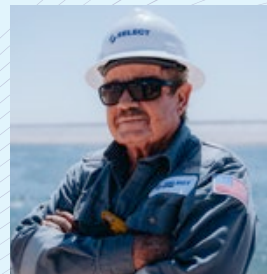
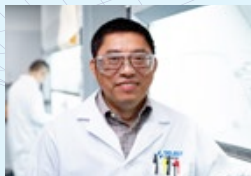




2024

Sustainability Report

WE PUT OUR ENERGY BEHIND SUSTAINABILITY.®



Select continues to embrace a corporate strategy driven by innovation, underpinning our commitment to the sustainability of our business and the success of our customers. By pioneering advancements in water logistics, infrastructure, and chemistry solutions, we enable our customers to meet their operational objectives sustainably and efficiently. Innovation is integral to our identity, whether through advanced technology, strategic infrastructure development, or progressive solutions tailored to complex industry challenges.

Whether it's molecules or pipelines or people, we are all connected by water.



Our proactive investments in cutting-edge recycling facilities, pipeline infrastructure, and water management technologies set industry standards and significantly reduce natural resource use, specifically the use of freshwater, aligning directly with environmental stewardship goals. This dedication to innovation ensures not only that we maintain a competitive edge, but also contributes substantially to sustainable resource management, driving value for all stakeholders including customers, investors, employees, and communities.

Safety, operational excellence, and a culture of continuous improvement are foundational elements that enhance our innovative capabilities. Our strategic governance framework emphasizes environmental consciousness, health and safety, human capital management, and community engagement, ensuring robust oversight and accountability. Through a forward-looking approach and continuous technological advancement, Select is well-positioned to deliver long-term, sustainable growth while supporting responsible energy production and resource utilization.

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About This Report

Overview

Our 2024 Sustainability Report highlights the policies, processes, procedures and performance by which Select meets Environmental, Social, and Governance (“ESG”) criteria, as well as how we aim to act as a force for good and promote sustainable development in the communities in which we operate. This report reviews the application of our business principles and supporting policies across our business. We include information in this report based on internal discussions, external stakeholder feedback, and consultations with third party experts. Select reports on our ESG policies, procedures, and performance, both on our website and through our annual Sustainability Report.

Scope

This 2024 Sustainability Report covers data from January 1 to December 31, 2024, except as otherwise noted. Additional notes on our metrics outline the scope and methodologies of our reported data. The minimum boundary for reporting on social and environmental priorities is assets we own and operate. Accordingly, this report covers our owned and operated businesses and does not address the performance or operations of our suppliers, contractors and partners unless otherwise noted.

Disclaimer

This report contains forward-looking statements relating to Select’s operations that are based on management’s current expectations, estimates and projections about the oilfield services, water, chemicals, and other energy-related industries. These statements are not guarantees of future conduct or policy and are subject to certain risks, uncertainties, and other factors, many of which are beyond the company’s control, including government regulations, oil and gas prices and access to capital markets. See Forward-Looking Statements at the end of this report.

The actual conduct of our activities, including the development, implementation or continuation of any program, policy or initiative discussed or forecasted in this report, may differ materially in the future. As with any projections or estimates, actual results or numbers may vary. Many of the standards and metrics used in preparing this report continue to evolve and are based on management assumptions believed to be reasonable at the time of preparation but should not be considered guarantees. The statements of intention in this report speak only as of the date of this report. Select undertakes no obligation to update publicly any statements in this report.

This report contains terms used by the Global Reporting Initiative (“GRI”), Sustainability Accounting Standards Board (“SASB”) and the Financial Stability Board’s Task Force on Climate-related Financial Disclosures (“TCFD”), as well as information about how the disclosures in this report align with the recommendations of GRI, SASB and TCFD. In doing so, Select does not intend to endorse or adopt and is not endorsing or adopting these phrases or recommendations. In using these terms and referencing the recommendations, Select is not obligating itself to use the terms in the way defined by GRI, SASB and TCFD, nor is it obligating itself to comply with any specific recommendations or to provide any specific disclosure. Select makes no representation or warranty as to the GRI, SASB and TCFD’s use or definition of specific terms or recommendations. For example, with respect to the use of the term material, individual companies are best suited to determine what information is material, under the long-standing U. S. Supreme Court definition of that term, and whether to disclose this information in U. S. Securities and Exchange Commission financial filings. As used in this report, the term “Select” and such terms as “the company,” “the corporation,” “our,” “its,” “we” and “us” may refer to one or more of Select’s consolidated subsidiaries or affiliates or to all of them taken as a whole, but unless stated otherwise they do not include entities that are not wholly owned by Select. All of these terms are used for convenience only and are not intended as a precise description of any of the separate companies, each of which manages its own affairs.

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John Schmitz
Chairman, President & CEO

To Our Stakeholders

At Select, we are steadfastly committed to being the industry's premier and most trusted partner in sustainable water and chemical solutions. Reflecting on recent achievements and looking forward, we take great pride in the significant strides we've made toward our sustainability and growth objectives. Over the past fifteen years, serving primarily the energy sector, we have evolved into an innovative provider uniquely positioned to deliver integrated full lifecycle water and chemical solutions. Our dedication to sustainable practices and technological innovation clearly positions us as an industry leader.

Navigating the dynamic landscape of water management, we demonstrated outstanding performance across all our business segments, particularly in Water Infrastructure. Our strategic combination of targeted acquisitions and organic expansion drove significant volumetric growth and profitability improvements. These strategic actions underscore our ongoing commitment to sustainability, as evidenced by substantially increased recycling volumes, enhanced disposal capabilities, optimized operational efficiency, and reduced emissions.

In 2024, Select expanded through strategic acquisitions of infrastructure assets, and organic growth projects that are secured by long-term customer contracts. These significant capital investments into our Water Infrastructure business are expected to bolster revenue growth and margin expansion, while ongoing consolidation and efficiency initiatives in our Water Services segment aim to enhance profitability and drive additional free cash flow to support future infrastructure and research and development projects.

Sustainability remains deeply embedded in our strategic framework. Our ongoing environmental initiatives continue to advance through increased water recycling and responsible waste disposal practices that reduce freshwater dependency and minimize environmental impact. We remain committed to setting the benchmark in sustainable water management solutions, continually optimizing operations to exceed environmental standards and reinforce our leadership.

Our enthusiasm for Select's future is stronger than ever. We are dedicated to achieving precise operational execution, investing significantly in critical infrastructure, sustaining earnings growth, and creating value for shareholders—all driven by our unwavering commitment to sustainability. We extend our heartfelt gratitude to our talented and dedicated employees, whose consistent efforts propel our vision forward. Together, we are excited to continue this sustainability journey and execute our ambitious goals in the year ahead.

Sincerely,

A handwritten signature in dark ink, appearing to read 'John Schmitz', written in a cursive style.

OUR CORE VALUES

At Select, our core values guide every action we take and decision we make. Anchored by our mission—to deliver operational excellence and innovative, sustainable water and chemical solutions every day—we remain committed to conservation and responsible resource management. Our vision is clear: to be the recognized leader and trusted partner in sustainable water management and chemical solutions. This vision is brought to life through the dedicated implementation of our core values.

MISSION

Deliver operational excellence and develop sustainable water and chemistry solutions everyday with a commitment to conservation and reuse

VISION

Be the recognized leader and trusted partner in sustainable water management and chemical solutions



W A T E R

WORKING SAFE

- Take responsibility for your own safety and the safety of those around you
- Know the company life-saving rules – “Select Safe Six”
- Follow site standard procedures and policies for safety and security

ACCOUNTABILITY

- Hold yourself and others to high standards of conduct and quality of work
- Be proactive; be a problem-solver by being solutions focused
- Represent Select positively to our customers, partners, and stakeholders

TEAMWORK

- Focus on the objective and bring others along with you
- Communicate openly and honestly
- Celebrate success, stay positive through the setbacks

EXCELLENCE

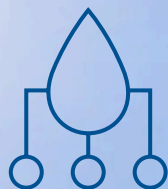
- Innovate with safety, quality, and the customer in mind
- Continuously improve and expand your skills to meet business needs
- Champion change and embrace challenges

RESPECT

- Seek and consider different opinions, experiences and backgrounds
- Create trust through integrity – do what you say and say what you mean
- Foster relationships through collaboration and partnership

Our Company

Select Water Solutions, Inc. (NYSE: WTTR) is a leading provider of comprehensive and sustainable water and chemical solutions for the energy industry across the United States. With a strategic focus on environmental stewardship, Select manages water resources responsibly throughout the full lifecycle of energy development, ensuring operational efficiency while minimizing environmental impact. Our integrated solutions help customers achieve their sustainability goals, protect local communities, and support long-term economic success.



Water Infrastructure

The Water Infrastructure segment, contributing **40% to our 2024 gross profit**, plays a critical role in developing, building, and operating semi-permanent and permanent infrastructure solutions that span the full lifecycle of water solutions.

The Water Infrastructure segment is essential to Select's sustainability mission, providing permanent and semi-permanent infrastructure solutions that span the entire water lifecycle, from sourcing and treatment to recycling and disposal. Our strategically located assets, supported by long-term customer contracts, deliver reliable and environmentally responsible solutions that significantly reduce freshwater demand, decrease truck traffic, and optimize water reuse.

Our infrastructure assets include extensive pipeline networks, fixed and mobile recycling facilities, advanced water storage systems, saltwater disposal wells (SWDs), solids treatment plants, and landfill facilities. Produced water recycling remains central to our sustainability efforts, with continuous investments enhancing regional recycling capacity and exploring beneficial reuse opportunities in agriculture, carbon capture, and wildlife conservation.



Water Services

Our Water Services segment accounts for approximately **45% of our 2024 gross profit**.

The Water Services segment provides essential operational support across the well lifecycle, including water transfer, sourcing, containment, rentals, flowback and well testing, fluids hauling, and remote monitoring services. These comprehensive services are integral to both new completions and ongoing production operations.

Select's patented AquaView® automation and software platform delivers continuous, real-time monitoring and operational control, significantly reducing environmental risks and enhancing safety. These digital solutions enable efficient asset utilization, lower fuel consumption, improved environmental compliance and cost efficiency, directly supporting our customers' sustainability initiatives.



Chemical Technologies

Our Chemicals Technologies segment accounted for **15% of our 2024 gross profit**, reflecting our commitment to providing a comprehensive suite of chemicals for hydraulic fracturing, stimulation, and well completions.

Our Chemical Technologies segment develops, manufactures, and delivers specialized chemical solutions designed to enhance efficiency, safety, and environmental performance in hydraulic fracturing, stimulation, well completions, cementing, and flow assurance. Utilizing the FluidMatch™ platform, Select performs comprehensive fluid profiling and chemistry testing to optimize water treatment strategies tailored specifically to customer water quality requirements.

Select supports every major unconventional shale basin in the U.S., operating through three primary segments: Water Infrastructure, Water Services and Chemical Technologies.

Strategic Activity & Key Highlights

Select executed on a number of strategic priorities during 2024, closing on multiple acquisitions supporting its core Water Infrastructure growth strategy. Through these acquisitions, Select added additional fluids and solids waste disposal capacity across six different operating regions, significantly enhancing our overall disposal capacities and network integration capabilities





Sustainability Materiality Assessment

Select conducts ongoing assessments of ESG focus areas guided by recognized frameworks, including TCFD, SASB, GRI, and the UN Sustainable Development Goals. Our sustainability strategy prioritizes issues based on stakeholder interests and business impacts, such as revenue, costs, and reputation. Supported by third-party expertise, our process integrates internal and external stakeholder feedback and continues to evolve in response to changing economic conditions, emerging regulatory standards, and advancements in data quality. This ongoing effort enhances our understanding and disclosure of climate-related risks and opportunities, aligning our reporting with industry best practices and standards.

The term materiality used in this report differs from the definition used under U. S. securities laws. For information on issues deemed material to our investors as defined by regulatory requirements, please refer to our SEC filings.

Topics Deemed Material in our Assessment by Issue



Environmental

- Water
- Chemicals
- Emissions & Energy
- Environmental Impact
- Climate Change
- Waste



Social

- Health & Safety
- Human Capital Management
- Diversity & Inclusion
- Supply Chain
- Stakeholder Engagement
- Community Involvement



Governance

- Board Composition
- ESG Management
- Business Ethics
- Risk Assessment & Strategy
- Crisis Management
- Cybersecurity

Stakeholder Engagement

	Form of Engagement	Frequency	Topics
Customers & Clients	<ul style="list-style-type: none"> • Direct engagement via sales teams • White papers, case studies, website content • Marketing and social media • Quarterly customer reviews • Industry conferences 	<ul style="list-style-type: none"> • Our operations teams are actively engaged with customers across hundreds of job sites every single day • Our sales and senior leadership teams engage with customers on their satisfaction 	<ul style="list-style-type: none"> • Water challenges/solutions • Landowner engagement • Natural disaster response • Water & chemistry integration • Increasing productivity and reducing costs • Creating social value • Customized chemistry • Safety performance • Technological innovation
Employees	<ul style="list-style-type: none"> • Job trainings • Employee satisfaction surveys • Performance evaluations • Town Halls • CEO Letters • Safety Recognition Program • Drop of Excellence 	<ul style="list-style-type: none"> • Ongoing employee training and development opportunities • Semi-annual performance evaluations • Ongoing communication • Town Halls following quarterly earnings • Regular CEO Letters and/or upon notable news events • Regular recognition of safety and operational excellence 	<ul style="list-style-type: none"> • Job performance • Career development • Productivity • Work-life balance • Compensation and incentives • Company updates • Industry updates • Customer Initiatives • Safe Work Practices
Investors	<ul style="list-style-type: none"> • Earnings calls • Investor presentations • Investor conferences • Non-deal roadshows • 1x1 investor conversations 	<ul style="list-style-type: none"> • Ongoing engagement with investors • Quarterly calls on financial performance 	<ul style="list-style-type: none"> • Corporate strategy • M&A • Shareholder returns • Capital allocation strategy • Earnings and cashflow outlook • Investor engagement strategy • Valuation • Water management • Sustainability Initiatives • Business diversification • Energy transition
Suppliers	<ul style="list-style-type: none"> • Regular screening and evaluation of vendors • Routine conversations over email, phone, & in person with suppliers 	<ul style="list-style-type: none"> • Ongoing 	<ul style="list-style-type: none"> • Community partnerships • Social value creation • Education • Partnering to raise awareness on water challenges and solutions • Impact on local communities

	Form of Engagement	Frequency	Topics
Communities	<ul style="list-style-type: none"> • Volunteer events • Internship programs • Cookouts • Sponsorships • Charitable contributions • Landowner engagement 	<ul style="list-style-type: none"> • Ongoing 	<ul style="list-style-type: none"> • Community partnerships • Social value creation • Education • Partnering to raise awareness on water challenges and solutions • Impact on local communities
Regulators	<ul style="list-style-type: none"> • Formal and informal bilateral meetings with public officials at all levels of government • Lobbying and other direct engagement in compliance with applicable laws and regulations • Intra-agency and intra-department coordination 	<ul style="list-style-type: none"> • Ongoing 	<ul style="list-style-type: none"> • Water conservation • Water management • Beneficial reuse • Treatment & recycling • Safety performance
Industry Groups, Trade Associations, & NGOs	<ul style="list-style-type: none"> • Founding memberships • Participation in meetings • Committee participation • Leadership 	<ul style="list-style-type: none"> • Monthly • Quarterly • Annually 	<ul style="list-style-type: none"> • R&D and advancement of technology • Training Programs • Industry best practices • Standard setting • ESG frameworks

Sustainability Linked Credit Facility Update

In January 2025, Select successfully closed a new \$550 million five-year senior secured sustainability-linked credit comprised of an initial \$300 million revolving credit commitment and \$250 million in term commitments. The introduction of the term loan component enhances the long-term financial stability of Select and allows the company to support growth in our Water Infrastructure segment, largely around sustainable recycling projects.

This facility incorporates two primary sustainability-linked targets, in a similar manner to the prior credit facility, reinforcing Select’s commitment to environmental stewardship and employee safety standards. The new credit facility rewards Select with reduced borrowing costs for achieving measurable milestones in growing produced water recycling volumes and maintaining industry-leading safety standards.

Total Recordable Incident Rate

In conjunction with the new credit facility, we have enhanced our safety and recycling targets, further exemplifying our commitment to improving our sustainability and safety metrics for our employees, stakeholders, and communities. Our safety performance remains a critical focus, with our Total Recordable Incident Rate (TRIR) measured against industry averages provided by the Bureau of Labor Statistics. The new facility includes specific covenants targeting continuous improvement and maintaining performance standards below industry benchmarks.

The target is to achieve performance that is lower than the product of (i) the three-year trailing average of the following subsectors classifications as reported by the Bureau of Labor Statistics: Support Activities for Oil and Gas operations, Chemical Manufacturing, Truck Transportation, & Administrative and Support Services and (ii) 0.75 for 2022 through 2024 related to the prior credit facility; or 0.70 for 2025, ratably reducing to 0.65 by 2029.

