2025

SUSTAINABILITY REPORT

WE PUT OUR ENERGY BEHIND SUSTAINABILITY.®

SELECT

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 helps us not only to 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, community engagement, and 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.

Table of Contents

About This Report

Overview

Our 2025 Sustainability Report outlines the policies, processes, and performance metrics that support Select's sustainability priorities. The report summarizes our approach to responsible operations, governance, and stakeholder engagement across the business. Information included in this report is informed by internal reviews, stakeholder feedback, and third-party input.

Scope

This 2025 Sustainability Report covers data from January 1, 2025, through December 31, 2025. Additional notes throughout the report provide information on the scope and methodologies used for reported metrics. Unless otherwise stated, reported environmental and social data applies only to assets and operations owned and operated by Select and does not include suppliers, contractors, or business partners.

Disclaimer

This report contains forward-looking statements. 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 July 1, 2026. 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.

To Our Stakeholders

At Select, we are unwavering in our mission to be a leading water and chemical solutions platform that operates at the intersection of good stewardship and good economics. As we reflect on 2025, we're proud of the growth and sustainability progress we have achieved, and being a partner that our customers and communities can depend on. Select is uniquely equipped to deliver full lifecycle water and chemical solutions during an era in which the management of produced water is becoming even more mission critical to our industry. It is this focus, paired with continued investment in expansion and technological innovation, that keeps us at the forefront of our industry.

This past year, our teams delivered strong results across every business segment, led by Water Infrastructure. A defining achievement in the year was the substantial buildout of our recycling-first footprint in the Northern Delaware Basin, secured through decade-plus contracts and acreage dedications that give us exceptional visibility into additional water volumes and potential future growth. We also broke new ground by introducing mineral extraction agreements, unlocking additional value from the produced water streams we manage and turning what was once simply a waste product into a resource. Together, these advances should continue to reduce our environmental footprint, and our growing network and commercial efforts are expected to deliver more water recycled, more capacity for responsible disposal, tighter operating efficiency, and an ongoing focus on delivering these value-add solutions with a sustainability focus.

New infrastructure assets and organic projects, many underpinned by long-term customer contracts, continue to add to a pipeline we expect to lift both revenue and margins in the years ahead. At the same time, in 2025 we further streamlined our Water Services segment to support ongoing infrastructure growth, as evidenced by the OMNI transaction we closed in the year to swap fluid hauling assets for disposal, treatment, and reclamation assets. 2025 also marked a milestone for the company as we entered into a partnership to serve the municipal and industrial markets in Colorado, working to apply the infrastructure expertise we've built in energy sector to a new set of challenges.

Sustainability isn't a separate initiative at Select; it is built into how we operate. Our progress this year, from significantly higher recycling volumes to new resource-recovery capabilities, reflects a continued push to shrink our freshwater footprint, reduce the amount of barrels injected subsurface in pressure or regulatory challenged areas, and reduce overall environmental impact. We intend to keep raising the bar for what sustainable water management looks like, to the benefit of our communities, customers, employees, environment and stakeholders.

Looking ahead, our confidence in Select's outlook has never been greater. We are poised to continue investing in critical infrastructure, optimizing the business, and creating shareholder value – all of it in step with our sustainability goals. None of this happens without our employees, and we're deeply grateful for the dedication and effort they provide which advances our strategy and initiatives. We look forward to building on this momentum together in the year ahead.

Sincerely,

John Schmitz
Chairman, President & CEO

OUR CORE VALUES

At the core of Select's business is a commitment to protecting and preserving water resources through safe, reliable, and environmentally responsible operations. By investing in innovative technologies and sustainable infrastructure, Select works to reduce environmental impacts, expand water reuse opportunities, and help customers advance their operational and sustainability objectives. Select believes responsible water stewardship is fundamental to long-term value creation and to supporting the communities and environments where it operates.

MISSION

Our mission is to deliver operational excellence and develop sustainable water and chemistry solutions every day, with a commitment to conservation and reuse.

VISION

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

W

WORKING SAFE

- Take responsibility for your own safety and the safety of those around you by understanding and following our "Select Safe Six" lifesaving rules, as well as all site safety, security procedures, and policies.

A

ACCOUNTABILITY

- Hold yourself and others to high standards of conduct and work quality, proactively solve problems, and consistently represent Select positively to customers, partners, and stakeholders.

T

TEAMWORK

- Stay focused on objectives, communicate openly and honestly, bring others along, and maintain a positive, solutions-oriented mindset by celebrating successes and staying resilient through setbacks.

E

EXCELLENCE

- Innovate with safety, quality, and the customer in mind while continuously improving skills to meet business needs and actively championing change and new challenges.

R

RESPECT

- Seek out diverse perspectives, build trust through integrity and follow-through, and foster strong 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.

Select At A Glance

- Founded: 2008
- Headquarters: Gainesville, TX
- Ticker: NYSE | NYSE Texas: WTTR
- Employees: 3,400+ Employees
- 2025 Revenue: $1,407 Million
- 2025 Adj EBITDA: $260 Million[1]

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

(1) Adjusted EBITDA and Gross Margin before D&A are non-GAAP financial measures. For a reconciliation of non-GAAP financial measures, see "Item 7, Management's Discussion and Analysis of Financial Condition and Results of Operations – Comparison of Non-GAAP Financial Measures" in our Annual Report on Form 10-K or visit our website at www.selectwater.com.

Water Infrastructure

- Provides integrated, full-lifecycle water management solutions across completions, production, recycling, storage, transfer, and disposal in major U.S. basins.
- Operates one of the largest produced water recycling networks, using fixed and mobile treatment systems to enable large-scale reuse of flowback and produced water.
- Builds and operates extensive pipeline, storage, and centralized infrastructure systems that improve efficiency, reliability, and reduce reliance on truck-based logistics.
- Drives integrated water systems that reduce freshwater withdrawals and disposal volumes by converting produced water into a reusable resource at scale.

Water Services

- Delivers large-scale water transfer services using temporary pipelines, pump systems, and proprietary layflat hose technology, Tideline, for flexible field deployment.
- Leverages automation, remote monitoring, and digital controls across pumps, valves, and storage systems to optimize water logistics and visibility.
- Provides diversified water sourcing and storage solutions, including AST systems and extensive water rights across major U.S. basins.
- Reduces emissions and surface impacts by minimizing truck transportation, lowering fuel consumption, and enabling lower-disturbance, lower-footprint water operations.

Chemical Technologies

- Develops and manufactures specialty oilfield chemistries for hydraulic fracturing, stimulation, cementing, production, and water treatment applications.
- Operates in-basin manufacturing and laboratory capabilities to deliver customized chemical programs tailored to specific reservoir and water conditions.
- Integrates chemical treatment solutions with water recycling and infrastructure systems to support end-to-end water management performance.
- Improves environmental outcomes by enabling higher water reuse rates, reducing chemical intensity, and supporting more efficient, lower-waste oilfield operations.

STRATEGIC ACTIVITY & KEY HIGHLIGHTS

Select executed on a number of strategic priorities during 2025, closing on multiple acquisitions supporting its core Water Infrastructure growth strategy. Through these acquisitions, Select added additional fluids and solids waste disposal capacity across operating regions, significantly enhancing our overall disposal capacities and network integration capabilities.

2025

Q1

- Closed a $550 million sustainability-linked credit facility, enhancing liquidity and financial flexibility to support continued expansion of long-term contracted Water Infrastructure projects and recycling initiatives.
- Select announced 50 million barrels of produced water recycled at its Lost Tank recycling facility, reducing environmental impact while meeting the growing water management needs of the region.
- Announced entry into a partnership to serve the municipal, industrial and agricultural water solutions market in Colorado, serving one of the regions most impacted by drought and water availability. This project is expected to help relieve water scarcity, drive economic growth and support job development.

Q2

- Expanded Northern Delaware Basin footprint into Eddy County through long-term infrastructure contracts and customer asset conveyances, including assumption of operatorship over third-party disposal and recycling infrastructure and signing multiple 10+ year water infrastructure agreements, reinforcing Select's shift toward a fully integrated water infrastructure platform.

Q3

- Select Water Solutions becomes a Founding Member of NYSE Texas and announces a dual listing while maintaining its primary listing on the NYSE under ticker WTTR.
- Completed OMNI asset swap transaction (July 2025), expanding Select's Bakken infrastructure footprint through the acquisition of disposal, treatment, and reclamation assets while divesting lower-margin trucking and rental operations, further accelerating the shift toward a higher-margin, infrastructure-focused water solutions platform.
- Closed multiple infrastructure acquisitions across the Permian, Bakken, Northeast, and MidCon regions, expanding Select's water infrastructure footprint.

Q4

- Select Water and Mariana Minerals break ground on Texas's first commercial produced water lithium extraction facility, leveraging Select's existing water infrastructure network.

2025 Company Highlights

+

- Water Metric - Increased recycled produced water volumes by +18% to 332 million barrels YoY
- Safety Metric – 43% decrease in TRIR from 2024
- Emissions metric – 7% reduction in total emissions (Scope 1 + 2) as compared to 2024

SUSTAINABILITY MATERIALITY ASSESSMENT

Select evaluates environmental, social and governance focus areas using recognized frameworks, including TCFD, SASB, GRI, and the UN Sustainable Development Goals. Our strategy prioritizes issues based on stakeholder relevance and business impact, such as revenue, cost, and reputation. Supported by third-party expertise, we integrate internal and external feedback and continuously evolve our approach in response to changing regulatory requirements, economic conditions, and improvements in data quality. This process strengthens our understanding and disclosure of climate-related risks and opportunities and aligns reporting with industry best practices.

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
- Sustainability Oversight
- Business Ethics
- Risk Assessment & Strategy
- Crisis Management
- Cybersecurity

STAKEHOLDER ENGAGEMENT

	Form of Engagement	Frequency	Topics
Customers & Clients	• Direct engagement via sales teams • White papers, case studies, website content • Marketing and social media • Quarterly customer reviews • Industry conferences	• 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	• Water challenges/solutions • Landowner engagement • Natural disaster response • Water & chemistry integration • Increasing productivity and reducing costs • Customized chemistry • Safety performance • Technological innovation
Employees	• Job trainings • Employee satisfaction surveys • Performance evaluations • Town halls • CEO letters • Safety Recognition Program • Drop of Excellence	• 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	• Job performance • Career development • Productivity • Work-life balance • Compensation and incentives • Company updates • Industry updates • Customer initiatives • Safe Work Practices
Investors	• Earnings calls • Investor presentations • Investor conferences • Non-deal roadshows • 1x1 investor conversations	• Ongoing engagement with investors • Quarterly calls on financial performance	• 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	• Regular screening and evaluation of vendors • Routine conversations over email, phone, & in person with suppliers	• Ongoing	• Community partnerships • Education • Partnering to raise awareness on water challenges and solutions • Impact on local communities

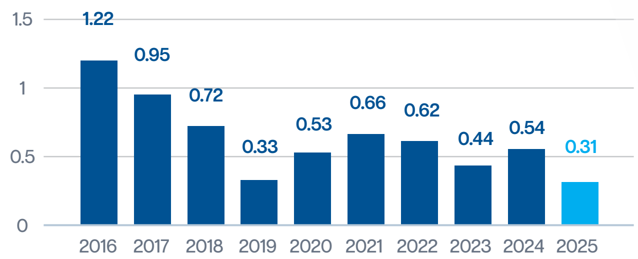
	Form of Engagement	Frequency	Topics
Communities	• Volunteer events • Internship programs • Cookouts • Sponsorships • Charitable contributions • Landowner engagement	• Ongoing	• Community partnerships • Social value creation • Education • Partnering to raise awareness on water challenges and solutions • Impact on local communities
Regulators	• 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	• Ongoing	• Water conservation • Water management • Beneficial reuse • Treatment & recycling • Safety performance
Industry Groups, Trade Associations, & NGOs	• Founding memberships • Participation in meetings • Committee participation • Leadership	• Ongoing engagement with investors • Quarterly calls on financial performance	• R&D and advancement of technology • Training programs • Industry best practices • Standard setting • Sustainability frameworks

SUSTAINABILITY-LINKED CREDIT FACILITY UPDATE

In January 2025, SES Holdings and Select Water Solutions, LLC entered into a new five-year, $550 million senior secured sustainability-linked credit facility, replacing the prior facility. The structure includes $300 million in revolving commitments and $250 million in term loan commitments, enhancing long-term financial flexibility and supporting growth in Select's Water Infrastructure segment, including produced water recycling initiatives.

The facility incorporates two sustainability performance metrics: total recordable incident rate (TRIR) as the employee health and safety metric and volumes of produced water recycled at Select-owned or operated treatment and recycling facilities as the water stewardship metric. Interest rate margins and facility fees are adjusted based on performance against defined annual thresholds, subject to independent external assurance.

TRIR 10 Years



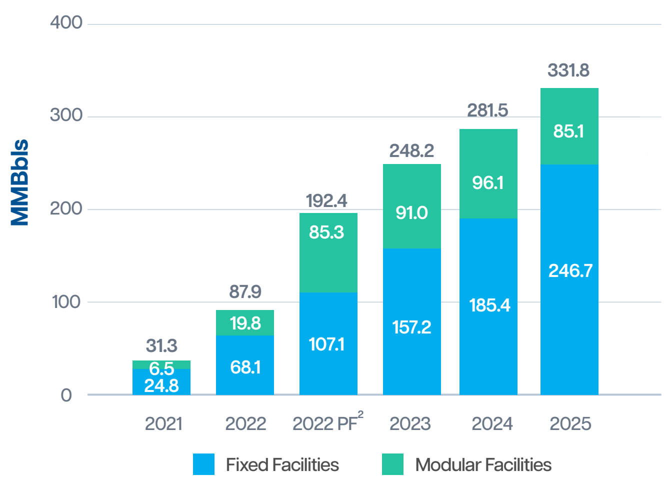
2025

0.31 TRIR

51%

OUTPERFORMANCE[1]

Barrels of Recycled Produced Water



2025

Recycled Produced Water[3]

