



SUSTAINABILITY AT A GLANCE



Record
Safety Performance

**0.10 Total Recordable
Incident Rate**

**ZERO Lost Time
Incident Rate**



Gas Processors
Suppliers Association

**2021 Safety
Excellence Award**



33% Women in
Executive Management

31% Ethnically
Diverse Employees

3/7 Female and
Ethnically Diverse
Independent
Board Members



Paid Time Off
to Volunteer

Employee/Dependent
Tuition Assistance



Carbon Intensity
Scope 1 and 2 Emissions

2021 v. 2020

11% ↓

NOx Intensity
Compression Horsepower

2021 v. 2017

37% ↓

Digital Transformation
Investment

**2019-2021
\$50MM**

LOOKING TO 2022

20% Quantifiable ESG Metrics in Incentive Program

\$15MM Earmarked for Electric Drive Compression

Agreed to acquire a **25%** equity stake in ECOTEC

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TO OUR **STAKEHOLDERS**

Archrock maintained a strong focus on sustainability initiatives during 2021. With continued market volatility and uncertainty, our core objectives remain the protection of our people, our financial health and our responsiveness to our stakeholders.

We are especially proud of achieving our best ever safety performance during 2021: a total recordable incident rate of 0.10 and a preventable vehicle incident rate of 0.13. This performance demonstrates our collective commitment to operating safely, through top-down support of safety training, provision of the appropriate procedures and equipment and empowerment of our employees' ability to stop any job to ensure safe operations.

With 2021 growth capital spending reduced by 53% compared to 2020, we met the needs of our customers through selective capital spending and the redeployment of existing assets. In addition, we continued to high grade our operations through the divestiture of non-core assets, and the proceeds from these assets sales were used to pay down debt.

At year end 2021, we completed several major phases of our process and technology transformation project, which are focused on the automation of workflows through cloud-based technology, integration of digital and mobile tools for our field service technicians and expanded remote monitoring capabilities of our vehicle and compression fleets. We expect this technology commitment will result in improved operating efficiencies, reduced internal costs and improved profitability. We also believe it will facilitate emissions intensity reductions and inform and direct our future goals for environmental performance and sustainability.

PEOPLE • POWER • PARTNERSHIP

In the face of market challenges and the transitional pressure faced by the energy industry, we continue to believe that natural gas plays a vital role in meeting clean energy demands. In the U.S., natural gas serves as an "essential backstop and partner for growth of intermittent renewable energy from wind and solar."¹ Importantly, natural gas is also used in the manufacturing of wind and solar energy components. According to the U.S. International Energy Agency ("IEA"), as of 2019, "coal-to-gas switching had been responsible for nearly one-fifth of total U.S. emissions savings since 2010."² Conversely, an energy review conducted by the IEA in 2022 shows that emissions from coal-fired plants increased by 17% in 2021 due to a reversal in this trend, i.e., gas-to-coal switching.³

Along with the impact of severe weather incidents over the past two years, the tragic events in Europe have also highlighted the importance of a diversified approach to achieving energy security. Cleaner burning natural gas is abundant and affordable in the U.S. and is expected to play a key role in meeting global demand through LNG exports.

Despite these trends, we acknowledge that significantly more progress must be made to address methane and CO₂ emissions resulting from the production and transportation of natural gas. We devoted significant internal resources during 2021 to review the science and technology that is developing in this area. In addition, we continue to evaluate and develop partnerships with companies that are focused on developing commercially viable solutions to decarbonize natural gas production.



We are excited to report that in April 2022, Archrock agreed to acquire a 25% equity stake in Ecotec International Holdings, LLC ("ECOTEC"), a global leader in methane emissions monitoring and management. Archrock also has the opportunity to offer ECOTEC's suite of solutions to our customers in support of their sustainability goals and efforts to reduce emissions. And this is just the beginning. Our internal team tasked with reviewing technology and new ventures continues to examine improvements in equipment

¹ American Petroleum Institute, 2022. State of American Energy. <https://events.api.org/reports/soae-2022/>

² IEA, March 2019. The Role of Gas in Today's Energy Transitions. <https://iea.blob.core.windows.net/assets/cc35f20f-7a94-44dc-a750-41c117517e93/TheRoleofGas.pdf>

³ IEA, March 2022. Global Energy Review: CO₂ Emissions in 2021. <https://www.iea.org/reports/global-energy-review-co2-emissions-in-2021-2>

operation and design as well as potential partnerships with third parties with the goal of assisting our customers to achieve improvements in emissions performance. And finally, along with our long-standing annual safety performance metric, our 2022 short-term incentive program includes a performance metric for reductions in miles driven by our field service technicians, which we expect to positively impact our Scope 1 emissions. We see challenging, yet exciting opportunities to ensure natural gas continues to play an environmentally, economically and strategically sound role in America's energy future.

WE POWER A **CLEANER AMERICA**™

Our mission is more critical than ever: To help our customers deliver natural gas — an affordable and cleaner energy source — to a variety of critical industries, to generate electricity and to directly heat and power our homes. To demonstrate our commitment to continual improvement in our role as the leading provider of natural gas compression services, additional quantifiable ESG-focused metrics have been included in our 2022 short-term incentive program. These metrics include safety targets, the development of a diversity and inclusion policy and a targeted reduction in miles driven per operating horsepower. Further, the weight of these metrics has been doubled to comprise 20% of the total 2022 incentive program.

With the ultimate goal of a zero carbon footprint for Scope 1 and 2 emissions, our journey is guided by the principles of doing what's right for our people: operating safely, maintaining our focus on powering a cleaner America and meeting the expectations of our stakeholders.



Brad Childers

Brad Childers

President and Chief Executive Officer



ECOTEC provides a comprehensive ecosystem of methane solutions for its customers, helping them identify, quantify and manage their emissions.

The combination of cutting-edge instrumentation and software provides accurate and directly-measured emissions data, which is auditable by third-party organizations. ECOTEC management has more than thirty years of expertise in the natural gas, biogas, carbon credits and air quality industries. Archrock's investment is expected to be used to accelerate ECOTEC's recent expansion into the oil and gas industry.

