

Archrock®

Sustainability Report

— 2020 —



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TO OUR STAKEHOLDERS

With a history spanning over six decades, Archrock is no stranger to challenges. We are publishing our 2020 sustainability report in the wake of a historic global pandemic and the resulting economic impact, as well as social unrest and awareness. These events tested our resilience, brought to the forefront the human side of business and reinforced our greater purpose as a corporate citizen.

The energy sector was one of the hardest hit by the pandemic. I'm proud to say that in the face of adversity, our safety culture, best-in-class customer service and aggressive actions to defend our profitability and financial strength all propelled us forward and positioned us to emerge even stronger from this downturn.

2020 saw us redouble our focus on our sustainability program to secure a prosperous future for Archrock. We worked in earnest on a methodology to calculate the emissions associated with our operations to serve as a baseline for achieving long-term improvements. We also expanded our internal sustainability efforts by tasking internal teams with evaluating and developing new operational and technology solutions to emissions reductions and establishing an integrated approach to data collection, analysis and reporting.

2020 Accomplishments

- Resilient adjusted EBITDA during 2020 despite a 9% reduction in revenue compared to 2019
- Reduced the age and enhanced the profitability and efficiency of our fleet through non-core divestitures
- Reduced debt by \$155 million
- Paid \$89 million in dividends, a year end yield of 6.7%
- Generated cash available for dividend with a 2.9x coverage ratio

PEOPLE • POWER • PARTNERSHIP

The historic freeze that paralyzed Texas in February 2021 left millions of families without electricity to heat their homes. This singular event highlights the need for a reliable and responsible solution to our nation's energy demands. Withdrawals of natural gas from underground storage in the South Central Region of the U.S. reached a record level of 156 billion cubic feet for the week ending February 19 and played a critical role in meeting the 184% increase in demand from two weeks prior to the freeze.¹ Our field service technicians worked tirelessly immediately following the freeze to bring equipment back online and they will work just as diligently to keep equipment operating for our customers during the heat of summer.

Natural gas continues to serve a vital role in meeting our nation's energy needs, providing an economical and more environmentally sound alternative to coal and a reliable complement to wind and solar energy. The EIA's 2021 annual energy outlook predicts that U.S. natural gas production will return to pre-pandemic levels in 2023, and then continue to grow during the entire forecast period to 2050.² I am excited about what lies ahead for Archrock as we move closer to the upcycle and as the longer term secular and steady growth in demand for natural gas becomes as clear to others as it is to us today.

We are driven by our mission to help our customers deliver affordable and cleaner burning natural gas to a variety of critical industries, to generate electricity and to directly heat and power our homes. We are honored to serve our customers, and together, we are powering America. We believe the future presents opportunities for growth on many levels – from economic to environmental to social – and transparency and accountability are the keystones to remain aligned with our stakeholders.



Brad Childers
President and Chief Executive Officer

¹ American Gas Association, "Energy Analysis: Natural Gas Market Performance During the February 2021 Cold Weather Event," April 5, 2021

² U.S. Energy Information Association, "Annual Energy Outlook 2021", February 2021

RESPONSE TO 2020 CHALLENGES

When COVID-19 was declared a global pandemic, our first priority was to protect the health and welfare of our employees, suppliers and customers. Internally, we established a multidisciplinary team, with representation from human resources, health safety & environment, facilities and information technology. The team developed a pandemic response plan that included safe work protocols, and our executive leadership team engaged with our Board of Directors (our “Directors” and our “Board”) frequently regarding the actions being taken in response to the pandemic. We established frequent communication on our COVID prevention and employee protection protocols, which included a feedback loop to ensure employees had the necessary tools and information, to facilitate information exchange and to ensure business continuity. We took the following actions to support our stakeholders:

Customers and Supply Chain

Natural gas compression is a must-run service required to transport natural gas from the wellhead to end markets. Early in the pandemic we were deemed an essential business and worked to ensure we continued to operate our critical natural gas infrastructure for our customers without meaningful disruption. Since the onset of the pandemic, we heightened our collaboration, sharing of protocols and communication with customers and supply chain partners. In addition, we implemented contactless parts pickup for field service technicians and customers.

Employees

Safety of our employees always comes first, and wherever possible, we expanded work-from-home capabilities, immediately moving to a remote work approach for all office employees. For field employees who work in customer-facing jobs, we took significant actions to enhance safety. In the field, we mandated social distancing and implemented additional personal protection equipment (“PPE”) requirements, including the procurement of specialized flame retardant PPE that not only protects against COVID but also meets all usual onsite requirements.

After a period of 100% remote working for office employees, we implemented Phase 1 of our return to work protocols based on state and local COVID mandates and recommendations. Initially, 25% of our critical employees returned to the office, and as COVID cases began to drop, we implemented Phase 2 with a rotating schedule to ensure 50% or fewer of our employees were in the office at any given time. We mandated daily temperature checks, increased office and facility cleaning, the wearing of masks and continued social distancing, including meetings by video conference. As a result of these efforts, as well as our employees’ personal commitment to safety, and based on tracing records, we did not incur a single work-related case of COVID during the entire pandemic year.

Communities

We’ve also responded to the pandemic by giving back to the communities in which we live and work, which has never been so important. We launched the “Blood, Sweat & Tears” Challenge, with 130 employees participating to donate blood, volunteer with charitable organizations and provide palliative support to those in need during the pandemic. We also implemented a paid time to volunteer program for our employees, providing up to 16 hours annually for service to a 501(c)(3) non-profit organization of an employee’s choosing.

Shareholders

As the global economy came to a virtual halt and the demand for energy took an unprecedented turn, our teams quickly took action to reduce expenses, preserve capital and protect revenue. Our full time employees with a base salary exceeding \$75,000 or \$100,000 per year took a temporary 5% or 10% reduction, respectively, in base pay; our chief executive officer and Directors took a temporary 25% reduction in base pay and cash retainers, respectively. Capital expenditures were significantly reduced, and field services were optimized to reflect changes in our customers’ operations. As a result of these measures, our dividend program continued uninterrupted during 2020, and despite a reduction in operating horsepower due to the pandemic, 2020 EBITDA was essentially flat compared to 2019.

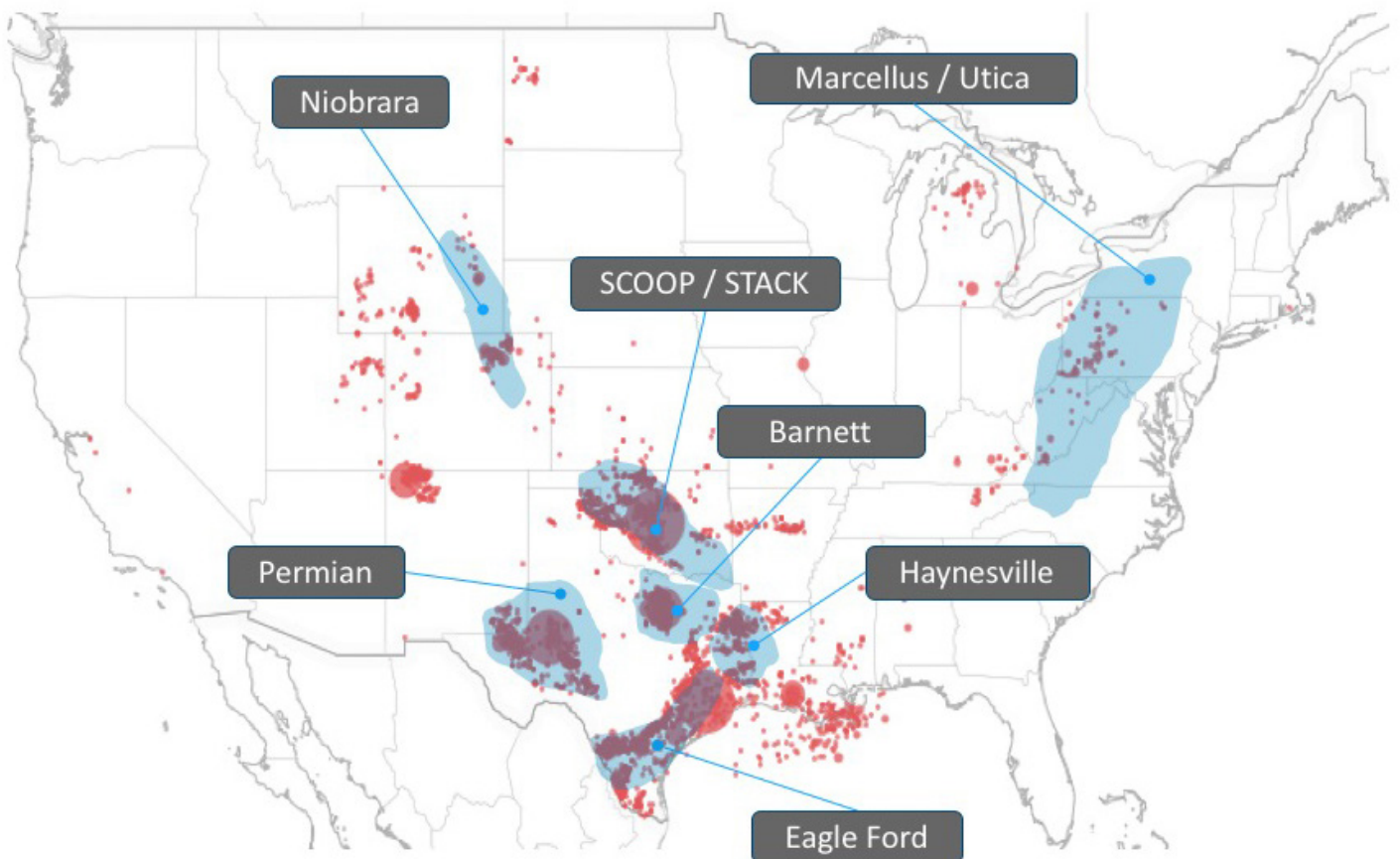
Archrock®

Archrock (NYSE: AROC) is a publicly-traded energy infrastructure company with a pure-play focus on midstream natural gas compression. With a history spanning more than six decades, we are the leading provider of natural gas compression services to customers in the energy industry throughout the U.S. and a leading supplier of aftermarket services to customers that own compression equipment in the U.S. Our business supports a must-run service that is essential to the production, processing, transportation and storage of natural gas.