247 million barrels

17%

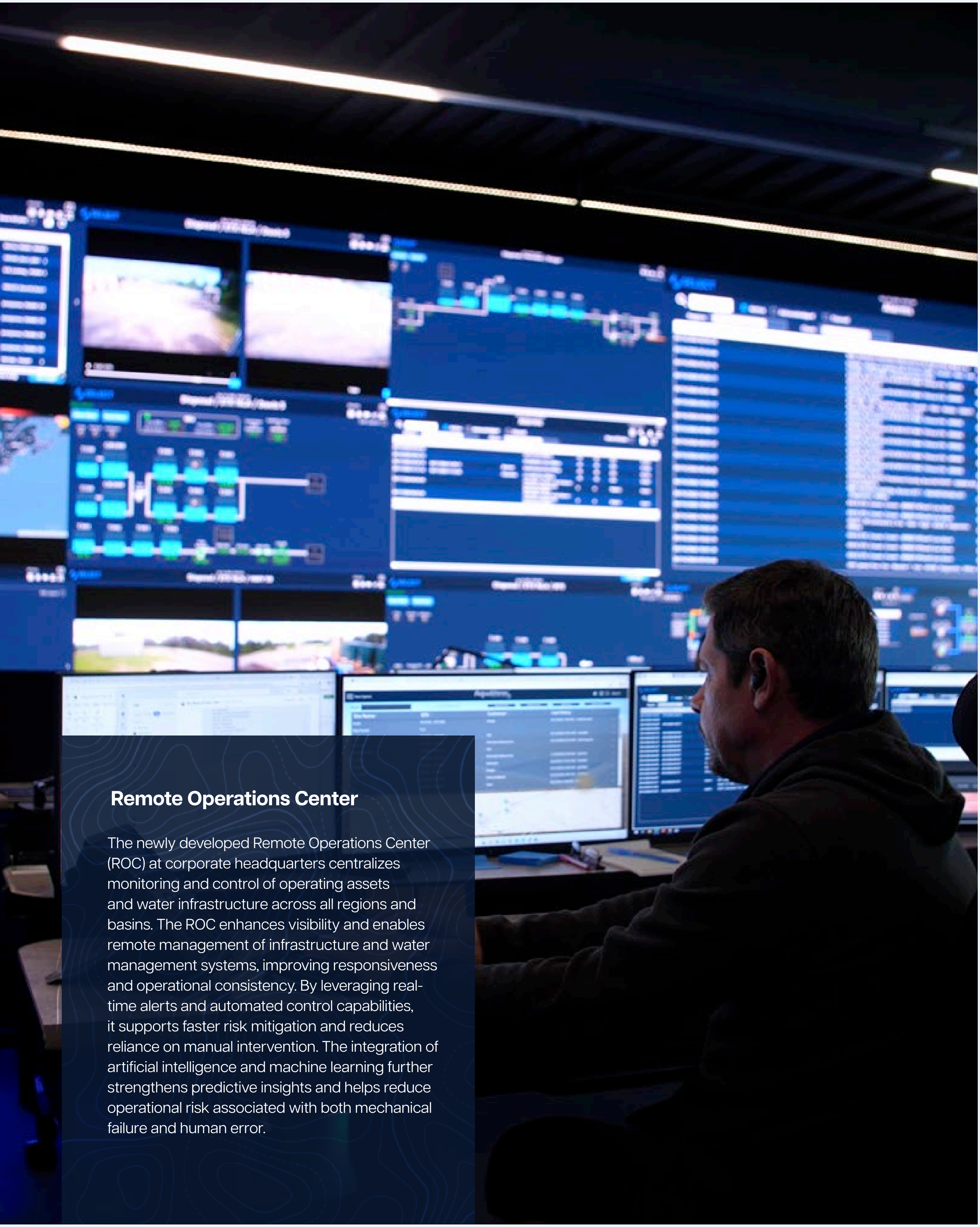
OUTPERFORMANCE

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
TRIR Outperformance Target *Compared to BLS Annual Average*	30%	31%	32%	34%	35%

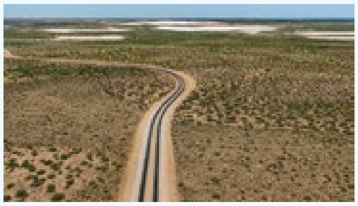
1. As compared to the 1.01 BLS weighted average in accordance with the terms of the sustainability-linked credit facility 2. Pro forma to include full year contribution of Breakwater acquisition, which closed November 1, 2022 3. Recycled produced water target and results represent volumes through fixed recycling facilities only in accordance with the terms of the sustainability-linked credit facility agreement.



Remote Operations Center

The newly developed Remote Operations Center (ROC) at corporate headquarters centralizes monitoring and control of operating assets and water infrastructure across all regions and basins. The ROC enhances visibility and enables remote management of infrastructure and water management systems, improving responsiveness and operational consistency. By leveraging real-time alerts and automated control capabilities, it supports faster risk mitigation and reduces reliance on manual intervention. The integration of artificial intelligence and machine learning further strengthens predictive insights and helps reduce operational risk associated with both mechanical failure and human error.

THE ROLE OF WATER MANAGEMENT IN ENERGY PRODUCTION



Water management is essential to the development, completion, and production of unconventional oil and gas wells. Water naturally exists in subsurface geologic formations that contain oil and natural gas and is produced alongside hydrocarbons, often in significantly greater volumes, throughout the full lifecycle of a well. This produced water must be reliably gathered, separated, treated, and either reused or disposed of in order to sustain existing production and enable new production.

As a result, water management has become a critical, continuous operational requirement for maintaining oil and gas production, emphasizing the importance of integrated infrastructure providers like Select. Water-related activities represent a meaningful portion of customers' drilling and completion capital expenditures for new well development, as well as ongoing Lease Operating Expenses (LOE) over the life of production.

In recent years, produced water volumes across U.S. shale basins have increased significantly. In many regions, produced water volumes far exceed the volumes of water used in completion operations. This structural imbalance has made produced water handling one of the most important operational constraints in unconventional development.

The Northern Delaware Basin located in New Mexico and West Texas, where the majority of Select's growth and capital expenditures have been focused, faces several challenges around produced water handling needs and completion-water demand. This region often sees oil wells that produce four-or-more barrels of produced water per barrel of oil production, while also being a key area for new well development and completion-water demand. The scaled water challenges and needs for this area make comprehensive water management paramount to energy production in the region.

Regional Water Dynamics Across U.S. Basins

In the Permian Basin, this challenge is most acute. As the largest producing basin in the United States, the Permian Basin generates substantial volumes of excess produced water that must be continuously managed over time. Disposal capacity, gathering infrastructure, and long-haul logistics requirements have all expanded in response, but water volumes continue to grow alongside production, creating an ongoing need for scalable infrastructure solutions that can keep pace with activity levels. These dynamics manifest differently across other major operating regions, requiring basin-specific infrastructure solutions.

In the Northern Delaware Basin, rising produced water volumes combined with a growing focus on recycling and reuse have made water management and beneficial reuse increasingly important. Select addresses these needs through leading recycling infrastructure in the basin, enabling large-scale reuse of produced water, reducing freshwater demand, reducing the need for barrels to be injected in subsurface reservoirs, and improving completion efficiency. Select additionally continues to responsibly grow its produced water disposal capacity in this region to provide its customers takeaway solutions and optionality that also help enable our ongoing recycling growth with our customers. We additionally continue to evaluate alternative ways to dispose or reuse produced water through methods such as evaporation and mineral extraction.

In the Haynesville, produced water volumes must be managed against tighter local disposal constraints and limited infrastructure buildout. Select operates the largest commercial disposal footprint in the basin, providing critical capacity that supports consistent production and reduces operational bottlenecks.

In the Northeastern U.S., more constrained geology, regulations, and logistical limitations further restrict disposal flexibility. Select's integrated disposal network provides reliable handling pathways in an environment where options are structurally limited.

In the Bakken, Select operates one of the largest commercial disposal footprints and has pipeline infrastructure that provides critical disposal capacity and water delivery for new well completions. Additionally, in the Bakken region Select possesses a solids management asset-base that responsibly manages a variety of oilfield waste including radioactive "TENORM" materials.

Integrated Water Infrastructure Solutions

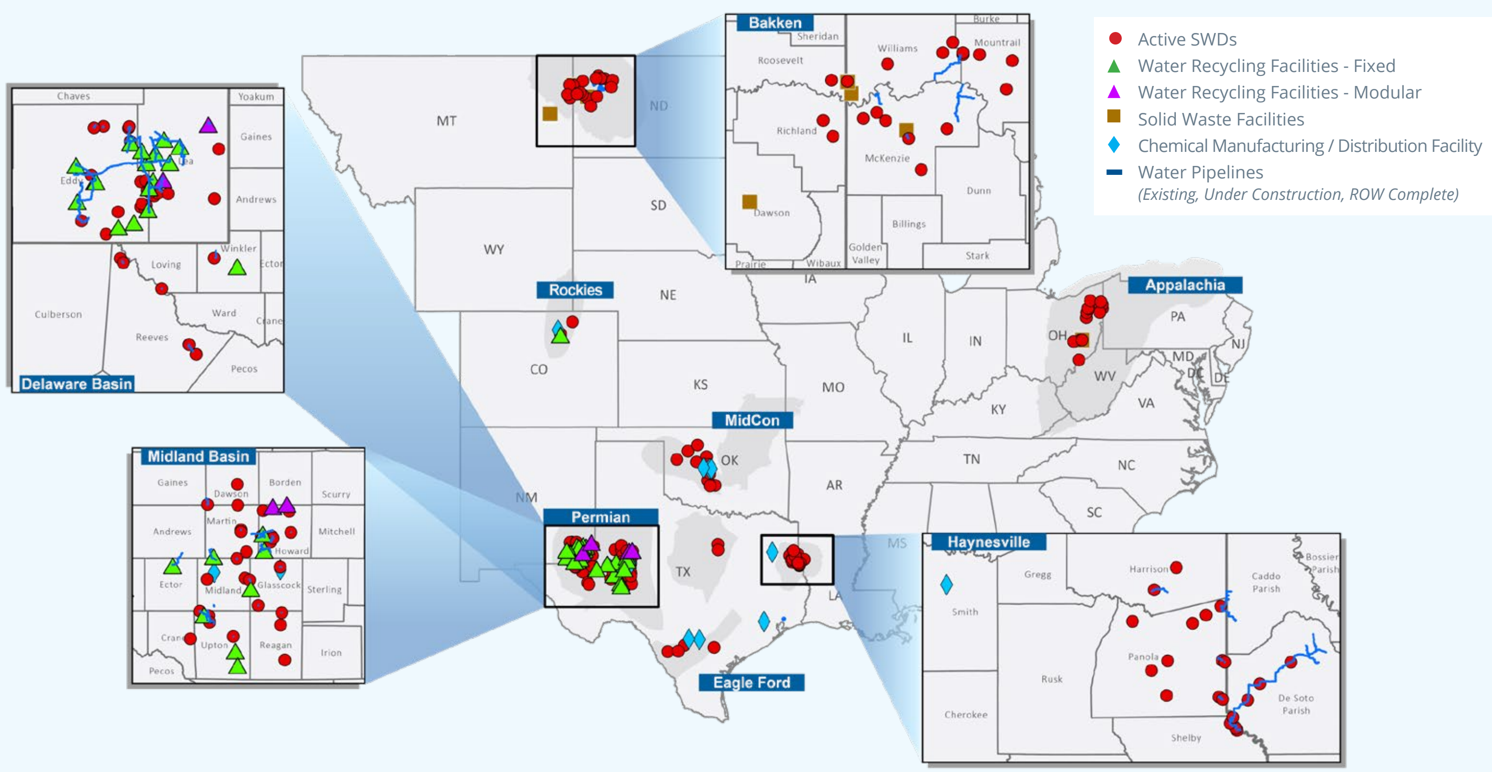
Across all regions, these basin-specific challenges are unified by a common requirement: scalable, integrated water infrastructure capable of managing increasing produced water volumes safely and efficiently.

Select meets this need through a fully integrated platform spanning recycling, disposal, treatment, and logistics. Select operates the largest centralized recycling network in the industry, enabling the capture, treatment, and reuse of flowback and produced water at scale. Select also operates a diversified network of more than one hundred disposal facilities, providing critical capacity for safe and compliant disposal where reuse is not feasible.

These systems are supported by extensive pipeline, hose, disposal infrastructure, and water transfer infrastructure that increasingly replaces traditional truck-based logistics. This shift improves cost efficiency, enhances safety, and reduces environmental impact by lowering truck traffic, diesel emissions, and spill risk.

For example, on a representative multi-well pad requiring approximately five million barrels of water, Select's pipeline and water transfer hose infrastructure can eliminate the equivalent of approximately 38,500 tank truck loads, significantly reducing both operating costs and community impact while improving operational safety.

Together, these integrated basin-specific capabilities and network-scale infrastructure position Select as a critical enabler of unconventional development in an environment where water has become one of the most significant operational constraints.



ENVIRONMENT

Water Management

Water management is fundamental to the development and production of unconventional oil and natural gas resources, particularly in regions where increasing water volumes, disposal constraints, freshwater demand, and infrastructure limitations continue to shape operational and environmental outcomes. At Select, we believe produced water should be managed as a long-term resource rather than a waste stream. Our strategy is centered on developing integrated, recycling-focused water infrastructure systems that help customers reduce freshwater consumption, lower emissions, improve operational efficiency, and support responsible resource development throughout the full lifecycle of a well.

Water Recycling

Fixed Recycling Facilities

Select's fixed recycling facilities employ advanced mechanical and chemical treatment processes to recycle produced and flowback water. Integrated with regional water pipeline, infrastructure and disposal networks, these facilities support operational efficiency, scalable water management, and long-term customer needs.

Modular Recycling Facilities

Our modular recycling facilities provide flexible, operator-focused solutions for recycling produced and flowback water. Utilizing mechanical and chemical treatment technologies, these custom-designed facilities can be deployed quickly and adapted to changing operational requirements, delivering efficient water management across a variety of project settings.

Mobile Recycling

Select's mobile recycling units deliver portable, chemical-based water treatment solutions for short-term and dynamic operating environments. Designed for rapid deployment, these units help operators establish recycling capabilities quickly, increasing water reuse opportunities while supporting responsible water management practices.