WE POWER A
**CLEANER
AMERICA**™

ARCHROCK COMPANY PROFILE

OUR CORE VALUES

Safety · Service · Integrity · Respect · Pride

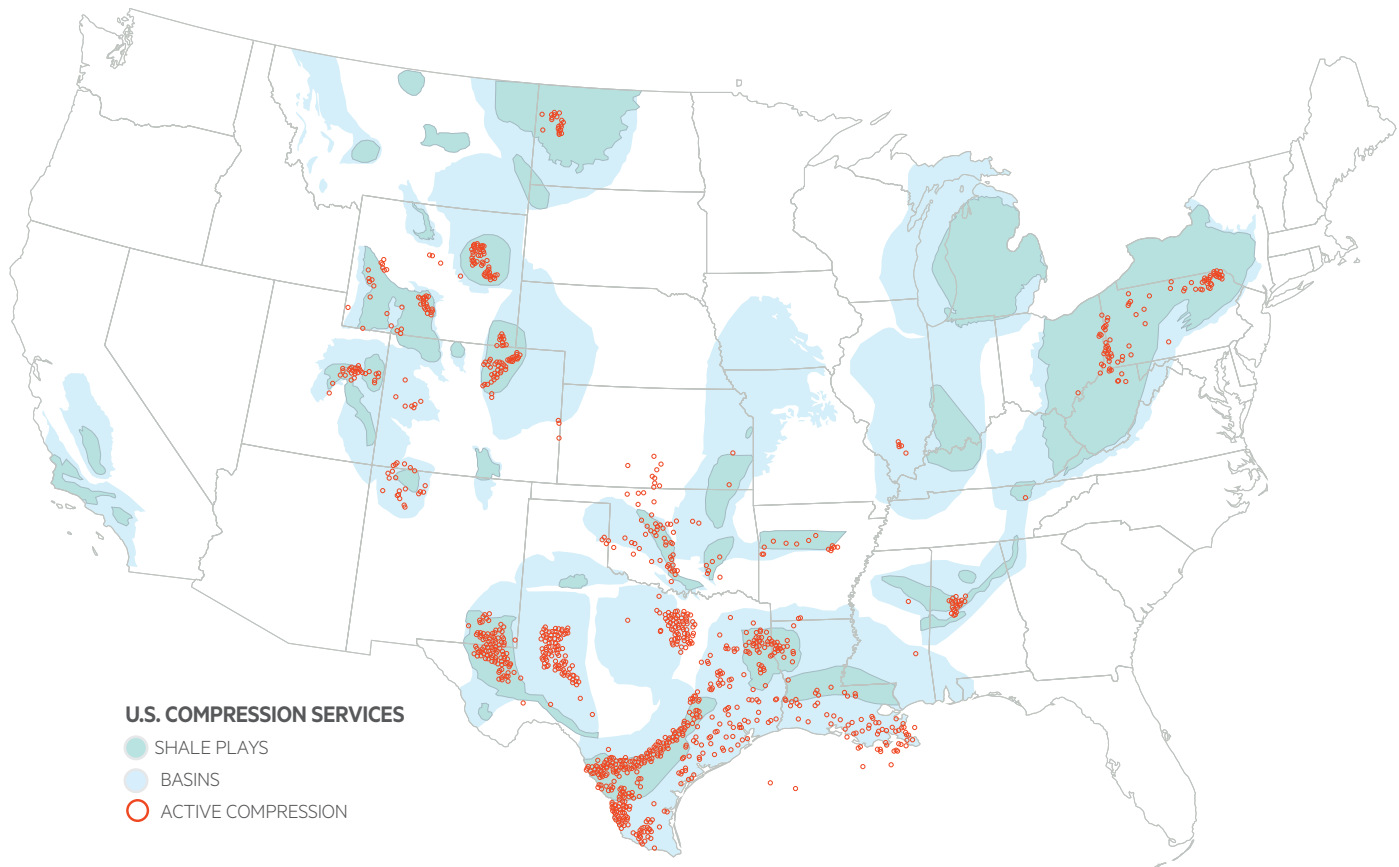
Archrock (NYSE: AROC) is a publicly-traded energy infrastructure company with a primary focus on midstream natural gas compression and a commitment to helping our customers produce, compress and transport natural gas in a safe and environmentally responsible way. With a history spanning more than six 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 and develop 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 to increasing reliance on wind and solar energy sources, providing the feed stock for approximately 40% of U.S. electricity generation.¹ According to the U.S. Energy Information Agency ("EIA"), U.S. natural gas production is expected to grow from 93 Bcf/d in 2021 to nearly 107 Bcf/d in 2023² and remain an integral part of the world-wide total energy mix for the foreseeable future.

Active Horsepower Units



¹ EIA, November 2021. Electricity Explained; Data & Statistics. <https://www.eia.gov/energyexplained/electricity/>

² EIA, February 2022. Today in Energy: U.S. marketed natural gas production forecast to rise in 2022 and 2023. <https://www.eia.gov/todayinenergy/detail.php?id=51319>

WHO WE ARE

U.S.-CENTRIC

We support energy production as a midstream service provider in substantially all major production regions in the U.S.

WHAT WE DON'T DO

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 U.S.

FOCUSED SERVICES

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.

We do not provide drilling or hydraulic fracturing services or engage in downstream operations (e.g., storage or refining) or deep-sea operations.

NON-OWNER OPERATOR

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.

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.

VALUED PARTNER

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.

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.





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.

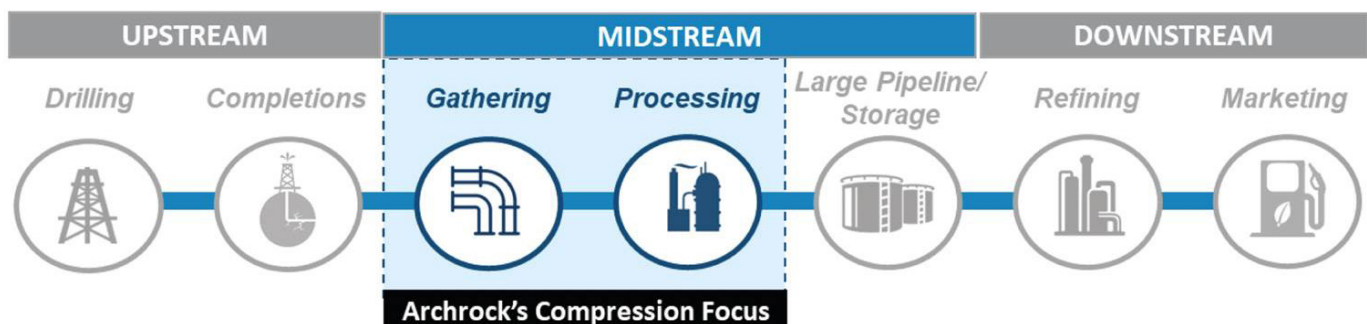
Midstream applications (77% of our operating compression fleet). The infrastructure investments we make in compression equipment are critical to our customers' ability to transport their natural gas to market. During the life of a natural gas well, reservoir pressure typically falls below the line pressure of the natural gas gathering or pipeline system used to transport the natural gas. Compression equipment is applied in both field and gathering systems to boost the pressure levels of the natural gas flowing from the well, allowing it to be transported to market. Compressors may also be used in combination with natural gas production and processing equipment to process natural gas into other marketable energy sources.

Gas lift (23% of our operating compression fleet). Compression is used to reinject natural gas into producing oil wells to help lift liquids to the surface, which is known as natural gas lift. These applications utilize low- to mid-range horsepower compression equipment located at or near the wellhead or large horsepower compression equipment of over 1,000 horsepower for a centralized gas lift system servicing multiple wells.

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
- Producers can reduce or eliminate flaring with the aid of compression

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 • Performance management • Training and development, including safety and compliance • Archrock Cares and RockFit • Pinnacle Awards to reward and communicate exceptional employee performance supportive of our values
Stockholders	<ul style="list-style-type: none"> • Quarterly earnings calls • Frequent investor calls and meetings • Annual Meeting of Stockholders open to all stakeholders • Attendance at 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"> • Local career opportunities and community involvement • 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 investor and analyst calls in 2021 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"> • Emissions Intensity • Energy Intensity 	<ul style="list-style-type: none"> • Health and Safety • Human Capital, including Diversity 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

By providing superior service to maximize our customers' operations, we play a critical role in the delivery of cleaner and affordable natural gas. In addition, we are focused on capital discipline, generation of free cash flow and returns to our stockholders. We also 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 nearly 4 million available horsepower to help meet the gas compression services requirements of approximately 400 customers throughout all major U.S. energy producing regions, and the commitment to partner with our customers to help them meet evolving emissions standards and future emissions reduction targets.

SAFETY

With approximately 500 field service technicians 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 15 years.