As our name implies, at Archrock we bridge the gap for our customers – from challenge to solution. Our mission, to continue to be the industry leader in compression services, is made possible because we seek to employ the industry's most qualified and highly-skilled field employees.

Our expert field service technicians and shop employees have an excellent safety record, which is a primary focus for us and for our customers.

Natural gas is supporting the transition from diminished reliance on coal and nuclear power and increasing reliance on wind and solar energy sources, providing the feed stock for approximately 40% of U.S. electricity generation.³ Natural gas is expected to remain an integral part of the world-wide total energy mix for the foreseeable future.



● Indicates active horsepower unit as of December 31, 2019.

³ IEA (International Energy Administration), "Electricity Mix in the United States, January-December 2020," January 15, 2021, <https://www.iea.org/data-and-statistics/charts/electricity-mix-in-the-united-states-january-december-2020>

WHO WE ARE	WHO WE ARE NOT
U.S.-CENTRIC <p>We support energy production in substantially all major production basins in the U.S. as a midstream service provider.</p>	<p>We do not have operations outside the U.S., and therefore, we are generally not subject to international regulation and the risks that are more commonly found outside the United States.</p>
FOCUSED SERVICES <p>We provide natural gas compression services and aftermarket services. Gas compression is a must-run service employing equipment that moves gas through infrastructure systems to consuming markets, from the wellhead to distribution. Compression also enhances the efficiency of oil production through gas lift.</p>	<p>We do not provide drilling or hydraulic fracturing services or engage in downstream operations (e.g., storage or refining) or deep-sea operations.</p>
NON-OWNER OPERATOR <p>The wells, refineries, pipelines and storage facilities we support are typically owned or leased and operated by our customers. In addition, the natural gas we compress and the liquids we lift are owned by our customers or their customers.</p>	<p>We do not own or lease the land upon which we provide our services, nor do we own or operate the wells, refineries, pipelines or storage facilities that our services support. We do not own or have any interest in the natural gas that we compress or the liquids we lift.</p>
VALUED PARTNER <p>We partner with our customers to help them meet or exceed business requirements to the extent within our control, including with respect to meeting emissions standards, other environmental requirements and safety goals.</p>	<p>We do not typically bear the responsibility for obtaining or maintaining licenses or permits related to our customers' operations, such as air emission permits, since those permits relate to our customers' broader operations beyond just our services.</p>





NATURAL GAS **COMPRESSION**

Compression moves gas. Compression is required for the transportation of natural gas through pipelines from the production fields to and through gathering systems, processing facilities, storage facilities, and along intrastate and interstate pipelines to the end markets. The natural gas we help transport satisfies demand from electricity generation, heating and cooking, and the industrial and manufacturing sectors.

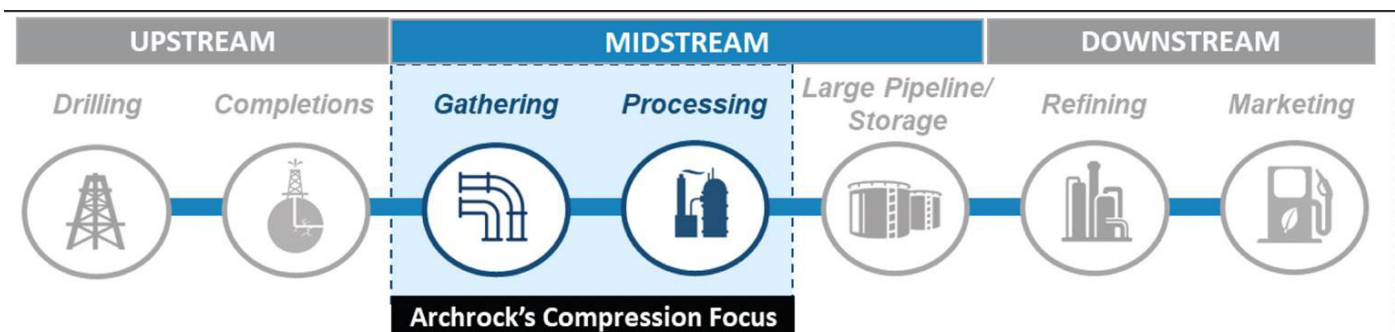
Midstream applications (75% of our operating compression fleet). The infrastructure investments we make in compression equipment are critical to our customers' ability to transport their natural gas to market.

Gas lift (25% of our operating compression fleet). Our compression equipment is used in gas lift applications to enhance oil production. In gas lift, natural gas is re-injected into the wellbore to reduce bottomhole pressure. This allows reservoir liquids to enter the wellbore at a higher flow rate, which is critical to maximizing production.

Compression is critical to help minimize flaring. During the production of oil and natural gas, flaring can occur when there is insufficient gathering and processing capacity. The midstream infrastructure investments we make in compression equipment are critical to our customers' ability to minimize flaring and reduce waste of natural gas and natural gas liquids.

- Gas compression is a must-run service with 24/7/365 operations
- Compression equipment moves natural gas through infrastructure systems to consuming markets
- Compression provides enhanced oil production through gas lift
- Gas compression is required across the energy value chain, from the wellhead to distribution

We provide compression services predominately for midstream applications



STAKEHOLDER **ENGAGEMENT**

Active stakeholder engagement is key to our sustainability commitment. Through our stakeholder engagement efforts, we strive to foster relationships, understand priorities and identify collaboration opportunities. We regularly engage with our stakeholders in a range of ways as we work to understand their diverse perspectives, enhance our performance and improve our disclosures.

STAKEHOLDER	ENGAGEMENT
Customers	<ul style="list-style-type: none"> • Daily work on customer locations • Daily communications via emails, calls and meetings • Periodic on-site customer visits • Performance assessments and reports • Social media
Employees	<ul style="list-style-type: none"> • Intranet for up-to-date communications • Quarterly Town Hall meetings • Social media • Performance management • Training and development • Annual employee surveys
Shareholders	<ul style="list-style-type: none"> • Quarterly earnings calls • Regular investor calls and meetings • Annual Meeting of Stockholders open to all stakeholders • Attend multiple conferences and non-deal roadshows • Annual Sustainability Report
Industry Groups and Non-Governmental Organizations	<ul style="list-style-type: none"> • Participate in meetings and educational events • Sponsor and participate in advocacy activities • Participate in data gathering and analytics
Communities	<ul style="list-style-type: none"> • Volunteer opportunities • Charitable contributions • Social media engagement
Suppliers and Contractors	<ul style="list-style-type: none"> • Selection and contracting processes • Direct communication

Our management team participated in energy investor conferences, non-deal roadshows and numerous phone calls in 2020 to communicate our mission and receive valuable input from the investment community. Based on stakeholder feedback, as well as industry research and benchmarking, topics of importance that are applicable to our operations include:

ENVIRONMENTAL	SOCIAL	GOVERNANCE
<ul style="list-style-type: none"> • Air Quality and GHG Emissions • Energy Use 	<ul style="list-style-type: none"> • Health and Safety • Human Capital, including Diversity, Equity and Inclusion • Community Enrichment 	<ul style="list-style-type: none"> • Ethics and Integrity • Financial Performance and Capital Allocation • Regulatory Compliance • Business Continuity/Cybersecurity • Corporate Governance and Board Quality

SUSTAINABILITY PRIORITIES

Based on our review of our stakeholders' feedback, we believe the following points of focus are the most critical and impactful to our operations and long-term sustainability, and ultimately, to our stakeholders:

ECONOMIC IMPACT

Our mission is to be the premier provider of natural gas compression services in the U.S. By providing superior service to maximize our customers' operations, we play a critical role in the delivery of cleaner burning and affordable natural gas. In addition, we are focused on capital discipline, generation of free cash flow and returns to our stockholders. Finally, we foster a culture that is committed to sharing our time and resources for the betterment of our communities.

CUSTOMERS AND THE ENVIRONMENT

Our mission to be the premier provider of compression services is the bedrock of our operating strategy. This demands the delivery of high quality services, a compression fleet of over 4 million available horsepower to help meet the gas compression services requirements of approximately 525 customers throughout all major U.S. energy producing regions, and the commitment to partner with our customers to help them meet evolving emissions standards.

SAFETY

With over 800 field service technicians and shop mechanics deployed across the U.S., operating safely must be and is a core value. Our talented technicians and mechanics are equipped with the support, tools and skills to perform their jobs safely, efficiently and in an environmentally-conscious way. Safety is a performance metric that has been a material part of our annual short-term incentive program for over 14 years.

PEOPLE

We take pride in operating and maintaining superior equipment, but it is our people who truly make the difference, providing best-in-class customer service to the energy industry on a 24/7/365 basis. To hire and retain the top people in the industry, we have made it a priority to create a work environment based on integrity, respect and inclusion and to offer training programs for continuous improvement as well as compensation and other programs that fairly reward and recognize employee contributions.

