



TETRA TECHNOLOGIES, INC. HUMAN RIGHTS AND MODERN SLAVERY POLICY STATEMENT

Introduction

TETRA Technologies, Inc. and all of its subsidiaries, branches and the branches of its subsidiaries, ventures, and any unconsolidated subsidiaries (collectively referred to as TETRA or the “Company”) and TETRA’s Board of Directors respect and promote international principles aimed at protecting and promoting universal human rights, as described in the United Nations Global Compact, the United Nations Universal Declaration of Human Rights, and the 1998 International Labour Organization Declaration on Fundamental Principles and Rights at Work. TETRA is committed to operating ethically and in compliance with applicable laws wherever the Company conducts business.

While governments have the primary responsibility for protecting and upholding the human rights of their citizens, TETRA recognizes its responsibility to protect human rights. Thus, TETRA and its Board of Directors are committed to preserving these rights in our relationships with our employees, suppliers, independent contractors, among many other stakeholders in every place of operation.

TETRA also recognizes that it has opportunities to promote human rights through its operations and business relationships. This includes respecting the rights of people in communities where TETRA operates and opposing modern slavery and human trafficking in all its forms.

TETRA’s commitment to conducting its business fairly and in a manner that respects the rights and dignity of all persons is demonstrated in TETRA’s Code of Business Conduct, Supplier Code of Business Conduct, employment practices, non-discrimination policies, fair compensation practices, and health, safety, and security programs.

No Modern Slavery; No Human Trafficking

TETRA maintains a zero-tolerance approach to any form of modern slavery or human trafficking in all of TETRA's worldwide operations and strictly prohibits the use of any form of forced or compulsory labor. This includes any work or service that is involuntarily provided by any person under threat of penalty, including but not limited to, the following:

- slavery or sale of a person into the ownership of another;
- indentured labor;
- bonded labor or debt bondage;
- child labor;
- military labor;
- work or services provided by prisoners;
- domestic servitude;
- physical abduction, kidnapping, or physical confinement in the work location;
- deceptive recruiting for labor;
- physical or psychological (including sexual) violence; and
- workplace abuse.

TETRA also seeks to avoid complicity in any human rights abuses in a number of ways, including without limitation (i) by condemning systematic and continuous Human Rights abuses, both publicly and privately, (ii) continuously consulting within and outside of the Company with relevant stakeholders, (iii) actively identifying any functions within the Company's operations that may be at risk of becoming linked to human rights abuses, and (iv) identifying opportunities for TETRA to act in ways that can advance Human Rights.

No Child Labor

TETRA prohibits the use of child labor in its workforce in all areas of the Company's worldwide operations. All TETRA employees are above the legal employment age in the country of their employment.

Equal Employment Opportunity and Non-Discriminatory Treatment

TETRA is an equal opportunity employer. As a matter of both philosophical conviction and good business practice, TETRA strives to provide all applicants and employees fair and equitable consideration and treatment in all matters related to employment, benefits, training, compensation, and other privileges and conditions of employment regardless of race, age, sex, sexual orientation, gender identity/expression, national origin, ethnicity, disability, veteran status, or any other basis that is protected under applicable law.

Likewise, the management of TETRA strives to give each individual equal consideration in relation to his or her abilities and actual performance level. TETRA promotes an environment in which applicants and employees with equal abilities are given equal job opportunities and advancement based on merit and performance.

TETRA supervisors and managers are responsible for implementing TETRA's equal employment opportunity policy and encouraging the full commitment and cooperation of each employee throughout TETRA.

Employee Training

TETRA provides employees with training on non-discrimination policies and practices, including training designed to promote awareness of equal employment opportunity requirements and disability awareness. All members of TETRA management are also periodically required to complete training on the Company's policies on modern slavery in order to ensure that they have a full understanding of what forced labor is and how to identify it. Such training will be delivered in-person and/or via web-based interactive software. Attendance records of each training session shall be maintained by the Company.