PEOPLE

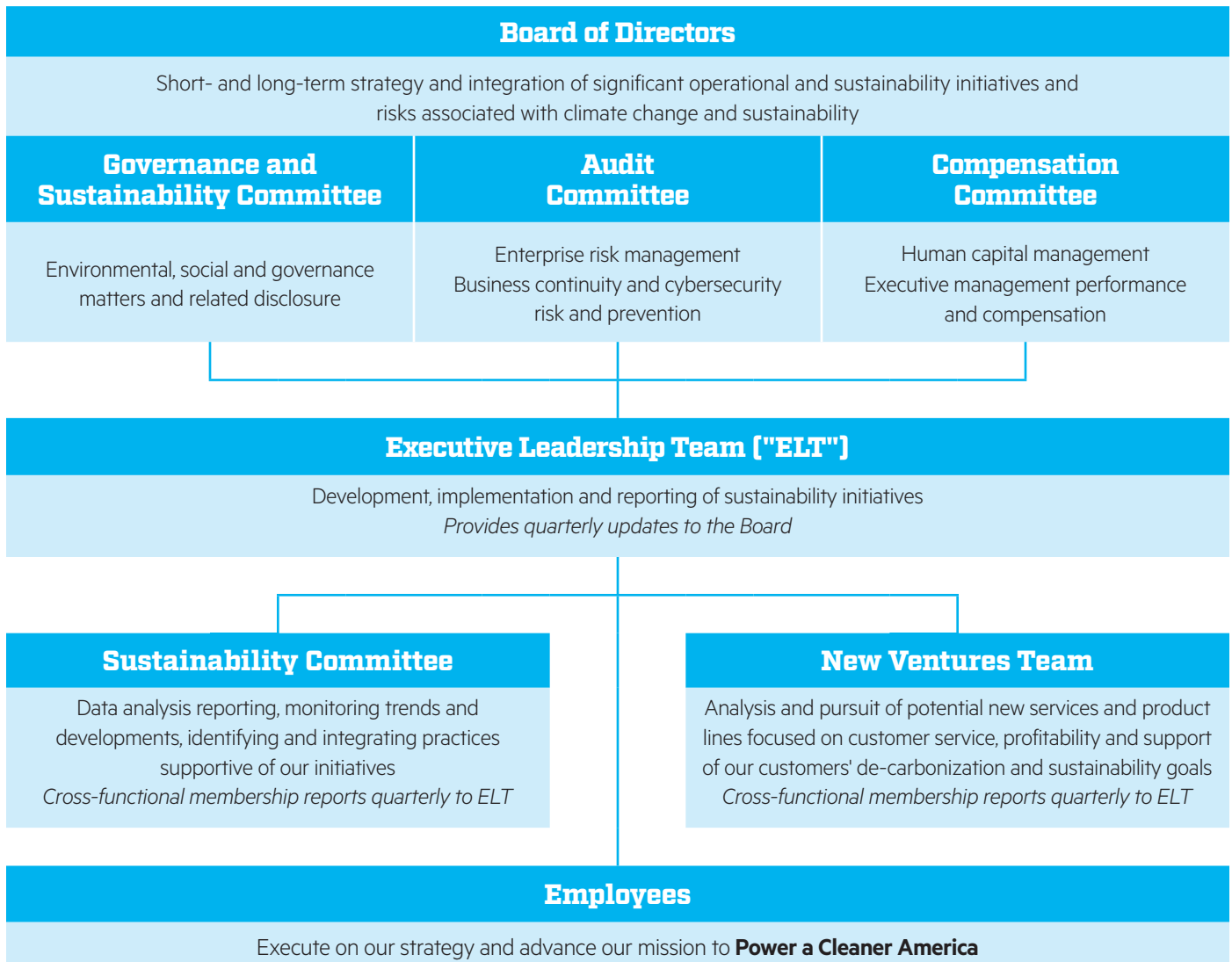
We take pride in operating and maintaining superior equipment, but it is our people who truly make the difference, providing best-in-class customer service to the energy industry on a 24/7/365 basis. To hire and retain the top people in the industry, we have made it a priority to create a work environment 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 SUSTAINABILITY COMMITMENT

Our sustainability program is supported by the efforts of various internal teams who exercise oversight or have direct responsibility for implementing our strategy, initiatives and key tasks that impact our environmental, social and governance performance.



In mid-July 2021, the Board reviewed the Company's enterprise risk assessment, including risks associated with cybersecurity and ESG matters, including climate change.

- In response to this analysis, the Compensation Committee determined to increase and expand the percentage of quantitative ESG performance metrics that comprise our 2022 short-term incentive program from 10% to 20%; and
- The Company's long-term strategy was enhanced to include the assessment and development of solutions to help our customers decarbonize their compression operations.

Our executive leadership team reports to the Governance and Sustainability Committee on a regular basis on ESG and climate-related issues that could potentially impact our Company and works in concert with the other Board committees based on their delegated responsibilities in this regard. In early 2022, the Board delegated responsibility for future enterprise risk assessments to the Audit Committee to provide for more in-depth analysis and review of the nature of the risks involved and management's response.

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 promote 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
- 3 of 7 independent Directors are female or identify as a member of an underrepresented racial/ethnic group
- 2 of 3 committee chairs are female



Brad Childers
President & CEO



Gordon Hall
Independent
Chairman



Anne-Marie
Ainsworth
Chair,
Governance
Committee



Francis Hawes
Chair,
Audit Committee



Will
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 by the Board and its committees 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 and have adopted a majority vote resignation policy that requires a director to tender his or her resignation to the Board for consideration 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 (the “Code”) applies to all Archrock Directors, officers and employees, as well as our suppliers, vendors, contractors and partners. The Code sets forth key principles related to conflicts of interest, business ethics and fair dealing, compliance with laws and a commitment to effective workplace practices, including with respect to equal employment opportunities, anti-discrimination and health and safety.</p> <p>Compliance training covering one or more Code of Business Conduct topics is the foundation of our compliance program and is provided annually to all employees; it provides the opportunity to continually update our training to reflect best practices and it regularly reinforces our core principles and requirements. Targeted compliance training topics have included anti-harassment and anti-discrimination, cybersecurity, intellectual property, anti-corruption, antitrust policies, trade controls and insider trading.</p>
<u>Compliance Hotline</u>	<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 a core value. 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>
<u>Suppliers Code of Conduct</u>	<p>Our Suppliers Code of Conduct sets forth our standards and expectations that our suppliers operate in a manner that supports our mission and values.</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 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

Management and Oversight. Our Chief Information Officer reports to our executive leadership team and provides updates to and interacts directly with the Board regarding our cybersecurity risk assessment and response on an annual basis, or more often if deemed necessary. Our internal information technology (“IT”) team has dedicated resources to continually review and enhance our business continuity and cybersecurity program, work with internal and third-party experts to determine and implement appropriate controls, partner with our compliance team to provide employee training and awareness and stay abreast of emerging potential threats and best practices. In addition, our IT team monitors ratings applied to our security environment by outside firms and responds accordingly.

In 2021, we adopted an industry standard IT security and cybersecurity control framework to promote best practices and reduce the risk of a successful cybersecurity attack. To complement our existing enterprise risk assessment program, in 2022 we engaged a third party to assist in the development and implementation of a comprehensive business continuity plan that includes our planned response in the event of a significant cybersecurity incident.

Education and Training. Archrock’s IT Policy communicates our internal guidelines for our IT infrastructure and services, our baseline controls that help safeguard the security of our operating environment and our reporting and escalation protocols. Our IT security training program is designed to help our employees recognize security threats. The program includes mandatory cybersecurity training on an annual basis; our online cybersecurity training had a 100% completion rate. We also conduct frequent phishing simulations and provide additional exercises for employees who have difficulty recognizing a potential threat. Cybersecurity awareness and education is further emphasized through company-wide communications during National Cybersecurity Awareness Month.

Sustainability

The Board has responsibility for the oversight of key sustainability strategies and policies and significant ESG risks. Based on our size, primary midstream focus and geographic footprint, in lieu of forming a separate committee, the Board delegated ESG oversight responsibility to the Nominating and Corporate Governance Committee. To reflect the importance of these responsibilities, the committee changed its name to the Governance and Sustainability Committee. The committee receives regular reports from management and provides oversight of material ESG-related policies and practices, as well as related disclosure.

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 our response effectiveness. The result of the ERM assessment is presented to the Audit Committee, for consideration of the top risks identified, mitigating factors and management’s response.

Responsibility for 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 business plan, including major operational and sustainability initiatives • Risks associated with capital management, including financing, dividends and capital expenditures • Mergers, acquisitions and divestitures • Major litigation, disputes and regulatory matters • Management succession planning • Risks associated with climate change and sustainability that may impact our business strategy
Audit Committee	<ul style="list-style-type: none"> • Financial reporting, disclosure, accounting 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 • Business continuity and cybersecurity risk and prevention • Compliance, litigation and tax regulatory matters • Director of Internal Audit reports to the Audit Committee
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
Governance and Sustainability Committee	<ul style="list-style-type: none"> • Risks associated with corporate governance, 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, comprised solely of independent Directors, assist the Board in fulfilling its oversight responsibilities in certain areas of risk.