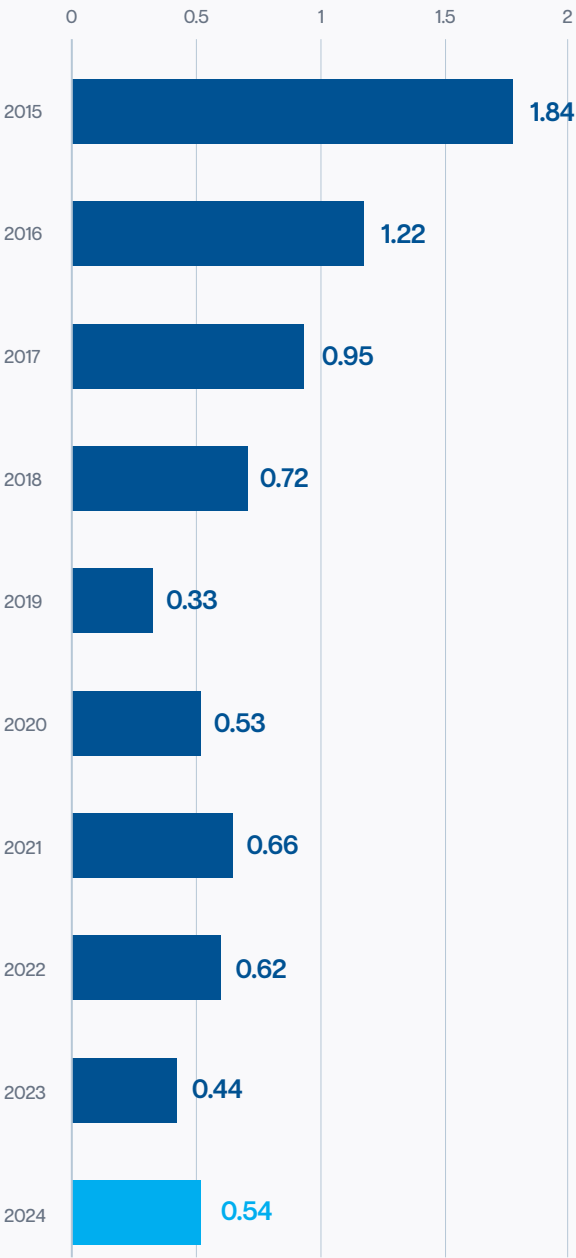
2022
0.62 TRIR
49%
OUTPERFORMANCE

2023
0.44 TRIR
57%
OUTPERFORMANCE

2024
0.54 TRIR
49%
OUTPERFORMANCE



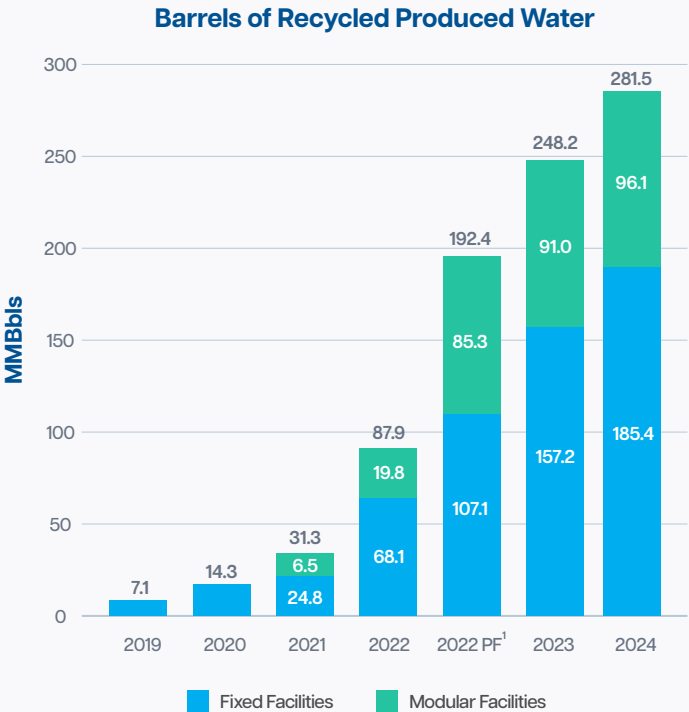
TRIR 10 Years



Barrels of Recycled Produced Water

Additionally, our water sustainability goals emphasize significant increases in recycling produced water at fixed facilities. Our objective under the sustainability-linked facility is to substantially grow recycled water volumes at our fixed facilities to 403 million barrels in 2029 relative to our 2024 achievement of 185 million barrels, reflecting our leadership role in sustainable water management practices.

In 2024, we recycled 185 million barrels (7.77 billion gallons) of produced water at fixed facilities.



2022
Recycled Produced Water²
68 million barrels
118%
OUTPERFORMANCE

2023
Recycled Produced Water²
157 million barrels
319%
OUTPERFORMANCE

2024
Recycled Produced Water²
185 million barrels
324%
OUTPERFORMANCE



Ongoing Stewardship Targets

Recycled Produced Water Volumes (Fixed Facilities Only)²

	2025	2026	2027	2028	2029
Recycled Produced Water Target	211.5	248.5	292.0	343.1	403.1
% Increase	14.1%	17.5%	17.5%	17.5%	17.5%

1. Pro forma to include full year contribution of Breakwater acquisition, which closed November 1, 2022
2. Recycled produced water target and results represent volumes through fixed recycling facilities only in accordance with the terms of the sustainability-linked credit facility agreement.

Environment

Water Management

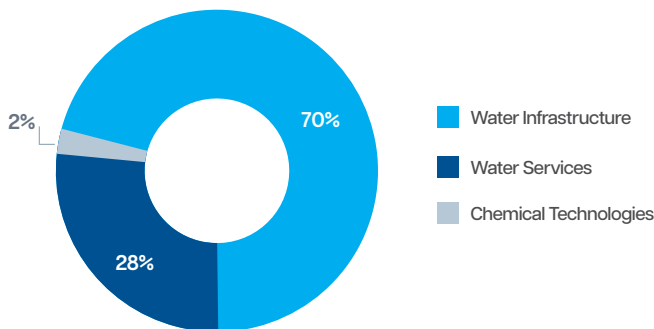
Select leads sustainable water management solutions in the energy industry, prioritizing responsible water resource stewardship. Our ongoing investments in innovative technologies, operational efficiencies, and environmental practices transform produced water from waste to valuable resources, utilizing fixed and mobile recycling facilities and advanced AquaView® technology.

Our extensive permanent and mobile pipeline infrastructure (~3,000 miles) reduces reliance on traditional trucking, lowering emissions and minimizing local impacts. We offer comprehensive water sourcing, transfer, treatment, and disposal services, collaborating closely with governmental entities and communities to foster sustainable practices and regulatory compliance.

Water Treatment & Recycling

In 2024 approximately 70% of our capital expenditures, and an even greater percentage of our growth capital expenditures, went to our Water Infrastructure segment. The majority of this Water Infrastructure spend was used to fund sustainable growth projects primarily around our recycling facilities and pipeline infrastructure, which significantly reduce natural resource use, specifically the use of freshwater. Our commitment to sustainable growth drives value for all stakeholders including customers, investors, employees, and communities.

Capital Expenditures by Segment



Fixed Recycling Facilities

Select’s fixed recycling facilities utilize sophisticated mechanical and chemical-based treatment technologies to effectively manage and recycle produced and flowback water. These facilities integrate seamlessly with regional water networks and disposal systems, optimizing operational efficiency, scalability, and adaptability to evolving industry needs. Backed by long-term customer contracts, these facilities demonstrate Select’s enduring commitment to environmental stewardship and sustainable water management.

Modular Recycling Facility

Our modular recycling facilities offer flexible, mobile solutions tailored for single-operator scenarios. Employing mechanical and chemical-based treatments, these custom-built facilities enable rapid deployment and shorter operational periods, providing operators with adaptable and efficient water recycling solutions to meet varying project needs.

Mobile Recycling

Select’s mobile recycling units specialize in chemical-based water treatment solutions, providing agile and swift deployment for short-term projects. These highly mobile facilities allow operators to quickly establish water recycling capabilities even in temporary or changing operational environments, supporting sustainable water reuse and minimizing environmental impact.

Beneficial Reuse

Select Water Solutions continues to advance its beneficial reuse program to reduce freshwater use and convert produced water into a sustainable resource. We are currently partnered with industry consortiums, research universities, and regulatory bodies to develop the technology, operational procedures, and quality standards for a wide range of applications. Specifically, Select currently has multiple active pilot projects in both the Permian Basin in Texas and DJ Basin in Colorado, ongoing infrastructure investment, and diverse industry collaboration. Select is laying the groundwork for commercial-scale beneficial reuse solutions.

And with over 20 permanent and modular treatment facilities and hundreds of miles of produced water pipelines, particularly in the Permian Basin, Select has already built the critical infrastructure needed to scale beneficial reuse.

Select’s research and development teams are piloting various reverse osmosis (RO) systems, thermal desalination and membrane distillation technology solutions. Its largest pilot to date was recently completed and is now entering a second phase to test reuse of distilled water for agricultural and revegetation applications. We will offer a portfolio of solutions to our customers given that each technology has a natural fit to specific water conditions and our goal is to be able to treat water of any quality, operate in a wide range of environmental conditions, meet target specifications while delivering the lowest possible cost to treat.

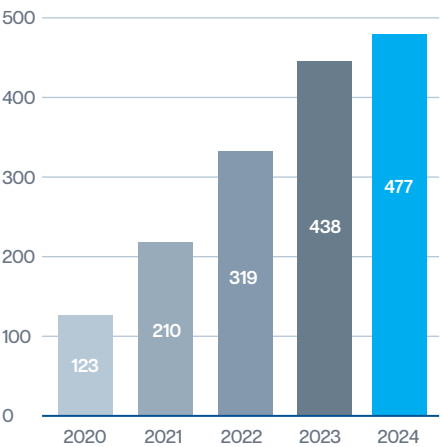
With our advanced laboratory facilities and chemical R&D capabilities, we are well positioned to provide advanced water quality testing and data analytics around its ongoing pilot projects. Select’s approach to beneficial reuse also capitalizes on Select’s expertise in automation and data analytics, enabling efficient, safe, and remotely monitored operations. These systems will become even more important as Select moves toward full-scale deployments.

Overall, Select’s multi-pronged strategy—combining technology, infrastructure, chemistry, policy engagement, and R&D—positions it as a leader in sustainable water reuse in the energy sector and beyond.



Water Management Key Performance Metrics

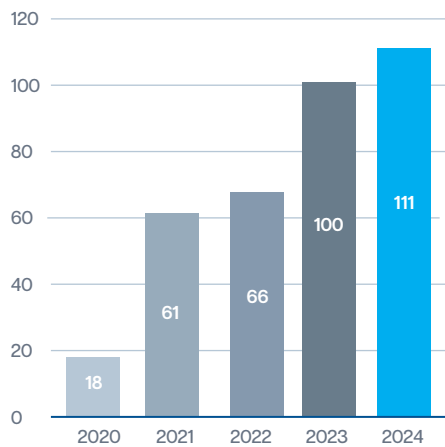
Treated & Recycled Water (MMBbls of Water)



Treated Water

Select utilizes advanced treatment technologies to ensure effective and environmentally responsible water management. Our comprehensive treatment processes include chemical clarification to reduce turbidity and produce clean brine, efficient filtration methods for both large and small particulate removal, and aeration techniques that oxygenate water to prevent bacterial growth and hydrogen sulfide formation. We employ conventional biocides to maintain water quality by inhibiting bacterial growth with minimal environmental footprint. Additionally, our systemized chlorine dioxide (ClO₂) treatment effectively neutralizes microorganisms and contaminants while optimizing power use and operational efficiency.

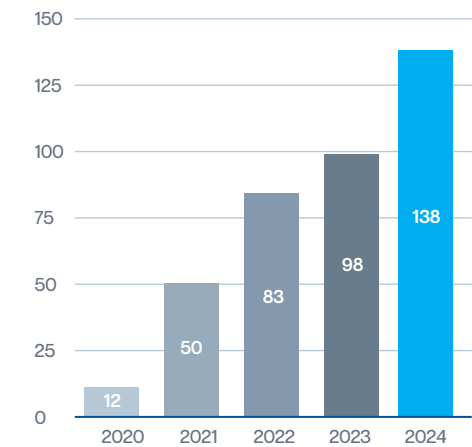
Piped Water (MMBbls of Water)



Piped Water

Select’s commitment to minimizing the environmental impact of traditional trucking has driven significant advancements in our permanent pipeline infrastructure, which now exceeds 1,000 miles. Our pipeline solutions are tailored to client needs, providing both temporary and permanent, surface or buried options. By significantly reducing road traffic and emissions, our pipeline network underscores our dedication to sustainable and efficient water management practices.

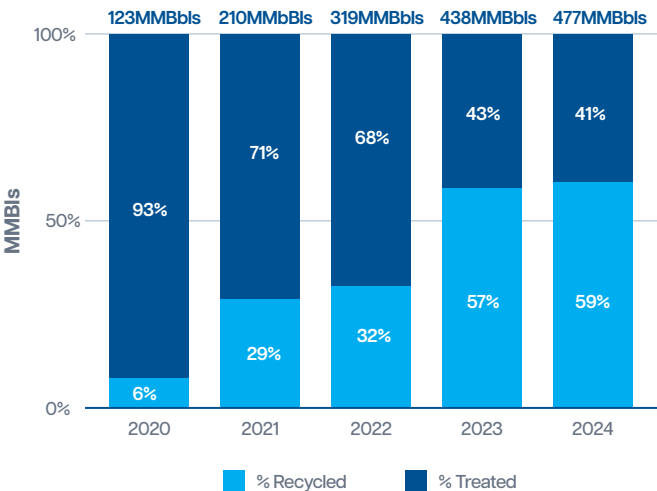
Disposed Volumes (MMBbls of Water)



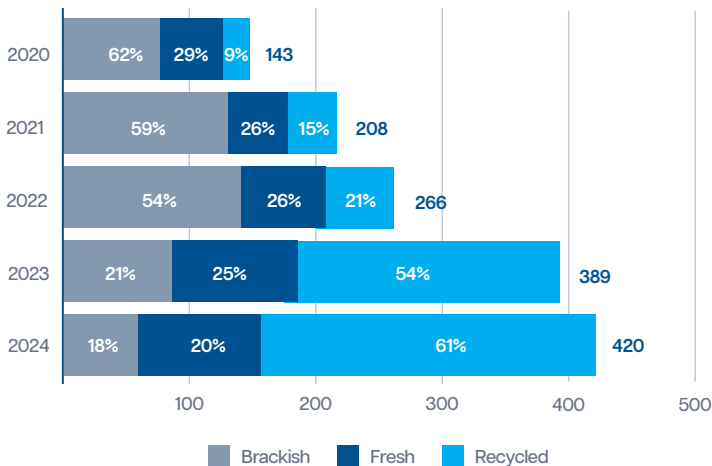
Disposed Water

Our strategically positioned disposal facilities across key U. S. shale regions prioritize environmental safety, operational efficiency, and client convenience. As one of the largest providers of fluids hauling to the oil and gas industry, we manage the transportation and disposal of saltwater and non-hazardous waste utilizing advanced equipment such as vacuum, winch and kill trucks, hot oilers, and hydrovacacs. Continuous enhancements in processing capabilities and environmental protection measures ensure Select remains at the forefront of responsible and sustainable waste disposal practices

Total Barrels Treated & Recycled



Barrels Sold by Category (in millions)



Water Risks and Opportunities

Our operations face critical water-related risks such as water scarcity, seismic activity, pollution, biodiversity impacts, and evolving regulatory frameworks. Recognizing these challenges, we strategically invest in enhanced recycling capabilities and innovative reuse technologies to address water scarcity and support sustainable resource use. By transforming produced water into a reusable resource, we significantly reduce freshwater demand and minimize environmental impacts associated with waste disposal.

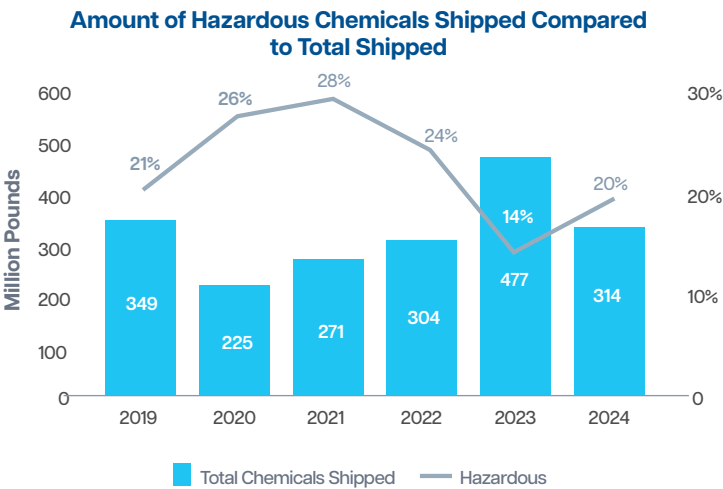
We proactively engage with regulatory bodies at all governmental levels to ensure compliance and influence sustainable policy development. Through these efforts, Select leads the industry in adopting advanced technologies and sustainable water management practices, reinforcing our role in environmental stewardship and long-term operational resilience.

