

**TETRA TECHNOLOGIES, INC.**  
**BOARD OF DIRECTORS**  
**AUDIT COMMITTEE**

**CHARTER**

**ORGANIZATION**

This Charter governs the operations of the Audit Committee. The Board of Directors shall appoint an Audit Committee (the "Committee") of at least three members, consisting entirely of independent directors of the Board, and shall designate one member as chairperson or delegate the authority to designate a chairperson to the Committee. Members of the Committee may be removed by the Board at any time. In fulfilling its responsibilities, the Committee may delegate any or all of its responsibilities and authority to a subcommittee of the Committee, including to a subcommittee comprised solely of one member of the Committee, as it deems appropriate. For purposes hereof, members shall be considered independent as long as they satisfy all of the independence requirements for Board Members as set forth in the New York Stock Exchange listing standards and the independence requirements of Rule 10A-3 of the Securities Exchange Act of 1934, as amended (the "Exchange Act").

Each member of the Committee shall be financially literate, as determined by the Board, or become financially literate within a reasonable period of time after his or her appointment to the Committee. In addition, at least one member of the Committee shall have accounting or related financial management expertise, as determined by the Board, and at least one member shall be an "audit committee financial expert," as defined by applicable rules of the US Securities and Exchange Commission (the "SEC"). A person who satisfies this definition of audit committee financial expert will also be presumed to have accounting or related financial management expertise.

Members shall not serve on more than three public company audit committees simultaneously unless the Board determines in advance that such simultaneous service would not impair the member's ability to effectively serve on the Committee and such determination is disclosed in the Company's proxy statement for its annual meeting of stockholders.

Notwithstanding the foregoing membership requirements and subject to applicable law, no action of the Committee will be invalid by reason of any such requirement not being met at the time such action is taken.

The Committee shall meet at least quarterly. The Committee shall meet separately and periodically with management, the personnel responsible for the internal audit function, and the independent auditor. The Committee shall report regularly to the Board of Directors with respect to its activities.

## **PURPOSE**

The purposes of the Committee shall be to:

1. Provide assistance to the Board of Directors in fulfilling its oversight responsibility to the shareholders, potential shareholders, the investment community, and other relevant stakeholders relating to: (i) the integrity of the Company's financial statements; (ii) the effectiveness of the Company's internal control over financial reporting, (iii) the Company's compliance with legal and regulatory requirements; (iv) the independent auditor's qualifications and independence; and (v) the performance of the Company's internal audit function and independent auditors;
2. Prepare the Audit Committee report and other disclosures as required by Item 407(d)(3)(i) of Regulation S-K for inclusion in the Company's annual proxy statement that complies with the applicable rules of the SEC and the New York Stock Exchange; and
3. Foster free and open communication between the Committee, the independent auditors, the internal auditors, and management of the Company.

The Committee shall have the authority to retain and compensate such outside legal, accounting, or other advisors as it considers necessary in discharging its oversight role.

## **DUTIES AND RESPONSIBILITIES**

The Committee has the responsibilities and powers set forth in this Charter and in the Company's Corporate Governance Guidelines. Management is responsible for the preparation, presentation, and integrity of the Company's financial statements, for the appropriateness of the accounting principles and reporting policies that are used by the Company and for implementing and maintaining internal control over financial reporting. The independent auditors are responsible for auditing the Company's financial statements and the effectiveness of internal control over financial reporting, and for reviewing the Company's unaudited interim financial statements.

Management of the Company, as well as the independent auditors, have more time, knowledge and detailed information concerning the Company than do Committee members; consequently, in assisting the Board in carrying out its oversight responsibilities, the Committee is not providing any expert or special assurance as to the Company's financial statements or any professional certification as to the independent auditors' work.

The Committee, in carrying out its responsibilities, believes its policies and procedures should remain flexible, in order to best react to changing conditions and circumstances. The Committee will take appropriate actions to set the overall corporate "tone" for quality financial reporting, sound business risk practices, and ethical behavior.

The following shall be the principal duties and responsibilities of the Committee. These are set forth as a guide with the understanding that the Committee may diverge from, or supplement, them as appropriate.

