



# SUSTAINABILITY REPORT 2024

Pioneering Emissions Management Technology, Equipment,  
and Services for a Sustainable Energy Future

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# ABOUT THIS REPORT

As a leading provider of environmental solutions, Cimarron is committed to advancing sustainability within our organization and across the diverse communities and clients we serve. Our dedication to responsible business practices is embedded in every aspect of our operations, fostering a culture of continuous improvement.

This report provides insights into our sustainability strategy, supported by performance metrics that demonstrate our ongoing progress. Sustainability principles are integrated throughout our business to ensure we not only meet but exceed industry standards where possible. All Environmental, Social, and Governance (ESG) data presented in this report pertains to the calendar year 2024, unless otherwise noted, offering a transparent and comprehensive assessment of our performance, voluntary disclosures, and opportunities for further improvement.

## Alignment with Sustainability Frameworks

Cimarron's ESG reporting aligns with leading industry frameworks, including the Sustainability Accounting Standards Board (SASB) and the Global Reporting Initiative (GRI). Our disclosures reflect material topics identified by our management team and adhere to the methodologies established by the World Resources Institute Greenhouse Gas Protocol for emissions estimates and reporting.

## Disclaimer

The contents of this 2024 Sustainability Report are the property of Cimarron. This information is provided for informational purposes only and should not be considered legal, tax, or investment advice, nor does it constitute an offer to sell or a solicitation to purchase an interest in the company.

# A LETTER FROM OUR CEO

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“ AS A TECHNOLOGY-ENABLED SOLUTIONS PROVIDER, CIMARRON IS WELL-POSITIONED TO SOLVE INCREASING CUSTOMER CHALLENGES THROUGH INNOVATION AND EXECUTION. ”

**JEFF FOSTER**

*President and CEO*

**Dear Stakeholders,**

This is a transformative time for Cimarron. As a tech-enabled solutions provider, we are leveraging decades of expertise across our distinct brands to evolve into an industry leader—offering premier equipment, advanced field services, and cutting-edge technology solutions. At a time when operators are navigating an increasingly complex and dynamic regulatory landscape, our equipment, smart hardware, software, and service solutions are more critical than ever.

In recent years, we have made significant strides in execution, particularly in delivering custom projects, and we remain committed to enhancing the customer experience through engagement, an unwavering focus on quality and service, and a culture of excellence.

Our Sytelink360® technology is at the forefront of innovation, integrating machine learning to optimize operations. By extending service intervals and reducing oil consumption, filter replacements, mileage, and other consumables, we help customers lower their total cost of ownership while improving sustainability performance.

## **2024: A Year of Progress and Impact**

Reflecting on the past year, Cimarron has continued its growth trajectory, expanding into new markets, acquiring new customers, and introducing new products—all while delivering strong financial performance for our shareholders. Our unwavering focus on safety has yielded remarkable results, with an industry-leading incident rate of 0.17, marking a 79% year-over-year improvement and one of the best safety records in our company's history.



Our portfolio of environmental solutions has once again delivered outstanding outcomes for customers across the energy, industrial, and biogas sectors. Compared to industry-standard technologies, Cimarron's emissions mitigation solutions helped prevent over 1,500,000 tonnes of CO<sub>2</sub>e and 62,000 tonnes of VOC emissions.

Beyond our business operations, our commitment to community engagement remains steadfast. In 2024, we organized over 25 community impact events, contributed more than 400 hours of community service, and donated \$19,000 to charitable initiatives. Sustainability remains central to our mission, as reflected in our continued participation in EcoVadis Sustainability assessments, where we have consistently improved our performance score since our initial disclosure in 2021.

#### **Innovation and a Vision for the Future**

Strategically, we have made significant strides in advancing our Sytelink360® Real-Time Monitoring platform, including enhancements to Visual Automation capabilities. As regulatory requirements evolve and operators increasingly prioritize sustainability performance, emissions management, and low-carbon commodity delivery, Cimarron stands as a trusted compliance partner. Our focus on data-driven emissions management, equipment optimization, and technology-enabled services reinforces our commitment to helping customers Create a Cleaner Environment®.

In the following pages, you will find insights into our comprehensive approach to addressing the challenges facing the energy sector, the environment, infrastructure, and communities. Your feedback and partnership are invaluable as we continue to drive sustainable progress. I extend my sincere gratitude to our stakeholders for their ongoing support and collaboration.

A handwritten signature in blue ink that reads "Jeff Foster".

Jeff Foster  
President and CEO

# 2024 SUSTAINABILITY HIGHLIGHTS

## SAFETY

**ZERO**

RECORDABLE FIELD  
SERVICE INCIDENTS

**0.17**

TRIR REPRESENTING  
INDUSTRY LEADING  
SAFETY PERFORMANCE

## COMMUNITY SERVICE

**400+**

COMMUNITY SERVICE  
HOURS ACROSS  
COLORADO, TEXAS,  
OKLAHOMA, OHIO

**\$19,200**

CHARITABLE  
DONATIONS

## EMISSIONS MITIGATION

**1.5 MILLION AND 62,000 TONNES OF  
CO<sub>2</sub>E AND VOC EMISSIONS MITIGATED**

THROUGH THE USE OF CIMARRON'S PRODUCTS THAT PERFORM ABOVE THE INDUSTRY STANDARD

## CORE VALUES

We aspire to be good citizens in the communities we serve and on the world stage. We share core values as to how we treat each other, serve our customers and hold each other accountable for achieving our business objectives and our broader sustainability goals. Those core values originated from workshops involving key leaders from across the company with the notion that shared values bring safety, alignment, trust and teamwork that promotes individual and corporate success which all constituents **STRIVE** to achieve.



## TECHNOLOGY INNOVATION

**55%**

**INCREASE IN ASSETS  
MONITORED**

**13,000**

**ENGINEERING  
HOURS**

**\$530,000**

**GRANT  
FUNDING**

VIA SYTELINK360® WHICH  
INCREASES UPTIME & PRODUCTION  
AND REDUCES EMISSIONS

INVESTED IN PRODUCT  
DEVELOPMENT

AWARDED THROUGH  
REMEDY PROGRAM

**SAFETY**

**TEAMWORK**

**RESPECT**

**INTEGRITY**

**VALUE**

**EXCELLENCE**



# CIMARRON AT A GLANCE

With decades of operating history and innovation across our trusted brands, Cimarron provides technology-driven emissions management solutions for the global energy system. Our leading-edge products, services, and real-time monitoring systems reduce emissions, optimize operations, ensure regulatory compliance, and drive sustainability progress for our customers operating in oil & natural gas production, energy storage & distribution, renewables & biogas, coal mine methane, and certain industrial end markets. In addition to being present in all major domestic energy regions, Cimarron serves more than 45 countries around the world from key operational centers in the United States, Italy, India, the United Kingdom, and the United Arab Emirates. We are proud to be partnering with our valued customers in Creating a Cleaner Environment®.

Cimarron is headquartered in Houston, Texas with approximately 561 employees serving our global customer base. In addition to being present in all major regions in the U.S., Cimarron operates across more than 45 countries around the world. We support our customers from sales, engineering, manufacturing, and field service locations across the United States, Italy, India, the United Kingdom, the Netherlands, and the United Arab Emirates, further supported by our network of international partners.



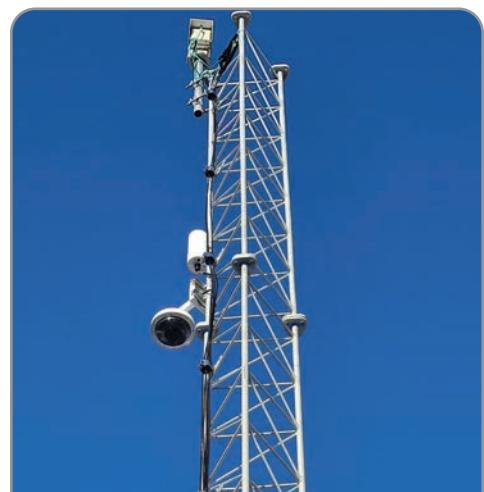
## Equipment ►►►►►

Cimarron is a premier provider of emissions control and processing equipment solutions, with robust design, engineering, and manufacturing capabilities. Our extensive installed base of over 14,500 units<sup>1</sup> across global energy markets continues to operate reliably, capturing and destroying emissions to support our customers' environmental goals.



## Services ►►►►►►►

Cimarron's skilled field service technicians provide comprehensive support across key U.S. and select international energy markets. Our full-service capabilities cover Cimarron and third-party equipment, including installation, maintenance, customer support, rentals, retrofits, upgrades, and parts sales, ensuring optimal performance and reliability.



## Technology ►►►►►►►

Our technology-driven solutions enable seamless connectivity, real-time monitoring, and remote management to enhance operational uptime and efficiency. Our agnostic data platform, powered by machine learning and predictive analytics, optimizes equipment performance, enables proactive maintenance, and drives measurable emissions reductions.

1. Excludes third-party units; represents units installed since December 2016 through December 2024.

# GLOBAL OPERATIONAL FOOTPRINT



## INTERNATIONAL LOCATIONS



# EXPERTS IN EMISSIONS CONTROL

## KEY MARKETS



### Hydrocarbon Handling & Processing

Cimarron's solutions enhance the safe and efficient production of hydrocarbons by reducing emissions, ensuring regulatory compliance, and integrating Sytelink360® technology for performance optimization.



### Energy Storage & Distribution

Cimarron provides emissions control solutions for midstream and downstream applications, mitigating methane and other pollutants during processing, storage, and distribution to downstream customers.



### Industrial

Cimarron's supplies emissions control solutions for industrial facilities, including refineries, power plants, petrochemical complexes, and manufacturing sites with process GHG emissions.



### Coal Mine Methane

Cimarron's solutions capture and destroy excess methane released during coal extraction and abandoned mine remediation, utilizing methane drainage systems for safer and more sustainable operations.



### Renewables & Biogas

Cimarron's emissions control technologies capture and combust excess gases at RNG and biogas facilities, including landfills, agricultural operations, food and beverage processing, and wastewater treatment.

## SOLUTION SEGMENTS



### EMISSIONS MANAGEMENT SOLUTIONS

Technology and engineered equipment for destroying emissions efficiently or recovering emissions for return to the value chain.



### AFTERMARKET PARTS & FIELD SERVICES

Comprehensive service, parts, maintenance and support for Cimarron and third party equipment coupled with remote monitoring.



### SYTELINK360® TECHNOLOGY

Technology-enabled solutions that provide customers with connectivity, remote monitoring, remote management, data-driven insights, and smart field services.



### PRODUCTION & PROCESSING EQUIPMENT

Engineered equipment that facilitates the extraction, separation, treatment, and transportation of hydrocarbons.