SAFETY

OUR VISION

As a core value, our objective is to achieve and sustain zero safety events or injuries, zero vehicle incidents 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. 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 15 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.



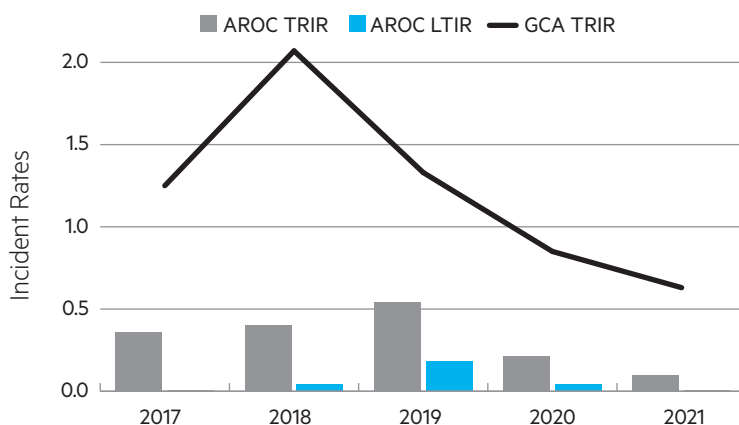
In 2021, we achieved our best ever safety performance – **TRIR of 0.10 and PVIR of 0.13** – winning a coveted GPA Excellence in Safety Award

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, primary 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 TRENDS



TRIR – Total Recordable Incident Rate

LTIR – Lost Time Incident Rate

GCA TRIR – Gas Compressor Association Total Recordable Incident Rate Average

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 in the field, each field service technician also completes customer specific training such as HSE orientations and site-specific safety requirements. In 2021, we launched our on-line interactive HSE training using the Axonify™ platform, providing significant flexibility for our field personnel by allowing them to conduct their mandatory training at any time throughout the month from the convenience of their laptop. 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 incidents 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. We supply all required PPE and supplement other 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 company-wide stand-downs on a quarterly basis to refocus our organization on safety and on an ad hoc basis when deemed necessary. Additionally, environmental and safety assessments are scheduled and conducted annually. We typically complete ten comprehensive HSE audits per year; due to continued travel challenges related to COVID-19, in lieu of formal audits during 2021, we performed local field inspections. In the event of a workplace incident, the TapRooT® methodology is utilized for conducting an investigation into the root cause and to identify corrective measures.

Approach to Contractors and Suppliers

We highly value our contractors and suppliers and strive to maintain true partnership-style relationships that are mutually beneficial to all. We work closely with our supply partners to mitigate supply chain disruption, reduce cost and maintain the highest quality standards with a focus on safety and the environment.

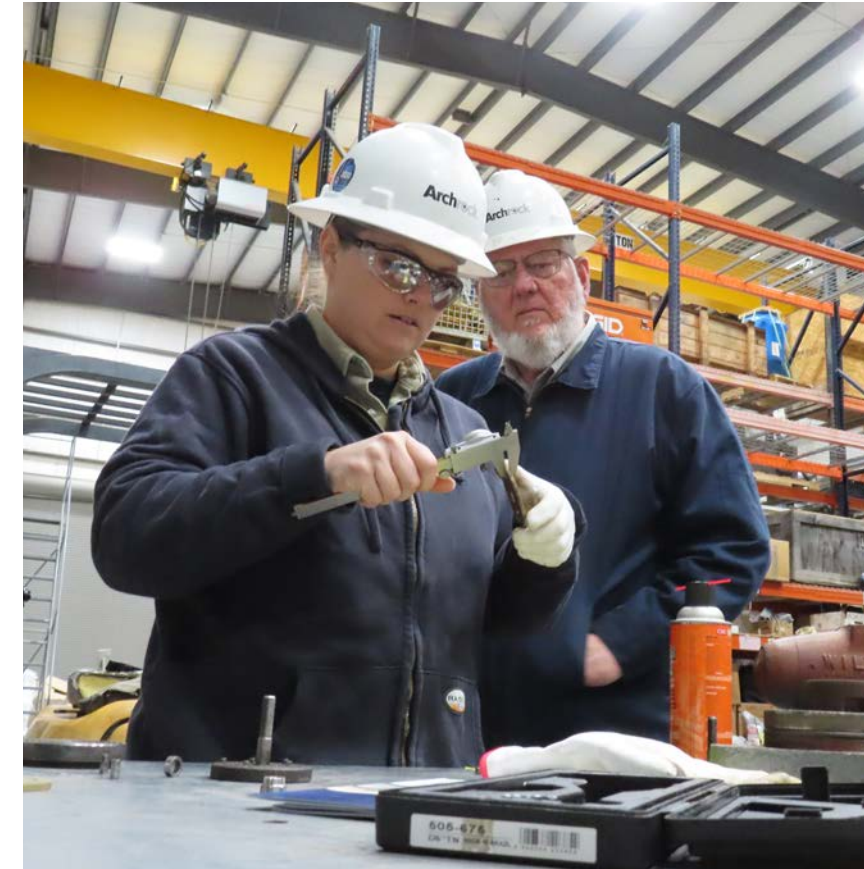
To protect the interests of our customers and all other stakeholders, we carefully review our contractors' scope of work and characterize them as either higher or lower risk services. Contractors providing higher risk, safety-sensitive services are required to have an account in ISNetworld® ("ISN"). As part of our comprehensive screening process, ISN provides us with important insight into the performance of our key contractors and suppliers, including safety performance, insurance coverage, HSE compliance and fair labor practices. Our suppliers are also screened for financial viability. We have utilized ISN for over 19 years as a tool to select contractors who share our core values and exhibit strong performance. The majority of the contractors we use carry an "A" or "B" rating. Poor performance with respect to safety, a material degradation in financial stability and accusations of misconduct, fraud or failure to adhere to our Code of Conduct are considered grounds for re-evaluating and potentially terminating the business relationship.



In 2021, we laid the groundwork for, and in 2022 implemented, a Suppliers Code of Conduct, which sets forth our standards and expectations that our business partners conduct themselves in a manner that is consistent with Archrock's mission and values. During 2022, the Suppliers Code of Conduct will be widely distributed to our suppliers, incorporated into future master service agreements and made available on our public website.

Approach to Background and Substance Abuse Screening

We believe that a substance abuse-free workplace is a key component to a safe workplace and we 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, post-incident and reasonable suspicion drug testing.



Approach to Training

Our mandatory North America Field Operations (“NAFO”) training targets all safety-sensitive new hire positions, including field service technicians, 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, supply chain and shop employees receive consistent, high-quality training and messaging to position them for success. Employees in safety-sensitive roles 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. Our new training facility in Victoria, Texas allows us to deliver high-quality in-person training courses that we believe are industry leading.

As a key component of our technology transformation initiative over the past two years, we adapted much of our in-person training to a virtual format by developing a training ecosystem that puts continuously updated information in the palm of our field service technicians’ hands. The adoption of new learning methodologies, has enabled Archrock to provide important troubleshooting-centric training that addresses urgent business needs in real time and supports information retention. This, coupled with our in-person training, provides comprehensive, continuous learning opportunities. It reflects the priority we place on investing in our talent.

AVERAGE ANNUAL SAFETY TRAINING HOURS PER EMPLOYEE					
Field Employees	HSE Compliance	NAFO	Customer-Provided	Offshore Specific	Total
Land-based	51	–	2	–	53
New Hire	47	32	2	–	81
Inland Waters and Offshore	51	–	2	69 - 87	122 - 140



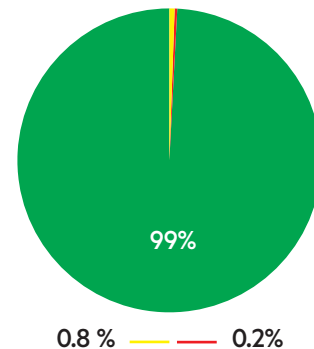
Approach to Driving

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 decal on the back of our vehicles.

