

**KEY ENERGY SERVICES, INC.**  
**CHARTER OF THE AUDIT COMMITTEE**  
**OF THE BOARD OF DIRECTORS**  
**(As reviewed and approved as of August 30, 2023)**

The Board of Directors (the “Board”) of Key Energy Services, Inc. (the “Company”) has established the Audit Committee of the Board (the “Committee”) with authority, responsibility and specific duties as described in this Audit Committee Charter (this “Charter”).

**I. Purposes**

The purposes of the Committee are to:

- A. Assist the Board in fulfilling its oversight responsibilities regarding the:
- Integrity of the Company’s financial statements;
  - Company’s compliance with legal and regulatory requirements;
  - Qualifications, independence and performance of the independent registered public accounting firm engaged for the purpose of preparing or issuing an audit report or performing other audit, review or attest services for the Company (the “independent registered public accounting firm”); and
  - Effectiveness and performance of the Company’s internal audit function.
- B. Perform such other functions as the Board may assign to the Committee from time to time.

**II. Membership**

The Committee must consist of not less than three non-management members of the Board.

Subject to the amended and restated by-laws of the Company (as amended from time to time, the “By-Laws”), the members of the Committee and its Chairman will be selected annually by the Board and will serve at the pleasure of the Board. Subject to the By-Laws, any vacancy on the Committee will be filled by, and any member of the Committee may be removed by, an affirmative vote of a majority of the Board. If a Chairman is not designated by the Board or present at a meeting, the Committee may designate a Chairman by majority vote of the Committee members then in office.

**III. Authority and Responsibilities**

The Committee is delegated all authority of the Board as may be required or advisable to fulfill the purposes of the Committee. Without limiting the generality of the preceding statements, the Committee has the authority, and is entrusted with the responsibility, to take the following actions:

**A. Authority**

The Committee has the authority to:

1. Conduct or authorize investigations into any matter, including, but not limited to, complaints relating to accounting, internal accounting controls or auditing matters, within the scope of the responsibilities delegated to the Committee as it deems appropriate, including the authority to request any officer, employee or advisor of the Company to meet with the Committee or any advisors engaged by the Committee.
2. Retain and determine funding for legal counsel, accounting experts and other advisors, including the sole authority to appoint or replace the independent registered public accounting firm, as it deems necessary or appropriate to fulfill its responsibilities in its sole discretion. The Committee may also utilize the services of the Company's regular outside legal counsel or other advisors to the Company. The Company must provide for appropriate funding, as determined by the Committee, for payment of (a) compensation to any independent registered public accounting firm engaged for the purpose of rendering or issuing an audit report or performing other audit, review or attest services for the Company; (b) compensation to any advisors employed by the Committee; and (c) ordinary administrative expenses of the Committee that are necessary or appropriate in carrying out its duties.
3. Delegate to its Chairman, any one of its members or any subcommittee it may form, the responsibility and authority for any particular matter, as it deems appropriate from time to time under the circumstances. In addition, subcommittees do not have the authority to engage independent legal counsel, accounting experts or other advisors unless expressly granted such authority by the Committee. Each subcommittee will keep minutes and regularly report to the Committee.

**B. Responsibilities**

The primary function of the Committee is oversight. Although the Committee has the responsibilities set forth in this Charter, it is not the responsibility of the Committee to plan or conduct audits or to determine that the Company's financial statements and disclosures are complete and accurate and are in accordance with generally accepted accounting principles ("GAAP") and applicable laws, rules and regulations. It is furthermore not the responsibility of the Committee to maintain the accounting and financial reporting principles and policies and internal controls and procedures that provide for compliance with accounting standards and applicable laws and regulations, or to plan and carry out the audit of the Company's internal control over financial reporting. These are the responsibilities of management, the internal auditor and the independent registered public accounting firm.

*Interaction with the Independent Registered Public Accounting Firm*

1. *Appointment and Oversight.* The Committee is directly responsible for the appointment, compensation, retention and oversight of the work of the independent registered public accounting firm hired for the purpose of preparing or issuing an audit report or related work or performing other audit, review or attest services for the Company. The Committee and the independent registered public accounting firm will discuss the firm's responsibilities and the responsibilities of management in the audit process. The independent registered public accounting firm will report directly to the Committee, and the Committee will routinely review such firm's performance. In addition, the Committee will review and oversee the resolution of any disagreements between the Company's management and the independent registered public accounting firm regarding financial reporting.
2. *Pre-Approval of Services.* Before the independent registered public accounting firm is engaged by the Company or its subsidiaries to render audit or non-audit services, the Committee must approve the engagement. The Committee may establish policies and procedures for the pre-approval of audit and permitted non-audit services, and no additional approval of audit and non-audit services by the Committee will be required if the engagement for the services is entered into pursuant to such pre-approval policies and procedures. The Chairman of the Committee has the authority to grant pre-approvals, provided such approvals are within the pre-approval policies and procedures and presented to the Committee at a subsequent meeting.
3. *Independence of Registered Public Accounting Firm.* The Committee will, at least annually, review the independence and quality control procedures of the independent registered public accounting firm and the experience and qualifications of the independent registered public accounting firm's senior personnel that are providing audit services to the Company. In conducting its review, the Committee will:
  - a) Obtain and review a report prepared by the independent registered public accounting firm describing (i) the firm's internal quality-control procedures; (ii) any material issues raised by the most recent internal quality-control review, or peer review, of the firm, or by any inquiry or investigation by governmental or professional authorities, within the preceding five years, involving one or more independent audits carried out by the firm, and any steps taken to address and respond to any such issues; and (iii) all relationships and services between the firm and the Company in order to assess the firm's independence.