LEADERSHIP AND GOVERNANCE

We believe that good corporate governance practices are the foundation for lasting performance, and we are committed to maintaining best practices in governance, with appropriate Board oversight of strategy and risk, including environmental and social risks and opportunities. We believe our history bears out the value we ascribe to corporate governance and the effectiveness of our corporate governance structure and processes.

OUR COMMITMENT

In late 2020, we formed a cross-functional internal sustainability initiative, comprised of subject matter experts from our HSE (health, safety and environmental), operations, reliability engineering, sales, human resources, investor relations and legal functions. Our teams are focused on the following areas:

- Quantifying emissions and energy use, as well as reviewing internal technical and operational solutions to reduce air pollutants and GHG emissions from our operations
- Evaluating external products, services and other investment opportunities, including those that will reduce or offset our carbon footprint and that are consistent with our strategic mission
- Our Sustainability Committee operates under a formal charter and is focused on data analysis and reporting, monitoring trends and developments, and identifying and integrating sustainability initiatives and practices that are consistent with our values and supportive of our sustainability goals

The Sustainability Committee reports quarterly to our senior leadership team, with oversight provided by the Board.



LEADERSHIP AND GOVERNANCE

We are actively committed to maintaining the highest standards of corporate governance and business ethics. Our Board is comprised of nine Directors, seven of whom are independent and all of whom have extensive energy industry experience. We have adopted formal policies that guide us in running our operations and supporting all stakeholders with utmost integrity. These policies provide directives for our Board, define our corporate code of conduct and ensure oversight of our accounting and financial reporting processes, which adhere to U.S. Generally Accepted Accounting Principles.

GOVERNANCE HIGHLIGHTS

- Separate Chairman and CEO
- Majority independent Board
- 100% independent Board committees
- 2 of 9 Directors are female
- Beginning in 2021, 1 of 9 Directors is racially diverse
- 2 of 3 committee chairs are female



Brad Childers
President & CEO



Gordon Hall
Independent
Chairman



Anne-Marie
Ainsworth
Chair,
Governance
Committee



Frances Hawes
Chair,
Audit
Committee



J.W.G.
Honeybourne



James Lytal
Chair,
Compensation
Committee



Leonard Mallett



Jason Rebrook



Edmund Segner

- All Directors are subject to annual election by our public stockholders
- Our Committee Charters and Corporate Governance Principles are reviewed annually
- The independent Directors meet regularly without management present
- The Board and its committees conduct annual self-evaluations
- The Board engages in succession planning and has adopted a succession policy in the event of an unanticipated vacancy in the chief executive officer position
- Our Directors have full access to management
- The Board has adopted stock ownership guidelines for Directors and executive officers
- The Board has adopted a policy prohibiting the hedging or pledging of our securities
- We use a plurality vote standard with a resignation requirement in the event of a greater number of “withheld” votes than “for” votes
- Our stockholders enjoy equal share voting rights and representation

KEY POLICIES AND PRACTICES

We maintain a comprehensive system of policies that guides our behavior and supports our mission, vision and values. The following are just some of the policies and practices that are relevant to conducting ourselves with the highest level of ethics, supporting safe and environmentally sound operations and acting in the best interests of our stakeholders.

<u>Code of Business Conduct and Related Training</u>	<p>Our Code of Business Conduct applies to all Archrock Directors, officers and employees, with the expectation that our suppliers, vendors, contractors and partners also abide by key principles related to conflicts of interest, business ethics and fair dealing, compliance with laws and workplace practices.</p> <p>Participation in Code of Business Conduct training by all employees is the foundation of our annual compliance training program; it provides the opportunity to continually update our training to reflect best practices and it regularly reinforces our core principles and requirements. The completion rate for the 2020 Code of Business Conduct training was 100%. Other compliance training topics vary from year to year, and have included careful communications, cybersecurity, trade control, anti-bribery, sexual harassment, anti-corruption and antitrust policies.</p>
Compliance Hotline	<p>Our Compliance Hotline and web-based reporting tool, available 24/7/365, is managed by an independent third-party provider. Reports to the Compliance Hotline may be made anonymously. All complaints are thoroughly investigated. Where deemed appropriate, corrective action may include termination of employment, counseling, additional training, revised procedures and ongoing monitoring.</p>
<u>Human Rights</u>	<p>Our policy expresses our commitment to respect, support and promote human rights.</p>
<u>HSE</u>	<p>Operating in a safe and environmentally sound manner is our top priority. Our HSE standards and procedures set forth our approach, which includes personal responsibility and accountability.</p>
<u>Compliance with Anti-Bribery and Anti-Corruption Laws</u>	<p>This policy sets forth our commitment to comply with the spirit and letter of the laws where we conduct business.</p>
<u>Related Party Screening</u>	<p>We recognize that transactions with related persons can present potential or actual conflicts of interest and create the appearance that decisions are based on considerations other than our and our stockholders' best interests. We have adopted a written policy on related party transactions to provide guidance and set standards for the approval and reporting of transactions between us and individuals with a direct or indirect affiliation with us, and to ensure that those transactions are in our best interest.</p>
<u>Public Policy Advocacy</u>	<p>We prohibit corporate political contributions. We have selectively engaged in non-partisan advocacy efforts, focused on state and federal regulations that have a direct impact on our business, to protect the interests of our stakeholders and to ensure fair and appropriate regulatory oversight and policies. These activities are reviewed quarterly by our Audit Committee.</p>
<u>Securities Trading</u>	<p>Our policy prohibits the hedging or pledging of Archrock securities by all employees and members of our Board. Key employees are subject to quarterly trading blackouts and our executives and Directors are required to obtain advance approval to trade in the open market.</p>
<u>Stock Ownership Guidelines</u>	<p>As communicated in our proxy statement, the Board has implemented stock ownership guidelines for itself and senior management to align interest with our stockholders.</p>

BOARD OVERSIGHT

Strategy and Financial Health

We are focused on effectively managing debt, deploying capital strategically to maximize performance and returning capital to our stockholders through quarterly dividends. Our Board and management team regularly review past performance and market behavior, and they consider, on an ongoing basis, anticipated near-term and long-term market expectations. The Board approves an annual business plan and monitors performance against that plan on a quarterly basis.

Compliance

The Audit Committee Chair receives monthly updates on the Compliance Hotline and other complaints. Our Audit Committee approves our annual compliance program and receives quarterly updates on our compliance initiatives, including the status of investigations of Compliance Hotline reports and other complaints, compliance training initiatives and matters related to trade controls. Our internal audit function reports directly to the Audit Committee and the Audit Committee meets privately with internal audit, independent auditors and certain members of management each quarter.

Business Continuity/Cybersecurity

Our internal information technology team has dedicated resources to continually review and enhance our business continuity and cybersecurity program, work with internal and external auditors to ensure appropriate controls, partner with our compliance team to provide employee training and awareness and stay abreast of emerging potential threats and best practices. Our Chief Information Officer provides updates to and interacts directly with the full Board.

ESG

The Board has responsibility for the oversight of key sustainability strategies and policies and significant ESG risks. Based on our size, pure-play midstream focus and geographic footprint, in lieu of forming a separate committee, the Board has delegated responsibility to the Nominating and Corporate Governance Committee to receive reports from management and provide oversight of material ESG-related policies and practices, as well as related disclosure. Our Vice President, HSE, reports directly to our Chief Executive Officer and reports quarterly to the full Board.

Risk Matrix

Our enterprise risk management (“ERM”) program is a comprehensive annual process that engages key managers across our company to assess and prioritize enterprise-wide risks and responses, as well as evaluate risk significance in the context of our operating environment, trends in our risk profile and response effectiveness. Risk oversight is spread among the Board and its Committees as follows:

Full Board	<ul style="list-style-type: none"> • Strategic, financial and execution risks associated with the annual performance plan and long-term plan, including major operational and sustainability initiatives • Risks associated with capital management, including financing, dividends and capital expenditures • Business continuity and cybersecurity risk and prevention • Mergers, acquisitions and divestitures • Major litigation, disputes and regulatory matters • Management succession planning • Risks associated with climate change and sustainability
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Audit Committee	<ul style="list-style-type: none"> • Financial reporting, accounting, disclosure and internal controls, including oversight of the internal and independent audit functions • Oversight of the ERM process for identifying key risks and assessing management's response • Compliance, litigation and tax regulatory matters
Compensation Committee	<ul style="list-style-type: none"> • Risks related to the overall effectiveness and cost of our compensation and benefit programs • Risks associated with the design of executive compensation, including the mix of short-term and long-term incentive compensation that does not encourage excessive risk-taking • Performance management as it relates to our executive officers • Approach to human capital management
Nominating and Corporate Governance Committee	<ul style="list-style-type: none"> • Risks associated with corporate governance and board composition and effectiveness and director succession planning • Monitoring and disclosure of material safety and ESG risks and integration of our company-wide response

The involvement of the Board in reviewing, approving and monitoring our fundamental financial and business strategies is important to the determination of the types and appropriate levels of risk we will undertake. The Board's committees assist the Board in fulfilling its oversight responsibilities in certain areas of risk and are all comprised solely of independent Directors.



SAFETY

OUR VISION

Our ongoing objective is to experience zero safety events or injuries, zero vehicle accidents, and zero environmental incidents. We are fully committed to continual improvement for the benefit of our employees, customers and the communities in which we operate. As a core value, safety performance is used as a key measure of success throughout our organization and has been included as a metric in our short-term incentive program for over 14 years. We actively promote the highest standards of safety behavior and environmental awareness, and we strive to meet or exceed applicable local and national regulations.