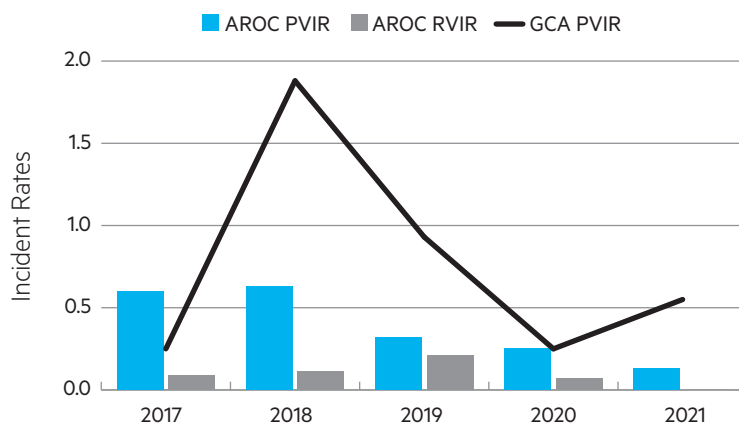
Proactive monitoring helps to promote safe driving habits by comparing individual driving statistics with benchmarks related to the driving skills instructed in the Smith System® and against other Archrock employees. The MixTelematics® graph illustrates the number of our field service technicians who were rated Green (below reporting threshold), Amber/yellow (within 10% of threshold) or Red (exceeding 10% of reporting threshold), and measures driving behavior over 17.5 million miles driven by our operations team and monitored by MixTelematics during 2021.

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 Compressor Association Preventable Vehicle Incident Rate Average

In each case, per million miles driven.

PEOPLE

OUR EMPLOYEES

Archrock employed approximately 1,100 people in 20 states, including remote areas, and had a business presence in 41 states at year end 2021. We consider our employees to be our greatest asset, and we consider ourselves a member of every community in which we operate.

Diversity and Inclusion

According to the U.S. Bureau of Labor Statistics, both women and certain racial/ethnic groups remain underrepresented in the energy industry.¹ 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 traditionally underrepresented racial/ethnic groups 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 regarding respect, anti-harassment and discrimination in the workplace was included in our 2021 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.



During 2021, Archrock engaged in an in-depth review of pay equity, employee demographics related to hiring, promotions and training and underlying reasons for voluntary terminations. This data is informing our development of a diversity and inclusion program, with the goal of achieving a workforce that closely mirrors the demographics of the communities in which we work. Our management team provides regular progress updates to the Board on this key initiative. Indicative of its importance, our 2022 short-term incentive program includes metrics based on our ESG performance, including the adoption of a diversity and inclusion policy to serve as the foundation for a comprehensive program.

Bonus, Health and Welfare Programs

During 2021, 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).

¹ U.S. Bureau of Labor Statistics, January 2022. Labor Force Statistics from the Current Population Survey. <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 2021, in aggregate but excluding our chief executive officer, was approximately \$106,297 (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, operating unit (where applicable) 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.

Veterans Program



Archrock's Veterans 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.

Workforce Development

Our Training and Development team supports the organization and our employees by providing flexible and customizable learning opportunities in a wide range of formats that suit all learning styles and needs, accessible when and where needed to cultivate and retain highly competent employees. 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.

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 to help ensure they can safely apply classroom teachings to a real world setting. 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.

CEO Pinnacle Awards



Our quarterly and annual CEO Pinnacle Awards are designed to recognize, reward and celebrate employees who demonstrate – in a tangible way – an exceptional commitment to our core values. The awards cover the following distinct categories:

- exercise unique problem solving skills that have a significant **IMPACT** on our operations;
- provide **SERVICE EXCELLENCE** to our customers or suppliers; or
- exhibit outstanding leadership as a **SAFETY CHAMPION**.

OUR COMMUNITY

We have a presence in over 50 communities across the U.S., which presents the opportunity to provide careers, make an economic impact at the local level and enrich these communities through volunteer time. To meet our employee and community enrichment objectives, our RockFIT Wellness (“RockFIT”) and Archrock Cares Programs were established by employees and are supported by Archrock management. These programs 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. Archrock invested in over 300 volunteer hours reported by employees during 2021, our first full year of paid time to volunteer.



Employee Founded and Led Committees

Our **RockFIT** Wellness Program has developed and sponsored corporate fitness and wellness challenges each year since its inception in 2016, distributing over \$125,000 in insurance company-funded wellness 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 and directs the allocation of corporate-funded charitable donations. We firmly believe the efforts of our people determine our lasting success as a company and community member.

RockFit and Archrock Cares also bring 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.



During 2021, the Houston Bar Association and Houston area law schools, law firms and corporate legal departments engaged in the Houston Food Bank’s “**Food from the Bar,**” a fierce but friendly competition to see which could earn the most points based on contributions of food, funds and volunteer shifts at the Houston Food Bank. Archrock, led by its relatively small Legal Department, came in third place—among all competitors of all sizes—for the most points earned. More importantly, through donations of food, funds and our time, Archrock employees created nearly 24,000 meals for food insecure families across southeast Texas.



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 reduction, spill response and energy and water conservation. We also document the potential consequences for non-compliance with our requirements and believe accountability extends to all employees. 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.

AIR QUALITY AND EMISSIONS MANAGEMENT

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.

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 CO2 and methane, include the following:

- **Sustainable methodology for estimating our carbon footprint:** The first step to reducing emissions is to understand the volume and the source. In midstream applications, this is challenging. 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. In 2020, our engineering and air quality professionals began collaborating on a methodology for estimating CO2 and methane emissions from our compression operations on a per horsepower basis. We also work with our key original equipment manufacturer ("OEM") suppliers to further refine our estimates; any future refinements will be applied consistently across all years reported.
- **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.



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

- **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.
- **Sustainable 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 fuel efficient on a per horsepower basis, which has resulted in improved emissions performance.
 - We have systematically reviewed our existing fleet to identify and retire units which no longer serve our strategic objectives. In 2021, we retired 230 compression units representing approximately 85,000 horsepower compression. In addition, we divested over 875 predominately smaller horsepower compressor units representing over 140,000 horsepower compression. Divestitures of smaller operating horsepower in 2020 and 2021 drove an increase in our large operating horsepower as a percentage of our total operating fleet from 74% as of year-end 2019 to 80% as of December 31, 2021.
 - Our commitment to strong returns and reduction of our emissions footprint impacts our prudent investment and customer strategy. We plan to invest over \$15 million in electric drive compression horsepower in 2022.
- **Vehicle telematics:** This technology provides the data necessary to manage vehicle idle time and miles driven.
- **Telemetry on compression units:** We completed several major phases of our technology initiative which included equipping our compression fleet to remotely monitor engine performance and efficiency, as well as to early diagnose potential issues and reduce equipment downtime. Telemetry is also expected to result in supply chain efficiencies and further reductions in miles driven and associated vehicle emissions. Finally, additional sensors are planned to evaluate catalyst performance, a complement to our current approach to catalyst selection, testing and maintenance.

Digital Transformation: targeting customer service, employee satisfaction, sustainability and profitability

Over the last three years, we've invested nearly \$50 million in a digital transformation, capped by the achievement of several important technology milestones in 2021.

