

Archrock®

2024 Sustainability Report

Every Molecule Matters™

Transform compressed gas into
value by harnessing the potential
of every molecule.


WE POWER A
CLEANER AMERICA®



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TO OUR **STAKEHOLDERS**

We are proud to issue our 2024 Sustainability Report which highlights our achievements as we continue our impactful work to compress and help transport abundant, affordable and cleaner natural gas. In 2024, we celebrated the milestone of our 70th year and achieved our second consecutive, record setting year of utilization and profitability, while also advancing key sustainability objectives in safety, employee programs, technology investment and emissions management.

Impactful Work

Energy in the form of the natural gas that we move plays a critical role in human progress and transforms economies and lives. More than 40% of power in the U.S. is provided by natural gas and with growing LNG exports, the U.S. now helps power the world. In addition, the emerging opportunity presented by the onshoring of AI data centers is expected to require a significant call on all major energy sources, including U.S. natural gas. We believe the growth in global natural gas demand will require our industry and Archrock to make substantial investments to expand the natural gas transportation infrastructure. This includes U.S. gathering systems, processing plants, pipelines, and compression.

Advancing our Electrification Strategy

While we operate in the traditional oil and gas arena, *We Power a Cleaner America*[®] at Archrock means doing our part to expand the use of natural gas while helping our customers reduce emissions. Our excellent underlying business performance and financial strength positioned us to participate in value-creating industry consolidation through two transactions totaling more than \$1.4 billion since August 2024, which among other benefits, accelerated our electrification strategy. These deals were not just transactions — they were strategic additions to our fleet and our team that will help shape Archrock for years to come.



Every Molecule Matters – Methane and NGL Solutions

In addition to growing our electric motor drive (EMD) fleet, we continued to progress and prioritize our methane and natural gas liquids (NGL) solutions. This new venture gas-to-value product ecosystem is engineered to help our customers minimize emissions, enhance safety, retain product value and maximize operational profitability, whether maintaining a consistent rate of compression or ensuring that leaks are detected and sealed quickly.

People-First Culture

It's easy to talk about the scale of our operations but our success is determined by the exceptional level of customer service that we provide. This requires talented employees who bring their best every day and I am honored to work with such a dedicated team. That's why we endeavor to make Archrock a great place to work and continue to enhance the employee experience through robust safety and training programs, innovative technology deployment, and competitive pay and benefits, to name a few.

In this report, you will read more about how employee initiative is driving sustainable performance for Archrock. Thank you for taking the time to learn about our sustainability performance and for your continued support.



A handwritten signature in black ink that reads "Brad Childers".

Brad Childers

President and Chief Executive Officer

¹ EIA website, Electricity explained. <https://www.eia.gov/energyexplained/electricity/electricity-in-the-us-generation-capacity-and-sales.php>

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 compress and transport natural gas in a safe and environmentally responsible way. With a history spanning over 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. We pride ourselves on being the compression partner of choice for our customers, through excellence in safety, service and sustainability.

Compression is a mechanical process whereby the pressure of a given volume of natural gas is increased to a desired higher pressure for transportation from one point to another. It is essential to the production and transportation of natural gas. Compression is typically

required throughout the natural gas production and transportation cycle, including at the wellhead, throughout gathering and distribution systems, into and out of processing and storage facilities and along intrastate and interstate pipelines. The natural gas we compress and help transport satisfies demand from electricity generation, heating and cooking, the industrial and manufacturing sectors, global LNG and the nascent AI field.

Additional Resources:

[2024 Annual Report](#) • [2025 Proxy Statement](#)
[Governance Highlights](#)

RECENT RECOGNITION



2024

SUSTAINABILITY AT A GLANCE

ENVIRONMENTAL STEWARDSHIP

-7%

Emissions Intensity
Scope 1 and 2 Emissions 2024 vs. 2023

-6%

Scope 3 Emissions
Per Operating HP 2024 vs. 2023

84%

Operating HP
NOx Emissions Rating: $\leq 0.5g$ NOx

ELECTRIFICATION

Leading Electric Compression
Provider Post TOPS Acquisition

RECORD 2024 FINANCIALS

69%

Increase in Adjusted EPS 2024 vs. 2023

\$110 MM

Dividends Paid

NEW PRODUCTS PROGRESS

CARBON HAWK™ METHANE CAPTURE

Patent Granted and First Devices Being
Installed for Industry Demonstrations

MaCH₄™ NGL RECOVERY

Helping Progress Technology that
Reduces VOC Emissions and Produces
Pipeline-Quality Gas Through Minority
Investment in FGC Holdco