# OUR SOLUTIONS DRIVE SUSTAINABILITY PROGRESS

## Environmental Stewardship



Environmental stewardship is an increasingly crucial aspect of the operations of the energy value chain. We embrace environmental stewardship and support our customers' efforts to protect ecosystems, reduce carbon emissions, conserve resources, and promote sustainable operating practices. By helping our customers reduce carbon emissions per unit of hydrocarbon production, we actively contribute to supporting a cleaner environmental ecosystem.

## Regulatory Compliance



We are committed to partnering with our customers as they enhance their sustainability performance to meet evolving environmental regulations (e.g., EPA, EU) and initiatives like OGMP 2.0. Through proactive collaboration and unique solutions, we empower clients to achieve current compliance and prepare for future regulatory changes. Our goal is to be a strategic asset in navigating the evolving landscape of emissions management.

## Reputation & Social Responsibility



Public awareness and concern about environmental issues associated with energy production have grown significantly. Adopting emissions control technologies allows oil and natural gas companies to enhance their reputation, demonstrate social responsibility, and align with the expectations of stakeholders, including investors, customers, and communities.

## Economic Viability



Transitioning to a lower-cost, lower-carbon economy is increasingly important for business strategies and investor interests. By implementing Cimarron's emissions control technologies, energy companies can better position themselves for strong long-term economic viability and become more agile to adapt to changing market dynamics, while reducing operational costs.

## Technology Advantage



Embracing technology-driven emissions reduction initiatives fosters innovation and competitive advantage. At Cimarron, we pioneer advanced emissions control technologies that provide our customers with opportunities to achieve a competitive edge through efficiency, cost reduction, community and stakeholder reputation, risk management and sustainability differentiation.

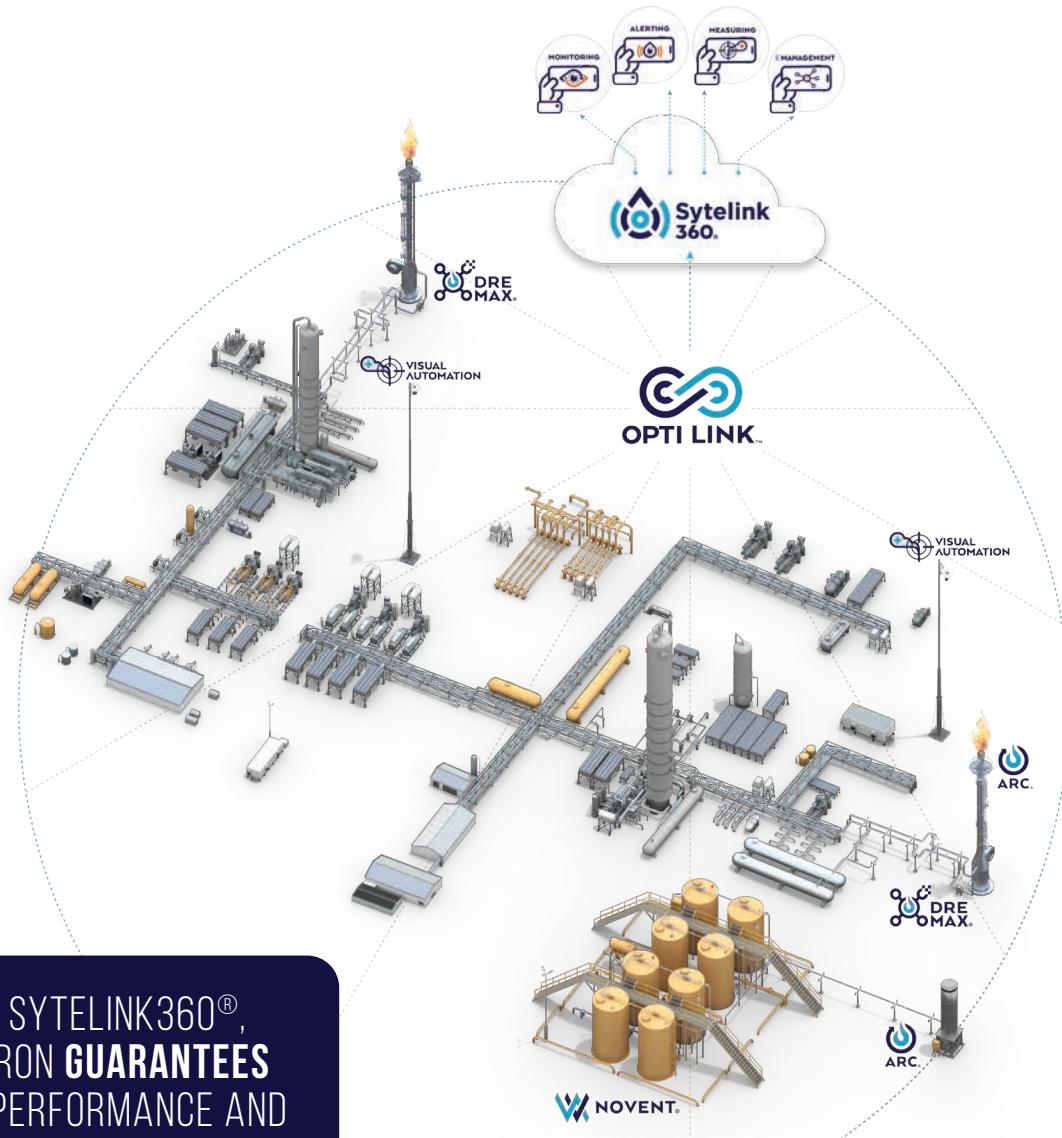
## Emissions Reduction



Cimarron's solutions are critically important to capturing and destroying methane, carbon dioxide and VOC emissions to help Create a Cleaner Environment®. Compared to industry standard equipment performance and operating benchmarks, Cimarron's emissions mitigation solutions helped prevent over 1,500,000 tonnes of CO<sub>2</sub>e and 62,000 tonnes of VOC emissions in 2024.

# SYTELINK360® TECHNOLOGY INNOVATION

Throughout 2024, we continued to invest in developing our Sytelink360® Real Time Data Monitoring platform including the exciting addition of Visual Automation. The Sytelink360® Real-Time Data Monitoring platform is an agnostic, plug-and-play SaaS solution that seamlessly integrates with IoT devices, SCADA systems, field hardware, and customer datasets. Our approach involves incorporating our proprietary intelligent edge connection device, Opti Link®, with Cimarron and/or third-party smart field hardware devices, enhanced by data analytics, machine learning, and advanced workflows. This integration delivers crucial intelligence to optimize field service crews. Utilizing software to optimize oil and gas facilities is essential for enhancing labor efficiency, reducing call-outs, controlling emissions, and increasing equipment uptime. These advanced solutions enable real-time monitoring and predictive maintenance, ensuring operations run smoothly and sustainably.



# SYTELINK360® PROVIDES DATA-DRIVEN SOFTWARE FOR EMISSIONS MANAGEMENT

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## REMOTE ASSET MONITORING

The Sytelink360® solution is an affordable yet effective system for facility equipment management, incorporating cutting-edge artificial intelligence and machine learning to detect, diagnose, optimize, verify, report and retrain operating models. Using field data combined with onsite 24/7 OGI cameras to continuously and remotely monitor and manage emissions and air pollutants, our approach minimizes alarm noise and false positives, focusing on the precise alerts that reveal underlying causes, enabling teams to make informed operational decisions. The result is enhanced availability, productivity, reduced maintenance, and increased efficiency of critical facility equipment.

## REMOTE DIAGNOSTICS & FIELD SERVICE SUPPORT

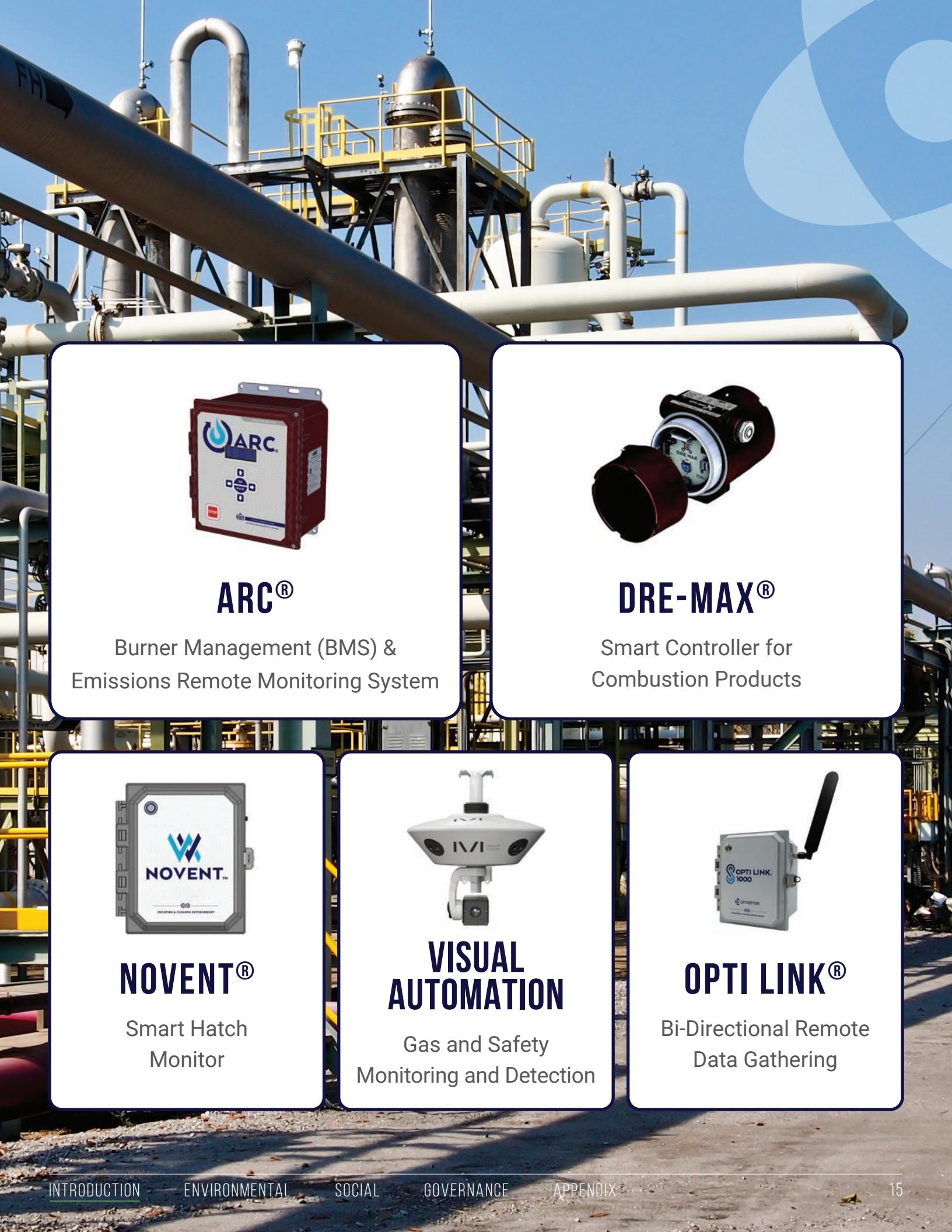
Sytelink360® revolutionizes field service operations by equipping our customers and our regional technicians with instant alerts, remote troubleshooting capabilities and efficient dispatching to on-site locations. Our technicians stay ahead of potential issues, proactively addressing them before they escalate, thereby ensuring uninterrupted operations and maximizing equipment uptime. This innovative platform empowers our team to deliver swift, effective solutions, minimizing downtime and enhancing overall customer satisfaction.