Treated Water

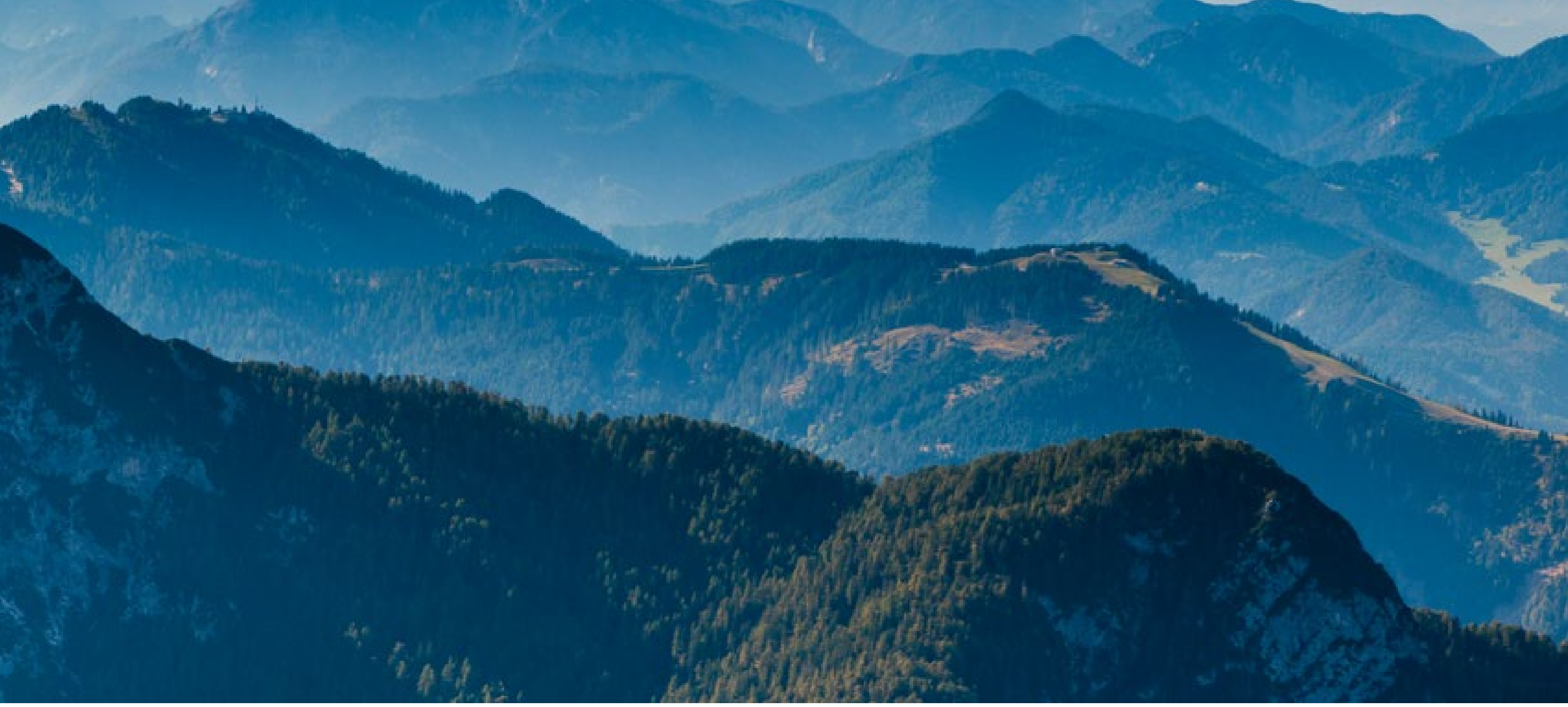
Select utilizes advanced treatment technologies to support effective and environmentally responsible water management. Our treatment processes include chemical clarification, filtration, aeration, and biocide applications to maintain water quality and reduce operational risks. We also employ chlorine dioxide (ClO_2) treatment to efficiently neutralize microorganisms and contaminants while optimizing power use and operational performance.

Piped Water

Select continues to expand its pipeline infrastructure to reduce reliance on traditional trucking and support more efficient water management. With more than 1,000 miles of pipeline, we provide both temporary and permanent surface or buried solutions tailored to customer needs, helping reduce road traffic, emissions, and operational impacts.

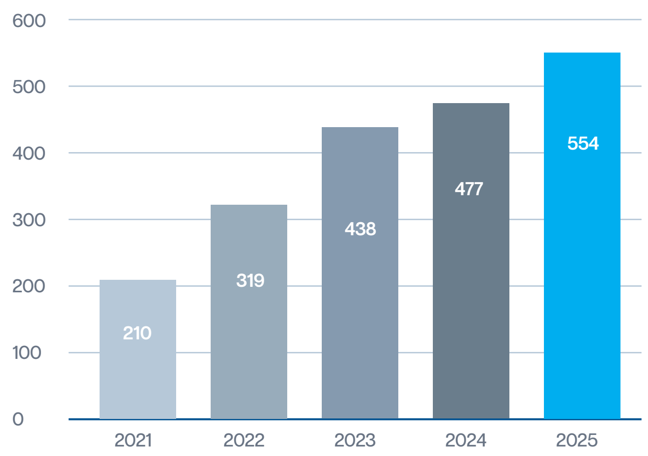
Disposed Water

Select operates strategically located disposal facilities across key U.S. shale regions, supporting the safe and efficient management of saltwater and non-hazardous waste. Leveraging specialized equipment and extensive hauling capabilities, we provide reliable transportation and disposal services while continuously enhancing processing efficiency and environmental safeguards to support responsible waste management practices.

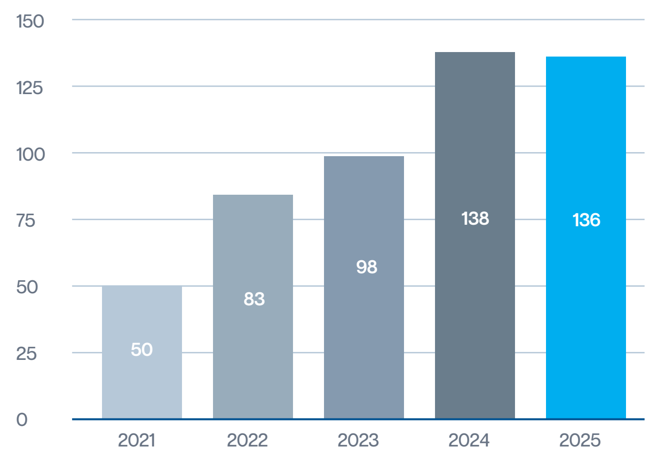


Water Management Key Performance Metrics

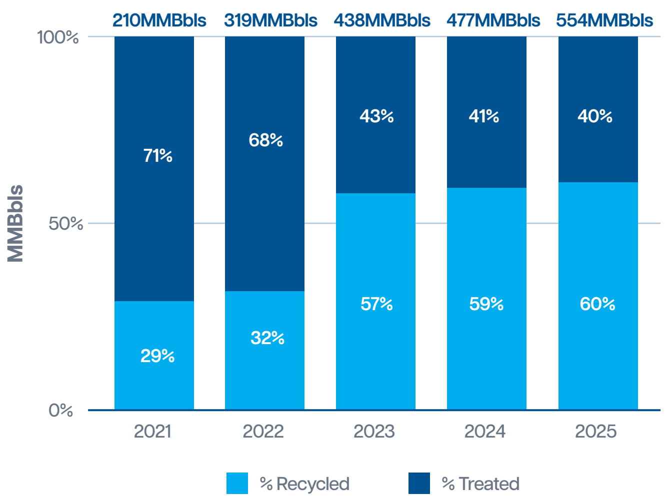
Treated & Recycled Water (MMBbls of Water)



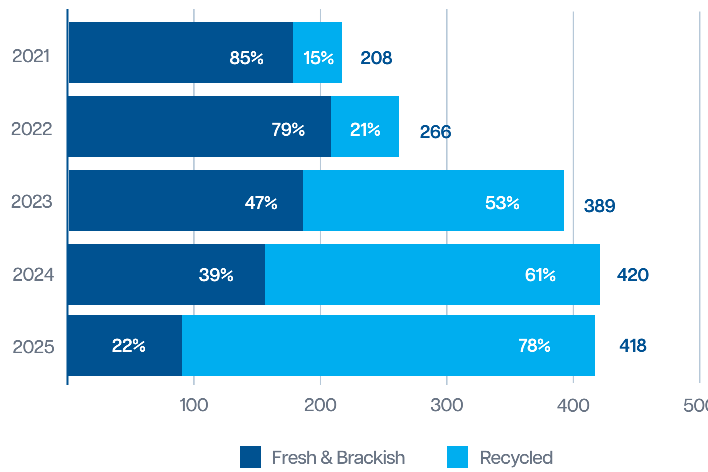
Disposed Volumes (MMBbls of Water)

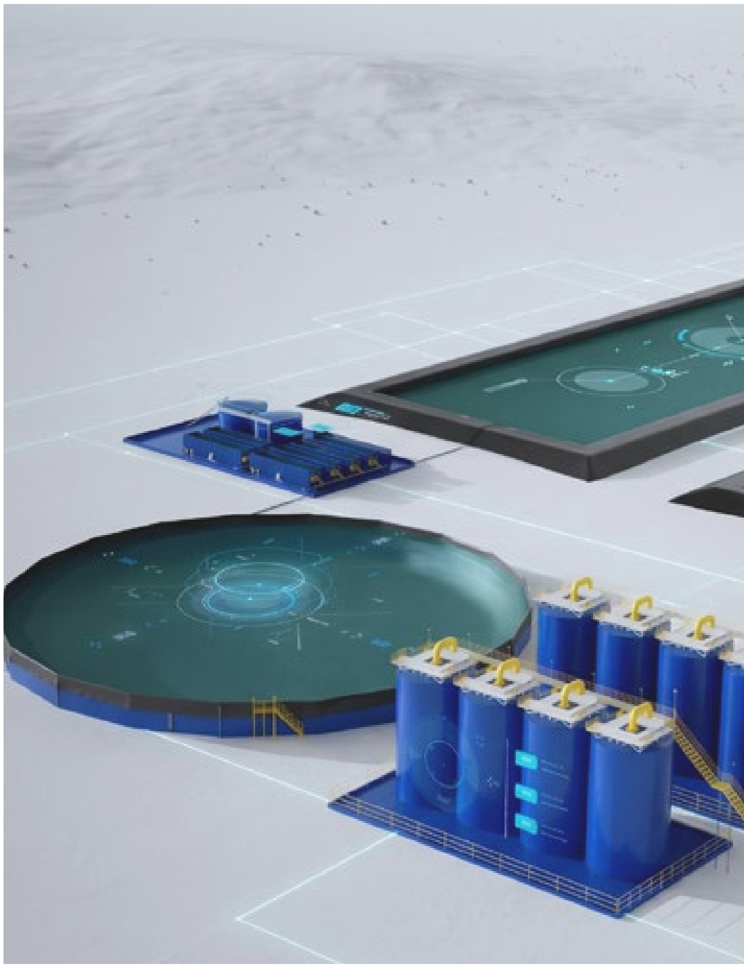


Total Barrels Treated & Recycled



Barrels Sold by Category (MMBbls of Water)





AquaView

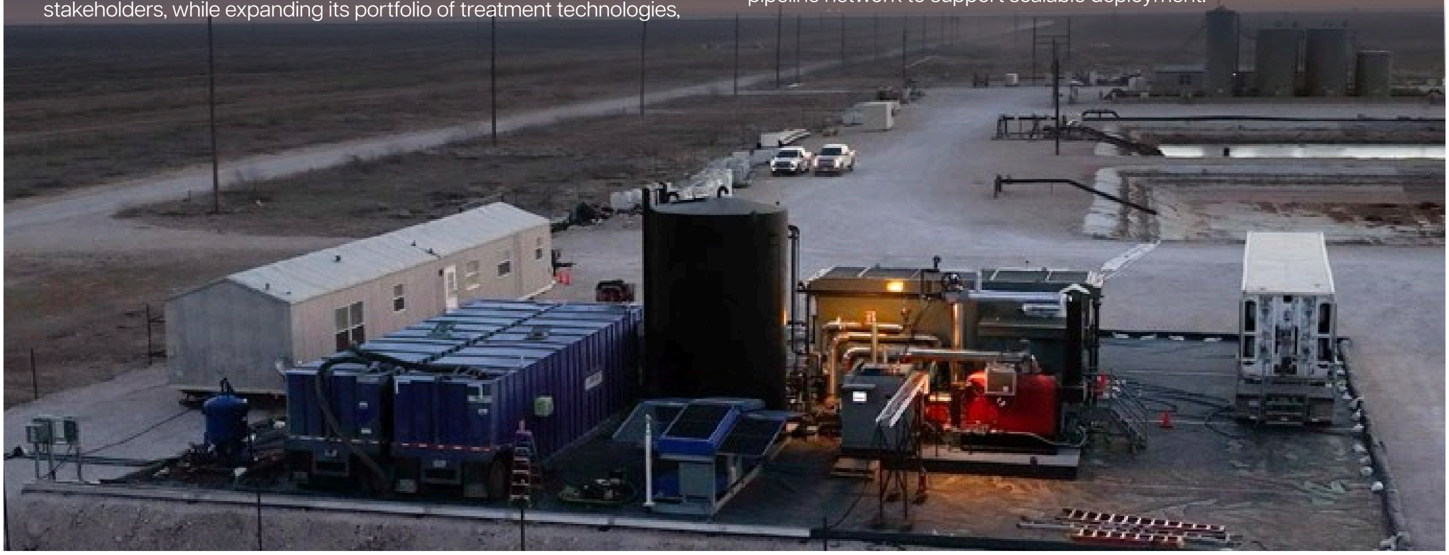
Real-Time Monitoring for Sustainable Water Management

Select's patented AquaView® automation platform provides customers with 24/7 real-time visibility and control across water operations, including volume and quality monitoring, leak detection, and remote asset management. By integrating advanced sensors, analytics, and automated equipment controls, AquaView® enables more efficient water logistics and improved operational decision-making. These capabilities help reduce truck usage, fuel consumption, and spill risk while enhancing safety and regulatory compliance.

Beneficial Reuse

Select Water Solutions' beneficial reuse efforts aim to transform produced water into a valuable, sustainable resource by reducing reliance on freshwater and minimizing disposal requirements across oil and gas operations. The program focuses on developing and deploying scalable water treatment solutions that enable produced water to be treated to fit-for-purpose quality standards for reuse across industrial, agricultural, and environmental applications.

In 2025, Select advanced this program through deeper collaboration with industry participants, research universities, and other stakeholders, while expanding its portfolio of treatment technologies, including reverse osmosis, membrane systems, and thermal desalination. Select also continued to progress active pilot programs in the Permian and DJ Basins, including trials evaluating treated water for agricultural and revegetation uses, as it works to validate performance across a range of water qualities and operating environments. Importantly, Select continues to work on the enhancement of its beneficial reuse initiatives and application to large-scale produced water resources, using its existing infrastructure base of over 20 permanent treatment facilities and an extensive produced water pipeline network to support scalable deployment.



Chemicals Management

Select's chemical management approach is designed to support effective, efficient, and environmentally responsible water treatment across oilfield operations. Our programs include chemical clarification to reduce turbidity and produce clean brine, filtration for the removal of suspended solids, and aeration techniques that help maintain water quality by limiting bacterial growth and hydrogen sulfide formation. We also utilize targeted biocide applications and chlorine dioxide (ClO2) treatment to control microorganisms and contaminants while optimizing treatment efficiency and operational performance.

Recognizing growing customer demand for more sustainable chemical solutions, we proactively invest in Green Chemistry initiatives to support sustainability objectives and reduce the environmental impact of our chemical programs. These efforts focus on improving chemical efficiency, reducing excess usage, and supporting safer, more responsible water treatment outcomes.

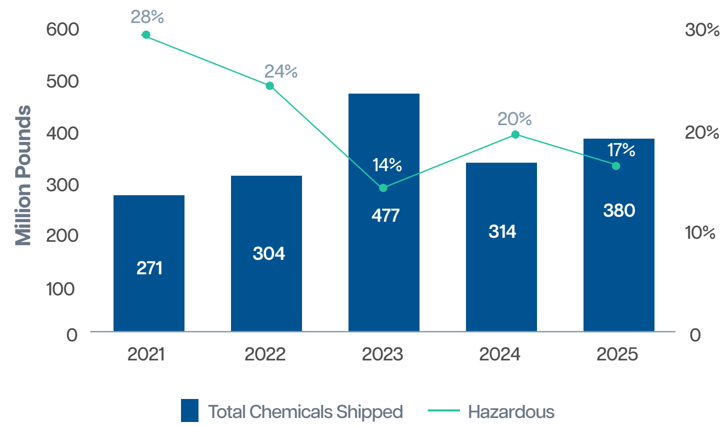
FluidMatch® further enhances our chemical management strategy by integrating water chemistry, treatment design, and real-time operational data. Using AquaView® automation, laboratory analysis, and field inputs, FluidMatch® evaluates water quality conditions and dynamically adjusts chemical programs to ensure optimal treatment performance. This integrated approach improves chemical efficiency, supports increased use of produced water, reduces reliance on freshwater, and enhances consistency in field operations.

