



# Archrock®

## 2023 *Sustainability Report*

5500 HP Electric Drive  
Compression in the Permian.

WE POWER A  
**CLEANER AMERICA®**



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## TO OUR **STAKEHOLDERS**

Archrock has a long and successful legacy of helping to power America by compressing and transporting the natural gas we use to heat our homes, power our electrical grid and support our domestic industries. While the name Archrock has only been around for a decade, this year we celebrate our platinum anniversary and 70 years of continuous operations.



### 70-year legacy of adaptability

Over the past seven decades, we've seen our customers grow, contract, and merge. We've seen oil and gas activity and production increase, decrease and shift basins. We've seen our compression equipment increase in size, in power, in efficiency and in ability to meet changing emissions requirements and objectives. Our legacy of adaptability has become a core competency, which we can bring to bear to successfully navigate future challenges and opportunities, including how well we can use technology for a more digitized, automated and sustainable future.

### Record 2023 performance reflects transformed business

We publish this year's Sustainability Report at a time when we reported record financial and operating results, reflecting years of effort to transform our platform and our commitment to a sustainable future. We believe the actions we've taken to high-grade our asset base, utilize innovative technology, refine our capital allocation and prioritize opportunities to help our customers decarbonize will benefit us for years to come and in a variety of markets.

### People are our greatest asset

Making our success possible is our dedicated employee base that continues to meet the evolving needs of our customers, and that does so with an unwavering commitment to customer service and safety. To attract and retain top talent, we remain focused on facilitating best-in-class training programs, reinforcing a culture of safety, offering competitive benefits and fostering a diverse and inclusive environment.



### Archrock's role in decarbonizing energy

It's also an exciting time for our industry. Much of the world lacks access to energy, and the demand growth we see ahead will require all forms of energy, including natural gas. Natural gas is abundant, affordable and the cleanest burning hydrocarbon. And, as the US has become the largest exporter of natural gas in the form of LNG, we are now helping to not just power a cleaner America, but also to power a cleaner world.

In addition, we now have the opportunity to perpetuate the use of natural gas, and the billions of dollars of existing infrastructure that transports this gas to market, by seeking to reduce emissions of both methane and CO<sub>2</sub>. As a premier U.S. natural gas compression provider, we have made several investments in developing and existing technologies that will help us do just that. Most recently, in August 2024, we acquired Total Operations and Production Services, LLC (TOPS), adding a young fleet of 580,000 horsepower that establishes our leadership position in electric motor drive compression. I'm proud of our progress to-date and ambitious about the potential impact we can have on the industry.

### A promising and sustainable future

We believe the biggest impact we can have as Archrock, is to set the standard for sustainability in the compression industry – in safety, in customer service, in talent, and in emissions management. I am proud of the company's 70-year legacy and with a strong foundation, opportunities-rich market and commitment to continuous improvement, I'm even more excited about our future.

Thank you for taking the time to learn about our sustainability initiatives and how we help deliver reliable, affordable and cleaner natural gas.



**Brad Childers**

President and Chief Executive Officer

## ARCHROCK COMPANY PROFILE



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 70 years, we are the premier 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.

As our name implies, at Archrock we bridge the gap for our customers – from challenge to solution. Our business supports a must-run service that is essential to the production, processing, transportation and storage of natural gas. Our mission is more critical than ever: to help our customers deliver natural gas, an affordable energy source that is cleaner than other conventional fossil fuels, to a variety of critical industries, to generate electricity and to directly heat and power our homes.

## RECENT RECOGNITION



**Newsweek's America's  
Most Responsible  
Companies 2024.**



# 2023 SUSTAINABILITY AT A GLANCE

## ENVIRONMENTAL ADVANCEMENTS

**-19% ↓**

Emissions Intensity  
Scope 1 and 2 Emissions  
2023 v. 2022

### CARBON CAPTURE

Acquired Equity Stake in IONADA

### METHANE CAPTURE

Commercializing Patent-Pending  
Compressor Device

### METHANE MONITORING

Helping ECOTEC Bring Solutions to Market

### ELECTRIFICATION

~20% Growth Capex on Electric Units  
in 2023

Acquisition of TOPS

## SAFETY EXCELLENCE

**0.05**

Total Recordable Incident Rate

**ZERO**

Lost Time Incident Rate

**>38,000**

Operational and Technical  
Training Hours

## RECORD 2023 FINANCIALS

**139% ↑**

Increase in EPS v. 2022

**+6% ↑**

Dividends per Share

## INVESTMENT IN PEOPLE AND COMMUNITIES

**28%**

Ethnically Diverse Employees

**79%**

Participation Rate in Employee  
Engagement Survey

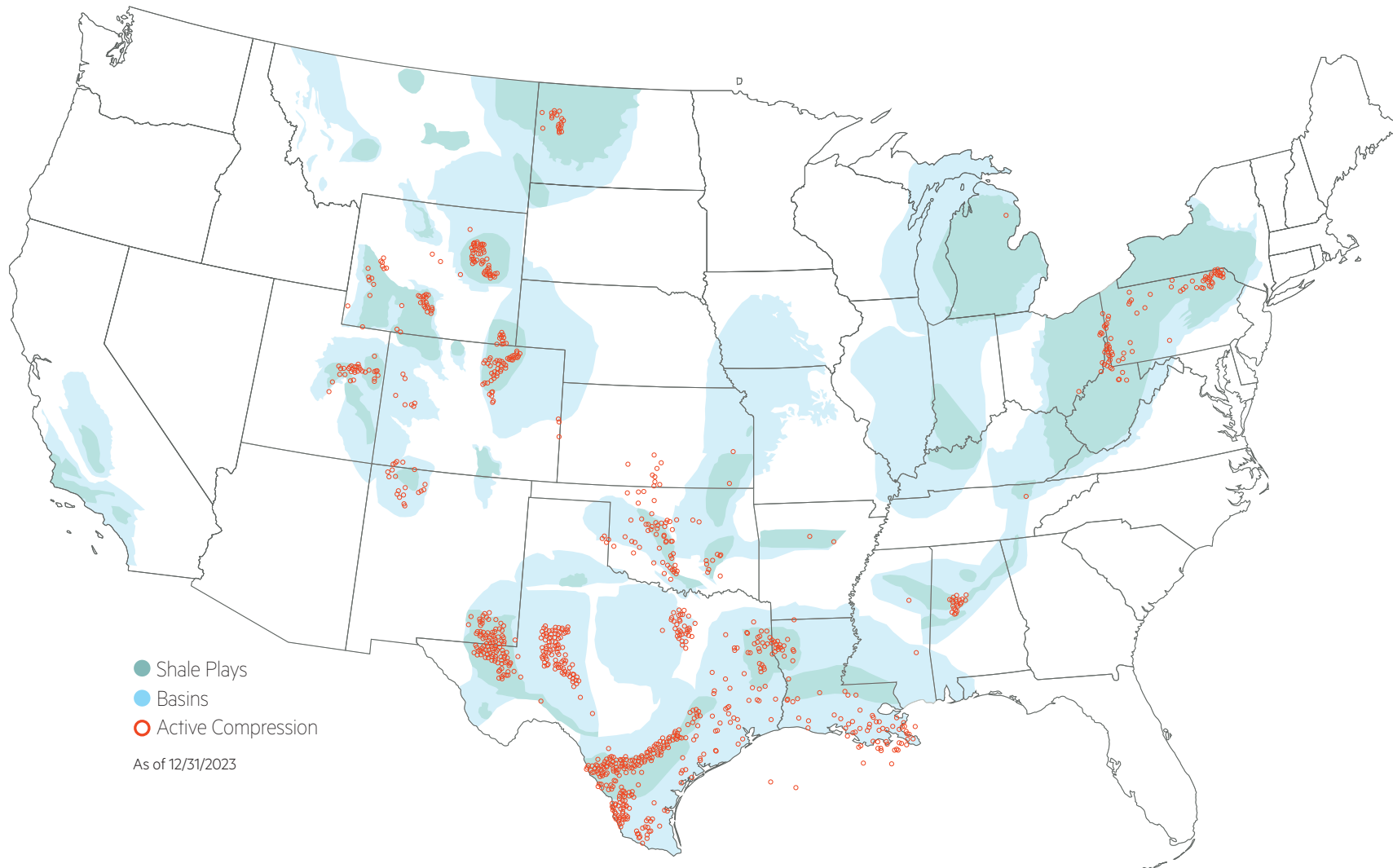
**+18% ↑**

Paid Time Off to Volunteer Hours  
2023 v. 2022

**20%**

Sustainability Metrics in  
Incentive Program

# Archrock

SCALABLE **U.S. FOOTPRINT**

3.6 mm operating horsepower across all major basins  
Permian and Eagle Ford, key associated gas basins, are ~ 2/3 of our operating horsepower

## OUR **VISION**

To be America's leading provider of natural gas compression by delivering exceptional customer service.

## OUR **MISSION**

WE POWER A  
**CLEANER AMERICA®**

## OUR CORE **VALUES**

Our **Values**, and the talented people who share our **Values**, are the foundations on which we will execute our **Vision, Mission** and **Strategy**.

### **Safety**

Whether at work or at home, safety is our primary core value and drives all of our decisions. Every person. Every task. Every day.

### **Service**

We will strive to exceed customer expectations by providing outstanding customer service at all times.

### **Integrity**

We will do the right thing and be accountable to ourselves and each other. We will operate with honesty and integrity.

### **Respect**

We will treat our employees, our colleagues, our customers and the environment with respect. We value diversity and lead inclusively.

### **Pride**

We will take pride in everything we do.



## WHO WE ARE

WHO WE ARE	WHAT WE DON'T DO
<b>U.S.-CENTRIC</b>	
We support energy production as a midstream service provider in substantially all major production regions in the U.S.	We do not have operations outside the U.S., and therefore, we are generally not directly subject to international risks that are more commonly found outside the U.S.
<b>FOCUSED SERVICES</b>	
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.
<b>NON-OWNER OPERATOR</b>	
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 facilities that our services support. We do not have any ownership interest in the natural gas that we compress or the liquids we lift.
<b>VALUED PARTNER</b>	
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, the industrial and manufacturing sectors and global LNG.

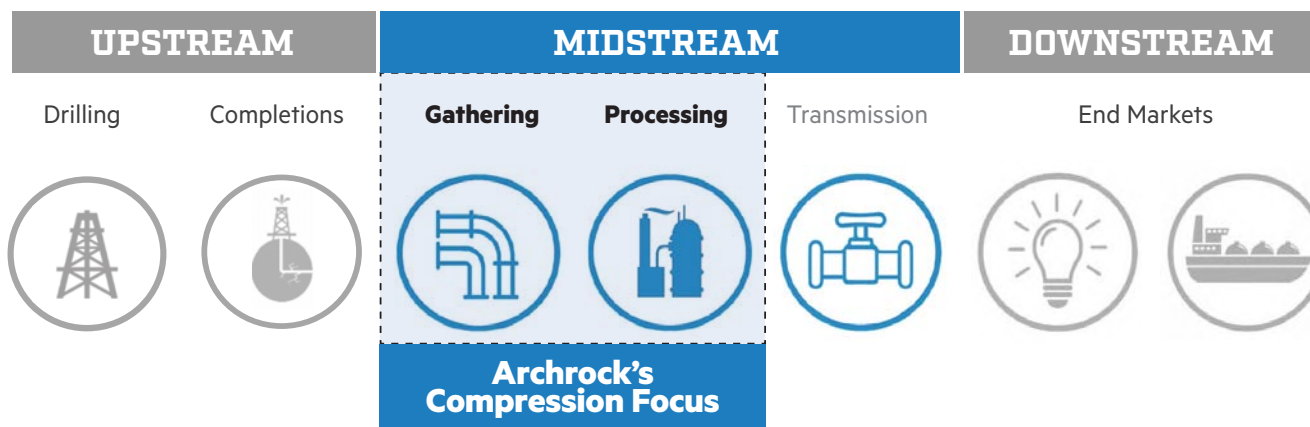
**Midstream applications (~79% of our operating compression fleet).** The infrastructure investments we make in compression equipment are critical to our customers' ability to transport their natural gas to market. During the life of a natural gas well, reservoir pressure typically falls below the line 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 (~21% 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.