## REGULATORY COMPLIANCE & SAFETY

Non-compliance with emissions regulations carries severe legal and financial implications. Regulatory bodies are progressively imposing fines, penalties, and sanctions on energy companies that fail to meet compliance standards, leading to substantial financial setbacks and reputational damage. Sytelink360® is frequently integrated in conjunction with Vapor Recovery Units, Enclosed Combustors, Flares, and Tank Hatches, all of which are essential for maintaining peak operational performance to ensure adherence to both state and federal environmental regulations.

## DATA QUANTIFICATION & REPORTING

With Sytelink360®, users gain access to highly adaptable reporting dashboards with embedded quantification tools, empowering them to monitor the status of their assets on an individual device level or within specified groups. These assets can be grouped based on various criteria, such as location, function, or business group, offering flexibility and organization.



## ARC®

Burner Management (BMS) &  
Emissions Remote Monitoring System



## DRE-MAX®

Smart Controller for  
Combustion Products



## NOVENT®

Smart Hatch  
Monitor



## VISUAL AUTOMATION

Gas and Safety  
Monitoring and Detection



## OPTI LINK®

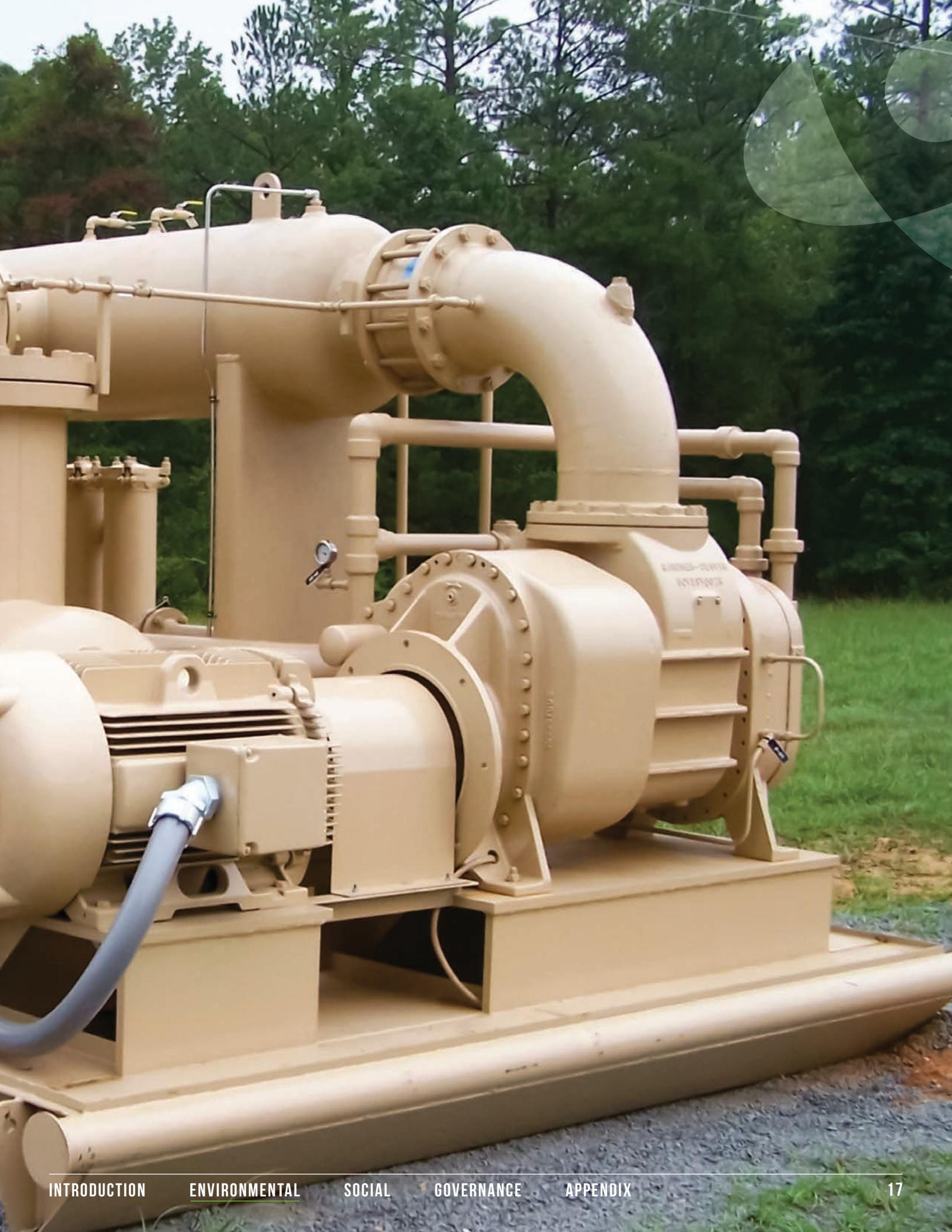
Bi-Directional Remote  
Data Gathering



# REDUCING ENVIRONMENTAL IMPACT

Cimarron is at the forefront of environmental stewardship, delivering advanced technologies and engineered solutions that help the energy and industrial sectors in Creating a Cleaner Environment®. As a strategic partner, we empower our customers to maximize production efficiency while reducing emissions—navigating the complexities of evolving regulations and the global push for rapid decarbonization.

Beyond supporting our customers, we are committed to reducing our own emissions intensity. Through continuous innovation, we are advancing our environmental stewardship in both our operations and across the industries we serve. At Cimarron, sustainability isn't just a goal—it's integral to everything we do.



# MISSION: CREATING A CLEANER ENVIRONMENT®

## IMPACT STUDY: SYTELINK360® DELIVERS COMPLIANCE SOLUTION TO OPERATOR'S EPA CONSENT DECREE AND FINAL SETTLEMENT

**Customer Challenge:** Following aerial flyover investigations between 2020 and 2022, the EPA issued a consent decree against a Midstream Operator in September 2024, imposing a civil penalty and enforcing regulatory requirements for advanced monitoring and emission control measures.

**Cimarron Solution:** Cimarron delivered the customer with a Sytelink360® Real-Time Performance Monitoring Solution, including by advanced Visual Automation OGI technologies for 24/7 visual monitoring LDAR compliance, flare monitoring, methane detection, tank monitoring sensors, and automated reporting and corrective action logs. The solution delivered tangible operational, environmental, safety and compliance-driven results:

<b>Remote Connectivity &amp; Networking</b> 	<b>Visual Automation</b> 	<b>Flare Monitoring &amp; DRE Optimization</b> 	<b>Tank Emissions Monitoring</b> 
<b>FULL EPA EMISSIONS MONITORING COMPLIANCE</b>	<b>REDUCED OPERATIONAL RISK</b>	<b>STREAMLINED DOCUMENTATION &amp; REPORTING</b>	<b>REDUCED METHANE &amp; VOC EMISSIONS</b>

# THE EMISSIONS CHALLENGE:

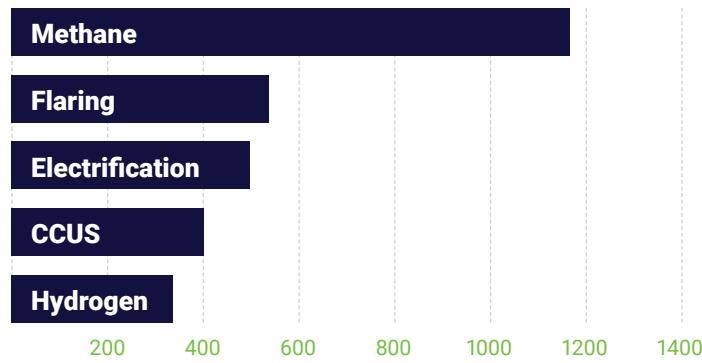
## MAXIMIZE ENERGY, MINIMIZE EMISSIONS

There is no one-size-fits-all solution to achieving a sustainable energy future which hinges on the collaboration and innovation across diverse energy sources. The challenges of energy and sustainable development are compounded by the growth of populations and economies. As the world continues to expand, the demand for secure, dependable, and cost-effective energy will surge in the years ahead.

To navigate this complex landscape, it is vital to ensure both energy security and accessible affordability while concurrently mitigating global emissions. This monumental task necessitates the convergence of all available energy resources, accompanied by investment and innovation.

### EMISSION REDUCTION OPPORTUNITIES<sup>1</sup>

mtCO<sub>2</sub>e



1. IEA, Emissions reductions in the NZE Scenario, 2030, IEA, Paris  
<https://www.iea.org/data-and-statistics/charts/emissions-reductions-in-the-nze-scenario-2030>, IEA. License: CC BY 4.0



# THE EMISSIONS OPPORTUNITY:

## CAPTURE, CONTROL & MONITORING TECHNOLOGY

Cimarron is uniquely positioned to support operators in navigating increasingly stringent regulations focused on methane emissions reduction. Our equipment portfolio, including vapor recovery units, enclosed combustion systems, high DRE flares, and ultra-low NOx combustors, ensures compliance with stringent monitoring and control requirements. As the EPA intensifies flyovers and satellite monitoring of super emitters, our Sytelink360® technology enables continuous performance

### CIMARRON'S ENGINEERED OEM EQUIPMENT PORTFOLIO



#### EMISSIONS CONTROL & PROCESSING EQUIPMENT

##### MECHANICAL VRUS

Mechanical vapor recovery is one of the most efficient ways of capturing the vapors generated from standard oil and gas production offering additional captured gas revenue and emissions reduction.

##### FLARES

Standard and custom flares optimize the air/gas mix to ensure combustion of waste gas across oil, gas, biogas, refining and other sectors. Continuous monitoring and a burner management system (BMS) is required to ensure that flares are in compliance with the new 0000b/c EPA regulations.

##### ENCLOSED COMBUSTORS

Enclosed combustors destroy waste gas across oil, gas, biogas, refining, coal mine methane, industrial and other sectors. Continuous monitoring and a burner management system (BMS) is required to ensure that enclosed combustors are in compliance with the new 0000b/c EPA regulations.