METHANE MONITORING

Helping Bring Solutions to Market
Through Minority Equity
Investment in ECOTEC

CARBON CAPTURE

Advanced R&D Through Minority Equity
Investment in IONADA

SAFETY EXCELLENCE

0.17

2024 Total Recordable Incident Rate
vs. GCA Industry Avg. of 0.84

0.04

2024 Lost Time Incident Rate

>42,000

Operational and Technical Training Hours

INVESTMENT IN PEOPLE AND COMMUNITIES

#17

THE HOUSTON CHRONICLE Top Workplace 2024

EMPLOYEE RETENTION

Quantifiable Sustainability Metric Included in 2024
Incentive Program

6%

Employee 401k Match Increased from 5%

14

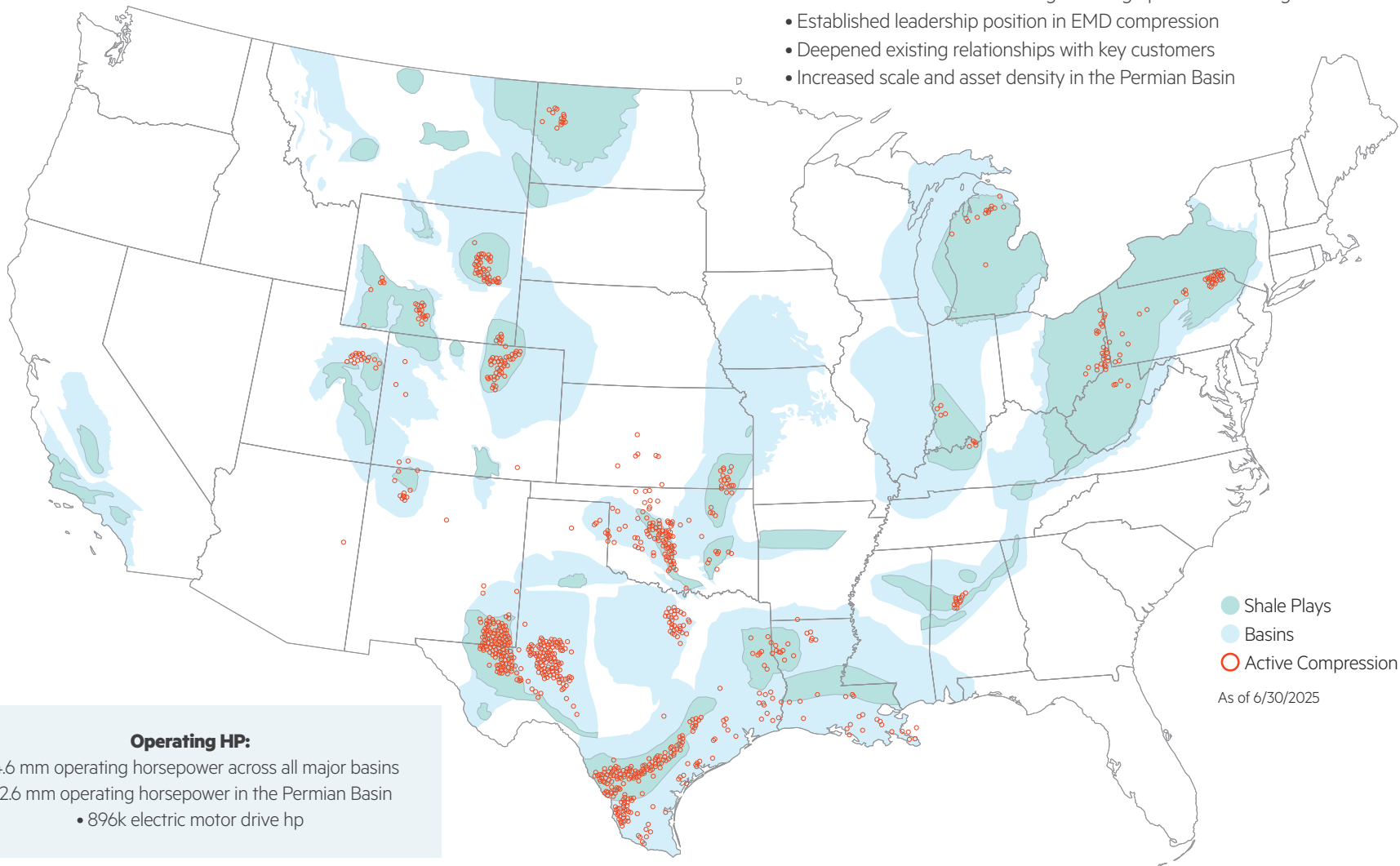
Community Charities Supported
by Archrock Cares Donations

SCALABLE U.S. FOOTPRINT

STRATEGIC ACQUISITIONS

Archrock completed the acquisitions of Total Operations and Production Services, LLC (TOPS) in August 2024 and Natural Gas Compression Systems, Inc. (NGCS) in May 2025. These strategic and financially accretive transactions position Archrock to continue delivering long-term value and reinforce our sustainability commitment. Benefits of the transactions include:

- Accretive to earnings per share and cash available for dividend per share
- Reinforced balance sheet strength through prudent financing
- Established leadership position in EMD compression
- Deepened existing relationships with key customers
- Increased scale and asset density in the Permian Basin



OUR MISSION



OUR VISION

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

OUR STRATEGY

We will implement our **Vision** and will grow our business by executing our **Strategy** to:

- Drive value and positive impact for our partners by providing excellent customer service
- Be a great place to work where employees are valued and respected
- Maximize value for our shareholders

OUR VALUES

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

SAFETY

Whether at work or at home, safety is our first priority. 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 we strive to lead inclusively.

PRIDE

We will take pride in everything we do.



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	• Regular dialogue and meetings and work on location • Performance assessments and reports • Electric motor drive compression and Methane and NGL Solutions • Innovative technology to digitize and automate service platform
Employees	• Engagement surveys and employee focus groups • Quarterly town hall meetings • Performance appraisals • Training and development opportunities • Health and safety programs • Recognition programs • Employee-led community service and wellness programs
Investors	• Quarterly earnings calls • Regular investor calls and meetings • Annual Meeting of Stockholders • Annual Sustainability Report • Engagement opportunities with Board of Directors
Industry Groups and Non-Governmental Organizations	• Industry association memberships • Participate in meetings and educational events • Sponsor and participate in advocacy activities • Participate in data gathering and analytics
Communities	• Local career opportunities and community involvement • Volunteer opportunities • Charitable contributions
Suppliers and Contractors	• Robust selection and contracting processes • Regular supplier engagement and collaboration on value creation opportunities • Stringent supplier performance management process with routine business reviews

Our regular engagements with these stakeholders 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 that helps power industries, businesses and homes throughout America. 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 4.6 million operating 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 over 1000 field employees 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 18 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 attract, develop and retain the top talent in the industry, we have made it a priority to create a work environment that is based on safety, integrity, respect and inclusion. We offer training programs for continuous learning and improvement including a comprehensive compensation and recognition program that rewards and recognizes 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.