Environmental Impacts of Supply Chain

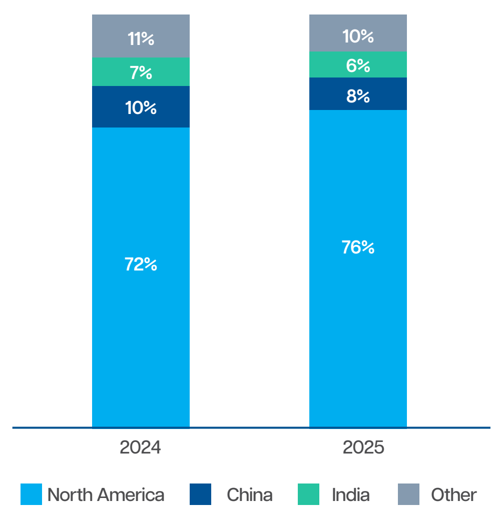
Select is committed to managing our supply chain with a strong focus on environmental responsibility and sustainability. Our thorough supplier qualification process evaluates potential vendors against rigorous standards, including sustainability practices and principles, supply capabilities, quality, and financial stability. We give preference to U.S.-based suppliers to reduce the environmental risks tied to international sourcing. Currently, our supply chain is largely domestic, complemented by carefully vetted global sources where needed.

Our Environmental Supply Chain policy and Supplier Code of Conduct further reflect our sustainability commitment by holding partners to strict environmental standards and responsible resource management practices. Select incorporates sustainability metrics directly into supplier evaluations, with particular attention to waste management, emissions reduction, and conservation efforts. Through strong, inclusive vendor relationships, we continue working to reduce our ecological footprint and build lasting value for our stakeholders.

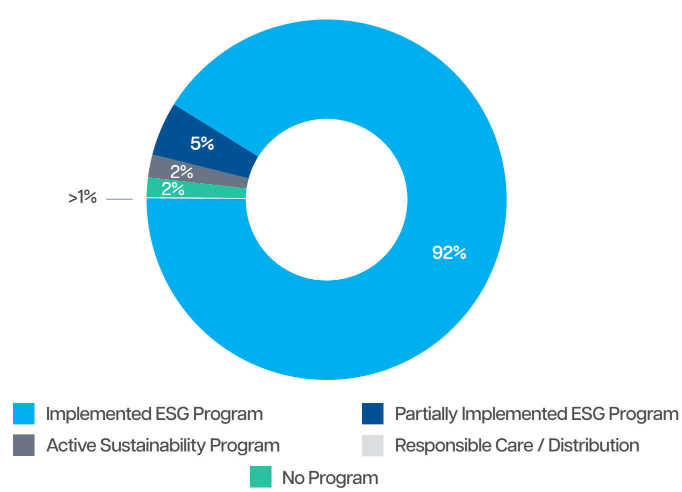
Amount of Hazardous Chemicals Shipped Compared to Total Shipped



Chemical Supply Chain Sourcing by Region



Amount of Chemicals Sourced from Companies with Active Sustainability Programs



WASTE MANAGEMENT & EMISSIONS

Select helps our clients manage produced water and chemical waste through solutions designed to maximize reuse and minimize disposal. Each year, we manage billions of barrels of produced water and continue to expand our capabilities to support evolving customer and industry needs. Recent investments have increased our recycling, storage, and disposal capacity across our operating footprint.

Guided by our Environmental Management Plan, we prioritize waste reduction through practices that emphasize efficiency, reuse, recycling, recovery, and responsible disposal.

Our integrated waste management network includes specialized assets such as a landfill in North Dakota and a solids treatment facility in Ohio, enabling us to provide comprehensive waste solutions while supporting environmental stewardship and operational excellence.

Energy Use & Emissions Management

Select advances emissions reduction across our operations through a combination of automation, process optimization, and the deployment of lower-emission technologies. AquaView® automation streamlines water transfer and treatment operations, reducing the need for onsite personnel while also lowering fuel use and reducing the risk of spills. We also utilize ventless flowback systems that capture and responsibly manage produced gas, helping reduce emissions while maintaining operational efficiency and regulatory compliance.

We continue to implement targeted technologies and operational practices to further reduce our environmental footprint. These include enclosed combustors deployed through our collaboration with Emission Rx to reduce flaring, electric E-pumps that improve pipeline efficiency and reduce emissions associated with fluid handling, and PreSliq™, a chemical solution that enhances transfer efficiency by reducing friction, fuel consumption, freshwater use, and overall equipment requirements. These efforts are supported by our Clean Air Act Compliance Program, which reinforces adherence to air quality standards through training, reporting, and ongoing initiatives such as reduced vehicle idling, cleaner fuel adoption, and improved mobile equipment practices.

E-Pumps

Select offers electric E-pumps that improve pipeline efficiency and fluid management while reducing emissions and enhancing operational reliability.

Emissions Mitigation Technology

Through our collaboration with Emission Rx, we use enclosed combustors to manage waste gas from oil and gas operations, reducing flaring and lowering emissions while supporting compliance with evolving regulations.

Ventless Flowback Operations

Our ventless flowback systems capture and responsibly manage produced gas, reducing emissions while supporting regulatory compliance, operational efficiency, and safety.

Fleet Operations

Select's water transfer strategy is built around temporary and permanent pipeline infrastructure, significantly reducing reliance on traditional trucking for water movements. This approach lowers emissions, improves safety performance, and reduces environmental risks associated with heavy truck traffic. For context, a typical Permian Basin well may require up to 500,000 barrels of water during completion, equivalent to nearly 4,000 truckloads. Over a single three-mile transfer project, Select's infrastructure can eliminate approximately 24,000 truck-miles, avoiding about 4,000 gallons of diesel consumption and the associated emissions.

Fuel Efficiency & Operational Controls

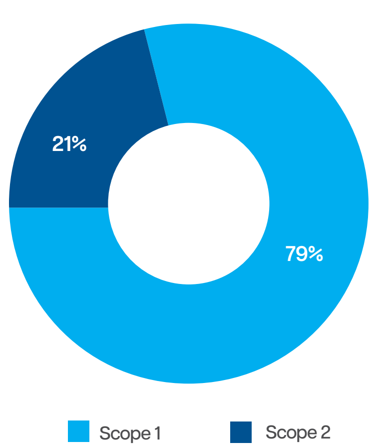
Select maintains a comprehensive fuel management program focused on reducing unnecessary vehicle travel and improving operational efficiency. We continue to leverage route optimization technologies, GPS-enabled fleet management systems, and strategically located fuel islands to minimize mileage associated with field operations and refueling activities.

Select has continued to invest in alternative-powered equipment that supports efficient water management operations. Natural gas-powered generators and electric pumps represent two of our primary equipment investments and are utilized across field operations, particularly within the Peak rentals business. Select currently operates a fleet of internally built electric pumps while also deploying additional rented units to meet customer demand.

Natural gas generators provide a lower-emission alternative to traditional diesel-powered equipment and play an important role in supporting customer operations. During 2025, Select continued evaluating equipment utilization and performance to enhance operational efficiency and improve visibility into key metrics, including engine hours, fuel consumption, and other operational data.

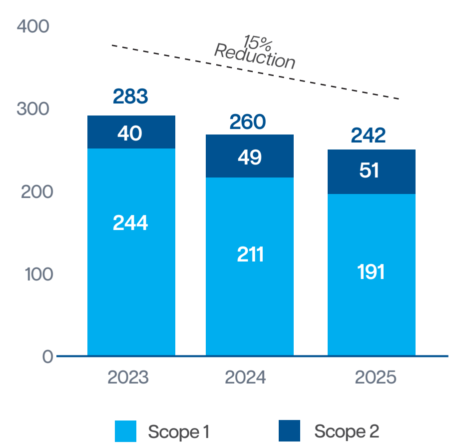
2025 Emissions

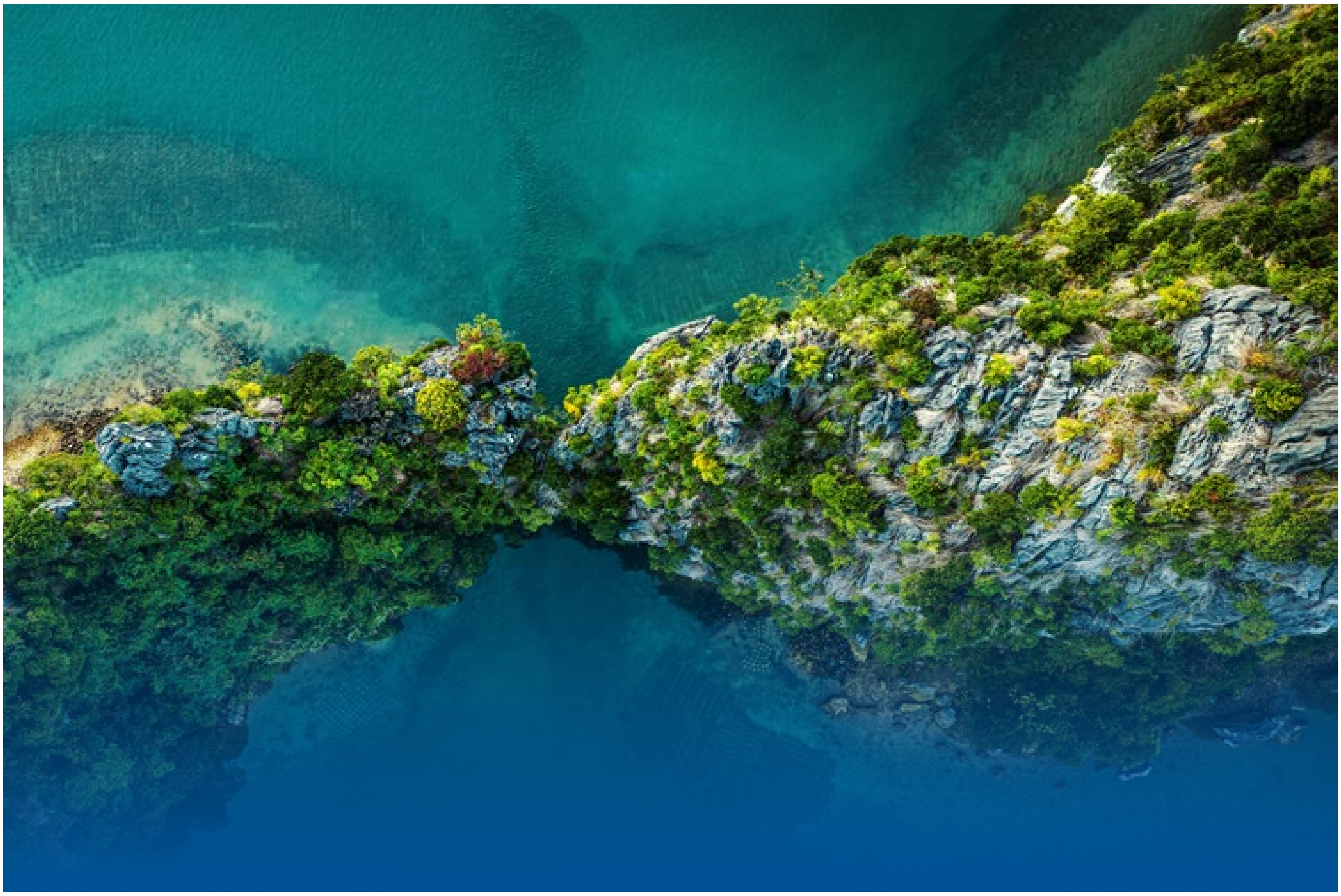
(Metric Tons CO_2e)



Scope 1 & 2 Totals

(Thousand Metric Tons CO_2e)



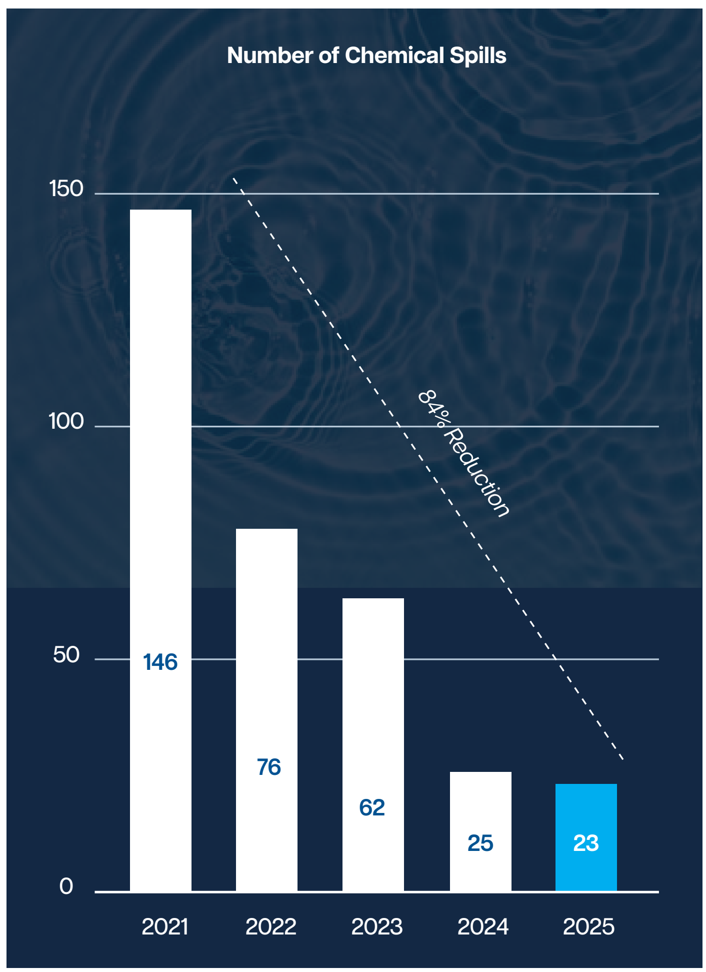


Biodiversity

Select integrates biodiversity considerations into its operational planning and field activities to help reduce potential impacts to sensitive habitats and protected species. Environmental controls are applied to support compliance with applicable regulatory requirements and conservation guidelines, including the Carlsbad Environmental Monitoring & Management Habitat Conservation Program (CEHMM) where relevant. These practices are designed to minimize disturbance in environmentally sensitive areas through measures such as site considerations, operational timing, and activity-specific mitigation controls.

