediation of cybersecurity incidents as part of our Information Security Management System (the "ISMS"). The Information Technology Director is part of the Company's Security Committee and reports to the Security Committee with respect to emerging cybersecurity incidents deemed to have a moderate or higher business impact, even if immaterial to us. Our Security Committee, composed of the Information Technology Director, the Chief Financial Officer, the General Counsel and the Vice President of Human Resources is ultimately responsible for the implementation of our cybersecurity risk management processes. To facilitate effective oversight, our Security Committee holds discussions on cybersecurity risks, incident trends and the effectiveness of cybersecurity measures as necessitated by emerging cybersecurity risks. The Security Committee has experience managing enterprises relying on technology and business systems with cybersecurity risks and consults with trusted advisors when appropriate.

The Audit Committee of our Board is responsible for oversight of risks from cybersecurity threats. The Information Technology Director presents an update on cybersecurity risk management to the Audit Committee during quarterly meetings and the Audit Committee reports to the Board.

We have established an ISMS, which is designed to meet National Institute of Standards and Technology (NIST) and CIS cybersecurity standards, integrate into our overall risk-management system and help us achieve our business goals. The ISMS defines our information security risk management approach and specifies the requirements for establishing, implementing, operating, monitoring, reviewing, maintaining and improving a risk assessment framework within the context of our overall business risks. The ISMS also specifies the requirements for implementing security controls designed to meet the needs of individual departments or parts thereof.

We have processes in place designed to assess, identify, manage and address material cybersecurity threats and incidents, including annual security awareness training for employees, mechanisms designed to detect and monitor unusual network activity and containment and incident response tools. Our ISMS is designed to help us identify and manage material risks from cybersecurity threats, and as part of our ISMS, we engage a range of third-party service providers, including assessors, consultants and auditors, to assist us in these processes. Our risk-assessment framework involves an information-security risk assessment procedure that helps us identify potential cybersecurity threats and vulnerabilities (including relating to the use of third-party service providers) and then determine strategies to mitigate or counter the threats. As part of this process, we conduct annual penetration testing utilizing a third-party service provider. We have implemented controls designed to identify and mitigate cybersecurity threats associated with our use of third-party service providers. Such providers are subject to security-risk assessments at the time of onboarding, contract renewal and

upon detection of an increase in risk profile. We use a variety of inputs in such risk assessments, including information supplied by providers and third parties. In addition, we require our providers to meet appropriate security requirements, controls and responsibilities and investigate security incidents that have impacted our third-party providers, as appropriate. Our Information Technology Director also works with third-party service providers to assess potential cybersecurity threats and determines risk scores based on the likelihood of threats. Additionally, the Information Technology Director assesses the potential impacts of the threats, prioritizes risk and determines and recommends to our management controls aimed to counter such threats. We assess third-party cybersecurity controls through a cybersecurity questionnaire and include security and privacy addenda to our contracts when applicable.

We are not aware of any material data breaches suffered by the Company in the past three years, but we acknowledge that cybersecurity threats are continually evolving. Cybersecurity risks - for example, information theft, data corruption, operational disruption, financial loss and reputational harm - are set forth in our Form 10-K.

We also maintain procedures designed to protect the security of personally identifiable information, and our Privacy Policy provides details regarding the collection, storage, usage and destruction of data. We require all employees to engage in data-security training upon hire and to receive ongoing training thereafter. In the event of an incident, we intend to follow our incident response plan, which outlines the steps to be followed from incident detection to mitigation, recovery and notification, including notifying functional areas (e.g., legal), as well as senior leadership and the Board, as appropriate.

DATA TABLES

ENVIRONMENTAL

Emissions⁶			
METRIC	UNIT	2022	2023
Scope 1 Greenhouse Gases	Metric Tons CO₂e	1,031,413	1,460,844
ProPetro purchased fuel		243,322	27,462
Customer supplied fuel	Metric Tons CO ₂ e	788,091	1,433,382
of which,			
Carbon Dioxide	Metric Tons	1,248,465	1,443,539
Methane	Metric Tons	36	46
Nitrous Oxide	Metric Tons	49	54
Scope 2 Greenhouse Gases	Metric Tons CO₂e	2,688	2,786
NOx Emissions	Metric Tons	597	864
SOx Emissions	Metric Tons	39	57
VOC Emissions	Metric Tons	48	71
Energy Use⁷			
METRIC	UNIT	2022	2023
Total Energy Consumption	GJ	14,671,958	17,332,303
ProPetro purchased energy	GJ	3,633,806	423,234
Customer supplied energy	GJ	11,038,152	16,909,069
of which,			
Electricity Consumption	GJ	24,661	25,588
Diesel Consumption	GJ	13,787,308	13,175,651
Natural Gas (Operations and Tier IV)	GJ	758,121	4,020,552
Unleaded Gasoline Consumption	GJ	101,867	110,512