##### CARBON VRUS

Carbon vapor recovery units are used to capture the vapors generated from liquid-loading terminals, retail gasoline stations and other industries. Similar to mechanical VRUs, carbon VRUs enable the capture of additional gas revenue and emissions reduction.

##### THERMAL OXIDIZERS

Thermal oxidizers/incinerators are advanced emissions control devices that treat and destroy pollutants and volatile organic compounds (VOCs) present in industrial exhaust gases.

##### PRODUCTION EQUIPMENT

Production equipment is used to process, separate and distribute oil, gas and liquids from the wellhead to downstream customers including line heaters, fuel gas heaters, separators, treaters, glycol reboilers, dehydrators, gas production units and more.

##### CENTRALIZED FACILITIES

Energy facilities are centralized points that typically contain various combinations of production equipment, tank batteries, flares and/or enclosed combustors. These facilities are regulated under 0000b/c, benefit from real-time data, and require regular field services.

### COMPREHENSIVE FIELD SERVICES



monitoring and rapid response to emissions events. Additionally, Cimarron's expert field services teams provide on-demand maintenance and leak rectification, ensuring operators stay ahead of regulatory enforcement and avoid costly methane tax penalties. By integrating emissions control, data transparency, and compliance-driven solutions, Cimarron helps customers meet and exceed environmental standards while enhancing operational efficiency.

## SYTELINK360® TECHNOLOGY SOLUTIONS



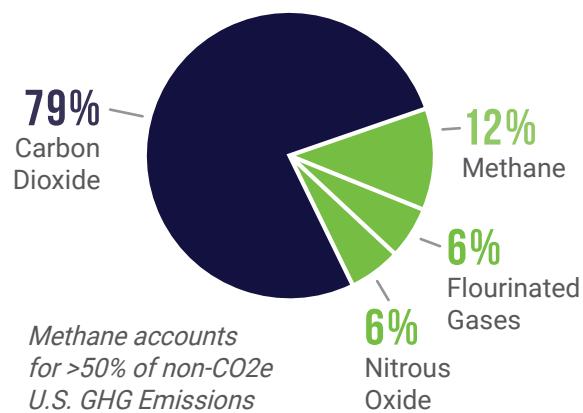
OPTI LINK®	ARC®	NOVENT®	DRE-MAX®	VISUAL AI
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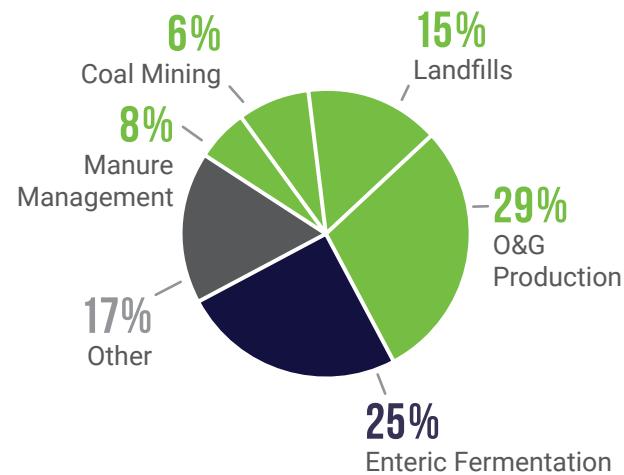
# REGULATORY FRAMEWORKS TARGETING METHANE

In tandem with the corporate commitments to combat climate change, regulatory frameworks are increasingly targeting methane emissions due to their substantial impact on greenhouse gas concentrations. Methane, a potent climate pollutant with approximately 80 times the warming potential of carbon dioxide, has garnered significant regulatory attention from international, national, state and local regulators. In the U.S., the EPA has identified that methane emissions are most prominently concentrated in oil and gas production, agriculture, landfills, manure management, coal mining and select other industries. The EPA has implemented regulations, monitoring and reporting requirements, and potential fines aimed at reducing methane emissions and improving overall environmental sustainability. In Europe, Regulation (EU) 2024/1787, which entered into force in August 2024, imposes strict monitoring, reporting, and mitigation obligations on oil, gas, and coal operators, covering both EU-based and upstream chain emissions, with initial reporting deadlines starting in 2025 and full compliance required by 2026.

## U.S. GHG EMISSIONS



## METHANE EMISSIONS BY SOURCE



*In the U.S., methane emissions are concentrated in Oil & Gas, Landfills and Agriculture*

# IMPLICATIONS ON O&G OPERATORS

## INCREASING SITE INSPECTIONS

- New 0000b/c rules mandate an increase of ~470% of manual inspections at well sites.
- Optimal Gas Imaging (OGI) inspections require trained personnel to assess equipment and ensure compliance.

## SHIFT TO EMPIRICAL EMISSIONS CALCULATIONS

- Changes to EPA Subpart W reflect a fundamental shift in the methodology of calculating emissions.
- Transition from formulas and emissions factors to measured emissions (source-level emissions over site-level emissions).

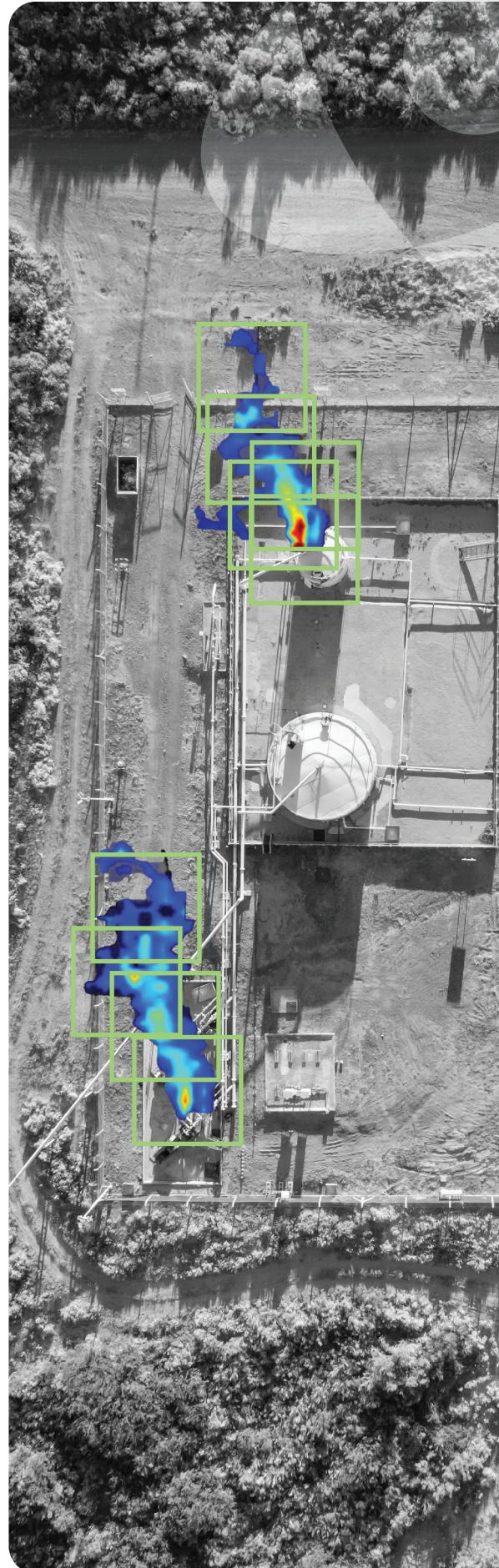
## FLYOVERS & SATELLITES IDENTIFY SUPER Emitter EVENTS

- The EPA is increasingly using drones, planes and satellites to identify and monitor super emitter sites (100kg/hr or 125 MCF/day) that are available to the public.
- Operators are being notified via consent decrees, followed by litigation, financial penalties, enforcement and verification to rectify large emissions events.

## EXPANSION OF DATA TRANSPARENCY & ACCOUNTABILITY

- The EPA expects operators to maintain accurate records and provide regular reporting on facility-level emissions.
- EU Regulation 2024/1787 requires mandatory oil and gas monitoring, reporting, and mitigation with initial reporting deadlines starting in 2025 and full compliance required by 2026.

DEMONSTRATING INDUSTRY LEADERSHIP BEYOND COMPLIANCE, MANY OF THE LARGEST OPERATORS ARE VOLUNTARILY INVESTING IN EMISSIONS REDUCTION EFFORTS (OGMP 2.0).