Such training supports TETRA's commitment to maintaining a respectful, inclusive, and legally compliant workplace and is provided to employees and supervisors as part of onboarding, leadership development, and periodic compliance training programs. Completion of required training is documented and tracked by the Company.

Anti-Harassment

TETRA maintains a professional and inclusive work environment in which mutual respect is expected from everyone. TETRA is committed to maintaining a workplace free from violence, harassment, intimidation, and other unsafe or disruptive conditions due to internal and external threats.

TETRA prohibits ethnic, racial, religious, sexual, or any other type of harassment, whether the harasser or the victim is a co-worker, supervisor, agent, customer, guest, or vendor.

Inappropriate or unwelcome sexual behavior and other forms of conduct (whether physical or verbal in nature) that create an intimidating, hostile, or offensive environment or interfere with workplace performance are not permitted.

Fair Compensation

TETRA compensates its employees fairly and in accordance with applicable wage and hour laws and regulations. TETRA ensures that employee wages are consistent with regional labor market standards and industry practices, taking into consideration the economic environment and cost of living within the relevant geographic region.

Fair compensation practices are intended to support employees' ability to meet basic needs for themselves and their families, including housing, food, healthcare, and education, while maintaining equitable and competitive pay structures within TETRA.

Skills Development and Training

TETRA supports employee development by providing workers with access to skills development opportunities, training programs, and professional growth initiatives.

Training may include job-specific instruction, safety and compliance education, leadership development, apprenticeships, and other programs designed to enhance employee capabilities and career advancement opportunities.

These opportunities are provided on an equal and non-discriminatory basis consistent with TETRA's equal employment opportunity principles.

Healthy, Safe, and Adequate Working Conditions

The safety and health of our employees is of the utmost importance. TETRA is committed to providing safe, healthy, and appropriate working conditions for its employees and conducting its business in compliance with all applicable workplace health and safety laws and regulations.

TETRA maintains programs of regular training to ensure individuals are equipped to identify and manage potential workplace risks.

TETRA's "Stop Work Authority" process encourages employees to discontinue work when they encounter unacceptable health, safety, or environmental conditions.

Employees are encouraged to report safety concerns, hazards, or unsafe working conditions without fear of retaliation, and TETRA supports open communication to continuously improve workplace safety and environmental performance.

In addition, TETRA recruits its employees and provides working conditions consistent with applicable laws and regulations regarding:

- wages and other forms of compensation;
- working hours and rest periods;

- holidays and leave protections;
- disciplinary and dismissal practices;
- maternity protection, where applicable;
- health and safety practices (e.g., access to safe drinking water, sanitation, and appropriate workplace facilities); and
- employee welfare and access to medical services, where required by law.

TETRA recognizes that working conditions significantly affect the quality of life of employees and their families and seeks to provide conditions that support employee wellbeing while complying with applicable laws and industry standards.

Many conditions of work are established by applicable national laws and regulations or legally binding agreements. TETRA complies with all such requirements and strives to provide working conditions that support employee wellbeing and responsible business practices.

Suppliers and Subcontractors

It is TETRA's policy not to source any product or service from a supplier engaged in any activities that may breach basic civil and human rights, including but not limited to child labor. TETRA's compliance expectations with respect to human rights and modern slavery are clearly communicated to suppliers through this Policy, TETRA's Supplier Code of Business Conduct, and relevant contractual language. TETRA requires its suppliers to respect internationally recognized human rights, comply with all applicable laws, and conduct their business ethically and responsibly. TETRA encourages its suppliers to adopt policies within their own businesses that are consistent with the spirit and intent of this Policy.

