



TETRA Technologies, Inc.
24955 Interstate 45 North
The Woodlands, TX 77380
281.367.1983

TETRA Technologies, Inc. and Subsidiaries' Tax Strategy

TETRA Technologies, Inc. and Subsidiaries' (TETRA) global tax strategy and policy.

TETRA Technologies, Inc. and Subsidiaries published this document December 2020 for the year ended December 31st, 2020 in accordance with Paragraph 19, Schedule 19 of the U.K. Finance Act 2016 in respect for the following companies:

- Optima Solutions Holdings Limited
- Optima Solutions U.K. Limited
- TETRA Investments Company U.K. Limited
- TETRA Technologies U.K. Limited
- TETRA UK Holdings Limited

Overview and Overall Tax Strategy

TETRA is a geographically diversified oil and gas service company. TETRA is committed to sustainability by caring for the environment, promoting the wellbeing of our workforce, ensuring the quality and integrity of our work, and contributing to the enrichment of communities we impact. Our tax policy is to ensure the collection and payment of all taxes in a timely manner and to act with integrity and transparency in all tax matters relating to the countries in which we operate.

Governance

The Audit Committee of the TETRA Technologies Board of Directors, in conjunction with our external auditors, regularly review our tax and other financial policies and strategy. Both TETRA's Chief Financial Officer and Director of Tax are accountable to the Board. TETRA employs highly trained professionals and engages external professional service providers to ensure TETRA is kept abreast of all relevant tax laws and regulations.

Tax Risk Management

TETRA has processes directed at fully complying with local tax law and paying taxes by their due dates. The tax governance framework and management of TETRA's tax matters are taken at the appropriate levels and in accordance with policies that are in place to manage our tax responsibilities in a proactive and professional manner.

Tax Planning

TETRA's tax planning goal is to facilitate the enhancement of shareholder value. TETRA evaluates tax-planning opportunities, intended to deliver value, to ensure they are aligned with



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TETRA's overall business strategy and are consistent with TETRA's code of business conduct. Accordingly, TETRA does not adopt tax planning which may be viewed as artificial or inconsistent with the underlying business processes and the code of business conduct.

TETRA engages external tax and legal advisors as considered appropriate, to provide support in respect to technical and tax compliance issues.

Working with Tax Authorities

TETRA is committed to working in a cooperative and positive manner with tax authorities in all jurisdictions in which we operate. TETRA believes building strong, mutually respectful relationships with tax authorities is based on transparency and trust. The goal in doing so is to achieve certainty, minimize disputes, and reach mutually agreeable outcomes whenever possible.

Tax Reporting

TETRA is required to comply with the requirements of the Sarbanes-Oxley Act of 2002.