



ENERGY TRANSFORMATION STATEMENT

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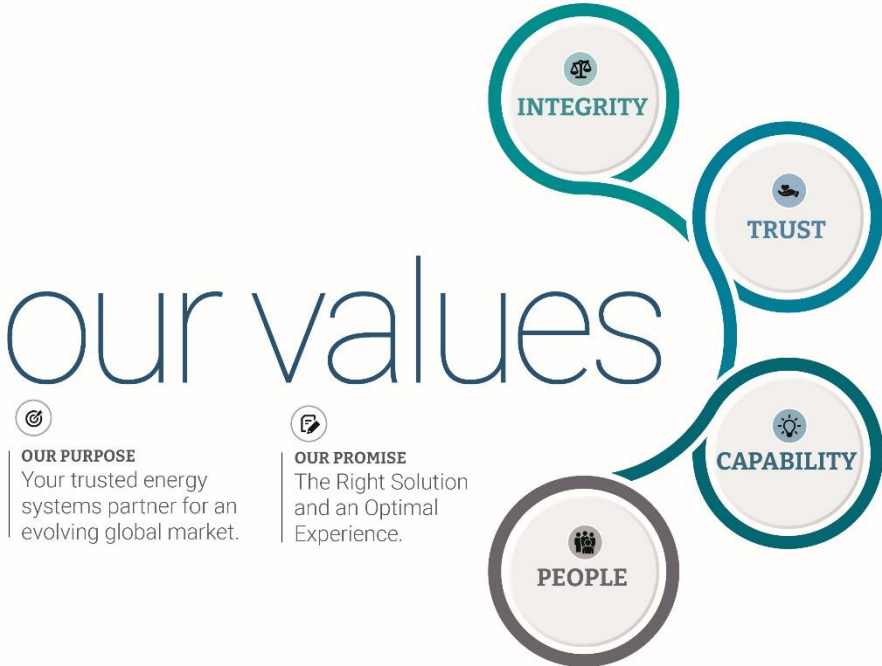
Energy Transformation Statement

Sustainability, ESG, and Energy Addition

Compass’ approach to Energy Transformation is grounded in our daily business activities. Our Energy Transformation Statement is an outline for our employees, clients, and vendors looking for a business partner that works to minimize environmental impact, protects people, gives back to the community, and behaves honorably through its operations.

OUR VALUES

Compass leads from a values-based mindset – the foundation our company was built on in 2001.



OUR PURPOSE
Your trusted energy systems partner for an evolving global market.

OUR PROMISE
The Right Solution and an Optimal Experience.

What “Our Values” Mean to Us:

INTEGRITY	TRUST	CAPABILITY	PEOPLE
We are respectful, speak the truth, and do the right thing in everything we do, even when it does not work in our favor.	We work hard, deliver on commitments, and add value to all that we do for our clients, employees, and suppliers.	We continuously build on our expertise, processes, and systems to overcome obstacles, find solutions, and get things done right.	We are a team of high performers that challenge each other. We foster a safe, fun, and diverse culture where skills are developed.

ENVIRONMENTAL

HELPING OUR CLIENTS NAVIGATE THE JOURNEY TO NET-ZERO EMISSIONS.

Our primary endeavor is to support our clients by delivering safe, efficient, and economical products, services, and innovations that help achieve ambitious emissions targets today and in the future. A secondary goal – no less important – is our continuous effort to minimize as much as possible our environmental impact through our operations.

PRODUCT INNOVATIONS WORKING NOW IN INDUSTRY

ENERGY SYSTEM TRANSFORMATION

Drawing on our extensive experience in the engineering, design, and building of compression and process equipment, Compass is helping to address climate challenges. Over the last few years, we've worked with clients on packaging several ground-breaking product technologies. Today, these technologies are working and contributing to achieving ambitious climate goals.

- ◆ **FLARE GAS RECOVERY** – A novel approach to reducing flaring and venting at well-sites are products that repurpose wasted gas to generate power. From here, the power can run on-site equipment or provide clean electricity back to the local grid. These flare gas recovery products also stretch into new technology territories where the power is used for energizing data centers and supporting advanced computing efforts in medical research and artificial intelligence.



Flare Gas Recovery | Power Generation for Computing

- ◆ **ELECTRIFICATION** – Products built by Compass play an active role in fleet electrification by leveraging the local field gas network or repurposing gas at well-sites which convert fuel-powered equipment to electric drivers. Electrified compressors and process systems enable savings on fuel costs while also helping to lower emissions and increase the speed of production.

- ◆ **CARBON CAPTURE USAGE AND STORAGE** – By building integrated packaging technology, Compass is helping to capture emissions for storage, heat recovery, and other various uses.

