CODE OF BUSINESS CONDUCT AND ETHICS FOR DIRECTORS AND EXECUTIVE OFFICERS AND RELATED PARTY TRANSACTION POLICY

This Supplemental Code of Business Ethics describes the standards of business conduct required of the RPC Incorporated ("RPC") Officers and members of the Board of Directors ("Directors"). "Officers" are defined as the principal executive officer, principal financial officer, principal accounting officer or controller, or persons performing similar functions, and all executive officers of the Company, as such term is defined in Rule 3b-7 under the Securities Exchange Act of 1934, as amended. No code of business ethics can replace the thoughtful behavior of an ethical Officer and Director, but this Code serves to help focus on key areas of ethical risk, provide guidance on appropriate behavior, and continue to foster a culture of honesty and accountability.

Each Officer and Director has a personal responsibility to ensure that his or her actions abide by the letter and the spirit of this Code. Management must instill a culture in which compliance with the Company's policies and all applicable laws is at the core of all the Company's business activities.

The policies set forth in this Code are supported by the Company's policies and practices and Code of Business Conduct applicable to all employees.

KEY PRINCIPLES

CONFIDENTIALITY

RPC Officers and Directors must respect and maintain the confidentiality of information regarding the Company, its services and customers.

Officers and Directors must maintain the confidentiality of information entrusted to them by the Company and customers of the Company, except when disclosure is authorized or legally permitted or mandated. Confidential information includes all non-public information that might be of use to competitors, or harmful to the Company or its customers, if disclosed. The obligation to safeguard confidential information continues after employment or board service with the Company ends.

NO CONFLICT OF INTEREST

RPC Officers and Directors must avoid any conflicts of interest that could inhibit their ability to act or make decisions in the best interests of the Company.

A "conflict of interest" exists when a person's private interest interferes in any way, or even appears to interfere, with the interests of the Company. A conflict situation can arise when an Officer or Director takes actions, has personal, financial or other interests that may interfere with his or her ability to perform any of his or her work for the Company objectively and effectively. Conflicts of interest also arise when an Officer or Director, or a member of his or her family, receives improper personal benefits because of his or her position in the Company. An Officer or Director who is in any doubt as to whether a conflict of interest exists or would exist in a particular situation should check in advance with the Chief Executive Officer of the Company. No person may engage in an activity that involves a conflict of interest, except with the specific prior approval in writing of the Nominating & Corporate Governance Committee of the Company.

Every Officer and Director who is aware of any activity, financial interest or relationship that may present a possible conflict of interest must report the potential conflict of interest as described in the "Duty to Report" section of this policy.

CORPORATE OPPORTUNITIES

RPC Officers and Directors may not use corporate property, information or position for personal gain.

Officers and Directors are prohibited from competing with RPC and owe a duty to the Company to advance the Company's interests to the best of their abilities. Officers and Directors who are aware of an opportunity that is generally in the scope of the Company's business must present that opportunity to the Company.

PROTECTION OF COMPANY ASSETS

RPC officers and Directors must protect the Company's assets and ensure they are used only for legitimate business purposes.

Theft, carelessness and waste have a direct impact on the Company's profitability. Officers and Directors are responsible for reporting conditions, activities or individuals that threaten the security or condition of Company assets. Officers and Directors should report damage, theft or attempted theft, conditions or practices which might cause harm or loss, whether or not the property in question is entrusted to them.

FAIR DEALING

RPC Officers and Directors must deal fairly with other employees, customers, vendors and competitors.

No Officer or Director may take unfair advantage of anyone through manipulation, concealment, abuse of privileged or confidential information, misrepresentation of facts or any other unfair-dealing practice.

RELATED PARTY TRANSACTIONS

RPC Officers and Directors must inform the Nominating & Corporate Governance Committee in a timely fashion of all related party transactions. The Nominating & Corporate Governance Committee is responsible for approving or ratifying a related party transaction, whether or not the transaction is required to be disclosed under Regulation S-K.

A "related party" shall have the meaning set forth in Regulations S-K, Item 404(a) and shall generally mean (1) any Director or Officer of the Company, (2) any nominee for election as a Director, (3) any person known to the Company to be the beneficial owner of more than five percent (5%) of any class of the Company's voting securities, and (4) any "immediate family member" of any of the foregoing.

An "immediate family member" of a person shall mean (1) any child, stepchild, parent, stepparent, spouse, sibling, mother-in-law, father-in-law, son-in-law, daughter-in-law, brother-in-law or sister-in-law of such person and (2) any person (other than a tenant or employee) sharing the household of such person.