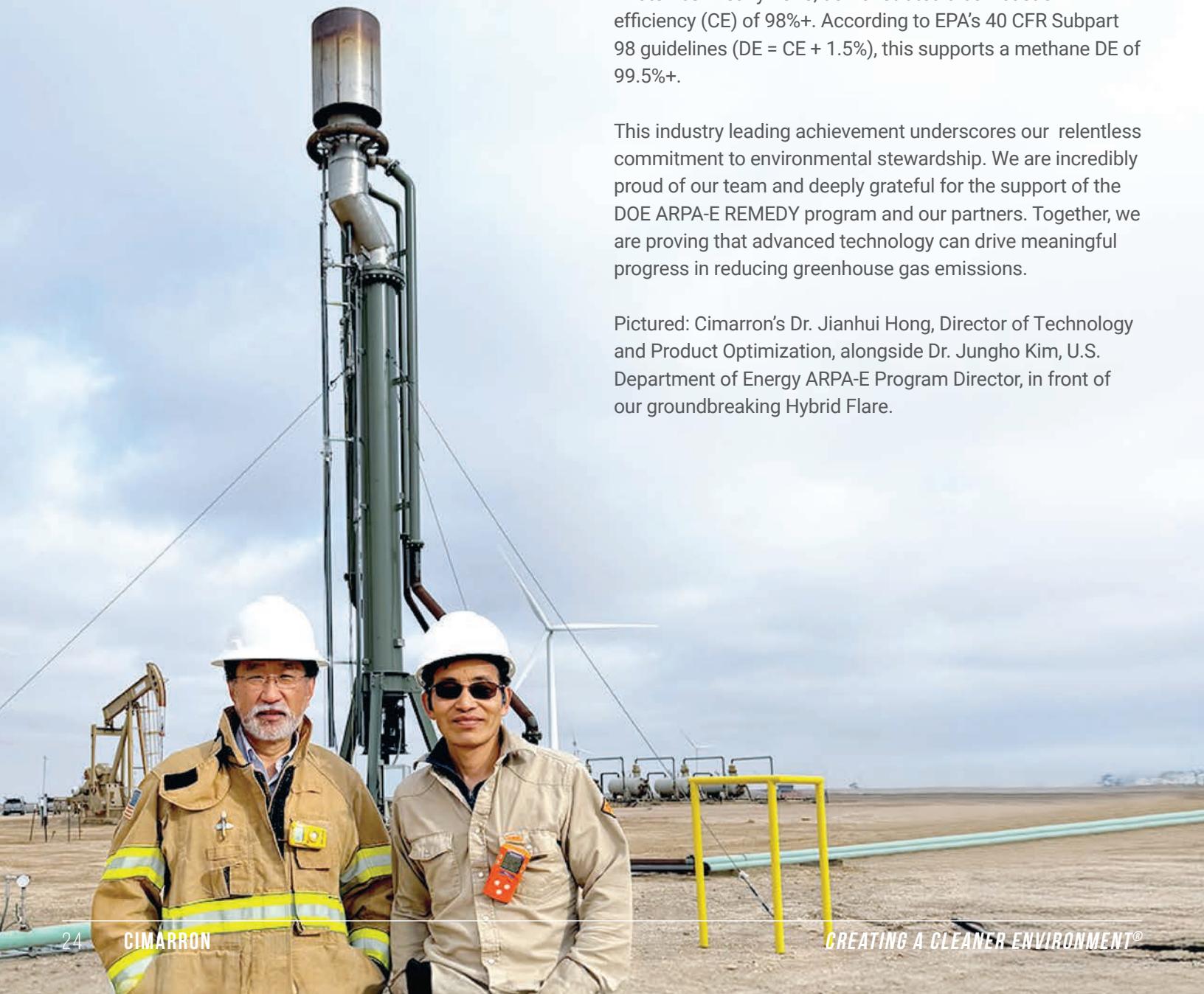
# CASE STUDY

## CREATING A CLEANER ENVIRONMENT®



### UPSTREAM OIL & GAS

DRE-MAX® Flare Controller  
& Cimarron's Hybrid Flare



Since 2021, Cimarron has been working in partnership with the U.S. Department of Energy (DOE), working to develop and demonstrate innovative technologies that reduce greenhouse gas emissions in the oil, natural gas and coal sectors. Through the DOE's Advanced Research Projects Agency-Energy (ARPA-E) Reducing Emissions of Methane Every Day of the Year (REMEDY) program, Cimarron's Hybrid Flare and DRE-MAX Controller have received DOE funding support to advance their capabilities.

The Cimarron Hybrid Flare incorporates cutting-edge combustion technology, and when paired with the DRE-MAX® automatic controller, it has consistently achieved industry leading destruction efficiency (DE). Validation through VISR measurements, conducted in partnership with Providence Photonics in early 2025, demonstrated a combustion efficiency (CE) of 98%+. According to EPA's 40 CFR Subpart 98 guidelines (DE = CE + 1.5%), this supports a methane DE of 99.5%+.

This industry leading achievement underscores our relentless commitment to environmental stewardship. We are incredibly proud of our team and deeply grateful for the support of the DOE ARPA-E REMEDY program and our partners. Together, we are proving that advanced technology can drive meaningful progress in reducing greenhouse gas emissions.

Pictured: Cimarron's Dr. Jianhui Hong, Director of Technology and Product Optimization, alongside Dr. Jungho Kim, U.S. Department of Energy ARPA-E Program Director, in front of our groundbreaking Hybrid Flare.

# CASE STUDY

## CREATING A CLEANER ENVIRONMENT®



### ANAEROBIC DIGESTION

Cimarron's Enclosed Combustor & Burner Management System

In 2024, Cimarron supplied a customized combustor with an integrated burner management system and controls to a biogas facility in Indiana. This plant processes raw tomato extracts—a byproduct of ketchup manufacturing—as feedstock for anaerobic digestion. Through fermentation and purification, the facility produces methane, carbon dioxide and trace gases.

The purified biomethane is sold as a high-quality renewable natural gas (RNG), while waste gases are efficiently combusted using Cimarron's advanced combustor, achieving a high destruction efficiency (DE) rate. By delivering this combustor with high DE capabilities, Cimarron supported a critical renewable energy market that promotes the circular economy and sustainable RNG production.



# CIMARRON'S ENVIRONMENTAL IMPACT

## GHG EMISSIONS

Cimarron is committed to measuring and reducing our operational emissions footprint as part of our broader sustainability efforts. In 2021, we began measuring and reporting our Scope 1 and Scope 2 emissions, laying the foundation for transparent and accountable environmental practices. Below is a summary of our annual GHG emissions for both direct (Scope 1) and indirect (Scope 2) emissions across our operations.

GHG EMISSIONS	2022	2023	2024
SCOPE 1	2,454	2,791	2,793
SCOPE 2	734	787	929
<b>TOTAL SCOPE 1 &amp; 2</b>	<b>3,188</b>	<b>3,578</b>	<b>3,722</b>

In 2024, our absolute emissions increased due to (i) the continued growth in our business and operational employee base, driving higher energy demands, (ii) weather patterns requiring more energy to heat and cool our facilities, and (iii) increased fuel usage across our field services fleet. Looking ahead, we strive to continuously improve our emissions reporting and management strategies that align with our vision for Creating a Cleaner Environment® and identifying opportunities to reduce both our absolute emissions as well as our emission intensity of our operations.





## RECYCLE & REUSE PROGRAMS

At Cimarron, we hold a deep appreciation for the principles of recycling and reuse, which are a part of our dedication to waste reduction, resource conservation, and environmental harmony across our operations. Throughout 2024, we continued our journey to further expand and refine our recycling and reuse initiatives, contributing to the advancement of a more circular economy and the mitigation of Cimarron's ecological footprint.

Our commitment to recycling is most significantly exemplified across our manufacturing centers, ensuring that residual paint is captured and repurposed whenever feasible. This approach both minimizes waste but also fosters a culture of responsible resource management within our organization. Our manufacturing centers also produce a considerable volume of scrap metal which is recycled. By diverting these materials from landfills and reintegrating them into production, we uphold our commitment to sustainable business practices and resource efficiency.

Across our service organization, our field technicians regularly change out and replace both oil and activated carbon in our customers' emissions control equipment. We are proud to report that we regularly recycle these byproducts which help our customers in Creating a Cleaner Environment®.

**9,680**

Gallons of  
Recycled  
Paint Waste

**2,244**

Gallons of  
Recycled  
Oil

**39,696**

Gallons of  
Recycled  
Water

**16,118**

Ibs. of  
Recycled  
Scrap Metal

**1,353,417**

Ibs. of  
Recycled  
Steel

# INVESTING IN OUR BUSINESS

At Cimarron, our greatest strength is the synergy between our purpose and our people. We are dedicated to cultivating a supportive, dynamic workplace where every employee can thrive. Through continuous investment in talent development, training, safety, and leadership, we empower our team to excel—driving meaningful results for our customers, communities, investors, and the environment.





## 2024 KEY STATISTICS



# EMPLOYEE DEVELOPMENT PROGRAMS

Cimarron has steadfastly upheld the principles of social responsibility, which encompass ensuring a safe and secure workplace, implementing formal training and development programs for our employees, facilitating career path and advancement opportunities, and offering fair compensation based on performance evaluated against clearly defined metrics. We firmly believe that by prioritizing these aspects, our employees can attain a harmonious work-life balance that benefits both individuals and the organization as a whole. Cimarron also places a strong emphasis on diversity and inclusion, fostering a work environment that values and respects the unique perspectives and contributions of every team member.

Our commitment to employee development extends beyond formal training programs to include ongoing education and awareness initiatives. Through workshops, seminars, and other learning opportunities, we strive to empower our workforce with the knowledge and skills necessary to thrive in their roles and contribute meaningfully to the company's success. In addition to fostering a supportive and inclusive work culture, Cimarron also prioritizes financial wellness for our employees. We offer robust 401k investment options and financial planning resources to help our team members build a secure and prosperous future, further enhancing their overall job satisfaction and long-term career fulfillment.



### IMPACT STUDY: CIMARRON HOSTS FIRE EXTINGUISHER TRAINING AT NEWCASTLE FACILITY

At Cimarron, safety is our top priority. In 2024, Cimarron hosted the Newcastle Oklahoma Fire Department team to provide a hands on fire safety course to our Newcastle team. The Firefighters provided vital training to our employees with the skills and knowledge to respond confidently in emergency situations.



# COMMITMENT TO SAFETY

At Cimarron, safety is a shared responsibility and an integral part of our operational culture. We recognize that workplace conditions and risks continuously evolve, necessitating ongoing updates to our safety policies and procedures. Through active employee engagement, comprehensive training, and strict adherence to established safety protocols, we uphold the highest standards to protect our workforce and enhance the sustainability of our operations. By prioritizing safety, we not only safeguard our employees but also reinforce our long-term success and resilience.

## Workplace Safety Standards

Cimarron's safety guidelines serve as the foundation of our commitment to workplace safety. Employees are expected to follow all safety protocols, including proper machinery operation, adherence to Lockout-Tagout (LOTO) procedures, and the use of required Personal Protective Equipment (PPE). Our Stop Work Authority policy empowers employees to immediately report unsafe conditions, ensuring that hazards are addressed before work continues. Given the dynamic nature of safety in the workplace, policies and procedures may be amended at any time without prior notice, with the Cimarron Safety Manager having the authority to clarify or modify safety directives as needed. Cimarron's comprehensive safety program encompasses critical areas of workplace safety including but not limited to:

- Personal Protective Equipment (PPE)
- Globally Harmonized System (GHS) Classification & Labeling Pictograms
- First Aid & CPR Training
- Fall Protection Training
- Respiratory Protection
- Compressed Gas Cylinder Storage
- Bloodborne Pathogen Exposure Control Program
- Lockout-Tagout (LOTO) Policies
- Hand & Power Tool Safety
- Manual Lifting & Back Safety
- Cranes & Hoists Operation
- Forklift Safety Guidelines
- Fire Prevention & Emergency Protocols
- Ladder Safety
- Material Handling
- Welding & Hot Work Procedures
- Toxic Gas (H<sub>2</sub>S) Monitoring Devices

## KPA Flex Safety Management Software

In 2024, Cimarron implemented the KPA Flex Safety Management Software to enhance workplace safety and compliance. This automation and reporting platform provides a mobile app for real-time access to safety programs, enabling audits, inspections, and training anytime, anywhere. With robust incident management and an intelligent compliance calendar, Cimarron can track safety events in real time, analyze trends, and proactively improve workplace safety.

## Job Safety Analysis (JSA)

Cimarron employs the Job Safety Analysis (JSA) process to systematically evaluate job tasks, identify potential hazards, and implement measures to mitigate risks. JSAs are conducted prior to the start of any work to ensure all safety considerations are accounted for. These analyses are documented and maintained by the Safety Department, reinforcing our proactive approach to hazard awareness and prevention.



## Reporting & Stop Work Authority

At Cimarron, all employees have the right and responsibility to stop work if they observe unsafe conditions or practices. Any employee who identifies a hazardous situation should immediately notify the Safety Manager or their Supervisor before proceeding. A structured process is in place to assess and rectify unsafe conditions before resuming operations. Additionally, Cimarron take near misses and work-related injuries seriously. All incidents, regardless of severity, are reported immediately ensuring a thorough investigation and the implementation of corrective actions to prevent recurrence.