^{6,7} We have enhanced our greenhouse-gas emissions and energy-use disclosure to account for both fuel use that ProPetro has purchased and fuel use purchased by our customers and supplied to us.

Waste

METRIC	UNIT	2020	2021	2022	2023
Waste Recycled ⁸	Metric Tons	4,842	6,147	10,379	11,987

SOCIAL

Human Capital Management

METRIC	UNIT	2020	2021	2022	2023
Total Employee Turnover	%	115%	44%	39%	33%
Involuntary	%	99%	35%	30%	24%
Voluntary	%	16%	9%	9%	9%

Diversity

METRIC	UNIT	2020	2021	2022	2023
Women % Total Employees	%	7.8%	8.1%	6.9%	8.0%
Women % Executives	%	0%	0%	0%	16.0%
Women % Senior Managers	%	0%	0%	11.8%	8.0%
Women % Managers ⁹	%	10.2%	11.6%	5.7%	4.4%
Women % Non-Managers	%	7.6%	7.9%	7.0%	9.2%
Ethnic/Racial Minorities % Total Employees	%	76.6%	77.9%	80.6%	82.0%
Ethnic/Racial Minorities % Executives	%	28.6%	28.6%	40.0%	33.3%
Ethnic/Racial Minorities % Senior Managers	%	36.4%	35.7%	35.3%	32.0%
Ethnic/Racial Minorities % Managers	%	64.1%	63.6%	74.6%	70.8%
Ethnic/Racial Minorities % Non-Managers	%	78.9%	80.0%	83.6%	84.6%

⁸Waste recycled represents our facilities and maintenance operational waste.

⁹The change from 2021 to 2022 in the percentage of women managers was largely due to a reclassification of an operating position to add managerial duties and an acquisition that together added over 100 managerial positions in Field/Operational roles.

Health and Safety

METRIC	UNIT	2020	2021	2022	2023
Combined: Total Recordable Incident Rate (TRIR)	Number of recordable incidents per 200,000 hours worked	0.49	0.54	0.66	0.68
Combined: Lost Time Injury Rate (LTIR)	Number of lost time injuries per 200,000 hours worked	0.16	0.14	0.22	0.20
Combined: DOT Recordable Motor Vehicle Incidents (MVI)	Number of vehicle incidents per 1,000,000 miles driven	0.00	0.00	0.32	0.30
Combined: Near Miss Frequency Rate (NMFR)	Number of near miss events per 200,000 hours worked	0.94	0.72	0.70	0.82
Combined: Fatalities	#	0	0	0	0
Combined: Fatality Rate	Number of fatalities per 200,000 hours worked	0	0	0	0
Employee: Total Recordable Incident Rate (TRIR)	Number of recordable incidents per 200,000 hours worked	0.49	0.54	0.66	0.71
Employee: Lost Time Injury Rate (LTIR)	Number of lost time injuries per 200,000 hours worked	0.16	0.14	0.22	0.24
Employee: Near Miss Frequency Rate (NMFR)	Number of near miss events per 200,000 hours worked	0.94	0.72	0.70	0.87
Employee: Fatalities	#	0	0	0	0
Employee: Fatality Rate	Number of fatalities per 200,000 hours worked	0	0	0	0
Contractor: Total Recordable Incident Rate (TRIR)	Number of recordable incidents per 200,000 hours worked	0	0	0	0
Contractor: Lost Time Injury Rate (LTIR)	Number of lost time injuries per 200,000 hours worked	0	0	0	0
Contractor: Near Miss Frequency Rate (NMFR)	Number of near miss events per 200,000 hours worked	0	0	0	0
Contractor: Fatalities	#	0	0	0	0
Contractor: Fatality Rate	Number of fatalities per 200,000 hours worked	0	0	0	0
Total Hours of Employee Training on Health & Safety Policies and Procedures	Hours	12,190	22,274	42,499	69,647