- Our corporate partnerships are tackling commercial projects that are capturing and sequestering carbon dioxide (CO₂) from the combustion of natural gas. The aim is high CO₂ recovery rates, lower electrical loads, and targeted heat duty goals.
- Acid gas is a type of natural gas that contains significant amounts of hydrogen sulfide (H₂S), CO₂, or similar acidic gases. Over the last 20+ years, we've emerged as the leader in acid gas



Compression Package | Carbon Capture for Sequestration

compression and sweetening processes whereby CO₂ and H₂S are safely and economically reinjected.

- ✦ **EMISSIONS REDUCTION** – All Compass packages are designed to meet industry regulations and environmental standards, but more is possible. Better environmental performance is accessible for our customers in many ways whether building new or extending the life of an existing asset with a retrofit.
 - **Electrification of Existing Assets** – We are helping many customers retrofit existing compressor packages from gas-driven to electric in efforts to reduce their carbon footprint.
 - **Heat Recovery** – Heat from gas-driven compressor packages is now being captured and used by our customers for power generation or reducing a facility’s fuel needs for heating systems. This is done on new assemblies or by retrofitting older field equipment.
 - **Vent Capture** – By adding the latest technology to new or existing compressor packages, we ensure that previously vented hydrocarbons are captured and either reused as a supplementary fuel source or eliminated to help reduce environmental impact.

- ✦ **SPECIALTY GASES** – We support ideas beyond the traditional oil and gas market. This expanded reach is helping clients to gather and process new gases for blending, fuel, or supply to specialty gas markets, which include:
 - **Compressed Natural Gas (CNG)**
 - **Renewable Natural Gas (RNG)**
 - **Helium Recovery & Purification**
 - **Hydrogen**

- ✦ **ASSET LIFE EXTENSION** – Whether it’s a retrofit, overhaul, or regular repairs and maintenance on existing or surplus equipment, our field services capabilities extend the life of equipment by upgrading old engine emission technology with new technology that reduces fuel consumption and emissions.

Electrification, carbon capture, and heat recovery are some of the many ways we’re supporting the industry’s journey to net-zero emissions.



Compression Package | Helium Recovery & Purification

OPERATIONS AND FACILITY MANAGEMENT

EVERY EFFORT HELPS

Beyond helping our clients on their journey to net-zero emissions, we work to put our best foot forward in our operations and facilities management. All Compass shops are purpose-built facilities with an observant eye on energy efficiency and environmental impact initiatives. Important practices that are always under review are:

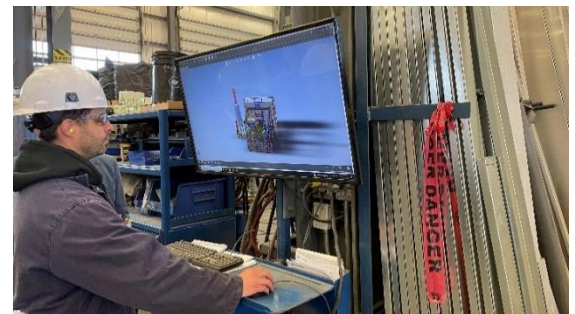
- ✦ **WASTE AND RECYCLING** – We make sure all scrap metal generated by our fabrication processes is collected and recycled. This includes a range of materials such as carbon steel, stainless steel, and copper. Additionally, we recycle other waste products such as glycol, oil, paint thinner, and shipping and packing materials, like cardboard and wood pallets.
- ✦ **LIGHTING AND ENERGY EFFICIENCY** – As good lighting is integral to safe work practices, our lighting and energy efficiency efforts are tailored to the specific needs of each building and location. In Canada, we enhance natural light with luminescent roof panels in the shop and regulate office HVAC with programmable thermostats. In the US, we are continually upgrading shop lighting to be more energy-efficient and optimizing our office control systems to help with energy and air conditioning usage.
- ✦ **WATER USE AND CONSUMPTION** – Water-saving efforts are dependent on each location's characteristics. In Calgary, our Frontier shop is specially designed to reuse non-treated pond water from rain and snow for landscape and fire suppression, while the restrooms use waterless urinals to minimize overall facility needs. In Houston, our Brittmoore campus is older in design but is still continually on the lookout for water savings and recycling opportunities, particularly during equipment testing where water is saved and reused.
- ✦ **PAPER REDUCTION** – Beyond standard office paper recycling programs, Compass significantly minimizes the amount of paper used in operations by using computer terminals on the shop floors for technical data transfer (all unit drawings, building material orders, tickets, and technical data).

All water and coolant used during testing procedures is captured, cleaned, and stored for reuse.

SOCIAL

PEOPLE

At Compass, we recognize that our company's innovation and ongoing success is largely due to our people. Every person at Compass brings unique abilities and skills to the team. Because of this, we can put our best foot forward in all that we do. Our victories depend on everyone feeling valued and supported.



Digital drawings and processes reduce paper needs.

We are a people-centered organization where diversity is respected, and individuals have an equal chance to succeed.