- b) If applicable, consider whether the provision by the independent registered public accounting firm of any non-audit services to the Company is compatible with maintaining the independence of the independent registered public accounting firm.
  - c) Consider whether, in order to assure continuing independence of the independent registered public accounting firm, it is appropriate to adopt a policy of rotating the independent registered public accounting firm on a regular basis.
4. *Related Party Transactions.* The Committee will keep the independent registered public accounting firm informed of its understanding of the Company's relationships and transactions with related parties that are significant to the Company, and will review and discuss with the independent registered public accounting firm such firm's evaluation of the Company's identification of, accounting for and disclosure of its relationships and transactions with related parties, including any significant matters arising from the annual audit regarding the Company's relationships and transactions with related parties.

*Interaction with Other Registered Public Accounting Firms*

The Committee will be directly responsible for the appointment, compensation, retention and oversight of the work of any other registered public accounting firm engaged for the purpose of preparing or issuing an audit report or to perform audit, review or attestation services for the Company, which firm shall also report directly to the Committee.

*Annual Financial Statements and Annual Audit*

5. Meetings with Management, the Independent Registered Public Accounting Firm and the Internal Auditor. The Committee will:
- a) Meet with management, the independent registered public accounting firm and the internal auditor in connection with each annual audit to discuss the scope of the audit, the procedures to be followed and the staffing of the audit.
  - b) Review and discuss with management and the independent registered public accounting firm: (i) major issues regarding accounting principles and financial statement presentations, including any significant changes in the Company's selection or application of accounting principles, and major issues as to the adequacy of the Company's internal controls and any special audit steps adopted in light of material control deficiencies; (ii) any analyses prepared by management or the independent registered public accounting firm setting forth significant financial reporting issues and judgments made in connection with the preparation of the

Company's financial statements, including analyses of the effects of alternative treatments of financial information within GAAP on the Company's financial statements; and (iii) the effect of regulatory and accounting initiatives, as well as off-balance sheet structures, on the Company's financial statements.

- c) Review and discuss with management and the independent registered public accounting firm the Company's annual audited financial statements (including related notes) and the form of audit opinion to be issued by the independent registered public accounting firm on the financial statements.

6. Separate Meetings with the Independent Registered Public Accounting Firm. The Committee will:

- a) Review with the independent registered public accounting firm any problems or difficulties the independent registered public accounting firm may have encountered during the course of the audit work, including any restrictions on the scope of activities or access to required information or any significant disagreements with management and management's responses to such matters. Among the items that the Committee should consider reviewing with the independent registered public accounting firm are: (i) any accounting adjustments that were noted or proposed by the independent registered public accounting firm but were "passed" (as immaterial or otherwise); (ii) any communications between the audit team and the independent registered public accounting firm's national office respecting auditing or accounting issues presented by the engagement; and (iii) any "management" or "internal control" letter issued, or proposed to be issued, by the independent registered public accounting firm to the Company. The review should also include discussion of the responsibilities, budget and staffing of the Company's internal audit function.

- b) Discuss with the independent registered public accounting firm the report that such firm is required to make to the Committee regarding: (i) all accounting policies and practices to be used that the independent registered public accounting firm identifies as critical; (ii) all alternative treatments of financial information within GAAP for policies and practices related to material items that have been discussed among management and the independent registered public accounting firm, including the ramifications of the use of such alternative disclosures and treatments, and the treatment preferred by the independent registered public accounting firm; and (iii) all other material written communications between the independent registered public accounting firm and management of the Company, such as any management letter, management representation letter,

reports on observations and recommendations on internal control over financial reporting (including management's remediation plan to address internal control deficiencies, as applicable), the independent registered public accounting firm's engagement letter, the independent registered public accounting firm's independence letter, schedule of unadjusted audit differences and a listing of adjustments and classifications not recorded, if any.

- c) Discuss with the independent registered public accounting firm any other matters required to be discussed by applicable auditing standards then in effect.

#### Quarterly Financial Statements

7. *Meetings with Management and the Independent Registered Public Accounting Firm.* The Committee will review and discuss the quarterly financial statements with management and the independent registered public accounting firm.

#### Internal Audit

8. *Appointment and Removal.* Each year, the Committee will review and advise the Board on the selection and removal of the internal audit director.
9. *Performance.* Each year, the Committee will review the activities and structure of the internal audit function.
10. *Separate Meetings with the Internal Auditor.* The Committee will periodically meet separately with the Company's internal auditor to discuss the responsibilities, budget and staffing of the Company's internal audit function and any issues that the internal auditor believes warrant the Committee's attention. In addition, the Committee will discuss with the internal auditor any significant reports to management prepared by the internal auditor and any responses from management.