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.

2024 ECONOMIC IMPACT	
Investors	• \$110 million in dividends paid • Over \$13 million in share repurchases • Increased adjusted earnings per share by 69% compared to 2023
Employees	• Approximately 1,300 employed in 13 states • Competitive salary and bonus program • Full complement of benefits
Suppliers	• \$459 million cost of sales • \$251 million in growth capex • Conducted business with over 1,500 vendors
Communities	• Offices, warehouses and shops in over 40 communities across the U.S. • Community involvement and charitable giving coordinated by employee-run committees • Paid time to volunteer
Customers –Direct	• \$1.2 billion in revenue • Over 1000 field employees • Partner to meet or exceed environmental requirements • Over 20-year average length of relationship with top 10 customers
Customers – Indirect	• Natural gas is affordable, plentiful and cleaner



CUSTOMERS AND THE ENVIRONMENT

ENVIRONMENTAL MANAGEMENT SYSTEMS

We are committed to a culture of responsible environmental stewardship. Archrock’s comprehensive environmental management systems (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. We prioritize meeting and, where practical, exceeding regulatory requirements. It also establishes health, safety and environment (HSE) training requirements for employees and contractors. Our EMS includes policies, procedures, standards, and reporting requirements with regards 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. 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.

EMISSIONS MANAGEMENT

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.

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.

As such, 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 are working hard to reduce the emissions intensity of our business, including employing strategies to modernize, digitize and decarbonize 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 emissions such as CO2 and methane, include the following:

ARCHROCK EMISSIONS PRIMARILY COMPRISED OF:	REDUCTION INITIATIVES:
Scope 1 Emissions from our truck fleet used to service our compressor operations.	• Maximizing operational efficiency through focus on large horsepower and basin density • Vehicle telematics to monitor vehicle energy consumption and driving habits • Remote monitoring and telematics on compressors to address unnecessary shutdowns and callouts and maximize the efficiency of our operating equipment
Scope 2 Emissions from the generation of purchased electricity for our corporate headquarters, facilities and shops.	• Our corporate headquarters building is “LEED Silver Certified” by the U.S. Green Building Council and further carries a “Well Health-Safety” rating • We annually review and rationalize our office and shop utilization, which has resulted in a reduction of our facility footprint.
Scope 3 Emissions resulting from our compression fleet, which are Scope 1 emissions for our customers.	• Compression unit upgrades and investment in newer lower-emission units • Investment in electric motor drive compression • Investment in Methane and NGL Solutions, including emissions monitoring, measurement and capture technology.

CONTRACT COMPRESSION EMISSIONS REDUCTION INITIATIVES (SCOPE 3)

Contract compression fleet improvements. 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 began 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 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%².

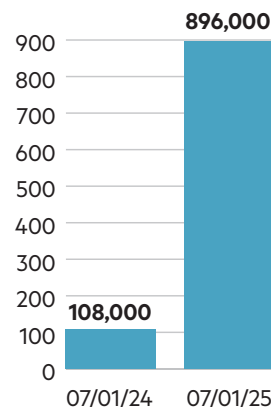
Establishing leadership position in Electric Motor Drive (EMD) Compression. At our customer's request and conditioned upon access to electricity at the site, we provide electric-powered compression units. We continue to pursue more electrification of our fleet both by converting some of our existing units to EMD as well as building new electric units.

We also accelerated our electrification strategy through the acquisition of TOPS and NGCS and are now the leading provider of EMD contract compression in the U.S. In particular, TOPS had extensive electrical expertise that we are now applying to our existing EMD 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 EMD compressors instead of gas-driven compressors beyond reduced emissions. The first is superior uptime. We believe customers benefit from higher mechanical run-times with EMD compression compared to gas-driven engines.

The second is reduced maintenance. EMD 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 these transactions.