Spill Prevention Management & Mitigation

Select utilizes a combination of operational controls, monitoring technologies, engineered infrastructure, and regulatory frameworks to help prevent, detect, and mitigate spills. Select's Spill Prevention, Control, and Countermeasure (SPCC) program establishes standardized requirements for the handling, storage, and transfer of fuels, oils, and other operational fluids, supporting containment, inspection, and response protocols across operations. Through its AquaView® automation platform, Select maintains real-time visibility into water-related operations, supporting leak detection, asset monitoring, and operational oversight. Select also deploys its TideLine® Lay-Flat Transfer Hoses, which are specifically designed to withstand the demanding conditions associated with produced water transfer, helping reduce hose failures, unplanned downtime, and the risk of hydrocarbon or wastewater releases. Together with employee training, secondary containment systems, and established response procedures, these measures support responsible operations and help minimize environmental impacts across our footprint.



CLIMATE CHANGE

Select recognizes the importance of climate-related risks and opportunities and their potential impact on our operations, customers, and the broader energy and water value chain.

In alignment with the Task Force on Climate-related Financial Disclosures (TCFD) framework and IFRS S2 climate disclosure standards, we assess and manage both physical risks such as extreme weather and water availability constraints and transition risks arising from evolving regulatory requirements and market dynamics.

At the same time, we identify opportunities to enhance efficiency, resilience, and emissions performance through our infrastructure and technology offerings, including water recycling and reuse, automation, electrification, and emissions reduction solutions. These efforts reflect our focus on operational resilience, resource efficiency, and supporting customers as they navigate increasing environmental and regulatory expectations.

Climate Related Risks

Topic	Risk	Description	Mitigation
Extreme weather and climate variability	Physical Risk *Operational disruption from severe weather events and changing climate conditions*	Extreme weather events such as freezes, floods, droughts, and storms may disrupt operations, damage infrastructure, and impact the reliability of water transfer and treatment services.	We design and maintain infrastructure with resilience in mind, implement emergency response protocols, and maintain robust insurance programs.
Water sourcing	Physical Risk *Reduced access to water due to physical constraints or sourcing limitations*	Our operations rely on access to water to support transfer services for oil and gas E&P activities. Water availability may be constrained by prolonged drought conditions, competing regional demand, or limitations in securing or maintaining sourcing rights and permits. Any reduction in available water supply could impact service delivery and demand for water-related operations.	We maintain flexible infrastructure to adapt to shifting availability, and actively manage sourcing relationships to support continuity of supply.
Regulatory restrictions on water use	Regulatory Risk *Increased regulation of water sourcing, use, and disposal impacting operations and demand*	State and local authorities are increasingly regulating water use for hydraulic fracturing, including reporting requirements, groundwater monitoring, and potential restrictions on withdrawals or disposal practices. These evolving requirements may increase compliance costs or reduce customer demand for water services.	We maintain active regulatory monitoring and compliance programs, engage with stakeholders on evolving requirements, and adapt operations to meet reporting, monitoring, and permitting obligations while maintaining service continuity.

Climate Related Opportunities

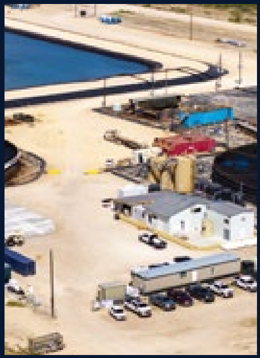
Topic	Opportunity	Description
Decarbonization through our products and services	Products and Services	We enable customer decarbonization through integrated solutions across our portfolio, including AquaView® automation, PreSliq™, electric E-Pumps, ventless flowback systems, and enclosed combustors. These technologies reduce energy intensity, improve operational efficiency, and lower emissions associated with water transfer, gas handling, and production support services across the well lifecycle.
Water recycling, reuse, and digital optimization (AquaView®)	Resource Efficiency	Increasing water scarcity and sourcing constraints are driving demand for recycling, reuse, and more efficient water management. AquaView® automation enhances real-time monitoring and control of water transfer and treatment systems, improving operational efficiency, reducing fuel consumption, and lowering emissions intensity while enabling more effective recycling and reuse of produced water.
Infrastructure resilience and regional diversification	Resilience	Select designs and maintains infrastructure with resilience in mind, implement emergency response protocols, and distributes assets across multiple regions to reduce concentration risk, strengthening operational continuity during extreme weather events and regional disruptions.

PIONEERING MINERAL EXTRACTION FROM PRODUCED WATER

In 2025, Select Water Solutions built a resource recovery strategy on its extensive produced water infrastructure. That strategy took its first public form in Joaquin, Texas, where Select and Mariana Minerals broke ground on a produced water lithium extraction facility, with Mariana funding and operating the plant while drawing on Select's water treatment expertise and pipeline network to source and manage the produced water the process requires. The facility is designed to produce up to 3,000 metric tons of lithium product annually.

Select and LibertyStream Infrastructure Partners also agreed to deploy lithium carbonate production facilities at Select's sites across the Midland Basin, starting with a 1,000 tonne per year facility in Howard County, where LibertyStream has since begun production, delivering its first tonne of lithium carbonate output.

The strategy has now extended to iodine as well. Select signed a definitive agreement with ISE Chemicals to develop iodine extraction facilities across Texas, New Mexico, and Oklahoma, with ISE funding and operating the plants while Select supplies produced water sourcing, transportation, storage, and pretreatment through its existing platform. The first facility, in Select's Permian Basin footprint, is targeted for commissioning in 2027, with a company-wide target of about 3,000 tonnes of iodine annually by 2030.



SOCIAL

Health & Safety

At Select, safety is a core value embedded in how we plan and execute our operations. In 2025, we strengthened our safety culture by increasing employee engagement, improving oversight, and reinforcing programs that promote safe behaviors.

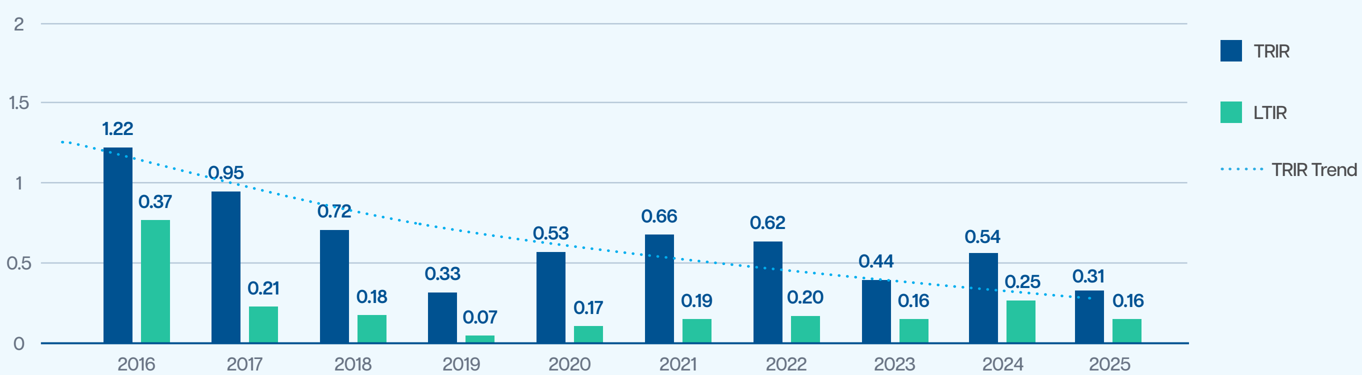
Our value-based engagement model ensures frontline employees play an active role in identifying risks and shaping procedures through structured input during pre-startup and job planning. Programs such as the "This Is Why I Work Safe" campaign and our Safety Recognition Program reinforce personal responsibility and recognize strong safety performance.

We enhanced oversight through a formal action review process that evaluates jobs before, during, and after completion. These reviews, supported by tools like our Severity Index, improve risk prioritization, accountability, and continuous learning across all levels of the organization. We also introduced more regionally specific procedures to reflect differences in operating environments, improving hazard identification and control effectiveness. As we expand into new sectors, we continue to adapt training and mentorship programs to address evolving risks.

Safety performance remains tied to leadership accountability through compensation-linked metrics, reinforcing consistent focus and continuous improvement.

THIS IS WHY I WORK SAFE

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.



Safety Performance

In 2025, Select achieved a significant improvement in safety performance, with its Total Recordable Incident Rate (TRIR) decreasing by approximately 43%, from 0.54 to 0.31. The Lost Time Incident Rate (LTIR) also declined by approximately 36% over the same period. While these results represent meaningful progress, we remain committed to continuous improvement and maintaining strong safety performance. We continue to invest in dedicated resources, training, and programs designed to strengthen our safety culture and drive ongoing improvements across the organization.

Stop Work Authority

Stop Work Authority (SWA) remains an active part of Select's safety program, empowering employees to identify and address unsafe conditions without fear of retaliation. The policy is supported by leadership involvement to ensure concerns are reviewed and resolved appropriately. Employees who utilize SWA are recognized for reinforcing Select's proactive safety culture.

Severity Index

The Severity Index System remains a central tool in Select's approach to operational risk management, with enhancements in 2025 to improve consistency and insight. The methodology now incorporates additional operational data to provide a more standardized view of incident performance and trends over time. This enables more effective monitoring, supports informed decision-making, and strengthens our ability to assess and manage risk across operations. By aligning incident evaluation with broader performance metrics, the Severity Index continues to support proactive risk mitigation and reinforce our commitment to data-driven safety practices.

Safety Recognition Program

Select's Safety Recognition Program (SRP), established in 2016, reinforces a strong safety culture by recognizing and rewarding proactive safety leadership and participation. The program uses a five-tier medallion system to acknowledge employees who demonstrate a commitment to maintaining a safe work environment. Employees are nominated by supervisors or HSE team members and evaluated based on demonstrated safety leadership behaviors. Those who achieve all five tiers are eligible to participate in the annual SRP event, where recipients may receive additional recognition and prizes.

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.

2025 Winner

At this year's Safety Recognition Program event in Gainesville, Texas, Select Water Solutions recognized 52 finalists whose actions exemplified our commitment to safety. The program honors employees who consistently demonstrate safe behaviors, look out for their teammates, and help foster a culture where everyone is empowered to speak up and do the right thing.

Select was proud to recognize Oscar Renteria, CDL Driver for Select Chemistry in Midland, Texas, as the 2025 Safety Recognition Program winner. His dedication reflects the mindset shared across the organization: every employee plays a role in ensuring that each person returns home safely at the end of the day.

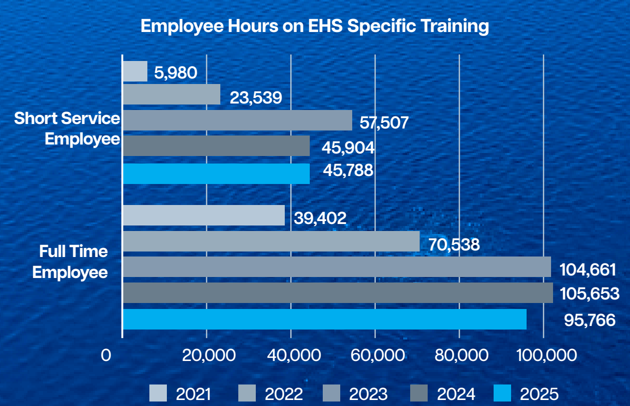
Oscar Renteria
Select Chemistry
Midland, Texas

Drive Clean, Drive Safe

The Highway to Zero (H2O) program continued through 2025 as part of Select's fleet safety initiatives. The program is designed to recognize and reward safe driving behavior across the organization, with tiered performance levels established for individual yards and operating locations.

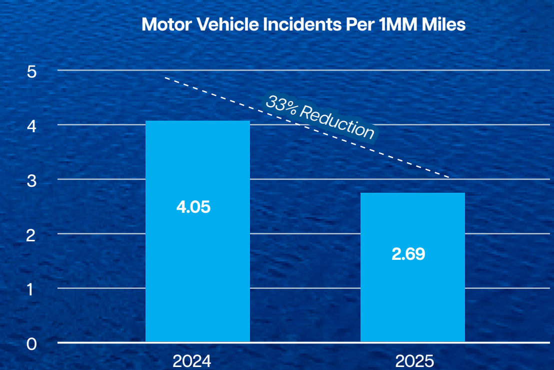
Learning Management System

Select's Learning Management System (LMS) strengthens employee training and operational safety by delivering consistent, accessible learning across a geographically diverse workforce. The platform complements instructor-led training and helps address logistical challenges associated with distributed operations, while supporting employee development and success. In addition, Select's internally developed Safety Leadership Seminar (SLS) is designed to help employees and supervisors advance their safety leadership capabilities. Together, the LMS and SLS give employees access to the latest safety processes and initiatives implemented across the organization.



Safe Driving Technology

Select continues to enhance its Safe Driving Initiative through the use of advanced telematics and AI-enabled fleet safety technology. In 2025, we transitioned to the Motive platform, providing more advanced real-time monitoring and driver coaching capabilities across the fleet. The system uses AI-enabled in-cab technology to identify behaviors such as distracted driving, speeding, close following, and seat belt usage, allowing drivers to make immediate adjustments and improving overall fleet safety performance. Compared to prior systems, the Motive platform provides more responsive real-time insights and coaching, supporting continued improvement in driver behavior and transportation safety outcomes.



Social Impacts of Supply Chain

Select is committed to managing its supply chain in a responsible and sustainable manner. Supplier selection and qualification processes evaluate vendors based on sustainability practices, quality, capacity, and financial stability. We prioritize U.S.-based suppliers where feasible, with a predominantly domestic supply chain supported by vetted global partners.

The Supplier Code of Conduct sets clear expectations for environmental performance, including responsible resource use, waste management, and emissions reduction. Sustainability considerations are embedded into supplier evaluations to support continuous improvement and long-term value creation.

Social responsibility is also a core requirement of Select's supply chain standards. Suppliers are expected to comply with applicable laws and internationally recognized human rights principles, including those outlined by the International Labour Organization, the UN Global Compact, and the UN Universal Declaration of Human Rights. This includes commitments to fair labor practices, non-discrimination, prohibition of forced and child labor, safe working conditions, and respect for worker rights.

Select expects suppliers to maintain safe, healthy, and environmentally responsible workplaces, while complying with all relevant health, safety, and environmental regulations, and promptly reporting incidents or unsafe conditions.

HUMAN CAPITAL MANAGEMENT

Attracting, Engaging and Developing Talent

Select remains focused on attracting and retaining a skilled workforce while fostering an environment where employees can perform and grow. We offer competitive compensation and a comprehensive benefits package, including health, dental, vision, life, and accident insurance, an employee assistance program with mental health and legal resources, and a defined contribution retirement plan. Select reviews peer benchmarking and market analysis to improve visibility, support competitive pay practices, and strengthen market alignment.

People & Culture

Embedding WATER Across Our Culture

Select's culture is grounded in its core values—Working Safe, Accountability, Teamwork, Excellence, and Respect (WATER)—which guide daily operations and shape the employee experience across the organization.

Select reinforces these values through the Drop of Excellence program, our highest form of internal recognition. The program celebrates employee achievements and strengthens our culture by recognizing outstanding contributions across the organization. As Select's highest recognition award, it honors employees who exemplify excellence and make significant impacts on both company performance and customer service. Nominations are submitted by regional leadership to identify individuals who represent the best of the organization.

