





FELLOW STAKEHOLDERS,

Sustainability has been integral to Aris’s success since its inception, and we remain committed to safeguarding the environment while providing a safe, equitable, and dynamic workplace for our employees and a compelling investment opportunity for our shareholders. As a leader in developing and operating produced water infrastructure for many of the largest oil and gas producers in the Permian Basin, our sustainability efforts offer a unique value proposition—our water gathering and recycling assets not only provide more cost-effective and capital-efficient solutions for our customers but also significantly reduce groundwater consumption, decrease emissions, and generate robust returns for our investors. We believe this is sustainability in its most meaningful form, driving true business value by benefiting the environment, our customers, and our shareholders.

We are proud of the significant sustainability accomplishments we have achieved over the past few years. Since 2019, we have recycled over 12 billion gallons of water, helping to preserve the groundwater aquifers in the arid areas where we operate. In addition, our water gathering infrastructure has removed over 14 million truck trips from the road, reducing carbon emissions by more than 89% compared to if this same quantity of water was moved solely by truck. However, we know there is more work to be done and we remain dedicated to meeting our sustainability goals.

Beneficial Reuse & Mineral Extraction: The Next Phase of Meaningful Sustainability

Water poses an increasing challenge for energy producers as they grow operations in the Permian Basin, generating a significant volume of

water that has been traditionally viewed as a waste stream. At Aris, we view this waste product as a valuable resource. We have developed a significant infrastructure network designed to deliver comprehensive water management solutions to our customers, and identify opportunities to extract value from this waste. Our recycling initiatives have already demonstrated their transformative potential within the energy industry, significantly reducing the groundwater used by the industry.

Simply put, the energy industry produces more water than it can recycle and utilize. Today, that surplus water is disposed of, even in areas experiencing groundwater shortages. Recognizing this, we are working with industry leaders, including ConocoPhillips, Chevron, and ExxonMobil, through a Joint Industry Partnership to spearhead a transition from water disposal to beneficial reuse of this water even beyond the energy industry. Together, we are piloting technologies to determine how to safely and economically return this excess water to the hydrologic cycle. Potential outlets include non-consumptive agricultural use, aquifer recharge, and industrial water applications.

In addition to our beneficial reuse efforts, we are exploring opportunities to extract valuable minerals from our produced water. After over a year of testing, we have gained a more comprehensive understanding of the produced water mineral content across our assets. This allows us to focus our efforts on high-value minerals that can potentially be economically recovered. We are also evaluating technologies and potential partnerships to commercialize brine mining and mineral recovery of our produced water and concentrate brine. These efforts aim to again transform waste

Since 2019, we have recycled over **12 billion gallons of water**, helping to preserve the groundwater aquifers in the arid areas where we operate.



Our workforce is composed of more than **73% women and/or minorities.**



into valuable resources, further enhancing the sustainability and profitability of our operations.

Safety, Diversity & Governance

We have an unwavering commitment to creating and maintaining a safe, equitable, and respectful workplace that allows people to advance professionally. First and foremost, it is my responsibility to keep our employees safe. We are proud that we reduced our employee Total Recordable Incident Rate (TRIR) approximately 9% year-over-year, from 0.48 in 2022 to 0.44 in 2023. Additionally, we achieved a 100% reduction in our Days Away Restricted or Transferred (DART) incidents over the same period.

We have intensified our focus on employee and driver safety training and developed a safety framework for our Contractor Management Program, which we began implementing towards the end of the year. These efforts will continue to strengthen our safe work practices and company culture. For us, one incident is one too many. We are dedicated to continuous improvement and fostering a culture where employee empowerment and safety are paramount.

Our workforce is composed of more than 73% women and/or minorities. At a leadership level, approximately 14% of managers and executives are women, and 30% are minorities. Our Board reflects this diversity as well, with 22% women and 22% minorities. This representation highlights the inclusiveness we strive for throughout our organization and believe makes us a better company.

In closing, I want to express my gratitude to our employees for their hard work in 2023. It was a year marked by continuous, consistent improvement in safety metrics, operating costs, and capital efficiency.

These advancements, coupled with our hard work and focus on our core business and our long-term commitment to meaningful sustainability, have positioned us for success in 2024 and beyond, delivering value to all our stakeholders.

Thank you for your interest in our company.

Amanda Brock
*President & CEO,
Aris Water Solutions, Inc.*





ABOUT ARIS

Aris is a leader in developing and operating environmental infrastructure and delivering differentiated water solutions to many of the largest oil and gas operators in the Permian Basin. We are committed to a sustainable future while exceeding the high standards set by our customers, regulators, and the investment community. We do so through responsible development, implementing measurable and impactful sustainability initiatives, and helping reduce the oil and gas industry’s groundwater footprint while creating value for our shareholders, employees, and all stakeholders.

OUR MISSION

We are passionate about water and building a future where all wastewater can be a resource by developing differentiated technologies and infrastructure, creating significant value through helping our customers reduce their water and carbon footprints.

About This Report

This 2023 Sustainability Report marks our third publicly available report. We utilize qualitative disclosures and quantitative metrics to describe our policies, practices, and performance.

Reporting Period: January 1, 2023 – December 31, 2023

Reporting Cycle: Annual

Reporting Frameworks: Aris’s 2023 Sustainability Report is informed by the following standards:

- Global Reporting Initiative (GRI) Standards
- Sustainability Accounting Standards Board (SASB) – we report applicable Value Reporting Foundation’s SASB midstream framework metrics
- Energy Infrastructure Council (EIC)/ GPA Midstream (GPA) ESG Reporting Framework (Version 2.0)

Report Boundaries:

- Our 2023 Sustainability Report covers all activities under our direct operational control
- All financial data is in U.S. dollars.

Additional Information: We welcome your comments and questions about our sustainability efforts. Please direct them to ir@ariswater.com.



SUSTAINABILITY AT ARIS

Aris's Board of Directors, through its Nominating & Environmental, Social, and Governance (ESG) Committee, holds the critical responsibility of overseeing our ESG strategy, actions, and reporting. This committee ensures that our ESG initiatives align with our long-term goals and stakeholder expectations. To support this, we have a management-led ESG committee comprising key senior leaders from various departments. This committee plays an essential role in implementing our ESG strategy and provides regular updates and detailed reports to the Nominating and ESG Committee. This structured approach ensures a robust and cohesive effort towards our ESG commitments, reinforcing our dedication to sustainable and responsible business practices.

2023 SUSTAINABILITY HIGHLIGHTS

Environment

↑ 8% Increase in recycled produced water volumes

↓ 13% Decrease in Scope 1 greenhouse gas (GHG) intensity

↑ 45% Increase in power obtained from renewable sources


Social


73% of workforce comprised of women and/or minorities


20% of Executive Team comprised of women and/or minorities

↓ 100% Reduction in employee Days Away Restricted or Transferred (DART)

Governance

 Fully independent Audit, Compensation, and Nominating & ESG committees

 Regular executive sessions of independent directors at Board and committee meetings

 Board oversight of enterprise risk monitoring and mitigation



MATERIALITY ASSESSMENT

In accordance with our sustainability strategy, we engaged with a third party to identify specific areas of focus that may have a material impact on our business. As part of our assessment, we evaluated focus areas identified or suggested by numerous international frameworks and standards, including the Task Force on Financial Climate-Related Disclosures (TCFD), the Sustainability Accounting Standards Board (SASB), the Sustainable Industry Classification System® (SICS®), the Global Reporting Initiative (GRI), and the Energy Infrastructure Council (EIC).