2021 Milestones

- Completed installation of expanded telematics across fleet
- Implemented cloud-based ERP system
- Launched a suite of leading-edge mobile tools for field services technicians



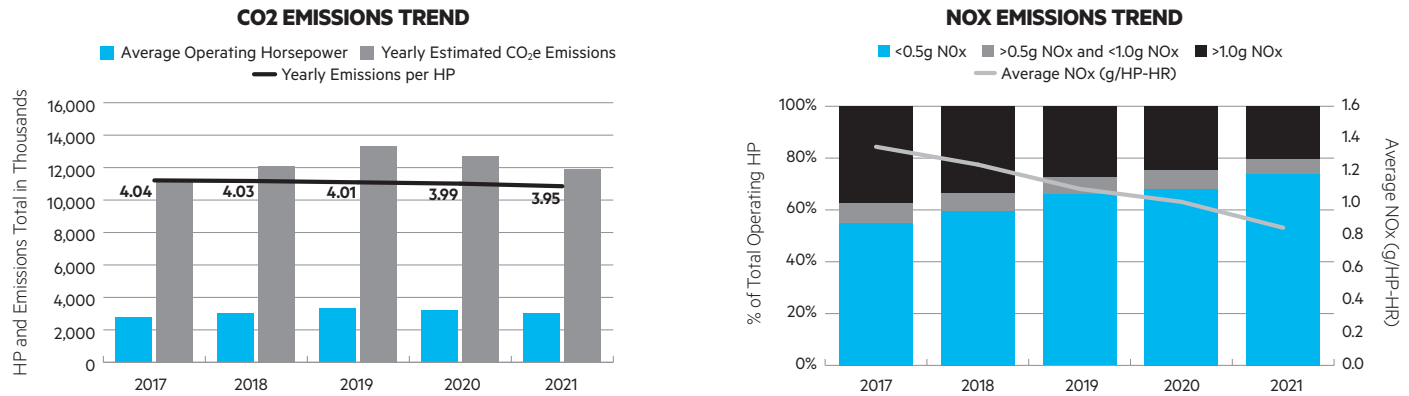
Expected Benefits

- Increased asset uptime
- Improved efficiency of field service technicians
- Optimized supply chain and inventory management
- Reduced miles driven and carbon footprint
- Improved profitability



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 2020.¹



For more information on potential risks associated with climate legislation and regulatory initiatives applicable to us, see our 2021 Annual Report at www.archrock.com.



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 completed several key milestones of 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, a quantifiable corporate goal.

¹ CO₂ and NO_x emissions are estimates based on internal analysis of operating horsepower and engine configurations, applied consistently across all years reported.

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. Our vehicles are predominately gas-powered; the infrastructure for electric vehicles is not yet available in the remote areas where our field service technicians typically travel.

Facilities

Since 2019, we have annually reviewed and rationalized our office and shop utilization, resulting in a 9% reduction of our facility footprint. Our intent is to reduce our real estate footprint as much as possible, as well as associated energy use and Scope 2 emissions.

WASTE MANAGEMENT – SPILL PREVENTION – RECYCLING

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 2021. Our recycle program and efforts include the following:

- Our offices are nearly paperless and all paper disposed of is recycled. To support the elimination of styrofoam in our kitchens, we launched a Bring Your Own Cup initiative at our corporate headquarters, providing insulated drinking cups to every employee to curtail a significant daily waste stream.
- We continue to operate an oil sweetening program, impacting over 1,200 compressor engines in 2021, which is designed to reduce the use of lube oil, our largest consumable.
- We piloted a precious metals recycling program, extracted from catalysts that cannot be redeployed; we expect to expand the initiative in future years.
- We utilize only reputable, fully licensed and permitted waste vendors to recycle operational consumables that are returned to our facilities (e.g., oil, oil filters, coolant and batteries).



HABITAT AND WATER

Our operational footprint does not have a significant direct impact on biodiversity and habitat. However, as part of our best-in-class services, we support our customers' efforts to reduce 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 significant level of water consumption, nor do we produce a measurable amount of waste water.





ECONOMIC IMPACT

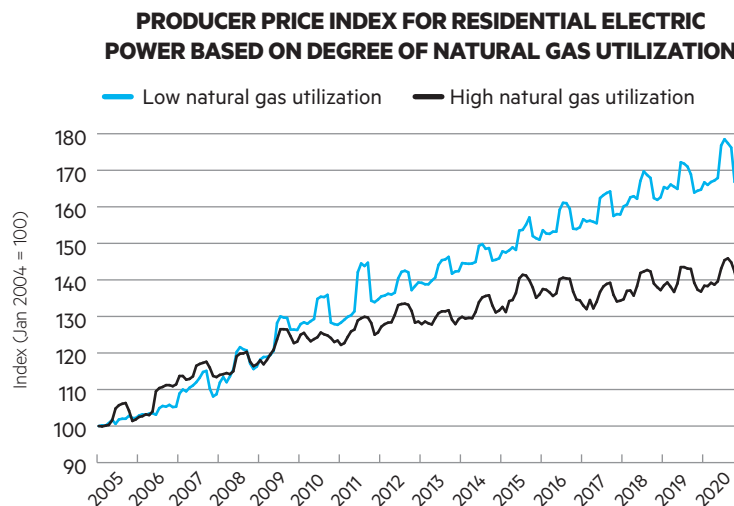
Fundamentally, we operate to improve the lives of our stakeholders – investors, employees, suppliers, communities and both direct and indirect customers, the end-users of the energy generated through the extraction of natural gas. We play an integral role in the energy transition and the delivery of 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. Along with continued emphasis on environmental performance, we see renewed focus on energy affordability and security. The need to innovate and control costs is a daunting challenge. We have made significant progress in assessing potential solutions we believe are commercially viable and will lead to improved environmental performance. We remain determined to lead our business through market volatility, industry cycles and the longer term energy transition, while adding value for our stakeholders.

2021 ECONOMIC IMPACT	
INVESTORS	<ul style="list-style-type: none"> • \$89 million in dividends • \$159 million in debt reduction • Capital discipline and solid governance practices
EMPLOYEES	<ul style="list-style-type: none"> • Approximately 1,100 employed in 21 states • Competitive base salary and bonus program • Full complement of benefits • Focus on safety and training
SUPPLIERS	<ul style="list-style-type: none"> • \$359 million cost of sales • Conducted business with over 1,800 vendors
COMMUNITIES	<ul style="list-style-type: none"> • Offices, warehouses and shops in over 50 communities across the U.S. • Community involvement and charitable giving coordinated by employee-run committees • Paid time to volunteer
CUSTOMERS – DIRECT	<ul style="list-style-type: none"> • \$781 million in revenue • Nearly 4 million available horsepower • Over 800 field service technicians and shop employees • Partner to meet environmental requirements • 20 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 AFFORDABILITY¹

Regions in the U.S. with a higher penetration of natural gas used in electric power generation saw prices rise at a slower rate since 2008. In addition to higher prices, regions with a lower share of natural gas used in electric power generation experienced more extreme seasonal price fluctuations.



AVAILABILITY OF NATURAL GAS²

It is estimated that over 2,900 trillion cubic feet (“Tcf”) of technically recoverable resources (“TRR”) of dry natural gas is available in the United States as of January 1, 2020.

Assuming the same annual rate of U.S. dry natural gas production in 2020 of nearly 30 Tcf, the United States has enough dry natural gas to last about 98 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.