TETRA takes steps (i) to ensure that TETRA's suppliers and subcontractors do not use forced labor in any form and (ii) to detect and prevent occurrences of modern slavery in its business operations. Multiple TETRA functions, including Legal/Compliance; Global Supply Chain & Procurement; Health, Safety, Environmental & Quality ("HSEQ"); and Internal Audit engage in various activities to conduct risk assessments; conduct appropriate, risk-based due diligence; and continuously monitor TETRA's suppliers and subcontractors. For example, TETRA Internal Audit conducts periodic audits of internal operations and HSEQ's Risk Assessment and Management Standard outlines the systematic process TETRA uses to assess for risks (including regulatory risks and worker safety risks) at all Company locations and work sites. TETRA's Compliance function also conducts risk-based, pre-engagement due diligence on third-party agents, suppliers, and other prospective business partners. Such due diligence includes the third-party's completion of a Due Diligence Questionnaire and may also include other steps such as a paid background check,

reference checks, an interview of the prospective agent/supplier/business partner, and/or signed compliance certifications.

Additionally, TETRA Compliance has implemented electronic screening procedures using a cloud-based denied party screening solution. All suppliers, sub-contractors, and other business partners are screened using this screening solution and, following initial screening, are continuously and automatically re-screened on a nightly basis. Lists searched using this screening solution cover several major areas of concerns including, but not limited to, (i) restricted, denied, and blocked person lists maintained by the U.S. Office of Foreign Asset Control (OFAC), Bureau of Industry and Security (BIS), the U.S. Department of State, and others; (ii) sanctions programs-related blocked persons lists; (iii) law enforcement-related wanted persons lists; and (iv) international terrorist, blocked person, wanted, and entity lists.

TETRA will not knowingly condone or contribute to adverse human rights impacts caused by the actions of our suppliers or sub-contractors. Should TETRA become aware that a supplier or subcontractor has (or may have) violated TETRA's policies or any applicable law, TETRA will take prompt action to investigate and prevent or mitigate any adverse impact. Such actions may include exercising TETRA's rights to conduct audits of the supplier/sub-contractor under the relevant contract, collecting additional due diligence information from the supplier/sub-contractor, and/or requiring the supplier/sub-contractor to complete training or sign compliance certifications. As warranted, TETRA also reserves the discretion to alter or terminate its relationship with that supplier and take such other actions as may be legally available.

Reporting

Any employee who (i) believes that a conflict may exist between the language of this Policy and the laws, customs, or practices in the place where he/she works or (ii) would like to report a potential violation of this policy should raise those concerns with TETRA's Management. To do so, the employee may use of the Company's [Problem Solving Procedure](#) or use one or more of the other reporting methods listed in [TETRA's Code of Business Conduct](#), including, but not limited to, TETRA's 24/7 reporting hotline. TETRA prohibits retribution or retaliation of any kind for reports made in good faith and in reasonable belief.

Suppliers must promptly notify TETRA of any failure to comply with the TETRA Supplier Code of Business Conduct or any illegal or unethical activity related to TETRA's business. Further, suppliers who believe that an employee of TETRA, or anyone acting on behalf of TETRA, has engaged in illegal or otherwise improper conduct, must report the matter to the Company. Suppliers can make reports by contacting the employee's supervisor. Suppliers and other TETRA business partners can also contact TETRA's Chief Compliance Officer, and/or TETRA's Compliance

Counsel, both of whom can be contacted either by telephone at (281) 367-1983 or by email at compliance@onetetra.com. TETRA's relationship with Suppliers will not be affected by good faith reports of known or suspected illegal or otherwise improper conduct.

Investigation of Human-Rights-Related Reports

Any complaint that TETRA receives from an employee or otherwise concerning a violation (or potential violation) of this Policy will be promptly investigated. TETRA's internal mechanisms, including TETRA's 24/7 reporting hotline and other internal policies addressing problem-solving methods and the receipt and treatment of complaints by whistleblowers, help ensure that human rights issues are identified and appropriate corrective action is taken.

TETRA will track any human-rights-related complaints so as to allow the Company to continually monitor its performance with respect to human rights and make necessary adjustments regarding priorities and approaches.

Review of this Policy

TETRA's Human Rights and Modern Slavery Policy Statement will be reviewed annually for continued suitability. A copy of this Policy posted on both the Company's public website and the employee intranet site ("iConnect").

History/Revision Dates

Origination Date: March 24, 2026

Last Amended Date: N/A

Next Review Date: March 24, 2027