GOVERNANCE

Ethics						
METRIC	UNIT	2020	2021	2022	2023	
Percent of Corporate Employees Acknowledging Code of Conduct	%	100%	100%	100%	100%	
Amount of Fines for Bribery and Corruption	\$ USD	0	0	0	0	
Legal/Regulatory						
METRIC	UNIT	2020	2021	2022	2023	
Direct Political Contributions	\$ USD	0	0	0	\$35,000	
Board Oversight						
METRIC	UNIT	2020	2021	2022	2023	
Independent % Board of Directors	%	67%	67%	67%	67%	
Ethnic/Racial Minorities % Board of Directors	%	11%	11%	11%	11%	
Women % Board of Directors	%	11%	11%	11%	22%	

SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) INDEX - OIL AND GAS SERVICES STANDARD

SASB is an independent, private-sector standards-setting organization dedicated to improving the effectiveness and comparability of corporate disclosures on sustainability and ESG factors. The table below references the SASB accounting metrics with where that information can be found in ProPetro's reporting.

Accounting Metric	Code	Disclosure
Emissions Reduction Services & Fuels Management		
Total fuel consumed, percentage renewable, percentage used in: (1) on-road equipment and vehicles and (2) off-road equipment	EM-SV-110a.1	Total Fuel: 17,306,715 GJ (1) 4% (2) 96%
Discussion of strategy or plans to address air emissions-related risks, opportunities, and impacts	EM-SV-110a.2	See the Environment section of this report.
Percentage of engines in service that meet Tier 4 compliance for non-road diesel engine emissions	EM-SV-110a.3	48%
Water Management		
(1) Total volume of fresh water handled in operations, (2) percentage recycled	EM-SV-140a.1	Water used in operations is sourced and managed by our customers.
Discussion of strategy or plans to address water consumption and disposal-related risks, opportunities, and impacts	EM-SV-140a.2	
Chemicals Management		
Volume of hydraulic fracturing fluid used, percentage hazardous	EM-SV-150a.1	Hydraulic fracturing fluid is sourced and managed by our customers.
Discussion of strategy or plans to address chemical-related risks, opportunities, and impacts	EM-SV-150a.2	Chemicals are sourced and managed by our customers. See the Spill Prevention section of this report for more information.
Ecological Impact Management		
Average disturbed acreage per (1) oil and (2) gas well site	EM-SV-160a.1	We do not own, lease, or operate oil or gas well sites as part of our operations.
Discussion of strategy or plan to address risks and opportunities related to ecological impacts from core activities	EM-SV-160a.2	See the Biodiversity section of this report.
Workforce Health & Safety		

Accounting Metric	Code	Disclosure																		
(1) Total recordable incident rate (TRIR), (2) fatality rate, (3) near miss frequency rate (NMFR), (4) total vehicle incident rate (TVIR), and (5) average hours of health, safety, and emergency response training for (a) full-time employees, (b) contract employees, and (c) short-service employees	EM-SV-320a.1	<table border="1"> <thead> <tr> <th>EMPLOYEE TYPE</th> <th>(1) TRIR</th> <th>(2) Fatality Rate</th> <th>(3) NMFR</th> <th>(4) TVIR</th> <th>(5) TRAINING</th> </tr> </thead> <tbody> <tr> <td>Employees</td> <td>0.71</td> <td>0</td> <td>0.87</td> <td>0.00</td> <td>Not reported.</td> </tr> <tr> <td>Contractors</td> <td>0.00</td> <td>0</td> <td>0.00</td> <td>0.00</td> <td>Not reported.</td> </tr> </tbody> </table>	EMPLOYEE TYPE	(1) TRIR	(2) Fatality Rate	(3) NMFR	(4) TVIR	(5) TRAINING	Employees	0.71	0	0.87	0.00	Not reported.	Contractors	0.00	0	0.00	0.00	Not reported.
		EMPLOYEE TYPE	(1) TRIR	(2) Fatality Rate	(3) NMFR	(4) TVIR	(5) TRAINING													
Employees	0.71	0	0.87	0.00	Not reported.															
Contractors	0.00	0	0.00	0.00	Not reported.															
Description of management systems used to integrate a culture of safety throughout the value chain and project lifecycle	EM-SV-320a.2	See the Health, Safety, and Environmental Management System and Safety sections of this report.																		
Business Ethics & Transparency																				
Amount of net revenue in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	EM-SV-510a.1	0 - We only operate in the United States.																		
Description of the management system for prevention of corruption and bribery throughout the value chain	EM-SV-510a.2	See the Ethics and Integrity section of this report.																		
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	Not reported.																		
Critical Incident Risk Management																				
Description of management systems used to identify and mitigate catastrophic and tail-end risks	EM-SV-540a.1	See the Health, Safety, and Environmental Management System and Safety sections of this report.																		
Activity Metrics																				
Number of active rig sites	EM-SV-000.A	We do not own, lease, or operate any rig sites.																		
Number of active well sites	EM-SV-000.B	We do not own, lease, or operate any well sites.																		
Total amount of drilling performed	EM-SV-000.C	We do not conduct drilling operations.																		
Total number of hours worked by all employees	EM-SV-000.D	Not reported.																		