Understanding that personal safety, incident prevention and environmental protection are the responsibilities of everyone, employees are empowered to identify risks and develop solutions to those issues. Our management team fully supports our employees' right to "Stop the Job" if they have any concern about safety – it is a corporate edict.

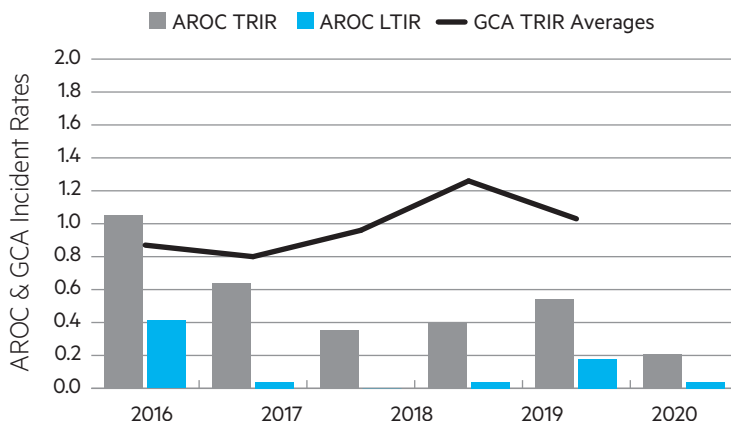
"Stop the Job" provides the authority and establishes the obligation of all employees to stop any task or operation where they perceive that a risk to people, the environment or assets is not properly controlled. Empowerment at this level ensures that our talented "boots on the ground" have control over the hazards they may be exposed to during work activities.

TARGET ZERO™ PROGRAM



We believe that all incidents are preventable, and that through proper training, planning and hazard recognition, we can achieve a TARGET ZERO workplace – a workplace with zero incidents. TARGET ZERO highlights our culture of personal commitment and responsibility, leading to a mindset that integrates safety into every work process at Archrock. We have developed and implemented a plan to provide the tools, equipment and training needed to achieve this ambitious goal. Included are over 90 safety and environmental procedures, establishing industry best practices for maintaining high levels of execution, hazard mitigation and accountability. Our procedures are based on applicable regulations, customer requirements, internal requirements and industry leading best practices. Based on our size, pure-play midstream focus and geographic footprint, we have not sought ISO safety certification. However, the ISO framework and principles, as well as a behavior-based safety approach and focus on leading indicators, provide the overarching foundation for our HSE management system.

SAFETY TREND



TRIR – Total Recordable Incident Rate

LTIR – Lost Time Injury Rate

GCA TRIR Average – Gas Compression Association Total Recordable Incident Rate Average; comparable 2020 data not available

In each case, per 200,000 hours worked

We analyze, review and revise our safety procedures at least every two years, for clarity and continued applicability and to reflect new learning and regulatory changes. Further, our HSE function reports directly to our Chief Executive Officer and presents quarterly reports to our Board.

BEST PRACTICES

Our collective safety and environmental performance is pivotal to the success of the entire organization and is of primary importance to our customers. In addition to an average of 4 hours per month of in-house safety training, each field service technician also completes customer specific training such as HSE orientations and site-specific safety requirements. Through our Job Hazard Analysis process, our field and shop worksites are reviewed for potential hazards before we commence our work and appropriate actions are taken to reduce the risk of accidents and injuries before they can occur. Field service technicians working offshore or in inland waters complete additional specialized training to prepare them for the hazards that exist in those environments. In addition, we supplement required field-related PPE with additional cash allowances for specialty items such as prescription safety eye wear.

We use Intalex® as our system of record for internal tracking, reporting and auditing of our safety and environmental performance. This system allows us to analyze each business unit's progress towards implementing and adhering to proper environmental, health and safety procedures. We utilize stand-downs to refocus our organization on safety on a quarterly basis and on an ad hoc basis when deemed necessary. In addition, environmental and safety assessments are scheduled and conducted annually. We typically complete ten comprehensive HSE audits per year; due to travel restrictions, in lieu of formal audits during 2020, we performed local field inspections. In the event of a workplace accident, the TapRoot® methodology is utilized for conducting an investigation into the cause and to identify corrective measures.

Approach to Contractors

We highly value our suppliers and contractors and strive to maintain true partnership-style relationships that are mutually beneficial to all. Our key vendors are provided a copy of, and are subject to, our Code of Business Conduct. To protect the interests of our customers and all other stakeholders, we evaluate and audit our contractors' safety performance for alignment with our safety standards and policies.

We carefully review our contractors' scope of work and characterize them as either higher or lower risk services. Contractors providing higher risk services are required to have an account in ISNetwork® ("ISN"). ISN provides us with important insight into the safe work practices of our key contractors. We have utilized ISN for over 18 years to select, where possible, contractors who exhibit strong safety performance. The majority of the contractors we use carry an "A" or "B" rating.

Approach to Background and Substance Abuse Screening

We believe that a substance abuse-free workplace is a key component to a safe workplace and use a comprehensive Department of Transportation ("DOT") and non-DOT drug and alcohol testing program. The program is monitored and managed by an independent third-party administrator. All newly hired employees are subject to both background screening and drug testing and all employees, regardless of position, are subject to random drug testing.



Approach to Training

Our mandatory North American Field Operations (“NAFO”) training targets all new hire field service technicians, as well as supply chain and shop employees. Safety training goes beyond basic regulatory requirements to focus on the specific hazards that might be encountered in our operations that have serious incident potential (e.g., driving, hydrogen sulfide and energy isolation). New employees also complete a Technical Knowledge Assessment, which results in a personalized technical development plan for each student. This significant commitment of resources ensures that all new field service technicians and supply chain and shop employees receive consistent, high-quality training and messaging to position them for success. Field employees are also enrolled in position-based annual training, which again targets the potential hazards and mitigations applicable to our industry, as well as regulatory requirements, internal operating procedures and expectations, and local and customer requirements. As a key component of our technology transformation initiative, the development of a new training ecosystem allowed us to quickly adapt much of our in-person training to a virtual format in the early weeks of the pandemic.

Field Employees	AVERAGE ANNUAL SAFETY TRAINING HOURS PER EMPLOYEE				
	HSE Compliance	NAFO	Customer-Provided	Offshore Specific	Total
Land-based	50	–	2	–	52
New Hire	44	32	2	–	78
Inland Waters and Offshore	50	–	2	51 - 65	103 - 117

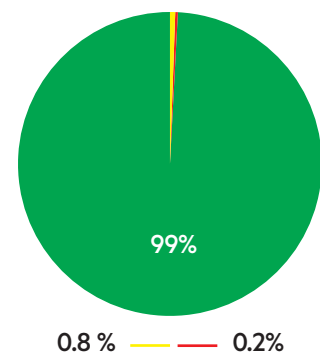
Approach to Driving

We utilize the Smith System® as our tool for behavioral driver training. To gauge the effectiveness of training, all Archrock vehicles are equipped with GPS-based driving monitors. In addition, we include a toll-free “How’s My Driving” number on the back of our vehicles.

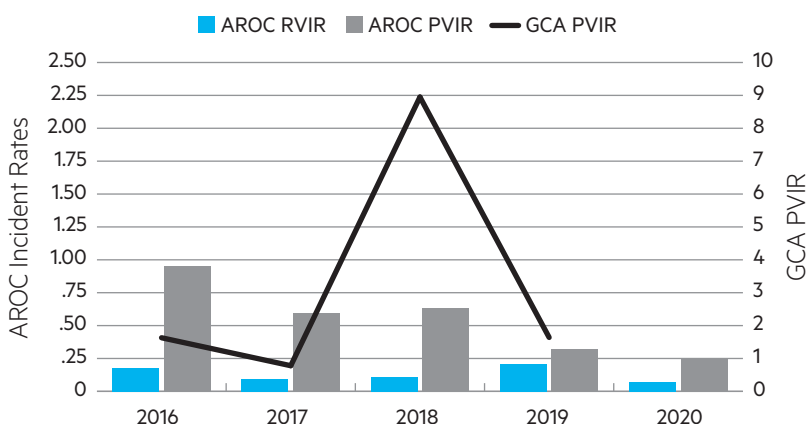
Proactive monitoring helps to promote safe driving habits by comparing individual driving statistics with benchmarks related to the driving skills instructed in the Smith System®, and against other Archrock employees. The MixTelematics® graph illustrates the number of our field service technicians who were rated Red (over reporting threshold), Amber (within 10% of threshold) or Green (below reporting threshold), and measures driving behavior over the 27 million miles clocked by our employees in 2020.

The following bar chart shows trends in our vehicle incident rate.

MixTelematics® RAG Score
Archrock Field Service Technicians



PVIR and RVIR Trends



PVIR – Preventable Vehicle Incident Rate

RVIR – Recordable Vehicle Incident Rate

GCA PVIR – Gas Compression Association Preventable Vehicle Incident Rate; comparable 2020 data not available

In each case, per million miles driven.

PEOPLE

EMPLOYEES

Archrock employed approximately 1,250 people in 22 states, including remote areas, and had a presence in 39 states at year end 2020. We consider our employees to be our greatest asset, and we consider ourselves a member of every community in which we operate.

Diversity, Equity and Inclusion

According to the U.S. Bureau of Labor Statistics,⁴ both women and certain minorities remain underrepresented in the energy industry. We consider this, along with the added difficulty of attracting young talent to an industry facing a significant transformation, to be both a challenge and an opportunity. We believe that increased representation of women and minorities is critical to our future success. In addition to complying with the letter and spirit of applicable Equal Employment Opportunity laws, we support diversity in hiring and gender pay equity, and have proactively conducted periodic gender pay reviews, making adjustments as necessary thereafter. We actively review our employee demographics, methods to further promote diversity in hiring and tools to support inclusion and professional development. Online training on respect and diversity in the workplace was included in our 2020 compliance program and had a 100% completion rate. This training provided the opportunity to affirm our values and highlight the various avenues for reporting concerns.

