



---

To All Employees of Express Energy Services,

Integrity is the “I” in our SPIRE philosophy and a core value that shows people that we are honest, fair and respectful. Express’ Code of Business Conduct outlines our standards of integrity and serves as a valuable resource guide to ensure all employee actions are representative of our expectations and values.

Every employee - at all levels of the organization - take seriously our responsibility to ensure that Express conducts business the right way – every day. Doing the right thing means acting with honesty and integrity at all times and speaking up when you think someone else is acting unethically. Express holds its workforce to the highest standards of business honesty and integrity and encourages employees to report questionable conduct.

We comply with the letter and the spirit of all applicable laws when conducting business.

I am proud of Express’ strong values and ethical foundation. We all must strive to maintain our reputation for integrity and honorable standards. The Express reputation belongs to all of us, as does our responsibility to protect it.

Sincerely,

**Darron Anderson**  
CHIEF EXECUTIVE OFFICER  
Express Energy Services