Chemicals Management

Select prioritizes environmentally responsible practices in our water and chemical divisions through continuous innovation and eco-conscious chemistry. We focus on adopting sustainable solvents, transitioning to environmentally-friendly chemical alternatives, and optimizing the usage of produced water to minimize environmental impacts. Our extensive R&D initiatives and logistical capabilities ensure efficient product delivery, regulatory compliance, and proactive customer support. Select Chemistry’s specialized FluidMatch™ platform leverages domain expertise and advanced analytics to optimize chemical usage and enhance environmental sustainability.

Chemicals Risks & Opportunities

We manage chemical-related risks through rigorous safety procedures, diversified sourcing strategies, and robust emergency response plans. Recognizing market demand for sustainable chemical solutions, we proactively invest in Green Chemistry initiatives to meet customer sustainability goals. Our approach ensures operational continuity, minimizes environmental impacts from spills or raw material disruptions, and positions Select to leverage opportunities arising from evolving environmental standards and customer preferences.



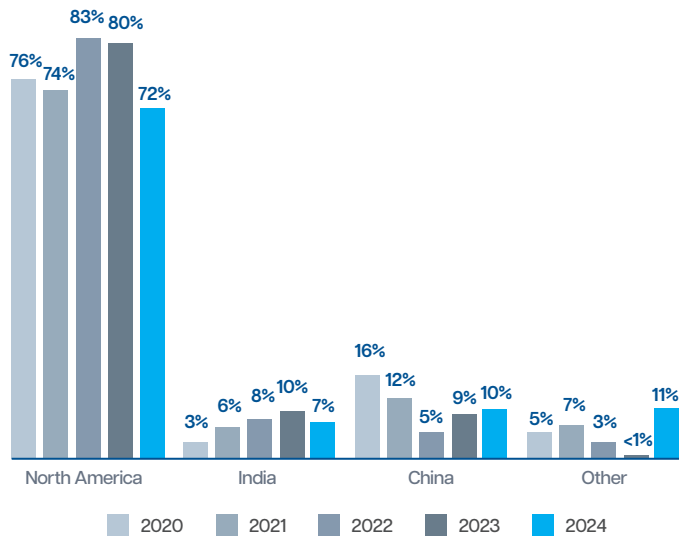


Environmental Impacts of Supply Chain

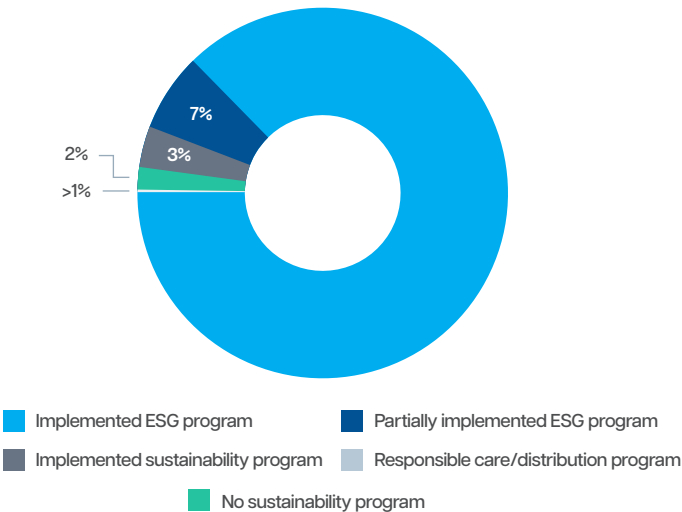
Select is dedicated to managing our supply chain with an emphasis on environmental responsibility and sustainability. Our meticulous supplier qualification process assesses potential vendors against stringent criteria including sustainability initiatives, ESG principles, supply capabilities, quality, and financial stability. We prioritize partnerships with U. S.-based suppliers to minimize environmental risks associated with international sourcing. Currently, our supply chain is predominantly domestic, supplemented by carefully vetted global sources.

Our Environmental Supply Chain policy and supplier code of conduct reinforce our commitment to sustainability by ensuring our partners adhere to rigorous environmental standards and responsible resource management. Select actively integrates sustainability metrics into supplier evaluations, emphasizing responsible waste management, emission reduction, and conservation efforts. By fostering robust and inclusive vendor relationships, we continuously aim to minimize our ecological footprint and enhance long-term value for stakeholders.

Chemical Supply Chain Sourcing by Region



Amount of Chemicals Sourced from Companies with Active Sustainability Programs





Waste Management & Emissions

Select transforms client waste management by converting produced water and chemical waste into sustainable resources, managing billions of barrels annually. Recent expansions include five commercial recycling facilities, significantly enhancing our recycling and storage capacities. These advancements position us at the forefront of sustainable waste management, ready to address growing industry demands.

Sustainable Waste Management

Our Environmental Management Plan prioritizes waste reduction through efficiency, reuse, recycling, recovery, and responsible disposal. We manage specialized facilities, including a landfill in North Dakota and a solids treatment facility in Ohio, providing integrated, holistic waste solutions aligned with environmental and stakeholder expectations.

Energy Use & Emissions Management

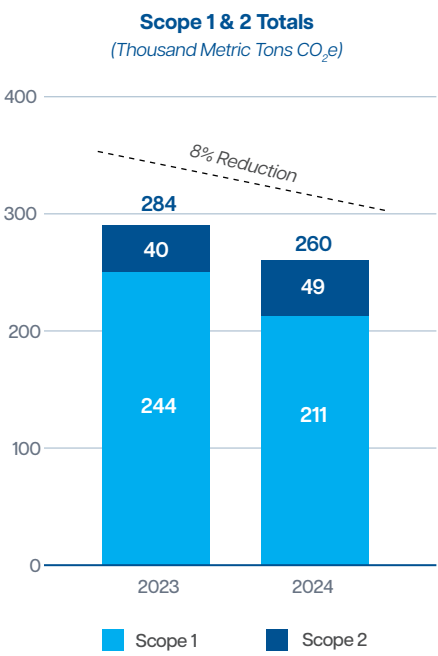
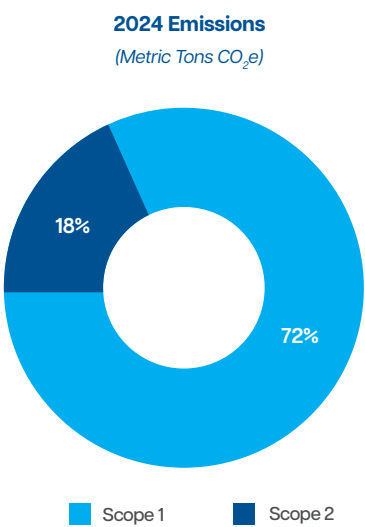
Select is committed to reducing energy consumption and emissions through investments in innovative technologies such as equipment automation, ventless flowback programs, Emission Rx technology, and comprehensive fuel management strategies, including substituting fleet vehicles with semi-permanent trailers. These measures aim to lower our environmental footprint, maintain regulatory compliance, and position us as a leader in sustainable energy management.

Emissions Risks and Opportunities

Given the heightened focus on greenhouse gas (GHG) emissions, Select actively mitigates environmental and regulatory risks through continuous emissions data review, operational efficiency enhancements, and proactive transparency. These practices ensure compliance with stringent regulations like the Clean Air Act and prepare us for future regulatory developments, highlighting our commitment to sustainable emissions management.

Air Quality Compliance Initiatives

Select rigorously complies with environmental regulations through our comprehensive Clean Air Act Compliance Program, encompassing stringent emission standards, employee training, and robust reporting. Ongoing initiatives include vehicle idling reduction, transition to cleaner fuels, and the use of semi-permanent trailers, effectively reducing our carbon footprint and improving air quality.



Emissions Reduction

Automation through AquaView®

Select utilizes AquaView® automation technology to streamline water transfer and treatment processes, significantly reducing the need for onsite personnel, minimizing fuel consumption, and preventing spills. This real-time, automated approach enhances operational efficiency, safety, and environmental compliance, aligning with our commitment to sustainability.

Ventless Flowback Operations

Our advanced ventless flowback operations capture and responsibly manage produced gas, significantly cutting emissions and ensuring adherence to rigorous regulatory standards. This innovative design supports high production efficiency and exemplifies our commitment to environmental responsibility and operational safety.

Emission Mitigation Technologies

Through our collaboration with Emission Rx, Select has implemented enclosed combustors designed to efficiently handle waste gas from oil and gas operations. This technology effectively reduces the necessity for flaring, thus significantly lowering emissions and aligning with emerging environmental regulations.

E-Pumps

Select offers electric or E-pumps tailored to optimize customer pipeline operations, enhancing fluid management efficiency, control, and performance. These sophisticated electric pumps integrate seamlessly with client systems, supporting reduced emissions and improved operational reliability.

PreSliq™

PreSliq™, part of our chemical solutions, enhances sustainability by significantly reducing pipe friction, fuel consumption, freshwater use, and operational footprint. By facilitating efficient water transfer and reducing equipment requirements, PreSliq™ optimizes operational efficiency, safety, and environmental performance.

Fuel Management

Our comprehensive fuel management strategies are central to our efforts to reduce emissions and improve operational efficiency. We focus extensively on minimizing traditional trucking through the adoption of pipeline solutions, significantly reducing the environmental and social impacts associated with truck traffic. This strategy notably decreases carbon emissions and aligns with our commitment to sustainable water transfer operations.

Route Optimization

We continue to advance our route optimization strategies using cutting-edge technology to streamline employee travel routes. Route optimization efforts aim to improve fuel efficiency, particularly on slower or temporary roads common to our operational footprint. Advanced GPS systems deployed across our fleet help minimize emissions by ensuring efficient navigation and reducing unnecessary travel.

Fuel Islands

We have strengthened our commitment to efficient fuel management by expanding private fuel islands across our operational facilities. This initiative substantially reduces the necessity for offsite refueling trips, thereby lowering overall mileage, operational costs, emissions, and associated accident risks. To enhance this further, we have integrated detailed mapping and GPS tracking into our routing systems, identifying optimal refueling points and locations of fuel islands, thus minimizing vehicle mileage related to fuel replenishment. Upgrades to fuel island equipment, including hoses and filters, coupled with mobile fueling units, have further reduced unnecessary driving. We continually refine our fuel storage and distribution methods based on real-time operational needs and consumption patterns.

Fleet Overview and Optimization

We continue our proactive fleet modernization initiatives, dedicating more than \$35 million to updating our vehicle fleet to more environmentally efficient, CARB-compliant engines. By the end of 2024, our targeted efforts will have reduced the fleet size by over 480 vehicles, significantly lowering our environmental footprint by transitioning away from older, less efficient gas and diesel engines. Our comprehensive fleet management approach incorporates several strategic initiatives:

Advanced telematics systems are implemented fleet-wide to significantly reduce idle fuel usage through real-time analytics and proactive idling management.

Vehicle lifecycle programs consistently phase out older vehicles, replacing them with more fuel-efficient models to maintain cutting-edge environmental compliance.

Deployment of semi-permanent trailers to decrease truck movements, reduce idling emissions, and improve on-site efficiency and working conditions.

Exploring hybrid retrofit solutions to further enhance fuel efficiency and emission reductions across the fleet.

Environmental Impact & Responsibility

At Select, we prioritize sustainable environmental and waste management strategies, recognizing their critical importance for community health and ecosystem integrity. We actively implement comprehensive policies designed to prevent contamination of land, surface water, and groundwater from hydrocarbon waste and wastewater. Facility and yard managers develop robust environmental processes and performance metrics, which undergo rigorous review by operations managers, the Environmental, Health, and Safety (EHS) department, and senior management teams. This structured oversight ensures consistent progress toward meeting our environmental objectives.

Our practices inherently reduce our clients' environmental footprint. Select's produced water recycling infrastructure has a throughput capacity of approximately 3.2 million barrels per day. By transitioning from traditional trucking operations to dedicated gathering pipeline infrastructure for recycling and reuse, we effectively lowered lease operating costs, reduced diesel emissions, and minimized truck traffic, substantially decreasing associated environmental impacts. Our ongoing investments in innovative water treatment technologies continue to enhance these benefits, reinforcing our commitment to sustainable and environmentally responsible water management practices.

Biodiversity

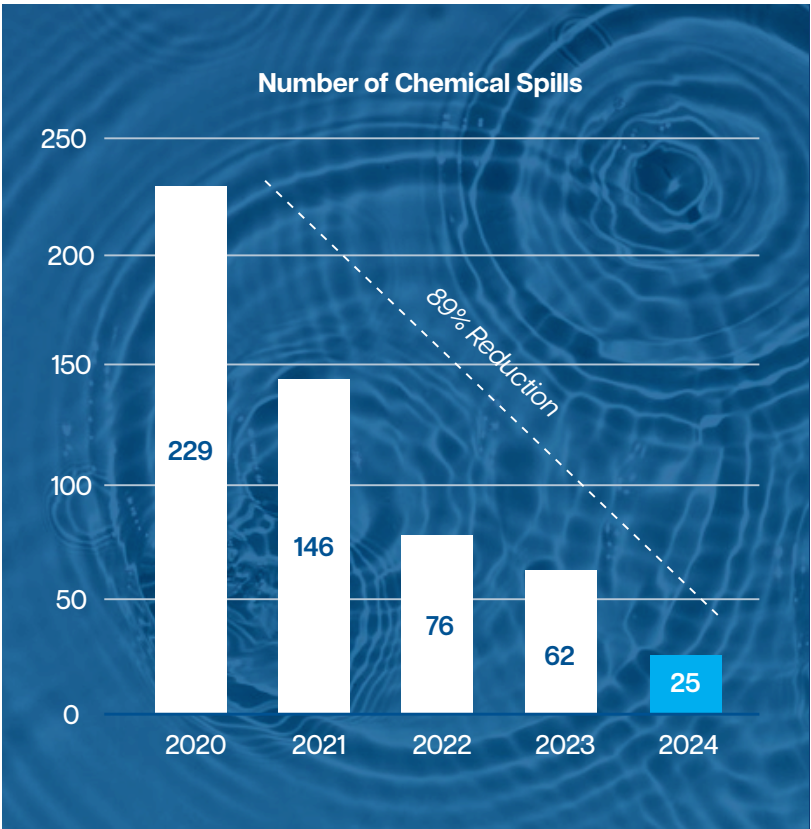
Select maintains environmental and biodiversity protections as part of its operational standards. The company's Environmental Supply Chain Policy and Supplier Code of Conduct outline expectations for suppliers to adhere to legal requirements and incorporate practices that support responsible resource use, such as improved waste handling, emissions reduction, and conservation of non-renewable resources.

Core operational safeguards remain in place, including the company's Spill Prevention, Control, and Countermeasure (SPCC) plan, which provides guidance on the management of fluids and chemicals. Select also continues to utilize its AquaView® technology to support monitoring and automation of water logistics, helping reduce the risk of unintentional releases.

Environmental protocols designed to mitigate impacts on sensitive habitats are ongoing in North Dakota and New Mexico. Construction timing at the Thompson intake site was scheduled to avoid the Piping Plover mating season, and intake screens are maintained at the Thompson and Charlson pipelines to protect the Pallid Sturgeon in Lake Sakakawea. In areas of U.S. Forestry land potentially inhabited by the Dakota Skipper, Select manages truck traffic through speed monitoring and vehicle inspections. In New Mexico, conservation measures remain in effect to reduce potential impacts to the Lesser Prairie Chicken and Dune Sagebrush Lizard in accordance with CEHMM guidelines.

Spill Prevention, Management & Mitigation

Our spill prevention, management, and mitigation strategy is anchored by our innovative AquaView® automation platform and proprietary software systems. These advanced technologies provide continuous, around-the-clock monitoring and real-time insights into all water-related operations. Capabilities include hydrographic mapping, precise water volume and quality monitoring, remote pit and tank management, leak detection, and asset and fuel tracking. The system incorporates automated water transfer pumps, manifolds, proportioning systems, and telemetry meter trailers, enabling comprehensive data gathering and immediate analysis without manual intervention. This ensures operators maintain superior operational control, significantly improving safety, reducing environmental impacts, and enhancing productivity. Additionally, our specialized secondary containment solutions effectively minimize potential spill risks and impacts, reinforcing our steadfast commitment to environmental stewardship and responsible operational practices. These technologies help mitigate risks across our water supply chain and also strengthen our chemical business, including manufacturing operations. Our commitment to environmental risk management and technology is reflected in our ongoing reduction in spills – including an 89% decrease in the number of chemical spills since 2020.