Employee Engagement

We have regularly assessed employee satisfaction and engagement, continually working toward improvement of both metrics. For ten years and through 2019, we conducted the Gallup® “Q12” employee engagement survey. The 2019 survey was answered by 92% of our employee population and based on their responses, we ranked in the 93rd percentile of companies using the survey to measure employee engagement. Due to COVID, the engagement survey was not conducted in 2020. We expect to return to assessing employee satisfaction and engagement in 2021.

Bonus, Health and Welfare Programs

During 2020, we offered our full-time permanent employees:

- health and welfare benefits for our employees and their family members, including for same-sex partners
- a health savings plan
- a 5% match on 401(k) plan contributions
- an employee stock purchase plan
- participation in an annual or quarterly performance-based bonus program (further described below)
- paid time off program which includes nine paid holidays as well as bereavement leave and paid time off for voting, jury service and volunteer activities
- employee assistance program
- tuition reimbursement (up to \$5,250 per year) for employees and college tuition sponsorship for children of our employees (up to \$8,000 per child), subject to certain restrictions and successful completion of the applicable courses.

Paid Time to Volunteer (“PTV”) Program

Our PTV program provides our full-time permanent employees with up to 16 hours of paid time off annually for service to a 501(c)(3) non-profit organization of an employee's choosing.

⁴ U.S. Bureau of Labor Statistics (2020). Labor Force Statistics from the Current Population Survey. U.S. Government. <https://www.bls.gov/cps/cpsaat18.htm>

Compensation and Performance Program

The median income of our full-time, part-time, seasonal and temporary employees in 2020, in aggregate but excluding our CEO, was approximately \$96,700 (based on, as applicable, base salary, bonus, overtime and commissions). All full-time employees are eligible to participate in either our annual short-term incentive program, which is based on corporate, team and individual performance, or our quarterly bonus program, which is generally made available to our field and shop employees and is based on regional performance metrics and individual performance. Our policy is to provide all employees with a mid-year and annual performance review. See our proxy statement for additional information on executive and performance-based compensation.

Talent Acquisition

We partner with colleges and technical schools across the U.S. with the goal of bringing the best and brightest into the energy industry. Many of our partnership efforts are designed to support diversity, foster inclusion and achieve a more technically-proficient workforce. The program provides strategic and multifaceted support, which includes internships, supplies and equipment for training and instruction and student organization support. We consider these educational partnerships to be strategic investments in the economic development of local communities as well as the future of the energy business.

Veteran's Program



Archrock's Veteran's Program includes policies, programs and services to support National Guard and Reserve employees in meeting the specific needs related to any ongoing military commitment. This enables us to successfully recruit, retain and develop Guard and Reservists, as well as military veterans, veterans with disabilities and military personnel transitioning to civilian life who have the leadership skills and technical expertise so highly valued by Archrock. We work with various military bases across the U.S. to participate in career fairs and identify base-specific needs for placement of service members transitioning out of the military.

Our internal veteran's network, "Archrock Proud," works to ensure veterans and Reservists are supported by fellow veteran employees during the recruitment process, as well as during onboarding and thereafter. We also partner with DirectEmployers Association, a national nonprofit, to promote and share job postings with veterans and veterans with disabilities.

Workforce Development

Our field employees are supported by a dedicated training team. In 2020, the team made significant progress in moving us toward a modern training ecosystem that complements our in-person training with targeted micro-learning and learning-on-demand approaches. This literally puts training in the palm of our employees' hands.

New hire field employees enter our short service employee ("SSE") program upon completion of NAFO safety training. Entering the field, each SSE is assigned an experienced mentor so that they may safely apply classroom teachings to a real world setting, under direct supervision. During the program, an SSE must work at all times under the direction of their mentor. The SSE mentorship has an average duration of six months but varies based on when the SSE is deemed competent to safely work alone.

Our focus on training also includes working closely with Ariel, Waukesha and Caterpillar on training programs for our field service technicians. In addition, we offer a number of non-technical, targeted skills-based and career enhancing training programs, including technical orientation for non-technical employees, supervisor coaching, performance management and conflict resolution.

COMMUNITY

Our RockFIT Wellness Program (“RockFIT”) and our Archrock Cares Program were established by employees and are supported by Archrock management to find opportunities to bring employees together to improve employee fitness and wellness, enrich our work environment and support our local communities. Our employees give generously of their money, time and hearts, and we support our coworkers and the causes they champion. To further encourage community involvement through the Archrock Gives initiative, we provide employees 16 paid hours per year for volunteer activities.

Employee Founded and Led Committees



RockFIT has developed and sponsored corporate fitness and wellness challenges each year since its inception in 2016, distributing over \$100,000 in insurance-company sponsored awards and incentives. Employees have participated in activities ranging from Step Challenges and yoga and Pilates classes to Healthy Habits Challenges involving diet, wellness check-ups and other fitness- and wellness-oriented activities.

Archrock Cares prioritizes and coordinates our involvement in community enrichment initiatives. We firmly believe the efforts of our people determine our lasting success as a company and community member.

Archrock Cares also brings together employees across functions and backgrounds to break down traditional corporate barriers and form stronger bonds through holiday gatherings and other take-a-break from work social events. They also partner with RockFIT on employee health and fitness challenges.

In 2020, we held a CEO “Blood, Sweat & Tears” Challenge to help neighbors during COVID, e.g., making masks for the deaf, bringing food and supplies to the elderly and others in need, connecting with those who were isolated or struggling, volunteering at food banks, hosting several community blood drives and organizing Adopt-A-Highway cleanups.



CUSTOMERS AND THE ENVIRONMENT

OUR MISSION

Archrock's environmental management system includes policies, procedures, standards and reporting requirements with regard to air emissions, hazard communication, waste management and minimization, spill response and energy and water conservation. We also document the potential consequences for non-compliance with our requirements and believe all employees are accountable for compliance. We utilize Intalex® for internal tracking, reporting and auditing of our environmental performance.

We are committed to a culture of responsible environmental stewardship. As the largest owner and operator of natural gas compression equipment in the U.S., we are known in the energy industry for our expertise in natural gas engines, including their operation and emissions compliance. Our staff of full-time environmental professionals includes air quality professionals who provide technical support to our field operations and our customers in relation to emissions compliance. As regulatory requirements and technology evolve, we will continue to be a good steward of the environment.

GREENHOUSE GASES AND AIR QUALITY

Management of our operations in compliance with all applicable air quality and emissions requirements is an integral part of our overall environmental strategy.

Regulations Governing Gas Engine Emissions

Our air quality professionals closely monitor and advise on regulations that are applicable to our equipment. These regulations have grown increasingly stringent and are designed to prevent the waste of saleable gas as well as eliminate or reduce leaks of air pollutants, including nitrous oxide, methane and carbon monoxide and dioxide. In 2010, federal emissions regulations began requiring newly manufactured gas engines to meet a standard of 1.0g NOx, prompting the use of better emissions controls as well as more efficient engine designs. In the following years, many states adopted regulations more stringent than the federal requirements, leading to even more advanced controls and engine efficiency improvements. Newly-manufactured engines are now designed to meet 0.5g NOx or better, and newly-set engines are generally required to be equipped with controls to meet the same limit.

Our new equipment purchases and maintenance programs adhere to the requirements of NSPS Quad J, NSPS Quad O/Oa and NESHAP Quad Z.

We provide natural gas compression services to our customers almost exclusively on a contract basis and our services are typically one component of a customer's midstream service application. Although compliance with applicable air quality regulations and reporting is the direct responsibility of our customers, we work to support our customers in meeting or exceeding their compliance obligations through tailored compression equipment design and our routine and preventive maintenance programs.

Initiatives to Reduce Emissions

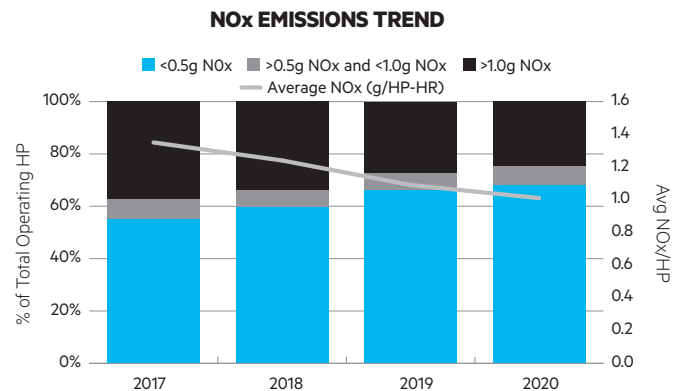
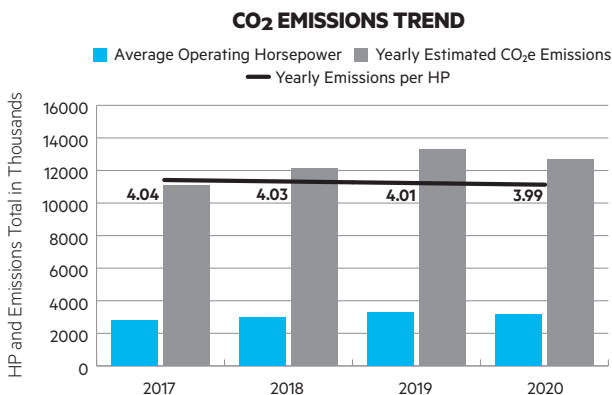
Our initiatives to reduce emissions of pollutants such as NOx and SO₂, as well as greenhouse gases such as CO₂ and methane, include the following:

- Sustainable methodology for estimating our carbon footprint: Emissions are not tracked at the compression unit level and are instead included in facility-level reports required by the EPA and submitted by our customers. As such, in 2020, our engineering and air quality professionals collaborated on a methodology for estimating CO₂ and methane emissions from our compression operations on a per horsepower basis. We are also working with our key original equipment manufacturer ("OEM") suppliers to further refine our estimates; any future refinements will be applied consistently across all years reported. We expect this work to serve as a baseline for future improvements in our Scope 3 emissions performance.
- Leak detection and management: Field service technicians are equipped with leak detection equipment. In compliance with our safety training and environmental policy, compressors are tested for leaks at each callout and, if found, are remediated before any additional work is performed.