Through consistent communication, including quarterly leadership updates, change management initiatives, and field team meetings, Select ensures employees are informed, aligned, and equipped to respond to evolving business needs. By linking recognition and communication to its core values, Select continues to support a culture focused on accountability, collaboration, and performance.

Employee Training & Compliance

Training and development are integrated throughout the employee lifecycle, with a focus on compliance, safety, and role-specific skills. In 2025, Select conducted anti-harassment training for all employees, along with additional, targeted training for managers, reinforcing expectations for a respectful and compliant workplace.

Select's Code of Conduct and Employee Handbook require annual acknowledgment from employees. The Company's Employee Handbook provides company policy overviews and links to additional reference materials for awareness and transparency.

Career Development & Performance Management

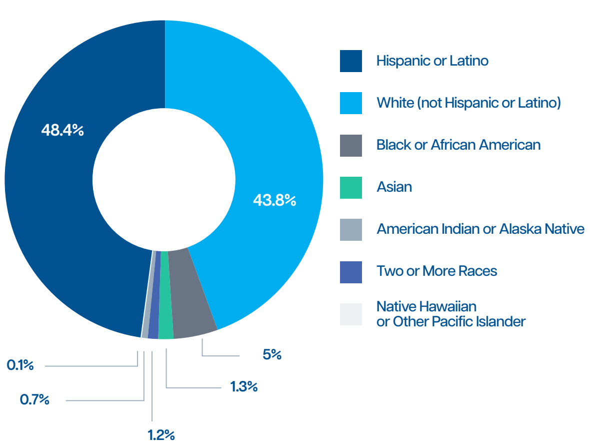
Employee development is a key focus area of ours. Certain business units maintain structured progression frameworks with defined criteria for advancement, providing clarity on career pathways. Select also offers CDL driver tuition reimbursement to support skill development in critical roles. In 2025, Select continued its semi-annual performance review process, reinforcing regular feedback, goal alignment, and development planning across the organization.

Workforce Representation

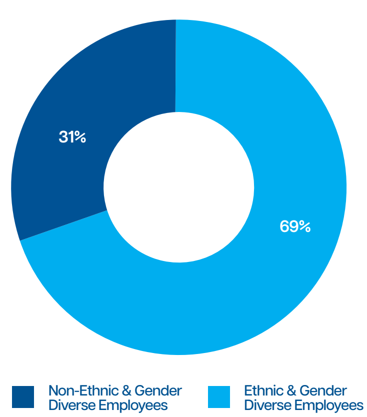
Select is committed to fostering a workplace that provides equal employment opportunities and values diverse perspectives. We believe that a workforce with varied backgrounds and experiences strengthens innovation, collaboration, and overall performance.

In 2025, Select continued to enhance its talent acquisition processes, including the use of consistent and standardized job descriptions supported by market benchmarking. Recruitment efforts remain focused on attracting a broad range of candidates and ensuring hiring practices support fair and equitable consideration. Select also maintains inclusive job postings and strives to make communications, training, and workplace resources accessible to all employees.

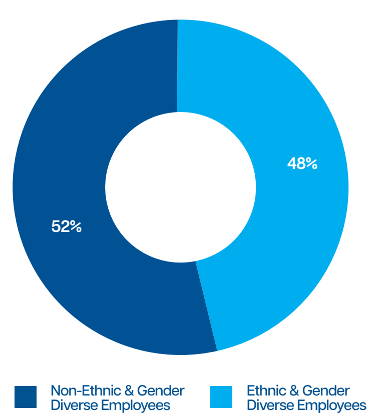
2025 Ethnic Diversity



2025 Gender & Ethnic Diversity All Employees



2025 Gender & Ethnic Diversity Management



ACTIVE COMMUNITY ENGAGEMENT

Select Cares

Our Select Cares Program, established in 2020, continued supporting employees facing personal crises in 2025. 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.

Rope Youth

Select supports community well-being through its partnership with ROPE YOUTH, a nonprofit focused on youth development in the Permian Basin. This collaboration advances access to consistent meals and safe community spaces during the summer months. For the past two years, Select volunteers have operated a mobile food program for one week each summer, serving meals at local parks and churches. The program provided over 1,000 meals in each of 2024 and 2025. Select plans to continue its support of this initiative.

Toy Drives

Select's offices nationwide participate in toy drives and volunteer efforts, donating time and resources to support underprivileged children. Employees collectively organize and contribute to these initiatives to help provide gifts and holiday joy to children in need.

Boys & Girls Clubs of America

Select continues to participate in the New York Stock Exchange Global Giving Campaign in collaboration with the Boys & Girls Club of Cooke County, Texas.

The Salvation Army

Select participates regionally in the Salvation Army Angel Tree program, which supports children in need during the holiday season by facilitating gift donations through community engagement.

Flipping the Barrel

Select remains actively engaged in supporting Flipping the Barrel, a foundation dedicated to highlighting the diverse and often underrepresented experiences of women working across the oil and gas industry and the broader energy sector.

Spindletop Community Impact Partners

We are proud to support Spindletop Community Impact Partners, a nonprofit focused on improving the lives of at-risk youth through education, protection, and development. Its initiatives include funding literacy and STEM programs, as well as supporting mental health services and early childhood care.

Oilfield Helping Hands

Select remains committed to Oilfield Helping Hands, a nonprofit that supports oilfield workers and their families facing financial hardship due to medical challenges, tragedies, or other unforeseen circumstances, providing direct assistance through community-driven support programs.

Industry Engagement

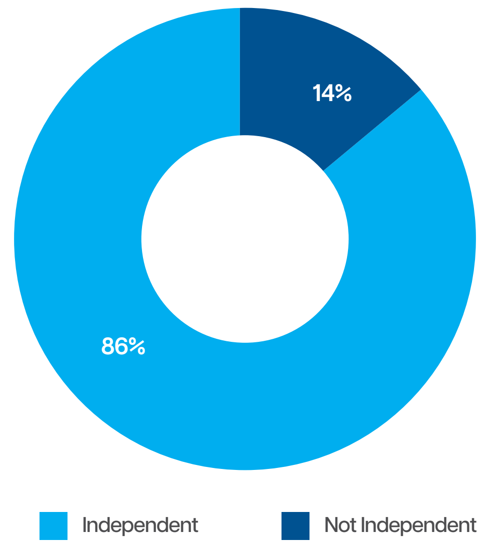
Select actively participates in a range of industry groups, technical societies, and state-level coalitions that support environmental stewardship, water innovation, and energy sector best practices. These include the American Chemical Society, Energy Workforce & Technology Council, Oilfield Water Stewardship Council, Oklahoma Water for 2060 Produced Water Working Group, the Permian Basin Water Management Council, the Society of Petroleum Engineers, New Mexico Oil and Gas Association, the Produced Water Society, and the National Alliance for Water Innovation, along with various state water consortiums and regional industry associations.

GOVERNANCE

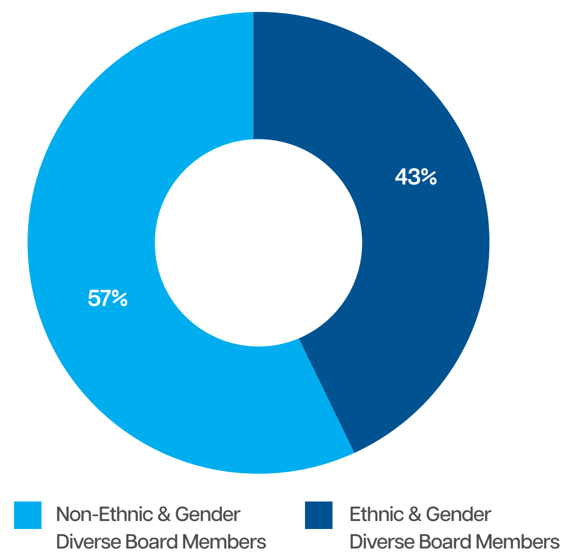
Governance Structure & Oversight

Strong governance and Board oversight are central to Select's long-term strategy and the sustainability of its business model. The Board and management oversee a corporate strategy that is designed to support long-term value creation while protecting our people, customers, the environment, and the communities in which we operate. This approach reflects a commitment to safe and efficient operations, responsible stewardship of natural resources, and the development of sustainable infrastructure and customer partnerships across our integrated water solutions platform.

Board Independence

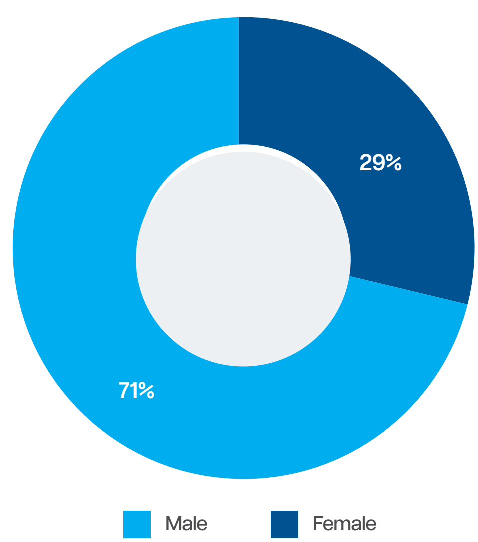


Overall Diversity



Board Skills & Experience

Gender Diversity



COMMITTEES

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

Strong governance at Select begins with the Board of Directors, which provides oversight of our strategy, risk management, and corporate responsibility practices. The Board, directly and through its committees, oversees key areas including audit and financial reporting integrity, executive compensation and human capital management, and corporate governance practices, while also supporting oversight of compliance programs such as the Code of Business Conduct and Ethics, anti-corruption standards, and other regulatory requirements.

Each committee receives regular updates from management on matters within its purview and reports its activities to the full Board. The Board maintains oversight of Select's long-term strategy, including its approach to operational performance, risk management, and sustainability-related priorities, ensuring these considerations are integrated into enterprise decision-making. The full Board also periodically reviews strategic planning and evolving governance and regulatory expectations to maintain effective oversight across the organization.

Board composition and refreshment are guided by the Nominating and Governance Committee (NG&S), which evaluates director candidates based on a broad range of experience, skills, and perspectives relevant to Select's business and industry. Directors are expected to uphold high ethical standards and act in the long-term interests of shareholders, with the Board's overall composition designed to support effective oversight of a complex, multi-state water infrastructure business.

	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	□	□	

■ Committee Chairperson □ Committee Member *Chairman of the Board **Lead Independent Director

Oversight & Risk Management of Sustainability

Sustainability oversight at Select is provided through the Nominating, Governance & Sustainability Committee of the Board, which assists the Board in overseeing our environmental, social, and governance and corporate responsibility matters. The Committee is responsible for reviewing and overseeing sustainability-related risks and opportunities, including environmental stewardship, health and safety matters, and other corporate responsibility initiatives, as well as monitoring our related policies, programs, and disclosures. It also receives updates from management on priorities and performance and supports alignment of sustainability considerations with Select's broader strategy and risk management framework.

Sustainability Linked Compensation

Select integrates sustainability and operational performance considerations into its executive compensation framework to reinforce accountability for Select's environmental, health, safety, and operational priorities. The Compensation Committee annually evaluates performance metrics and their relative weighting within our short-term incentive (STI) plan to align executive compensation with financial performance, operational excellence, and long-term strategic objectives. For 2025, sustainability-related metrics included safety performance, measured through Total Recordable Incident Rate (TRIR) and Lost Time Incident Rate (LTIR), as well as environmental performance tied to recycled water volumes.

BUSINESS ETHICS

The Board has adopted a Code of Business Conduct and Ethics that applies to all directors, officers, and employees, including senior executives and financial officers. The Code establishes clear expectations for ethical conduct, including the appropriate management of conflicts of interest, the promotion of accurate and transparent disclosure in required reporting, and compliance with applicable laws and regulations. Any waiver or amendment to the Code requires Board approval and is disclosed on the Company's website in a timely manner.

Select's Human Resources department, alongside Legal and Compliance teams, continually monitors compliance with these policies and oversees 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.

Human Rights Commitment

Select is committed to conducting business ethically and with respect for human rights, supported by a governance framework grounded in oversight, clear policies, and ongoing employee training. The Corporate Code of Business Conduct and Ethics establishes expectations for employees, officers, and directors regarding lawful and ethical behavior, including anti-corruption, conflicts of interest, confidentiality, fair competition, and the reporting of misconduct.

Select's human rights commitment is embedded in its policies, which prohibit discrimination based on race, color, sex, language, religion, political or other beliefs, and reinforce respect for fundamental freedoms across all operations. Compliance is supported through confidential reporting mechanisms, including an anonymous whistleblower hotline and online reporting system, enabling employees and stakeholders to raise concerns anonymously.

Select's Human Resources department, alongside Legal and Compliance teams, continually monitor compliance with these policies and manage 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

Oversight of compliance is provided by management, executive leadership, and the Audit Committee, supported by regular risk assessments, employee training, and policy acknowledgments. Select and its directors, officers, and employees comply with the U.S. Foreign Corrupt Practices Act and applicable anti-corruption laws globally. The policy prohibits bribery, kickbacks, and any improper payments or incentives intended to influence government officials, labor unions, customers, or suppliers, and reinforces a commitment to integrity, fairness, and transparency in all business dealings. Employees are encouraged to report any suspected violations or concerns through designated reporting channels, ensuring issues are addressed in a safe and confidential manner.

Anti-Harassment & Non-Discrimination

Select values diversity, equal employment opportunity, and a workplace free from discrimination and harassment, applying to all employment practices including recruitment, hiring, compensation, benefits, and program participation, regardless of race, color, gender identity or expression, religion, age, national origin, citizenship, military or veteran status, sexual orientation, or disability. Oversight is provided by management and Human Resources, which administer related policies, support compliance, and manage confidential reporting and resolution of concerns, while reinforcing expectations for partners to uphold non-discriminatory practices and for employment decisions to be based on merit and ability. In accordance with the Americans with Disabilities Act (ADA), Select also provides reasonable accommodations to qualified individuals with disabilities without undue hardship.

Whistleblower

Select maintains a Whistleblower Policy that supports compliance with applicable laws, regulations, accounting standards, and ethical business practices. Employees, suppliers, customers, and other stakeholders may report concerns confidentially through management channels or an anonymous whistleblower hotline and online reporting system, anonymously.

Reports related to accounting or compliance matters are reviewed by Human Resources, Legal, and Finance leadership and discussed quarterly with the Audit Committee, which provides oversight of the program. Whistleblower processes and reporting channels are regularly communicated through the employee handbook and the company's website.