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

Governance

Board Oversight - Our Board has ultimate oversight of climate change-related risks and is responsible for reviewing and providing guidance on the company's climate change-related programs and policies as part of its wider sustainability oversight. Specifically, the Nominating and Corporate Governance Committee reviews our sustainability and ESG strategies, initiatives and policies, including those relating to climate change, and receives quarterly updates from the members of the Company's management responsible for significant sustainability and ESG activities, including those relating to climate change. Additionally, our Audit Committee is responsible for overseeing the Company's risk assessment and risk management activities, which include climate change-related risks.

Management Oversight - Our senior leadership, including our Chief Executive Officer (CEO), periodically discusses risks and opportunities with the Board and its committees, including those related to environmental issues, including climate change, and how to apply policies and strategies to address those issues in each aspect of the business. Our Director of Health, Safety and Environmental (HSE) and Chief Operating Officer provide managerial oversight of our program and compliance, with ultimate executive oversight being the responsibility of our CEO.

Strategy

We recognize that climate change can present a risk to our business. We have identified climate-related risks and opportunities that may affect us over the short-, medium- and longer-term. These include:

Physical Risk - Climate change may result in various physical risks, such as the increased frequency or intensity of extreme weather events or changes in the meteorological and hydrological patterns, that could adversely impact us, our customers' and our suppliers' operations. Such physical risks may result in damage to our customers' facilities or otherwise adversely impact our operations, such as if facilities are subject to water use curtailments in response to drought, or demand for our customers' products, such as to the extent warmer winters reduce the demand for energy for heating purposes, which may ultimately reduce demand for the products and services we provide. Such physical risks may also impact our suppliers, which may adversely affect our ability to provide our products and services. Extreme weather conditions can interfere with our operations and increase our costs, and damage resulting from extreme weather may not be fully insured.

Market Risk - Fuel conservation measures, alternative fuel requirements, increasing consumer demand for alternatives to oil and natural gas, increased attention to climate change and other ESG matters and technological advances in fuel economy and energy generation devices could reduce demand for oil and natural gas, resulting in reduced demand for oilfield services. The impact of the changing demand for oil and natural gas services and products may have a material adverse effect on our business, financial condition, results of operations and cash flows.

Regulatory Risk - The threat of climate change continues to attract considerable attention in the United States and in foreign countries. Numerous proposals have been made and could continue to be made at the international, national, regional and state levels of government to monitor and limit existing emissions of GHGs as well as to restrict or eliminate future GHG emissions. As a result, our operations, as well as the operations of our oil and natural gas E&P customers, are subject to a series of regulatory, political, litigation and financial risks associated with the production and processing of fossil fuels and emission of GHGs.

Reputational Risk - Organizations that provide information to investors on corporate governance and related matters have developed ratings processes for evaluating companies on their approach to ESG matters. Such ratings are used by some investors to inform their investment and voting decisions. Unfavorable ESG ratings and recent activism directed at shifting funding away from companies with energy-related assets could lead to increased negative investor sentiment toward us and our industry and to the diversion of investment to other industries, which could have a negative impact on our stock price and our access to and costs of capital. Additionally, to the extent ESG matters negatively impact our reputation, we may not be able to compete as effectively to recruit or retain employees, which may adversely affect our operations.