We provide compression services predominately for midstream applications

### Natural Gas Value Chain



## STAKEHOLDER ENGAGEMENT AND SUSTAINABILITY PRIORITIES

Active stakeholder engagement is key to our sustainability approach and 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"> <li>• Daily work on customer locations</li> <li>• Regular dialogue and meetings</li> <li>• Performance assessments and reports</li> <li>• Emissions monitoring and reduction product solutions</li> <li>• Innovative technology to digitize and automate service platform</li> </ul>
Employees	<ul style="list-style-type: none"> <li>• Engagement surveys</li> <li>• Quarterly town hall meetings</li> <li>• Performance appraisals and KPI results</li> <li>• Training and development opportunities</li> <li>• Health and safety programs</li> <li>• Recognition Programs</li> <li>• Archrock Cares and RockFIT programs</li> </ul>
Investors	<ul style="list-style-type: none"> <li>• Quarterly earnings calls</li> <li>• Frequent investor calls and meetings</li> <li>• Annual Meeting of Stockholders</li> <li>• Annual Sustainability Report</li> </ul>
Industry Groups and Non-Governmental Organizations	<ul style="list-style-type: none"> <li>• Industry association memberships</li> <li>• Participate in meetings and educational events</li> <li>• Sponsor and participate in advocacy activities</li> <li>• Participate in data gathering and analytics</li> </ul>
Communities	<ul style="list-style-type: none"> <li>• Local career opportunities and community involvement</li> <li>• Volunteer opportunities</li> <li>• Charitable contributions</li> <li>• Social media engagement</li> </ul>
Suppliers and Contractors	<ul style="list-style-type: none"> <li>• Robust selection and contracting processes</li> <li>• Direct communication and collaboration</li> </ul>



## SUSTAINABILITY PRIORITIES

Our regular engagements with these stakeholders, along with industry research and benchmarking, provide us with valuable input on sustainability topics of importance. 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. Our operations bring job opportunities and financial benefits to communities across the U.S. In addition, we are focused on capital discipline, cash flow generation 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 hundreds of 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 goals.

### SAFETY

With approximately 500 field service technicians (FSTs) deployed across the U.S., operating safely must be and is a core value. Our talented technicians and mechanics as well as our contractors 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 17 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, retain and develop the top people in the industry, we have made it a priority to create a work environment based on safety, integrity, respect and inclusion. We also 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 solid 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 GOVERNANCE

Our sustainability program is supported by the efforts of various individuals and teams at all levels of the company from the Board to our employees.

The Board has an active role, as a whole and through its committees, in exercising oversight of our sustainability strategy and risk management, including initiatives and risks associated with emissions.

On certain sustainability topics, the Board has delegated regular oversight to specific committees and the Board is regularly informed through committee reports.



## ECONOMIC IMPACT

Fundamentally, we strive 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 delivery of affordable, cleaner 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 never-ending challenge and opportunity. We have made significant progress in assessing potential solutions that we believe are commercially viable and have potential to improve emissions performance. We remain determined to lead our business through market volatility, and industry cycles, while adding value for our stakeholders.



### 2023 ECONOMIC IMPACT

<b>Investors</b>	<ul style="list-style-type: none"> <li>• \$96 million in dividends</li> <li>• \$9 million in share repurchases</li> <li>• Increased earnings per share by 139% compared to 2022</li> </ul>
<b>Employees</b>	<ul style="list-style-type: none"> <li>• Approximately 1,100 employed in 14 states</li> <li>• Competitive base salary and bonus program</li> <li>• Full complement of benefits</li> </ul>
<b>Suppliers</b>	<ul style="list-style-type: none"> <li>• \$449 million cost of sales</li> <li>• \$190 million in growth capex</li> <li>• Conducted business with over 1,500 vendors</li> </ul>
<b>Communities</b>	<ul style="list-style-type: none"> <li>• Offices, warehouses and shops in 42 communities across the U.S.</li> <li>• Community involvement and charitable giving coordinated by employee-run committees</li> <li>• Paid time to volunteer</li> </ul>
<b>Customers –Direct</b>	<ul style="list-style-type: none"> <li>• \$990 million in revenue</li> <li>• 3.8 million available horsepower</li> <li>• Over 800 FSTs and shop employees</li> <li>• Partner to meet environmental requirements</li> <li>• Over 20-year average length of relationship with top 10 customers</li> </ul>
<b>Customers – Indirect</b>	<ul style="list-style-type: none"> <li>• Natural gas is affordable, plentiful and cleaner</li> </ul>

## CRITICAL ROLE OF NATURAL GAS IN A GREENER ECONOMY

Many attributes make natural gas an ideal feedstock for the U.S. and for the world. Natural gas is cleaner, abundant, reliable and efficient as well as affordable.

### Natural Gas is Cleaner<sup>1</sup>

As the cleanest-burning fossil fuel, the growing abundance of natural gas has helped to meaningfully reduce emissions from the electric generation sector by displacing coal-fired generation and continues to contribute to emissions reductions where coal continues to be displaced. According to the U.S. Energy Information Administration (EIA), between 2005 and 2023, natural gas production has increased by 110% while energy CO2 emissions have declined by 20%.

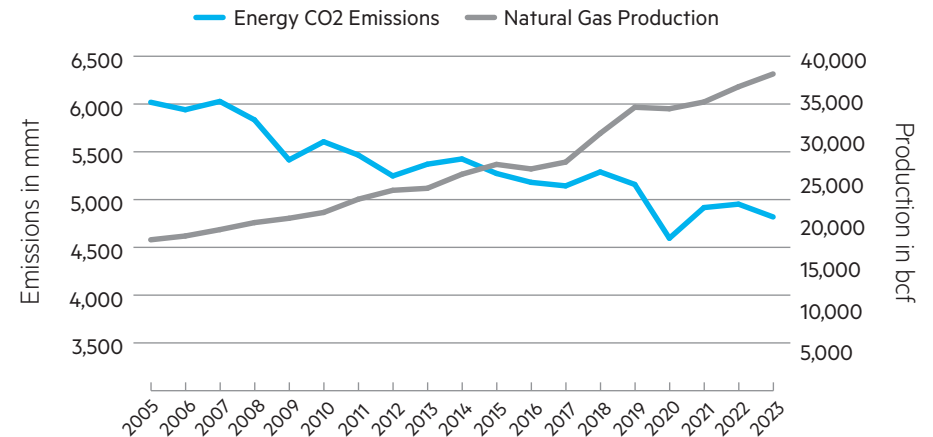
Based on data from the EIA, between 2005 and 2023, total U.S. power generation from natural gas has increased from 18% of total power generation in the US to 42% and total U.S. power generation from coal has decreased from 51% to 17%; more than 60% of CO2 emissions reductions from the US power sector since 2005 have come from fuel switching.

The EIA also notes that 85% of 2023 total net energy-related CO2 emissions reduction was from the electric power sector (a 7% reduction), with most of that reduction due to the displacement of coal-fired generating capacity with natural gas and solar generation.

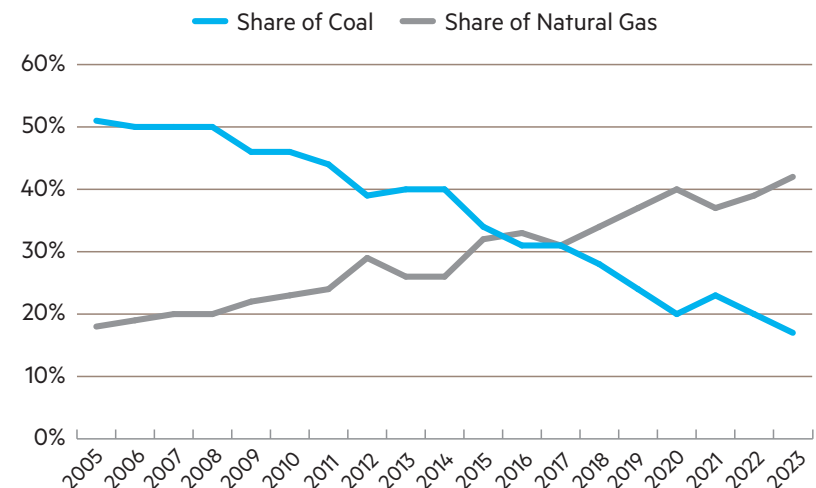


1. EIA, December 2023. U.S. Energy-Related Carbon Dioxide Emissions. <https://www.eia.gov/environment/emissions/carbon/> and <https://www.eia.gov/dnav/ng/hist/n9070us2A.htm>.

### U.S. CO2 EMISSIONS DECLINE AS NATURAL GAS PRODUCTION GROWS



### SHARE OF TOTAL U.S. POWER GENERATION — COAL VS NATURAL GAS





### Natural Gas is Abundant<sup>2,3</sup>

The EIA estimates that as of January 1, 2021, there were about 2,973 trillion cubic feet (Tcf) of technically recoverable resources (TRR) of dry natural gas in the U.S., a record level.

Assuming the same annual rate of U.S. dry natural gas production in 2021 of about 34.52 Tcf, the U.S. has enough dry natural gas to last about 86 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.

Natural Gas is expected to be an integral part of the global energy mix for the foreseeable future as global energy consumption increases by 33% from 2022 to 2050 and as all forms of energy will be required to support this demand growth. The EIA forecasts that natural gas will continue to maintain a 23% market share of world energy consumption in 2050 as renewable energy displaces coal, liquids and nuclear consumption.

### Natural Gas is Affordable<sup>4</sup>

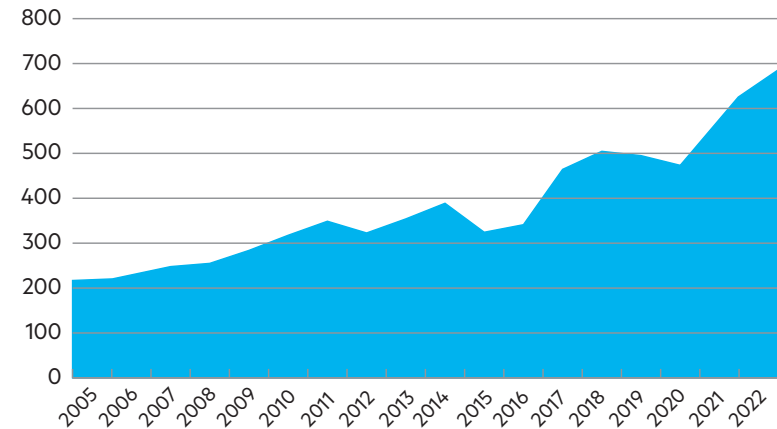
Compared to all other residential energy sources, natural gas was the most affordable per MMBtu at \$14.29 in 2022 and is forecasted to remain below \$15 per MMBtu through 2050 by the EIA.

### Natural Gas is Reliable and Efficient<sup>5</sup>

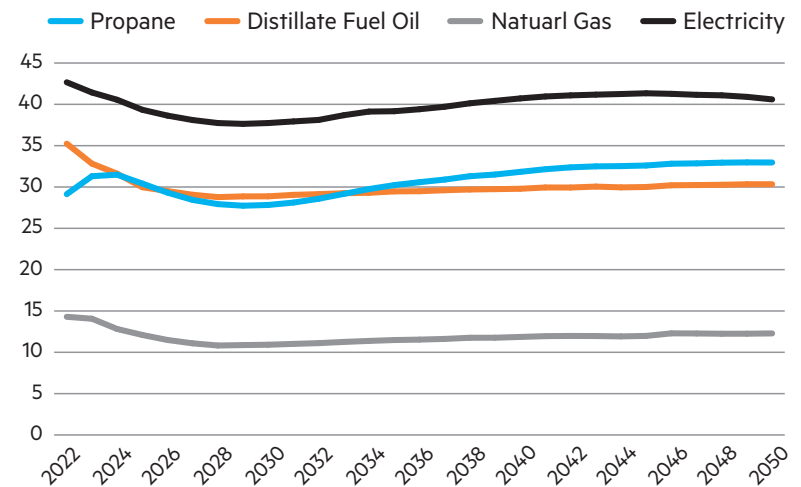
According to the American Gas Association, only 1 in 650 customers is expected to experience a planned or unplanned natural gas outage in any given year while electric distribution systems have an average of one outage per year per customer.

In addition, for direct use of natural gas, the delivery system is 92% efficient from production to customer, compared to 38% for conversion to electricity.

