



SAFETY MESSAGE FROM THE CEO

Integrated Water Services' Corporate Health and Safety Policy is built on a foundation of core beliefs that guide our actions and decisions. We firmly believe that environmental, health, and safety (EHS) performance must always take priority over other business or client demands. Importantly, we are committed to embedding concern for employee health and safety into every aspect of our work, from the design phase to the decisions that we make in the field.

We empower each employee with personal responsibility for their own safety as well as the safety of their colleagues and subcontractors. Continuous improvement is at the heart of our EHS culture, and we rely on feedback and experience to refine and enhance our approach to safety. But when it comes to safety, we are never satisfied, constantly seeking new and innovative ways to reduce safety incidents through focusing on "leading indicators" and proactively avoiding incidences BEFORE they happen, rather than measuring performance on "lagging safety indicators" AFTER the fact.

At Integrated Water Services, we believe that EHS incidents are preventable, and we are proactive in our policies, practices, and decision-making to minimize risks. Management is responsible for ensuring that employees have the necessary knowledge, skills, and equipment to protect themselves and others. We hold ourselves to a higher standard than mere compliance with regulations, and we strive for excellence in all areas of our business. The goal is always zero accidents!

We recognize that every task we undertake has an impact on the welfare of our employees, contractors, visitors, clients, and the communities in which we operate. As such, we are committed to protecting the well-being of our employees around the clock, both on and off the job. At Integrated Water Services, we believe that a strong EHS culture is essential to achieving our business objectives and delivering value to our clients, while ensuring the safety and wellbeing of our employees.

I know that you share my passion for safety, and I truly appreciate your diligent efforts as we work to achieve and maintain our goal of zero accidents.

A handwritten signature in black ink, appearing to read "AJB", is positioned above the printed name.

Alexander J. Buehler

President & Chief Executive Officer