# STANDARDS & HUMAN RIGHTS

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## Human Rights

Cimarron is committed to supporting internationally recognized human rights activities and initiatives. Our approach to human rights issues is based on the UN Guiding Principles on Business and Human Rights and Universal Declaration of Human Rights. We believe that long-term business success can only be achieved if human rights are acknowledged and protected. Our Human Rights Policy sets out the fundamental principles embedded in our business operations and culture to ensure we do not engage in activities that directly or indirectly violate human rights. It is our corporate responsibility to uphold these principles throughout our entire organization. These policies and programs are overseen by our Executive team, including the CEO, Head of Finance, and VP of Human Resources. By extension, we expect all stakeholders, including business partners, vendors, and suppliers, to be aligned in upholding human rights globally.

## Anti-Discrimination

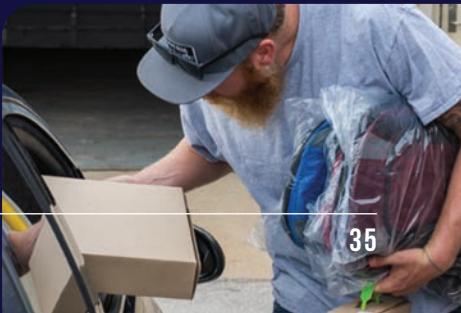
Our organization actively promotes and values diversity and inclusion, both internally and in our business relationships. Our Human Rights Policy explicitly prohibits any form of discrimination or harassment, whether based on race, sex, nationality, ethnicity, religion, age, disability, sexual orientation, gender identity, political views, or other legally protected characteristics. We strive to ensure all employees have equal opportunities to succeed and grow, while working to eliminate discriminatory behaviors and create a workplace free from harassment, violence, and intimidation. We believe that when employees feel safe and protected from discrimination, they can excel in their roles, enabling our company to achieve its objectives.



# IMPACTING OUR COMMUNITIES

At Cimarron, community involvement is fundamental to our purpose of improving lives. Through volunteerism, outreach, and strategic partnerships, we harness the energy, skills, and passion of our employees to support our communities.

Our purpose-first approach drives and defines us, ensuring that our efforts are focused on making a significant and lasting impact. We believe that true community engagement starts at the local level, which is why we empower our facilities to identify and respond to the most pressing needs in their areas. Whether through hands-on volunteer work, charitable contributions, or collaborative initiatives, our teams actively support the communities where we live and work.





# COMMUNITY IMPACT

**>360**  
**COMMUNITY**  
**SERVICE HOURS**

**>\$19,000**  
**IN CHARITABLE**  
**DONATIONS**

At Cimarron, we firmly believe in our capacity and obligation to cultivate thriving communities where our employees and their families reside and work. Our company-wide commitment to citizenship serves as a compass, guiding our philanthropic endeavors and encouraging our employee volunteers to generate significant and measurable societal impacts locally and globally.

Each year, we allocate substantial resources towards charitable donations, championing causes spanning education, healthcare, veteran rehabilitation, conservation and social welfare. These contributions are strategically directed to yield enduring effects, fostering greater equity and sustainability within our communities.

Our commitment to community service is exemplified by the active engagement of our employees in diverse volunteer programs. Cimarron not only encourages but also supports our employees in participating in volunteer activities that resonate with our core values and contribute to the welfare of local communities. In 2024, we proudly supported twenty-five organizations through service and charitable giving events, demonstrating our ongoing dedication to making a meaningful difference in the world.

# 2024 CHARITABLE SERVICE EVENTS



## CLOTHES FOR KIDS | Denver, CO

Clothes For Kids of Denver provides free clothing to low-income and in-crisis students, ensuring they have the essentials they need to feel comfortable and confident in school. The organization aims to remove clothing insecurity as a barrier to academic success.

Our Denver team dedicated 22 volunteer hours to Clothes For Kids of Denver, assisting with sorting clothes, tagging shoes, stocking items, assisting customers, and breaking down boxes, directly contributing to the organization's mission.

## HESS HOUSTON 5K | Houston, TX

The annual Hess Houston 5K is an annual event that promotes corporate wellness while raising funds for the Memorial Park Conservancy, which focuses on preserving and enhancing Houston's largest urban park.

The Houston office participated in the 8th Annual Hess Houston 5K, joining over 10,000 participants from 230 companies to support the Memorial Park Conservancy. The event promoted corporate wellness, strengthened team connections and contributed to the local community.



## SPECIAL OLYMPICS | Stillwater, OK

Special Olympics Oklahoma provides year-round sports training and athletic competitions for individuals with intellectual disabilities, fostering inclusion, confidence and achievement through sports. The organization empowers athletes while promoting community engagement and volunteerism.

The Cimarron team volunteered at the Special Olympics Oklahoma Summer Games at Oklahoma State University, where hundreds of athletes competed. Volunteers assisted with event facilitation, including keeping score, cheering on athletes, and supporting families and coaches. Contributing 20 volunteer hours, the team was inspired by the athletes' dedication and looks forward to continuing this meaningful partnership.



## CIRCLE OF HOPE COMMUNITY CENTER | Austin, TX

The Circle of Hope Community Center is dedicated to providing food, resources, and support to individuals and families facing hardship. Through its food distribution programs and outreach efforts, the organization fosters hope and strengthens the local community.

Our Austin office partnered with The Circle of Hope Community Center to support its mission of providing food, resources, and hope to neighbors in need. Team members participated in three food distribution events, helping to deliver essential supplies to the community.

## UNITED WAY | Newcastle, OK & Tulsa, OK

United Way is a global nonprofit committed to improving lives by mobilizing resources to support programs in education, financial stability, and health. Through local and national partnerships, United Way creates lasting change in communities by addressing critical social challenges.

Our team contributed to United Way initiatives through the Stuff the Bus campaign, providing backpacks and school supplies for children in need, and by decorating a Christmas tree for the "It's a Marvel Christmas" event. The tree, along with others, was auctioned to raise funds for local community support programs.



## AIL (Italian Association Against Leukemia) | Italy

AIL (Italian Association Against Leukemia) funds scientific research and supports patients and families affected by blood cancers. Through medical assistance, professional training, and contributions to treatment centers, AIL enhances patient care and advances therapies.

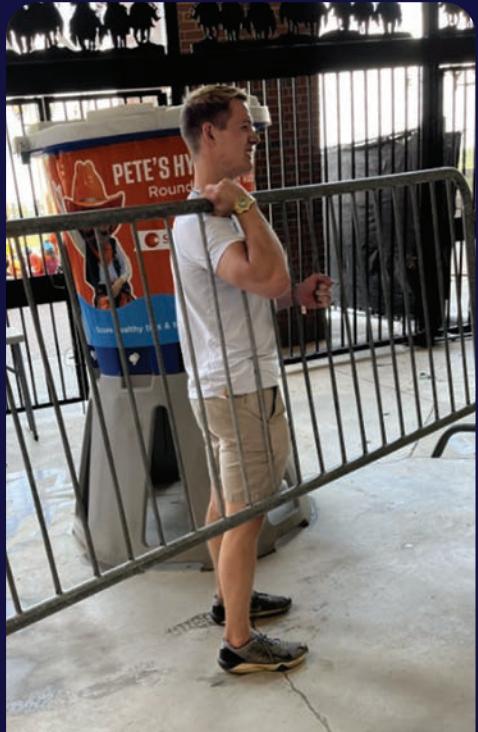
Every Christmas, we honor our team in Europe with a traditional Italian holiday dessert. These festive packages are purchased from AIL, with proceeds supporting their vital mission. This tradition allows us to celebrate our employees while making a positive impact on those in need.

## SNOWDROP FOUNDATION | Houston, TX

The Snowdrop Foundation supports pediatric cancer patients and survivors by funding scholarships and research efforts while providing emotional and financial assistance to families in need. Through community-driven initiatives, the foundation brings hope and relief to children facing cancer.

Our Houston team demonstrated a strong commitment to giving back through community engagement and charitable donations in support of the Snowdrop Foundation. We participated in the Easter Basket Supply Drive, contributed to Texas Children's Hospital, and organized a successful Toy Drive, all aimed at bringing joy and support to children in need.





## OTHER COMMUNITY ORGANIZATIONS WE SUPPORTED 2024



Veterans Memorial Cemetery  
Houston, TX



Fellowship Christian Athletes  
Houston, TX



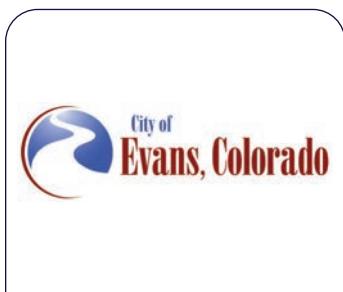
Duncan Rescue Mission  
Duncan, OK



Faith Church  
Duncan, OK



West Wind Assisted Living  
Marlow, OK



City of Evans Recreation  
Evans, CO



Children's Hospital of Colorado  
Evans, CO



Garth Englund Blood Mobile  
Evans, CO

# MAINTAINING GOVERNANCE STANDARDS

Cimarron's governance model benefits from the input of the board of directors, external advisors, risk experts, and the Company's leadership, and is supplemented by best practices taken from reviews of the highly successful companies. Our governance protocols are designed to manage risks and drive returns while adhering to our established policies and procedures.

Cimarron's policies ensure the Company operates in a transparent and responsible manner, while establishing a culture of transparency and accountability and providing a framework for decision-making that is aligned with our core values. Our policies help establish a culture of transparency and accountability and provide a framework for decision-making that is aligned with our core values. Our Board and leadership team believe that effective governance policies also help mitigate risks, build trust with our stakeholders, and contribute to the long-term success of our Company.







# BOARD OF DIRECTORS

Cimarron's Board of Directors ("the Board") is the highest governing body for the company, which helps guide our strategy, identify and isolate risks, guide and oversee management, and prioritize investments and growth initiatives. The Board currently consists of five individuals, with a collective ~170 years of relevant industry experience and an average of seven years of tenure per member, including our CEO and an Independent Director. The members of the Board have also served, and/or are currently serving, on the boards of numerous public and private organizations. The Board supports Cimarron's sustainability framework and helps the ESG Committee identify key performance metrics tied to our ESG goals and objectives.