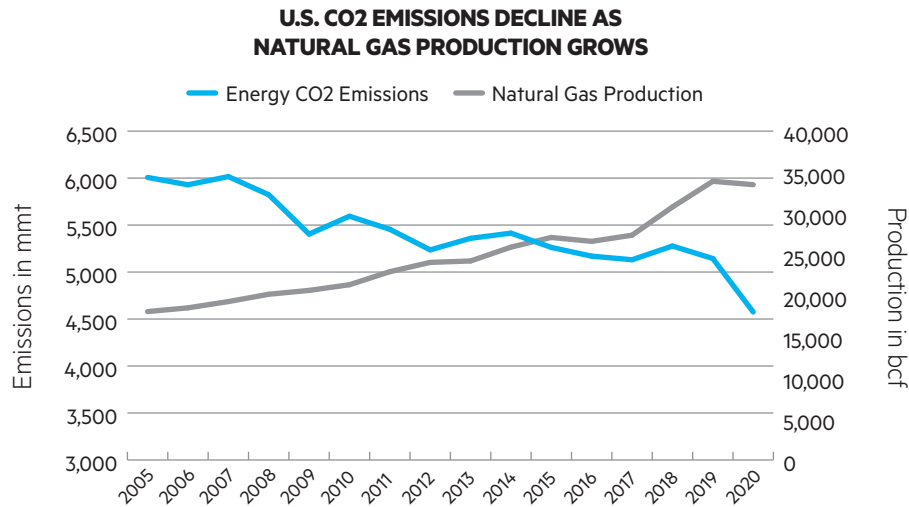


¹ W.McClain, U.S. Bureau of Labor Statistics, May 2021. Trends in electricity prices during the transition away from coal, Beyond the Numbers: Prices & Spending, vol. 10, no. 10. <https://www.bls.gov/opub/btn/volume-10/trends-in-electricity-prices-during-the-transition-away-from-coal.htm>

² EIA, March 2022. FAQs – How much natural gas does the United States have, and how long will it last? <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 SWITCHING¹

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 EIA, between 2005 and 2020, natural gas production has increased by 86% while energy CO2 emissions have declined by 24%. And the IEA has stated that, as of 2019, “coal-to-gas switching ha[d] been responsible for nearly one-fifth of total U.S. emissions savings since 2010.”²



The reduction in energy demand caused by the global pandemic in 2020 resulted in lower greenhouse gas emissions, but at a significant economic and human cost. According to the World Bank, extreme poverty rose in 2020 for the first time in over 20 years as a result of the COVID-19 pandemic, with poverty reduction efforts still hampered into 2022 as a result of the pandemic, inflation, and the effects of the war in Ukraine.³ A report on progress on the UN Sustainable Development Goals “SDG7 Report” notes that energy access is tied to poverty reduction and other livelihood improvements.⁴ However, this requires energy that is both affordable and reliable, such as natural gas. And natural gas can also help to reduce environmental and health impacts from energy insecurity. For example, the SDG7 Report explicitly notes that access to clean cooking fuels, such as natural gas, “must be a top priority in the coming years.”⁵ However, the ongoing war in Ukraine has resulted in surging demand for fuels that are not environmentally sound, such as coal, as communities are faced with insufficient quantities of natural gas.⁶ These environmental 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.

¹ EIA, December 2020. U.S. Energy-Related Carbon Dioxide Emissions. <https://www.eia.gov/environment/emissions/carbon/>. July 2022. U.S. Energy-Related Carbon Dioxide Emissions. <https://www.eia.gov/dnav/ng/hist/h9070us2A.htm>. 2020 data not used in calculations due to the temporary impact of COVID on CO2 emissions. At the time of publication of this report, 2021 energy emissions data was not available.

² IEA, July 2019. The Role of Gas in Today's Energy Transitions. <https://iea.blob.core.windows.net/assets/cc35f20f-7a94-44dc-a750-41c117517e93/TheRoleofGas.pdf>

³ World Bank, April 2022. Pandemic, Prices, and Poverty. <https://blogs.worldbank.org/opendata/pandemic-prices-and-poverty>

⁴ IEA, International Renewable Energy Agency, United Nations Statistics Division, The World Bank and World Health Organization, 2022. Tracking SDG7: The Energy Progress Report. https://trackingsdg7.esmap.org/data/files/download-documents/sdg7-report2022-full_report.pdf

⁵ Id.

⁶ Bloomberg, April 2022. Russia's War is Turbocharging the World's Addiction to Coal.

<https://www.bloomberg.com/news/articles/2022-04-25/coal-prices-soar-as-russia-war-energy-crisis-risk-global-climate-goals#xj4y7vzkg>

DATA TABLE

	Units	2017	2018	2019	2020	2021
Economic ¹						
Adjusted EBITDA	\$ (in millions)	280.4	352.3	416.5	414.8	360.8
Dividends paid ²	\$ (in millions)	34.1	58.3	78.5	88.8	89.3
Dividend per share	\$	0.48	0.504	0.554	0.58	0.58
Dividend coverage	Ratio	N/A ³	3.0x	2.8x	2.9x	2.2x
Leverage	Ratio	5.4x	4.4x	4.2x	4.2x	4.3x
Capital expenditures						
Growth	\$ (in millions)	172.5	251.6	300.5	79.1	37.2
Maintenance		35.7	49.7	58.6	32.0	47.3
Other		13.5	17.8	26.1	29.2	13.4
Political contributions ⁴	\$ (in millions)	0	0	0	0	0
Political advocacy expense ⁴	\$ (in millions)	NPT	0.1	0.1	0.1	0.1
Operating horsepower at year end	Horsepower (in thousands)	3,253	3,530	3,926	3,388	3,247
Average operating horsepower and production equipment ⁵	Horsepower (in thousands)	2,764	3,003	3,314	3,185	3,011
Governance						
Number of directors		8	8	9	9	9
Female	Count	2	2	2	2	2
Ethnically/racially diverse		0	0	0	0	1
Independent		7	7	7	7	7
Director attendance (aggregate Board and committee meetings)	%	98%	99%	99%	96%	100%
Compliance Hotline		Yes	Yes	Yes	Yes	Yes
Quarterly compliance reports to Audit Committee		Yes	Yes	Yes	Yes	Yes
Energy						
Fuel consumption (vehicle fleet)	Gigajoule (GJ) (in thousands)	NPT	391	388	317	254
	GJ per Vehicle	NPT	386	377	346	347
Office/shop facilities at year end	Sq Ft	NPT	NPT	1,058	948	864
Electricity consumption (facilities)	GJ (in thousands)	NPT	NPT	NPT	27.9	24.8
Fuel consumption (compression fleet) ⁶	GJ (in thousands)	159,480	172,460	189,310	180,890	169,580
Total energy consumption ⁷	GJ (in thousands)	NPT	NPT	NPT	181,240	169,860
Energy Intensity ⁸	Ratio to Revenue	NPT	NPT	NPT	0.25	0.26
	Ratio to HP	NPT	NPT	NPT	56.9	53.3

	Units	2017	2018	2019	2020	2021
Environment						
HSE Policy		Yes	Yes	Yes	Yes	Yes
Average number of vehicles in fleet during year	Count	NPT	1,011	1,029	918	733
Direct (scope 1) emissions from vehicle fleet ⁹	Tonnes CO ₂	NPT	29,948	29,725	24,231	19,458
Indirect (scope 2) emissions from facilities ¹⁰	Tonnes CO ₂	NPT	NPT	NPT	3,903	2,966
Emissions (scope 1 and 2) intensity ¹¹	Tonnes CO ₂ Per Million \$ of Revenue	NPT	NPT	NPT	32.4	28.7
Emissions (scope 3) from compression and production equipment ^{6, 12}	Tonnes CO ₂ (in millions)	11.2	12.1	13.3	12.7	11.9
Emissions (scope 3) per operating horsepower ^{6, 12}	Tonnes CO ₂	4.04	4.03	4.01	3.99	3.95
Groundwater withdrawal from operations ¹³	Cubic Meter (m ³)	0	0	0	0	0
Fresh water consumed ¹³	Cubic Meter (m ³)	0	0	0	0	0
Waste water generated from operations	Cubic Meter (m ³)	0	0	0	0	0
Number of reportable spills ¹⁴	Count	0	0	0	0	0
Volume of reportable spills ¹⁴	Cubic Meter (m ³)	0	0	0	0	0
Regulatory fines	\$	0	0	0	0	0
Health and Safety ¹⁵						
Integrated Health and Safety Policy and Program		Yes	Yes	Yes	Yes	Yes
Number of hours worked (contractor and employee)	Hours (in millions)	4.5	5.0	5.6	4.8	4.1
Total recordable incident rate ¹⁶	Cases per 200,000 hours worked	0.36	0.40	0.54	0.21	0.10
Lost-time injury frequency ¹⁶	Cases per 200,000 hours worked	0.00	0.04	0.18	0.04	0.00
Miles driven	Miles (in millions)	31.8	38.0	38.1	27.4	23.6
Total preventable vehicle incident rate ¹⁷	Cases per 1,000,000 miles driven	0.60	0.63	0.32	0.25	0.13
Total reportable vehicle incident rate ¹⁷	Cases per 1,000,000 miles driven	0.09	0.11	0.21	0.07	0.00
Safety fines and penalties	\$	0	2,700	26,000	12,000	0