TIDE LINE™

As an essential component of our environmental strategy, Select has deployed hundreds of miles of TideLine Lay-Flat Transfer hoses, an industry-leading produced water transfer solution. Recognizing the corrosive and chemically complex nature of produced water, our water and chemistry experts designed each hose layer to withstand dissolved solids, chemicals, and extreme temperatures. These highly flexible produced water hoses, engineered for rapid deployment and removal with secure coupling joints, offer reduced ecological disturbance, enhanced durability, extended service life, and efficient water transfer. By reducing hose failure rates and minimizing unplanned downtime, Select decreases operational risks of hydrocarbon and wastewater spills, thereby protecting soil, surface water, and groundwater from excess contamination. While these hoses are powered by mobile pumps, we are progressively transitioning to an electric pumping system to further decrease emissions and lower our environmental impact, further aligning with our commitment to environmental responsibility.

To ensure consistent, measurable performance, every TideLine hose is serialized with a QR-code tracking system that is tied to asset-level field data back to our in-house testing protocols. Select systematically collects tracking data for facility and yard managers to incorporate performance into their environmental processes, which are rigorously reviewed by operations, EHS, and senior management. With our TideLine Lay-Flat hoses, Select enhances reliability, reduces waste, and continuously drives improvement across automated water-management networks.

Climate Change

Select acknowledges the critical importance of addressing climate change and its potential impacts on our planet. We believe corporations hold a significant responsibility to proactively seek innovative solutions and contribute positively to climate change mitigation. Our ongoing investments in sustainable technologies and operational strategies underscore our commitment to environmentally and socially responsible business practices.

Despite recent changes in the SEC's stance on climate disclosure rules, Select remains committed to transparent sustainability reporting. We continue to align our climate risk disclosures with the Task Force on Climate-related Financial Disclosures (TCFD) framework, ensuring consistent and valuable information for our stakeholders.

Climate Related Risks

Physical Risk

Select addresses physical risks categorized as acute and chronic, each requiring targeted strategies to mitigate impacts effectively.

Acute Risk

Acute climate risks include severe weather events such as hurricanes, floods, winter storms, and lightning, specifically impacting our operations in regions such as the Bakken, Rockies, Northeast, Midcontinent, West Texas, East Texas, North Texas, and Oklahoma. Short-term strategies to manage these risks involve advanced forecasting, comprehensive emergency response planning, protective measures for critical equipment, and rapid-response teams. Over the long term, we invest in resilient infrastructure and innovative technologies capable of withstanding extreme weather, ensuring operational continuity and safety.

Chronic Risks

Chronic climate risks arise from persistent shifts in climate patterns, influencing systemic operational factors like supply chain stability, resource availability, and water cycle disruptions. We mitigate short-term supply chain disruptions through diversification, improved inventory management, and robust logistics practices, primarily sourcing domestically to enhance control and resilience. Long-term strategies involve strategic partnerships, investments in sustainable materials, and enhanced water recycling capabilities, leveraging our comprehensive water solutions.

Climate Related Opportunities

We continue to observe strong customer demand for comprehensive, lifecycle-focused water infrastructure solutions. Select has strategically expanded infrastructure assets, investing substantially in recycling facilities with throughput capacities of approximately three million barrels per day, permanent and mobile pipeline networks totaling around 3,000 miles, and environmentally responsible waste disposal systems.

Our strategic positioning enables the energy industry to transform produced water into a sustainable resource,

significantly reducing freshwater dependency and environmental impacts. Additionally, we actively explore beneficial reuse applications, including agriculture, carbon capture, and drought mitigation.

Select remains dedicated to collaborating closely with local, state, and federal governments and key stakeholders to advance sustainable water management, responsible resource development, regulatory compliance, and sustainability initiatives.

Social

Health & Safety

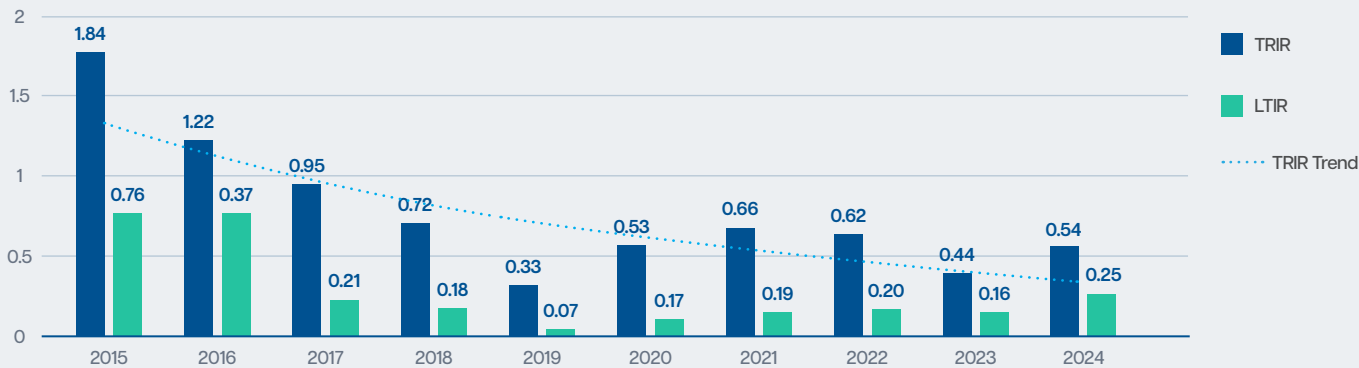
At Select, the health, safety, and well-being of our employees are foundational to our Operational success and integrity. Recognizing employees as our core strength, we emphasize up-to-date safety training and provide certified, well-maintained tools. Our proactive safety culture emphasizes behavior-based safety approaches rather than punitive measures, fostering a psychologically safe workplace where employees understand and engage with safety initiatives. Investments in advanced safety technologies, comprehensive training, and robust reporting demonstrate our commitment to becoming industry leaders in safety standards and performance.

We maintain active engagement with government agencies and community organizations, ensuring compliance with regulations and community expectations. When elevated risks are identified, we respond promptly through enhanced communication, coordination, and necessary policy adjustments. Safety performance targets are integrated into executive and Operational management compensation programs, including TRIR metrics in our sustainability-linked credit facilities, reinforcing our commitment to surpass industry safety benchmarks significantly.

Select’s emphasis on team cohesion and employee retention ensures that if and when employee transition or turnover does occur, we can systemically sustain our excellent safety culture and operational performance. Initiatives like “This Is Why I Work Safe” emphasize personal and collective commitments to safety, reinforced through personalized engagement, recognition programs, and regular communication.



Initiatives like the “This Is Why I Work Safe” campaign highlight our belief that safety is a commitment we make to ourselves, our colleagues and our loved ones. The power of this commitment helps us prioritize safety in every decision we make, every task we perform and every interaction we have. With this goal in mind our actions can make a difference so that every single person leaves work just as safe as when they arrived.



Stop Work Authority

Our Stop Work Authority (SWA) empowers employees to proactively address unsafe conditions without fear of repercussion. The policy is supported by active executive involvement, ensuring comprehensive follow-through on reported concerns. Employees who utilize SWA are recognized and rewarded, reinforcing its importance and effectiveness in maintaining our proactive safety culture.

Severity Index

The Severity Index System provides a groundbreaking approach to Operational risk management. This proprietary tool assesses both actual and potential incident outcomes, offering a logical, numeric scoring system that influences risk response strategies, process improvement, and targeted training initiatives. It significantly enhances our capacity to anticipate and mitigate risks proactively, underscoring our dedication to exceptional safety and risk management practices.

Safety Recognition Program

Since its inception in 2016, our Safety Recognition Program (SRP) has reinforced our culture of safety through positive recognition and rewards. Utilizing a five-tier medallion system, the SRP acknowledges employees demonstrating outstanding safety leadership and adherence to standards.

Craig Fric, Vice President of Environmental Health and Safety, noted, "Our Safety Recognition Program highlights the remarkable dedication our team shows daily. Safety is foundational to everything we do, and programs like the SRP honor our people's efforts and reinforce our mission to deliver operational excellence."

Over 10,000 medallions have been distributed since the program started, to acknowledge the exceptional dedication of employees throughout our organization who showcased an unwavering commitment to the principles of a safe work environment.



2024 Winner

Wallace Thompson

Water Transfer - Karnes City, TX

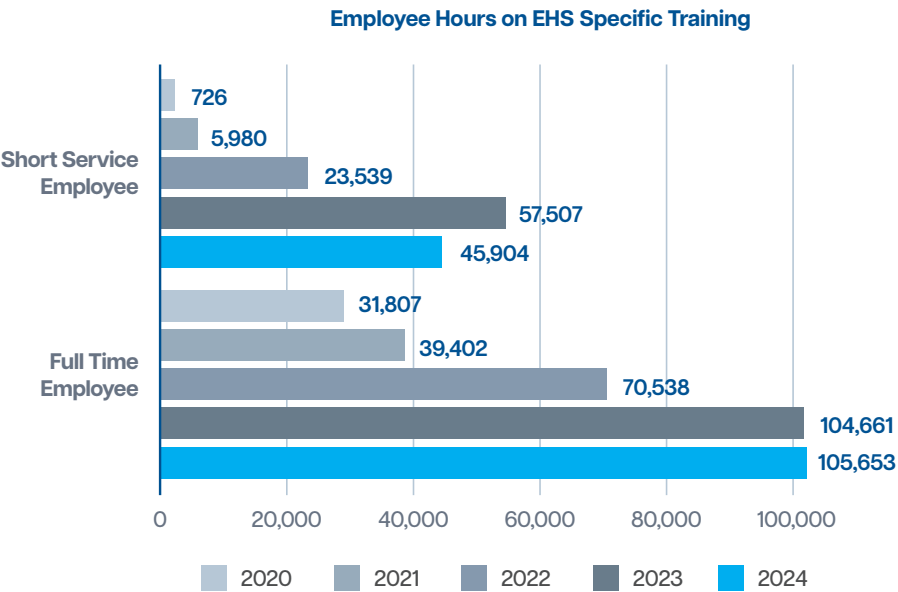


In 2024, we presented 1,453 safety awards to employees across the organization, highlighting their commitment to safety excellence. Forty-three exceptional team members reached the highest tier, becoming finalists for the prestigious grand prize.

The highly anticipated 2024 SRP event took place on January 29, 2025 in Gainesville, Texas, culminating in a live-streamed celebration. Wallace Thompson from Water Transfer in Karnes City emerged as the grand prize winner, earning a 2024 Ram 1500 pickup truck. Finalists were recognized with custom boots, commemorative plaques, and custom SRP Finalist Select FR Jackets. Additional prizes included DJI Drones, Meta Quest VR Headsets, iPads, AirPods, and substantial cash awards for second and third-place winners.

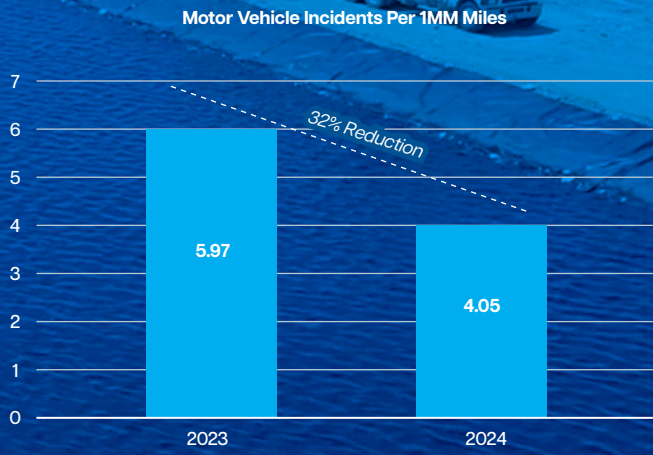
Learning Management System

Our Learning Management System (LMS) complements traditional training methods, addressing logistical challenges in training a dispersed workforce. The LMS provides a suite of courses, including the internally developed Safety Leadership Seminar (SLS), aimed at fostering advanced safety leadership skills among employees and supervisors. This system exemplifies our continuous improvement in safety training, ensuring employees remain well-informed and prepared for Operational excellence.



Safe Driving Technology

Our Safe Driving Initiative, supported by a significant investment exceeding \$1 million, utilizes advanced driving technology to enhance driver safety. Employing real-time audio coaching and comprehensive alert systems, these AI-powered solutions monitor driving behaviors such as speed, distraction, and seat belt usage. This proactive approach resulted in substantial safety improvements, achieving an 88% reduction in distracted driving, a 74% decrease in close-following incidents, and a 32% reduction in motor vehicle accidents between 2023 and 2024. The initiative not only reduces accident risks but also provides valuable insights into refining safety training programs.



Social Impacts of Supply Chain

Select remains committed to sustainability, delivering lasting environmental, social, and economic benefits across our supply chain. We conduct comprehensive evaluations of key suppliers, emphasizing their sustainability practices and policies, and ensuring they actively enhance their environmental stewardship.

Social responsibility is integral to supply chain integrity. Select mandates that suppliers comply with all applicable laws and adhere to internationally recognized human rights standards, including principles established by the International Labor Organization, the UN Global Compact, and the UN Universal Declaration of Human Rights. Suppliers must demonstrate a commitment to non-discrimination, prohibition of forced and child labor, collective bargaining rights, respect for indigenous lands, meaningful stakeholder engagement, regulated working hours, and living wage standards.

We prioritize community development, actively partnering with governmental entities and local communities to improve educational, cultural, economic, and social well-being in areas of operation. Select ensures all employees receive a living wage, reinforcing our dedication to decent living conditions.

Recognizing the critical role suppliers play in our sustainability journey, we expect every supplier to maintain safe, healthy, and environmentally conscious workplaces. Suppliers are required to comply with health, safety, and environmental regulations and promptly report any accidents, injuries, or unsafe conditions, reinforcing our collective commitment to responsible and sustainable practices.



Human Capital Management

At Select Water Solutions, our employees are the driving force behind everything we do. Their expertise, resilience, and daily commitment fuel our mission to deliver operational excellence and sustainable water and chemistry solutions to the U.S. energy industry. As of December 31, 2024, we employed more than 3,600 team members across the country. Everything we do is connected by water, including our values and guiding principles – Working Safe, Accountability, Teamwork, Excellence and Respect. We are proud to cultivate a workplace anchored by WATER, which form the foundation of our culture and employee experience.



Attracting, Engaging and Developing Talent

Select is committed to attracting top talent and creating an environment where people can grow, perform, and thrive. We offer competitive wages and a comprehensive benefits package that includes health, dental, vision, life and accident insurance, an employee assistance program with mental health and legal resources, and a qualified defined contribution retirement plan.

Training and development are embedded throughout the employee lifecycle. Our workforce participates in structured programs across safety, ethics, compliance, harassment prevention, finance, and role-specific skills. In addition to onboarding and compliance modules, we offer semi-annual performance conversations that encourage open dialogue around goals, well-being, and career development.

While we do not currently offer formal mentorship programs, we prioritize learning and growth through regular feedback, targeted skills training, and access to an internal job portal that supports career mobility. In several service lines, employees can visualize career progression through clearly defined paths from competency to mastery, creating clarity and momentum around advancement.

Recognition and Culture

At Select, we recognize that culture is more than a set of values, it's how those values are brought to life every day. To reinforce our cultural foundation, we celebrate employees who exemplify WATER through the Drop of Excellence program, our highest form of internal recognition. Nominated by leadership, recipients of this honor represent the best of Select and are celebrated for their meaningful impact on operations, safety, and customer success.

Through consistent communication, including quarterly leadership updates, change management initiatives, and field team meetings, we ensure that employees are informed, equipped, and empowered to lead through change. Our strong safety culture, coupled with a shared sense of purpose, contributes to our ability to retain talent, with a reported turnover rate of approximately 20% across the organization.

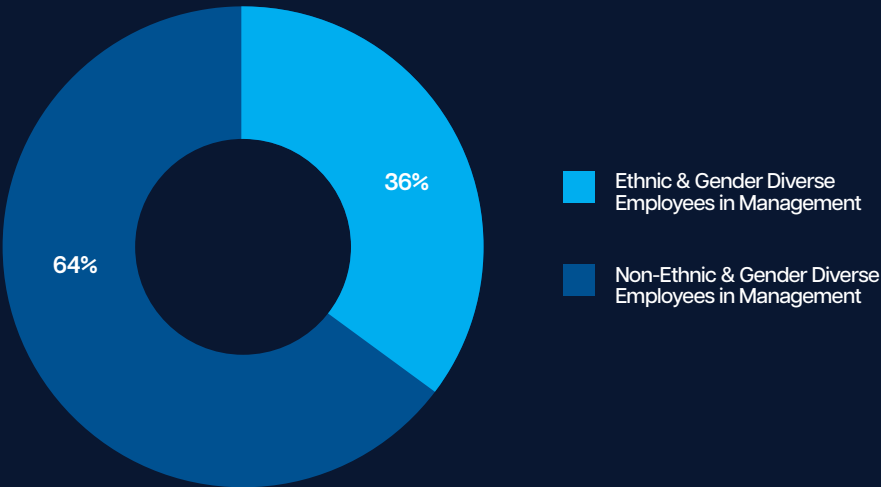
Diversity & Inclusion

Select recognizes the many benefits of having an inclusive workforce and strives to provide equal employment opportunities. By fostering a culture of inclusivity and equal opportunity, we aim to create a workplace that not only values the differences among our employees but also leverages these unique perspectives to drive innovation, creativity, and overall success.