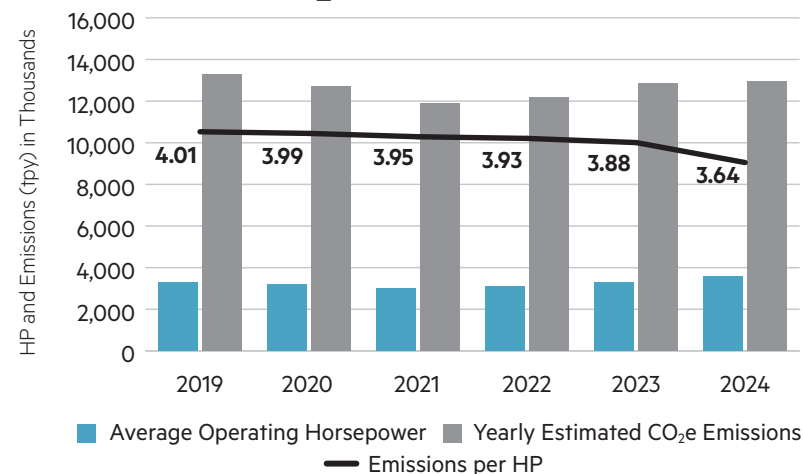
ARCHROCK OPERATING EMD HORSEPOWER



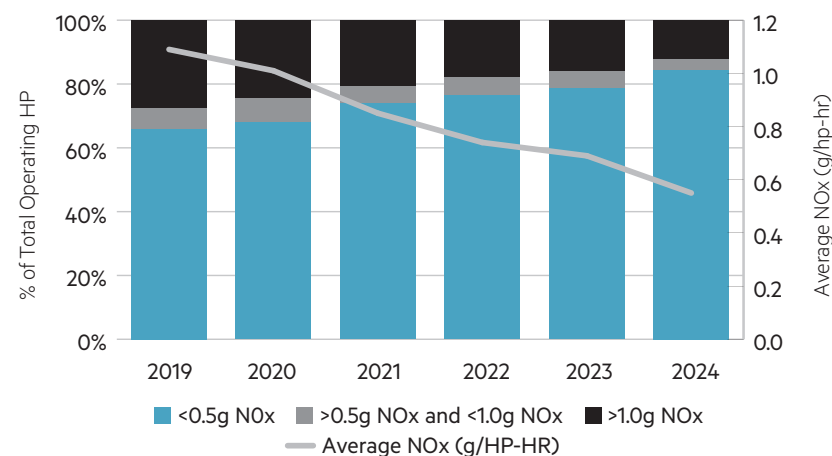
² Conditions: same power level, 85MN, 905 BTU/scf, 100% speed and load, 77F Ambient, 500ft Altitude; Figures based on Caterpillar lab performance testing that can be referenced in Gas Engine Rating Pro (GERP).

The following charts show improvements in our compressor emissions intensity from 2019 through 2024.

CO₂ EMISSIONS TREND



NO_x EMISSIONS TREND



For more information on potential risks associated with climate legislation and regulatory initiatives applicable to us, see our [2024 Annual Report](#) on Form 10-K.

NEW VENTURES

Archrock’s New Ventures Team is 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.

METHANE AND NGL SOLUTIONS SUMMARY

EMISSIONS SOURCE	TECHNOLOGY SOLUTION	INVESTMENT TYPE	PHASE
1) Methane leaks	Methane detection, monitoring and measurement	Minority equity investment in ECOTEC	Proven technologies, initial customer demonstrations, new product development (ECOFLOW, Gazoscan Mini)
2) Methane from blowdowns and rod packings	Methane capture	CARBON HAWK Propriety, patented device	Proven technology; initial units being installed for industry demonstration
3) VOCs from fuel gas supply to compressor engines	Gas separation and natural gas liquids recovery solution	MaCH₄ Minority equity investment in FGC Holdco for development of NGL recovery solution	Proven technology, initial field deployments



METHANE AND NGL SOLUTIONS



ECOTEC™ - Methane Monitoring

We own a minority stake in ECOTEC, a company with 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 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 expansion into the oil and gas industry.

Most recently, ECOTEC launched two new products, ECOFLOW, which captures direct measurement of methane flow rates from compressor packing vents and the Gazoscan Mini, which provides laser detection of methane in an oilfield-durable, certified intrinsically safe, compact and cost-effective package.



CARBON HAWK™ - Methane Capture

Carbon Hawk is a patented methane capture device. The device is a skid mounted solution for natural gas powered and electric motor drive 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.



For more information on Archrock's Methane and NGL Solutions see moleculesmatter.archrock.com.



MaCH4™ - NGL Recovery

In October 2024, Archrock entered into a minority investment in FGC Holdco, a subsidiary of ColdStream Energy Holdings, LLC, to develop and commercialize the MaCH4 NGL recovery unit. The MaCH4 is a patented technology solution developed by ColdStream, capable of capturing natural gas liquids instead of burning them and simultaneously delivering lean, dry fuel gas to natural gas fired engines and equipment at compressor stations. The MaCH4 delivers cryogenic-like recovery of NGLs to provide residue line quality gas without the expense of constructing a residue line. MaCH4 is a compact design with no rotating components or chemicals required to lower operating costs. This simple and economically compelling solution maximizes NGL value, minimizes VOC emissions and also improves the efficiency and runtime of engines and respective compressors.



EMISSIONS MANAGEMENT *can't*

CARBON CAPTURE R&D

Archrock has a minority investment in Ionada PLC (Ionada), a global carbon capture technology 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, with an initial pilot currently underway.

Unit sensor data
collected in Telematics



DIGITAL TRANSFORMATION

We are focused on increasing productivity and optimizing our processes. We have invested in a process and technology transformation project that replaced our existing enterprise resource planning system (ERP), supply chain and inventory management systems and expanded the remote monitoring capabilities of our compression fleet. We are focused on 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 a field service technician (FST) can oversee and reduce vehicle miles traveled and fuel consumption, thereby also reducing emissions.

Telematics Provides Innovation Solutions to Maximize Customer Uptime

We are achieving early wins with compressor unit telematics and we believe it will be a critical driver of uptime and efficiency as we continue to operationalize the tool across our organization. A customer operating in the Permian Basin in Texas recently faced production downtime issues due to excessive heat. Through the use of real-time

data from our units, Archrock data scientists analyzed the patterns of the equipment's performance to develop an innovative solution. The unit's load was remotely reduced during peak heat hours to reduce excess heat and restored to full capacity during normalized temperatures, allowing the equipment to operate continuously, and eliminating unit downtime and a callout to the field by an FST.

WASTE MANAGEMENT

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.

RECYCLING

We recycle all lube oil, a large consumable. We partner with our customers to recover and recycle the lube oil and filters during the preventive maintenance process. We also recycle precious metals 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).

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 2024.

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 compressor 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.

We maintain a comprehensive system of policies that guides our behavior and supports our mission, vision and values.

GOVERNANCE HIGHLIGHTS

- 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
- Separate independent chairman and chief executive officer
- 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; half of Board leadership roles are held by women in 2024
- Near median director compensation with emphasis on equity compensation
- Officer and director stock ownership guidelines
- No hedging or pledging of Company securities
- Annual Board and committee evaluations
- Extensive stockholder outreach in 2024



Our governance framework and practices and policies are documented within our:

- [2025 Proxy Statement](#)
- [Corporate Policies](#)
- [Code of Business Conduct](#)
- [Corporate Governance Principles and Committee Charters](#)

RISK OVERSIGHT AND ENTERPRISE RISK MANAGEMENT (ERM)

The Board has an active role, as a whole and through its committees, in the 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 facilitates coordination of the risk oversight role among the Board and its committees, 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 response, which can range from risk avoidance or acceptance to reduction, mitigation 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 2025. 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.

