NATURAL GAS SERVICES GROUP, INC.
Charter of the Safety and Sustainability Committee

Reviewed and Approved by the Board November 5, 2025

I. PURPOSE

The Safety and Sustainability Committee (the "**Committee**") of the Board of Directors (the "**Board**") of Natural Gas Services Group, Inc. is responsible for overseeing and providing guidance on matters related to safety, occupational health, and sustainability practices within the company. The Committee's primary objectives are to ensure the well-being of employees, contractors, and communities in which it operates, and to promote sustainable business practices aligned with environmental stewardship.

II. COMPOSITION

The Committee shall consist of at least three independent directors, including at least one member with expertise in safety, occupational health, or sustainability. Committee members must be appointed and may be removed, with or without cause, by the Board. Unless a Chair is designated by the Board, the Committee may designate a Chair by majority vote of the full Committee membership. In addition, the Chief Executive Officer of the Company, or his designate, shall serve as an Ex-Officio member of the Committee.

III. MEETINGS, PROCEDURES AND AUTHORITY

The Committee has the authority to establish its own rules and procedures for notice and conduct of its meetings so long as they are not inconsistent with any provisions of the Company's Articles of Incorporation, By-Laws and other documents governing the conduct and actions of the Board of Directors and its committees (as may be amended or restated from time to time, the "**Governing Documents**") that are applicable to the Committee. The Committee will meet as frequently as it deems necessary and advisable to carry out its duties, but no fewer than four times each calendar year, and maintain minutes of its meetings. Meetings may be held in person or virtually as allowed in the Governing Documents. The Committee shall report its findings, recommendations, and updates to the full Board on a regular basis or as required.

A majority of the members of the Committee then serving constitutes a quorum at any meeting of the Committee. The Committee may act by the affirmative vote of a majority of the Committee members present at any meeting at which a quorum is present, or by a resolution in writing signed by all of the Committee members. Each member of the Committee has one vote.

IV. DUTIES AND RESPONSIBILITIES

A. Safety Performance Oversight:

- Monitor and review the company's safety performance, including incident rates, near misses, and corrective actions, to ensure continuous improvement and adherence to established safety standards.
- Evaluate and provide guidance on safety policies, procedures, and training programs to promote a safe work environment.
- Review and assess the effectiveness of the company's safety management systems and identify areas for enhancement.

B. Occupational Health:

- Oversee the company's occupational health programs, ensuring compliance with applicable laws and regulations, and promoting employee well-being.
- Review and advise on measures to prevent workplace hazards and mitigate occupational health risks.
- Monitor the effectiveness of health monitoring initiatives and ensure appropriate protocols are in place.

C. Environmental Stewardship and Sustainability:

- Review the company's environmental sustainability initiatives and strategies, including resource conservation, emissions reduction, and waste management.
- Assess the integration of sustainable practices into the company's operations, supply chain, and decision-making processes.
- Monitor compliance with environmental laws, regulations, and industry best practices.
- Evaluate opportunities for lower carbon energy and fuel adoption, energy efficiency improvements, and greenhouse gas emissions footprint reduction.

D. Reporting and Disclosure:

- Review and approve safety and sustainability reports to be included in the company's annual reports, sustainability reports, and other public disclosures.
- Ensure accurate and transparent reporting of safety and sustainability performance indicators and targets.

- Provide oversight on the company's communication strategies related to safety, health, and sustainability matters.

E. Stakeholder Engagement:

- Monitor the company's engagement with stakeholders, including employees, customers, regulators, and communities in which it operates, on safety and sustainability matters.

- Evaluate the effectiveness of stakeholder feedback mechanisms and communication channels.

- Advise on the integration of stakeholder perspectives into the company's safety and sustainability strategies.

F. Reports to the Board of Directors:

- The Committee shall report regularly to the Board of Directors regarding the activities of the Committee.

G. Committee Self-Evaluation

- The Committee shall perform an annual evaluation of the performance of the Committee.

H. Review of the Charter

- Due to the evolution of Safety and Sustainability matters (e.g. Securities and Exchange Commission (SEC) rules for corporate ESG disclosures), the Committee shall periodically review and reassess this Charter to ensure its continued relevance and effectiveness, and any necessary amendments shall be proposed to the Board for approval.

I. Minutes and Records

- The Committee shall maintain written minutes and record of actions taken by the Committee in accordance with the Governance Documents.

J. Studies and Reports

- The Committee can undertake at its sole discretion external studies and reports to be payable by the Company in order to perform its duties and responsibilities.

V. DELEGATION OF DUTIES

The Committee may, in its discretion and consistent with the Governance Documents, delegate all or a portion of its duties and responsibilities to one or more subcommittees of the Committee which may include members of the Board of Directors that are not members of the Committee. The Committee and its subcommittees may seek outside counsel and resources to fulfill its duties and responsibilities under the Charter consistent with the Governance Documents.

While the members of the Committee have the duties and responsibilities set forth in this Charter, nothing contained in this Charter is intended to create, or should be construed as creating, any responsibility or liability of the Committee members, except to the extent otherwise provided under applicable federal or state law. Further, nothing in this Charter is intended to preclude or impair the protection provided in Section 7-108-401(2) of the Colorado Business Corporation Act for good faith reliance by Committee members on reports or other information provided by others.