In addition to these guiding frameworks, our materiality assessment and disclosures are underpinned by the United Nations Sustainable Development Goals (SDGs). Material issues were prioritized according to business impacts and interests of stakeholders.

The areas of focus we identified through our materiality assessment are outlined below:

ENVIRONMENT

- Climate Change
- Emissions
- Energy
- Water Sustainability
- Supply Chain

SOCIAL

- Health & Safety
- Diversity & Inclusion
- Community Involvement

GOVERNANCE

- Board Composition
- Executive Leadership & Management
- Business Ethics
- Cybersecurity & Data Privacy
- Public Advocacy
- Stakeholder Engagement





ENVIRONMENT

Aris is dedicated to helping customers in the oil and gas industry reduce their water use through innovative and sustainable solutions, while also reducing the environmental impact of our own operations. Our core business focuses on recycling and reusing produced water, promoting a circular economy within the energy sector. By implementing advanced treatment technologies and promoting efficient water management practices, we significantly reduce our customers' groundwater withdrawals, minimize their environmental impact, and transform water waste into a valuable resource. Our commitment to sustainability not only conserves valuable water resources but also supports the industry's efforts to operate more responsibly and efficiently.

Water

At Aris, helping our customers develop and implement sustainable water solutions is fundamental to our business. We are focused on helping our industry recycle produced water, thereby reducing our customers' water footprint and augmenting existing water resources through innovative and reliable reuse methods.

Our commitment to sustainability is demonstrated by our 2023 initiatives, which highlight our dedication to pushing the boundaries of how water and mineral resources can support sustainable circular economies. We believe we have a responsibility to manage and optimize value in our customers' wastewater, protecting limited water supplies.

Recognizing the potential of produced water, especially in water-scarce regions, we are addressing the challenges posed by its natural high salt content. In cooperation with key customers, we are developing methods to transform this complex waste stream into clean water for

environmental and industrial use, while also recovering minerals essential for tomorrow's economy.

The applications of treated produced water can extend beyond the oil and gas industry. This resource can support alternative energy production, such as hydrogen and biofuels, reduce dependence on groundwater for non-consumptive agricultural irrigation, and facilitate carbon dioxide sequestration and capture. Additionally, specific minerals in produced water may enable alternative energy production and transmission and replace traditional metals with potential lightweight options for electric vehicles.

Aris invests in beneficial reuse initiatives encompassing a wide range of activities. These include advancing cost-effective technologies for treating produced water, participating in agricultural studies to monitor the growth of non-consumptive crops, recovering ammonia and minerals from wastewater, and developing methods to ensure the quality of treated water for the protection of human health and the environment.

In 2023, Aris recycled over **118 million barrels** of produced water, eliminating the withdrawal of an equivalent amount of groundwater in the arid regions of West Texas and Southeast New Mexico, where aquifer levels are declining at 90 times the recharge rate.



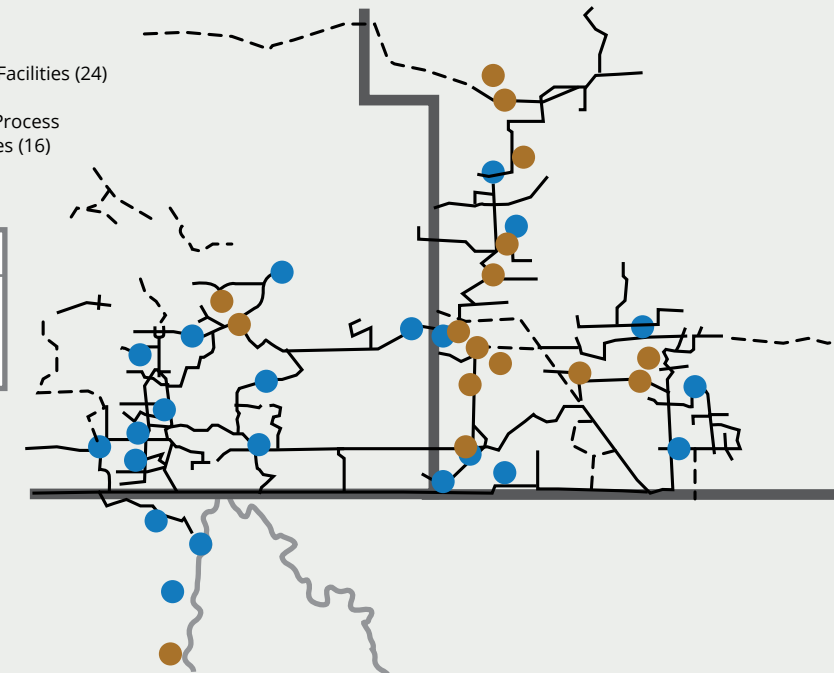
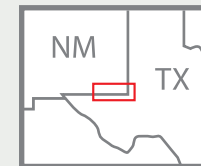


At Aris, we envision a future where all wastewater is viewed as a resource that can be recycled, reused, and contributed to our hydrologic cycle. By enabling the circular economy of water, Aris seeks to strengthen our communities and industries, improve the health of our environment, and support domestic economic security by facilitating new industry and critical supply chains and create value for our shareholders.

RECYCLING FOOTPRINT

- Active Recycling Facilities (24)
- Permitted or In-Process Recycling Facilities (16)

Area of Detail





Joint Industry Pilot Location

BENEFICIAL REUSE SOLUTION SPOTLIGHT

Joint Industry Pilot (JIP) with Chevron, ConocoPhillips, and ExxonMobil

Following a strategic agreement in 2022, Chevron and ConocoPhillips partnered with Aris to develop and pilot cost-effective, scalable methods of treating produced water for potential beneficial reuse opportunities. ExxonMobil joined this strategic agreement in early 2023. Pilot testing, which began in late 2023 and will progress through 2024, focuses on assessing water quality and the associated economics of multiple desalination and integrated pre- and post-treatment technologies.

Extensive water quality sampling is being conducted to gather data for regulatory compliance and commercial implementation. Key constituents, such as ammonia, are being removed selectively for potential reuse in the fertilizer industry. Our objective is to fully transform raw produced water into a purified product that meets the specific requirements for various end uses, such as surface water discharge, non-consumptive agriculture, low emission hydrogen production, direct air capture of atmospheric carbon dioxide, and industrial applications.

“Through the Aris Water Solutions agreement, we are piloting an integrated produced water treatment to test a thermal desalination system. This will help us understand technologies to treat produced water for potential future beneficial reuse.”

—Chevron’s 2023 Sustainability Report

BENEFICIAL REUSE SOLUTION SPOTLIGHT

University of Texas - El Paso (UTEP) Study on Methods for Monitoring Treated Produced Water Uses

The beneficial reuse of produced water in Texas and New Mexico faces challenges due to existing regulatory framework limitations and the high costs and uncertainties associated with monitoring water quality for health and environmental protection. Recognizing the need for additional research to support the use of treated produced water beyond oilfield applications, Aris commissioned a study by UTEP in 2022 to analyze both raw and treated produced water.