SUSTAINABILITY GOVERNANCE

The Board, as a whole and through its committees, exercises oversight of our sustainability strategy and risk management, including initiatives and risks associated with emissions. Our board committee charters clarify committee responsibilities for overseeing sustainability risks and opportunities, including those related to cybersecurity, human capital management and emissions.

Management oversees the development, implementation, and reporting on sustainability-related efforts, and provides regular updates to the Board and committees on these topics. Management also facilitates our ERM process, actively supporting the development of our program and approach to risk management.

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 conflicts of interest, ethical decision making, 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 and procedures whereby the company can properly manage emergency or crisis incidents, situations and scenarios that might arise. In addition, our Business Continuity and Incident Response 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.



INFORMATION TECHNOLOGY AND CYBERSECURITY RISK MANAGEMENT

Our commitment to mitigating cybersecurity risks extends to all levels of the organization, from field personnel to our Board of Directors. We have not experienced a material cybersecurity incident in the last three years.

EFFORTS TO MANAGE CYBERSECURITY RISKS INCLUDE:

- We utilize the Center for Internal Security Critical Security Controls (CIS CSC) to promote best practices and reduce the overall risk of a successful cybersecurity attack
- Our cybersecurity risk management program is integrated into our overall enterprise risk management program as well as our Business Continuity and Incident Response Plan
- Our Vice President of IT and our senior manager in charge of IT Security are primarily responsible for assessing and managing our material risks from cybersecurity threats and providing regular cybersecurity updates to our Audit Committee
- Various Audit Committee members have first-hand or supervisory experience over cybersecurity, and our Audit Committee chair is certified in the National Association of Corporate Directors Cyber Risk Oversight Program
- Provide employee training and awareness, conduct cybersecurity table-top exercises and implement regular phishing exercises
- Cybersecurity and technology are also part of acquisition integration efforts

Additional Resources: To learn more on risks we believe could result from a cyberattack as well as the ongoing cybersecurity risk, see the links listed below.

- [2024 Annual Report](#)
- [2025 Proxy Statement](#)

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.

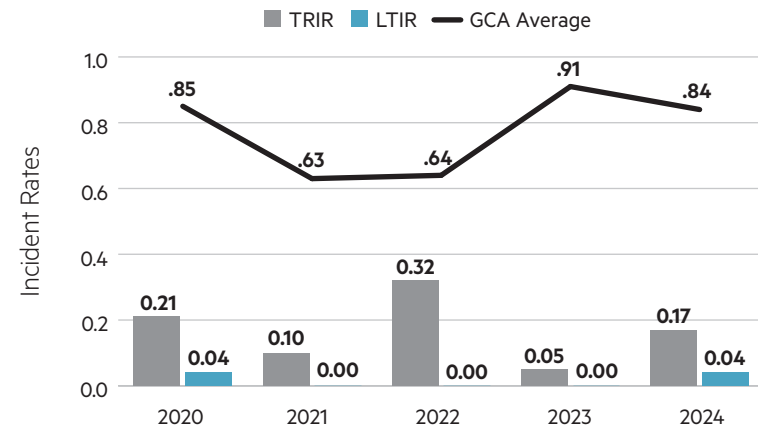
SAFETY GOALS AND PERFORMANCE

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 18 years.

2024 SAFETY PERFORMANCE HIGHLIGHTS

- Total Recordable Incident Rate of 0.17
- Preventable Vehicle Incident Rate of 0.29
- We had zero employee or contract employee fatalities in eight of the last nine years, including in 2024, 2023, 2022 and 2021.
- Our Lost Time Incident Rate was zero for three of the last four consecutive years and has ranged from zero to 0.04.

SAFETY TRENDS

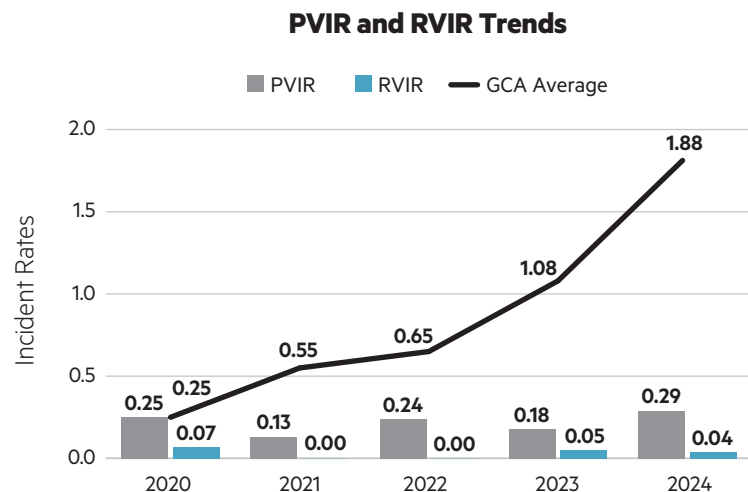


TRIR – Total Recordable Incident Rate

LTIR – Lost Time Incident Rate

GCA TRIR – Gas Compressor Association Total Recordable Incident Rate Average

In each case, per 200,000 hours worked



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.



SAFETY PROCEDURES, TRAINING AND BEST PRACTICES

To prevent incidents and continuously improve, we have integrated policies, procedures and teams dedicated to HSE.

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 95 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.