### U.S. NATURAL GAS PROVED RESERVES (TRILLION CUBIC FEET)



### RESIDENTIAL ENERGY PRICES (\$ PER MMBTU)



2. EIA, April 2024. 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>

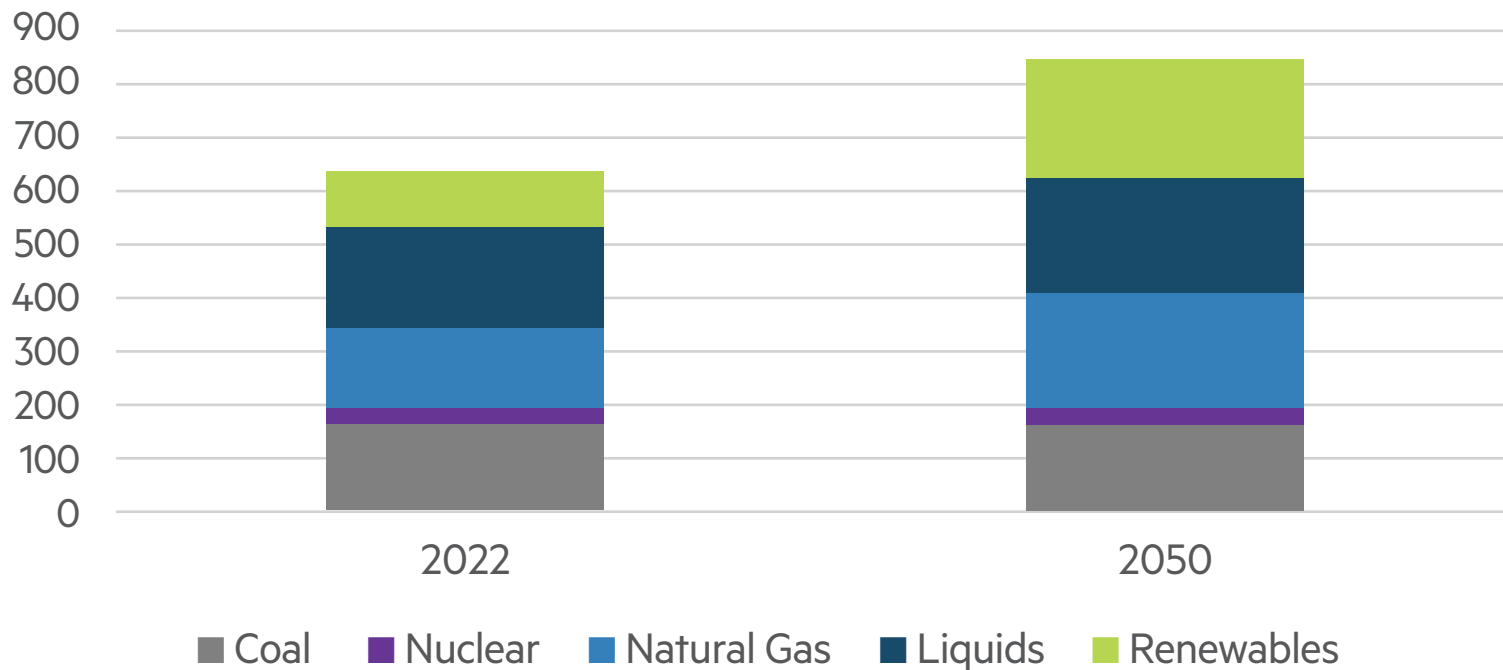
3. EIA, April 2024. U.S. Crude Oil and Natural Gas Proved Reserves, Year-end 2022. <https://www.eia.gov/naturalgas/crudeoilreserves/>

4. EIA, Annual Energy Outlook 2023. <https://www.eia.gov/outlooks/aeo/data/browser/#/?id=3-AEO2023&region=1-O&cases=ref2023&start=2021&end=2050&f=A&linechart=ref2023-d020623a.3-3-AEO20231-0-ref2023-d020623a.4-3-AEO20231-0-ref2023-d020623a.5-3-AEO20231-0-ref2023-d020623a.6-3-AEO20231-0&map=ref2023-d020623a.3-3-AEO20231-0&ctype=linechart&sourcekey=0>

5. American Gas Association. <https://playbook.aga.org/reliable>

**Natural gas expected to be an integral part of the global energy mix for the foreseeable future <sup>6</sup>**

Natural Gas is expected to be an integral part of the global energy mix for the foreseeable future as global energy consumption is expected to increase by 29% from 2022 to 2050 and as all forms of energy will be required to support this demand growth. The EIA expects that natural gas will continue to maintain a 23% market share of world energy consumption in 2050 as renewable energy displaces coal, liquids and nuclear consumption.

**WORLD PRIMARY ENERGY CONSUMPTION BY ENERGY SOURCE  
(Quad Btus)**

<sup>6</sup> EIA, October 2023. International Energy Outlook. <https://www.eia.gov/outlooks/ieo/>

## CUSTOMERS AND THE ENVIRONMENT

### ENVIRONMENTAL MANAGEMENT SYSTEM

We are committed to a culture of responsible environmental stewardship. Archrock's comprehensive environmental management system (EMS) establishes environmental awareness and accountability internally as well as a framework implemented to monitor our environmental performance, minimize our environmental impact and comply with regulations. It also establishes health, safety and environment (HSE) training requirements for employees and contractors. Our EMS includes policies, procedures, standards, and reporting requirements with regard to air emissions, hazard communication, waste management and reduction, spill response, local habitats, and energy and water conservation. We also document the potential consequences for non-compliance with our requirements and believe all employees are accountable for compliance.

We utilize Intellex® as our HSE system of record for internal tracking, reporting and auditing of our environmental performance. As one of the largest owners and operators 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.

### EMISSIONS MANAGEMENT

#### 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 U.S. Environmental Protection Agency (EPA) and submitted by our customers. Our engineering and air quality professionals collaborate on a methodology for estimating emissions from our operations. We also work with our key original equipment manufacturer (OEM) suppliers to further refine our estimates. These estimates provide a baseline for evaluating performance and reduction opportunities.

Emissions Category	Archrock Emissions Primarily Comprised of:
<b>Scope 1</b> Direct emissions from company-owned and controlled resources.	Emissions from our truck fleet used to service our compressor operations.
<b>Scope 2</b> Indirect emissions associated with the purchase of electricity, steam, heat or cooling.	Emissions from the generation of purchased electricity for our corporate headquarters, facilities and shops.
<b>Scope 3</b> Emissions that are the result of activities from assets not owned or controlled by the reporting organization, but that the organization indirectly affects in its value chain.	Emissions resulting from our compression fleet, which are Scope 1 emissions for our customers.  We work with our customers and invest in technologies to help them with their emissions reduction objectives.

### Initiatives to Reduce Energy Use and Emissions

We are working hard to reduce the greenhouse gas (GHG) emissions intensity of business, including employing strategies to modernize, digitize and decarbonize our operations and the energy sources that support it. Our initiatives and strategy to reduce emissions of pollutants such as NOx and SO2, as well as greenhouse gas emission such as CO2 and methane, include the following:

#### Vehicles (Scope 1)

All Archrock vehicles are equipped with tools, including telematics, 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 provide an avenue to reduce post-combustion CO2 from truck engines through:

- Careful monitoring and minimization of unnecessary miles driven and truck idling time.
- Enabling us to perform routine maintenance on a more accurate schedule, which results in better gas mileage and emissions performance.
- Leveraging the vast amount of data received from our equipment into basic analytic models to identify potential problems and address them in a more scheduled manner. Additionally, we are in the early stages of utilizing various remote-control aspects of our



operations to help address unnecessary shutdowns and maximize the efficiency of our operating equipment. Over time, as telematics continues to be more broadly leveraged across our operations, we expect the project will drive efficiency in scheduling preventive maintenance on our compressor units, reduce ad hoc call outs and improve supply chain performance, resulting in reduced vehicle mileage, a quantifiable corporate goal.

In addition, our compressor unit density has improved through fleet transformation efforts. The shift to larger horsepower in optimal basins has improved the efficiency of our service routes.

### Facilities (Scope 2)

Our corporate headquarters building is “LEED Silver Certified” by the U.S. Green Building Council and further carries a “Well Health-Safety” rating. Since 2019, we have annually reviewed and rationalized our office and shop utilization, resulting in a reduction of our facility footprint of more than 20%. Our intent is to reduce our real estate footprint as much as possible, as well as associated energy use and Scope 2 emissions.

### Compressors (Scope 3)

Our compressors are generally powered by natural gas produced at the site. The use of natural gas as a power source for compression, as opposed to diesel fuel, results in a lower emissions footprint. In addition, by utilizing local and existing natural gas available at the compressor site, we eliminate the need for fuel transportation.

### Investment in decarbonizing technologies

Since 2020, Archrock’s New Ventures Team has been tasked with exploring new opportunities and adjacent businesses with the following guiding principles: evaluate existing and emerging emissions reduction technologies for our existing business and installed asset base, identify ways to monetize our differentiated technological capabilities, and analyze complementary new venture services aligned with our skillsets and competencies.

Consistent with this and specific to Scope 3 emissions management, we have invested in and are helping bring to market customer solutions that address the three primary emission sources from compression: methane leaks, methane emissions from normal operations (blowdowns and rod packings) and post-combustion CO<sub>2</sub> from compressor engines.

### Summary of Archrock Investments in Emissions Management Technology

EMISSIONS SOURCE	TECHNOLOGY SOLUTION	INVESTMENT TYPE	PHASE
1) Methane leaks	Methane detection, monitoring and measurement	Equity investment in <b>ECOTEC</b>	Proven technologies, initial customer demonstrations, new product development (ECOFLOW)
2) Methane from blowdowns and rod packings	Methane capture	<b>CARBON HAWK</b> Propriety, patent-pending device	Proven technology, initial customer demonstrations
3) Post-Combustion CO <sub>2</sub> from compressor engines	Electric Motor Drive Compressors	Growth capex for new build or repackaged compressor units  Acquisition of <b>TOPS</b> (2024)	Proven and commercialized
	Carbon capture	Equity investment in <b>IONADA</b>	Pre-pilot, R&D for small scale carbon capture applicable to 5,000 HP and above



## ECOTEC- Equity Investment in Methane Monitoring, Detection and Compliance.

We own a 25 percent minority stake in ECOTEC, a company with impressive and tested technology for continuous methane emissions monitoring and management. ECOTEC specializes in the design and development of customized equipment offering what we believe is a unique approach to methane monitoring, detection, and compliance by leveraging proprietary hardware and software in an all-inclusive approach to methane reduction. ECOTEC's suite of hardware and software offers a traceable ecosystem, which integrates field, enterprise, and back-office groups to manage the notification, identification, and quantification of methane emissions. We believe utilization of laser technology provides faster, more reliable methane analysis than competing technologies, all while providing industry leading accuracy and sensitivity.

ECOTEC management has more than thirty years of expertise in the natural gas, biogas, carbon credits and air quality industries and the partnership with Archrock is anticipated to help to accelerate ECOTEC'S recent expansion into the oil and gas industry. Most recently, ECOTEC launched a new product, ECOFLOW. Designed for compliance with the EPA's OOOOb final regulatory rule which went into effect in May 2024, ECOFLOW captures direct measurement of methane flow rates from compressor packing vents.

**Ecotec's suite of hardware and software offers a completely traceable ecosystem which integrates field, enterprise, and back-office groups to manage the notification, identification, and quantification of methane emissions.**

## ECOTEC's Proven Product Suite

# N

### NOTIFICATION

Continuous remote stationary methane monitoring with real-time alerts from field-proven **GAZPOD**.



# I

### IDENTIFICATION

Utilization of **GAZOSCAN** for rapid identification of leaking components at a fraction of the price compared to optical gas imaging cameras.



# Q

### QUANTIFICATION

Direct and accurate measurement of the actual methane emission rate through the use of **ECOFLOW**.





## Introducing **CARBON HAWK™** — METHANE MITIGATION SOLUTION —

### **CARBON HAWK™ Proprietary Methane Capture Device.**

Archrock has successfully field tested its patent-pending methane emissions capture solution, Carbon Hawk, which we believe has the potential to make a meaningful, quantifiable and cost-effective impact on our customers' methane footprint. The device is a skid mounted solution for natural gas powered and electric motor driven compressor packages that can be used for both existing compression facilities, as well as greenfield locations.

Carbon Hawk is designed to capture the methane emissions from the blowdown and compressor rod packings of natural gas compressor packages. One Carbon Hawk skid can capture emissions from multiple compressors, requires no rotating equipment, has automatic functionality, and has no facility power needs, offering what we believe is an ideal compliance solution for both Midstream and E&P operators. Furthermore, the Carbon Hawk solution meets the requirements of a closed vent system, making it compliant with the EPA's new NSPS 0000b rules, which went into effect in May 2024.

#### **FEATURES INCLUDE:**

- No on-site power required
- No rotating equipment
- Skid mounted system
- One CARBON HAWK™ solution is capable of capturing emissions from multiple compressor packages
- Meaningful CO<sub>2</sub>e emissions reduction at a cost less than \$8 per ton of CO<sub>2</sub>e





### **Ionada – Equity Investment in Small Scale Carbon Capture.**

Archrock has a minority investment in Ionada PLC (“Ionada”), a global carbon capture technology company. In November 2023, Archrock served as the lead investor for a Series A investment round along with a group of strategic investors that included Yinson Production and a global shipowner and operator. These investors joined NGIF Cleantech Ventures LP and Halliburton Company’s (NYSE: HAL) energy and climate technology accelerator, Halliburton Labs, as shareholders in the company.

