

NEXTIER OILFIELD SOLUTIONS INC.
CONFLICT MINERALS POLICY
(Adopted as of October 31, 2019; Last updated October 27, 2020)

NexTier Oilfield Solutions Inc. (collectively including its subsidiaries and affiliates, the “*Company*” or “*NexTier*”) is committed to the responsible sourcing of materials, products and components used in its equipment and ensuring that its sourcing practices do not support conflict, human rights abuses and crimes against humanity. The Company supports ending the violence and mass atrocities in the Democratic Republic of the Congo and adjoining countries, which has been partially financed by the exploitation and trade of Conflict Minerals (defined herein). Accordingly, the Company has implemented procurement practices in collaboration with its suppliers regarding Conflict Free Minerals (defined herein) for use in the products and equipment that the Company manufactures or contracts to manufacture.

I. Explanation & Definitions

This Conflict Minerals Policy (this “*Policy*”) addresses the mandates of Section 1502 of The Dodd-Frank Wall Street Reform and Consumer Protection Act of 2010 (the “*Dodd Frank Act*”) aimed at the elimination of trade in Conflict Minerals in the Conflict Area (defined herein). As directed by the Dodd Frank Act, the U.S. Securities and Exchange Commission (“*SEC*”) has adopted rules requiring publicly held companies such as NexTier to report annually to the SEC whether the products they manufacture or contract to manufacture contain Conflict Minerals, and if so whether the Conflict Minerals are necessary to the production or functionality of the applicable products.

- ***Conflict Area*** – Currently, the Democratic Republic of Congo and its adjoining countries: Angola, Burundi, Central African Republic, the Republic of the Congo, Rwanda, South Sudan, Tanzania, Uganda, and Zambia.
- ***Conflict Free Mineral*** – A Conflict Mineral that does not, directly or indirectly, finance armed groups through mining or mineral trading in the Conflict Area, or that is obtained from scrap or recycled sources.
- ***Conflict Minerals*** – Columbite-tantalite, also known as coltan (the metal ore from which tantalum is extracted), cassiterite (the metal ore from which tin is extracted), wolframite (the metal ore from which tungsten is extracted), gold, or their derivatives, or any other minerals or its derivatives determined by the U.S. Secretary of State to be financing the conflict in the Democratic Republic of the Congo or an adjoining country, regardless of their origin.

This Policy applies to all NexTier companies.

II. Administration of the Policy

The Office of Ethics and Compliance is responsible for managing the administration of this policy as needed, including any necessary investigations, due diligence or audits. The Office of Ethics and Compliance will work with supply chain management and other internal stakeholders, as needed, for the identification, assessment and mitigation of risks relating to Conflict Minerals in the Company’s supply chain.

All questions and communications regarding this Policy should be sent to :

Office of Ethics and Compliance

3990 Rogerdale Rd.

Houston, Texas 77042

Attention: General Counsel

Kevin.McDonald@nextierofs.com.

III. Collaboration with Suppliers

The Company will communicate to the Company's suppliers regarding, among other matters, this Policy and other relevant Company policies, applicable laws and regulations affecting Conflict Mineral sourcing and reporting obligations, and the Company's expectations of the NexTier supplier relationship. The Company encourages its suppliers to adopt policies and supply chain due diligence and management systems consistent with the Dodd Frank Act and this Policy, and in turn to require their suppliers to adopt similar policies, systems and socially responsible sourcing practices.

The Company expects its suppliers to cooperate with its efforts to exercise supply chain due diligence and transparency systems, and to provide representations of their commitment to sourcing Conflict Free Minerals and documenting countries of origin for Conflict Minerals that they purchase. To the extent able, the Company will include explicit terms in its contracts with suppliers that require compliance with this Policy, full responses to all requests for supply chain information and the flowdown of all requirements to their suppliers. The Company evaluates its relationships with its suppliers on a periodic basis to track compliance with this Policy and other relevant Company policies, and the Company reserves the right to request from its suppliers additional information and documents relative to compliance with this Policy and other Company policies.

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This document states a policy of NexTier Oilfield Solutions Inc. and is not intended to be regarded as the rendering of legal advice.