1. The Committee shall be directly responsible for the appointment, compensation, retention, and oversight of the work of the independent auditors (including resolution of disagreements between management and the auditor regarding financial reporting) and any other registered public accounting firm engaged by the Company for the purposes of preparing or issuing an audit report or performing other audit, review, or attest services for the Company. The independent auditors and such other registered public accounting firm must report directly to the Committee.
2. At least annually, the Committee shall obtain and review a report by the independent auditors describing: (i) the firm's internal quality control procedures; (ii) any material issues raised by the most recent internal quality control review, or peer review, of the firm, or by any inquiry or investigation by governmental or professional authorities, within the preceding five years, with respect to one or more independent audits carried out by the firm, and any steps taken to deal with any such issues; and (iii) all relationships between the independent auditors and the Company to assess the auditors' independence.
3. After reviewing the foregoing report and the independent auditors' work throughout the year, the Committee shall evaluate the auditors' qualifications, performance and independence. Such evaluation should include the review and evaluation of the lead partner of the independent auditors and take into account the opinions of management and the Company's personnel responsible for the internal audit function.
4. The Committee shall assure the regular rotation of the lead audit partner and other audit partners serving the account as required under the SEC independence rules and shall consider whether there should be regular rotation of the audit firm itself.
5. The Committee shall pre-approve all audit and permitted non-audit services provided by the independent auditors, including specific preapproval of internal control-related services based on Public Company Accounting Oversight Board (PCAOB) Rule 3525, and shall receive certain disclosure, documentation and discussion of non-prohibited tax services by the independent auditors based on PCAOB 3524. The Committee shall not engage the independent auditors to perform non-audit services prohibited by law or regulation. The Committee may delegate pre-approval authority to a member or subcommittee of the Audit Committee consisting of one or more members. The decisions of any Committee member or subcommittee to which pre-approval authority is delegated must be presented to the full Committee at its next scheduled meeting.

6. The Committee shall review and discuss with the Company's independent auditors (i) the auditors' responsibilities under generally accepted auditing standards and the responsibilities of management in the audit process, (ii) the overall audit strategy, (iii) the scope and timing of the annual audit, (iv) any significant risks identified during the auditors' risk assessment procedures, and (v) when completed, the results, including significant findings, of the annual audit. In addition, the Committee shall discuss with the independent auditors staffing and budget or compensation matters relating to the audit.
7. The Committee shall review, discuss with the Company's internal auditors and independent auditors, and approve the functions of the Company's internal audit department, including its purpose, organization, responsibilities, staffing, budget and performance; and shall review the scope, performance and results of such department's internal audit plans, including any reports to management and management's response to those reports. The Committee shall review and concur with the appointment, replacement, reassignment or dismissal of the Internal Audit Director, who shall have direct access to the Committee.
8. The Committee shall regularly review with the independent auditors any audit problems or difficulties encountered during the course of the audit work and management's response, including any restrictions on the scope of the independent auditors' activities or access to requested information, and any significant disagreements with management. The Committee should review any accounting adjustments that were noted or proposed by the auditors but were "passed" (as immaterial or otherwise); any communications between the audit team and the audit firm's national office respecting auditing or accounting issues presented by the engagement; and any "management" or "internal control" letter issued, or proposed to be issued, by the audit firm to the Company.
9. The Committee shall meet to review and discuss the quarterly financial statements, including reviewing the Company's specific disclosures under Management's Discussion and Analysis of Financial Condition and Results of Operations, with management and the independent auditors prior to the filing of the Company's Quarterly Report on Form 10-Q. Also, the Committee shall discuss the results of the quarterly review and any other matters required to be communicated to the Committee by the independent auditors under the standards of the PCAOB (United States).
10. The Committee shall meet to review and discuss the annual audited financial statements, the form of the audit opinion to be issued by the independent auditors on the financial statements, and the Company's specific disclosures under Management's Discussion and Analysis of Financial Condition and Results of Operations, with management and the independent auditors prior to the filing of the Company's Annual Report on Form 10-K (or the annual report to shareholders if distributed prior to the filing of Form 10-K). The Committee's review of the financial statements shall include: -(i) major issues

regarding accounting principles and financial statement presentations, including any significant changes in the company's selection or application of accounting principles, and major issues as to the adequacy and effectiveness of the Company's internal control over financial reporting and any specific remedial actions adopted in light of significant control deficiencies or material weaknesses;- (ii) discussions with management and the independent auditors regarding significant financial reporting issues and judgments made in connection with the preparation of the financial statements and the reasonableness of those judgments, including analyses of the effects of alternative US generally accepted accounting principles (GAAP) methods on the financial statements;- (iii)- consideration of the effect of regulatory accounting initiatives, as well as off-balance sheet structures on the financial statements; (iv) consideration of the judgment of both management and the independent auditors about the quality, not just the acceptability of accounting principles; and (v) the completeness and clarity of the disclosures in the financial statements. Also, the Committee shall discuss the results of the annual audit and any other matters required to be communicated to the Committee by the independent auditors under professional standards, including any critical audit matters (as that term is defined in PCAOB Auditing Standard 3101).

11. The Committee shall recommend to the Board of Directors whether the Company's annual audited financial statements and accompanying notes and the form of audit opinion to be issued by the independent auditors on the financial statements should be included in the Company's Annual Report on Form 10-K.
12. The Committee shall receive and review a report from the independent auditors, prior to the filing of the Company's Annual Report on Form 10-K (or the annual report to shareholders if distributed prior to the filing of Form 10-K), on all critical accounting policies and practices of the Company; all material alternative treatments of financial information within US GAAP that have been discussed with management, including the ramifications of the use of such alternative treatments and disclosures and the treatment preferred by the independent auditor; and other material written communications between the independent auditors and management.
13. The Committee shall review and discuss earnings press releases, as well as financial information and earnings guidance provided to analysts and rating agencies. Such discussions may be general (consisting of discussing the types of information to be disclosed and the types of presentations to be made).
14. The Committee shall review management's report on its assessment of the effectiveness of internal control over financial reporting as of the end of the most recent fiscal year and the independent auditors' report on the effectiveness of internal control over financial reporting.