Ionada has developed a post combustion carbon capture solution that combines proprietary hollow fiber membrane contactors with proven amine solvents. This modular carbon capture system is designed and engineered for small to mid-sized industrial emitters in the energy, marine, and e-fuels industries, among others. Ionada has conducted extensive research and development and completed successful testing in a lab setting. Archrock’s investment is expected to be used primarily for additional research and development as well as the construction of field demonstration units.

*“Ionada has significant experience with developing emissions reduction technology and we are excited to partner with them on this scalable and cost-efficient carbon capture technology as Ionada advances into the field demonstration phase of its technology development. In conjunction with the work we continue to progress on methane capture, successful application of this technology in natural gas compression could contribute meaningfully to the industry’s efforts to reduce emissions.*

*We are proud to continue Archrock’s mission to lead our industry in powering a cleaner America.” — Brad Childers, CEO*



### Electric Motor Drive (EMD) Compression

At our customer's request and conditioned upon access to electricity at the site, we provide electric-powered compression units. During 2023, we pursued more electrification of our fleet both by converting some of our existing units to electric motor drive as well as building new electric units. Demand for electric motor-drive compression continues to expand into additional geographies, horsepower categories and customers. We invested approximately \$36 million in electric motor-drive compression horsepower in 2023, representing nearly 20% of total growth capex and an increase of 100% compared to 2022.

In addition to the organic expansion of our electric compression, in August 2024, we acquired TOPS adding a young fleet of 580,000 horsepower that establishes our leadership position in electric motor drive compression. With favorable long-term industry trends toward electric compression, we believe this transaction represented a unique opportunity to accelerate our electric compression capabilities. Through this acquisition, we anticipate an increase in Archrock's electric compression fleet to approximately 648,000 horsepower as of July 1, 2024. On a pro forma basis, electric compression assets will comprise 15% of our fleet.

TOPS has extensive electrical expertise that we look forward to applying to Archrock's existing electric fleet and customer base. We believe this will be an increasingly important competitive advantage as our customers pursue emissions reduction strategies and as the electrical grid continues to be built out over time to facilitate this growing demand.

There are other meaningful advantages of using electric motor drive compressors instead of gas-driven compressors beyond reduced emissions. The first is superior uptime. We believe customers benefit from higher mechanical run-times with electric-motor drive compression compared to gas-driven engines. The second is reduced maintenance. Electric motor drive equipment can be simpler to maintain with fewer moving parts, resulting in longer major overhaul intervals and lower maintenance expenses. We have seen both of these benefits with our own electric compression assets and look forward to more fully capitalizing on these benefits through this transaction.





### Digital Transformation

We are focused on increasing productivity and optimizing our processes. Between 2019 and 2021, we invested in a process and technology transformation project that replaced our existing ERP, supply chain and inventory management systems and expanded the remote monitoring capabilities of our compression fleet. During 2023, our focus shifted to fully harnessing these technologies across our business.

We expect the technological transformations to lower our internal costs and improve our profitability over time. Implementing telematics and advanced data analysis across our fleet has enabled us to respond more quickly and optimally to downtime events, minimize prolonged troubleshooting, prevent unnecessary unit touches and stops, which are the primary cause of wear and tear of the equipment, and, ultimately, predict failures before they occur. We expect this will increase the number of units an FST can oversee and reduce vehicle miles traveled and fuel consumption, thereby also reducing emissions.

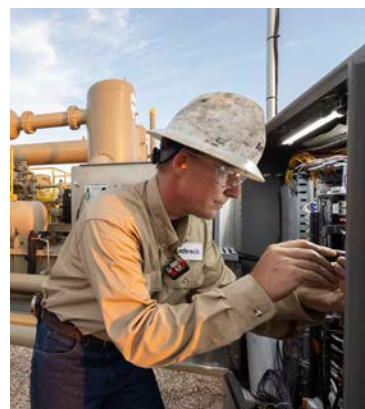
#### Recent Milestones

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



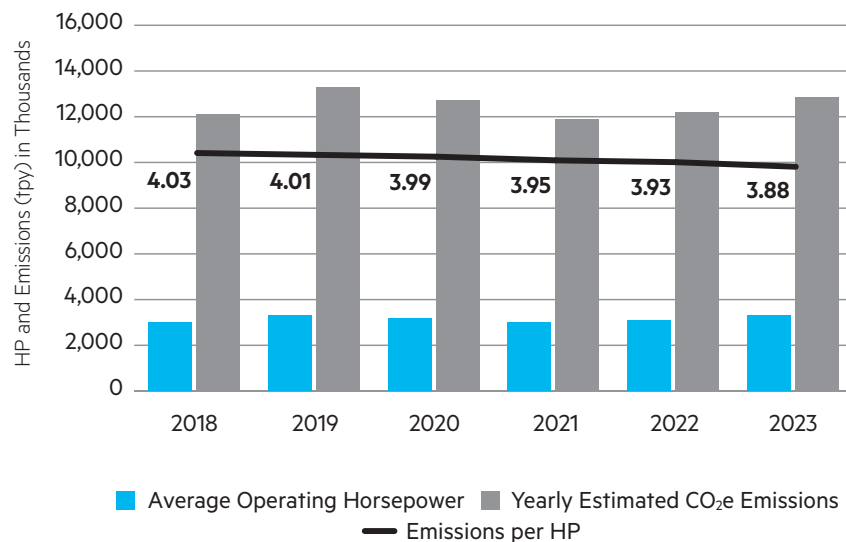


## Improvements in Emissions Intensity

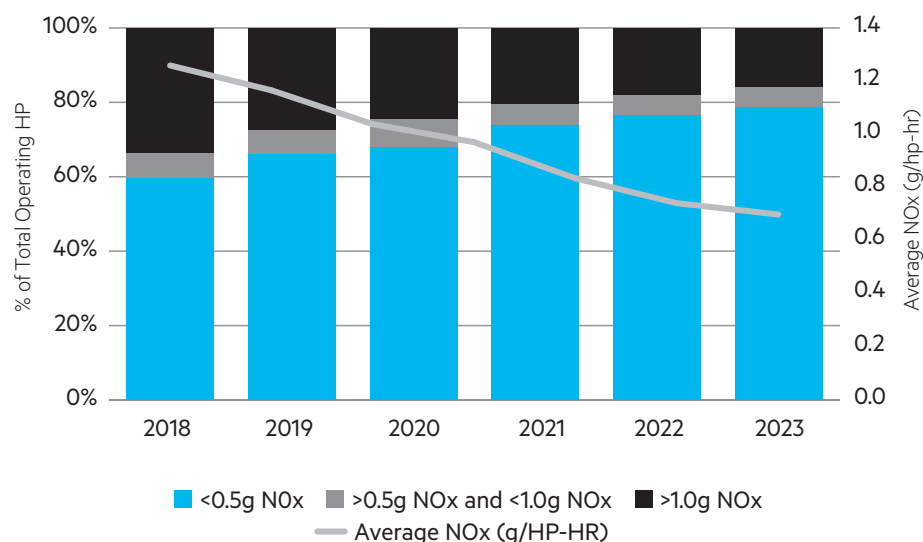
Archrock's strategy to upgrade its compression fleet to newer and higher horsepower units has resulted in a fleet that is more efficient and produces fewer emissions on a per horsepower basis. In 2024 and 2025, Archrock expects to begin to take delivery of new compression packages with Cat® G3600 ADEM 4 Gen 2 engines. After extensive lab testing, Caterpillar estimates that compared to the previous model, this next generation can reduce volatile organic compounds (VOCs) by more than 32%, methane by more than 33%, greenhouse gases by more than 5%, formaldehyde by more than 24% and carbon monoxide by more than 13%.<sup>7</sup>

The following charts show improvements in our compressor emissions intensity from 2018 through 2023.<sup>8</sup>

### CO<sub>2</sub> EMISSIONS TREND



### NO<sub>x</sub> EMISSIONS TREND



For more information on potential risks associated with climate legislation and regulatory initiatives applicable to us, see our 2023 Annual Report on Form 10-K.

7. Conditions: same power level, 85MN, 905 BTU/scf, 100% speed and load, 77F Ambient, 500ft Altitude; Figures based on Caterpillar lab performance testing that can be referenced in Gas Engine Rating Pro (GERP).

8. CO<sub>2</sub> and NO<sub>x</sub> emissions are estimates based on internal analysis of operating horsepower and engine configurations, applied consistently across all years reported.

## WASTE MANAGEMENT

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.

### Spill prevention and fluids management

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 2023.

We recycle 100% of the lube oil, our largest consumable, that we recover and return to our facility during the preventive maintenance process. In addition, we continue to operate an oil sweetening program, which is designed to reduce the use of lube oil. Oil sweetening installations have been made on over 1,300 compressor engines, which included the expansion of the program on nearly 160 units during 2023.

### Recycling

In addition to lube oil recycling discussed above, our recycle program and efforts include the following:

- precious metals recycling, focusing on palladium, platinum and rhodium extracted from catalysts that cannot be redeployed.
- We utilize 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 from operations, nor do we produce a measurable amount of wastewater. We use a negligible amount of water in our operations, primarily for cleaning and maintenance of our compression equipment, as well as for general use in our facilities and corporate headquarters.

## 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 Business Conduct (Code) and promote oversight of our accounting and financial reporting processes, which adhere to U.S. Generally Accepted Accounting Principles.

### GOVERNANCE HIGHLIGHTS

- Separate independent chairman and chief executive officer
- Annual election of all directors
- Plurality vote standard which requires that any nominee for director who receives a greater number of “withheld” votes than “for” votes must submit his or her resignation for consideration by the Board
- Majority independent Board; seven of our nine directors are independent
- 100% independent Board committees
- Independent directors meet regularly without management present
- 33% gender and racial diversity; 50% of Board leadership roles are held by women
- Officer and director stock ownership guidelines
- The Board has adopted stock ownership guidelines for directors and executive officers
- No hedging or pledging of Company securities
- Annual Board and committee 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
- Our stockholders enjoy equal share voting rights and representation



Gordon Hall  
Independent Chairman



Brad Childers  
President & CEO



Anne-Marie Ainsworth  
Chair,  
Governance Committee



Frances Hawes  
Chair,  
Audit Committee



Will Honeybourne



James Lytal  
Chair,  
Compensation Committee



Leonard Mallett



Jason Rebrook



Edmund Segner



## 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.

<b><u>Code of Business Conduct</u></b>	Our 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.
<b><u>Compliance Hotline</u></b>	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.
<b><u>Diversity and Inclusion</u></b>	Our policy sets out our commitment to embracing a culture of diversity and inclusion that ensures our employees feel safe and valued. Our policy is grounded in the strategic pillars of talent, culture, community and conduct. We comply with the letter and spirit of Equal Employment Opportunity laws and therefore prohibit discrimination based upon personal characteristics protected under federal, state and local laws.
<b><u>Human Rights</u></b>	Our policy expresses our commitment to respect, support and promote human rights.

<b><u>Health, Safety and Environment</u></b>	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.
<b><u>Compliance with Anti-Bribery and Anti-Corruption Laws</u></b>	This policy sets forth our commitment to comply with the spirit and letter of the laws where we conduct business.
<b><u>Related Party Screening</u></b>	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.
<b><u>Public Policy Advocacy</u></b>	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.
<b><u>Securities Trading</u></b>	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.
<b><u>Stock Ownership Guidelines</u></b>	As communicated in our proxy statement, the Board has implemented stock ownership guidelines for itself and senior management to align interest with our stockholders.
<b><u>Suppliers Code of Conduct</u></b>	Our Suppliers Code of Conduct sets forth our standards and expectations that our suppliers operate in a manner that supports our mission and values.

