

Natural Gas Services Group, Inc.
Code of Ethics and Business Conduct

Adopted March 13, 2026

1. Introduction.

1.1 The Board of Directors of Natural Gas Services Group, Inc. (together with its subsidiaries, the “**Company**”) has adopted this Code of Ethics and Business Conduct (the “**Code**”) in order to:

(a) promote honest and ethical conduct, including the ethical handling of actual or apparent conflicts of interest;

(b) promote full, fair, accurate, timely and understandable disclosure in reports and documents that the Company files with, or submits to, the Securities and Exchange Commission (the “**SEC**”) and in other public communications made by the Company;

(c) promote compliance with applicable governmental laws, rules and regulations;

(d) promote the protection of Company assets, including corporate opportunities and confidential information;

(e) promote fair dealing practices;

(f) deter wrongdoing; and

(g) ensure accountability for adherence to the Code.

1.2 All directors, officers and employees are required to be familiar with the Code, comply with its provisions and report any suspected violations as described below in Section 12, Reporting and Enforcement.

2. Honest and Ethical Conduct.

2.1 The Company's policy is to promote high standards of integrity by conducting its affairs honestly and ethically.

2.2 Each director, officer and employee must act with integrity and observe the highest ethical standards of business conduct in his or her dealings with the Company's

customers, suppliers, partners, service providers, competitors, employees and anyone else with whom he or she has contact in the course of performing his or her job.

3. Conflicts of Interest.

3.1 A conflict of interest occurs when an individual's private interest (or the interest of a member of his or her family) interferes, or even appears to interfere, with the interests of the Company as a whole. A conflict of interest can arise when an employee, officer or director (or a member of his or her family) takes actions or has interests that may make it difficult to perform his or her work for the Company objectively and effectively. Conflicts of interest also arise when an employee, officer or director (or a member of his or her family) receives improper personal benefits as a result of his or her position in the Company.

3.2 Loans by the Company to, or guarantees by the Company of obligations of, employees or their family members are of special concern and could constitute improper personal benefits to the recipients of such loans or guarantees, depending on the facts and circumstances. Loans by the Company to, or guarantees by the Company of obligations of, any director, officer, or their family members are expressly prohibited.

3.3 Whether or not a conflict of interest exists or will exist can be unclear. Conflicts of interest should be avoided unless specifically authorized as described in Section 3.4.

3.4 Persons other than directors and executive officers who have questions about a potential conflict of interest or who become aware of an actual or potential conflict should discuss the matter with and seek a determination and/or prior authorization or approval from, the Chief Financial Officer or the Chief Executive Officer. The Chief Financial Officer may not authorize or approve conflict of interest matters or make determinations as to whether a problematic conflict of interest exists without first providing the Chief Executive Officer with a written description of the activity and seeking the Chief Executive Officer's written approval. If the Chief Financial Officer is himself involved in the potential or actual conflict, the matter should instead be discussed directly with the Chief Executive Officer.

(a) Directors and executive officers must seek determinations and/or prior authorizations or approvals of potential conflicts of interest exclusively from the Nominating & Governance Committee.

(b) Directors, officers, or employees are prohibited from receiving or conveying favors, gratuities, or bribes; which would include anything of value meant to influence outcomes, to customers suppliers, investors, or services providers.

4. Compliance.

4.1 Employees, officers and directors should comply, both in letter and spirit, with all applicable laws, rules and regulations in the cities, states and countries in which the Company operates.

4.2 Although not all employees, officers and directors are expected to know the details of all applicable laws, rules and regulations, it is important to know enough to determine when to seek advice from appropriate personnel. Questions about compliance should be addressed to the Chief Financial Officer.

4.3 No director, officer or employee may purchase or sell any Company securities while in possession of material nonpublic information regarding the Company, nor may any director, officer or employee purchase or sell another company's securities while in possession of material nonpublic information regarding that company. It is against Company policies and illegal for any director, officer or employee to use material nonpublic information regarding the Company or any other company to:

- (a) obtain profit for themselves; or
- (b) directly or indirectly “tip” others who might make an investment decision on the basis of that information.