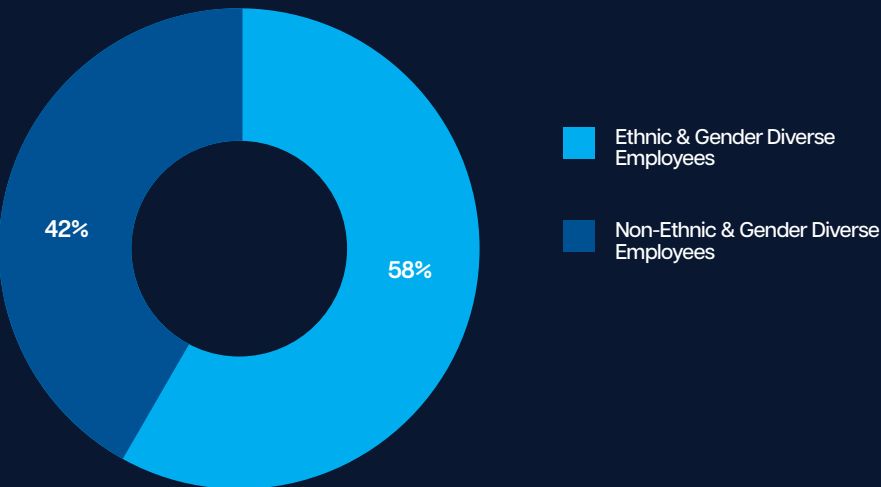
Select actively seeks to recruit individuals from a wide range of backgrounds, recognizing that teams with varied perspectives and lived experiences drive stronger results. Our hiring practices are designed to consider a wide range of candidates whose capabilities and potential contribute meaningfully to our success. We incorporate inclusive language in job postings, offer them in multiple languages to reduce bias, and make our training, communications, and facilities accessible to all.

In 2024, approximately 52.6% of our workforce identified as coming from historically underrepresented racial or ethnic backgrounds, and women represented 12.4% of our total workforce. Notably, however, 44% of our corporate positions are held by women.

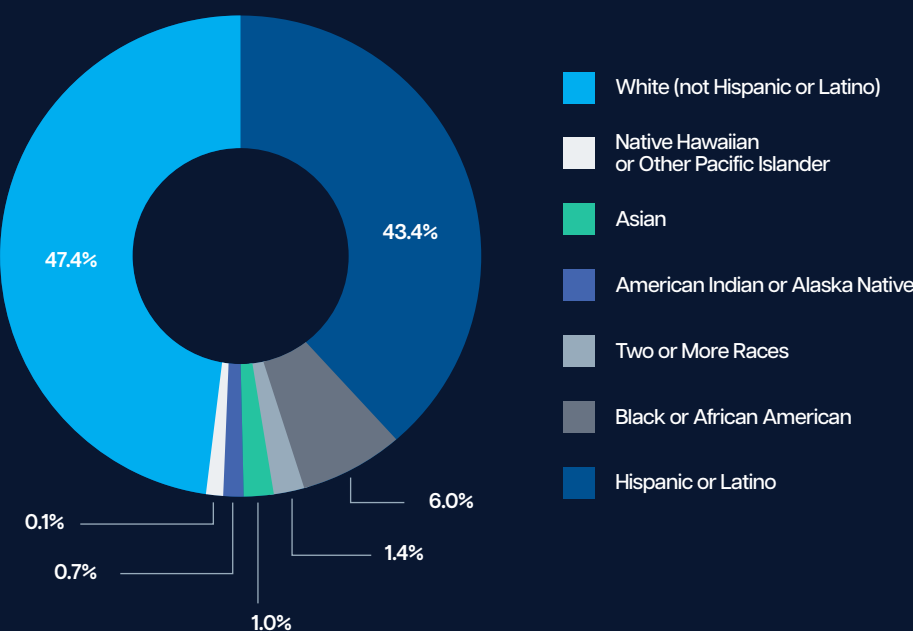
2024 Gender & Ethnic Diversity Management



2024 Gender & Ethnic Diversity All Employees



2024 Ethnic Diversity



Active Community Engagement

As a company operating in various communities throughout the United States, Select values the hospitality of the local communities we call home. We are dedicated to being an exemplary neighbor by adhering to strict environmental standards, promoting workplace safety, and contributing to the communities where we operate.

Select collaborates with numerous non-profit organizations and industry groups centered on environmental and social causes.

Boys and Girls Clubs

In 2024, Select participated in the New York Stock Exchange Global Giving Campaign in collaboration with the Boys & Girls Club of Cooke County, Texas, reinforcing our ongoing commitment to community youth support and engagement.

Salvation Army

Select participates regionally in the Salvation Army Angel Tree program which brings holiday joy to children in need by providing gifts through community donations.

Flipping The Barrel

Select remains active in its support of Flipping the Barrel, a foundation to spotlight the often underrepresented experiences of women working across oil, gas, and the broader energy sector.

Spindletop Community Impact Partners

Select is proud to support Spindletop Community Impact Partners, a nonprofit dedicated to improving the lives of at-risk youth through education, protection, and development. From funding literacy and STEM programs to supporting mental health services and early childhood care.

Oilfield Helping Hands

Select remains committed to Oilfield Helping Hands, a nonprofit assisting oilfield workers and their families that may be facing financial hardship due to medical issues, tragedies, or other unforeseen circumstances through direct support and community-driven aid.



Select actively participates in several industry groups and state coalitions, focusing on environmental and social initiatives as well as the energy sector. Some of these organizations include the American Chemical Society (ACS), Energy Workforce & Technology Council, Oilfield Water Stewardship Council, Oklahoma Produced Water for 2060, Permian Basin Water Management Council, Society of Petroleum Engineers (SPE), National Alliance of Water Innovation, various state water consortiums, and multiple regional associations.





Community Relations

Select actively engages with landowners, communities, operators, local agencies, and state agencies in regions where oil and gas activities occur. We focus on reducing environmental impacts, achieving top-tier Operational performance, enhancing stakeholder relationships, reducing disruptions, and efficiently resolving community-related issues.

Select Cares

Our Select Cares Program, established in 2020, continued supporting employees facing personal crises in 2024. Funded by employee donations and matched by the company, this initiative demonstrates our commitment to employee well-being, personal growth, and life experiences beyond the workplace.

Community Cookouts

In 2024, Select's Midland team partnered with Rope Youth's Food First program, preparing meals for over 1,000 community members. This ongoing community engagement exemplifies our commitment to serving local needs.

Toy Drives

Our offices across the country actively participate in toy drives, volunteering their time, effort, and donations to support underprivileged children. Employees come together to organize and take part in these initiatives, dedicating countless hours to collecting toys and resources. This collective effort ensures that children in need receive gifts and experience the joy of the holiday season.

Texas Produced Water Consortium

Select remains actively involved as a member of the Texas Produced Water Consortium, collaborating on initiatives related to sustainable water management practices across the state.

Colorado Produced Water Consortium

Select actively participated in the Colorado Produced Water Consortium's September 2024 meeting, contributing to critical discussions on water reuse regulations and sustainable water management.

Produced Water Society

Select's CEO, John Schmitz, delivered a keynote speech at the 2024 Produced Water Society Permian Basin Conference, highlighting our leadership and innovation in water management solutions within the energy sector.

Texas Desalination Association

Select continues its involvement with the Texas Desalination Association, supporting efforts toward sustainable and innovative water management practices.

Governance

Governance Structure and Oversight

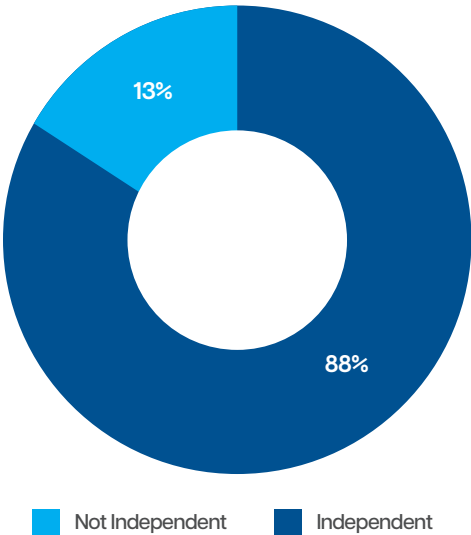
As of December 31, 2024, Select’s Board of Directors consisted of seven members, including six independent directors and John Schmitz, who holds the positions of Chairman, President, and Chief Executive Officer (CEO). As of the date of this report, additional appointments have increased the number of directors to eight. The Board is dedicated to acting in the best interests of the company and its diverse stakeholders, including shareholders, employees, customers, and the broader community. Its primary responsibilities encompass strategic oversight, risk management, and ensuring adherence to ethical standards and legal compliance.

Corporate governance at Select serves as a cornerstone for sustainable growth and long-term value creation. The Board fulfills its fiduciary duties through a structured framework that includes approving and monitoring

strategic plans, evaluating CEO performance, assessing and mitigating business risks, and overseeing financial reporting controls. Additionally, the Board maintains a strong focus on environmental stewardship, workplace safety, leadership succession planning, and aligning executive compensation with company performance.

Select’s Board operates under comprehensive Corporate Governance Guidelines, which undergo regular evaluation to stay aligned with evolving best practices. The Board structure includes three key committees: the Audit Committee, the Compensation Committee, and the Nominating, Governance, and Sustainability Committee. Each committee is tasked with specific oversight functions that collectively enhance governance effectiveness, accountability, and transparency.

Board Independence



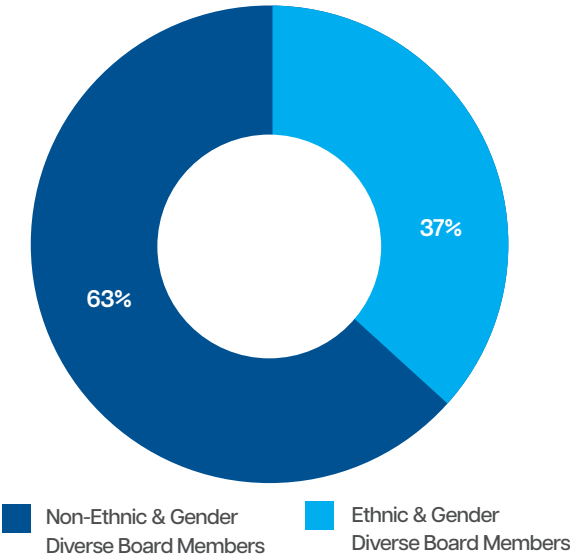
Board Skills & Experience



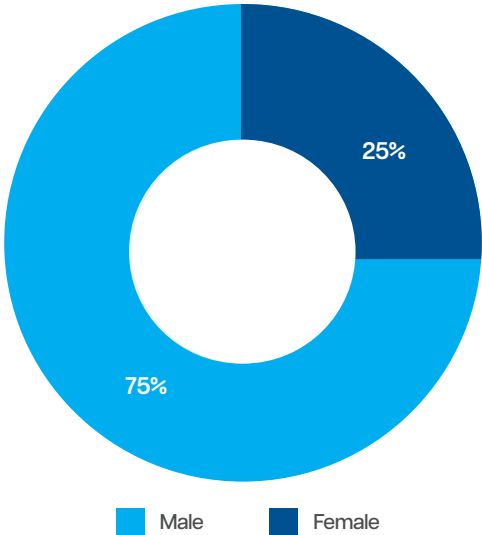
Board Diversity

In 2024, Select’s Board of Directors continued its dedication to diversity, equity, and inclusion. The Board maintains diverse ethnic and gender representation, reflecting our commitment to fostering a culture that values varied experiences, equitable treatment, and inclusive behavior. Select remains focused on continuously enhancing the diversity of its leadership to ensure broad perspectives and inclusive decision-making at the highest levels.

Overall Diversity



Gender Diversity



Committees

Select’s Board of Directors has three committees – the Audit Committee, the Compensation Committee, and the Nominating, Governance & Sustainability Committee.

In January of 2025, Timothy A. Roberts was appointed as an independent director by the Board. With his appointment to the Board, Mr. Roberts has also joined the Audit Committee and Compensation Committee contributing his expertise in finance and corporate development, operations, midstream energy, and leadership to these key operational areas.

Also in January 2025, Bruce E. Cope was appointed as an independent director by the Board. With his appointment, Cope joined the Audit Committee and the Nominating, Governance, and Sustainability

Committee. Select believes that Mr. Cope will apply his extensive experience in financial management and petroleum and energy industry recognition, aligning with our focus on water and chemical solutions.

The appointments of Mr. Roberts and Mr. Cope to the board was followed by the departure of Troy W. Thacker, a respected member of our board. On January 24, 2025 Thacker notified Select that he will not be standing for re-election at the 2025 annual meeting. His resignation was not due to any disputes or disagreements concerning the Company’s operations, policies, or practices.

	Audit Committee	Compensation Committee	Nominating, Governance & Sustainability Committee
John D Schmitz*			
Gayle L. Burleson			
Richard A. Burnett**			
Bruce E. Cope			
Luis Fernandez-Moreno			
Robin H. Fielder			
Timothy A. Roberts			
Douglas J. Wall			

Committee Chairperson Committee Member

*Chairman of the Board

**Lead Independent Director

Audit Committee

The Audit Committee assists the Board in overseeing Select’s accounting and financial reporting processes, internal control systems, and compliance with legal and regulatory requirements. It supervises the qualifications, independence, and performance of the independent auditor and internal audit function. Additionally, the Committee reviews quarterly and annual financial statements, oversees the integrity of financial disclosures, and prepares the annual Audit Committee Report included in the proxy statement. The Committee has authority to conduct investigations, retain outside advisors, and delegate duties as necessary to fulfill its responsibilities effectively.

Compensation Committee

The Compensation Committee oversees Select’s compensation philosophy, structure, policies, and programs, ensuring alignment with company strategy and objectives. Its primary responsibilities include evaluating and approving executive officer compensation and reviewing director compensation to attract, retain, and incentivize key talent. The Committee manages compensation-related risks, oversees human capital management initiatives, and ensures compliance with applicable laws and regulations. Additionally, the Committee reviews and approves incentive compensation and equity-based plans, employment agreements, severance arrangements, and change-in-control provisions for executives. It also prepares the annual Compensation Committee Report, including the Compensation Discussion and Analysis (CD&A), for the proxy statement.

Nominating, Governance & Sustainability Committee

The Nominating, Governance & Sustainability Committee advises the Board on governance practices, board composition, and sustainability matters. It identifies and recommends qualified candidates for Board membership, ensuring diverse backgrounds and skillsets to promote effective governance and decision-making. The Committee is responsible for developing, reviewing, and recommending Corporate Governance Guidelines and overseeing compliance with the company’s Code of Business Conduct and Ethics.

Regarding ESG and sustainability, the Committee provides oversight of Select’s policies, strategies, and initiatives to ensure alignment with broader corporate objectives. It assesses the effectiveness of sustainability efforts in managing risks and opportunities related to ESG issues, collaborates closely with management, and regularly reviews progress in sustainability practices to promote responsible corporate citizenship and long-term stakeholder value.



Business Ethics

Human Rights Commitment

Select maintains a steadfast commitment to conducting business ethically, with the highest standards of integrity, transparency, and respect for human rights. This commitment is reflected in our robust Corporate Code of Business Conduct and Ethics, which sets clear expectations for employees, officers, and directors regarding compliance with applicable laws, ethical decision-making, and responsible business practices. The Code of Conduct covers various areas, including anti-corruption, conflicts of interest, confidentiality, fair competition, and reporting misconduct.

Our dedication to human rights is an essential component of our ethical framework. Select is committed to respecting human rights in all aspects of our business operations. We uphold policies prohibiting discrimination based on race, color, sex, language, religion, political or other opinions, and we actively support the protection of fundamental freedoms for everyone. We expect our employees, contractors, business partners, and subsidiaries to adhere strictly to these principles.

To ensure compliance, Select maintains multiple confidential reporting mechanisms, including an anonymous whistleblower hotline and online reporting system, where concerns regarding human rights and ethical conduct can be promptly and securely reported without fear of retaliation.

Select's Human Resources department, alongside Legal and Compliance teams, continually monitors compliance with these policies and manages related training programs. The Board provides strategic oversight to ensure these ethical standards and human rights commitments remain integral to Select's business practices and culture.

Our human rights values include:

I. Non-Discrimination:

All individuals are entitled to the same human rights without discrimination based on age, race, gender identification, sexual orientation, national origin, ethnicity, color, religion, disability, or any other status protected by applicable law.