CRISIS & RISK MANAGEMENT

Risk Management

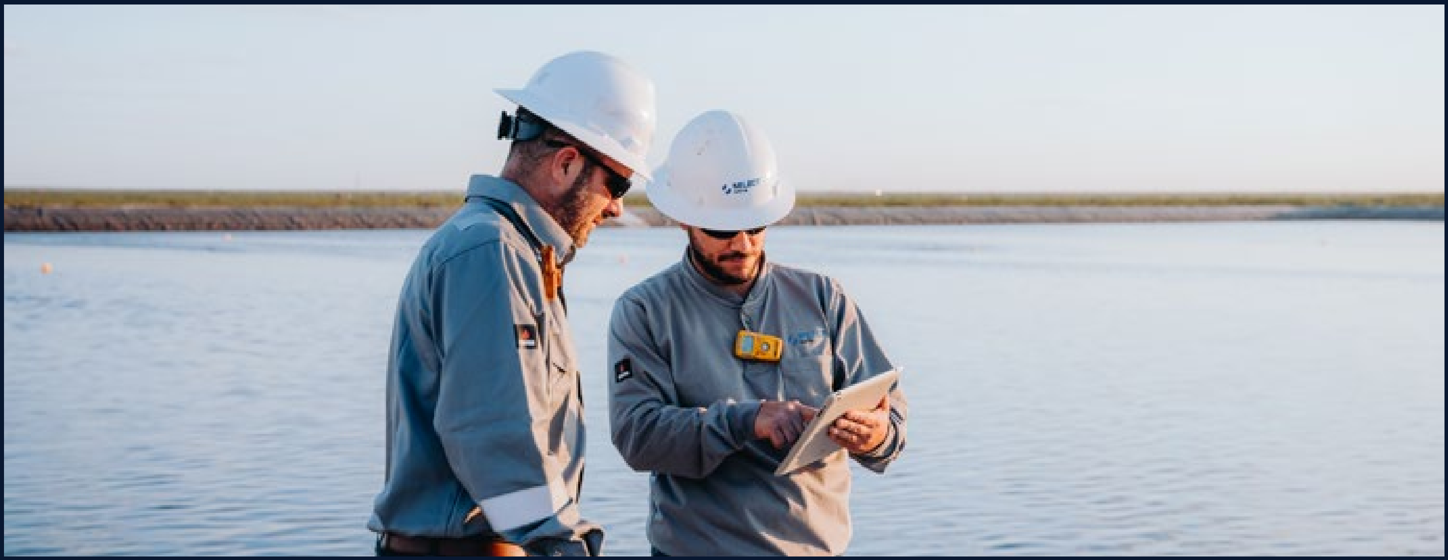
The Board oversees Select's risk assessment and risk management processes and is responsible for monitoring our strategic risk exposure. Rather than maintaining a separate risk management committee, the Board directly oversees risk management through its collective expertise and experience, supporting streamlined decision-making and a comprehensive understanding of the risks and opportunities facing us. The Audit Committee also plays an important role in overseeing major financial risk exposures, monitoring management's actions to assess and control risks, and supporting compliance with legal and regulatory requirements.

Management supports the Board's oversight responsibilities through ongoing risk identification and assessment processes, including regular meetings, strategic planning discussions, and operational review sessions conducted throughout the year. Senior management regularly reports to the Board on key risks that may affect business functions, operations, or strategy, as well as the mitigation measures and actions taken to address such risks.

Crisis Management

The Safety Oversight Committee is responsible for overseeing Select's emergency preparedness and response processes and supporting the management of operational and safety-related risks. The Committee includes representatives from Environmental, Health and Safety (EHS), Human Resources, Legal, and Information Technology teams and works collaboratively to evaluate incidents, response protocols, corrective actions, training needs, and disciplinary measures, as appropriate.

Potential crises and emerging operational risks are regularly discussed during management meetings attended by executives and senior leadership, including Executive Vice Presidents, Senior Vice Presidents, Human Resources leadership, and the Vice President of EHS. These meetings provide a forum to review developing concerns, evaluate trends, and support proactive risk mitigation and continuous improvement of Select's safety practices and emergency response procedures.



CYBERSECURITY

Governance

Select maintains a cybersecurity governance structure designed to support oversight of cybersecurity threats, data protection, and risk management practices. The Board of Directors has delegated oversight of cybersecurity risks and practices to the Audit Committee, which receives regular updates from the Chief Technology Officer (CTO) regarding cybersecurity risks, incident trends, and mitigation strategies. The CTO, supported by the Vice President of Corporate Platforms and Infrastructure and a dedicated cybersecurity team, oversees the implementation and ongoing review of cybersecurity-related policies, procedures, and risk management activities.

Risk & Incident Management

Select's cybersecurity practices align with the National Institute of Standards and Technology Cybersecurity Framework (NIST CSF). Regular vulnerability assessments and periodic audits are conducted to identify and address potential cybersecurity risks. Security controls, including firewalls, encryption, endpoint protection, network monitoring, and multi-factor authentication, are applied to help safeguard systems and data. Select also maintains dedicated cybersecurity insurance coverage and continues to evaluate and enhance its cybersecurity measures in response to the evolving threat landscape.

Incident Response & Preparedness

Select maintains an incident response framework designed to support the timely identification, containment, and resolution of cybersecurity incidents. Monitoring and detection tools help identify potential threats and support mitigation efforts. Employees participate in periodic cybersecurity training, including phishing simulations and awareness campaigns, to reinforce preparedness across the organization. Incident response protocols and post-incident reviews support effective recovery efforts and the continuous enhancement of cybersecurity practices and resilience.

Policies and Controls

Select maintains an Information Security Policy designed to protect data, applications, networks, and systems from unauthorized access while supporting user privacy and regulatory compliance. Sensitive information, including proprietary business data and personally identifiable information (PII), is safeguarded through measures such as endpoint protection, network monitoring, secure access controls, and restricted access based on business need. Employees and contractors are required to acknowledge applicable IT policies upon receiving system access.

Select also maintains a Data Center Security Policy designed to protect critical infrastructure through controlled physical access, regular access reviews, compliance with applicable building and fire codes, and secure backup management practices.

Vendor Data & Access

Select maintains vendor management protocols designed to support the secure handling of data and third-party system access. Vendors are expected to adhere to established information security standards, and vendor agreements reviewed by Technology Management address access rights, data protection requirements, audit rights, and confidentiality obligations to help mitigate third-party cybersecurity risks.

QUANTITATIVE PERFORMANCE DATA

Report Metric	Unit	SASB Services (SV)	SASB Water Utilities (WU)	SASB Chemicals (CH)	GRI Code	2020	2021	2022	2023	2024	2025
Financial											
Revenue	$M USD					605	765	1,387	1,585	1,452	1,407
Our Company											
Employees	#					2,012	3,078	4,034	4,203	3,683	3,442
Total number of hours worked by all employees	Hours	EM-SV-000.D				5,285,458	4,805,207	11,254,340	11,546,263	10,108,563	10,746,498
Total number of hours worked by all subcontractors	Hours	EM-SV-000.D				1,997,061	233,742	741,034	202,917	295,388	685,725
Environmental											
Water											
Total Barrels Sold	Million Barrels (MMBbls)	EM-SV-140a.1	IF-WU-000.C		303-5	143	208	266	389	432	419
% Fresh Water Sold	Percentage (%)					29%	26%	25%	25%	20%	14%
% Brackish Water Sold	Percentage (%)					62%	59%	54%	22%	18%	8%
% Recycled Water Sold	Percentage (%)		IF-WU-440a.2			9%	15%	21%	54%	61%	78%
Total Treated and Recycled Water Volumes[4]	Million Barrels (MMBbls)	EM-SV-140a.1			303-5	123	210	319	438	477	554
% Recycled	Percentage (%)					6%	29%	32%	43%	59%	60%
% Treated	Percentage (%)					93%	71%	68%	57%	41%	40%
Total Water Disposed (SWD)	Million Barrels (MMBbls)	EM-SV-140a.1			303-5	12	50	83	98	138	136
Chemicals Management											
Volume shipped	Million Pounds				306-3	225	271	304	477	314	380
Percentage hazardous	Percentage (%)				306-3	26%	28%	24%	14%	20%	17%
Percentage non-hazardous	Percentage (%)				306-3	74%	72%	76%	86%	80%	83%
(1) Percentage of products that contain Globally Harmonized System of Classification and Label-ing of Chemicals (GHS) Category 1 and 2 Health and Environmental Hazardous Substances	Percentage (%)			RT-CH-410b.1					57%	72%	74%
Percentage of products that have undergone a hazard assessment	Percentage (%)			RT-CH-410b.2					100%	100%	100%
Waste											
Waste Total	Metric Tons				306-3	192	3,679	3,934	5,562	27,295	2,048
Waste Recycled Total	Million Pounds				306-3	4	2	3	1	0	0
Hazardous Waste	Metric Tons	EM-SV-150a.1		RT-CH-150a.1	306-3	2	5	158	450	37	6
Hazardous Waste Recycled	Million Pounds			RT-CH-150a.1	306-3	0.20	0.06	0.24	0.00	0.00	0.00
Emissions											
Scope 1 Emissions: Total[5]	Metric Tons CO2e			RT-CH-110a.1	305-1			237,140	244,069	211,821	191,467
Scope 1 Emission Intensity	Tons CO2e/Revenue $M				305-4			171	154	146	136
Scope 1 Emissions Constituent Breakdown: Tons of Carbon	Metric Tons CO2e			RT-CH-110a.1	305-1			233,546	241,563	207,366	182,947
Scope 1 Emissions Constituent Breakdown: Tons of Methane	Metric Tons CO2e			RT-CH-110a.1	305-1			285	201	196	185
Scope 1 Emissions Constituent Breakdown: Tons of Nitrous Oxide	Metric Tons CO2e			RT-CH-110a.1	305-1			3,310	2,306	4,258	1,799

4. 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.
5. otal Scope 1 GHG emissions include emissions from the combustion of diesel, gasoline, and propane used in company-owned vehicles and equipment. Emissions are calculated using U.S. EPA emission factors and include carbon dioxide (CO_2), methane (CH_4), and nitrous oxide (N_2O).

QUANTITATIVE PERFORMANCE DATA
(continued)

Report Metric	Unit	SASB Services (SV)	SASB Water Utilities (WU)	SASB Chemicals (CH)	GRI Code	2020	2021	2022	2023	2024	2025
Emissions *(continued)*											
Scope 2 Emissions: Total[6]	Metric Tons CO2e				305-2			35,566	39,707	49,087	50,707
Scope 2 Emissions Intensity	Tons CO2e/Revenue $M				305-4			26	25	34	36
Scope 2 Emissions: Tons of Carbon	Metric Tons CO2				305-2			35,390	39,501	48,838	50,452
Scope 2 Emissions: Tons of Methane	Metric Tons CH4				305-2			65	88	107	109
Scope 2 Emissions: Tons of Nitrous Oxide	Metric Tons N2O				305-2			111	118	143	146
Total Scope 1 and Scope 2 Emissions	Metric Tons CO2e							272,706	283,776	260,908	242,174
Total GHG Intensity	Scope 1 + 2 / Revenue $M				305-4			197	179	180	172
Other Air Emissions											
NOx Emissions	Metric Tons			RT-CH-120a.1	305-7			5,814	5,811	4,908	4,239
SOx Emissions	Metric Tons			RT-CH-120a.1	305-7			382	382	323	279
VOC Emissions	Metric Tons			RT-CH-120a.1	305-7			475	474	401	346
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	3,103,311
Energy Intensity	Total Energy Used GJ / Revenue $M USD				302-3			2,658	2,426	2,368	2,206
Electricity Used Total	GJ		IF-WU-130a.1	RT-CH-130a.1	302-1			309,786	348,476	434,610	451,190
Total Renewable Energy Used	Percentage (%)		IF-WU-130a.1	RT-CH-130a.1				4.2%	4.6%	6.2%	6.7%
Renewable Electricity Used	Percentage (%)		IF-WU-130a.1	RT-CH-130a.1				31%	34%	34%	32%
Percentage Renewable Fuel	Percentage (%)	EM-SV-110a.1				N/A	3.2%	1.8%	2.1%	2.2%	2.4%
Total fuel consumed	GJ	EM-SV-110a.1			103-2	N/A	2,018,721	3,376,770	3,497,147	3,438,463	2,652,121
Percentage used by on-road equipment	Percentage (%)	EM-SV-110a.1				N/A	71%	64%	68%	69%	64%
Percentage used by off-road equipment	Percentage (%)	EM-SV-110a.1				N/A	29%	36%	32%	31%	36%
Total consumed - gasoline[7]	GJ	EM-SV-110a.1			103-2	N/A	636,729	577,282	698,985	640,704	610,936
Gasoline used by on-road equipment[7]	GJ	EM-SV-110a.1				N/A	636,729	577,282	698,985	640,704	610,936
Gasoline used by off-road equipment[7]	GJ	EM-SV-110a.1				N/A	0	0	0	0	0
Total fuel consumed- diesel[7]	GJ	EM-SV-110a.1			103-2	N/A	1,381,992	2,799,488	2,798,162	2,363,149	2,041,185
Diesel used by on-road equipment[7]	GJ	EM-SV-110a.1				N/A	774,237	1,568,396	1,678,689	1,419,914	1,079,203
Diesel used by off-road equipment[7]	GJ	EM-SV-110a.1				N/A	607,754	1,231,092	1,119,473	943,235	961,981
Percentage of engines in service that meet Tier 4 compliance for non-road diesel engine emissions	Percentage (%)	EM-SV-110a.3				N/A	10%	10%	10%	12%	13%
Environmental Impact											
Chemical Spills	#				306-3	229	146	76	62	25	23
Oil Spills (Including Diesel & Oil)	#				306-3	21	23	42	36	31	22
Water Spills (Including Produced & Blended)	#				306-3	95	123	229	203	167	126
Combined Spills	#				306-3	345	292	347	302	223	171
Chemical Spills	bbls				306-3	220	249	257	93	77	171
Oil Spills (Including Diesel & Oil)	bbls				306-3	4	100	1,522	26	8	275
Water Spills (Including Produced & Blended)	bbls				306-3	12,084	14,905	29,396	26,096	28,249	63,808

6. Total Scope 2 GHG emissions include indirect emissions from the purchase of electricity. Emissions are calculated using U.S. EPA emission factors and represent carbon dioxide (CO_2), methane (CH_4), and nitrous oxide (N_2O) associated with purchased electricity consumption. 7. 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	2020	2021	2022	2023	2024	2025
Combined Spills	bbls				306-3	12,308	15,254	31,175	26,215	28,334	64,254