## RISK OVERSIGHT AND ENTERPRISE RISK MANAGEMENT

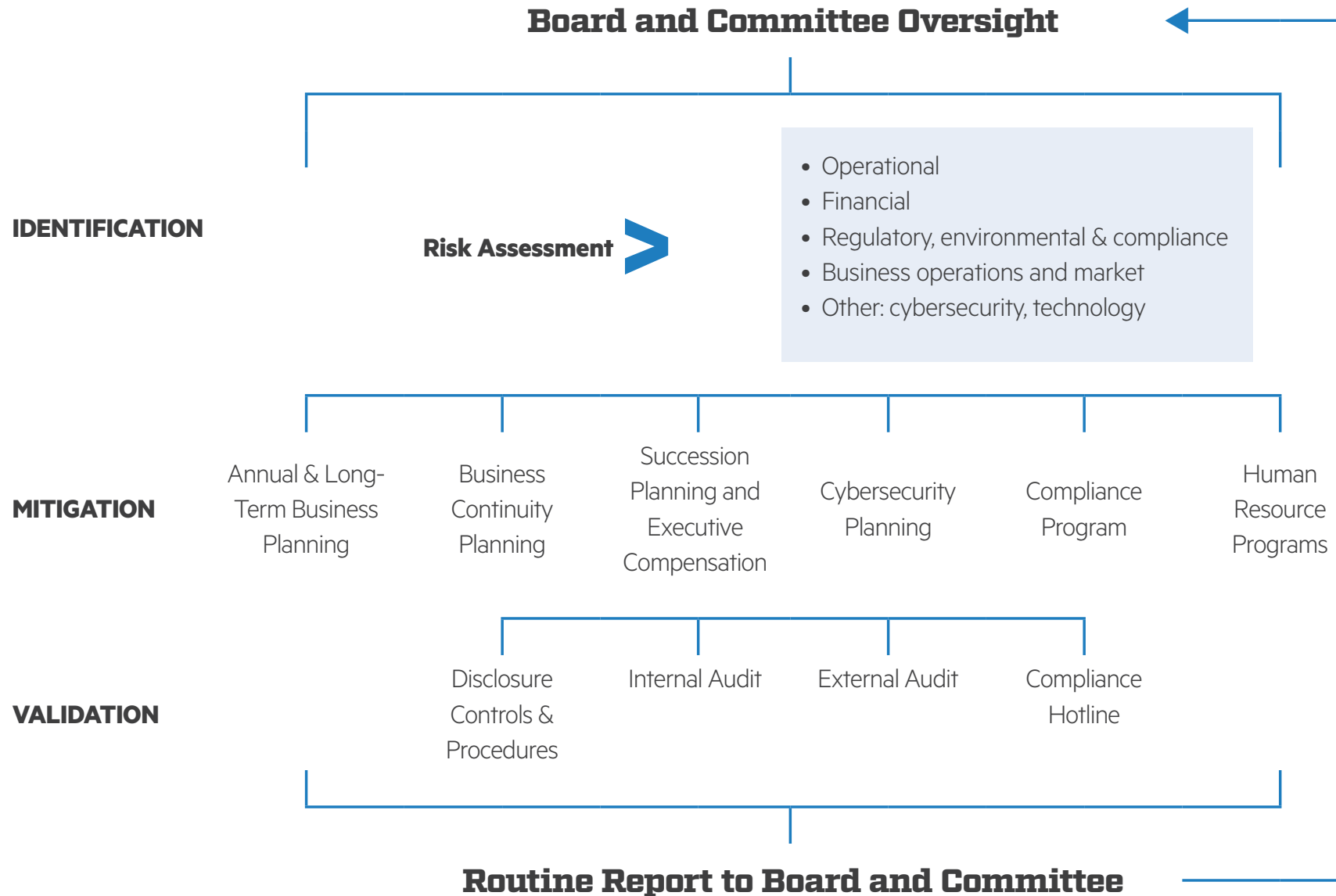
The Board has an active role, as a whole and through its committees, in oversight of the Company's risks consistent with the principles outlined in the Committee of Sponsoring Organizations of the Treadway Commission (COSO) 2017 framework and is assisted by management in the exercise of these responsibilities. While each committee is responsible for evaluating certain risks and overseeing the management of such risks, the entire Board is regularly informed through committee reports; our directors are invited to attend all committee meetings, and the independent directors typically do so. This enables the Board and its committees to coordinate the risk oversight role, particularly with respect to risk interrelationships. The involvement of the Board in reviewing, approving and monitoring our fundamental financial and business strategies, as contemplated by our Corporate Governance Principles, is important to the determination of the types and appropriate levels of risk we undertake. Management is responsible for identifying risks and opportunities along with the associated risk response which may involve implementing processes and procedures intended to mitigate risks, which can range from risk avoidance or acceptance to reduction or transfer depending on the facts and circumstances.

Archrock engages an outside consultant on a periodic basis to assist management with the identification of short-, intermediate- and long-term risks and to provide insight into emerging trends and best practices, with the last engagement occurring in 2023. Identified risks are ranked based on likelihood of occurrence and potential impact. The assessment considered our risk response and mitigating factors, resulting in the assignment of a management effectiveness score. Risk exposure is considered in the development of our annual and long-term business planning and executive compensation program and informs our approach to business continuity and cybersecurity planning and our compliance and human resource programs.

Validation of management's risk response occurs through internal audits or resources independent of the functional area, our disclosure controls and procedures and, with respect to financial reporting, external auditing. While management presents their

findings on risk exposure and our response, the Board has the authority to override management on any risk matter. Risk management is a continuous process comprised of five intertwined components: strategy and objective setting, performance, review and revision, information, communication and reporting and governance and oversight. Through these activities, regular reports are provided to the Board and its committees. Importantly, management's regular attendance at and in-person reports to the Board and its committees provide direct access to our management team, for example:

- Our Vice President, HSE provides quarterly updates to our Board.
- Our Vice President, Internal Audit reports directly to the Chair of our Audit Committee.
- Our Senior Vice President and General Counsel also serves as our Chief Compliance Officer and provides monthly and quarterly compliance updates to the Audit Committee and more frequent updates as-needed.
- Our Vice President, Information Technology and Senior Manager Information Technology provide regular cybersecurity updates to our Audit Committee.
- Members of our senior management team report quarterly to the full Board on operations and financial performance.
- Our Vice President, Internal Audit, Chief Compliance Officer, Chief Financial Officer, Chief Accounting Officer and independent auditors each meet separately with our Audit Committee in executive session with no other members of management present on a quarterly basis.
- Our Vice President, Tax provides quarterly updates to our Audit Committee.
- Our Vice President, Investor Relations, routinely reports on sustainability matters to our Governance and Sustainability Committee.
- Our Senior Vice President and Chief Human Resource Officer typically attends all Compensation Committee meetings, and the committee meets privately with our independent compensation consultant.





The following sets forth the responsibility of the Board, Board committees and management with respect to risk oversight:

<b>Full Board</b>	<ul style="list-style-type: none"> <li>• Strategic, financial and execution risk associated with the annual performance plan and long-term plan, including major operational and sustainability initiatives</li> <li>• Risks associated with capital management, including financing, dividends and capital expenditures</li> <li>• Mergers, acquisitions and divestitures</li> <li>• Major litigation, disputes and regulatory matters</li> <li>• Management succession planning</li> <li>• Emissions-related risks and opportunities that may impact our business strategy</li> <li>• Oversight of the ERM program</li> <li>• Oversight of the cybersecurity risk program</li> </ul>
<b>Audit Committee</b>	<ul style="list-style-type: none"> <li>• Financial reporting, accounting, disclosure and internal controls, including oversight of the internal and independent audit functions</li> <li>• Assist the Board with oversight of the ERM process for identifying key risks and assessing management's response</li> <li>• Cybersecurity risk program</li> <li>• Compliance, litigation and tax regulatory matters</li> </ul>
<b>Compensation Committee</b>	<ul style="list-style-type: none"> <li>• Risks related to the overall effectiveness and cost of our compensation and benefit programs</li> <li>• Risks associated with the design of executive compensation, including a mix of short-term and long-term incentive compensation that does not encourage excessive risk-taking</li> <li>• Performance management as it relates to our executive officers</li> <li>• Approach to human capital management</li> <li>• Assist the Board with management succession planning</li> </ul>

<b>Governance and Sustainability Committee</b>	<ul style="list-style-type: none"> <li>• Risks associated with corporate governance and board composition and effectiveness and director succession planning</li> <li>• Monitoring and disclosure of material sustainability risks and integration of company-wide response</li> <li>• Oversight of key sustainability strategies, policies and risks, as well as review of the annual Sustainability Report prior to publication</li> </ul>
<b>Management</b>	<ul style="list-style-type: none"> <li>• Stay abreast of emerging regulatory issues, external and internal threats and best practices</li> <li>• Annually identify short-, intermediate- or long-term material risks and rank such risks according to likelihood and potential impact</li> <li>• Develop a risk response and create processes and procedures for risk mitigation, including through our routine disclosure controls and procedures</li> <li>• Regularly evaluate the adequacy and implementation of risk mitigation processes and procedures</li> <li>• Integrate risk management into our corporate strategy</li> <li>• Regularly report to the Board or Board committees, as applicable, regarding risk management</li> <li>• Regularly communicate with the Board regarding our strategic and financial plans</li> </ul>

### Strategy and Financial Health Risk Management

We are focused on effectively managing debt, deploying capital strategically to maximize performance and returning capital to our stockholders through quarterly dividends and share buybacks. 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 Risk Management

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.

Compliance training covering one or more Code topics is the foundation of our compliance program and is provided annually to all employees. Compliance training 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, fraud prevention, anti-corruption, antitrust policies, trade controls and insider trading.

### **Emergency Preparedness and Business Continuity Risk Management**

The Audit Committee assists the Board with oversight of risks associated with business continuity. Archrock's Crisis Management Plan includes an established framework whereby the company can properly manage emergency or crisis incidents, situations and scenarios that might arise. To further enhance our emergency preparedness and Crisis Management Plan, in 2022 we engaged a third-party expert to help us develop a Business Continuity Plan to enhance resilience in the event of a crisis situation. As part of the development of the Business Continuity Plan, we considered and developed a plan for numerous scenarios that could result in significant disruptions to normal business operations.

The Business Continuity Plan has been developed to provide a framework that will enable Archrock to improve operational resilience thereby minimizing the likelihood of disruption to critical activities, as well as resume critical activities efficiently and effectively to minimize the impact on the company and customers during any incident.

### **Sustainability and Climate Change Risk Management**

The Board has responsibility for the oversight of key sustainability strategies, policies and risks, including emissions-related risks. Based on our size, primary midstream focus and geographic footprint, in lieu of forming a separate committee, the Board has delegated sustainability and climate change risk management oversight responsibility to the Governance and Sustainability Committee. The committee receives regular reports from management and provides oversight of material sustainability and climate change-related policies and practices, as well as related disclosure. Our task Force on Climate-related Financial Disclosures (TCFD) can be found in the back of this report.

### **Information Technology and Cybersecurity Risk Management**

We utilize technology in all aspects of our business to drive operational efficiencies and enhance our value proposition to our customers. Our investments have focused on implementing cloud-based solutions to replace legacy systems, the automation of workflows, integration of digital and mobile tools for our FSTs and expanded remote monitoring capabilities of our compressor fleets. We face certain ongoing risks from cybersecurity threats that, if realized, are reasonably likely to materially affect us, including our operations, business strategy, results of operations, or financial condition.



### **Cybersecurity Incidents**

We have not experienced a material cybersecurity incident and although we are subject to ongoing and evolving cybersecurity threats, we have not identified risks from known cybersecurity threats, including as a result of any prior cybersecurity incidents, that have materially affected or are reasonably likely to materially affect us, including our operations, business strategy, results of operations, or financial condition.

### **Information Technology and Cybersecurity Risk Management and Strategy**

Our cybersecurity risk management program is designed to monitor, detect, prevent and respond to cybersecurity threats to our critical systems, information, services and information technology (IT) environment. Our internal IT team has committed resources to review and enhance our cybersecurity risk management 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, stay abreast of emerging potential threats and best practices, and to respond to cybersecurity incidents. There can be no assurance that our cybersecurity risk management program and processes, including our policies, controls or procedures, will be fully implemented, complied with or effective in protecting our systems and information.

We utilize the Center for Internal Security Critical Security Controls (CIS CSC) to promote best practices and reduce the risk of a successful cybersecurity attack. This does not imply that we meet any particular technical standards, specifications, or requirements, only that we use the CIS CSC as a guide to help us identify, assess, and manage cybersecurity risks relevant to our business.

### Enterprise Risk Management Process Integration

Our cybersecurity risk management program is integrated into our overall ERM program, and shares common methodologies, reporting channels and governance processes that apply to other legal, compliance, strategic, operational, and financial risk areas. This provides cross-functional visibility, as well as executive leadership oversight, to address and mitigate associated risks.

Our IT policy communicates internal guidelines for our IT infrastructure and services, baseline controls that help safeguard the security of our operating environment and reporting and escalation protocols. Our IT security training program is designed to help our employees recognize and report suspicious activity. The program includes annual cybersecurity training for employees and executive leadership, phishing simulations, and other security exercises for employees. Cybersecurity awareness and education is further emphasized through a company-wide education campaign during National Cybersecurity Awareness Month.

### Independent Third-Party Assessment

To complement our existing ERM program, in 2022, we engaged a third party to assist in the development and implementation of a Business Continuity Plan that includes our planned response procedures in the event of a critical system outage or operational disruption. We maintain cybersecurity procedures covering crisis management, emergency response and incident communication. During 2023, we engaged an independent third-party specialist to assist in deployment of foundational systems to help position Archrock for future advancement in cybersecurity tooling, including the implementation of multi-factor authentication to enhance user access security and application protection. In addition, our IT team monitors ratings applied to our security environment by outside firms and responds accordingly.