- Customer partnerships: We are engaged with many of our customers in ongoing efforts to reduce emissions. In addition to the leak detection and mitigation activities mentioned above, we engage with customers on reengineering efforts around the various systems on location to reduce emissions, flaring and blowdowns. Additionally, we are evaluating our maintenance and testing practices and our catalyst selection process to ensure that we achieve an optimal reduction in emissions on each unit.
- Fleet strategy:
 - Through capital investments and acquisitions of newer units, coupled with the divestiture of certain units discussed below, our compression fleet has become newer and more efficient on a per horsepower basis, and emissions have been reduced as a result. This improves efficiency for our customers while meeting more stringent emissions standards.
 - We have systematically reviewed our existing fleet to identify and retire units which no longer serve our strategic objectives. In 2020, we retired 730 compression units representing approximately 261,000 horsepower compression. In addition, we divested over 600 predominately smaller horsepower compressor units representing in excess of 150,000 horsepower.
- Telemetry on compression units: We advanced our multi-year technology initiative to begin equipping our compression fleet with technology to remotely monitor engine performance and efficiency, as well as to early diagnose potential issues. Additional sensors are planned to evaluate catalyst performance, a complement to our current approach to catalyst selection, testing and maintenance.
- Vehicle Telematics: This technology provides the data necessary to manage vehicle idle time and miles driven; combined with our initiative to equip our compression fleet with telemetry, we expect improvements in how we supply the parts necessary for maintenance to decrease response time and further reduce miles driven and associated vehicle emissions.

Improvements in Emissions Efficiency

Archrock's strategy to upgrade its compression fleet to newer and higher horsepower units has resulted in a fleet that is more efficient and produces fewer emissions on a per horsepower basis. The following charts show improvements in our emissions efficiency from 2017 through 2020.⁵



For more information on potential risks associated with climate legislation and regulatory initiatives applicable to us, see our 2020 Annual Report at <https://www.archrock.com>.

⁵ CO₂ and NO_x emissions are estimates based on internal analysis of operating horsepower and engine configurations, applied consistently across all years reported.



ENERGY USE

Compressors

Our compressors are generally powered by natural gas produced at the site. At our customer's request and conditioned upon access to electricity at the site, we provide electric-powered compression units. While our electric-powered compression represents a small portion of our fleet today, we believe it offers a growth opportunity over the long term. Alongside our shift to larger, more efficient units, we have launched a multi-year initiative targeted to equip the units in our fleet with remote monitoring functionality. Remote monitoring is expected to improve service efficiencies and enable us to proactively diagnose and mitigate potential issues. The project will drive efficiency in scheduling preventive maintenance, reduce ad hoc call outs and improve supply chain performance, resulting in reduced vehicle mileage.

Vehicles

All Archrock vehicles are equipped with tools which allow us to monitor vehicle energy consumption and driving habits. Not only do these tools provide the feedback necessary to achieve safe and efficient driving behaviors, but they also help us reduce unnecessary miles driven and idling time.

Facilities

We undertook a review and rationalization of our office and shop footprint and reduced our utilization by over 10% in 2020 compared to 2019. This reduction in our facility footprint is estimated to create an energy savings of nearly 2 million kilowatt hours per year.

WASTE AND SPILLS

Our waste management program is rooted in the waste hierarchy of Reduce, Reuse, Recycle. Management teams at each facility are accountable for developing site-specific waste management plans to identify tasks that produce waste and establish goals for waste reduction within each task. We recycle 100% of the lube oil we recover and return to our facility during the preventive maintenance process. In general, we do not store petroleum products in volumes that are subject to the EPA's Spill Prevention, Control and Countermeasure ("SPCC") regulations. In a few of our make ready shops, larger volumes of used oil are stored and we have developed and implemented SPCC regulations as required. We did not experience any reportable quantity spills during 2020. In addition, we implemented an oil sweetening program, targeting approximately 1,100 compressor engines, designed to minimize the use of oil, our largest consumable.

HABITAT AND WATER

Our operational footprint does not have a significant impact on biodiversity and habitat. However, as part of our best-in-class services, we support our customers' efforts to minimize their environmental impacts by housing our units in buildings, equipping them with sound mufflers and providing netting in wildlife-sensitive areas for additional wildlife protection. Our operations do not rely on a material level of water consumption, nor do we produce a measurable amount of waste water.

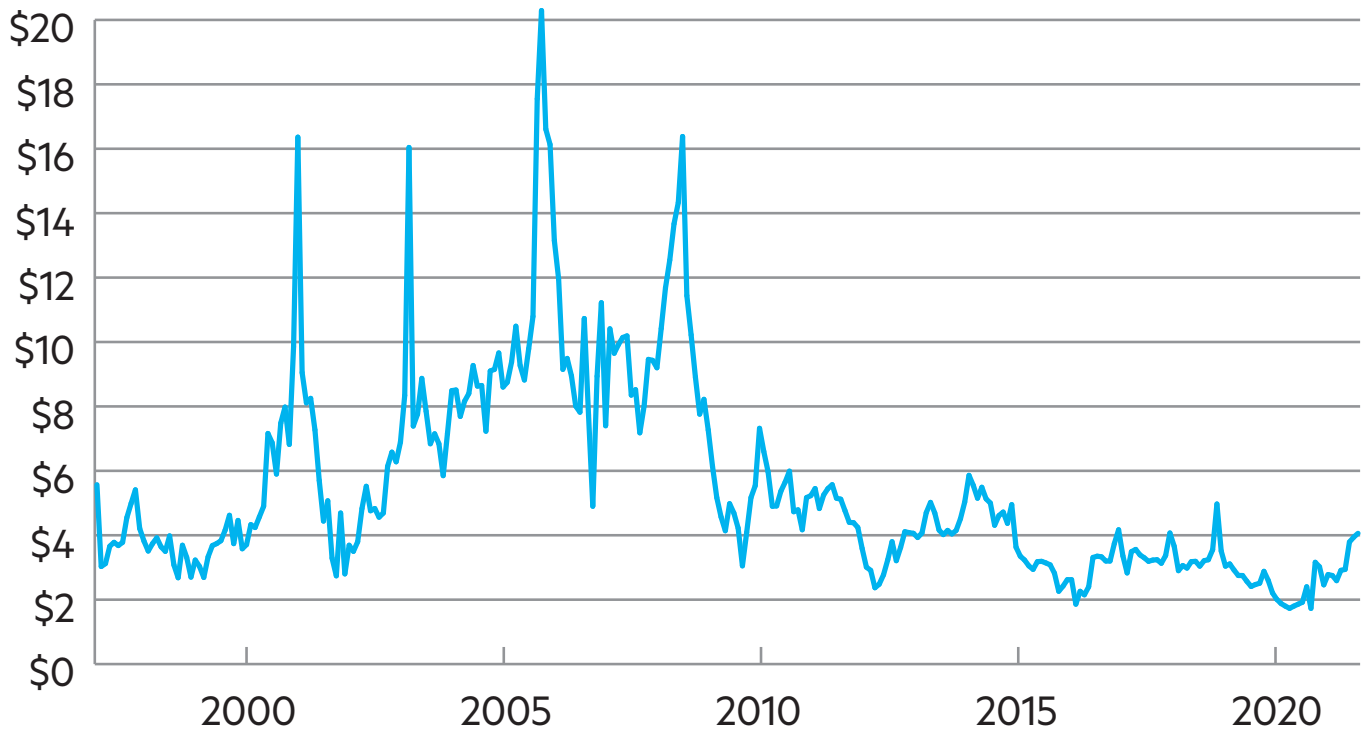
ECONOMIC IMPACT

Fundamentally, we operate to improve the lives of our stakeholders – investors, employees, suppliers, communities and both direct and indirect customers, the end-users of the energy generated through the extraction of natural gas. If we meet the needs of one stakeholder and ignore the needs of another, we have not realized our mission. It is an interdependency and balance which is an important consideration and challenge in everyday decisions and strategic planning. We play an integral role in energy transition and the delivery of affordable, cleaner-burning natural gas, and we are committed to exploring ways to improve our environmental impact while delivering solid operational and financial performance.

Market volatility in the energy industry brings additional challenges, including the need to quickly and effectively adjust operations to match market conditions in what is typically a capital-intensive business. The pandemic brought a level of volatility not previously experienced by an industry that is well-accustomed to wide swings in the market. The pandemic has also resulted in a significantly accelerated demand for cleaner energy, with some financial institutions announcing an unwillingness to lend to companies engaged in the extraction of fossil fuels. The industry is facing a transformation that promises a rate of speed and depth of change that will challenge the most flexible and innovative companies. We are in the early stages of assessing these challenges, but with our determined approach to leading our business through market volatility, industry cycles and the longer term energy transition, we expect to continue to add value for our stakeholders.