Social

Report Metric	Unit	SASB Services (SV)	SASB Water Utilities (WU)	SASB Chemicals (CH)	GRI Code	2020	2021	2022	2023	2024	2025
Health & Safety											
Combined: Total Recordable Incident Rate (TRIR)	Rate	EM-SV-320a.1		RT-CH-320a.1	403-9	0.53	0.66	0.62	0.44	0.54	0.31
Combined: Lost Time Injury Rate (LTIR)	Rate	EM-SV-320a.1			403-9	0.17	0.20	0.20	0.16	0.25	0.16
Combined: Total Vehicle Incident Rate (TVIR)	Rate	EM-SV-320a.3			403-9	0.88	0.82	0.45	0.57	0.34	0.43
Combined: Near Miss Frequency Rate (NMFR)	Rate	EM-SV-320a.1			403-9				1.56	0.00	0.82
Combined: Fatalities	#	EM-SV-320a.1		RT-CH-320a.1	403-9	0	1	0	0	0	0
Combined: Fatality Rate	Rate	EM-SV-320a.1		RT-CH-320a.1	403-9	0.000	0.020	0.000	0.000	0.000	0.000
Employee: Total Recordable Incident Rate (TRIR)	Rate	EM-SV-320a.1		RT-CH-320a.1	403-9	0.67	0.71	0.65	0.53	0.60	0.36
Employee: Lost Time Injury Rate (LTIR)	Rate	EM-SV-320a.1			403-9	0.21	0.21	0.21	0.20	0.27	0.18
Employee: Total Vehicle Incident Rate (TVIR)	Rate	EM-SV-320a.1			403-9	0.88	0.82	0.45	0.57	0.34	0.43
Employee: Near Miss Frequency Rate (NMFR)	Rate	EM-SV-320a.1			403-9				1.56	0.00	0.79
Employee: Fatalities	#	EM-SV-320a.1		RT-CH-320a.1	403-9	0	1	0	0	0	0
Employee: Fatality Rate	Rate	EM-SV-320a.1		RT-CH-320a.1	403-9	0.000	0.020	0.000	0.000	0.000	0.000
Employee: Health & Safety Training Hours	Rate	EM-SV-320a.1				31,807	39,402	70,538	104,661	105,653	95,776
Employee: Emergency Response Training Hours	Rate	EM-SV-320a.1				815.5	885	506	4,539	5,283	18,137
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			403-9				0	0	0
Contractor: Near Miss Frequency Rate (NMFR)	Rate	EM-SV-320a.3							0	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				726	5,980	23,539	57,507	45,904	45,788
Short Service Employee: Emergency Response Training Hours	Rate	EM-SV-320a.1				18	58.5	135	2,494	2,494	8,560
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	9	23	25	26	21
Human Capital Management											
Percentage of employee turnover	Percentage (%)				401-1	18%	17%	12%	14%	20%	12%
Diversity & Inclusion											
% Women Management	Percentage (%)				405-1	11%	11%	11%	12%	12%	13%
% Women Employees	Percentage (%)				405-1	11%	11%	12%	12%	12%	13%
% Minorities Management	Percentage (%)				405-1	33%	33%	35%	36%	36%	35%
% Minorities Employees	Percentage (%)				405-1	52%	52%	51%	53%	58%	56%
% Employees with Veteran Status	Percentage (%)				405-1	3%	5%	4%	4%	4%	3%

Governance

Report Metric	Unit	SASB Services (SV)	SASB Water Utilities (WU)	SASB Chemicals (CH)	GRI Code	2020	2021	2022	2023	2024	2025
Board Composition											
% Women on Board	Percentage (%)				2-9	N/A	13%	29%	29%	22%	29%
Racial or Ethnic Minorities % Board of Directors	Percentage (%)				2-9	N/A	N/A	14%	14%	13%	14%
% Board Independence	Percentage (%)				2-9	N/A	87%	86%	86%	88%	86%

GRI INDEX

GRI STANDARD	DISCLOSURE	Individual Code	Location
GRI 2: General Disclosures 2021	2-1 Organizational details	2-1	Pages 6-7
	2-2 Entities included in the organization's sustainability reporting	2-2	Pages 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	Pages 6-7, 17, 19, 23
	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	Pages 30-32
	2-18 Evaluation of the performance of the highest governance body	2-18	Pages 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	2026 Proxy, Page 54
	2-22 Statement on sustainable development strategy	2-22	Pages 4 & 31
	2-23 Policy commitments	2-23	Pages 30-33 "Full Suite of Governance Policies"
	2-24 Embedding policy commitments	2-24	Pages 32-33, throughout 2025 Sustainability report
	2-25 Processes to remediate negative impacts	2-25	Pages 33-34
	2-26 Mechanisms for seeking advice and raising concerns	2-26	Pages 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	Pages 28-29
	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	Page 22
	201-3 Defined benefit plan obligations and other retirement plans	201-3	Page 27
	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 19
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 INDEX
(continued)

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 16-17
	303-2 Management of water discharge-related impacts	303-2	Pages 16-17
	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 21
	304-3 Habitats protected or restored	304-3	Page 21
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	304-4	Page 21
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	305-1	KPI Table, Page 20
	305-2 Energy indirect (Scope 2) GHG emissions	305-2	KPI Table, Page 20
	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 20
	306-2 Management of significant waste-related impacts	306-2	KPI Table, Page 20
	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	Page 19
	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	Page 27
	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 24-26
	403-2 Hazard identification, risk assessment, and incident investigation	403-2	Pages 24-26
	403-3 Occupational health services	403-3	Pages 24-26
	403-4 Worker participation, consultation, and communication on occupational health and safety	403-4	Pages 24-26
	403-5 Worker training on occupational health and safety	403-5	Pages 24-26
	403-6 Promotion of worker health	403-6	Pages 24-26
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	403-7	Pages 24-26
	403-8 Workers covered by an occupational health and safety management system	403-8	Pages 24-26
	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 26-27
	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, Pages 27, 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 26
	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, 16-17, 19
	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 INDEX

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	Page 20
Water Management Services		
"Discussion of strategy or plans to address water consumption and disposal-related risks, opportunities, and impacts"	EM-SV-140a.2	Pages 14-18
Chemicals Management		
"Discussion of strategy or plans to address chemical-related risks, opportunities, and impacts"	EM-SV-150a.2	Page 19
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 21-22
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 24-26
Business Ethics & Payments Transparency		
"Description of the management system for prevention of corruption and bribery throughout the value chain"	EM-SV-510a.2	Pages 26, 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 29
Critical Incident Risk Management		
"Description of management systems used to identify and mitigate catastrophic and tail-end risks"	EM-SV-540a.1	Page 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 16-17
Drinking Water Quality		
Discussion of strategies to manage drinking water contaminants of emerging concern	IF-WU-250a.2	Pages 16-17
Water Supply Resilience		
"Discussion of strategies to manage risks associated with the quality and availability of water resources"	IF-WU-440a.3	Pages 16-17
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 16-17, 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	Page 20
Water Management		
"Description of water management risks and discussion of strategies and practices to mitigate those risks"	RT-CH-140a.3	Pages 16-17, 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 24-26
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	Page 19
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

TCFD INDEX

Pillar	Topic	Response
Climate Governance	(a) Describe the boards oversight of climate	The Committee oversees the Company's 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 sustainability initiatives, receiving updates on their progress, and ensuring that they are aligned with the overall corporate strategy. The Committee assesses the effectiveness of the Company's sustainability policies in managing risks and capitalizing on opportunities related to sustainability issues. This encompasses evaluating the Company's commitment to environmental stewardship, social responsibility, and ethical governance. By actively overseeing the Company's sustainability efforts, the Committee helps promote responsible corporate citizenship, enhance stakeholder trust, and contribute to the long-term success of the organization. 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 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. Please also see reference on page 34
	"(b) Describe management's role in addressing climate related risks and opportunities"	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 senrior management 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.
Climate Strategy	(a) Climate Related Risks	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. 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. 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. 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. 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. 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. 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. 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. 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. 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. 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. Please also see reference on page 22
	(b) Climate Related Opportunities	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. 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. 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. Please also see reference on page 22

TCFD INDEX
(continued)

Pillar	Topic	Response
Climate Risk Management	(a) Describe the organization's processes for identifying and assessing climate-related risks and opportunities	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. Please also see reference on page 34
	(b) Describe the organization's processes for managing climate-related risks	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 report on, mitigate or nullify such risks Please also see reference on page 34
	(c) Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management	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. Moreover, Cybersecurity is a vital component of Select's Climate Risk Management. This involves safeguarding the Company's digital assets and sensitive data against cyber threats which is imperative for ensuring the uninterrupted operations of the organization Please also see reference on page 34
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	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"). 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 sub sectors classifications as reported by the Bureau of Labor Statistics: Support Activities for Oil and Gas operations, Chemical Manufacturing, Truck Transportation, & Administrative and Support Services .80 (1.04 for the three year period ended December 31, 2025) and (ii) 0.70 (0.91 for the three year period ended December 31, 2025). Select's TRIR for the twelve month period ended December 31, 2025 was 0.31, highlighting Select's dedication to its workforce's safety and well-being. 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 2025 , we recycled 246.7 million barrels (10.36 billion gallons) of produced water at fixed facilities. Please also see reference on page 12
	""(b) Disclose Scope 1, Scope 2,and, if appropriate, Scope 3 greenhouse gas emissions and the related risks"	KPI Performance Tables, Discussions on page 20

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, 2025, 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 (AICPA). 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. The selection by management of different but acceptable measurement techniques could result in materially different amounts or metrics being reported.

REPORT OF INDEPENDENT CERTIFIED PUBLIC ACCOUNTANTS

(continued)

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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, 2025, is presented in accordance with the Criteria, in order for it to be fairly stated.

Grant Thornton LLP

Dallas, Texas
April 17, 2026

Select Water Solutions, Inc.'s Management Assertion on Certain ESG Performance Metrics

For the Year Ended December 31, 2025

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, 2025 (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, 2025
Total Recordable Incident Rate (TRIR) for full-time employees, regular part time, temporary employees, and non-employee contractors (collectively, "employees")	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. • TRIR for the year ended December 31, 2025 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, 2025. • 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.	• 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) ○ 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) .80 (1.04 as of December 31, 2025) • Target – achieve performance that is lower than the product of (i) the BLS Average and (ii) 0.70 (0.91 as of December 31, 2025)	2025 TRIR: 0.36
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.	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. • Targets ○ 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 ○ 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)	2025 Barrels of Recycled Produced Water: 246.7 million barrels (10.36 billion gallons)

Forward-Looking Statements

All statements in this communication other than statements of historical facts are forward-looking statements which contain our current expectations about our future results. We have attempted to identify any forward-looking statements by using words such as "anticipate," "believe," "continue," "could," "estimate," "expect," "forecast" "intend," "may," "plan," "potential," "preliminary," "project," "see," "should," "target," "will," and other similar expressions. Examples of forward-looking statements include, but are not limited to, the expectations of plans, business strategies, objectives and growth, projected financial results and future financial and operational performance, expected capital expenditures, our share repurchase program and future dividends. Although we believe that the expectations reflected, and the assumptions or bases underlying our forward-looking statements are reasonable, we can give no assurance that such expectations will prove to be correct. Such statements are not guarantees of future performance or events and are subject to known and unknown risks and uncertainties that could cause our actual results, events or financial positions to differ materially from those included within or implied by such forward-looking statements. These risks and uncertainties include the risks that the benefits contemplated from our recent acquisitions may not be realized, the ability of Select to successfully integrate the acquired businesses' operations, including employees, and realize anticipated synergies and cost savings and the potential impact of the consummation of the acquisitions on relationships, including with employees, suppliers, customers, competitors and creditors. Factors that could materially impact such forward-looking statements include, but are not limited to: global economic distress, including that resulting from the sustained Russia-Ukraine war and related economic sanctions, instability and continued hostilities in the Middle East, including military conflict involving Iran, instability in Venezuela, economic uncertainty as a result of changing trade policies, disruptions in global oil and gas markets; inflation and high interest rates, each of which may decrease demand for oil and natural gas or contribute to volatility in the prices for oil and natural gas, which may decrease demand for our services; the ability to source certain raw materials and other critical components or manufactured products globally on a timely basis from economically advantaged sources, including any delays and/or supply chain disruptions due to increased hostilities in the Middle East; actions taken by the members of the Organization of the Petroleum Exporting Countries ("OPEC") and Russia (together with OPEC and other allied producing countries, "OPEC+") with respect to oil production levels and announcements of potential changes in such levels, including the ability of the OPEC+ countries to agree on and comply with announced supply limitations, which may be exacerbated by military conflict in the Middle East involving Iran and the resumption of sales of previously sanctioned oil from Venezuela and Russia; the impact of central bank policy actions, such as sustained, elevated interest rates in response to, among other things, high rates of inflation, and disruptions in the bank and capital markets; the degree to which consolidation among our customers may affect spending on U.S. drilling and completions activity, including the recent consolidation in the Permian Basin; impacts related to changing U.S. and foreign trade policies, including increased trade restrictions or tariffs; the impact of changes in diplomatic and trade relations, and the results of countermeasures and any tariff migration initiatives; changes in safety, health, environmental and other governmental policy and regulation; the enactment or promulgation of new laws or regulations or changes or modifications in existing laws, regulations, rules or governmental policies with respect to taxation; the level of capital spending and access to capital markets by oil and gas companies in response to changes in commodity price or reduced demand; the potential deterioration of our customers' financial condition, including defaults resulting from actual or potential insolvencies; trends and volatility in oil and gas prices, and our ability to manage through such volatility; the impact of current and future laws, rulings, governmental regulations and policies, including those related to accessing water, disposing of wastewater, transferring produced water, interstate freshwater and produced water transfer, chemicals, carbon pricing, pipeline construction, emissions, hydraulic fracturing, leasing, permitting or drilling on federal lands and various other environmental matters; regional impacts to our business, including our key infrastructure assets within the Permian Basin, the Bakken, and the Haynesville regions; capacity constraints on regional oil, natural gas and water gathering, processing and pipeline systems that result in a slowdown or delay in drilling and completion activity, and thus a decrease in the demand for our services in our core markets; the impact of regulatory and related policy actions by federal, state and/or local governments, such as the Inflation Reduction Act of 2022, which may negatively impact the future production of oil and gas in the U.S., thereby reducing demand for our services; our ability to hire and retain key management and employees, including skilled labor; our access to capital to fund expansions, acquisitions and our working capital needs and our ability to obtain debt or equity financing on satisfactory terms, or at all; our health, safety and environmental performance; the impact of competition on our operations; the degree to which our exploration and production customers may elect to operate their water-management services in-house rather than source these services from companies like us; our level of indebtedness and our ability to comply with covenants contained in our sustainability-linked credit facility or future debt instruments; delays or restrictions in obtaining permits by us or our customers; constraints in supply or availability of equipment used in our business; the impact of advances or changes in well-completion technologies or practices that result in reduced demand for our services, either on a volumetric or time basis; changes in global political or economic conditions, generally, and in the markets we serve, including the rate of inflation and potential economic recession; acts of terrorism, war or political or civil unrest in the U.S. or elsewhere, such as the Russia-Ukraine war, the instability and continued hostilities in the Middle East, including military conflict involving Iran and any potential conflict with Venezuela; information technology failures or cyberattacks; accidents, weather, natural disasters or other events affecting our business; and the other factors discussed or referenced in the "Risk Factors" section of our most recent Annual Report on Form 10-K and those set forth from time to time in our other filings with the SEC. Investors should not place undue reliance on our forward-looking statements. Any forward-looking statement speaks only as of the date on which such statement is made, and we undertake no obligation to publicly update or revise any forward-looking statement, whether as a result of new information, future events, changed circumstances or otherwise, unless required by law.

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