The study aimed to understand the remaining constituents in the treated water and establish leading indicators for any further treatment requirements. Recent research conducted by UTEP showed a strong correlation between easily measurable characteristics such as conductivity and Total Organic Carbon (TOC), and contaminants such as volatile organics (benzene, toluene, ethylbenzene, and xylene), as well as metals and minerals.

This study was completed in 2023, and its value to the industry will be realized in 2024 through a database of extensive water quality data for more than 50 produced water samples from around the U.S., treated at various levels including full desalination. Aris has been at the forefront of recognizing the importance of conducting a detailed analysis of constituents in produced water, understanding that such analyses are crucial for advancing the regulatory landscape and encouraging the utilization of treated produced water as a viable supplement to freshwater.



Lab Trailer

Aris was at the forefront of recognizing the importance of conducting a detailed analysis of constituents present in produced water to help design treatment protocols for the safe use of treated produced water.

DOE Award for Field-Based Agriculture Study Using Treated Produced Water



Following a successful Phase I greenhouse study growing cotton and rye grass with treated produced water, Aris was awarded funding from the U.S. Department of Energy (DOE) in late 2023 for Phase II of this work. It will be implemented in a field-study with Texas A&M AgriLife, New Mexico State University, Cotton Inc., and minerals recovery industrial partners.

Phase II will investigate the long-term implications of utilizing treated produced water in the ecosystem through in-ground plant trials involving a diverse range of crops, expanding the interest beyond cotton to include biofuel crops. Four growth cycles over a two-year period will be studied to understand the long-term impact of utilizing purified produced water in agriculture. An additional aspect of the study will incorporate carbon accounting for both soil and foliage CO₂ sequestration.

DOE National Alliance of Water Innovation Project Award

In 2022, the DOE and the National Alliance for Water Innovation (NAWI) awarded Aris the opportunity to conduct a comprehensive study on fouling and scaling of membranes in a reverse osmosis system used for desalinating produced water. Reflecting our expertise in the field, Aris was the only company chosen to study produced water.

The project is scheduled to commence in 2024, following the conclusion of the pilot work associated with the strategic agreement with Chevron, ConocoPhillips, and ExxonMobil. By leveraging one of the integrated treatment trains to be established during the pilot, we expect the project to expand upon the previous efforts and address the specific requirements associated with membrane fouling and scaling.



Reverse Osmosis System

Biodiversity and Wildlife Avoidance

At Aris, we recognize the importance of preserving biodiversity and avoiding disruption to wildlife in the areas where we operate. Many of our assets and operations are located in environmentally sensitive areas, which come with inherent risks of impacting native habitats. To mitigate these risks, we conduct thorough Baseline Environmental Assessments before developing any treatment or handling facilities. These assessments help us identify ecological, wetland, and cultural resources and implement strategies that avoid or minimize significant environmental impacts.

Our Operations and Land teams adopt engineering practices and routing criteria to reduce our impact throughout a project’s lifecycle. This includes actions such as modifying pipeline routes and workspaces in sensitive



Lesser Prairie Chicken

habitats to avoid or minimize both permanent and temporary impacts. Aris has taken certain actions to protect important species, including the lesser prairie chicken, dunes sagebrush lizard, Texas hornshell mussel, and identified sensitive plant species.

Lesser Prairie Chicken & Dunes Sagebrush Lizard

In January 2023, Aris enrolled in the Lesser Prairie Chicken and Dunes Sagebrush Lizard Candidate Conservation Agreement with Assurances (CCAA).

Participants in the CCAA implement certain conservation measures and contribute funding to the Center of Excellence for Hazardous Materials Management for the purpose of maintaining and ultimately improving the habitat and status of the species.

Texas Hornshell Mussel

The CCAA for the Texas hornshell enables voluntary participation from entities or individuals with permits, leases, grants, and other authorizations issued by the Bureau of Land Management. This initiative aims to address the conservation of these imperiled species on federal lands or minerals. These voluntary agreements facilitate cooperation and conservation among stakeholders to protect the Texas hornshell and other covered species.

When enrolling in the CCAA, stakeholders agreed to follow conservation measures that, when fully implemented, reduce or eliminate threats to



Texas Hornshell Mussel

the Texas hornshell and the other covered species. The agreements are based on adaptive management principles, continually evolving to incorporate the best available science for species protection.

Emissions

In 2023, we reduced our Scope 1 GHG emissions intensity by 13% compared to 2022, demonstrating the positive impact of ongoing electrification of our assets. Since 2021, our Scope 1 GHG emissions intensity has decreased by 50%. Our Scope 2 GHG emissions intensity increased by 24% in 2023, as we transitioned more assets from diesel generators to line power. At the same time, we increased the proportion of our renewable energy use by 14%.



SOCIAL

At Aris, our primary focus is on cultivating a culture that prioritizes safety above all else. We aim to provide a safe workplace for our employees, encourage their participation in community engagement activities, and offer an environment for professional growth.

Health & Safety

We are dedicated to protecting the occupational health and safety of everyone who works at Aris. To achieve that, we maintain strict protocols that regularly evolve based on changing needs. Our Environmental Health & Safety (EHS) management system is aligned with ISO 14001 and 45001 standards and incorporates relevant ISO programs and practices, including the continuous improvement cycle of Plan-Do-Check-Adjust. Internally, all employees at Aris are subject to our Health & Safety Policy, which is overseen by our Chief Executive Officer and Chief Operating Officer. Day-to-day administration is managed by a dedicated team of health & safety professionals. To keep our Board well-informed, health & safety updates are presented every quarter.

As part of our commitment, we undergo regular customer audits and strive for full compliance with applicable EHS and quality standards. We are dedicated to continuous improvement and have conducted over 200 site inspections to date.

To enhance our safety management efforts and empower our workforce, we have integrated the eCompliance safety management system. This system has significantly improved efficiency, prevention measures, response capabilities, and worker engagement.

To help prioritize the safety of our employees, contractors, and visitors, we have established an Incident and Illness Prevention Program (IIPP) that outlines our approach to identifying, investigating, and mitigating

workplace hazards. We believe incident investigations enhance workforce safety and are an effective tool for:

- Preventing or reducing the likelihood of similar accidents occurring in the future
- Identifying and correcting unsafe work practices and physical hazards
- Identifying training needs by identifying factors that are most likely to cause accidents

In addition to incident investigations, our protocols incorporate root cause analysis and employ various preventive and corrective actions.

Aris is a member of ISNetwork®, a renowned global leader in contractor and supplier information management. We utilize this valuable resource to help align our values, EHS standards, employee training, and performance with our customers and contractors.

Driver Safety

We utilize the Smith System™ for driver training. Under our policies, field employees must receive training from certified teachers who specialize in this system, which prioritizes collision reduction, injury prevention, and saving lives. The system is designed to help drivers anticipate hazardous situations and effectively mitigate associated risks.

In addition to the Smith System™, we have implemented a driver scorecard system, which grades employees based on their driving habits. Since the



program's inception, we have seen employees improve their driver score and driving habits at a rapid pace, leading to safer employees and fewer preventable vehicle incidents.

All employees at Aris are required to learn from the Smith System™ by participating in their driver training and passing the course to be eligible to use a company-owned vehicle. In addition to participating in the training, all employees are also required to acknowledge and sign the company's Vehicle Safety & Procedure Policy. As a result of these initiatives, Aris's Preventable Vehicle Incident Rate (PVIR) decreased by 30% in 2023.