We are an equal-opportunity employer committed to ensuring employees are taken care of within a professional and positive work environment. This commitment means we are a business with supportive Human Resource guidelines, policies, and employee assistance programs. We promote a respectful and healthy workplace with training and development programs, and career growth opportunities. And, we compensate our employees fairly and equally through pay, benefits, and company-matched retirement savings programs.



HEALTH AND SAFETY

NO INCIDENTS. NO EXCUSES.

Health and safety is a shared responsibility. We believe our people share the common duty to prevent injuries and illnesses and protect the environment. By complying with regulatory standards, following policies and procedures, participating in safe work practices, and looking out for one another – we build a foundation that ensures everyone goes home safe and well at the end of every day.

Our health and safety program is comprehensive and designed around a 24/7 attitude. We believe that health and safety is a mindset and part of everyone’s job. It extends beyond physical health and safety, with policies, practices, and training designed to provide people with psychological and social well-being. Cultivating the right attitude in everything we do naturally enhances every aspect of our lives and helps to develop stronger communities around us.

We know that health and safety is an integral part of our success. Therefore, we confidently offer the assurance that Compass will continue to pursue the highest standards and benchmarks set by global safety organizations and leaders in our industry. We embrace that with health and safety, it is the little choices we make all day, every day, which make the most significant impact on our lives and those around us.

COMMUNITY

GIVING BACK WHERE WE WORK

As part of our commitment to being a respected corporate citizen, Compass works to give back to our local communities. We do this through charitable donations, events, and activities that align with our

company's values. Today, this effort includes organizations or events that support youth, people or families in need, and veterans. As we grow, our efforts may extend to more causes depending on the local community's needs.

Our key support criteria – in the United States and Canada – are to help organizations that are based in the communities in which our company is located, that operate as a registered charity or a non-profit; and are not a member or affiliated with a political, lobbyist, or special interest group.

We believe that where we live and work deserves trustworthy business partners, who are socially responsible, create local employment opportunities, and give back when they can to enrich the community.

GOVERNANCE

ETHICS & INTEGRITY

INTEGRITY. TRUST. CAPABILITY. PEOPLE.

Compass is built on a foundation of ideas that reflect the values, attitudes, beliefs, and behavioral practices at the center of our success. We hold our business to high standards to reduce costly errors, prevent illegal and corrupt activity, and ensure the building of appropriate business relationships and partnerships.

COMPLIANCE

RISK MITIGATION. CREDIBILITY.

As a private company, we've intentionally grown Compass with a principled approach to management, engineering, purchasing, financials, and decision-making.

- ◆ **Engineering & Quality Control** – Engineering standards play a critical role in equipment safety, quality, interoperability, and efficiency. Compass products are engineered and designed to meet or exceed all in-force code requirements. Our in-house Engineering and Quality Control teams are fully accredited for ethical, professional, and technical competencies ensuring we deliver a superior finished product. All drawings released for fabrication are issued by qualified professionals.
- ◆ **Supply Chain** – Understanding our business supply partners is integral to ensuring quality, performance, and delivery commitments. Our procurement processes are in-depth and include monitoring the performance of vendors, assessing their operational practices, and qualifying and validating new vendors. If a supplier fails to meet our standards, corrective actions ensue. Any additional issues result in a ban to protect Compass and its product quality and performance.
- ◆ **Policies & Procedures** – Our collection of policies and procedures are maintained to provide clear guidelines and expectations for our employees, ensure compliance with laws and regulations, promote consistency and fairness in decision-making, and mitigate risks for Compass.

- ✦ **Financial Audit** - Our financial statements are audited every year by an external auditor, KPMG, to ensure proper reporting and analysis. We do this to assure stakeholders that our information is accurate, reliable, and complies with applicable laws, regulations, and accounting standards.
- ✦ **Board Governance** – Compass operates with a board of directors comprised of individuals which include the ownership group and two independent directors. We take this approach because it provides objectivity, accountability, a further layer of risk management, as well as additional access to experience and expertise to help guide our business.

CYBER SECURITY

PROTECTING DATA, PRIVACY, AND BUSINESS CONTINUITY

We take a heightened approach to protecting our systems and data by investing in the proper hardware, defense systems, and training for our business. One bad link or attachment can pose a significant risk to our business, employees, and customers' sensitive information.

Our ongoing cyber security efforts include:

- Mandatory cyber security training and awareness for all computer users.
- Proper firewall and network security to prevent unauthorized access.
- Access control and use of multi-factor authentication for remote access and M365 applications.
- Regular data backups alongside a comprehensive data recovery plan in case of a breach.
- Routine software and system updates to manage vulnerabilities.
- Integrated endpoint detection and response (EDR) is implemented to monitor endpoints in real time and hunt threats.

Our aim is to be up to date with the latest threats and best practices to effectively protect or minimize the impact in the event of a crisis or cyber-attack.



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