



**SELECT WATER SOLUTIONS, INC.
Health, Safety, and Environmental Policy
(Effective as of April 28, 2022)**

Introduction

Select Water Solutions, Inc. (“Select” or the “Company”) employees are the heart of the Company, and their safety and well-being are the Company’s top priority every day. By maintaining a safety-first culture, The Company believes it also helps preserve the environment and the Company’s relationships with the communities in which it operates. The Company places a strong emphasis on the safe execution of the Company’s operations, including safety training for the Company’s employees and the development of a variety of safety programs designed to make us a market leader in safety standards and performance. In addition, the Company’s employee safety recognition program incentivizes employees throughout the Company’s organization to focus on conducting operations in accordance with the Company’s strict safety standards. Further, the Company works closely with federal, state, local, and tribal governments, and community organizations to help ensure that the Company’s operations comply with legal requirements and community standards.

Commitment to Health & Safety

The Company is committed to conducting its business in compliance with applicable health, safety, and environmental laws, rules, and regulations in a manner that has the highest regard for the health and safety of human life and the environment. Each employee has the responsibility for maintaining a healthy, safe, and environmentally-friendly workplace by following health, safety, and environmental laws, rules, and regulations and reporting accidents, injuries, and unsafe equipment, practices, or conditions.

To meet this commitment, the Company will:

- Comply with applicable regulations and laws.
- Demonstrate visible environmental, health, safety (EHS) leadership across all levels of the organization.
- Ensure that all employees and contractors understand that working safely is a condition of employment, and that they are each responsible for their own safety and the safety of those around them.

- Provide employees with training to establish capabilities, knowledge and resources necessary to achieve the highest standards of EHS performance.
- Maintain “stop work” policies that establish the authority, and responsibility, for all employees and contractors to stop work they believe could adversely affect the operation, result in property damage, or negatively impact the environment.
- Monitor, audit, and regularly report EHS performance data and maintain open dialogue with stakeholder groups impacted.
- Communicate our commitment to EHS to our suppliers, partners, customers, employees, contractors and regulators.

Responsibility for Oversight

Directors, officers, and other employees should be aware that health and safety laws may provide significant civil and criminal penalties against individuals and the Company for failing to comply with applicable requirements. Accordingly, each director, officer, and other employees must comply with all applicable safety and health laws, rules, and regulations, including occupational safety and health standards. Directors, officers, and other employees should be aware that environmental laws may provide for significant civil and criminal penalties against individuals and/or the Company for failure to comply with applicable requirements.

Accordingly, each director, officer, and other employees must comply with all applicable environmental laws, rules, and regulations. Each director, officer, and other employees shall be prohibited from violating the Clean Air Act, including by using any product known as an after-market “defeat device” alone, or in combination with other products, to bypass, defeat, or render inoperative any device or element of design of the emission control system, including, but not limited to the exhaust gas recirculation systems, selective catalytic reduction systems, and diesel particulate filters, diesel oxidation catalyst, NOx adsorber catalyst, and on-board diagnostic system, on any vehicle provided for use within the scope of employment.

Employees should report to work in a condition allowing them to perform their duties free from the influence of drugs, alcohol or other controlled substances. The use of illegal drugs in the workplace will not be tolerated.

Health & Safety Training Policy & Programs

Once new hires complete the first phase of the onboarding process consisting of safety training requirements, they participate in a rotational program where they work alongside their mentor in various business operations like the Company’s Completions operations and Rig Up/Rig Down operations. Additionally, specialized trainings may be required such as CPR certifications, first aid and AED training, heavy machine operator certifications

and defensive driver trainings. All employees are trained on the Company's SWA policies and procedures during their new hire orientation as well as on an annual basis. Once the employees complete their onboarding programs, they are formally evaluated by their supervisor and given performance feedback. The Company has a time-based evaluation process to monitor the new hires over their first 90 or 180 days on the job.

The Company's Learning Management System (the "LMS") enhances the Company's employee operating and safety training. The LMS has several applications and is tailored to respond to training logistical challenges as a result of having geographically diverse operations, by complementing instructor-led training and giving the Company's employees opportunities to be successful.

Hazard Identification and Risk Assessment

When the Company's employees identify a heightened safety risk, they are expected to respond quickly to mitigate the risk through communication, coordination and, if appropriate, a change in policy, procedures, and training.

Therefore, all employees are given the responsibility, authority, and obligation to stop work when they believe that unsafe conditions or behaviors may jeopardize themselves, co-workers, contractors, customers, or the public; or when failing to stop could adversely affect the operation, result in property damage, or negatively impact the environment. All employees have a right to use their SWA, without fear of reprisal and regardless of economic consequences, even in uncertain situations where the risk of unsafe conditions may be considered questionable.

The Company's Severity Index System is a proprietary system that resulted from years of internal research and data analysis by the company that we believe fills a significant gap in current external industry reporting standards. The Index is an internal metric to calculate operating risk based on the probability of occurrence within the company and industry. It differentiates consequences between people, environment, assets, and reputation and measures not only the severity and probability of the outcome of an incident but also identifies the potential severity and outcomes that were avoided.

Emergency Preparation & Response

The Safety Steering Committee oversees emergency response and preparedness. Any time there is a significant incident, management and relevant internal stakeholders connect about reprimands, training, remediation, etc. When there is a potential crisis, it should be addressed in the biweekly management meetings, which include Executives, EVPs, SVPs, Human Resources, and the VP of EHS and often occur for 2-3 hours every two weeks to review issues and trends.

Performance Monitoring, Measurement, Reporting, and Targets

The Company has established a stringent set of standards to meet or exceed regulatory requirements related to EHS. The Company regularly monitors performance to ensure compliance with relevant legislative, regulatory, internal, customer, and industry requirements.

All EHS incidents, including SWA interventions, are documented and reviewed by management. Follow-ups are conducted in order to determine the efficacy of the intervention as well as to identify root causes for the application of safe processes in the future.

To support the Company's commitment to being a market leader in safety performance, safety targets are a component of both executive and operational management's incentive compensation programs.

Finally, the Company commits to reporting regularly on its EHS performance.