

CORPORATE GOVERNANCE AND NOMINATING COMMITTEE CHARTER

Purpose

The purpose of the Corporate Governance and Nominating Committee (the “**Committee**”) of the Board of Directors (the “**Board**”) of Flotek Industries, Inc. (the “**Company**”) is to:

- Assist the Board in fulfilling its responsibility in identifying individuals qualified to become Board members;
- Recommend to the Board director nominees for annual meetings of stockholders and for vacancies occurring between annual meetings;
- Recommend corporate governance guidelines and other matters of corporate governance to the Board;
- Recommend to the Board the directors for each committee; and
- Oversee the evaluation of the Board and management.

Membership and Appointment

The Committee shall comprise not fewer than three members of the Board, as may be determined from time to time by the Board. The members of the Committee shall be appointed by the Board. Members of the Committee may be removed by the Board in its discretion. Resignation or removal of a director from the Board will automatically constitute resignation or removal, as applicable, of such director from the Committee.

Members of the Committee must meet the criteria of the Securities and Exchange Commission, the New York Stock Exchange (“**NYSE**”), and any other qualifications or criteria determined by the Board. Without limiting the foregoing, each Member of the Committee must be independent, as defined by the rules of the NYSE and any applicable laws.

A chairperson of the Committee (the “**Chairperson**”) shall be designated by the Board. The Chairperson shall determine the agenda for meetings and shall establish such other rules as may be necessary or advisable for the proper conduct of the Committee. The corporate secretary of the Company shall act as secretary of the Committee or, in the absence of the corporate secretary, such other person as the Chairperson may designate.

Meetings

The Committee shall meet as often as is required to carry out its duties. Meetings shall be at such times and places as are determined by the Chairperson and may take place in person or by telephone or video conference. The Committee shall meet in executive session without management of the Company as may be appropriate from time to time.

The Committee may invite to its meetings any director, officer or employee of the Company and such other persons as it deems appropriate in order to carry out its responsibilities. The

secretary shall take minutes of the meetings.

Advisors and Funding

The Committee shall have the authority to engage independent counsel and other advisors as may be necessary or advisable to carry out its duties. The Committee shall have the sole authority to retain and/or terminate any search firm to be used to identify director candidates and to approve any such firm's terms, fees and expenses. The Committee shall receive appropriate funding from the Company to pay such advisors and to pay ordinary administrative expenses of the Committee that are necessary or appropriate in carrying out its duties.

Annual Review

The Committee shall undertake an annual evaluation of its performance and report on such evaluation to the Board. The Committee shall review the adequacy of this charter at least annually, and recommend any changes to the Board for approval.

Duties and Responsibilities

The Committee shall be responsible for carrying out the following duties and responsibilities. These are set forth as a guide, and the Committee may supplement or alter them as may be necessary or appropriate as may be required to comply with applicable laws or listing standards.

1. Identification of Directors

- Seek and identify candidates for directors for recommendation to the Board, taking into consideration the needs of the Company, desired director skillsets, criteria identified by the Board, overall diversity of directors, environmental, social and governance principles, and other relevant factors.
- Complete usual and customary vetting procedures and background checks with respect to individuals recommended to or identified by the Committee.
- Annually recommend to the Board director nominees to be presented to the Company's stockholders at the annual meeting of stockholders and for vacancies between annual meetings.
- The Committee shall assist the Board in determining and monitoring whether or not each director and prospective director is "independent" within the meaning of any rules and laws applicable to the Company.
- Consider any nominations of director candidates validly made by stockholders in accordance with applicable laws, rules and regulations and the provisions of the Company's charter documents.

2. Director Education

- Monitor and evaluate the orientation and training needs of directors and make

recommendations to the Board where appropriate.

3. Board and Management Evaluation

- Establish procedures for the Committee to exercise oversight of the evaluation of the Board and its committees.
- In consultation with the chairperson of the Board, oversee the annual evaluation of the Board, receive related comments from all directors, and prepare reports to the Board regarding the evaluations.
- Annually review executive development and executive succession plans, including succession planning strategies for the Company's CEO and other senior executive officers.

4. Corporate Governance

- Review and recommend any proposed changes to the Company's certificate of incorporation or bylaws.
- Periodically review and assess the Company's corporate governance policies and recommend any proposed changes to the Board.
- Oversee compliance with the Company's Corporate Governance Guidelines and the Code of Conduct of Flotek Industries, Inc. (the "Code") and report on such compliance to the Board.
- Review any director resignation letter tendered in accordance with the Company's director resignation policy set out in Section 9 of Article II of the Company's Bylaws, and evaluate and recommend to the Board whether such resignation should be accepted.

5. Committee Composition

- After the annual meeting of stockholders, recommend the directors to be appointed to each committee of the Board (except the Committee).
- After the annual meeting of stockholders, recommend the directors to be appointed as the chair of each committee of the Board (except the Committee).

Approved on October 30, 2024