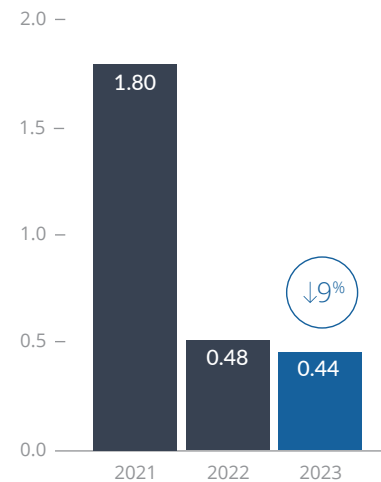
Health & Safety Training

Safety training is essential to our commitment to a secure and healthy workplace. A significant number of our field employees have undergone comprehensive training in CPR, safety, and first aid. Additionally, every new field employee at Aris begins their career with a two-day safety training program. To reinforce our commitment to safety, we conduct weekly company-wide safety calls, covering new topics and lessons learned.

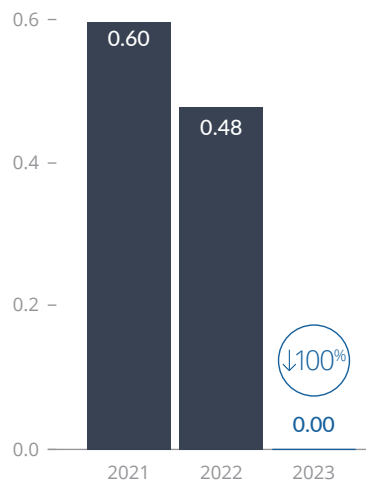
Health & Safety Performance

We are focused on improving our safety and environmental performance, including our Total Recordable Incident Rate (TRIR) and Days Away, Restricted or Transferred (DART), with the objective of becoming an industry leader. Our Board of Directors has taken measures to support our safety commitment by incorporating a TRIR reduction goal into the executive compensation incentive plan. In 2023, our focus on safety paid off, as our employee TRIR and DART decreased by 9% and 100%, respectively.

2023 Aris TRIR



2023 Aris DART



Human Capital Management

Diversity & Inclusion

We believe that diversity and inclusivity are fundamental to our success, driving innovation and fostering a culture of excellence. We are deeply committed to ensuring equal opportunities for all individuals within our organization. Our goal is to cultivate a workplace environment that embraces and reflects the diverse communities in which we serve and operate.



Regardless of gender, race, religion, ethnicity, sexual orientation, disability, political affiliation, socioeconomic status, veteran status, or any other distinguishing characteristic, we strive to treat every member of our team, including employees, contractors, suppliers, and business partners, with the utmost respect and dignity. In addition, our policies underscore our unwavering dedication to providing equitable employment and advancement opportunities across all departments.

EMPLOYEE FEATURE

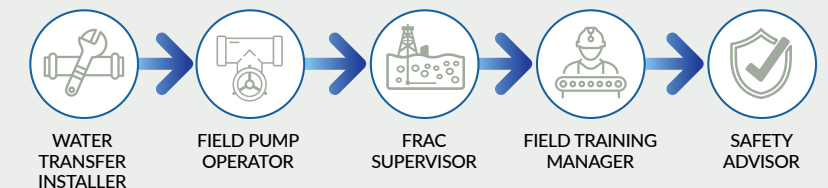
Juan Hernandez Safety Advisor



Juan Hernandez is a member of Aris Water Solutions’s safety team in Carlsbad, New Mexico. With over 20 years of experience in the oilfield industry, Juan has held numerous roles, including water transfer installer and field pump operator, before becoming a frac supervisor. Following his tenure as a frac supervisor, he transitioned into safety, spending the last seven years of his career as a field training manager. Juan joined Aris two years ago as a safety advisor, bringing his extensive expertise and commitment to safety to our team.

“Aris has given me the opportunity to teach safety leadership to our employees through our classes and field work, strengthening our core values in safety culture. Seeing the improvements and growth in safety through our employees means everything to me and I am dedicated to seeing it through for as long as possible.”

CAREER JOURNEY



Employee Development

At Aris, employee development is integral to our organizational culture. We prioritize providing ample career growth opportunities and skill enhancement for our employees. By investing in development programs, we not only boost employee engagement but also attract top talent to our organization.

In line with our commitment to leadership continuity, we actively identify and nurture employees with high potential. As part of our succession planning strategy, we collaborate with employees to enhance and broaden their skill sets, ensuring a seamless transition of leadership within the company.

Employee Compensation & Benefits

We are dedicated to fostering a workplace environment where our employees thrive. Our comprehensive compensation package is designed to prioritize the well-being and long-term financial security of our team members.

We understand the importance of providing competitive wages and a robust benefits package. That is why we offer a range of benefits including:

- Medical
- Critical illness
- Dental
- Prescription drug coverage
- Short- and long-term disability coverage

We believe that the mental health of our employees is important and strive

to support our employees through our Employee Assistance Program (EAP) and on-demand wellbeing resources. Additionally, we provide life insurance and accidental death benefits to help our employees feel supported in all aspects of their lives.

To further support financial stability, we offer retirement plans and a 401(k) matching program. We also recognize the value of equity ownership, and our employees have the opportunity to participate in our equity program as part of their compensation package.

Community Engagement

Aris believes that it is a fundamental responsibility to support the local communities where we live and operate our business. Our corporate giving focuses on initiatives and organizations that directly impact our communities and workforce. We concentrate on the following areas:

-  Education
-  Environmental Stewardship
-  Health and Research
-  Veterans' Organizations

Through our on-going partnership with the Cristo Rey Network Corporate Work Study Program (CWS), Aris employs a team of Student Associates to fill one full-time equivalent position for the entire academic year. These Student Associates connect classroom learning to career experiences



Blue Santa Toy Drive

Employees from the Houston Office collected toys over the holidays for the annual Blue Santa Toy Drive. Blue Santa focuses on providing toys to children in our communities who are in need and will most likely not receive any toys during the Christmas season. The program was founded by Houston Police officers who responded to a shoplifting call; upon arrival the officers were notified that a man was stealing toys to have Christmas presents for his children.

while earning up to 50% of their tuition costs. This program helps them develop a newfound awareness of potential careers or industries they may not have otherwise considered.

Delilah is entering her junior year of High School at Cristo Rey Jesuit College Preparatory School of Houston, and has been an intern at Aris for two years through the CWS Program. She began her internship in the Accounting Department learning how to read invoices and supporting vendor management functions before transitioning her focus to Insurance and Contract Administration in Aris's Legal Department.



“The most important thing I have learned as an intern at Aris through Cristo Rey’s CWS Program is the importance of communication and how to manage my time efficiently so I can complete my work at a quicker pace. I have also learned how to talk to adults and have meaningful conversations. I was a shy kid when I started my internship, but my experience at Aris over the last two years has helped shape me into the confident adult I want to be when I enter the workforce.” —Delilah

Trade Associations

We regularly meet with officials to discuss regulatory issues and industry perspectives, and to learn more about officials’ concerns and perspectives. We leverage our trade association memberships to raise awareness of our business and the energy sector. We were proud to be a member of the following trade associations in 2023:





GOVERNANCE

We believe good governance is fundamental to the success of any company. At Aris, we are guided by an independent Board of Directors, comprised of individuals with diverse backgrounds and expertise. Collaboration between our Board members and experienced executives helps provide strong leadership and strategic direction for our company. Please read our most recent definitive proxy statement for more information regarding our corporate governance practices, available on our [website](#).