Energy Transition Opportunity - As approximately 90% of our Scope 1 GHG emissions come from fuel consumption in our operating fleet, our fleet is our biggest opportunity for reducing our direct GHG emissions. Pursuing a next-generation fleet by developing and integrating innovative technologies is a pillar of our business strategy and a component of our executive compensation. At the end of 2023, approximately 60% of our fleet consists of Tier IV DBG dual-fuel or electric-powered equipment.

We believe that a lower emissions profile is not only vital to aid in our competitiveness, but also an important component to support our customers' efforts to be capital efficient by replacing diesel with natural gas, which is currently a cost-advantaged fuel in the market. We seek to meet our customers' needs while also pursuing a consistent, more sustainable service solution that will increasingly replace diesel with less carbon-intensive and more cost-advantaged fuels. Integrating fuel sources that are less carbon intensive than diesel, such as natural gas, is important to optimizing fuel consumption on our worksites.

Risk Management

Our Board oversees our strategic direction and in doing so considers the potential rewards and risks of our business opportunities and challenges and monitors the development and management of risks that impact our strategic goals. Our Board and management are intent on managing and mitigating various risks to our business and financial performance, including climate change and other environmental risks. Such risk management topics are reviewed and discussed on a regular basis among our leadership team. Consideration of such risks is implemented in all aspects of our business as part of our operating and business strategy.

Metrics

We are committed to continually improve our energy efficiency and reduce our GHG emissions. We monitor and measure our energy use and our Scope 1 and 2 GHG emissions.

2023 Greenhouse Gas Emissions:

- Scope 1 GHG emissions - 1,460,844 MT CO₂e
- Scope 2 GHG emissions - 2,786 MT CO₂e

FORWARD-LOOKING STATEMENTS

Certain statements in this report and oral statements made in connection therewith are “forward-looking statements” within the meaning of Section 27A of the Securities Act of 1933, as amended, and Section 21E of the Securities Exchange Act of 1934, as amended. Words such as “may,” “might,” “could,” “continue,” “would,” “project,” “outlook,” “guidance,” “budget,” “predict,” “pursue,” “target,” “seek,” “objective,” “believe,” “anticipate,” “expect,” “intend,” “estimate,” “will,” “should,” “potential,” “plan,” “possible,” “forecast,” and similar expressions are generally used to identify forward-looking statements. All statements, other than statements of historical facts, included in this report that address activities, events or developments that ProPetro expects, believes or anticipates will or may occur in the future, are forward-looking statements. In particular, this report contains forward-looking statements pertaining to, but not limited to, information with respect to the following: ProPetro’s strategic plans, priorities, outlook and expected performance; sustainability and ESG-related goals, strategies, priorities and initiatives, including, among others, those related to GHG emissions reduction and energy efficiency improvement (including lower-emission fleet conversion), waste management, biodiversity, spill prevention, health and safety (including the “incident free” goal), human capital-management (including diversity and inclusion efforts and employee training and development), community engagement and cybersecurity; ProPetro’s plans to achieve its sustainability and ESG-related goals and to monitor and report progress thereon; sustainability and ESG-related engagement, commitments and disclosure; and other related items.