II. Equal Protection:

Individuals have the right to a remedy and equal protection under the law if their human rights are violated.

III. Forced Labor & Child Labor:

Everyone has the right to safe, fair, ethical, and humane working conditions, including freedom from forced labor, compulsory labor, child labor, modern forms of slavery, bonded labor, and any form of human trafficking.

IV. Humane Treatment:

No person shall be subjected to cruel, inhumane, or degrading treatment or punishment.

V. Freedom of Association.

VI. Indigenous Land Rights:

The company respects the inherent rights of indigenous peoples, which derive from their political, economic, and social structures, and from their cultures, spiritual traditions, histories, and philosophies, particularly their rights to their lands, territories, and resources.

VII. Stakeholder Engagement:

We believe that local issues are best addressed at the local level. When appropriate, we engage with a wide range of civil society and stakeholders on human rights issues related to our business.

Anti-Corruption & Bribery

Select and its personnel, including directors, officers, and employees, adhere to the United States Foreign Corrupt Practices Act, which prohibits bribing foreign officials for business advantages. The company forbids any payments or gifts intended to influence government representatives, labor unions, customers, or suppliers for improper benefits. This includes direct and indirect attempts to offer bribes, kickbacks, or any illicit incentives.

Everyone at Select is expected to engage in fair dealings with all parties, avoiding manipulation, misuse of information, or any form of dishonest practice. The company is dedicated to conducting business with transparency and integrity, strictly following anti-corruption laws globally. Oversight of compliance with these standards falls to managers, executives, and the Audit Committee, supported by regular risk assessments, employee training, and policy acknowledgments.

We encourage reporting of any bribery or corruption concerns through multiple channels, ensuring a safe environment for employees to uphold the company's ethical standards.

Anti-Harassment & Non-Discrimination

Select is committed to diversity and equal employment opportunities for all, irrespective of race, color, gender identity or expression, religion, age, national origin, citizenship, military or veteran status, sexual orientation, or disability. The company prioritizes working with partners who uphold non-discriminatory practices, basing decisions on merit and abilities.

Workplace respect is paramount at Select, and harassment is strictly prohibited. Employees are encouraged to report harassment to the Human Resources Department, which handles complaints confidentially and seeks resolution.

Select champions equal opportunity and inclusivity in all employment practices, including recruitment, hiring, compensation, benefits, and company program participation. In accordance with the Americans with Disabilities Act (ADA), Select also commits to accommodating qualified individuals with disabilities, ensuring no undue hardship on the company.

Whistleblower

Select is dedicated to complying with all relevant securities laws, regulations, accounting standards, controls, and audit practices. The company has a separate Whistleblower Policy outlining principles, procedures, and grievance mechanisms. Employees with concerns about Accounting or Compliance Matters are encouraged to discuss them with their direct supervisor or another trusted manager. If employees are not satisfied with these channels, they can report complaints to the Audit Committee via an anonymous whistleblower hotline at 1-844-861-9559.

Whistleblower complaints are forwarded to the chief Human Resources, Legal, and Financial Officers and reviewed quarterly with the Audit Committee. Employees reporting good faith concerns should not worry about facing retaliation or negative consequences. The company ensures no employee will be penalized, harassed, or threatened for raising legitimate concerns.

The policy allows any employee to submit a good faith complaint without fearing dismissal or retaliation. Select is committed to compliance with all applicable laws, rules, regulations, standards, and policies. The Audit Committee oversees employee concerns in this area. This policy extends to third parties, including suppliers and customers. Whistleblower mechanisms and processes are regularly communicated and available in the employee handbook and on the company's website.



Crisis & Risk Management

Risk Management

Risk assessment and oversight play a crucial role in our governance and management processes, ensuring that potential challenges are identified and addressed effectively. The Board actively promotes a culture that weaves risk management into our corporate strategy and daily business activities to maintain a proactive approach in addressing potential issues.

In order to identify and assess risks, management holds regular meetings and organizes strategic planning and review sessions throughout the year. These sessions are designed to facilitate in-depth discussions and analyses of the various risks that the Company may face, enabling us to make informed decisions about our future direction. As part of an ongoing dialogue, senior management presents their findings to the Board during regular meetings, highlighting specific business functions, operations, or strategies that may be impacted by these risks, and outlining the steps taken to mitigate or eliminate them.

Instead of establishing a separate risk management committee, the Board has opted to directly oversee risk assessment and management through its collective expertise and experience. This approach allows for streamlined decision-making and a more comprehensive understanding of the risks and opportunities that the Company encounters.

The Board takes responsibility for monitoring and evaluating the Company's strategic risk exposure, ensuring that potential challenges are effectively addressed. In order to support the Board in this capacity, the Audit Committee plays a vital role in overseeing major financial risk exposures and reviewing the actions taken by management to monitor and control these exposures. Additionally, the Audit Committee remains vigilant in ensuring compliance with legal and regulatory requirements, scrutinizing any related-person transactions and providing approval or disapproval as necessary.

By embracing this comprehensive approach to risk assessment and oversight, we aim to foster a resilient and adaptable organization that can navigate an ever-changing business landscape while maintaining the highest standards of integrity and performance.

Crisis Management

The Committee for Safety Oversight is in charge of managing emergency preparedness and response initiatives. Committee members consist of executive members of the EHS, Human Resources, Legal, and IT teams. When a significant incident arises, the management team collaborates with relevant internal parties to evaluate disciplinary measures, training programs, and corrective actions needed to effectively tackle the issue.

In case of a potential crisis, it is brought to the forefront during the management meetings held every two weeks. These sessions include the participation of key personnel, such as Executives, EVPs, SVPs, Human Resources, and the VP of EHS. Each meeting spans about 2-3 hours and serves as a platform to examine emerging concerns, trends, and potential risks that may influence the organization's safety practices.

By fostering transparent communication and active teamwork among the various stakeholders, the Committee for Safety Oversight ensures that the organization remains well-prepared to address emergencies and uphold a secure work environment for all employees.





Cybersecurity

Governance

Cyber-attacks and their implications for data security and privacy pose significant ESG risks, particularly for companies managing personally identifiable information (PII) and protected health information (PHI). Select maintains a robust cybersecurity governance structure, a key component of our Information Security Policy, ensuring stringent oversight of cybersecurity threats and practices. The Board of Directors and the Audit Committee receive regular updates from our Chief Technology Officer (CTO), who oversees the assessment and management of cybersecurity threats. The CTO, along with the Vice President of Corporate Platforms and Infrastructure and a dedicated cybersecurity team, leads the establishment, maintenance, and annual review of cybersecurity policies and procedures. This structured governance enables Select to proactively respond to emerging cybersecurity risks.

Select's cybersecurity practices align with the National Institute of Standards and Technology Cybersecurity Framework (NIST CSF). Regular vulnerability assessments and periodic audits help identify and address potential cybersecurity risks. Security controls, including firewalls, encryption, endpoint protection, network monitoring, and multi-factor authentication, are rigorously applied to safeguard our systems and data. Select holds dedicated cybersecurity insurance coverage and continuously reviews and enhances cybersecurity measures due to the evolving threat landscape.

Incident Management

Our incident management framework emphasizes rapid identification, reporting, containment, and resolution of cybersecurity incidents. A robust monitoring and detection system promptly identifies cybersecurity threats and recommends mitigating actions. Employees receive periodic cybersecurity training, including phishing simulations and targeted awareness campaigns. Incident response protocols include standard practices designed to contain, analyze, and recover swiftly from incidents, minimizing disruption and restoring normal operations. Clear communication with stakeholders, combined with thorough post-incident reviews, reinforces trust and enhances our cybersecurity posture.

Information Security

Select's Information Security Policy prioritizes user privacy and regulatory compliance, protecting data, applications, networks, and systems from unauthorized access. Sensitive data, including proprietary business information and PII, is protected through secure passwords, protected drives, endpoint protection systems, and continuous network monitoring. Access to sensitive information is strictly limited based on business needs, with mandatory acknowledgment of IT policies by all employees and contractors upon system access.

Data Center Security

Our Data Center Security Policy ensures secure physical access to critical infrastructure, complying with building and fire codes, managed access documentation, and maintaining immutable backups. Access authorization is tightly controlled, reviewed regularly, and managed directly by Technology Management to protect against unauthorized entry and environmental hazards.

Vendor Data & Access

Vendor management protocols require comprehensive vetting and adherence to stringent information security standards. Vendor contracts, reviewed by Technology Management, clearly specify access rights, information protection methods, audit rights, and intellectual property terms. Select mandates that vendors maintain confidentiality, integrity, and compliance with established security best practices to mitigate risks introduced by third-party relationships.

Quantitative Performance Data

Report Metric	Unit	SASB Services (SV)	SASB Water Utilities (WU)	SASB Chemicals (CH)	GRI Code	2019	2020	2021	2022	2023	2024
Financial											
Revenue	\$M USD					1,292	605	765	1,387	1,585	1,452
Our Company											
Employees	#					3,857	2,012	3,078	4,034	4,203	3,683
Total number of hours worked by all employees	Hours	EM-SV-000.D				12,038,375	5,285,458	4,805,207	11,254,340	11,546,263	10,108,563
Total number of hours worked by all subcontractors	Hours	EM-SV-000.D				8,402,326	1,997,061	233,742	741,034	202,917	295,388
Environmental											
Water											
Total Barrels Sold	Million Barrels (MMBbls)	EM-SV-140a.1	IF-WU-000.C		303-5	N/A	143	208	266	389	432
% Fresh Water Sold	Percentage (%)					N/A	29%	26%	25%	25%	20%
% Brackish Water Sold	Percentage (%)					N/A	62%	59%	54%	22%	18%
% Recycled Water Sold	Percentage (%)		IF-WU-440a.2			N/A	9%	15%	21%	54%	61%
Total Treated and Recycled Water Volumes ³	Million Barrels (MMBbls)	EM-SV-140a.1			303-5	N/A	123	210	319	438	477
% Recycled	Percentage (%)					N/A	6%	29%	32%	43%	59%
% Treated	Percentage (%)					N/A	93%	71%	68%	57%	41%
Total Piped Water Volumes	Million Barrels (MMBbls)	EM-SV-140a.1			303-5	N/A	18	61	66	100	111
% Distribution Pipeline Volume	Percentage (%)					N/A	67%	85%	61%	65%	40%
% Gathered Pipeline Volume	Percentage (%)					N/A	33%	15%	39%	35%	60%
Total Water Disposed (SWD)	Million Barrels (MMBbls)	EM-SV-140a.1			303-5	N/A	12	50	83	98	138
Chemicals Management											
Volume shipped	Million Pounds				306-3	349	225	271	304	477	314
Percentage hazardous	Percentage (%)				306-3	21%	26%	28%	24%	14%	20%
Percentage non-hazardous	Percentage (%)				306-3	79%	74%	72%	76%	86%	80%
(f) Percentage of products that contain Globally Harmonized System of Classification and Labeling of Chemicals (GHS) Category 1 and 2 Health and Environmental Hazardous Substances	Percentage (%)			RT-CH-410b.1						57%	72%
Percentage of products that have undergone a hazard assessment	Percentage (%)			RT-CH-410b.1						100%	100%
Waste											
Waste Total	Metric Tons				306-3		192	3,679	3,934	5,562	27,295
Waste Recycled Total	Million Pounds				306-3	0	4	2	3	1	0
Hazardous Waste	Metric Tons		RT-CH-150a.1		306-3		2	5	158	450	37
Hazardous Waste Recycled	Million Pounds		RT-CH-150a.1		306-3	0.27	0.20	0.06	0.24	0.00	0.00
Emissions											
Scope 1 Emissions Total	Metric Tons CO2e		RT-CH-110a.1		305-1				237,140	244,069	211,821
Scope 1 Emission Intensity	Tons CO2e/Revenue \$M				305-4				171	154	146
Scope 1 Emissions Constituent Breakdown: Tons of Carbon	Metric Tons CO2e				305-1				233,546	241,563	207,366
Scope 1 Emissions Constituent Breakdown: Tons of Methane	Metric Tons CO2e				305-1				285	201	196
Scope 1 Emissions Constituent Breakdown: Tons of Nitrous Oxide	Metric Tons CO2e				305-1				3,310	2,306	4,258

3. 2022 Total Treated and Recycled Water Volumes are pro forma for recent acquisitions and other related operations. 2022 Total Treated and Recycled Water Volumes on an as reported basis unadjusted for recent acquisitions are 319 MMBbls.

Quantitative Performance Data

(continued)

Report Metric	Unit	SASB Services (SV)	SASB Water Utilities (WU)	SASB Chemicals (CH)	GRI Code	2019	2020	2021	2022	2023	2024
Emissions (continued)											
Scope 2 Emissions: Total	Metric Tons CO2e				305-2				35,566	39,707	49,087
Scope 2 Emissions Intensity	Tons CO2e/Revenue \$M				305-4				26	25	34
Scope 2 Emissions: Tons of Carbon	Metric Tons CO2				305-2				35,390	39,501	48,838
Scope 2 Emissions: Tons of Methane	Metric Tons CH4				305-2				65	88	107
Scope 2 Emissions: Tons of Nitrous Oxide	Metric Tons N2O				305-2				111	118	143
Total GHG Intensity	Scope 1 + 2 / Revenue \$M				305-4				197	179	180
Other Air Emissions											
NOx Emissions	Metric Tons			RT-CH-120a.1	305-7				5,814	5,811	4,908
SOx Emissions	Metric Tons			RT-CH-120a.1	305-7				382	382	323
VOC Emissions	Metric Tons			RT-CH-120a.1	305-7				475	474	401
Energy											
Energy Use Total	GJ	EM-SV-110a.1	IF-WU-130a.1	RT-CH-130a.1	302-1				3,686,556	3,845,622	3,438,463
Renewable Energy Used	Percentage		IF-WU-130a.1						4.2%	4.6%	6.2%
Energy Intensity	Total Energy Used GJ / Revenue \$M USD				302-3				2,658	2,426	2,368
Electricity Used Total	GJ		IF-WU-130a.1	RT-CH-130a.1	302-1				309,786	348,476	434,610
Renewable Electricity Used	Percentage		IF-WU-130a.1	RT-CH-130a.1					31%	34%	34%
Total fuel consumed ⁴	GJ	EM-SV-110a.1				N/A	N/A	2,018,721	3,376,770	3,497,147	3,438,463
Percentage used by on-road equipment ⁴	Percentage (%)	EM-SV-110a.1				N/A	N/A	71%	64%	68%	69%
Percentage used by off-road equipment ⁴	Percentage (%)	EM-SV-110a.1				N/A	N/A	29%	36%	32%	31%
Percentage Renewable Fuel ⁴	Percentage (%)	EM-SV-110a.1				N/A	N/A	3.2%	1.8%	2.1%	2.2%
Total consumed - gasoline ⁴	GJ	EM-SV-110a.1				N/A	N/A	636,729	577,282	698,985	640,704
Gasoline used by on-road equipment ⁴	GJ	EM-SV-110a.1				N/A	N/A	636,729	577,282	698,985	640,704
Gasoline used by off-road equipment ⁴	GJ	EM-SV-110a.1				N/A	N/A	0	0	0	0
Total fuel consumed- diesel ⁴	GJ	EM-SV-110a.1				N/A	N/A	1,381,992	2,799,488	2,798,162	2,363,149
Diesel used by on-road equipment ⁴	GJ	EM-SV-110a.1				N/A	N/A	774,237	1,568,396	1,678,689	1,419,914
Diesel used by off-road equipment ⁴	GJ	EM-SV-110a.1				N/A	N/A	607,754	1,231,092	1,119,473	943,235
Percentage of engines in service that meet Tier 4 compliance for non-road diesel engine emissions	Percentage (%)	EM-SV-110a.3				N/A	N/A	10%	10%	10%	12%
Environmental Impact											
Chemical Spills	#				306-3	451	229	146	76	62	25
Oil Spills (Including Diesel & Oil)	#				306-3	69	21	23	42	36	31
Water Spills (Including Produced & Blended)	#				306-3	284	95	123	229	203	167
Combined Spills	#				306-3	804	345	292	347	302	223
Chemical Spills	bbls				306-3	797	220	249	257	93	77
Oil Spills (Including Diesel & Oil)	bbls				306-3	128	4	100	1,522	26	8
Water Spills (Including Produced & Blended)	bbls				306-3	28,439	12,084	14,905	29,396	26,096	28,249
Combined Spills	bbls				306-3	29,364	12,308	15,254	31,175	26,215	28,334

⁴ 2021 fuel data was previously recalculated to reflect subsequent acquisition and divestiture activities and other operational updates. The recalculation incorporates changes in the organizational structure and operational parameters that have occurred since publication of our inaugural report, ensuring that the data more accurately represents the status of the organization during that period.