Board of Directors & Executives

The Aris Board of Directors consists of nine members, six of which have been determined to be independent by the Board. The Board and executive team are dedicated to maintaining strong corporate governance practices that allocate rights and responsibilities among the Board, management, and investors in a manner that benefits the long-term interest of our shareholders. Corporate governance practices are designed not only to satisfy regulatory and stock exchange requirements but also to provide effective oversight and management of our company.

The Board has three standing committees, including the Nominating & ESG Committee, the Audit Committee, and the Compensation Committee. Our corporate governance framework is encapsulated in our Code of Business Conduct and Ethics and Principles of Corporate Governance, which are periodically reviewed by the Nominating & ESG Committee. The charter of each committee are available on our [website](#).

Risk Management

A core responsibility of our Board is to oversee Aris's processes for assessing and managing risk. While the Audit Committee has primary responsibility for risk oversight, both the Audit Committee and the entire Board are actively involved in risk oversight.

We apply an enterprise risk management (ERM) methodology to identify, assess, and manage enterprise-level risks and review the effectiveness of risk-mitigation strategies. This process is driven by our President and Chief Executive Officer, Chief Financial Officer, Chief Operating Officer, Chief Commercial Officer, Chief Legal Officer, and other members of our management team. Senior



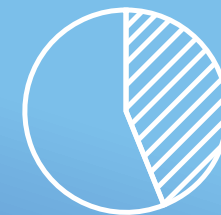
50/50 Women on Boards

CEO Amanda Brock led a panel discussion on Diversity on Boards for 50/50 Women on Board's annual Conversation Series. 50/50 Women on Boards was founded in 2010 with a mission to accelerate gender balance and diversity on corporate boards.



Board Diversity

The Board believes that the diversity of its membership is essential for serving the long-term interests of shareholders and fulfilling its fundamental responsibility to promote our best interests. The Board and the Nominating & ESG Committee actively seek to achieve a diverse membership, encompassing a variety of professional and personal backgrounds. This includes demographics such as gender, race, ethnic and national background, geography, age, and sexual orientation. As part of the search process for each new director, the Nominating & ESG Committee actively seeks out women and minority candidates to ensure a diverse pool of qualified candidates from which Board nominees are chosen.



44%
of our Board is
comprised of women
and/or minorities

Each committee of the Board considers risks associated with its respective area of responsibility.

AUDIT COMMITTEE

Reviews and discusses our risk assessment and risk management practices, especially as they pertain to our financial statements and financial reporting processes, compliance, and information technology and cybersecurity.

COMPENSATION COMMITTEE

Assesses our risk related to compensation policies and programs, both for our executives and our entire workforce, and reports to the Board on the results of this assessment.

NOMINATING & ESG COMMITTEE

Oversees our corporate governance practices and assists the entire Board in implementing those practices, in addition to oversight of our ESG strategy and initiatives. The Nominating & ESG Committee assesses and manages our HSE related risks, as well as succession planning.

In line with their oversight function, the core responsibilities of the Board and its committees include:

- Assessing the performance of the CEO and other senior management and setting their compensation
- Planning for CEO and senior management succession and overseeing senior management development
- Reviewing the company’s strategies and monitoring its implementation and results
- Overseeing the integrity of the company’s financial statements and the company’s financial reporting process
- Overseeing the company’s processes for assessing and managing risk
- Overseeing legal and regulatory compliance
- Engaging in succession planning for the Board and key leadership roles on the Board and its committees
- Nominating the company’s director candidates and appointing committee members
- Shaping effective corporate governance
- Providing advice and counsel to management regarding significant issues facing the company and reviewing and approving significant corporate actions
- Overseeing the HSE program and the company’s ESG policies, practices, goals, and opportunities, including with respect to corporate responsibility, social, and sustainability matters relevant to the company’s business

managers work across our business to manage enterprise-level risks and identify significant existing, emerging, and potential risks. Our management team provides both the Audit Committee and the Board with reports on our ERM process on a regular basis throughout the year.

Enterprise Risk Management (ERM) Framework



Conducted Risk Assessment

		Inherent Risk Rating				
		1	2	3	4	5
Likelihood	Imminent 5	Low	Moderate	High	Critical	Critical
	Frequent 4	Low	Moderate	High	High	Critical
	Occasional 3	Very Low	Low	Moderate	High	High
	Infrequent 2	Very Low	Very Low	Low	Moderate	Moderate
	Rare 1	Very Low	Very Low	Low	Low	Moderate
		1	2	3	4	5
		Very Low	Low	Moderate	High	Critical
		Impact				



Overview of Board Experience and Committees



William A. Zartler



Amanda M. Brock



Joseph Colonna



Debra G. Coy



Jacinto J. Hernandez



W. Howard Keenan, Jr.



Andrew O'Brien



Donald C. Templin



M. Max Yzaguirre

Experience	William A. Zartler	Amanda M. Brock	Joseph Colonna	Debra G. Coy	Jacinto J. Hernandez	W. Howard Keenan, Jr.	Andrew O'Brien	Donald C. Templin	M. Max Yzaguirre
Accounting & Financial Reporting	•	•	•	•	•	•	•	•	•
Business Development	•	•	•	•		•	•	•	•
Compensation	•	•	•					•	•
Energy Industry	•	•	•		•	•	•	•	•
Environment & Sustainability	•	•		•	•		•	•	•
Finance & Capital Management	•	•	•	•	•	•	•	•	•
Public Company Board & Corporate Governance	•	•	•	•	•	•		•	•
Risk Management & Oversight		•		•	•			•	•
Senior Executive Leadership	•	•	•			•	•	•	•

Board Committees	William A. Zartler	Amanda M. Brock	Joseph Colonna	Debra G. Coy	Jacinto J. Hernandez	W. Howard Keenan, Jr.	Andrew O'Brien	Donald C. Templin	M. Max Yzaguirre
Lead Independent Director			•						
Audit Committee				Member+	Member+			Chair+	Member+
Compensation Committee			Member					Member	Chair
Nominating & ESG Committee			Chair	Member	Member	Member			

+ Audit Committee Financial Expert



Cybersecurity and Data Privacy

Our industry increasingly relies on information and operational technology (IT and OT) for essential operations, which coincides with a rise in cybersecurity incidents, including deliberate attacks and unintentional events. Managing these evolving cybersecurity threats presents ongoing challenges in terms of prevention, detection, mitigation, and remediation.

Our cybersecurity program is designed to protect our information and operational technology against cybersecurity threats that may impact the confidentiality, integrity, and availability of our information systems and data. The program integrates policies, procedures, and technology solutions to assess, identify, and address risks from cybersecurity threats. It is aligned with the National Institute of Standards and Technology (NIST) Cybersecurity Framework.