2020 ECONOMIC IMPACT	
INVESTORS	<ul style="list-style-type: none"> • \$89 million in dividends • \$155 million in debt reduction • Capital discipline and solid governance practices
EMPLOYEES	<ul style="list-style-type: none"> • Approximately 1,250 employed in 22 states • Competitive base salary and bonus program • Full complement of benefits • Focus on safety and training
SUPPLIERS	<ul style="list-style-type: none"> • \$377 million cost of sales • Conducted business with over 2,100 vendors
COMMUNITIES	<ul style="list-style-type: none"> • Dedicated employee-run committees • Paid time to volunteer
CUSTOMERS –DIRECT	<ul style="list-style-type: none"> • \$875 million in revenue • Over 4 million available horsepower • Over 800 field service technicians and shop employees • Partner to meet environmental requirements • 15 year average length of relationship with top 10 customers
CUSTOMERS – INDIRECT	<ul style="list-style-type: none"> • Natural gas is affordable, plentiful and contributes to the reduction of emissions by displacing the use of coal for energy generation

NATURAL GAS AFFORDABILITY ⁶



NATURAL GAS AVAILABILITY ⁷

2,867 trillion cubic feet (Tcf) of technically recoverable resources (TRR) of dry natural gas is available in the United States as of January 1, 2019.

Assuming the same annual rate of U.S. dry natural gas production in 2019 of nearly 34 Tcf, the United States has enough dry natural gas to last about 84 years. The actual number of years the TRR will last depends on the actual amount of dry natural gas produced and on changes in natural gas TRR in future years.

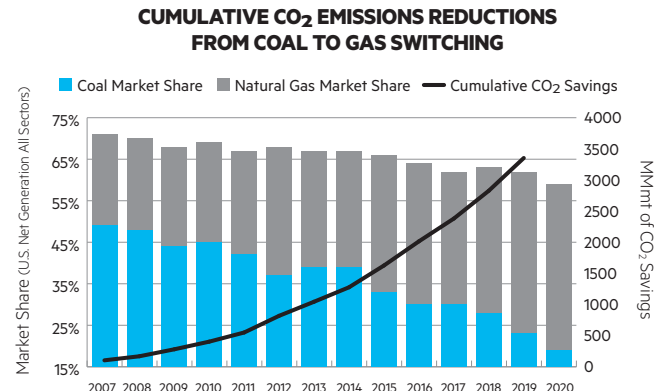
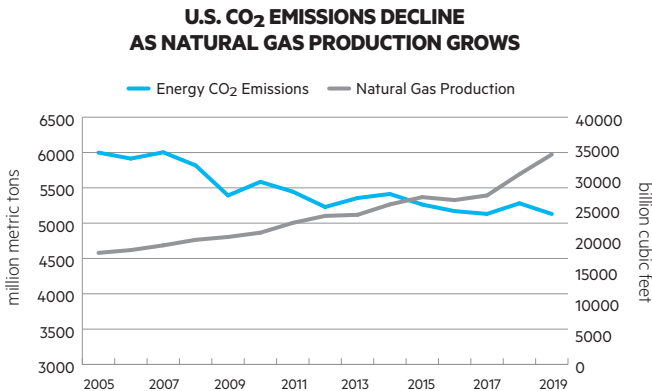


⁶ Macrotrends. Henry Hub Pricing, <https://www.macrotrends.net/2478/natural-gas-prices-historical-chart>

⁷ U.S. Energy Information Administration, FAQs, U.S. Government, <https://www.eia.gov/tools/faqs/faq.php?id=58&t=8#:~:text=The%20U.S.%20Energy%20Information%20Administration,gas%20in%20the%20United%20States>

REDUCTION OF CO₂ EMISSIONS FROM **COAL TO NATURAL GAS SWITCHING**⁸

As the cleanest-burning fossil fuel, the growing abundance of natural gas is helping to meaningfully reduce emissions from the electric generation sector as coal continues to be displaced. According to the U.S. Energy Information Administration, between 2005 and 2019, natural gas production has increased by 88% while energy CO₂ emissions have declined by 14%. In addition, over the same time period, cumulative U.S. CO₂ emissions reductions from coal to natural gas and coal to non-carbon generation switching totaled 5,475 million metric tons (MMmt). Of this, over 60%, or 3,351 MMmt, resulted from decreased use of coal and increased use of natural gas.



The pandemic is estimated to have resulted in a 4% reduction in global energy demand in 2020 and lower greenhouse gas emissions, but at a significant economic cost. These environment and social impacts highlight the importance of balancing and achieving all aspects of energy generation and societal needs, that is, for energy to be affordable, reliable and environmentally sound.



⁸ U.S. Energy Information Administration, U.S. Energy-Related Carbon Dioxide Emissions, September 30, 2020. <https://www.eia.gov/environment/emissions/carbon/>

⁹ 2020 emissions data from the U.S. Energy Information Administration is not available; the report referenced in footnote 8 is scheduled to be updated for 2020 for publication in November 2021.

DATA TABLE

	Units	2017	2018	2019	2020
Economic ¹					
Adjusted EBITDA	\$ (in millions)	280.4	352.3	416.5	414.8
Dividends Paid ²	\$ (in millions)	34.1	58.3	78.5	88.8
Dividend Per Share	\$	0.48	0.504	0.554	0.58
Dividend Coverage	Ratio	N/A ³	3.0x	2.8x	2.9x
Leverage	Ratio	5.44x	4.39x	4.23x	4.16x
Capital Expenditures					
Growth	\$ (in millions)	172.5	251.6	300.5	79.1
Maintenance		35.7	49.7	58.6	32.0
Other		13.5	17.8	26.1	29.2
Political Advocacy Expense ⁴	\$ (in thousands)	NPT	98.0	89.0	103.5
Operating horsepower at year end	Horsepower (in thousands)	3,253	3,530	3,926	3,388
Average operating horsepower and production equipment ⁵	Horsepower (in thousands)	2,764	3,003	3,314	3,185
Governance					
Number of Board members	Count	8	8	9	9
Female Board members		2	2	2	2
Ethnically/racially diverse Board members ⁶		0	0	0	0
Independent Directors	Count	7	7	7	7
Director Attendance (aggregate Board and committee meetings)	%	98%	99%	99%	96%
Compliance Hotline		Yes	Yes	Yes	Yes
Quarterly Compliance Reports to Audit Committee		Yes	Yes	Yes	Yes
Energy					
Fuel consumption (vehicle fleet)	Gigajoule (GJ) per Vehicle	393,300 NPT	392,500 296	391,300 260	316,517 234
Office/Shop Facilities at year end	Sq Ft (in thousands)	NPT	NPT	1,058	948
Electricity consumption (facilities)	GJ	95,600	97,000	74,600	68,700
Fuel consumption (compression fleet) ⁷	GJ	159,475,846	172,455,102	189,780,378	180,891,860
Total energy consumption ⁸	GJ	159,964,746	172,944,602	189,764,878	181,277,077
Energy Intensity ⁹	Ratio	0.262	0.257	0.246	0.245

	Units	2017	2018	2019	2020
Environment					
HSE Policy		Yes	Yes	Yes	Yes
Number of vehicles in fleet at year end	Count	NPT	1,326	1,503	1,352
Direct (scope 1) emissions from vehicle fleet ¹⁰	Tonnes CO ₂	NPT	27,700	27,500	22,200
Indirect (scope 2) emissions from facilities ¹¹	Tonnes CO ₂	NPT	NPT	NPT	9,830
Emissions (scope 3) from compression and production equipment ⁷	Tonnes CO ₂	11.2 million	12.1 million	13.3 million	12.7 million
Emissions per operating horsepower ⁷	Tonnes CO ₂	4.04	4.03	4.01	3.99
Groundwater water withdrawal from operations ¹²	Cubic Meter (m ³)	0	0	0	0
Fresh water consumed ¹²	Cubic Meter (m ³)	0	0	0	0
Waste water generated from operations	Cubic Meter (m ³)	0	0	0	0
Number of reportable spills ¹³	Count	0	0	0	0
Volume of reportable spills ¹³	Cubic Meter (m ³)	0	0	0	0
Regulatory Fines	\$	0	0	0	0
Health and Safety ¹⁴					
Integrated Health and Safety Policy		Yes	Yes	Yes	Yes
Number of hours worked (contractor and employee)	Hours	4.5 million	5.0 million	5.6 million	4.8 million
Total recordable incident rate ¹⁵	Cases per 200,000 hours worked	0.36	0.40	0.54	0.21
Lost-time injury frequency ¹⁵	Cases per 200,000 hours worked	0.00	0.04	0.18	0.04
Miles driven	Miles	31.8 million	38.0 million	38.1 million	27.4 million
Total preventable vehicle incident rate ¹⁶	Cases per 1,000,000 miles driven	0.60	0.63	0.32	0.25
Total reportable vehicle incident rate ¹⁶	Cases per 1,000,000 miles driven	0.09	0.11	0.21	0.07
Safety Fines and Penalties	\$	0	2,700	26,000	12,000