	Units	2017	2018	2019	2020	2021
Social¹⁸						
Full time permanent employees	Count	1,667	1,685	1,657	1,242	1,095
Part time employees	Count	16	11	9	6	4
Corporate (full/part time) employees	Count	348	327	330	300	280
Field (full/part time) employees	Count	1,335	1,369	1,336	948	819
Contract/temporary employees	Count	84	91	126	140	238
Male	%	86	86	86	85	84
Female	%	14	14	14	15	16
Employees who self-identify as Caucasian	%	78	74	72	72	69
Employees who self-identify as members of underrepresented racial/ethnic groups	%	22	26	28	28	31
Women in management/supervisor positions	%	12	12	12	14	14
Women comprising executive management	%	33	33	33	33	33
Employees under age 30	%	12	13	14	10	11
Employees aged 30 to 50	%	54	53	52	56	53
Employees over age 50	%	34	34	34	34	36
Median employee compensation, excluding CEO ¹⁹	\$	68,638	72,135	77,762	96,773	106,297
Operational/technical training ²⁰	Hours Trained	36,274	41,898	36,694	16,991	27,255
	Employees	932	1,030	925	N/A	N/A
	Enrollments	NPT	NPT	NPT	1,323	818
Total safety training sessions offered ²¹	Count	43	47	47	52	71
Compliance training ²²	Total minutes	118,448	67,854	68,478	70,338	43,010
Average minutes per employee trained	Avg minutes	75	50	51	61	42
Participation rate	%	100%	100%	100%	100%	100
Number of compliance hotline complaints	Count	13	24	15	14	12
Complaints requiring corrective action	Count	4	13	8	5	0
Average time to resolution	No. of Days	< 21	< 21	< 21	<21	<21



Footnotes:

Certain prior year amounts have been changed to conform with the current year methodology. If it was not practical to recalculate a prior year number based on the current year methodology, the prior year number was changed to 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 each year ending December 31, 2017 through 2021 (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 2021.
- 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, 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.

Energy

- ⁶ 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.
- ⁷ 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.
- ⁸ Energy Intensity is calculated as the total energy required for our operations (fleet, facility and compression equipment) divided by (a) contract operations revenue as stated in our Annual Reports and (b) average operating horsepower for the year.

Environment

- ⁹ 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.
- ¹⁰ 2020 and 2021 emissions were calculated using U.S. Environmental Protection Agency Power Profiler Emissions Tool (for 2021, Version 111, dated May 13, 2022). 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.
- ¹¹ Emissions intensity is calculated as the sum of Scope 1 and Scope 2 emissions divided by total revenue (in millions) as stated in our Annual Reports to derive intensity per million dollar of total revenue.
- ¹² Scope 3 emissions are comprised of estimated emissions resulting from our compression fleet, which are Scope 1 emissions for our customers. We do not currently have a reasonable methodology for determining additional Scope 3 emissions resulting from the ultimate combustion of natural gas extracted and transported with the use of our compressors. Such estimates would be prohibitively costly and speculative.
- ¹³ 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.
- ¹⁴ Reportable spills are defined by the applicable regulatory body for the jurisdiction in which a release occurs.

Health and Safety

- ¹⁵ Metrics include employees and contractors.
- ¹⁶ Calculated pursuant to OSHA guidelines: Total number of recordable incidents (for TRIR) or lost time injuries rate (for LTIR) x 200,000/divided by total hours worked during the year covered.
- ¹⁷ 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

- ¹⁸ All demographic numbers in this section are as of December 31 for each year reported.
- ¹⁹ As reported in our proxy statement and calculated pursuant to the Dodd-Frank Wall Street Reform and Consumer Protection Act and Regulation S-K.
- ²⁰ 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."
- ²¹ For additional information on our approach to safety, see pages 13-16.
- ²² Compliance training covering one or more Code of Business Conduct topics is foundational to our compliance program and is provided annually to all employees. Targeted compliance training topics may change from year to year and include anti-harassment and anti-discrimination, cybersecurity, intellectual property, anti-corruption and antitrust, trade controls and insider trading. Time spent on compliance training in the aggregate as well as the average per employee decreased in 2021 due to a reduced employee count and the high demands of our technology initiative; to accommodate the staffing demands of our technology initiative, impacted employees were exempted from certain training requirements.

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 20, 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 28 are associated with our field services truck fleet. See also pages 20-23
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 20, 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 20-23).
Ecological Impacts		
Description of environmental management policies and practices for active operations	EM-MD-160a.1	As discussed on pages 4 and 20, 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 primary gas compression services provider, our ecological impact is limited in scope. See also the Data Table on page 28.
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 or storage 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 13-16.

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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NOTES ABOUT THIS REPORT

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," "may," "could," "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 include, but are not limited to, challenges, assumptions, and methodological considerations associated with Archrock's various ESG aspirations and efforts, as well as the Risk Factors 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. This report has been reviewed internally by subject matter experts, our Disclosure Committee and Internal Audit, with oversight from the Board. While we aim to update this report annually, following the availability of data for the most recently completed fiscal year, we cannot guarantee that future years' reports will cover the same topic or apply the same methodologies or assumptions used in this report, given that priorities and methodologies in this space continue to evolve. Moreover, Archrock undertakes no obligation, and expressly disclaims any duty, to update or revise any forward-looking statements, whether as a result of new information, future events or otherwise, except as required by law.

Additionally, this report contains ESG-related statements based on hypothetical scenarios and assumptions as well as estimates that are subject to a high level of inherent uncertainty, and these statements should not necessarily be viewed as being representative of current or actual risk or performance, or forecasts of expected risk or performance. In addition, historical, current, and forward-looking environmental and social-related statements may be based on standards and metrics for measuring progress, as well as standards for the preparation of any underlying data for those metrics, that are still developing and internal controls and processes that continue to evolve; while these are based on expectations and assumptions believed to be reasonable at the time of preparation, they should not be considered guarantees. Moreover, Archrock's disclosures based on any standards may change due to revisions in framework requirements, availability of information, changes in Archrock's business or applicable governmental policies, or other factors, some of which may be beyond Archrock's control.

The events, scenarios, and efforts discussed in this report, including both forward-looking statements and other statements, may be significant; however, the inclusion of such statements is not an indication that these contents are necessarily material for the purposes of complying with or reporting pursuant to the U.S. federal securities laws and regulations, even if Archrock uses the word "material" or "materiality" in this document in relation to those statements or in other materials that Archrock may release from time to time in connection with the matters discussed herein. Moreover, given the uncertainties, estimates and assumptions required to make some of the disclosures in this report, and the timelines involved, materiality is inherently difficult to assess far in advance. In addition, given the inherent uncertainty of the estimates, assumptions and timelines contained in this report, we may not be able to anticipate in advance whether or the degree to which Archrock will or will not be able to meet its plans, targets or goals.

Website references throughout this document are provided for convenience only, and the content on the referenced websites is not incorporated by reference into this document.



We Power a Cleaner America.™
Safely. Efficiently. Sustainably.



OUR TIME IS
YOUR UPTIME®

PEOPLE • POWER • PARTNERSHIP



We Power a Cleaner America.™ Safely. Efficiently. Sustainably

With the largest service-area footprint, Archrock is the premier provider of natural gas compression services in the U.S. We help customers safely deliver abundant, cleaner natural gas to various critical industries. As natural gas continues to serve a vital role in meeting our nation's energy needs, we believe the future holds many growth opportunities – from economic to environmental to social. To learn more about Archrock and how we foster a culture committed to sharing our time and resources to better our communities, visit us online at archrock.com/sustainability.

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