



Environmental and Social Governance Program

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Ring Energy, Inc.

Health and Safety Policy

(adopted October 2019)

Our Policy

Ring Energy, Inc. (the “Company”) is committed to protecting the health and safety of everyone who plays a part in our operations, lives in the communities in which we operate, or uses our products. We recognize that strong health and safety practices have positive benefits both for us and our stakeholders. All Company officers and employees are expected to adhere to our operational principles and, by doing so, we believe we can achieve our business goals safely, reliably and without incident. We will not be satisfied until we succeed in eliminating all injuries, occupational illnesses, unsafe practices from our activities.

Our Principles

We seek to observe the following principles:

- Communicate, through our ethics, attitude, and actions, our high regard to safety and health performance and respect for the communities we operate in. Compliance with all applicable rules and regulations is the minimal expectation to conduct work;
- Drive improvement through active and visible leadership engagement by seeking input, monitoring performance, and learning from our mistakes;
- Provide employees with the resources necessary to perform work safely;
- Conduct safety meetings at least weekly among members of the Company’s management and employees to ensure that work is completed safely and appropriately and that all personnel are prepared to respond to an emergency;
- Encourage communication among management and employees openly and honestly regarding safety, health, or security concerns;
- Adhere to safe work practices and procedures and comply with safe work permits for all permit required work activities; and
- Operate our equipment within design and operational limits and in a safe and controlled condition. Ensuring safety devices for our equipment are in place and functioning.

Our Expectation

Through implementation of this policy, we seek to earn the public’s trust and to be recognized as having appropriate health and safety practices. While all of our officers and employees have an obligation to observe and enforce this policy, it is ultimately the responsibility of our Board of Directors to oversee compliance with this policy.

Ring Energy, Inc.
Environmental and Sustainability Policy
(adopted October 2019)

Our Policy

Ring Energy, Inc. is committed to conducting its business in a socially responsible and ethical manner that promotes the preservation of the natural environment.

Our Principles

Recognizing that our exploration and production activities interact with the environment in several ways, we seek to conduct our business activities in accordance with the following principles:

- Comply with all applicable laws, regulations and standards relevant to the management of risks to the environment arising from our business activities;
- Integrate an environmentally sensitive culture into all relevant aspects of our business;
- Develop and implement appropriate measures to reduce energy consumption, where practicable, increase the efficiency with which energy is being used, and limit environmental impact, waste and cost associated with energy use; and
- Develop and implement appropriate and relevant response systems to limit detrimental impact to the environment should an accident or incident occur;

Our Clean Water Plan

Water is a necessary component of our drilling and completion activities and is also produced along with hydrocarbons once a well is brought online. We are mindful of our water usage and will strive to reduce the environmental impact to the communities in which we operate by practicing responsible fresh water usage and adopting the best practices among our peer group in connection with our drilling operations.

Our Clean Air Plan

We endeavor to reduce greenhouse gas (GHG) and other emissions from our operations whenever practical. We report total emissions to the EPA consistent with regulatory requirements. We seek to limit the GHG emissions of our drilling activities by employing efficient rig usage strategies.

Our Clean Land Plan

We monitor, identify and mitigate trends in surface oil spills and reinforce prevention with employees and contractors. We are cognizant of the surface impact associated with our development activities, and where possible, we employ drilling strategies aimed at minimizing our above-ground footprint.

Our Expectation

We expect that this policy will be implemented by management through the development and implementation of procedures that assign specific responsibilities for the execution of relevant management and control activities to safeguard and preserve the natural environment. While all of our officers, directors, and employees have an obligation to observe and enforce this policy, it is ultimately the responsibility of our Board of Directors to oversee compliance with this policy.

RING ENERGY, INC.
Vendor Code of Conduct
(adopted October 2019)

Introduction

Ring Energy, Inc. (the “Company”) expects its vendors and suppliers to uphold high standards and to operate in accordance with all applicable laws and regulations, as well as in accordance with the standards set forth in this Vendor Code of Conduct. Notwithstanding the foregoing, the Company undertakes no obligation to confirm or monitor its vendors’ and suppliers’ compliance with each of the principals set forth below.

Our Principles

We will endeavor to partner with vendors and suppliers that we believe operate in a manner that is:

- Consistent with all laws, rules, and regulations applicable to their business and the services vendor has agreed to provide to the Company and have appropriate licenses, registrations, and certifications required to conduct business in the locations in which they operate;
- Compliant with the terms and conditions of any executed contracts and all purchase orders that have been accepted by the vendor;
- Open, transparent and with the highest integrity, including free from conflicts of interest;
- Consistent with antitrust and competition laws in the countries in which they operate;
- Inclusive and free of discrimination on the basis of sex, gender identity or expression, race, color, religion, national origin, citizenship status, age, disability, marital or veteran status, genetic information, sexual orientation, or any other legally-protected status under applicable law;
- Consistent with applicable industry health and safety standards;
- Compliant with all applicable environmental laws and regulations and responsible with respect to its impact on the environment;
- Respectful of basic human rights, including labor practices free of forced or compulsory labor and child labor; and
- In compliance with anti-corruption laws and regulations and free of any form of extortion, corruption, or embezzlement.

Our Expectation

We will endeavor to engage with vendors and suppliers that we believe comply with the principles set forth in this Vendor Code of Conduct. We may request additional assurances from our vendors that such vendors are in compliance with this Vendor Code of Conduct.