A "related party transaction" shall have the meaning ascribed to transactions referenced in Regulation S-K, Item 404(a) and for purposes of this policy shall generally refer to any transaction in which the Company participates, and the amount involved exceeds $120,000 and any "related person" had or will have a direct or indirect material interest.

The Nominating & Corporate Governance Committee shall have the following authority and responsibilities relative to "related party transactions:"

- to review, approve or ratify related party transactions, including material amendments prior to their being entered into;
- to only approve or ratify related party transactions that are in compliance with applicable law, consistent with the Company's corporate governance policies (including those relative to conflicts of interest and usurpation of corporate opportunities) and on terms that are deemed to be fair to the Company, and to prohibit such a transaction if it determines it to be inconsistent with the interests of the Company and its shareholders;

- to hire legal, accounting, financial or other advisors as it may deem necessary or desirable and/or to delegate responsibilities to Officers of the Company in connection with discharging the duties of the Committee; and

- to make periodic reports to the full Board of Directors.

In order for the Nominating & Corporate Governance Committee to approve or ratify a related party transaction, the Committee must be informed or have knowledge of the material terms of the transaction and the relationship or interest of the "related party." Directors and Officers are responsible for bringing this information to the Committee in a timely fashion.

Even if a related party transaction is not required to be disclosed under Regulation S-K (such as a transaction determined by competitive bid) Directors and Officers are still required to bring information to the attention of the Nominating & Corporate Governance Committee so that it may make the determination as to whether or not the transaction is permissible.

In the event that a member of the Nominating & Corporate Governance Committee has a direct or indirect material interest in a related party transaction, then the authority and responsibilities of the Nominating & Corporate Governance Committee outlined above shall be assumed by the Audit Committee of the Board of Directors or by the full Board of Directors. In the event that all of the members of the Nominating & Corporate Governance Committee are not independent, then the authority and responsibilities of the Nominating & Corporate Governance Committee outlined above shall be assumed by a subcommittee of the Audit Committee.

COMPLIANCE WITH LAWS, RULES AND REGULATIONS

RPC Officers and Directors must abide by all applicable laws, rules and regulations.

The Company actively promotes compliance with all laws, rules and regulations, including insider-trading rules. Officers and Directors must comply with the applicable laws of the country in which they operate. Noncompliance is unethical, illegal and in conflict with the Company's values and commitment to integrity. Violations will be dealt with decisively.

FAIR AND TIMELY DISCLOSURE IN PUBLIC REPORTING AND COMMUNICATIONS

RPC's Chief Executive Officer and Chief Financial Officer are responsible for ensuring that the Company's financial statements, public reports or communications contain disclosures that are full, fair, accurate, timely and understandable.

The Company's Chief Executive Officer and Chief Financial Officer, together with certain other employees designated by the Chief Financial Officer, are responsible for establishing and maintaining effective disclosure controls and procedures and internal controls and procedures for financial reporting. Every Officer and Director who is aware of any potential inaccuracy in the Company's disclosures must report the potential inaccuracy as described in the "Duty to Report" section of this policy.

DUTY TO REPORT

RPC Officers and Directors who have knowledge that any applicable law, regulation, policy or ethical guideline has been, or may be, violated must promptly report such information to an appropriate person within the Company.

The Company actively promotes honest and ethical behavior in all its business activities. Officers and Directors are encouraged to report potential violations to the Audit Committee, Board of Directors, Internal Audit Department, or through the Business Abuse Hotline at 866-921-6714 in the US and Canada and 604-922-5953 for international collect callers. Officers and Directors are also encouraged to seek counsel with outside experts at any time if there is any doubt about the best course of action in a particular situation. To the extent possible, the Company will take appropriate measures to keep the identity of those reporting suspected violations confidential, though the release of certain limited information may be required to serve the purposes of this Code. There will be no retaliation against any Officer or Director for reporting a suspected violation. Frivolous reporting or reporting done for an improper purpose, however, will not be tolerated.

Violations of this Code. The values and principles set forth in this Code are critically important to the Company and must be taken seriously. It is management's obligation to determine, based on the facts and circumstances of each case, whether an infraction under this Code warrants disciplinary action. Such an action may involve penalties up to and including termination of employment. Disciplinary action, or lack thereof, does not preclude criminal or civil action by government agencies or law enforcement authorities for suspected violations of applicable laws.

Waivers of this Code. Any waiver of this Code may be made only by the Board of Directors or a Board Committee and must be disclosed to shareholders as required by applicable law or stock exchange regulations.

Approved by Board of Directors January 27, 2026