Quantitative Performance Data

(continued)

Report Metric	Unit	SASB Services (SV)	SASB Water Utilities (WU)	SASB Chemicals (CH)	GRI Code	2019	2020	2021	2022	2023	2024
Social											
Health & Safety											
Combined: Total Recordable Incident Rate (TRIR)	Rate	EM-SV-320a.1		RT-CH-320a.1	403-9	0.33	0.53	0.66	0.62	0.44	0.54
Combined: Lost Time Injury Rate (LTIR)	Rate	EM-SV-320a.1				0.07	0.17	0.20	0.20	0.16	0.25
Combined: Total Vehicle Incident Rate (TVIR)	Rate	EM-SV-320a.3				0.31	0.88	0.82	0.45	0.57	0.34
Combined: Fatalities	#	EM-SV-320a.1		RT-CH-320a.1	403-9	1	0	1	0	0	0
Combined: Fatality Rate	Rate	EM-SV-320a.1		RT-CH-320a.1	403-9	0.008	0.000	0.020	0.000	0.000	0.000
Employee: Total Recordable Incident Rate (TRIR)	Rate	EM-SV-320a.1		RT-CH-320a.1	403-9	0.54	0.67	0.71	0.65	0.53	0.60
Employee: Lost Time Injury Rate (LTIR)	Rate	EM-SV-320a.1			403-9	0.13	0.21	0.21	0.21	0	0.27
Employee: Total Vehicle Incident Rate (TVIR)	Rate	EM-SV-320a.1			403-9	0.31	0.88	0.82	0.45	0.57	0.34
Employee: Fatalities	#	EM-SV-320a.1		RT-CH-320a.1	403-9	1	0	1	0	0	0
Employee: Fatality Rate	Rate	EM-SV-320a.1		RT-CH-320a.1	403-9	0.010	0.000	0.020	0.000	0.000	0.000
Employee: Health & Safety Training Hours	Rate	EM-SV-320a.1				48,478	31,807	39,402	70,538	104,661	105,653
Employee: Emergency Response Training Hours	Rate	EM-SV-320a.1				715.5	815.5	885	506	4,539	5,283
Contractor: Total Recordable Incident Rate (TRIR)	Rate	EM-SV-320a.1		RT-CH-320a.1		0.00	0.00	0.00	0.00	0.00	0.00
Contractor: Lost Time Injury Rate (LTIR)	Rate	EM-SV-320a.1				0.00	0.00	0.00	0.00	0.00	0.00
Contractor: Total Vehicle Incident Rate (TVIR)	Rate	EM-SV-320a.3							N/A	0	0
Contractor: Fatalities	#	EM-SV-320a.1		RT-CH-320a.1	403-9	0	0	0	0	0	0
Contractor: Fatality Rate	Rate	EM-SV-320a.1		RT-CH-320a.1	403-9	0.000	0.000	0.000	0.000	0.000	0.000
Short Service Employee: Health & Safety Training Hours	Rate	EM-SV-320a.1				2,134.50	726.00	5,980.00	23,539.00	57,507.00	45,904
Short Service Employee: Emergency Response Training Hours	Rate	EM-SV-320a.1				18	18	58.5	135	2,494	2,494
Average hours of health, safety, and emergency response training for (a) full-time employees, (b) contract employees, (c) short-service employees	#	EM-SV-320a.1			403-5	N/A	N/A	9	23	25	26
Human Capital Management											
Percentage of employee turnover	Percentage (%)				401-1	22%	18%	17%	12%	14%	20%
Diversity & Inclusion											
% Women Management	Percentage (%)				405-1	9%	11%	11%	11%	12%	12%
% Women Employees	Percentage (%)				405-1	10%	11%	11%	12%	12%	12%
% Minorities Management	Percentage (%)				405-1	36%	33%	33%	35%	36%	36%
% Minorities Employees	Percentage (%)				405-1	53%	52%	52%	51%	53%	58%
% Employees with Veteran Status	Percentage (%)				405-1	3%	3%	5%	4%	4%	4%
Governance											
Board Composition											
% Women on Board	Percentage (%)				2-9	N/A	N/A	13%	29%	29%	22%
Racial or Ethnic Minorities % Board of Directors	Percentage (%)				2-9	N/A	N/A	N/A	14%	14%	13%
% Board Independence	Percentage (%)				2-9	N/A	N/A	87%	86%	86%	88%

GRI STANDARD	DISCLOSURE	Individual Code	Location
GRI 2: General Disclosures 2021	2-1 Organizational details	2-1	Page 6
	2-2 Entities included in the organization's sustainability reporting	2-2	Page 2, 3, 6-7, 9
	2-3 Reporting period, frequency and contact point	2-3	Page 3
	2-4 Restatements of information	2-4	NA
	2-5 External assurance	2-5	Pages 45-47
	2-6 Activities, value chain and other business relationships	2-6	Page 7, 17
	2-7 Employees	2-7	KPI Tables
	2-8 Workers who are not employees	2-8	KPI Tables
	2-9 Governance structure and composition	2-9	Pages 30-31
	2-10 Nomination and selection of the highest governance body	2-10	Pages 30-31
	2-11 Chair of the highest governance body	2-11	Page 31
	2-12 Role of the highest governance body in overseeing the management of impacts	2-12	Pages 30-31
	2-13 Delegation of responsibility for managing impacts	2-13	Page 31
	2-14 Role of the highest governance body in sustainability reporting	2-14	Page 31
	2-15 Conflicts of interest	2-15	Page 33
	2-16 Communication of critical concerns	2-16	Page 33
	2-17 Collective knowledge of the highest governance body	2-17	Page 30-32
	2-18 Evaluation of the performance of the highest governance body	2-18	Page 30-31
	2-19 Remuneration policies	2-19	Page 31
	2-20 Process to determine remuneration	2-20	Page 31
	2-21 Annual total compensation ratio	2-21	2025 Proxy, page 58
	2-22 Statement on sustainable development strategy	2-22	Page 4 & 31
	2-23 Policy commitments	2-23	"Page 30-33 Full Suite of Governance Policies"
	2-24 Embedding policy commitments	2-24	pages 32-33, throughout 2024 Sustainability report
	2-25 Processes to remediate negative impacts	2-25	Page 33
	2-26 Mechanisms for seeking advice and raising concerns	2-26	Page 32-33
	2-27 Compliance with laws and regulations	2-27	NA. Select did not have any instances of non-compliance with law and regulations or fines
	2-28 Membership associations	2-28	Page 38
	2-29 Approach to stakeholder engagement	2-29	Pages 10-11
	2-30 Collective bargaining agreements	2-30	NA
GRI 3: Material Topics 2021	3-1 Process to determine material topics	3-1	Page 9
	3-2 List of material topics	3-2	Page 9
	3-3 Management of material topics	3-3	Page 9
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	201-1	KPI Table
	201-2 Financial implications and other risks and opportunities due to climate change	201-2	Pages 22
	201-3 Defined benefit plan obligations and other retirement plans	201-3	Pages 25
	201-4 Financial assistance received from government	201-4	NA
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	202-1	NA
	202-2 Proportion of senior management hired from the local community	202-2	NA
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	203-1	NA
	203-2 Significant indirect economic impacts	203-2	NA
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	204-1	Page 17
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	205-1	NA
	205-2 Communication and training about anti-corruption policies and procedures	205-2	Page 33
	205-3 Confirmed incidents of corruption and actions taken	205-3	NA
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	206-1	NA
GRI 207: Tax 2019	207-1 Approach to tax	207-1	NA
	207-2 Tax governance, control, and risk management	207-2	NA

GRI STANDARD	DISCLOSURE	Individual Code	Location
GRI 207: Tax 2019	207-3 Stakeholder engagement and management of concerns related to tax	207-3	NA
	207-4 Country-by-country reporting	207-4	NA
GRI 301: Materials 2016	301-1 Materials used by weight or volume	301-1	NA
	301-2 Recycled input materials used	301-2	KPI Table
	301-3 Reclaimed products and their packaging materials	301-3	NA
GRI 302: Energy 2016	302-1 Energy consumption within the organization	302-1	KPI Table
	302-2 Energy consumption outside of the organization	302-2	NA
	302-3 Energy intensity	302-3	KPI Table
	302-4 Reduction of energy consumption	302-4	KPI Table
	302-5 Reductions in energy requirements of products and services	302-5	NA
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	303-1	Pages 14-16
	303-2 Management of water discharge-related impacts	303-2	Pages 14-16
	303-3 Water withdrawal	303-3	NA. Select does have withdraw water as part of operations
	303-4 Water discharge	303-4	NA. Select does discharge water as part of operations
	303-5 Water consumption	303-5	NA. Select does consume water as part of operations
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	304-1	NA
	304-2 Significant impacts of activities, products and services on biodiversity	304-2	Page 20
	304-3 Habitats protected or restored	304-3	Page 20
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	304-4	Page 20
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	305-1	KPI Table, Page 18
	305-2 Energy indirect (Scope 2) GHG emissions	305-2	KPI Table, Page 18
	305-3 Other indirect (Scope 3) GHG emissions	305-3	NA
	305-4 GHG emissions intensity	305-4	KPI table
	305-5 Reduction of GHG emissions	305-5	NA
	305-6 Emissions of ozone-depleting substances (ODS)	305-6	NA
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	305-7	KPI Table
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	306-1	KPI Table, Page 18
	306-2 Management of significant waste-related impacts	306-2	KPI Table, Page 18
	306-3 Waste generated	306-3	KPI Table
	306-4 Waste diverted from disposal	306-4	NA
	306-5 Waste directed to disposal	306-5	NA
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	308-1	Pages 17
	308-2 Negative environmental impacts in the supply chain and actions taken	308-2	NA
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	401-1	KPI Table
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	401-2	Pages 29
	401-3 Parental leave	401-3	NA
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	402-1	NA
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	403-1	Pages 23-24
	403-2 Hazard identification, risk assessment, and incident investigation	403-2	Pages 23-24
	403-3 Occupational health services	403-3	Pages 23-24
	403-4 Worker participation, consultation, and communication on occupational health and safety	403-4	Pages 23-24
	403-5 Worker training on occupational health and safety	403-5	Pages 23-24
	403-6 Promotion of worker health	403-6	Pages 23-24
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	403-7	Pages 23-24
	403-8 Workers covered by an occupational health and safety management system	403-8	Pages 23-24
	403-9 Work-related injuries	403-9	KPI Table
	403-10 Work-related ill health	403-10	KPI Table

GRI STANDARD	DISCLOSURE	Individual Code	Location
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	404-1	KPI Table
	404-2 Programs for upgrading employee skills and transition assistance programs	404-2	Pages 25
	404-3 Percentage of employees receiving regular performance and career development reviews	404-3	NA
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	405-1	KPI Table & Page 30
	405-2 Ratio of basic salary and remuneration of women to men	405-2	NA
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	406-1	NA
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	407-1	NA
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	408-1	NA
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	409-1	NA
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	410-1	Page 32
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	411-1	NA
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	413-1	Pages 28-29
	413-2 Operations with significant actual and potential negative impacts on local communities	413-2	NA
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	414-1	Page 25
	414-2 Negative social impacts in the supply chain and actions taken	414-2	NA
GRI 415: Public Policy 2016	415-1 Political contributions	415-1	NA
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	416-1	Pages 9-11, 14-16
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	416-2	NA
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	417-1	NA
	417-2 Incidents of non-compliance concerning product and service information and labeling	417-2	NA
	417-3 Incidents of non-compliance concerning marketing communications	417-3	NA
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	418-1	NA

SASB Oil & Gas Services (SV)

Disclosure	Code	Location
Emissions Reduction Services & Fuels Management		
"Discussion of strategy or plans to address air emissions-related risks, opportunities, and impacts"	EM-SV-110a.2	Pages 18-19
Water Management Services		
"Discussion of strategy or plans to address water consumption and disposal-related risks, opportunities, and impacts"	EM-SV-140a.2	Pages 14-16
Chemicals Management		
"Discussion of strategy or plans to address chemical-related risks, opportunities, and impacts"	EM-SV-150a.2	Pages 16
Ecological Impact Management		
Discussion of strategy or plan to address risks and opportunities related to ecological impacts from core activities	EM-SV-160a.2	Pages 20-21
Workforce Health & Safety		
"Description of management systems used to integrate a culture of safety throughout the value chain and project lifecycle"	EM-SV-320a.2	Pages 23-25
Business Ethics & Payments Transparency		
"Description of the management system for prevention of corruption and bribery throughout the value chain"	EM-SV-510a.2	Pages 25, 33
Management of the Legal & Regulatory Environment		
"Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry"	EM-SV-530a.1	Page 28-29
Critical Incident Risk Management		
"Description of management systems used to identify and mitigate catastrophic and tail-end risks"	EM-SV-540a.1	Pages 34

SASB Water Utilities (WU)

Disclosure	Code	Location
Effluent Quality Management		
Discussion of strategies to manage effluents of emerging concern	IF-WU-140b.2	Pages 14-16
Drinking Water Quality		
Discussion of strategies to manage drinking water contaminants of emerging concern	IF-WU-250a.2	Pages 14-16
Water Supply Resilience		
"Discussion of strategies to manage risks associated with the quality and availability of water resources"	IF-WU-440a.3	Pages 14-16
Network Resiliency & Impacts of Climate Change		
"Description of efforts to identify and manage risks and opportunities related to the impact of climate change on distribution and wastewater infrastructure"	IF-WU-450a.4	Pages 14-16, 22

SASB Chemicals (CH)

Disclosure	Code	Location
Greenhouse Gas Emissions		
"Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets"	RT-CH-110a.2	Pages 18-19
Water Management		
"Description of water management risks and discussion of strategies and practices to mitigate those risks"	RT-CH-140a.3	Pages 14-16, 22
Community Relations		
"Discussion of engagement processes to manage risks and opportunities associated with community interests"	RT-CH-210a.1	Pages 28-29
Workforce Health & Safety		
"Description of efforts to assess, monitor, and reduce exposure of employees and contract workers to long-term (chronic) health risks"	RT-CH-320a.2	Pages 23-25
Safety & Environmental Stewardship of Chemicals		
"Discussion of strategy to (1) manage chemicals of concern and (2) develop alternatives with reduced human and/or environmental impact"	RT-CH-410b.2	Pages 16
Management of the Legal & Regulatory Environment		
"Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry"	RT-CH-530a.1	Pages 28-31