	Units	2017	2018	2019	2020
Social ¹⁷					
Full time permanent employees	Count	1,667	1,685	1,657	1,242
Part time employees	Count	16	11	9	6
Contract/temporary employees	Count	84	91	126	140
Corporate employees	Count	545	539	537	445
Field service technicians	Count	857	888	874	650
Shop employees	Count	281	269	255	153
Male	%	86	86	86	85
Female	%	14	14	14	15
Employees who self-identify as Caucasian	%	78	74	72	72
Employees who self-identify as ethnically diverse	%	22	26	28	28
Women in management/supervisor positions	%	12	12	12	14
Women comprising executive management	%	33	33	33	33
Employees under age 30	%	12	13	14	10
Employees aged 30 to 50	%	54	53	52	56
Employees over age 50	%	34	34	34	34
Median Employee Compensation, excluding CEO	\$	68,638	72,135	77,762	96,773
Operational/technical training ¹⁸	Hours Trained	36,274	41,898	36,694	16,991
	Employees	932	1,030	925	N/A
	Enrollments	NPT	NPT	NPT	1,323
Total safety training sessions offered ¹⁹	Count	43	47	47	52
Compliance training ²⁰	Total minutes	118,448	67,854	68,478	70,338
Average minutes per employee trained	Avg minutes	75	50	51	61
Participation rate	%	100%	100%	100%	100%
Number of compliance hotline complaints	Count	13	24	15	14
Complaints requiring corrective action	Count	4	13	8	5
Average time to resolution	No. of Days	< 21	< 21	< 21	<21
Result of annual employee engagement survey ²¹	Gallup® Grand Mean	4.09	4.32	4.33	N/A
	Participation Rate	89%	92%	92%	N/A

Footnotes:

NPT: Not previously tracked

Economic

- ¹ For more information on financial performance and economic value distributed among operating costs, employee compensation and benefits, providers of capital, stockholders, government and retained earnings, see our Annual Reports on Form 10-K for the years ending December 31, 2017, 2018, 2019 and 2020 (our "Annual Reports").
- ² Increases in dividend payments are attributable to the following: (a) the issuance of 57.6 million shares pursuant to the merger of Archrock, Inc. and Archrock Partners, L.P. (a publicly traded master limited partnership) in 2018, (b) the issuance of 21.7 million shares pursuant to the acquisition of assets and certain liabilities from Elite Compression in 2019 and (c) an aggregate 20% increase in the dividend rate from January 2017 to year end 2020.
- ³ Concurrent with the merger of Archrock, Inc. and Archrock Partners, L.P. in April 2018, the definition of cash available for dividend was changed; as such, prior periods are not presented.
- ⁴ We prohibit political contributions. Expenses related to public policy advocacy include a minimal amount of lobbyist fees and related expenses that are non-partisan and are focused on state and federal regulations that directly impact our business; the remainder is related to trade memberships in the Texas Taxpayer and Research Association, Texas Oil & Gas Association, Energy Infrastructure Council, Louisiana Oil & Gas Association and the Council on State Taxation.
- ⁵ Based on average monthly operating horsepower and production equipment (operating assets such as cooler packages); excludes horsepower that is on standby and generating revenue. Because of the adjustments necessary to calculate emissions and energy use, this number differs from Average Operating Horsepower reported in our Annual Reports.

Governance

- ⁶ Effective in early 2021, we have 2 female Directors and one racially diverse Director following the election of Leonard W. Mallett, who brings over 42 years of experience in the oil and gas industry, including executive leadership and responsibility for engineering, strategic sourcing and environmental, health and safety training, compliance and reporting.

Energy

- ⁷ Compression fleet energy use and emissions are estimated based on average monthly operating horsepower and production equipment, OEM specifications and actual maintenance downtime records, as well as internal estimations (applied consistently year-over-year) with regard to quality of fuel source, customer-initiated downtime and customer loading. We continue to refine our estimates based on internal review of our data and information from key OEMs; changes are applied consistently across all years.
- ⁸ Includes all components of energy use: gasoline for our vehicle fleet, electricity used to power our offices and estimated natural gas and electricity to power our compression fleet and production equipment.
- ⁹ Energy Intensity is calculated as the total energy required for our operations divided by contract operations revenue as stated in our Annual Reports.

Environment

- ¹⁰ Estimated by Mason Anderson & Gautam Boggavarapu Business Intelligence and Analytics based on the number of vehicles in our fleet, the manufacturer emissions information based on the make, model, age and fuel source of each vehicle and miles driven.
- ¹¹ 2020 emissions were calculated using U.S. Environmental Protection Agency Power Profiler Emissions Tool 2018, Version 9.1 dated November 12, 2020. The tool calculates emission factors from the U.S. Environmental Protection Agency eGRID2018 based on kWh energy use for all facilities that we own and lease.
- ¹² Our operations do not involve a measurable amount of fresh water usage and consumption is limited to what is typically required to support shop and office staff.
- ¹³ Reportable spills are defined by the applicable regulatory body for the jurisdiction in which a release occurs.

Health and Safety

- ¹⁴ Metrics include employees and contractors.
- ¹⁵ Calculated pursuant to OSHA guidelines: Total number of recordable incidents (for TRIR) or lost time injuries (for LTIR) x 200,000/divided by total hours worked during the year covered.
- ¹⁶ Calculated pursuant to API guidelines: Total number of preventable vehicle incidents (for PVIR) or recordable vehicle incidents (for RVIR) x 1,000,000 miles/divided by mileage driven during the year covered.

Social

- ¹⁷ All demographic numbers in this section are as of December 31 for each year reported.
- ¹⁸ The lower training hours in 2020 are a result of COVID, reductions in field personnel and the transitioning of our training approach as part of our technology transformation project. Certain previously formalized courses were replaced with more targeted micro-learning and learning on demand approaches. Employees may elect numerous training opportunities based on interest and need; therefore, we have adjusted our reporting from "number of employees trained" to "number of enrollments."
- ¹⁹ For additional information on our approach to safety, see pages 13-15.
- ²⁰ Code of Business Conduct training is foundational and is provided annually. Other compliance training topics vary from year to year, and have included careful communications, cybersecurity, trade control, anti-bribery, sexual harassment, anti-corruption and antitrust policies.
- ²¹ Grand Mean is calculated by Gallup on a scale of 1.0 to 5.0 (representing low to high engagement). Due to COVID, we did not conduct a survey in 2020; we expect to reinstate employee surveys in 2021.

SASB PERFORMANCE TABLE

Topic	Code	Disclosure
Greenhouse Gas Emissions		
Gross Scope 1 emissions, percentage methane, percentage covered under emissions-limiting regulations	EM-MD-110a.1	As discussed on page 19, our customers are responsible for tracking and reporting air emissions associated with their operations, which include gas compression equipment provided by us. Emissions reported in the Data Table on page 25 are associated with our field services truck fleet. See also pages 19-21.
Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	EM-MD-110a.2	
Air Quality		
Air emissions of the following pollutants: (1) NOx (excluding N2O), (2) SOx, (3) volatile organic compounds (VOCs), and (4) particulate matter (PM10)	EM-MD-120a.1	As discussed on pages 4 and 19, our customers are responsible for tracking and reporting air emissions associated with their operations, which include gas compression equipment provided by us. We continuously work to improve the performance of our compression fleet with respect to air emissions and work with our customers to help them meet or exceed federal, state, and local requirements (see pages 19-21.)
Ecological Impacts		
Description of environmental management policies and practices for active operations	EM-MD-160a.1	As discussed on pages 4 and 19, our customers own or lease the land where they operate and are responsible for tracking and reporting environmental incidents and restoring acreage disturbed. As a pure-play gas compression services provider, our ecological impact is limited in scope. See also the Data Table on page 25.
Percentage of land owned, leased, and/or operated within areas of protected conservation status or endangered species habitat	EM-MD-160a.2	
Terrestrial acreage disturbed, percentage of impacted area restored	EM-MD-160a.3	
Number and aggregate volume of hydrocarbon spills, volume in Arctic, volume in Unusually Sensitive Areas, and volume recovered	EM-MD-160a.4	
Competitive Behavior		
Total amount of monetary losses as a result of legal proceedings associated with federal pipeline and storage regulations	EM-MD-520a.1	Not applicable. We do not own pipeline or storage assets.

Operational, Safety, Emergency Preparedness & Response

Number of reportable pipeline incidents, percentage significant	EM-MD-520a.1	Not applicable. We do not own pipeline, storage or rail transportation assets.
Percentage of (1) natural gas and (2) hazardous liquid pipelines inspected	EM-MD-540a.2	
Number of (1) accident releases and (2) non-accident releases from rail transportation	EM-MD-540a.3	
Discussion of management systems used to integrate a culture of safety and emergency preparedness throughout the value chain and throughout project lifecycles	EM-MD-540a.4	See pages 13-15.

Activity Metric

Total metric ton-kilometers of: (1) natural gas, (2) crude oil, and (3) refined petroleum products transported, by mode of transport	EM-MD-000.A	Not applicable. We provide compression services only and do not engage in the physical transport of these products.
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FORWARD-LOOKING STATEMENTS

This Sustainability Report contains forward-looking statements that may state Archrock's or its management's intentions, beliefs, expectations or predictions for the future. Such forward-looking statements are subject to certain risks, uncertainties and assumptions, and typically can be identified by the use of words such as "will," "expect," "estimate," "anticipate," "forecast," "plan," "believe" and similar terms. Although Archrock believes that its expectations are reasonable, it can give no assurance that these expectations will prove to be correct, and actual results may vary materially. Factors that could cause actual results to differ from those implied by the forward-looking statements are set forth in our most recent Annual Report on Form 10-K, quarterly and other periodic reports, current reports and other filings with the Securities and Exchange Commission at www.sec.gov. Archrock undertakes no obligation to update or revise any forward-looking statements, whether as a result of new information, future events or otherwise, except as required by law.

FUTURE UPDATES TO THIS REPORT

This report has been reviewed internally by subject matter experts and our Disclosure Committee, with oversight from the Board. It is updated annually following the availability of data for the most recently completed fiscal year.