Our approach to identifying and mitigating cybersecurity risks is comprehensive and cross-functional. The Board has delegated primary responsibility for oversight of information technology, cybersecurity, and data privacy risks to the Audit Committee. Both the Board and Audit Committee regularly review the measures that have been implemented to identify and mitigate data protection and cybersecurity risks. Management is responsible for identifying and assessing cybersecurity risks, establishing processes to ensure those risks are monitored, implementing proactive mitigation measures, and responding in the event of an incident.

As a part of our cybersecurity risk management program, we review our Cybersecurity Policy annually and follow procedures for monitoring and responding to cybersecurity incidents. Depending on the nature and severity of the cybersecurity incident, this process includes notifying and escalating the incident to the Board. We utilize network monitoring, containment, and incident response tools, along with proactive vulnerability management processes and periodic penetration testing. All employees at Aris participate in cyber training. We actively engage with key vendors and third party advisors and consultants that assist us with identifying, assessing, and managing cybersecurity risks to our business and employ processes to detect and monitor unusual network activity.

In 2023, we did not experience any material losses or interruptions due to cybersecurity incidents. Aris remains steadfast in our commitment to preserving the trust of our employees, customers, and partners, while also ensuring compliance with regulatory standards, through the safeguarding of critical information and systems from cyber threats.

Business Ethics

Integrity is a core value at Aris. We hold a firm commitment to unwavering honesty and integrity in all aspects of our operations, extending to every director, officer, and employee, regardless of their location. We firmly believe that business ethics align closely with personal ethics, and we maintain the same high standards for both. As such, as part of our

onboarding process our employees sign and attest to Aris’s Code of Business Conduct and Ethics.

As representatives of the company, our directors, officers, and employees are expected to uphold principles of honesty, ethics, and fairness in their conduct. It is paramount that they strive to treat all stakeholders of the company—including customers, vendors, suppliers, business partners, service providers, competitors, and fellow employees—with fairness and integrity.

Human Rights

We recognize the inherent dignity of every individual and embrace the fundamental right of all people to live without discrimination or abuse. To that end, we are committed to preventing and addressing any adverse human rights impacts that may be associated with our operations, products, or services. To fulfill this commitment, we seek to make responsible business decisions, conduct thorough due diligence, and foster open communication throughout our supply chain.

Each day, we are committed to complying with the applicable laws and regulations of the United States, as well as state and local laws and regulations that govern employment, working conditions, safety, and environmental aspects of our business. We expect all employees and business partners to share this commitment and our respect for human rights, as outlined in the United Nations Universal Declaration of Human

Rights and reflected in our Code of Business Conduct and Ethics, which provides guidance against discrimination, harassment, intimidation or bullying and encourages employees to report any violations of such.

Whistleblower

Aris employees are responsible for adhering to the standards in the Code of Business Conduct and Ethics. They are expected to raise questions if they are uncertain about the appropriate course of action, and to promptly report possible misconduct that comes to their attention.

We take reports of potential violations of federal securities laws, company policies, or other improper or illegal activities seriously. Our priority is to maintain confidentiality, to the extent possible under the law, to protect the identity of those who report concerns, while ensuring a thorough investigation.

We maintain a whistleblower hotline, available 24/7/365, as a resource for employees and external stakeholders to anonymously report any alleged violations of law or Aris’s policies and standards of conduct. This hotline is hosted and managed externally by a third party and is available on our website. Any submissions to our whistleblower hotline are automatically routed directly to the Chairman of the Audit Committee. Aris strictly prohibits any form of retaliation or harassment against employees who submit reports or cooperate with investigations.



Whistleblower Hotline

We maintain a whistleblower hotline, available 24/7/365

Bribery and Corruption

At Aris, we believe that our integrity and reputation should never be compromised for the sake of achieving business goals. Our Code of Business Conduct and Ethics reflects this core belief, emphasizing our commitment to act honestly, ethically, and in compliance with the law. Additionally, our employees are prohibited by the Code of Business Conduct and Ethics from taking or offering any form of bribe or allowing a third party to make or accept a bribe on our behalf.



APPENDIX



SUPPLEMENTARY KPI TABLES

ENVIRONMENT	GRI CODE	SASB CODE	2021	2022	2023
ENERGY					
Energy Use (<i>Gigajoules</i>)	302-1	IF-WU-130a.1	991,740	873,742	1,105,213
Energy Intensity (<i>GJs/MMbbls</i>)	302-3		2,869	1,864	2,029
Energy Intensity (<i>GJs/Revenue \$M</i>)	302-3		4,326	2,722	2,819
Renewable Energy Use (<i>Gigajoules</i>)	302-1		153,352	179,448	259,342
Energy from Renewable Sources (%) (<i>Renewable / Total Energy</i>)		IF-WU-130a.1	15%	21%	23%
EMISSIONS					
GREENHOUSE GASES					
Scope 1 Emissions (<i>Tons CO₂e</i>)	305-1	EM-MD-110a.1	32,219	23,621	25,165
Scope 1 Carbon Emissions (<i>Tons CO₂</i>)	305-1		32,144	23,553	25,090
Scope 1 Methane Emissions (<i>Tons CH₄</i>)	305-1	EM-MD-110a.1 1.51	0.97	0.81	0.87
Scope 2 Emissions (<i>Tons CO₂e</i>)	305-2		77,416	84,954	122,509
Scope 2 Carbon Emissions (<i>Tons CO₂</i>)	305-2		77,110	84,625	122,029
Scope 2 Methane Emissions (<i>Tons CH₄</i>)	305-2		1.16	1.27	1.84
Total Greenhouse Gases (<i>Tons CO₂e</i>)			109,365	108,576	147,674
Total Carbon Emissions (<i>Tons CO₂</i>)			109,254	108,177	147,118
Total Methane Emissions (<i>Tons CH₄</i>)			2.13	2.07	2.71
GHG INTENSITY					
Scope 1 Intensity (<i>Tons CO₂e/MMbbls</i>)	305		93	50	46
Scope 1 Intensity (<i>Tons CO₂e/ Revenue \$M</i>)	305		141	74	64
Scope 2 Intensity (<i>Tons CO₂e/MMbbls</i>)	305		224	181	225
Scope 2 Intensity (<i>Tons CO₂e/ Revenue \$M</i>)	305		338	265	312
Total Greenhouse Gas Intensity (<i>Tons CO₂e/MMbbls</i>)	305		317	232	271
Total Greenhouse Gas Intensity (<i>Tons CO₂e/ Revenue \$M</i>)	305		478	338	377
Carbon Intensity (<i>Total Tons CO₂/MMbbls</i>)	305		316	231	271
Carbon Intensity (<i>Total Tons CO₂/ Revenue \$M</i>)	305		477	337	377
Methane Intensity (<i>Total Tons CO₂e/ MMbbls</i>)	305		0.15	0.11	0.12
Methane Intensity (<i>Total Tons CO₂e/ Revenue \$M</i>)	305		0.23	0.16	0.17