15. The Committee shall discuss with management and the internal auditors, management's process for assessing the effectiveness of internal control over financial reporting under Section 404 of the Sarbanes-Oxley Act, including any material weaknesses or significant deficiencies identified. The Committee shall discuss with the independent auditor the characterization of deficiencies in internal control over financial reporting. The Committee shall also discuss with management, management's remediation plans to address internal control deficiencies. The Committee shall determine that the disclosures describing any identified material weaknesses and management's remediation plans are clear and complete. The Committee shall discuss with management its process for performing its required quarterly certifications under Section 302 of the Sarbanes-Oxley Act, including evaluation of the effectiveness of disclosure controls by the Chief Executive Officer and Chief Financial Officer. In addition, the Committee shall discuss with management, the internal auditors, and the independent auditors any significant changes in internal control over financial reporting that are disclosed, or considered for disclosures, in the Company's periodic filings with the SEC.
16. The Committee shall review with management, if management is considering whether a material charge for impairment to the Company's assets is required by US GAAP and such a determination would require that the Company file a Current Report under Item 2.06 of Form 8-K promulgated under the Exchange Act, the facts and circumstances supporting the relevant analysis, which review shall be conducted before management concludes that such a material charge is required.
17. The Committee shall consider and conclude, for purposes of Item 4.02 of Form 8-K promulgated under the Exchange Act, whether any previously issued financial statements should no longer be relied upon.
18. The Committee shall review the Company's compliance systems with respect to legal and regulatory requirements and review the Company's Code of Business Conduct and Code of Ethics for Senior Financial Officers and processes to monitor such compliance. The Committee shall review, and if appropriate, approve any request by a director, executive officer or senior financial officer to waive a provision of the Company's Code of Business Conduct and report any such waiver to the Board at the earliest practicable time. The Committee shall receive reports from the Company's General Counsel of evidence of a material violation of securities laws or breach of fiduciary duty.
19. The Committee shall discuss the Company's policies with respect to risk assessment and risk management, including the risk of fraud and the Company's overall anti-fraud programs and controls. The Committee also shall discuss the Company's major financial risk exposures and the steps management has taken to monitor and control such exposures.

20. The Committee shall provide assistance to the Board of Directors with respect to its oversight of information technology security and risk, including cybersecurity. The Committee shall receive updates from management regarding, and discuss with management, information technology security and risk, including cybersecurity, as well as related key initiatives and action plans.
21. The Committee shall establish procedures for the receipt, retention, and treatment of complaints received by the Company regarding accounting, internal accounting controls, or auditing matters, and the confidential, anonymous submission by employees of the Company of concerns regarding questionable accounting or auditing matters.
22. The Committee shall set clear hiring policies for employees or former employees of the independent auditors that meet the SEC regulations and stock exchange listing standards.
23. The Committee shall determine the appropriate funding needed by the Committee for payment of: (1) compensation to the independent audit firm engaged for the purpose of preparing or issuing an audit report or performing other audit, review, or attest services for the Company; (2) compensation to any advisers employed by the Committee; and (3) ordinary administrative expenses of the Committee that are necessary or appropriate in carrying out its duties.
24. The Company has adopted a policy on related-person transactions (the "Related Person Policy"). The Committee shall fulfill its responsibilities under the Related Person Policy and, from time to time, review and recommend revisions thereunder to the Board for approval.
25. The Committee shall review with management and the independent auditor any accounting restatement to determine if such accounting restatement was the result of the Company's material noncompliance with any financial reporting requirement under U.S. securities laws and would constitute an accounting restatement in accordance with Rule 10D-1 of the Exchange Act and the listing standards of the New York Stock Exchange. Following such review, the Committee shall inform the Human Capital Management and Compensation Committee of the Board in writing of its determination whether an applicable accounting restatement did or did not occur. In reviewing and making such determination, the Committee shall be entitled to rely on representations of management, accounting experts or other advisors engaged by the Committee.
26. At least annually, in connection with the Company's audit, the Committee shall (i) discuss with the Company's independent auditors the Committee's understanding of the Company's relationships and transactions with related parties that are significant to the Company and (ii) review and discuss with the Company's independent auditors the auditors' evaluation of the Company's identification of, accounting for, and disclosure of its relationships

and transactions with related parties, including any significant matters arising from the audit regarding the Company's relationships and transactions with related parties.

27. The Committee shall perform an evaluation of its performance at least annually and present the results of such self-evaluation to the Board.
28. The Committee shall be empowered to investigate any matter brought to its attention with full access to all Company books, records, and personnel, using special counsel or outside experts when necessary or appropriate.
29. The Committee shall review and reassess this Charter at least annually and recommend any proposed changes to the Board of Directors.