### Third-Party Risk Oversight

We utilize a third-party risk management solution to monitor key vendors. Prior to engagement, we conduct initial risk assessments of our vendors based on security questionnaire responses and open-source intelligence gathering. After engagement, our third-party management solution provides a repeatable measure of security performance based on external security indicators, including monitoring changes to vendor cybersecurity risk scores and identification of new cybersecurity risks. And key vendor cybersecurity risk scores are included in our cybersecurity risk report provided to executive leadership on a quarterly basis. These visibility, insights, and processes help us to manage vendor risks.

### Information Technology and Cybersecurity Governance

The Audit Committee is responsible for overseeing our cybersecurity risk management program. Various Audit Committee members have firsthand or supervisory experience over cybersecurity, and our Audit Committee chair is certified in the National Association of Corporate Directors Cyber Risk Oversight Program.

Our IT senior management team, including our Vice President of IT, is responsible for assessing and managing our material risks from cybersecurity threats and has primary responsibility for our overall cybersecurity risk management program, including supervising both our internal cybersecurity personnel and external cybersecurity consultants. Our Vice President of IT has over 29 years of experience managing enterprise applications, a majority of this time in a global environment adhering to General Data Protection Regulation compliance and other regulations. Additional experience includes managing large scale technology transformations involving applications, infrastructure and security.

Our IT senior management has more than a decade of experience in cybersecurity risk management, including Certified Information Systems Security Professional certification. Our IT management team utilizes various processes and technologies to identify, protect, detect, respond, and recover from cybersecurity events and incidents. Cybersecurity events and incidents can be reported to our Vice President of IT in several ways, including through our external managed detection and response provider, system alerts, or employees reporting suspicious activity. The Vice President of IT reports to our executive leadership team, who provides cybersecurity risk assessment and response updates to the Audit Committee on a regular basis, or as often as deemed necessary.

# SAFETY

## SAFETY CULTURE

We believe that nothing is more important than safety – both on the job and away from it – and that is why excellence in safety is a core value at Archrock. We are fully committed to continual improvement for the benefit of our employees, customers and the communities in which we operate.

Our HSE standards and procedures set forth our approach, which includes personal responsibility and accountability.

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



## TARGET ZERO™

Our goal is to achieve and sustain zero safety events or injuries, zero vehicle incidents and zero environmental incidents. More than simply a policy, our TARGET ZERO program has helped us create a safety culture that strives for an incident-free work environment, keeping everyone proactive and focused on best practices.

We believe that all incidents are preventable, and that through rigorous training and drills, 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.

## SAFETY GOALS AND PERFORMANCE

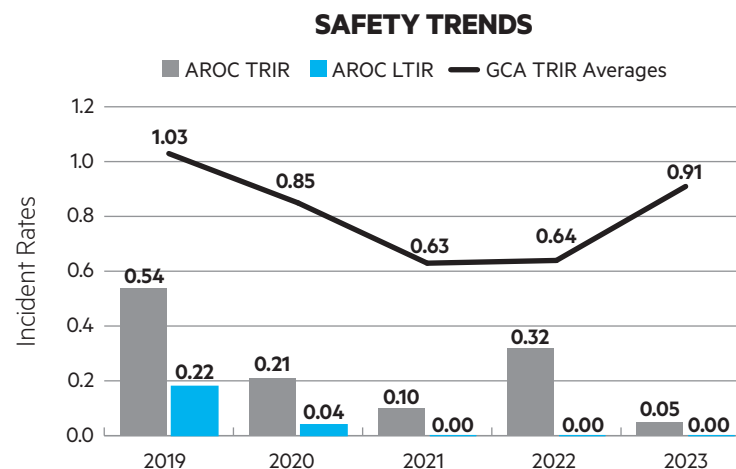
Safety performance is used as a key measure of success throughout our organization and has been included as a metric in our short-term incentive program for over 17 years.

We measure our safety performance on an absolute basis and relative to that of our sector peers that have similar geographical operational footprints.

### 2023 Safety Performance Highlights

- Total Recordable Incident Rate of 0.05, compared to our target of 0.50.
- Preventable Vehicle Incident Rate of 0.18, compared to our target of 0.50.
- **We had zero employee or contract employee fatalities in seven of the last eight years, including in 2023, 2022 and 2021.**
- Zero Lost Time Incident Rate, for the third consecutive year.

In 2023, we achieved our best-ever safety performance, winning a coveted Gas Processors Suppliers Association (GPSA) Excellence in Safety Award for the 3rd time. The following bar chart shows trends in our recordable incident and vehicle incident rate.



**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



## SAFETY PROCEDURES, TRAINING AND BEST PRACTICES

To prevent incidents and continuously improve, we have integrated policies, procedures and teams dedicated to health, safety and the environment.

### Safety Procedures

We have developed and implemented a plan to provide the tools, equipment and training needed to achieve our ambitious TARGET ZERO 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. We strive to 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.

Based on our size, primary midstream focus and geographic footprint solely within the U.S., 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.

### Prevention

We supply all required PPE and supplement other field-related PPE with additional cash allowances for specialty items such as prescription safety eye wear.

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. FSTs working offshore or in inland waters complete additional specialized training to prepare them for the hazards that exist in those environments.

We track recordable injuries for regulatory purposes but we believe it's important to take a more proactive and holistic approach to safety and regularly track and analyze several prevention-based safety metrics. These leading indicators include first aid injuries, near misses and employee-reported safety observations.

To help promote safe driving habits, Archrock vehicles are equipped with GPS-based driving monitors. We proactively monitor and compare individual driving statistics with benchmarks related to the driving skills; we use this data to determine instances where

additional driving coaches may be required to improve individual employee skills. In addition, we include a toll-free "How's My Driving" number decal on the back of our vehicles.

### Tracking, Reporting, and Auditing

We use Intelix® as our HSE 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. In the event of a workplace incident, the TapRooT® methodology is utilized for conducting an investigation and determining the root cause and subsequent corrective measures.

We also work closely with our customers to adhere to their supplier requirements, including maintaining profiles within third party risk management databases such as ISNet World (ISN), PEC/Veriforce and Avetta.

### Safety Oversight Routines

- Our HSE function reports directly to our CEO and presents bi-monthly to our Executive Leadership Team and quarterly to our Board.
- We utilize monthly business unit and quarterly operations-wide safety stand-downs to refocus our organization on safety and on an ad hoc basis when deemed necessary.
- We conduct annual corporate environmental and safety assessments and regular HSE local field inspections

### Safety Training

Our collective safety and environmental performance is pivotal to the success of the entire organization and is of primary importance to our customers. Against the backdrop of a tight labor market and growth in our operations, we have maintained our high standards for training our current and onboarding new FSTs.

Our safety culture is reinforced through training programs in the classroom, on-the-job and online, providing comprehensive, continuous learning opportunities. Our training facility in Victoria, Texas, allows us to deliver high-quality in-person training courses that we believe are industry leading. In addition, our on-line interactive HSE training using the Axonify™ platform provides 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.

## Ongoing safety training

Key HSE FST safety requirements include:

- Minimum of 4 hours per month of in-house safety training in the field. Examples of topics include job hazard analysis, working at heights and lock out tag out.
- Customer-specific training such as HSE orientations and site-specific safety requirements.
- FSTs working offshore or in inland waters complete additional specialized training to prepare them for the hazards that exist in those environments.
- Smith System® behavioral driver training

## Onboarding new FSTs

Our mandatory North America Field Operations (NAFO) training targets all safety-sensitive new hire positions, including FSTs, supply chain and shop employees. Safety training provided to new hires during NAFO is certified and audited periodically through the International Association of Drilling Contractors (IADC), American National Standards Institute (ANSI), and Smith Systems®.



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 FSTs, 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 and their role, as well as regulatory requirements, internal operating procedures and expectations, and local and customer requirements.

Reflecting our continuous improvement culture, we implemented a second week of NAFO focused on more immersive and hands-on training in our training facility in Victoria, Texas.

AVERAGE ANNUAL SAFETY TRAINING HOURS PER EMPLOYEE					
Field Employees	HSE Compliance	NAFO	Customer-Provided	Offshore Specific	Total
Land-based	53	–	3	–	56
New Hire	49	63	3	–	115
Inland Water and Offshore	53	–	3	53-87*	133-143

\*Offshore-specific training hours can vary year to year depending on number of employees, customer, geography and other variables.

## Approach to Contractors and Suppliers

Our Suppliers Code of Conduct sets forth our standards and expectations that our business partners conduct themselves in a manner that is consistent with Archrock's mission and values. We distribute our Suppliers Code of Conduct to our vendors and require adherence to it in new master service agreements.

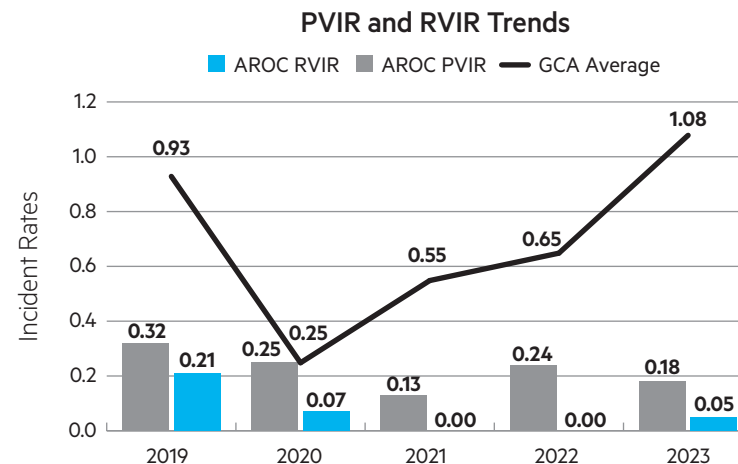
We highly value our contractors and suppliers and strive to maintain true partnership-style relationships that are mutually beneficial to all. We work closely with our supply partners to mitigate supply chain disruption, reduce cost and maintain the highest quality standards with a focus on safety and 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 high, medium or low risk services. Contractors providing high or medium risk, safety-sensitive services are required to have an account in 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 20 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 are considered grounds for re-evaluating and potentially terminating the business relationship.



### 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. In late 2022, we migrated our fleet monitoring and management to Geotab, which provides better real-time monitoring and reporting tools to help our employees continue to hone their driving skills. The following bar chart shows trends in our vehicle incident rate.



**PVIR** – Preventable Vehicle Incident Rate

**RVIR** – Recordable Vehicle Incident Rate

**GCA Average** – 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 14 states, including remote areas, and conducted business in 42 states at year end 2023. We consider our employees to be our greatest asset and believe that our success depends on our ability to attract, develop and retain our employees.

### Diversity and Inclusion

Diversity and inclusion are foundational to our leadership approach and our focus is on how our actions and the actions of our employees foster diversity and inclusion in our everyday activities. Archrock believes that a diverse workforce and culture of inclusion are critical to the company's long-term success and sustainability. We continuously consider programs and policies designed to attract a diversity of ideas and foster innovation. For Archrock, diversity and inclusion means:

- **Identifying and recruiting** the best group of employees for the job and connecting them to the organization so that they can use their unique skills to make us the best in our space.
- **Creating** a workplace where people of all backgrounds feel welcome and included, where employees are able to have a great career in a supportive and respectful environment.
- **Welcoming** hardworking people with a mix of different opinions, backgrounds, experiences and knowledge that brings exceptional value to our business, and where people feel valued in return.
- **Committing** to a diverse workforce which mirrors the local community, while selecting the best candidate for each role.
- **Believing** that diverse backgrounds and perspectives make us better; we strive to have a workforce that reflects the community from which we recruit.
- **Striving** to create an open and inclusive work environment and culture in which all people feel valued, respected and supported.



Our policy sets out our commitment to embracing a culture of diversity and inclusion that ensures our employees feel safe and valued. Our policy is grounded in the strategic pillars of talent, culture, community and conduct. We comply with the letter and spirit of Equal Employment Opportunity laws and therefore prohibit discrimination based upon personal characteristics protected under federal, state and local laws.

The Governance and Sustainability Committee provides oversight of our policies, practices and programs regarding the promotion of diversity and inclusion within our company and the health and safety of our employees and communities.

In addition to complying with the letter and spirit of applicable Equal Employment Opportunity laws, we support diversity in hiring and pay equity, and have historically conducted regular pay equity reviews. We actively review our employee demographics, methods to further promote diversity in hiring and tools to support inclusion and professional development.

As part of our leader-led approach to diversity and inclusion, we launched diversity and inclusion compliance training for executive and senior leaders during 2022, and in 2023, we expanded this roll out more broadly to our people managers across the organization through multiple learning platforms. In addition, online training regarding respect, anti-harassment and discrimination in the workplace is periodically included in our compliance program.