SUPPLEMENTARY KPI TABLES

ENVIRONMENT	GRI CODE	SASB CODE	2021	2022	2023
EMISSIONS					
OTHER AIR EMISSIONS					
Volatile Organic Compounds (VOC) (Tons)	305-7	EM-MD-120a.1	324	438	444
WATER					
Water Withdrawn (Thousand Cubic Meters)	303-3		47,817	57,075	67,789
Total Produced Water Discharged (Thousand Cubic Meters)	303-4	EM-EP-140a.2	40,679	39,681	48,987
Total Produced Water Recycled or Reused (Thousand Cubic Meters)	303-4	EM-EP-140a.2	7,138	17,394	18,803
Produced Water Recycled or Reused (%)		EM-EP-140a.2	15%	30%	28%
Produced Water Injected or Disposed (%)		EM-EP-140a.2	85%	70%	72%
WATER INTENSITY					
Total Water Intensity (km3 Withdrawn/Revenue \$MM)	305		209	178	173
Total Water Intensity (Mmbbls Withdrawn/MMbbls Throughput)	305		0.87	0.77	0.78
Total Water Intensity (Mmbbls Withdrawn/Revenue \$MM)	305		1.31	1.12	1.09
WATER SPILLS					
Number of Reportable Spills	306-3	EM-MD-160a.4	8	11	20
Aggregate Volume of Reportable Spills (Bbls)	306-3	EM-MD-160a.4	718	24,741	14,441
Volume Per Reportable Spill			90	2,249	722
Pipeline Miles			680	695	744
Reportable Spill Intensity (Bbls Spilled/Bbls Throughput)			0	0	0
Reportable Spill Intensity (Bbls Spilled/Revenue \$M)			3	77	37
Reportable Spill Intensity (# Spills/Pipeline Mile)			0	0	3



SUPPLEMENTARY KPI TABLES

SOCIAL	GRI CODE	SASB CODE	2021	2022	2023
SAFETY					
Employee Total Recordable Incident Rate (TRIR) (rate per 200,000 hours worked)	403-9	EM-SV-320a.1	1.80	0.48	0.44
Employee Fatality Rate (rate per 200,000 hours worked)	403-9	EM-SV-320a.1	0	0	0
Contractor Total Recordable Incident Rate (TRIR) (rate per 200,000 hours worked)	403-9	EM-SV-320a.1	0.00	0.59	1.30
Contractor Fatality Rate (rate per 200,000 hours worked)	403-9	EM-SV-320a.1	0	0	0
DIVERSITY					
Employees at Year-End	2-7	SV-PS-000.A	148	196	251
Employees — Women (%)	405-1	SV-PS-330a.1	17%	11%	16%
Employees — Minorities (%)	405-1	SV-PS-330a.1	52%	53%	57%
Management — Women (%)	405-1	SV-PS-330a.1	18%	10%	14%
Management — Minorities (%)	405-1	SV-PS-330a.1	34%	31%	30%
GOVERNANCE					
Board Members — Women (%)	405-1		25%	25%	22%
Board Members — Minorities (%)	405-1		13%	13%	22%
Board Members — Independent (%)	2-9		63%	63%	67%
Executives — Women (%)	405-1	SV-PS-330a.1	50%	25%	20%
Executives — Minorities (%)	405-13	SV-PS-330a.1	25%	25%	0%
HUMAN CAPITAL MANAGEMENT					
Total Turnover Rate	401-1	SV-PS-330a.2	20%	20%	26%
Average Training Hours	401-1		45	28	30
ACTIVITY					
Total Operated Throughput (Volume in Mbbls)	2-7	SV-PS-000.A	345,576	468,402	544,647
Revenue (\$M)	405-1	SV-PS-330a.1	\$229,251	\$321,001	\$392,120



EIC/GPA ESG REPORTING FRAMEWORK

METRIC	UNIT	2021	2022	2023
ACTIVITY				
Gross Throughput	MMbbls	346	468	545
Miles of Pipeline	Mile	680	695	744
ENVIRONMENT				
HYDROCARBON RELEASES				
Number of Hydrocarbon Liquid Releases Beyond Secondary Containment > 5 Bbl	#	0	0	0
Volume of Hydrocarbon Liquid Releases Beyond Secondary Containment > 5 Bbl	Bbls	0	0	0
Hydrocarbon Liquid Releases Intensity per Mile of Pipeline	Bbls/mile	0	0	0
EMISSIONS				
Total GHG Emissions (Scope 1 + Scope 2) – Total	mt CO ₂ e	N/A ⁽¹⁾	N/A ⁽¹⁾	N/A ⁽¹⁾
Scope 1 GHG Emissions – Total	mt CO ₂ e	N/A ⁽¹⁾	N/A ⁽¹⁾	N/A ⁽¹⁾
Scope 1 CO ₂ Emissions – Total	mt	N/A ⁽¹⁾	N/A ⁽¹⁾	N/A ⁽¹⁾
Scope 1 Methane Emissions – Total	mt CO ₂ e	N/A ⁽¹⁾	N/A ⁽¹⁾	N/A ⁽¹⁾
Scope 1 GHG Emissions	mt CO ₂ e	32,219	23,621	25,165
Scope 1 CO ₂ Emissions	mt	32,144	23,553	25,090
Scope 1 Methane Emissions	mt CO ₂ e	24	20	22
Scope 3 GHG Emissions	mt CO ₂ e	N/A ⁽¹⁾	N/A ⁽¹⁾	N/A ⁽¹⁾
Total GHG Emissions (Scope 1 + Scope 2) Intensity per Billion BOE-Mile- Total ⁽¹⁾	mt co ₂ e/Billion BOE-Mile	N/A ⁽¹⁾	N/A ⁽¹⁾	N/A ⁽¹⁾
Scope 1 Methane Emissions Intensity per ONE Future Methodology ⁽¹⁾		N/A ⁽¹⁾	N/A ⁽¹⁾	N/A ⁽¹⁾
Does the company have a greenhouse gas emissions reduction target?	Yes/No	No	No	No
NOx Emissions	mt	N/A ⁽²⁾	N/A ⁽²⁾	N/A ⁽²⁾
SOx Emissions	mt	N/A ⁽²⁾	N/A ⁽²⁾	N/A ⁽²⁾
VOC Emissions	mt	324	438	444

(1) At this time, Aris only reports GHG emissions using the EPA method. Please refer to KPI tables in this document for more details on these metrics.

(2) Data is not tracked.



EIC/GPA ESG REPORTING FRAMEWORK

METRIC	UNIT	2021	2022	2023
ENVIRONMENT				
EMISSIONS				
Does the company participate in an external emissions reduction program? Examples include ONE Future, The Environmental Partnership, Methane Challenge, EPA Natural Gas Star	Yes/No	No	No	No
Energy used (direct and indirect) that is renewable energy	%	7%	15%	23%
Does the company seek third party data verification for any environmental metrics?	Yes/No	No	No	No
ASSET DIVERSIFICATION AND BIODIVERSITY				
Does the company participate in any efforts to expand the share of alternative/renewable energy sources in the company's portfolio? If yes, please provide links to ESG reports, webpages and other disclosures as support.	Yes/No	No	No	No
Does the company have a biodiversity policy or commitment for new and existing assets?	Yes/No	No	No	Yes
SOCIAL				
Total Recordable Incident Rate (TRIR) – Employees ⁽¹⁾	#	1.80	0.48	0.44
Total Recordable Incident Rate (TRIR) for major growth projects – Contractors ⁽¹⁾	#	0.00	0.59	1.30
Days away, restricted or transferred (DART) – Employees ⁽¹⁾	#	0.60	0.48	0.0
Days away, restricted or transferred (DART) for major growth projects – Contractors ⁽¹⁾	#	0.00	0.59	0.43
Lost Time Incident Rate (LTIR) – Employees ⁽¹⁾	#	0.6	0.0	0.0
Lost Time Incident Rate (LTIR) for major growth projects – Contractors ⁽¹⁾	#	0.0	0.0	0.0
Fatalities – Employee	#	0.0	0.0	0.0
Fatalities – Contractors	#	0.0	0.0	0.0
Does the company have an indigenous engagement policy or commitment for new and existing assets?	Yes/No	No	No	No
Workforce that is female	%	17%	11%	16%
Workforce from minority groups (EEOC defined)	%	52%	53%	57%
Workforce covered under collective bargaining agreement (%)	%	0%	0%	0%
Does the company seek third party data verification for any social metrics?	Yes/No	No	Yes	Yes

(1) Aris is committed to maintaining the highest standard of safety for its workforce. We have strong policies, trainings, and monitoring in place. We track TRIR, LTIR and DART to maintain the highest safety visibility and standards.