#### Other Powers and Responsibilities

11. The Committee will review, approve or ratify related party transactions, including as set forth in the Company's Related Party Transaction Policy and applicable accounting standards.
12. The Committee will discuss with management and the independent registered public accounting firm any correspondence from or with regulators or governmental agencies, any employee complaints or any published reports that raise material issues regarding the Company's financial statements, financial reporting process, accounting policies or internal audit function.

13. The Committee will discuss with the Company's General Counsel or outside counsel any legal, compliance or regulatory matters brought to the Committee's attention that could reasonably be expected to have a material impact on the Company's financial statements.
14. The Committee will request assurances from management, the independent registered public accounting firm and the Company's internal auditors that any foreign subsidiaries and/or foreign affiliated entities, if any, are in conformity with applicable legal requirements.
15. The Committee will meet separately with management on a periodic basis to discuss matters related to the Company's internal control function.
16. The Committee will discuss with management the Company's guidelines and policies with respect to risk assessment and risk management. The Committee will discuss with management the oversight of the Company's cybersecurity risk management, including reviewing reports and updates received by management on a quarterly and as-needed basis. The Committee will review and discuss with management, the Company's disclosures and internal control procedures associated with the Company's sustainability and ESG reporting. In addition, the Committee will discuss with management the Company's significant financial risk exposures and the actions management has taken to monitor and control such exposures.
17. The Committee will set clear hiring policies for employees or former employees of the Company's independent registered public accounting firm.
18. The Committee will establish procedures for the receipt, retention and treatment of complaints received by the Company regarding accounting, internal accounting controls or auditing matters. The Committee will also establish procedures for the confidential and anonymous submission by employees of the Company of concerns regarding questionable accounting or auditing matters.
19. The Committee will establish procedures for the receipt, retention and treatment of complaints received by the Company regarding potential violations of applicable laws, rules and regulations or of the Company's codes, policies and procedures. The Committee will also establish procedures for the confidential and anonymous submission by employees of the Company of concerns regarding questionable compliance matters.
20. The Committee will review with the Company's General Counsel the Company's Code of Business Conduct and Ethics and its enforcement at least annually.
21. The Committee will review the adequacy and succession planning of the Company's accounting and financial personnel at least annually.

#### IV. Procedures

- A. **Meetings.** The Committee will meet on at least a quarterly basis and may meet more frequently as circumstances dictate. Meetings of the Committee may be in person, by conference call or similar communications equipment by means of which all persons participating in the meeting can hear each other or by unanimous written consent. Meetings of the Committee will be held at such time and place, and upon such notice, as its Chairman may from time to time determine. The Committee will keep such records of its meetings as it deems appropriate.

Meetings may, at the discretion of the Committee, include other directors, members of the Company's management, independent advisors and consultants, representatives of the Company's independent registered public accounting firm, the Company's internal auditor, any other financial personnel employed or retained by the Company or any other persons whose presence the Committee believes to be necessary or appropriate. Those in attendance may observe meetings of the Committee, but may not participate in any discussion or deliberation unless invited to do so by the Committee, and in any event are not entitled to vote. Notwithstanding the foregoing, the Committee may also exclude from its meetings any persons it deems appropriate, including, but not limited to, any director who is not a member of the Committee.

- B. **Quorum and Approval.** Subject to the By-Laws, (i) a majority of the Committee's members will constitute a quorum and (ii) the Committee will act on the affirmative vote of a majority of members present at a meeting at which a quorum is present. The Committee may also act by unanimous written consent in lieu of a meeting.
- C. **Rules.** The Committee may determine additional rules and procedures, including designation of a Chair pro tempore in the absence of its Chairman and designation of a secretary of the Committee at any meeting thereof.
- D. **Reports.** The Committee will maintain minutes of its meetings and make regular oral or written reports to the Board, directly or through its Chairman, of its actions and any recommendations to the Board. These reports will include a discussion of any issues that arise with respect to the quality or integrity of the Company's financial statements, the Company's compliance with legal or regulatory requirements, the performance and independence of the Company's independent registered public accounting firm, the performance of the Company's internal audit function or any other matter the Committee determines is necessary or advisable to report to the Board.
- E. **Review of Charter.** Each year, the Committee will review the need for changes in this Charter and recommend any proposed changes to the Board for approval.
- F. **Performance Review.** Each year, the Committee will consider reviewing and evaluating its own performance and will submit itself to a review and evaluation by the Board.



- G. ***Fees; Reimbursement of Expenses.*** Subject to the By-Laws, each member of the Committee as well as the Chairman will be paid the fee set by the Board for his or her services as a member, or Chairman, as the case may be, of the Committee. Subject to the Company's Corporate Governance Guidelines and other policies, Committee members, including the Chairman, will be reimbursed by the Company for all reasonable expenses incurred in connection with their duties as Committee members or as Chairman.

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*While the Committee members 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 141(e) of the General Corporation Law of the State of Delaware for good faith reliance by Committee members on reports or other information provided by others.*