The actual conduct of ProPetro’s activities, including the development, implementation, progress toward, or continuation of any goals, strategies, priorities and initiatives discussed or forecasted in this report may differ materially in the future. Moreover, many of the assumptions, standards, methodologies, metrics and measurements used in preparing this report continue to evolve and are based on management assumptions believed to be reasonable at the time of preparation but should not be considered guarantees. These forward-looking statements in this report rely on a number of assumptions concerning future events and are subject to a number of uncertainties, factors and risks, many of which are outside ProPetro’s control, which could cause results to differ materially from those expected by management. Therefore, the reader should not place undue reliance on these forward-looking statements. Such risks and uncertainties include, but are not limited to, the cyclicity of the oil and natural gas industry; the level of capital spending and exploration and production activity within the United States and in the Permian Basin; a decline in prices for oil and natural gas; risks associated with primarily concentrating operations in one major geographic area; the transition to a low carbon economy; a deterioration in general economic, business or industry conditions, including weakening of the broader energy industry; new technology; ProPetro’s inability to obtain capital or financing on satisfactory terms; indebtedness and liquidity needs; restrictions in ProPetro’s ABL Credit Facility (as defined in ProPetro’s most recent Annual Report on Form 10-K) and future financing agreements; losses or impairment charges related to goodwill and long-lived assets including intangible assets; unforeseen interruptions and hazards inherent in the oil and natural gas industry; a terrorist attack, armed conflict or political or civil unrest, including the Russian-Ukraine war, and associated repercussions to supply and demand for oil and gas and the economy generally; claims for personal injury and property damage; cyber security risks; ProPetro’s ability to successfully implement its business plan, including execution of potential mergers and acquisitions; inflation; significant competition; ability to obtain specialized equipment, parts and key raw materials; reliance on a few key employees; inability to employ a significant number of skilled and qualified workers; regulatory and related policy actions intended by federal, state and/or local governments to reduce fossil fuel use and associated carbon emissions or to drive the substitution of renewable forms of energy for oil and gas, may over time reduce demand for oil and gas and therefore the demand for ProPetro’s services; physical and transitional risks associated with climate change; and increased attention to sustainability and ESG matters, conservation measures, and risks related to

our public statements with respect to such matters that may be subject to heightened scrutiny from public and governmental authorities related to the risk of potential “greenwashing,” i.e., misleading information or false claims overstating potential sustainability-related benefits, risks that the Company may face regarding potentially conflicting anti-ESG initiatives from certain U.S. state or other governments, which could lead to increased litigation risk from private parties and governmental authorities or regulatory bodies related to our sustainability efforts, commercial development and technological advances. These and other applicable uncertainties, factors and risks are described more fully in ProPetro’s filings with the Securities and Exchange Commission (“SEC”), including its most recent Annual Report on Form 10-K, and any subsequently filed Quarterly Reports on Form 10-Q and Current Reports on Form 8-K. Other unpredictable or unknown factors not discussed in this report could also have material adverse effects on ProPetro, its operations or the outcomes described in the forward-looking statements in this report. The forward-looking statements and statements of intention in this report speak only as of the date of the preparation of this report. ProPetro does not undertake, and expressly disclaims, any obligation to update or revise any forward-looking statement or statements of intention, whether as a result of new information, future events or otherwise.

While this report describes potential future events and matters that may be significant, and with respect to which ProPetro may even use the word “material” or “materiality,” the potential significance of these events and matters should not be read as equating to “materiality” as the concept is used in connection with ProPetro’s required disclosures made in response to applicable rules and regulation, including SEC and exchange rules and regulations.

Moreover, while this report provides information on several sustainability and ESG-related topics, including goals and ambitions, there are inherent uncertainties in providing such information, due to the complexity and novelty of many methodologies established for collecting, measuring, and analyzing sustainability and ESG-related data. While ProPetro anticipates continuing to monitor and report on certain sustainability and ESG-related information, ProPetro cannot guarantee that such data will be consistent year-to-year, as methodologies and expectations continue to evolve. Additionally, some of the data provided in this report may be estimated or reliant on estimated information, which is inherently imprecise, and we cannot guarantee that estimates are identified as such in every instance. ProPetro hereby expressly disclaims any obligation or duty not otherwise required by legal, contractual and other regulatory requirements to update, correct, provide additional details regarding, supplement or continue providing such data, in any form, in the future. Furthermore, there are sources of uncertainty and limitations that exist that are beyond ProPetro’s control and could impact ProPetro’s plans and timelines, including the reliance on technological and regulatory advancements and market participants’ behaviors and preferences. Unless explicitly noted in each instance where it occurs, the relevant sustainability and ESG-related data provided in this report has not been audited or subjected to third-party assurance process. The information herein should not be interpreted as any form of guaranty of accuracy, future results or trends.

In some cases, the information in this report is prepared, or is based on information prepared, by government agencies or third-party vendors and consultants and is not independently verified by ProPetro. This data should not be interpreted as any form of guaranty or assurance of accuracy, future results or trends, and ProPetro makes no representation or warranty as to third-party information. Unless otherwise provided, the information contained in this report is expressly not incorporated by reference into any filing of ProPetro made with the SEC, or any other filing, report, application or statement made by ProPetro to any federal, state, tribal or local governmental authority.



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