Pillar	Topic	Response
Climate Governance	(a) Describe the boards oversight of climate	<p>The Committee oversees the Company's ESG and sustainability activities and practices by periodically reviewing the Company's strategy, initiatives, and policies. This involves working closely with the Company's Sustainability leadership team and other members of management responsible for significant ESG and sustainability initiatives, receiving updates on their progress, and ensuring that they are aligned with the overall corporate strategy.</p> <p>The Committee assesses the effectiveness of the Company's sustainability policies in managing risks and capitalizing on opportunities related to ESG issues. This encompasses evaluating the Company's commitment to environmental stewardship, social responsibility, and ethical governance. By actively overseeing the Company's ESG and sustainability efforts, the Committee helps promote responsible corporate citizenship, enhance stakeholder trust, and contribute to the long-term success of the organization.</p> <p>In summary, the Nominating, Governance & Sustainability Committee plays a crucial role in ensuring that the Company upholds strong corporate governance practices, including the nomination process, while also addressing vital ESG and sustainability matters. By doing so, the Committee helps to create a foundation for the Company's long-term growth and stability, fostering a culture of responsibility and trust among all stakeholders</p> <p>Please also see reference on page 40</p>
	"(b) Describe management's role in addressing climate related risks and opportunities"	<p>The Board encourages management to promote a culture that incorporates risk management into our corporate strategy and day-to-day business operations. Management discusses strategic and operational risks at regular management meetings and conducts specific strategic planning and review sessions during the year that include a focused discussion and analysis of the risks facing the Company. Throughout the year, senior management reviews these risks with the Board at regular Board meetings as part of management presentations that focus on business functions, operations or strategies, and presents the steps taken by management to mitigate or eliminate such risks. Additionally, the SVP of Sustainability, is responsible for implementing initiatives that address climate related risks and opportunities as well as identifying opportunities for growth and improvement in environmental stewardship, social responsibility, and governance.</p>
Climate Strategy	(a) Climate Related Risks	<p>Physical Risk Select's strategy for managing physical risks involves addressing both acute and chronic categories, each with distinct short-term and long-term implications.</p> <p>Acute Risk Acute risks that Select faces include hurricanes, flooding, winter storms, and lightning, each affecting different geographical areas of our operations. Winter storms are common in the Bakken, Rockies, and Northeast regions and typically impact our business for approximately 3-5 days, causing freezing conditions and damage to equipment. Lightning poses a significant risk particularly to our operations in the Midcontinent, West Texas, and East Texas, with North Texas and Oklahoma also being areas of concern.</p> <p>Short-term Acute Risks (Next 12 Months) In the short-term, our primary focus is on enhancing our preparedness for these acute events through improved forecasting, emergency response strategies, and protective measures for our equipment and infrastructure. This includes setting up rapid response teams and ensuring that critical resources are available to mitigate the immediate effects of such events on our operations.</p> <p>Long-term Acute Risks (Beyond 12 Months): Over the long-term, we plan to invest in more resilient infrastructure and technology to withstand these acute climatic events. This may involve upgrading facilities, reinforcing structures, and integrating more durable materials and technologies designed to handle extreme weather conditions.</p> <p>Chronic Risk Chronic risks evolve over time due to shifts in climate patterns, affecting our operations on a more systemic level. These include supply chain disruptions, scarcity of raw materials, and changes to the water cycle that may impact availability and quality.</p> <p>Short-term Chronic Risks (Next 12 Months) In the short-term, supply chain disruptions are a primary concern. We aim to address these by diversifying our supplier base, enhancing inventory management practices, and developing more robust logistics solutions to ensure continuity in our operations.</p> <p>Long-term Chronic Risks (Beyond 12 Months) For the long-term, scarcity of raw materials and the impacts to the water cycle present ongoing challenges. We are looking to mitigate these risks through strategic partnerships, investing in sustainable materials and technologies, and enhancing our water recycling capabilities. Given our role in providing water solutions, water stress represents not only a risk but also an opportunity to expand and enhance the services we offer to our customers.</p> <p>Transition Risk Transition risks associated with climate change, as defined by TCFD, include those policy, legal, market, technology, financial, and reputational risks incurred as a result of the transition to a low-carbon economy.</p> <p>The Inflation Reduction Act of 2022 could accelerate the transition to a low carbon economy and could impose new costs on our customers' operations. In 2022, the Inflation Reduction Act (IRA) was signed into law, introducing extensive incentives for renewable energy, clean hydrogen, clean fuels, electric vehicles, supporting infrastructure, and carbon capture and sequestration. These incentives aim to transition the economy away from fossil fuels toward low- or zero-carbon alternatives, potentially reducing the demand for oil and gas, and subsequently, for our services. The IRA also imposed a federal fee on methane emissions, which could increase operational costs for our customers in the oil and gas sector. Additionally, the growing shift towards alternative energy sources and increased consumer demand for sustainable options could further decrease demand for oil and natural gas, adversely impacting our business. While many of the provisions of the IRA were subsequently targeted by the subsequent administration for amendment or abatement through the recent passing of the One Big Beautiful Bill Act in July 2025 as well as other executive orders, future legislation could once again be enacted to reduce the long-term demand for hydrocarbon-based energy sources.</p> <p>Delays or restrictions in obtaining permits for our operations or those of our E&P customers due to changes in federal or state policy and laws. Both state and federal permits are often required for drilling, water rights, impoundment tanks, pipelines, and logistics services. Federal and tribal land operations may also require approvals from the federal government or Native American tribes. While the current administration has sought to accelerate leasing and permitting new oil and gas development on federal lands, future executive actions similar to the 2021 executive order suspending new federal leases and hydraulic fracturing on federal lands, though halted by a 2022 federal injunction, could still lead to additional regulations affecting our customers. Such delays or denials could reduce demand for our services.</p> <p>Select is proactively mitigating transition risk and capitalizing on opportunities related to the energy transition by decarbonizing legacy operations, increasing investments in water recycling capability and automation technologies, diversifying our revenue streams beyond traditional oil and gas operations, and actively engaging with policymakers around water resource management.</p> <p>Please also see reference on page 13</p>
	(b) Climate Related Opportunities	<p>We have observed continued substantial interest from our customers in contracting for new water infrastructure development, especially solutions that encompass the full lifecycle of water usage. In response, we have expanded our infrastructure assets through organic investments in water recycling, as well as the development of gathering and distribution pipelines. Additionally, we are enhancing our capacities in environmentally-conscious waste disposal.</p> <p>We are strategically positioned to assist the energy industry in converting existing produced water waste streams into an alternative, sustainable water source. This is being achieved through substantial investments in recycling facilities and advanced chemical technologies. Water recycling not only reduces the demand for fresh water in arid regions but also minimizes the need for waste disposal—crucial in regions where seismic activity is a concern linked to underground injection practices.</p> <p>We are also researching opportunities in which beneficial reuse of freshwater could benefit mineral extraction. Moving forward, we are committed to working alongside local, state, and federal governments to foster advancements in these areas, ensuring compliance with relevant regulations. We are also dedicated to building partnerships with key stakeholders to further responsible development and enhance our sustainability initiatives.</p> <p>Please also see reference on page 13</p>

Pillar	Topic	Response
Climate Risk Management	(a) Describe the organization's processes for identifying and assessing climate-related risks and opportunities	<p>Select adopts a structured approach to Climate Risk Management by integrating pertinent discussions into its regular management meetings and dedicating specific sessions for strategic planning and review throughout the year. These sessions include focused discussions and analyses of the risks facing the company.</p> <p>Please also see broad risk management processes on page 34</p>
	(b) Describe the organization's processes for managing climate-related risks	<p>Senior management plays a vital role in this process. Throughout the year, they systematically review these risks and convey their insights to the Board during regular Board meetings. These presentations by senior management are typically centered on various business functions, operations, or strategies, and they specifically outline the measures that the management has undertaken to mitigate or nullify such risks</p> <p>Please also see broad risk management processes on page 34</p>
	(c) Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management	<p>Select's Climate Risk Management encompasses several key areas. These include Critical Incident Management which focuses on preparing for and responding to severe incidents that might impact the organization; Water Risks and Opportunities which involves evaluating and managing risks related to water sources, and identifying opportunities for more sustainable water usage; Chemicals Risks and Opportunities where the organization assesses and manages the risks associated with the handling of chemicals, and seeks opportunities for safer and more sustainable alternatives; and Emissions Risks and Opportunities which includes monitoring, managing, and minimizing the company's emissions to reduce its carbon footprint.</p> <p>Moreover, Cybersecurity is a vital component of Select's Climate Risk Management. This involves safeguarding the company's digital assets and sensitive data against cyberthreats which is imperative for ensuring the uninterrupted operations of the organization</p> <p>Please also see broad risk management processes on page 34</p>
Metrics & Targets	(a) Disclose the metrics by the organization to assess climate related risks and opportunities in line with its strategy and risk management process	<p>Select is firmly committed to sustainability, with a focus on employee safety and water sustainability, underpinned by defined metrics and targets within its Sustainability-Linked Credit Facility Total Recordable Incident Rate (TRIR) for full-time employees, regular part time, temporary employees, and non-employee contractors (collectively, "employees").</p> <p>Select's employees are the heart of what we do, and their safety and our team's well-being is our first priority. All our employees are trained in best-in-class worksite safety procedures as well as how to work safely with certified, properly maintained equipment. We believe that our customers select their operational partners based in part on the quality of their safety performance and compliance records. We will continue to make investments to be a market leader in this area. The target is to achieve performance that is lower than the product of (i) the three year trailing average of the following subsectors classifications as reported by the Bureau of Labor Statistics: Support Activities for Oil and Gas operations, Chemical Manufacturing, Truck Transportation, & Administrative and Support Services (1.55 for the three year period ended December 31, 2024) and (ii) 0.75 (1.16 for the three year period ended December 31, 2024). Select's TRIR for the twelve month period ended December 31, 2024 was 0.54, highlighting Select's dedication to its workforce's safety and well-being.</p> <p>In relation to water sustainability, Select takes a leadership role by setting ambitious targets to increase the volume of recycled produced water. As a leader in the water solutions industry, Select places the utmost importance on safe, environmentally responsible management of oilfield water throughout the lifecycle of a well. Additionally, we believe that responsibly managing water resources through our operations to help conserve and protect the environment in the communities in which we operate benefits all stakeholders. The criteria for the credit facility establishes certain growth targets and thresholds for increasing the total barrels of produced water that Select recycles based upon the objective to more than double the total recycled volumes by 2029 relative to our 2024 baseline volumes, including a target annual growth of 17.5% per year for the years 2026 through 2029. In 2024, we recycled 185.4 million barrels (7.77 billion gallons) of produced water at fixed facilities.</p> <p>Please also see reference on pages 13-14</p>
	""(b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas emissions and the related risks"	KPI Performance Tables, Discussions on page 18

Report of Independent Certified Public Accountants



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REPORT OF INDEPENDENT CERTIFIED PUBLIC ACCOUNTANTS

Board of Directors and Management
Select Water Solutions, Inc.

We have reviewed management of Select Water Solutions, Inc.'s assertion that the accompanying ESG Performance Data Table for the year ended December 31, 2024, is presented in accordance with the metric definition and assessment criteria included in the Credit Agreement, dated January 24, 2025 between Select Water Solutions, Inc. and Bank of America, N.A., BOFA Securities, Inc., J.P. Morgan Securities, LLC, JPMorgan Chase Bank, N.A, Bank OZK, and MUFG Bank, Ltd (the "Criteria").

Select Water Solutions, Inc.'s management is responsible for its assertion. Our responsibility is to express a conclusion on management's assertion based on our review.

Our review was conducted in accordance with attestation standards established by the American Institute of Certified Public Accountants. Those standards require that we plan and perform the review to obtain limited assurance about whether any material modifications should be made to management's assertion in order for it to be fairly stated. The procedures performed in a review vary in nature and timing from, and are substantially less in extent than, an examination, the objective of which is to obtain reasonable assurance about whether management's assertion is fairly stated, in all material respects, in order to express an opinion. Accordingly, we do not express such an opinion. Because of the limited nature of the engagement, the level of assurance obtained in a review is substantially lower than the assurance that would have been obtained had an examination been performed. We believe that the review evidence obtained is sufficient and appropriate to provide a reasonable basis for our conclusion.

We are required to be independent and to meet our other ethical responsibilities in accordance with relevant ethical requirements related to the engagement.

The procedures we performed were based on our professional judgment and consisted primarily of analytical procedures and inquiries. In addition, we obtained an understanding of the Company's business processes relevant to the review in order to design appropriate procedures.

The preparation of the assertion requires management to evaluate the Criteria, make determinations as to the relevancy of information to be included, and make estimates and assumptions that affect reported information. Measurement of certain amounts, some of which may be referred to as estimates, is subject to substantial inherent measurement uncertainty. Obtaining sufficient appropriate review evidence to support our conclusion does not reduce the inherent uncertainty in the amounts and metrics.

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(Continued)



The selection by management of different but acceptable measurement techniques could result in materially different amounts or metrics being reported.

Based on our review, we are not aware of any material modifications that should be made to management of Select Water Solutions, Inc.'s assertion that the accompanying ESG Performance Data Table for the year ended December 31, 2024, is presented in accordance with the Criteria, in order for it to be fairly stated.

Grant Thornton LLP

Dallas, Texas
April 4, 2025

Report of Independent Certified Public Accountants

Management Assertion on Certain ESG Performance Metrics

Select Water Solutions, Inc.'s Management Assertion on Certain ESG Performance Metrics For the Year Ended December 31, 2024

Select Water Solutions, Inc. ("Management" or "Select") is responsible for the completeness, accuracy, and validity of the accompanying metrics reported in the ESG Performance Data Table for the year ended December 31, 2024 (the "Subject Matter"). The Subject Matter has been calculated in accordance with the Credit Agreement, dated January 24, 2025 (the "Criteria"), and includes the results of Select Water Solutions, Inc. and its consolidated subsidiaries.

Management asserts that the Subject Matter in the ESG Performance Data Table is presented in conformity with the Criteria, as summarized below. The metrics have been rounded to the nearest whole number or one-hundredth of a whole number. The preparation of the metrics requires management to make determinations as to the relevancy of information, and make assumptions that affect reported amounts. The selection by Management of different but acceptable measurement techniques could result in materially different amounts being reported.

ESG Performance Data Table

Metric	Metric Definition and Assessment Criteria	Thresholds and Target Goals	Metric Quantity, for the year ended December 31, 2024
Total Recordable Incident Rate (TRIR) for full-time employees, regular part time, temporary employees, and non-employee contractors (collectively, "employees")	<p>TRIR was calculated following the Occupational Safety and Health Administration (OSHA) methodology as follows: total number of incidents (including injuries and illnesses) multiplied by 200,000 divided by the number of employee hours actually worked. The 200,000 represents an estimate of the total hours 100 employees worked per year, calculated as 100 employees working 40 hours per week, 50 weeks per year.</p> <ul style="list-style-type: none"> TRIR for the year ended December 31, 2024 was calculated using incident classifications in place at that time. Injuries or illnesses may later be reclassified based on diagnosis. TRIR includes contractors. Employee hours used to calculate TRIR are based on actual hours worked during the year ended December 31, 2024. TRIR is calculated on an "as reported" basis and is therefore not adjusted on a "pro forma" basis for the impact of any current period acquisitions. Accordingly, the contributions from any current period acquisitions are only for the periods following the closing of each acquisition and does not include the impact of any periods prior to those acquisitions closing. 	<ul style="list-style-type: none"> The Criteria defines certain threshold and target goals based upon meeting performance standards relative to the trailing three year man-hour based weighted average performance of certain defined subsectors based on Select's operations as provided by the Bureau of Labor and Statistics ("BLS Average") (See "Occupational injuries and illnesses by establishment size with quartile distribution" at the following link: https://www.bls.gov/iif/soii-data.htm) <ul style="list-style-type: none"> Support Activities for Oil and Gas operations – NAICS Code 213112 Chemical Manufacturing – NAICS Code 325 Truck Transportation – NAICS Code 484 Administrative and Support Services – NAICS Code 561 Threshold – achieve a TRIR that is equal to the product of (i) the BLS Average and (ii) .85 (1.31 as of December 31, 2024) Target – achieve performance that is lower than the product of (i) the BLS Average and (ii) 0.75. (1.16 as of December 31, 2024) 	2024 TRIR: 0.54
Barrels of Recycled Produced Water	The annual barrels of recycled produced water metric is based upon the number of barrels of produced water recycled at any permanent or semi-permanent facilities owned or operated by Select.	<p>The Criteria establishes certain growth targets and thresholds for significantly increasing the total barrels of produced water that Select will recycle relative to its 2023 baseline volume of 157.20 million.</p> <ul style="list-style-type: none"> Targets <ul style="list-style-type: none"> 2024: 175.0 million barrels (7.35 billion gallons) 2025: 211.50 million barrels (8.88 billion gallons) 2026: 248.50 million barrels (10.43 billion gallons) 2027: 292.00 million barrels (12.26 billion gallons) 2028: 343.10 million barrels (14.41 billion gallons) 2029: 403.10 million barrels (16.93 billion gallons) Threshold <ul style="list-style-type: none"> 2024: 170.00 million barrels (7.14 billion gallons) 2025: 207.00 million barrels (8.69 billion gallons) 2026: 238.10 million barrels (10.0 billion gallons) 2027: 273.80 million barrels (11.50 billion gallons) 2028: 314.80 million barrels (13.22 billion gallons) 2029: 362.00 million barrels (15.20 billion gallons) 	2024 Barrels of Recycled Produced Water: 185.4 million barrels (7.79 billion gallons)



Forward-Looking Statements

These forward-looking statements relating to Select's operations are based on management's current expectations, estimates, and projections about the water treatment and supply industry. Words or phrases such as "anticipates," "expects," "intends," "plans," "targets," "advances," "commits," "designs," "drives," "aims," "forecasts," "projects," "believes," "seeks," "schedules," "estimates," "positions," "pursues," "may," "could," "should," "will," "budgets," "outlook," "trends," "guidance," "focus," "on schedule," "on track," "is slated," "goals," "objectives," "strategies," "opportunities," "poised," "potential," and similar expressions are intended to identify such forward-looking statements.

These statements are not guarantees of future performance and are subject to certain risks, uncertainties, and other factors, many of which are beyond the company's control and are difficult to predict. Therefore, actual outcomes and results may differ materially from what is expressed or forecasted in such forward-looking statements. The reader should not place undue reliance on these forward-looking statements, which speak only as of the date of this report.

Unless legally required, Select undertakes no obligation to update publicly any forward-looking statements, whether as a result of new information, future events, or otherwise. Among the important factors that could cause actual results to differ

materially from those in the forward-looking statements are: changing economic, regulatory, and political environment; general domestic and international economic and political conditions; the company's ability to compete effectively in the market; the impact of public health crises on the company's operations and financial performance; the company's ability to expand its customer base and increase revenue; the ability to successfully execute on growth strategies, including acquisitions and partnerships; fluctuations in demand for water treatment and supply services; technological developments and the company's ability to adapt to them; the results of operations and financial condition of the company's suppliers, vendors, partners, and equity affiliates; the potential disruption or interruption of the company's operations due to war, accidents, political events, severe weather, cyber threats, terrorist acts, or other natural or human causes beyond the company's control; and the potential liability for remedial actions or assessments under existing or future environmental regulations and litigation.

Other unpredictable or unknown factors not discussed in this report could also have material adverse effects on forward-looking statements. Investors should carefully consider the foregoing factors and the other risks and uncertainties described in Select's publicly published documents before making any investment decision.



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