Indicative of its importance to management and the Board, diversity and inclusion was included as one of Archrock's strategic initiatives for the second year in a row during 2023. To measure our results, we examined external data, best practices and our own performance regarding diversity and inclusion in our recruitment and manager training practices.



## Bonus, Health and Welfare Programs

We offer comprehensive compensation and benefits packages, which we continuously evaluate, and enhance when necessary, to ensure competitiveness that include:

- health and welfare benefits for our employees and their family members, including for same-sex partners
- health savings and flexible spending accounts with employer contribution, including a health savings wellness incentive
- 401(k) plan with employer contribution
- Paid parental leave
- Legal plan benefits
- Financial wellness resources
- 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 for employees and college tuition scholarships for children of our employees

## Compensation and Performance Program

The median income of our full-time, part-time, seasonal and temporary employees in 2023, in aggregate but excluding our chief executive officer, was approximately \$114,309 (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.

Indicative of Archrock commitment to sustainability, 20% of our 2023 short-term incentive program was tied to three metrics 1) quantifiable safety targets 2) diversity and inclusion practices and 3) a quantifiable environmental metric. Additional information on executive and performance-based compensation can be found in our proxy statement.

In addition, the Compensation Committee has approved the following enhancements to Archrock's executive compensation program going forward.

- Although our long-term incentive (LTI) awards in recent years were weighted 60% to time-based awards and 40% to performance-vesting awards, going forward, we will more heavily weight the performance-vesting portion. Beginning in 2025 we will use a 50%/50% mix of time and performance vesting LTI awards.
- We updated our performance-based LTI program in 2024 to incorporate an "absolute Total Shareholder Return (TSR)" modifier into our TSR based performance unit design. We believe this design is more effective than a simple cap that limits payouts to target level in cases where absolute TSR is negative for a performance period.

## Talent Acquisition

Our objectives are to provide equal opportunities for internal and external candidates and to employ a workforce that reflects the diversity of the communities in which we work. We strive to ensure our recruitment and selection process is bias-free and identifies the best candidates with the most suitable knowledge, skills and experience through inclusive interviewing and selection training. We work with colleges, technical schools and veterans organizations with the goal of bringing the best and brightest into the energy industry and increasing the diversity of our hiring slate.



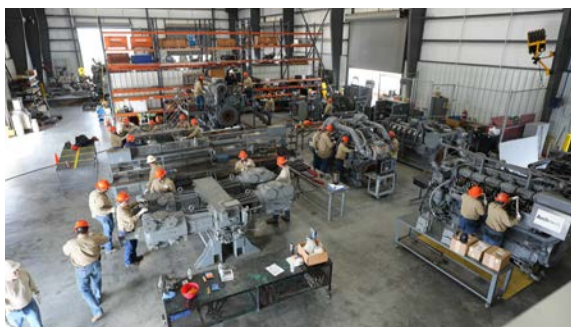
## Veterans Program

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.

### Workforce Development

Our dedicated 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, that can be accessed when and where needed to cultivate and retain highly competent employees. We take a holistic approach to training and development, focusing not just on technical skills, but also on manager training and broad-based leadership and development.

New hire field employees enter our short service employee (SSE) program upon completion of NAFO training. Entering the field, each SSE is assigned an experienced mentor so that they may safely apply classroom teachings to a real-world setting, under direct supervision. During the program, an SSE must work at all times under the direction of their mentor. The SSE mentorship has an average duration of six months but varies based on when the SSE is deemed competent to safely work alone. Our focus on training also includes working closely with Ariel, Waukesha and Caterpillar on training programs for our FSTs. We also offer a number of non-technical, targeted skills-based and career enhancing training programs, including technical orientation for non-technical employees, manager coaching, performance management and conflict resolution.



Archrock provides people skill and other soft skill developmental opportunities for our employees through in person, webinar, and our on-demand Percipio learning platform. In addition, we also provide employees the opportunity to learn more about Archrock through recorded lunch and learn sessions, School of Rock LIVE! Archrock utilizes talent reviews as a tool to maximize each employee's full potential, ensure long-term business sustainability and support succession planning. The Compensation Committee oversees the management of risk relating to executive management succession planning.

### Employee Engagement

Reflecting our commitment to building a better workplace, during 2023, Archrock launched an employee engagement survey. The company achieved an impressive response rate of 79%, with the approximately 800 responses providing a mechanism to understand where the company is meeting employee needs and where we have opportunities to improve and an important baseline to measure future progress.

### Recognition



We believe recognition is a key element to talent retention and fostering a performance-based culture. Archrock's employee reward programs include:

**CEO Pinnacle Awards:** Our quarterly and annual CEO Pinnacle Awards that are designed to recognize, reward and celebrate employees who demonstrate – in a tangible way – an exceptional commitment to our core values. These awards include both CEO recognition

as well as a monetary award. 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 champion of SAFETY

**CEO Service Awards:** Our CEO Service Award celebrates 25 years of service, loyalty and commitment. The employee is presented a watch by our CEO in a celebratory gathering amongst peers and other business leaders.

**Milestone Service Awards:** To say thank you for the hard work and committed service to our company, our employees are celebrated in 5-year increments of continuous company service. Recipients are invited to select a gift from the Archrock's Service Award catalog, and an Archrock-branded jacket.

**Spot Bonus Program:** Managers are encouraged to recognize team members with monetary awards for exceptional contributions on an ongoing basis.

## COMMUNITY: EMPLOYEE INITIATIVES AND CORPORATE SUPPORT

We have a presence in 42 communities across the U.S., which presents the opportunity to provide careers, make an economic impact at the local level and enrich and support these communities through volunteer and charitable contributions of both time and money.

Archrock has a volunteer program called Archrock Cares and an employee wellness program called RockFIT. Both programs were established by employees, are led by a committee of employee volunteers and have the moral and financial support of Archrock's management team and Archrock's health insurance provider.

### Employee-Run Organizations

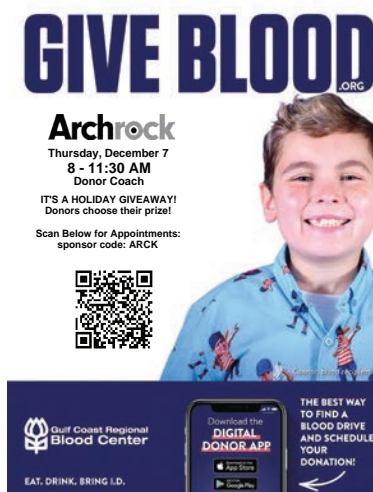
Archrock Cares prioritizes and coordinates our involvement in community enrichment initiatives and directs the allocation of corporate-funded charitable donations annually. We firmly believe the efforts of our people determine our lasting success as a company and community member. Our employees can utilize their Paid Time to Volunteer benefit (up to 16 hours annually) to donate their time and lend their passion to support a variety of charitable endeavors and organizations.

Our employee-formed **RockFIT Wellness Program** focuses on employee wellness, inclusive of fitness, happiness, health and charity/ volunteerism, and is funded through our health insurance provider's annual wellness stipend. 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.



## 2023 Volunteer and Wellness Activities

- **Blood Drives:** During the year, Archrock Cares organized three blood drives on behalf of the Gulf Coast Regional Blood Center.



- **Cancer Awareness:** Through the employee-formed PINK OUT Committee, Archrock supported its annual company-wide fundraising and awareness campaign during National Breast Cancer Awareness Month. Employees raised money through donations in exchange for PINK OUT umbrellas and the auction of department created, donated and themed baskets; funds raised were donated to WIG OUT, a charitable organization that donates wigs and scarves to financially disadvantaged cancer patients undergoing chemotherapy.





• **Reducing Food Insecurity:** We participated for the first time in the 9/11 Day organization's volunteer effort in observation of the federally-recognized "September 11 National Day of Service & Remembrance." That effort involved Archrock volunteers joining employees from more than 200 other companies to sort and box meal packs, which are donated to the Houston Food Bank for distribution to the food insecure in our area.

Throughout April 2023, Archrock's Legal Department participated for the third time in the "Food from the Bar" competition held by and for the benefit of the Houston Food Bank. Houston area law schools, legal departments, law firms and associations again competed throughout the month to see which could earn the most points based on contributions of food, funds and volunteer shifts at the Houston Food Bank.



Team Archrock alone provided food, funds and time that the Houston Food Bank reports equated to over 40,000 meals. The total for all involved Houston legal competitors was over 400,000 meals. We also brought home some new and several repeat honors, including: 1st Place in Overall Award - Tier 2 (most points earned by legal dept/firm with <50 people); Platinum Partner Achievement (>20K points); 1st Place for Spirit Award (highest # of volunteer points per capita); All-Around Award (most points per capita); and 1st Place for Foodraiser Award (most pounds of food collected).

• **Wellness:** RockFIT sponsored a 21-day "Know Your Numbers Mini-Challenge" to help employees company-wide become more aware of healthy eating habits, the value of exercise and maintaining a healthy weight, and the key health screenings and the ages recommended to start undertaking those screenings.

For the 7th year in a row, Archrock fielded a team for the Hess Houston Corporate 5k Walk/Run benefiting the Memorial Park Conservancy.



### Archrock in the Permian Community

A group from Archrock's Midland office gave back by volunteering to sort and process donated products at the West Texas Food Bank.

Archrock celebrated a ribbon-cutting ceremony with the Carlsbad New Mexico Chamber of Commerce, marking over a decade of our presence in the city and commemorating the recent opening of our new office in the heart of the Delaware Basin. Our Permian team and group of community partners joined in the celebration.

These efforts and many more by Archrock employees and the support by Archrock's management team are living embodiments of our core corporate values, including Service, Integrity, Respect and Pride.



## DATA TABLE

	Units	2019	2020	2021	2022	2023
<b>ECONOMIC <sup>1</sup></b>						
Adjusted EBITDA	\$ (in millions)	416.5	414.8	360.8	363.3	450.4
Dividends paid	\$ (in millions)	78.5	88.8	89.3	90.3	95.8
Dividend per share	\$	0.554	0.58	0.58	0.58	0.61
Dividend coverage	Ratio	2.8x	2.9x	2.2x	1.9x	2.8x
Leverage	Ratio	4.2x	4.2x	4.3x	4.4x	3.5x
Capital expenditures						
Growth	\$ (in millions)	300.5	79.1	37.2	146.3	190.3
Maintenance		58.6	32.0	47.3	84.2	92.2
Other		26.1	29.2	13.4	9.4	16.1
Political contributions <sup>2</sup>	\$ (in millions)	0	0	0	0	0
Political advocacy spending <sup>2</sup>	\$ (in millions)	0.1	0.1	0.1	0.1	0.1
Operating horsepower at year end	Horsepower (in thousands)	3,926	3,388	3,247	3,448	3,607
Average operating horsepower <sup>3</sup>	Horsepower (in thousands)	3,314	3,185	3,011	3,099	3,312
<b>GOVERNANCE</b>						
Number of directors	Count	9	9	9	9	9
Female		2	2	2	2	2
Ethnically/racially diverse		0	0	1	1	1
Independent		7	7	7	7	7
Director attendance (aggregate Board and committee meetings)	%	99%	96%	100%	99%	99%
Compliance Hotline		Yes	Yes	Yes	Yes	Yes
Quarterly compliance reports to Audit Committee		Yes	Yes	Yes	Yes	Yes

### 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

<sup>1</sup> 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, 2019 through 2023 (our "Annual Reports").

<sup>2</sup> 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.

<sup>3</sup> Based on average monthly operating horsepower of compression 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.

	Units	2019	2020	2021	2022	2023
<b>ENERGY</b>						
Fuel consumption (vehicle fleet)	Gigajoule (GJ) (in thousands) GJ per Vehicle	388 377	317 346	254 347	236 352	240 355
Office/shop facilities at year end Electricity consumption (facilities)	Sq Ft GJ (in thousands)	1,058 NPT	948 49.2	864 45.9	842 43.1	841 39.8
Fuel consumption (compression fleet) <sup>4</sup>	GJ (in thousands)	189,310	180,890	169,580	173,701	183,398
Total energy consumption <sup>5</sup>	GJ (in thousands)	NPT	181,256	169,880	173,980	183,678
Energy Intensity <sup>6</sup>	Ratio to Revenue Ratio to HP	NPT NPT	0.25 56.9	0.26 56.4	0.26 56.1	0.23 55.4
<b>ENVIRONMENT</b>						
HSE Policy		Yes	Yes	Yes	Yes	Yes
Average number of vehicles in fleet during year	Count	1,029	918	733	670	676
Direct (Scope 1) emissions from vehicle fleet <sup>7</sup>	Tonnes CO2	29,725	24,231	19,458	18,676	17,663
Indirect (Scope 2) emissions from facilities <sup>8</sup>	Tonnes CO2	NPT	5,316	4,949	4,681	4,300
Emissions (Scope 1 and 2) intensity <sup>9</sup>	Tonnes CO2 Per Million \$ of Revenue	NPT	33.8	31.2	27.6	22.2
Emissions (Scope 3) from compression and production equipment <sup>4,10</sup>	Tonnes CO2 (in millions)	13.3	12.7	11.9	12.2	12.8
Emissions (Scope 3) per operating horsepower <sup>4,10</sup>	Tonnes CO2	4.01	3.99	3.95	3.93	3.88
Groundwater withdrawal from operations <sup>11</sup>	Cubic Meter (m3)	N/A	N/A	N/A	N/A	N/A
Fresh water consumed <sup>11</sup>	Cubic Meter (m3)	N/A	N/A	N/A	N/A	N/A
Waste water generated from operations <sup>11</sup>	Cubic Meter (m3)	N/A	N/A	N/A	N/A	N/A
Number of reportable spills <sup>12</sup>	Count	0	0	0	0	0
Volume of reportable spills <sup>12</sup>	Cubic Meter (m3)	0	0	0	0	0
Regulatory fines	\$	0	0	0	0	0

## Energy

<sup>4</sup> Compression fleet energy use and emissions are estimated based on average monthly operating horsepower of compression and production equipment, OEM specifications, 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.