TRACKING, REPORTING, AND AUDITING

We use KPA® 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

- Employees governed by 49 CFR Part 395 are limited to a maximum of 70 hours of work within an eight-day period and 14 hours within any 24-hour period. For all other employees, maximum work hours are regulated by our Fatigue Management Procedure.

SAFETY TRAINING

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.

ONBOARDING NEW MECHANICS
AND OTHER SAFETY SENSITIVE EMPLOYEES

Our mandatory North America Field Orientation (NAFO) training targets all safety-sensitive new hire positions, including mechanics, 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).



	AVERAGE ANNUAL SAFETY TRAINING HOURS PER EMPLOYEE				
Field Employees	HSE Compliance	NAFO	Customer-Provided	Offshore Specific	Total
Land-based	54	–	20	–	74
New Hire	49	63	20	–	132
Inland Water and Offshore	54	–	20	12-102*	86-176

*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 utilize ISN 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 Suppliers Code of Conduct are considered grounds for re-evaluating and potentially terminating the business relationship.

PEOPLE

PEOPLE-FIRST CULTURE

Archrock employed approximately 1,300 people in 13 states, including remote areas, and conducted business in 42 states at year end 2024.

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. We continuously consider programs and policies designed to attract talent and foster innovation.

Elements of our people-first culture include:

- Established career paths with development opportunities
- Robust technical training
- Competitive compensation and benefits
- Job opportunities

Archrock cultivates a collaborative, inclusive environment that prioritizes pride in:

- **Talent:** build a sustainable pipeline for recruitment and succession in leadership and promotion
- **Culture:** promote an inclusive and innovative work environment that promotes respect, support and open communication to retain talent
- **Community:** work to create effective partnerships with customers and suppliers who share our values
- **Conduct:** use of our core values of safety, service, integrity, respect and pride to guide decisions and practices



COMPENSATION AND BENEFITS PROGRAMS

We offer comprehensive compensation and benefits packages. In addition to a competitive salary our Archrock Total Rewards program includes quarterly or annual bonuses, healthcare and insurance benefits, paid time off, family leave, among many others.

We continuously evaluate our compensation and benefits program to ensure competitiveness.

- In 2024, we increased the company match of our 401(k) program and the discount on stock purchased through our Employee Stock Purchase Plan.
- During 2025, we rolled out a new employee equity ownership program, Rock Share. By offering every employee company stock, this program is about reinforcing a culture of performance and shared success.

Performance Assessment and Incentive Compensation. Our policy is to provide all employees with formal mid-year and annual performance reviews, which provide feedback on the employee's performance for the year and opportunities to discuss growth within the Company. Organizational goals are communicated to senior leaders in the organization each year and individual goals are aligned with these as well as an individual's personal development. Our performance process consists of setting goals and milestones at the beginning of the year, measuring progress to date at mid-year and again at year end. This process ensures employees understand how their roles contribute to the business and informs them of the key objectives to be included in their goal setting.

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.

Indicative of Archrock's commitment to sustainability, our three sustainability metrics together comprised 20% of our 2024 Incentive Program and included quantifiable safety, environmental and talent metrics.

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 veteran organizations with the goal of bringing the best and brightest into the energy industry and increasing the diversity of our hiring slate.

Further, research and our own experience have proven that bringing new people into the company through employee referrals is an effective way to recruit. Archrock's Employee Referral Program is designed to expand our current applicant pool with people known by Archrock employees based in the United States.

WORKFORCE DEVELOPMENT

At Archrock, we value our people, over and above the generous compensation and benefits we offer. We strive to be good stewards of their careers. Career paths are well defined and room for growth is available to everyone. Employees have flexibility and support to pursue different roles within the company.

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. Archrock utilizes talent reviews as a tool to maximize each employee's full potential, ensure long-term business sustainability and support succession planning.

Field Employee Mentorship Program. 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 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 mechanics. 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.

EMPLOYEE ENGAGEMENT

Reflecting our commitment to building a better workplace, during 2024, Archrock's Executive Leadership Team hosted focus groups with employees across the company to understand where the company is meeting employee needs and where we have opportunities to improve. Archrock also periodically performs employee engagement surveys to assess employee engagement. The most recent survey conducted in 2023 achieved a response rate of 79%.



RECOGNITION

We believe recognition is a key element to talent retention and fostering a performance-based culture. Archrock's employee reward programs include a spot bonus program, milestone service awards and our CEO Pinnacle Award.

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. In addition, our CEO Service Award celebrates those with 25 years of service, loyalty and commitment.

COMMUNITY: EMPLOYEE INITIATIVES AND CORPORATE SUPPORT

We have a presence in over 40 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.

EMPLOYEE-RUN ORGANIZATIONS

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.

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.



In addition, each year, our Archrock Cares committee determines the worthy charities we support annually and in 2024 we gave to 14 life-changing 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.

Our 2024 community activities included:

- Archrock's Legal Department participated for the fourth time in the "Food from the Bar" competition held by and for the benefit of the Houston Food Bank, winning the Creativity Award, Spirit Award and for our tier, the Foodraiser Award and Overall Award.
- Archrock Permian Basin team fired up our BBQ trailer to help celebrate Midland College seniors as they prepared to graduate.
- Archrock Cares participated in Literacy Now's Houston Reads Day, which is a catalyst to sustain and grow the organization's Reading Intervention Program.