5. Disclosure.

5.1 The Company's periodic reports and other documents filed with the SEC, including all financial statements and other financial information, must comply with applicable federal securities laws and SEC rules.

5.2 Each director, officer and employee who contributes in any way to the preparation or verification of the Company's financial statements and other financial information must ensure that the Company's books, records and accounts are accurately maintained. Each director, officer and employee must cooperate fully with the Company's accounting and internal audit departments, as well as the Company's independent public accountants and counsel.

5.3 Each director, officer and employee who is involved in the Company's disclosure process must:

- (a) be familiar with and comply with the Company's disclosure controls and procedures and its internal control over financial reporting; and

(b) take all necessary steps to ensure that all filings with the SEC and all other public communications about the financial and business condition of the Company provide full, fair, accurate, timely and understandable disclosure.

5.4 To protect the Company and ensure accurate communication, unless otherwise authorized by the Chief Executive Officer or the Board of Directors, only the Chief Executive Officer is authorized to speak on behalf of the Company with the media or any external entity.

6. Protection and Proper Use of Company Assets.

6.1 All directors, officers and employees should protect the Company's assets and ensure their efficient use. Theft, carelessness and waste have a direct impact on the Company's profitability and are prohibited.

6.2 All Company assets should be used only for legitimate business purposes. Any suspected incident of fraud or theft should be reported for investigation immediately pursuant to Section 10 below or the Company's Whistleblower Policy.

6.3 The obligation to protect Company assets includes the Company's proprietary information. Proprietary information includes intellectual property such as trade secrets, patents, trademarks, and copyrights, as well as business and marketing plans, price lists, engineering and manufacturing ideas, designs, databases, records and any nonpublic financial data or reports or other material non-public information. Unauthorized use or distribution of this information is prohibited and could also be illegal and result in civil or criminal penalties.

7. Corporate Opportunities. All directors, officers and employees owe a duty to the Company to advance its interests when the opportunity arises. Directors, officers and employees are prohibited from taking for themselves personally (or for the benefit of friends or family members) opportunities that are discovered through the use of Company assets, property, information or position. Directors, officers and employees may not use Company assets, property, information or position for personal gain (including gain of friends or family members). In addition, no director, officer or employee may compete with the Company.

8. Confidentiality. Directors, officers and employees should maintain the confidentiality of information entrusted to them by the Company or by its customers, suppliers or partners, except when disclosure is expressly authorized or is required or permitted by law. Confidential information includes all nonpublic information (regardless of its source) that might be of use to the Company's competitors or harmful to the Company or its customers, suppliers or partners if disclosed.

9. Fair Dealing. Each director, officer and employee must deal fairly with the Company's customers, suppliers, partners, service providers, competitors, employees and anyone else with whom he or she has contact with in the course of performing his or her job. No director, officer or employee may take unfair advantage of anyone through manipulation, concealment, abuse of privileged information, misrepresentation of facts or any other unfair dealing

practice. The Company does not tolerate any form of corruption in its business. Corruption is the abuse of entrusted power for personal gain. Corruption can take many forms including bribery, facilitation payments or embezzlement. All forms of corruption are prohibited at the Company. To this end, it is important for all of our employees, officers, directors, and third party agents to understand and comply with all applicable anti-bribery and anti-corruption laws and never pay bribes or attempt to get or keep business or secure any advantage by attempting to improperly influence government officials, customers, business partners, or any other person.

10. Workplace Practices.

10.1 The Company is committed to providing equal opportunity in all aspects of employment. The Company does not discriminate in employment opportunities or practices on the basis of race, color, religion, gender identity, sex, sexual orientation, national origin, citizenship, age, veteran status, disability or any other characteristic protected by law and will not tolerate any discrimination or harassment of any kind.

10.2 The Company strives to provide a safe and healthy work environment. Each employee has responsibility for maintaining a safe and healthy workplace for all co-workers and others by following safety and health rules and practices and reporting accidents, injuries and unsafe equipment, practices or conditions.