<sup>5</sup> 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.

<sup>6</sup> 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

<sup>7</sup> 2019 through 2022 emissions were 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. 2023 emissions were estimated by our vehicle management service provider utilizing the same data sources.

<sup>8</sup> 2023 emissions were calculated using EPA Power Profiler Emissions Tool (Version 131, dated May 1, 2024). The tool calculates emission factors from the EPA eGRID2022 based on kWh energy use for the facilities that we own and lease. 2020 through 2022 emissions were calculated using EPA Power Profiler Emissions Tool Version 111, dated May 13, 2022 and emission factors from the EPA eGRID2020.

<sup>9</sup> 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.

<sup>10</sup> Scope 3 emissions are only comprised of estimated emissions resulting from our compression fleet, which are Scope 1 emissions for our customers.

<sup>11</sup> 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. Our operations generate a negligible amount of waste water.

<sup>12</sup> Reportable spills are defined by the applicable regulatory body for the jurisdiction in which a release occurs.

	Units	2019	2020	2021	2022	2023
HEALTH AND SAFETY <sup>13</sup>						
Integrated Health and Safety Policy and Program		Yes	Yes	Yes	Yes	Yes
Number of hours worked (contractor and employee)	Hours (in millions)	5.6	4.8	4.1	4.4	4.4
Total recordable incident rate <sup>14</sup>	Cases per 200,000 hours worked	0.54	0.21	0.10	0.32	0.05
Lost-time injury frequency <sup>14</sup>	Cases per 200,000 hours worked	0.22	0.04	0.00	0.00	0.00
Miles driven	Miles (in millions)	38.1	27.4	23.6	21.1	22.1
Total preventable vehicle incident rate <sup>15</sup>	Cases per 1,000,000 miles driven	0.32	0.25	0.13	0.24	0.18
Total reportable vehicle incident rate <sup>15</sup>	Cases per 1,000,000 miles driven	0.21	0.07	0.00	0.00	0.05
Safety fines and penalties	\$	26,000	12,000	0	0	0

## Health and Safety

13 Metrics include employees and contractors.

14 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.

15 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.



	Units	2019	2020	2021	2022	2023
<b>SOCIAL <sup>16</sup></b>						
Full time permanent employees	Count	1,657	1,242	1,095	1,076	1,075
Part time employees	Count	9	6	4	6	2
Corporate (full/part time) employees	Count	330	300	280	273	242
Field (full/part time) employees	Count	1,336	948	819	809	835
Contract/temporary employees	Count	126	140	238	203	157
Male	%	86	85	84	84	85
Female	%	14	15	16	16	15
Employees who self-identify as Caucasian	%	72	72	69	71	72
Employees who self-identify as members of underrepresented racial/ethnic groups	%	28	28	31	29	28
Women in management/supervisor positions	%	12	14	14	16	18
Women comprising executive management	%	33	33	33	33	33
Employees under age 30	%	14	10	11	13	13
Employees aged 30 to 50	%	52	56	53	52	53
Employees over age 50	%	34	34	36	35	34
Median employee compensation, excluding CEO <sup>17</sup>	\$	77,762	96,773	106,297	117,758	114,309
Operational/technical training <sup>18</sup>	Hours Trained	NPT	16,168	26,001	40,978	38,139
	Employees	N/A	N/A	N/A	N/A	N/A
	Enrollments	NPT	1,378	2,194	3,167	1,577
Total safety training sessions offered <sup>19</sup>	Count	47	52	71	71	78
Compliance training <sup>20</sup>	Total minutes	68,478	70,338	43,010	42,268	35,702
Average minutes per employee trained	Avg minutes	51	61	42	39	31
Participation rate	%	100%	100%	100%	100%	100%
Employee Survey		Yes	N/A	N/A	N/A	Yes
Participation rate	%	92%				79%
Hotline complaints		Yes	Yes	Yes	Yes	Yes
Board review of complaints		Yes	Yes	Yes	Yes	Yes

### Social

<sup>16</sup> All demographic numbers in this section are as of December 31 for each year reported.

<sup>17</sup> As reported in our proxy statement and calculated pursuant to the Dodd-Frank Wall Street Reform and Consumer Protection Act and Regulation S-K.

<sup>18</sup> 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."

<sup>19</sup> For additional information on our approach to safety, see pages 30-33

<sup>20</sup> Compliance training covering one or more Code of Business Conduct topics is foundational to our compliance program and is provided annually to all employees. The specific compliance training topics may change from year to year and have included anti-harassment, fraud, anti-discrimination, cybersecurity, intellectual property, FCPA/anti-corruption/anti-bribery, antitrust, trade controls and insider trading. As part of our leader-led approach to diversity and inclusion, during 2022 and 2023 all levels of management received diversity and inclusion training and education. Time spent on compliance training (in the aggregate as well as the average per employee) has continued to decrease due a number of variables, including reduced employee headcount, the high demands of our technology initiative in 2021 and 2022, as well as covering more broadly tailored topics with shorter



## 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 6, 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 40 are associated with our field services truck fleet.  See also pages 15-16
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 6 and 16, 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 15-22).
ECOLOGICAL IMPACTS		
Description of environmental management policies and practices for active operations	EM-MD-160a.1	As discussed on pages 6 and 16, 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 40.
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	

TOPIC	CODE	DISCLOSURE
<b>COMPETITIVE BEHAVIOR</b>		
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.
<b>OPERATIONAL, SAFETY, EMERGENCY PREPAREDNESS &amp; RESPONSE</b>		
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 30-33.
<b>ACTIVITY METRIC</b>		
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.

## TCFD PERFORMANCE TABLE

TOPIC	METRIC / RESPONSE
GOVERNANCE	
a. Describe the board's oversight of climate-related risks and opportunities.	<p>The Board has an active role, as a whole and through its committees:</p> <ul style="list-style-type: none"> <li>• Our Board is responsible for oversight of our ERM program, which includes sustainability and emissions-related risk and opportunities that may impact our business strategy.</li> <li>• Our Audit Committee assists the Board with oversight of our ERM process for identifying key risks and assessing management's response.</li> <li>• Our Compensation Committee has taken steps that link sustainability and emissions-related performance to our short-term incentive compensation program for employees and executives.</li> <li>• Our Governance and Sustainability Committee oversees the disclosure of material safety and sustainability performance metrics, risks and response, including through a review of this report.</li> </ul> <p>See also our <a href="#">committee charters</a>.</p>
b. Describe management's role in assessing and managing climate-related risks and opportunities.	<p>Our Executive Leadership Team is responsible for executing the Company's strategy and ERM program, including as it relates to sustainability and emissions-related issues, as approved by our Board. Our Executive Leadership Team and other members of management regularly report to the Board and committees on these topics. Implementation of our sustainability and emissions-related objectives and responsibilities is led by:</p> <ul style="list-style-type: none"> <li>• Our Sustainability Committee, a cross-functional team that manages data and analysis, monitors trends and drives supportive practices related to sustainability and emissions; this committee is sponsored by our Senior Vice President, General Counsel and Secretary.</li> <li>• Our New Ventures team reports to our Senior Vice President, Sales and Operations Support, and is comprised of dedicated full-time engineering, operations and sales employees who analyze and pursue potential new services and product lines focused on customer service, profitability and support of our customers' emissions reduction goals.</li> </ul>

TOPIC	METRIC / RESPONSE
STRATEGY	
a. Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	<p><b>Risks</b> A full description of climate-related risk factors can be found in our <a href="#">2023 Annual Report on Form 10-K</a>.</p> <p><b>Opportunities</b></p> <ul style="list-style-type: none"> <li>• Commercial and revenue opportunities driven by our New Ventures efforts as we work with our customers on solutions to help reduce their emissions intensity.</li> <li>• Our focus on improving operational efficiency that could benefit cost reduction and minimize environmental impact.</li> </ul>
b. Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning	<ul style="list-style-type: none"> <li>• We continuously monitor regulatory and governmental policy changes affecting our industry and business.</li> <li>• Regulatory risk is monitored and evaluated through internal expertise, participation in trade and other industry associations, as well as through additional third-party legal and policy expertise.</li> <li>• Our New Ventures Team has dedicated resources to analyze and pursue potential new services and product lines focused on customer service, profitability and support of our customers' emissions reduction and sustainability goals.</li> <li>• We invested in a technology transformation project, which, over the long-term, we believe 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.</li> <li>• We have proactively and strategically positioned our fleet in the most stable part of the compression market, large horsepower; large horsepower is more fuel efficient on a per horsepower basis, which has resulted in improved emissions performance.</li> <li>• We employ a prudent and rigorous capital allocation process that considers the company's cash generating capabilities and the appropriate amounts of business investment, debt reduction and shareholder return. We have expanded the electrification of our fleet and also analyze the cost of converting gas-driven compressors to electric-drive as part of our capital allocation process.</li> </ul>
c. Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	<p>Archrock has not conducted a climate scenario analysis at this time</p>



TOPIC	METRIC / RESPONSE
<b>RISK MANAGEMENT</b>	
a. Describe the organization's processes for identifying and assessing climate-related risks.	We directly integrate sustainability risks, including emissions-related risks, into our ERM program. See pages 25-29 of this report for more detail on our ERM program.
b. Describe the organization's processes for managing climate-related risks.	See discussion in Strategy (b) above
c. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	See discussion in Risk Management (a) above
<b>METRICS AND TARGETS</b>	
a. Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	<ul style="list-style-type: none"> <li>• We internally track the amount of capital expenditures, operating and overhead costs spent on developing, building and deploying the technology and equipment behind our lower-emissions operations and services, specifically electric compression and new ventures.</li> <li>• Through vehicle telematics, we track vehicle idle time and the miles driven to monitor vehicle energy consumption and emissions.</li> <li>• We track and quantify our estimated Scope 1, Scope 2 and Scope 3 emissions on an absolute and intensity basis (pg. 40)</li> </ul>
b. Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks	<ul style="list-style-type: none"> <li>• We track our estimated Scope 1 (vehicle fleet), Scope 2 (facilities) and Scope 3 (compression and production equipment) on an absolute and intensity basis (pg. 40)</li> </ul>
c. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	<ul style="list-style-type: none"> <li>• The company's 2023 short-term incentive program includes a quantifiable targeted reduction in miles driven per operating horsepower, which should positively impact our Scope 1 emissions.</li> <li>• Emissions resulting from our compression fleet are Scope 3 emissions for Archrock and are Scope 1 emissions for our customers. Because the compression services we provide are largely dictated by the needs of our customers, our approach to risk management and opportunities for emissions from our compression fleet has been to primarily focus on developing solutions to help our customers achieve their emissions reduction objectives.</li> </ul>

## 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 sustainability 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](http://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 sustainability-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. For example, we currently estimate Scope 3 emissions using certain operational measures and emissions factors, which may over- or underestimate our Scope 3 emissions associated with reported categories. Our approach to measuring and assessing our GHG emissions and establishing targets for the reduction of our emissions, as well as the characterization of our activities, may ultimately be deemed to be inconsistent with future regulatory requirements or best practices.

The terminologies and taxonomies associated with some of our activities, including the extent to which activities can be characterized as "green," "sustainable," or "renewable" in nature, or similar terms, maybe subject to interpretation, reinterpretation and regulation in the future, and there can be no guarantee that our interpretation of such terminologies and taxonomies will be consistent with how such matters are characterized in the future. To the extent we change, or are required to change, our approach or process for measuring our emissions, our responses to climate- or other sustainability-related matters, or our disclosures and other statements regarding our products and/or operations, it may materially impact our progress on our sustainability efforts or profile. 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.