

OUR COMPENSATION COMMITTEE CHARTER

Disclaimer: This charter is intended as a component of the flexible governance framework within which the Board of Directors, assisted by its Committees, directs the affairs of the Company. While it should be interpreted in the context of all applicable laws, regulations, and listing requirements, as well as in the context of the Company's certificate of incorporation and bylaws, it is not intended to establish by its own force any legally binding obligations.

Membership

The Compensation Committee (the “Committee”) of the Board of Directors (the “Board”) of Unit Corporation (the “Company”) will consist of two or more directors. Each member of the Committee will be independent as defined by any exchange or quotation system on which the Company’s stock is listed or quoted.

The members of the Committee will be appointed by the Board. Committee members may be removed and replaced by the Board. In the absence or disqualification of a member of the Committee, the Committee member(s) present and not disqualified from voting, whether or not constituting a quorum, may unanimously appoint another member of the Board to act at the meeting in place of the absent or disqualified member.

Purpose

The purpose of the Committee is to carry out the responsibilities delegated by the Board relating to the review and determination of executive compensation.

Meetings

The Committee will meet as circumstances require. Meetings may be in person or by telephone, as needed to conduct the business of the Committee. A majority of the members of the Committee will constitute a quorum.

Authority and Responsibilities of the Committee

The Committee will have the authority and responsibility to:

- review and set or make recommendations to the Board regarding the compensation of the Company’s executive officers;
- review and make recommendations to the Board regarding director compensation;
- review and approve or make recommendations to the Board regarding the Company’s incentive compensation and equity-based plans and arrangements;
- in its sole discretion, retain or obtain advice from, and determine compensation for, any compensation consultant, legal counsel, or other advisers (independent of

otherwise) engaged by the Committee, and enter into any arrangements needed to formalize the retention and compensation of such advisers, with the Company responsible for paying the reasonable costs, as determined by the Committee, of any such adviser engagements;

- when appropriate, delegate authority to one or more Committee members;
- request any officer or employee of the Company or the Company's outside counsel or compensation consultant to attend a meeting of the Committee or to meet with any members of, or consultants to, the Committee;
- as appropriate or relevant, review and discuss with management any compensation committee report, and any Compensation Discussion and Analysis, to be included in a proxy statement or other public disclosure;
- as appropriate or relevant, review and reassess the adequacy of this charter and recommend any proposed changes to the Board for approval;
- perform any other activities consistent with this charter, the Company's bylaws, and governing laws that the Board or Committee determines are necessary or appropriate.

Adopted effective 6-15-21