DATA TABLE

	Units	2020	2021	2022	2023	2024
ECONOMIC ¹						
Adjusted EBITDA	\$ (in millions)	414.8	360.8	363.3	450.4	595.4
Dividends paid	\$ (in millions)	88.8	89.3	90.3	95.8	110.4
Dividend per share	\$	0.58	0.58	0.58	0.61	0.67
Dividend coverage	Ratio	29x	2.2x	1.9x	2.8x	3.5x
Leverage	Ratio	4.2x	4.3x	4.4x	3.5x	3.3x
Capital expenditures						
Growth	\$ (in millions)	79.1	37.2	146.3	190.3	250.9
Maintenance		32.0	47.3	84.2	92.2	87.8
Other		29.2	13.4	9.4	16.1	20.3
Political contributions ²	\$ (in millions)	0	0	0	0	0
Public policy advocacy spending ²	\$ (in millions)	0.1	0.1	0.1	0.1	0.1
Operating horsepower at year end	Horsepower (in thousands)	3,388	3,247	3,448	3,607	4,227
Average operating horsepower ³	Horsepower (in thousands)	3,185	3,011	3,099	3,312	3,558
GOVERNANCE						
Number of directors		9	9	9	9	9
Female	Count	2	2	2	2	2
Ethnically/racially diverse		0	1	1	1	1
Independent		7	7	7	7	7
Director attendance (aggregate Board and committee meetings)	%	96%	100%	99%	99%	99%
Compliance hotline		Yes	Yes	Yes	Yes	Yes
Quarterly compliance reports to Audit Committee		Yes	Yes	Yes	Yes	Yes

Footnotes:

Economic

¹ For more information on financial performance and economic value distributed among operating costs, employee compensation and benefits, providers of capital, stockholders, government and retained earnings, see our Annual Reports on Form 10-K for each year ending December 31, 2020 through 2024 (our "Annual Reports").

² 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.

³ 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	2020	2021	2022	2023	2024
ENERGY						
Fuel consumption (vehicle fleet)	Gigajoule (GJ) (in thousands) GJ per vehicle	317 346	254 347	236 352	240 355	270 349
Office/shop facilities at year end Electricity consumption (facilities)	Sq Ft GJ (in thousands)	948 49.2	864 45.9	842 43.1	841 39.8	865 41.8
Fuel consumption (compression fleet) ⁴	GJ (in thousands)	180,890	169,580	173,701	183,398	184,927
Total energy consumption ⁵	GJ (in thousands)	181,256	169,880	173,980	183,678	185,239
Energy intensity ⁶	Ratio to revenue Ratio to HP	0.25 56.9	0.26 56.4	0.26 56.1	0.23 55.5	0.19 52.1
ENVIRONMENT						
HSE Policy		Yes	Yes	Yes	Yes	Yes
Average number of vehicles in fleet during year	Count	918	733	670	676	775
Direct (Scope 1) emissions from vehicle fleet ⁷	Tonnes CO2	24,231	19,458	18,676	17,663	19,797
Indirect (Scope 2) emissions from facilities ⁸	Tonnes CO2	5,316	4,949	4,681	4,300	4,138
Emissions (Scope 1 and 2) intensity ⁹	Tonnes CO2 per million \$ of revenue	33.8	31.2	27.6	22.2	20.7
Emissions (Scope 3) from compression and production equipment ^{4,10}	Tonnes CO2 (in millions)	12.7	11.9	12.2	12.8	12.9
Emissions (Scope 3) per operating horsepower ^{4,10}	Tonnes CO2	3.99	3.95	3.93	3.88	3.64
Groundwater withdrawal from operations ¹¹	Cubic meter (m3)	N/A	N/A	N/A	N/A	N/A
Fresh water consumed ¹¹	Cubic meter (m3)	N/A	N/A	N/A	N/A	N/A
Waste water generated from operations ¹¹	Cubic meter (m3)	N/A	N/A	N/A	N/A	N/A
Number of reportable spills ¹²	Count	0	0	0	0	0
Volume of reportable spills ¹²	Cubic meter (m3)	0	0	0	0	0
Regulatory fines	\$	0	0	0	0	0

Energy

⁴ 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.

⁵ 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.

⁶ 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

⁷ 2020 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 and 2024 emissions were estimated by our vehicle management service provider utilizing the same data sources.

⁸ 2024 emissions were calculated using EPA Power Profiler Emissions Tool Version 14.3, released June 12, 2025. The tool calculates emission factors from the EPA eGRID2023_rev2 based on kWh energy use for the facilities that we own and lease. 2023 emissions were calculated using EPA Power Profiler Emissions Tool Version 13.1, released May 1, 2024 and emission factors from the EPA eGRID2022. 2020 through 2022 emissions were calculated using EPA Power Profiler Emissions Tool Version 11.1, released May 13, 2022 and emission factors from the EPA eGRID2020.

⁹ 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.

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

¹¹ 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.