EIC/GPA ESG REPORTING FRAMEWORK

METRIC	UNIT	2021	2022	2023
GOVERNANCE				
DIVERSITY				
Directors that are female	%	25%	25%	22%
Corporate officers (VP and up) that are female	%	22%	13%	19%
Directors from minority groups (EEOC defined)	%	13%	13%	22%
Corporate officers (VP and up) from minority groups (EEOC defined)	%	17%	13%	0%
Is any director under the age of 50?	Yes/No	Yes	Yes	Yes
DIRECTORS				
Independent directors	%	63%	63%	67%
How many directors received less than 80% votes cast in favor when running unopposed in last 5 years?	#	N/A	0	0
Does that company have directors with risk management experience?	Yes/No	Yes	Yes	Yes
COMPENSATION⁽¹⁾				
Has the company received less than 70% support for Say On Pay in any of the last 5 years?	#	N/A	N/A	N/A
What % of CEO target pay is performance-based?	%	N/A	N/A ⁽²⁾	N/A ⁽³⁾
What % of CEO target pay is equity-based?	%	N/A	N/A ⁽²⁾	N/A ⁽³⁾
Are there any shareholder return metrics (total return, return on invested capital, etc.) in any NEO equity compensation plan?	Yes/No	N/A	Yes	Yes
Is at least 10% of Named Executive Officer (NEO) short-term incentive (STI) or long-term incentive (LTI) linked to E or S metrics?	Yes/No	N/A	Yes	Yes
Does the company tie any amount of pay for all employees to ESG objectives?	Yes/No	N/A	Yes	Yes
Workforce covered under a collective bargaining agreement?	Yes/No	N/A	No	No
SHARE OWNERSHIP				
Have any corporate officers or directors made share purchases with personal funds in the last 5 years?	Yes/No	Yes	Yes	Yes

(1) As a newly public company in late 2021, a number of these items are not applicable, yet Aris is committed to increasing the scope of data tracking going forward.

(2) Please reference our 2022 Proxy Statement for additional compensation information.

(3) Please reference our 2023 Proxy Statement for additional compensation information.



EIC/GPA ESG REPORTING FRAMEWORK

METRIC	UNIT	2021	2022	2023
GOVERNANCE				
BOARD OVERSIGHT				
<i>Which Of These Data Sets Are Collected And Shared With Board?</i>				
Voluntary employee turnover company wide and by at least one additional level (e.g. business unit, location, or division)	Yes/No	No	No	No
% of employees who participate in company sponsored matching gift programs and/or volunteer for corporate sponsored charitable events	%	N/A ⁽¹⁾	N/A ⁽¹⁾	N/A ⁽¹⁾
Gender Pay Ratio	%	N/A ⁽¹⁾	N/A ⁽¹⁾	N/A ⁽¹⁾
Underlying data from an employee satisfaction survey that is anonymous and at least annual	Yes/No	No	No	No
SUPPLY CHAIN				
Does the company require suppliers to sign off on the code of conduct or equivalent codes?	Yes/No	No	No	No
CYBERSECURITY				
<i>Does The Company Undertake Any Of The Following To Manage Cybersecurity Risk?</i>				
Mandatory employee training	Yes/No	Yes	Yes	Yes
Adherence to industry cybersecurity standards	Yes/No	Yes	Yes	Yes
Ongoing evaluation of the threat landscape	Yes/No	Yes	Yes	Yes
Does the company publish an annual proxy statement?	Yes/No	No ⁽²⁾	Yes	Yes

(1) As a newly public company in 2021, Aris is committed to increasing the scope of data tracking and governance policy implementation going forward.

(2) As a newly formed public company in 2021, Aris did not publish an annual proxy statement. Aris issued our 2022 proxy statement on 06/08/2022.



CAUTIONARY STATEMENTS

This report contains certain forward-looking statements within the meaning of federal securities laws. Forward-looking statements are not statements of historical fact and reflect our current views about future events. Such forward-looking statements include, but are not limited to, statements, information, opinions, or beliefs about returns to stakeholders, enhanced stakeholder value, future financial and operating performance, corporate responsibility matters, including goals, targets, strategies, expectations, aspirations, and commitments to sustainability, employees, procurement, philanthropy, data privacy, cybersecurity, research and development,

investments, business opportunities and risks, ESG leadership, water recycling, including the development of technologies for the beneficial reuse of produced water, and other climate- and environmental-related matters, and other strategies and plans, strategic pursuits and goals and other statements that are not historical facts contained in this report. The words “will,” “may,” “should,” “could,” “would,” “continue,” “expect,” “seek,” “project,” “estimate,” “believe,” “anticipate,” “intend,” “budget,” “goal,” “forecast,” “future,” “opportunity,” “target,” “expectation,” “plan,” “predict,” “potential,” “possible,” “strategy,” “outlook,” “committed,” “dedicated,” “strive” and variations of such words or similar expressions are also intended to identify forward-looking statements.

We can provide no assurance that the forward-looking statements contained in this report will occur as projected and actual results may differ materially from those projected. You should not place undue reliance on any forward-looking statement, as

they are not guarantees or promises of future performance. Moreover, many of the assumptions, standards, metrics, diligence, internal controls, and measurements used in preparing this report continue to evolve and are based on assumptions believed to be reasonable at the time of preparation. Forward-looking statements are based on current expectations, estimates and assumptions that involve a number of risks, uncertainties and changes in circumstances that are difficult to predict. As a result, actual results may differ materially from those contemplated or implied by the forward-looking statements. Factors that might cause actual results to differ include, but are not limited to, armed conflicts, terrorist attacks and worldwide political, military and economic events and any related political or economic responses, energy prices, legislative and regulatory developments, customer spending, development and preferences, technological innovations and developments, climate conditions or events, and other events, including the risk factors discussed or referenced in our filings made from time to time with the Securities and Exchange Commission (SEC), including such factors discussed under “Risk Factors” in our Annual Report for the year ended December 31, 2023 and subsequent SEC filings. All forward-looking statements, expressed or implied, included in this report or made in connection herewith are expressly qualified in their entirety by the statements in this section. We undertake no obligation to update or revise any forward-looking statement, whether as a result of new information, future developments or otherwise, except as may be required by law.

This report contains terms used by specific standards of GRI, SASB, TCFD and EIC. In

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