10.3 The Company will not tolerate violence of any kind in the workplace. The Company expects differences to be resolved through discussion and, if necessary, through the assistance of supervisory personnel or the Company's Human Resources Department. Any person who has been threatened with, or subjected to, physical violence should report it immediately to his or her supervisor or the Company's Human Resources Department. In addition, to minimize the risk to all persons working on the Company's premises or at a Company work location, anyone who is being threatened by someone outside the Company should report such threats to his or her supervisor or the Company's Human Resources Department.

10.4 The Company expects persons performing services for the Company to perform their duties free from the influence of alcohol and drugs while on duty. Furthermore, all persons performing services for the Company are strictly prohibited from consuming, selling, purchasing or possessing illegal drugs at work. Reporting to work under the influence of alcohol or any drug is strictly prohibited and may result in discipline, up to and including termination of employment or engagement.

11. Other Policies. All directors, officers and employees must follow all other Company policies applicable to them, including but not limited to, the Company's Insider Trading Policy.

12. Reporting and Enforcement.

12.1 Reporting and Investigation of Violations.

(a) Subject to subsection (c), actions prohibited by this Code involving directors or executive officers must be reported to the Nominating & Governance Committee.

(b) Subject to subsection (c) and Section 10, actions prohibited by this Code involving anyone other than a director or executive officer must be reported to the Chief Financial Officer or the Chief Executive Officer.

(c) For persons who wish to report a Compliance Complaint but do not wish to contact the Nominating & Governance Committee, Chief Financial Officer, or the Chief Executive Officer, you may contact the Head of Human Resources. If you do not want to contact the foregoing committee or any of the persons directly, or want to remain anonymous, the Company has established the following alternative procedures to report a Compliance Complaint:

- Telephone Hotline: Any person may call **(833) 470-7214** to report a Compliance Complaint. The telephone call will be received by a third-party contractor specifically engaged to provide Compliance Complaint services.
- Online: Any person may visit ngsg.ethicspoint.com to report a Compliance Complaint. The online complaint will be reviewed by a third-party contractor specifically engaged to provide Compliance Complaint services.
- Written Complaints: Any person may report a Compliance Complaint in writing, marked CONFIDENTIAL, and mailed to the following address: Head of Human Resources, Natural Gas Services Group, Inc., 601 State St, Suite 400, Southlake, TX 76092.

(d) After receiving a report of an alleged prohibited action, the Nominating & Governance Committee, the Chief Financial Officer, or the Chief Executive Officer must promptly take all appropriate actions necessary to investigate.

(e) All directors, officers and employees are expected to cooperate in any internal investigation of misconduct.

12.2 Enforcement.

(a) The Company must ensure prompt and consistent action against violations of this Code.

(b) If, after investigating a report of an alleged prohibited action by a director or executive officer, the Nominating & Governance Committee determines that a violation of this Code has occurred, the Nominating & Governance Committee will report such determination to the Board of Directors.

(c) If, after investigating a report of an alleged prohibited action by any other person, the Chief Financial Officer or the Chief Executive Officer determines that a violation of this Code has occurred, the Chief Financial Officer or Chief Executive Officer will report such determination to the Nominating & Governance Committee.

(d) Upon receipt of a determination that there has been a violation of this Code, the Nominating & Governance Committee or Board of Directors will take such preventative or disciplinary action as it deems appropriate, including, but not limited to, reassignment, demotion, dismissal and, in the event of criminal conduct or other serious violations of the law, notification of appropriate governmental authorities.

12.3 Waivers.

(a) Each of the Board of Directors (in the case of a violation by a director or executive officer) and the Nominating & Governance Committee (in the case of a violation by any other person) may, in its discretion, waive any violation of this Code.

(b) Any waiver for a director or an executive officer shall be disclosed as required by SEC and NYSE rules.

12.4 Prohibition on Retaliation. The Company does not tolerate acts of retaliation against any director, officer or employee who makes a good faith report of known or suspected acts of misconduct or other violations of this Code.