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

	Units	2020	2021	2022	2023	2024
HEALTH AND SAFETY ¹³						
Integrated health and safety policy and program		Yes	Yes	Yes	Yes	Yes
Number of hours worked (contractor and employee)	Hours (in millions)	4.8	4.1	4.4	4.4	4.8
Total recordable incident rate ¹⁴	Cases per 200,000 hours worked	0.21	0.10	0.32	0.05	0.17
Lost-time injury frequency ¹⁴	Cases per 200,000 hours worked	0.04	0.00	0.00	0.00	0.04
Miles driven	Miles (in millions)	27.4	23.6	21.1	22.1	24.2
Total preventable vehicle incident rate ¹⁵	Cases per 1,000,000 miles driven	0.25	0.13	0.24	0.18	0.29
Total reportable vehicle incident rate ¹⁵	Cases per 1,000,000 miles driven	0.07	0.00	0.00	0.05	0.04
Safety fines and penalties	\$	12,000	0	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	2020	2021	2022	2023	2024
SOCIAL ¹⁶						
Full time permanent employees	Count	1,242	1,095	1,076	1,075	1,334
Part time employees	Count	6	4	6	2	4
Corporate (full/part time) employees	Count	300	280	273	242	275
Field (full/part time) employees	Count	948	819	809	835	1,063
Contract/temporary employees	Count	140	238	203	157	164
Male	%	85	84	84	85	86
Female	%	15	16	16	15	14
Employees who self-identify as Caucasian	%	72	69	71	72	72
Employees who self-identify as members of underrepresented racial/ethnic groups	%	28	31	29	28	28
Women in management/supervisor positions	%	14	14	16	18	12
Women comprising executive management	%	33	33	33	33	33
Employees under age 30	%	10	11	13	13	13
Employees aged 30 to 50	%	56	53	52	53	56
Employees over age 50	%	34	36	35	34	31
Median employee compensation, excluding CEO ¹⁷	\$	96,773	106,297	117,758	114,309	130,462
Operational/technical training ¹⁸	Hours trained	16,168	26,001	40,978	38,139	42,086
	Employees	N/A	N/A	N/A	N/A	N/A
	Enrollments	1,378	2,194	3,167	1,577	1,749
Total safety training sessions offered ¹⁹	Count	52	71	71	78	78
Compliance training ²⁰	Total minutes	70,338	43,010	42,268	35,685	26,160
Average minutes per employee trained	Avg minutes	61	42	39	31	21
Participation rate	%	100%	100%	100%	100%	97%
Employee survey		N/A	N/A	N/A	Yes	N/A
Participation rate	%				79%	
Hotline complaints		Yes	Yes	Yes	Yes	Yes
Board review of complaints		Yes	Yes	Yes	Yes	Yes

Social

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

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

¹⁸ The lower training hours in 2020 are a result of COVID, reductions in field personnel and the transitioning of our training approach as part of our technology transformation project. Certain previously formalized courses were replaced with more targeted micro-learning and learning on demand approaches. Employees may elect numerous training opportunities based on interest and need; therefore, we have adjusted our reporting from "number of employees trained" to "number of enrollments."

¹⁹ For additional information on our approach to safety, see pages 16-18.

²⁰ 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 as a result of, among other things, changes in law, best practices and Archrock experiences, and have included, among other topics, ethical decision making, anti-harassment, conflicts of interest, improper payments, 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 to a number of variables, including limiting diversity and inclusion training to new managers in 2024, the change in required participants for each training course, as well as covering more broadly tailored topics with shorter training modules.

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	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. Our customers are responsible for permitting, tracking and reporting air emissions associated with their operations. Scope 1 emissions reported in the Data Table on page 23 are associated with our field services truck fleet. For Scope 1 emissions management initiatives, see page 8.
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) VOCs, and (4) particulate matter (PM10)	EM-MD-120a.1	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 page 9).
ECOLOGICAL IMPACTS		
Description of environmental management policies and practices for active operations	EM-MD-160a.1	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 Data Table on page 21.
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
COMPETITIVE BEHAVIOR		
Total amount of monetary losses as a result of legal proceedings associated with federal pipeline and storage regulations	EM-MD-520a.1	Not applicable. We do not own pipeline or storage assets.
OPERATIONAL, SAFETY, EMERGENCY PREPAREDNESS & RESPONSE		
Number of reportable pipeline incidents, percentage significant	EM-MD-520a.1	Not applicable. We do not own pipeline or storage assets.
Percentage of (1) natural gas and (2) hazardous liquid pipelines inspected	EM-MD-540a.2	
Number of (1) accident releases and (2) non-accident releases from rail transportation	EM-MD-540a.3	
Discussion of management systems used to integrate a culture of safety and emergency preparedness throughout the value chain and throughout project lifecycles	EM-MD-540a.4	See pages 14-15.
ACTIVITY METRIC		
Total metric ton-kilometers of: (1) natural gas, (2) crude oil, and (3) refined petroleum products transported, by mode of transport	EM-MD-000.A	Not applicable. We provide compression services only and do not engage in the physical transport of these products.

TCFD PERFORMANCE TABLE

TOPIC	METRIC / RESPONSE
GOVERNANCE	
a. Describe the board’s oversight of climate-related risks and opportunities.	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. On certain sustainability topics, the Board has delegated regular oversight to specific committees and the Board is regularly informed through committee reports. See our committee charters.
b. Describe management’s role in assessing and managing climate-related risks and opportunities.	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. 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.



TOPIC	METRIC / RESPONSE
STRATEGY	
a. Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	Risks A full description of climate-related risk factors can be found in our 2024 Annual Report on Form 10-K. Opportunities • Commercial and revenue opportunities driven by our new ventures efforts as we work with our customers on solutions to help reduce their emissions intensity. • Our focus on improving operational efficiency that could benefit cost reduction and minimize environmental impact.
b. Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning	• We continuously monitor regulatory and governmental policy changes affecting our industry and business. • 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. • 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. • 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. • 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. • 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 analyzed the cost of converting gas-driven compressors to electric-drive as part of our capital allocation process.
c. Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	Archrock has not conducted a climate scenario analysis at this time

TOPIC	METRIC / RESPONSE
RISK MANAGEMENT	
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 page 14 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
METRICS AND TARGETS	
a. Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	• 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 motor drive compression and new ventures. • Through vehicle telematics, we track vehicle idle time and the miles driven to monitor vehicle energy consumption and emissions. • We track and quantify our estimated Scope 1, Scope 2 and Scope 3 emissions on an absolute and intensity basis (pg. 8)
b. Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas emissions and the related risks	• 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. 8)
c. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	• The company's 2024 short-term incentive program included a quantifiable targeted reduction in miles driven per operating horsepower. This metric was designed to increase operating efficiency in the field and reduce miles driven per average operating horsepower in 2024 versus 2023, thereby resulting in a reduction in vehicle emissions. • 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.

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. 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 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.