## JOHN CLARKE CHAIRMAN

### RELEVANT EXPERIENCE

Energy / Oil & Gas / Manufacturing  
Public Company Executive Leadership  
Private Equity  
Investment Banking

## JEFF FOSTER PRESIDENT & CEO

### RELEVANT EXPERIENCE

Energy Services / Oil & Gas / Engineering / Manufacturing  
Operations Management  
Executive Leadership

## TODD TOMLIN DIRECTOR

### RELEVANT EXPERIENCE

Energy / Oil & Gas / Manufacturing  
Capital Formation & Advisory  
Private Equity  
Investment Banking

## MITCH COX DIRECTOR

### RELEVANT EXPERIENCE

Energy / Oil & Gas / Petroleum Engineering  
Capital Formation & Advisory  
Private Equity  
Investment Banking

## MARK CREWS DIRECTOR

### RELEVANT EXPERIENCE

Energy Services / Oil & Gas / Manufacturing  
Operations Management  
Executive Leadership

# ESG COMMITTEE

Cimarron's ESG Committee is a dynamic assembly of cross-functional experts spanning diverse levels of the organization. This collaborative team fosters a culture of innovation, providing unique and objective insights into environmental, social, and governance (ESG) matters. Meeting quarterly, the ESG Committee diligently aligns key metrics with the organization's ESG goals and objectives, ensuring strategic alignment and tangible impact throughout the year.

**BRANDY JOHNSON**  
VP  
COMMERCIAL

**SETH FREEMAN**  
CHIEF FINANCIAL  
OFFICER

**CHASE ETHINGTON**  
VP  
HUMAN RESOURCES

**IAN EARLE**  
VP COMMERCIAL  
OPERATIONS

**JESUS SANCHEZ**  
VP  
ENGINEERING

**JASON HOVEY**  
VP COMMERCIAL  
OPERATIONS

**BURT STRINGER**  
VP  
SERVICES

**BRENDA TRUMAN**  
VP  
QHSE

# ENTERPRISE RISK MANAGEMENT

As part of our enterprise risk management efforts, our Board, in collaboration with our external audit firm, meets regularly to remain informed about critical business, financial and control risks. This process includes discussions on emerging threats, regulatory changes and industry benchmarks. Beyond these formal meetings, our executive leadership team remains vigilant, continuously monitoring business and macroeconomic trends, investing significantly in cybersecurity training. These interactions aimed at risk management have been instrumental in strengthening our overall business practices. By staying ahead of the curve and adapting swiftly to evolving challenges, Cimarron remains resilient and well-prepared in today's dynamic business environment.

## Cybersecurity Policy

The more Cimarron advances its reliance on technology to collect, store, analyze, and manage sensitive information, the more vulnerable we become to severe security breaches. Human error and malicious attacks pose a threat to our Company's reputation and can cause irreversible damage. We implement a number of actions to combat and mitigate the risk of breach, including multi-factor authentication, continuous security awareness training, frequent password updates, firewall installation, investigation of all security breaches, among others. Since 2021, we have used virtual risk measures to drive continuous improvement, resulting in steadily decreasing cybersecurity risk levels.

## Use of Information Technology Policy

A key component of Cimarron's approach to information security is user education. Our Use of Information Technology Policy is a key element in this approach, educating our employees in the proper use of IT systems and services in an effort to protect information on our systems from theft, loss, or unauthorized access. All instances of misuse of Cimarron's information systems and/or equipment must be reported to the Information Technology department accordingly.



# THIRD-PARTY AUDITS & ACCOUNTABILITY

## Financial & Tax

Cimarron partners with an independent audit and tax firm to assess and report on the company's financial accuracy, governance, risk management, and internal controls. This collaboration ensures we meet our operational, financial, and compliance objectives.

## Operational

Cimarron follows the American Society of Mechanical Engineers (ASME) Code, a standard of excellence for pressurized equipment engineering. Our safety data is reviewed annually by a third party (OSHA), with oversight from our Vice President of Health, Safety, and Environmental (HS&E), who reports directly to the CEO. In addition, we work with a third-party health and safety consulting firm to monitor and document airborne and noise level exposures at our facilities in compliance with OSHA standards. We also engage in third-party facility validation to ensure our operations meet key safety, process and control requirements.

## Sustainability

Since 2021, Cimarron has consistently reported our sustainability processes, policies, goals, and performance metrics through EcoVadis, promoting transparency with our supply chain and customers. We are proud to report year-over-year improvement in our EcoVadis rating, achieving bronze status for the 2024 reporting year. The EcoVadis assessment reflects our commitment to enhancing sustainability management and making a positive impact, particularly within the supply chain.

# ETHICS & COMPLIANCE

## Cimarron Workplace Conduct

We believe in conducting business the right way—it's fundamental to how we create a better world together. Earning and maintaining the trust of our stakeholders starts with a culture of honesty and integrity. Our global ethics and compliance program establishes clear processes and controls to manage legal and regulatory risks, foster an ethical workplace and empower our business to operate with integrity.

Our commitment to ethics and compliance is outlined in our Workplace Conduct Policies, which apply to everyone working for or on behalf of Cimarron. We are dedicated to maintaining a responsible and ethical work environment that values employees, customers and stakeholders. Employees are expected to uphold company policies, act with integrity and avoid misconduct, including substance abuse, dishonesty, harassment and misuse of company property.

## Foreign Corrupt Practices Act (FCPA)

Cimarron is committed to full compliance with the U.S. Foreign Corrupt Practices Act (FCPA) and all applicable anti-corruption laws as we operate in a global marketplace. Our international transactions are subject to strict legal review and compliance requirements. To uphold our commitment to ethical business practices, our Board has implemented an Anti-Corruption Compliance Policy Manual, which all Cimarron personnel engaged in international activities must follow. Additionally, we leverage third party advisors to support the screening and evaluation of new customers, partners and contractors for thorough FCPA evaluation in advance of establishing any commercial relationship.

## Whistleblower Policy

Cimarron's Whistleblower Policy is designed to foster a culture of integrity, accountability, and transparency by providing employees, contractors, and other key stakeholders with a safe and confidential avenue to report concerns. We encourage individuals to report, in good faith, any suspected misconduct, violations of corporate policies, legal non-compliance, fraud, corruption, or unethical behavior. Reports can be made anonymously via our hotline or to a leader within Cimarron directly, and we protect the identity of whistleblowers upon request. Retaliation against those who report concerns in good faith is strictly prohibited. Every report is thoroughly investigated in accordance with company procedures, and appropriate actions are taken to address any confirmed violations. This policy applies to all employees, contractors, suppliers and business partners across all Cimarron operations.





# RESPONSIBLE SOURCING

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At Cimarron, we are committed to integrating sustainability into our operations, including the selection and management of suppliers. Our Supplier Code of Conduct and Sustainable Procurement Policy combine traditional factors, such as cost, quality, and delivery, with sustainability considerations across environmental, social and governance (ESG) criteria. These include minimizing GHG emissions, ensuring fair labor practices, promoting worker safety, reducing waste and adhering to transparent business practices. Suppliers are also expected to comply with ethical sourcing certifications and demonstrate a commitment to diversity and inclusion.

To ensure suppliers align with our ESG standards, we implement a robust pre-qualification process. This includes completing a Supplier Risk Self-Assessment, conducting site audits for high-risk suppliers, and evaluating sustainability performance through a supplier rating system. We also perform sustainability risk assessments based on the supplier's industry, region, and product type, and provide resources to support supplier development in these areas.

Sustainability is embedded in our procurement practices through local sourcing to reduce emissions, considering the Total Cost of Ownership (TCO), and prioritizing eco-friendly products with a lower carbon footprint. All contracts include sustainability clauses and provisions for regular audits to ensure compliance.

We are dedicated to continuous improvement in our procurement practices, actively seeking supplier feedback and reviewing procedures annually to reflect industry best practices and regulatory changes. Cimarron also invests in training for procurement teams to ensure that sustainability remains a core part of our decision-making processes, contributing to our long-term business success and environmental stewardship.

# APPENDIX

## CIMARRON'S SUSTAINABILITY KPIS

KPI	Description	2022	2023	2024	Target
<b>Energy Use &amp; GHG Emissions</b>					
KPI 1	Lower Scope 1 emissions and shift to renewable energy in Cimarron's operations.	2,454 mtCO2e 2,454 mtCO2e	2,791 mtCO2e 2.35 mtCO2e / 1,000 hours	2,793 mtCO2e 2.31 mtCO2e / 1,000 hours	2.35 mtCO2e / thousand work hours
KPI 2	Lower Scope 2 emissions and shift to renewable energy in Cimarron's operations.	734 mtCO2e 0.73 mtCO2e / 1,000 hours	787 mtCO2e 0.66 mtCO2e / 1,000 hours	929 mtCO2e 0.77 mtCO2e / 1,000 hours	<1.0 mtCO2e / thousand work hours
<b>Product Stewardship, Product Development, and Innovation</b>					
KPI 3	Reduce customers' GHG impacts through the use of Cimarron's products and introduction of new GHG reduction products that perform above the industry standard.	N/A, methodology enhanced in 2024	N/A, methodology enhanced in 2024	1,500,000 mtCO2e	Reduce our customers' GHG emissions by an additional 1.4 million Tonnes CO2e above industry standard competing technology.
KPI 4	Improve customers' productivity through the use of Cimarron's service / IOT solutions defined as uptime mechanical availability (MA).	N/A, methodology enhanced in 2023	87% Rental Fleet MA 97.5% Commercial Fleet MA	93.9% Rental Fleet MA 96.1% Commercial Fleet MA	>95% Mechanical Availability of VRUs >99% Mechanical Availability of Combustors
KPI 5	Launch new and enhanced products that reduce GHG emissions.	Developed & launched 3 products	Developed & launched 1 product	Developed & launched 1 new product, 2 product enhancements	Develop and launch two new and two enhanced products annually that reduce GHG emissions.
KPI 6	Support regulatory GHG reduction projects that reduce GHG emissions.	> 2,800 Sr level engineering hours	5,300 Sr level engineering hours	7,500 Sr level engineering hours	Expand 1,600+ Sr level engineering hours to support DOE and local regulatory GHG emissions reduction projects
<b>Labor, Employee Matters and HSE</b>					
KPI 7	Maintain our high level of safety as measured by OSHA TRIR and LTIR criteria.	TRIR 0.99 Fatality Rate 0.00	TRIR 0.84 Fatality Rate 0.00	TRIR 0.17 Fatality Rate 0.00	TRIR <0.80 Fatality Rate 0.00
KPI 8	Provide structured training programs to all employees to advance awareness of safety and enhance career development.	48,475 Training Hours	62,947 Training Hours	53,182 Training Hours	50,000+ HSE Training Hours
KPI 9	Support our local communities through volunteer service events.	>10 Service events	22 Service events	25 Service events	>25 Annual Service events

# SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) INDEX

Metric	SASB Code	2024	Unit
<b>GHG Emissions</b>			
Gross global Scope 1 emissions	EM-MD-110a.1	2,793	mtCO2e
Long-term and short-term strategy to reduce Scope 1 emissions	EM-MD-110a.2	<p>Cimarron is committed to reducing the scope 1 GHG emissions footprint of its internal operations and across the energy sector as a whole. Our scope 1 footprint is predominately caused by (i) mobile combustion of gasoline and diesel fuels to power our field service fleet and (ii) stationary combustion of natural gas, propane, acetylene, methane, and carbon dioxide within our facilities.</p> <p>Our strategy to reducing our material emissions lies in improving energy efficiency of our fleet and facilities. While reducing absolute scope 1 emissions is a long-term goal, we are committed to reducing our short-term scope 1 emissions intensity by retrofitting facilities to improve energy efficiency, encouraging our employees to follow sustainable driving practices, and converting to lower-carbon fuels where possible.</p>	N/A
<b>Emissions Reduction Services &amp; Fuels Management</b>			
Total fuel consumed	EM-SV-110a.1	198,289	gallons
Strategy to reduce air-related emissions and goals	EM-SV-110a.2	<p>Our Emissions Management Solutions portfolio offers comprehensive technologies to identify, measure, control, capture, and eliminate fugitive emissions. Leveraging our global network of application engineers and manufacturing facilities, we provide industry-leading emissions control solutions for the energy and infrastructure sectors, with a strong focus on industries facing stringent emissions reduction requirements (hard-to-abate sectors) and increasing regulatory oversight.</p> <p>As a key partner in our customers' environmental initiatives, we supply specialized equipment, including: (i) Compression and carbon vapor recovery units, (ii) Vapor recovery towers, (iii) Enclosed combustion units and thermal oxidizers, (iv) BTEX condensers and combustors (v) Ultra-low NOx emissions combustors and (vi) High-destruction efficiency flares.</p> <p>Our solutions deliver immediate reductions in Scope 1 emissions while enhancing operational efficiency and safety. In 2024, our technologies enabled customers to reduce emissions by 1.5 million tonnes of CO2 equivalent and 62,000 tonnes of volatile organic compounds (VOCs), surpassing industry performance standards.</p> <p>As environmental regulations grow more stringent, our solutions help customers maintain compliance with state and federal requirements while reducing the risk of non-compliance penalties. This evolving regulatory landscape presents additional growth opportunities in our target markets. We remain committed to advancing innovative technologies that empower our customers to meet and exceed emissions standards.</p>	N/A

# SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) INDEX

Metric	SASB Code	2024	Unit
<b>Workforce Health &amp; Safety</b>			
TRIR	EM-SV-320a.1	0.17	Rate
Fatality Rate	EM-SV-320a.1	0.00	Rate
HSE Training Hours	EM-SV-320a.1	53,182	Hours
Description of management systems used to integrate a culture of safety and health throughout the value chain and project life cycle	EM-SV-320a.2	Cimarron adheres to the American Society of Mechanical Engineers (ASME) Code, a recognized standard of excellence in engineering practices for pressurized equipment. Our safety data is reviewed annually by a third party (OSHA) and is overseen internally by our Vice President of Health, Safety, and Environment (HS&E), who reports directly to the CEO. Additionally, we conduct third-party facility validations of our processes and procedures, along with noise and air quality assessments, to ensure compliance with essential safety, operational, and control requirements.	N/A
<b>Business Ethics &amp; Payments Transparency</b>			
Amount of net revenue in countries that have the 20 lowest ranking in the transparency internationals corrupting perception index	EM-SV-510a.1	Cimarron takes sustainable procurement seriously and applies the same principles when considering the countries we serve. In 2024, we reported 0% of revenue from the 20 countries with the lowest rating in Transparency International's Corruption Perception Index, including: Eritrea, Afghanistan, Burundi, Chad, Comoros, Democratic Republic of the Congo, Myanmar, Sudan, Tajikistan, Libya, Turkmenistan, Equitorial Guinea, Haiti, Nicaragua, Yemen, South Sudan, Syria, Venezuela, and Somalia.	N/A
Description of the management system that prevents corruption and bribery throughout the value chain	EM-SV-510a.2	<p>At Cimarron, we utilize a combination of internal and external tools to collect critical data on supplier compliance, ESG performance, and related risks. Understanding the potential legal and reputational liabilities posed by our business partners and contractors under the Foreign Corrupt Practices Act (FCPA) and other applicable laws, we take a proactive approach to risk management.</p> <p>Our strategy includes regular assessments of risks related to anti-corruption, international trade, human rights, and responsible sourcing. We conduct annual, company-wide program and risk evaluations, supplemented by targeted compliance training for employees and contractors. Additionally, we implement business controls informed by periodic fraud risk assessments, which are tested and reviewed annually.</p> <p>These efforts are integrated into our broader financial and accounting audits at our corporate offices, ensuring strong oversight and continuous improvement.</p>	N/A
<b>Critical Incident Risk Management</b>			
Description of management systems used to identify and mitigate catastrophic and tail-end risks	EM-SV-540.a1	As part of our enterprise risk management efforts, our Board, in collaboration with our external audit firm, meets regularly to remain informed about critical business, financial, and control risks. This process includes discussions on emerging threats, regulatory changes, and industry benchmarks. Beyond these formal meetings, our executive leadership team remains vigilant, continuously monitoring business and macroeconomic trends, investing significantly in cybersecurity training. These interactions aimed at risk management have been instrumental in strengthening our overall business practices. By staying ahead of the curve and adapting swiftly to evolving challenges, Cimarron remains resilient and well-prepared in today's dynamic business environment.	N/A
<b>Activity Metrics</b>			
Total hours worked by all employees	EM-SV-000.D	1,208,567	Hours

# GLOBAL REPORTING INITIATIVE (GRI) INDEX

Disclosure Topic	2024 Response
<b>GRI 2: General Disclosure 2021</b>	
2-1 Name of Organization	Cimarron Energy, Inc.
2-1 Location of Headquarters	Houston, Texas, USA
2-1 Location of Operations	Cimarron's operations predominately take place within the United States, with additional international locations in the Netherlands, UK, UAE, Italy, and India.
2-3 Reporting Period	January 1, 2024 - December 31, 2024
2-3 Reporting Frequency	Annually
2-3 Date of Most Recent Report	April 2025
2-5 Contact Point for Report Questions	Brandy Johnson bjohnson@cimarron.com
2-5 External Assurance	Our environmental and safety data are reviewed annually by a third party (OSHA) on topics including airborne particulate matter and noise exposure. The assurance process is led by the vice-president of HS&E, who reports to the CEO.
2-6 Markets Served	Cimarron serves more than 45 countries around the world from key operational centers in the United States, Italy, India, the United Kingdom, and the United Arab Emirates.
2-7 Information on (US) Employees and Workers	545 employees 17% of women in management 42% of minorities in relation to whole organization 22% of minorities in management
2-9 Governance Structure and Composition	5 total board members 140 combined years of experience 7 years of average tenure per member
2-22 Statement from Senior Decision-Maker	Page 4 of this report.
2-23 Policy Commitments	Cimarron's policies follow internationally-recognized frameworks and is based on best practices of firms within our industry. In our Human Rights Policy, we explicitly commit to protecting vulnerable groups, such as women and children, and extend this policy to our suppliers via our Supplier Code of Conduct. Our commitments to environmental stewardship, anti-discrimination, anti-corruption, and ethical business practices automatically extends to our employees, contractors and suppliers, who are each required to acknowledge these practices upon engagement with Cimarron.
2-26 Mechanisms for Seeking Advice and Raising Concerns	Cimarron has a Whistleblower Policy and hotline in place detailing the course of action stakeholders can take to seek advice and raise concerns about responsible business conduct within our operations. During the reporting period, zero concerns were raised.

# GLOBAL REPORTING INITIATIVE (GRI) INDEX

Disclosure Topic	2024 Response
<b>GRI 3: Material Topics 2021</b>	
3-1 Defining Report Content and Topic Boundaries	<p>Cimarron's ESG reporting incorporates frameworks set forth by the Sustainability Accounting Standards Board (SASB), the Global Reporting Initiative (GRI), and the United Nation's Sustainable Development Goals (SDGs). Our emissions estimates and disclosures have been established in accordance with the World Resource Institute Greenhouse Gas Protocol.</p>
3-2 List of Material Topics	<p>In 2021, Cimarron conducted an inaugural materiality assessment to identify relevant sustainability topics for our stakeholders. Our material topics, in order of priority, are as follows:</p> <ul style="list-style-type: none"> <li>• GHG Emissions</li> <li>• Product Development and Innovation - Product Stewardship</li> <li>• Labor, Safety &amp; Employee Matters</li> <li>• Energy Use</li> <li>• Waste Reduction</li> <li>• Business Integrity</li> <li>• Company Culture</li> <li>• Occupational Safety and Health</li> <li>• Product Quality &amp; Reliability</li> <li>• Diversity and Inclusion</li> <li>• Talent Development</li> <li>• Community Engagement</li> </ul>
<b>GRI 305: Emissions 2016</b>	
305-1 Direct (Scope 1) GHG emissions	2793 mtCO2e
305-2 Energy indirect (Scope 2) GHG emissions	929 mtCO2e
305-4 GHG Emissions Intensity	2.31 mtCO2e / 1,000 hours
<b>GRI 306: Effluents and Waste 2016</b>	
306-4 Waste diverted from disposal	<ul style="list-style-type: none"> <li>• 9,680 Gallons of Recycled Paint Waste</li> <li>• 2,244 Gallons of Recycled Oil</li> <li>• 39,696 Gallons of Recycled Water</li> <li>• 16,118 lbs. of Recycled Scrap Metal</li> <li>• 1,353,417 lbs. of Recycled Steel</li> </ul>
<b>GRI 404: Training and Education 2016</b>	
404-1 Average hours of training per employee	98 hours per employee

# MATERIALITY MAPPING

In 2022, Cimarron completed a materiality assessment process to identify material topics, collect stakeholder feedback, and prioritize topics for internal ESG strategy and disclosure. The assessment processes followed the GRI Standards framework with the goal of pinpointing topics most impactful to Cimarron and our customers. GRI's materiality principles were applied throughout the process to guide topic selection and evaluation.

## TOPIC IDENTIFICATION

The assessment process evaluated key topics that demonstrated high economic, environmental and/or social impact as well as those that have essential influence on the valuations and decisions of stakeholders. Topics were selected from:

**Employee dialogue**

**ESG dialogue and questions with regulatory agencies**

**Customer requests**

**Benchmarking**

**Reputable sustainability standards and protocols**

**ESG indicators**

## Stakeholder Feedback

We identified internal and external stakeholders because they offer critical value in making decisions, shaping strategy and promoting long-term sustainability. We solicited input from the following: Cimarron employees, Cimarron leaders, customers, ESG regulatory authorities.

## Prioritize Topics

The feedback received from our stakeholders guided our preparation of a matrix to review the sustainability issues that deemed most material based on the results of the assessment. We identified issues based on their relative importance to stakeholders and to Cimarron's business.

Topics were assessed and prioritized based on three criteria:

- 1 If not done correctly or addressed, it will negatively impact our business.
- 2 Differentiates us within our industry to achieve above market growth.
- 3 Provides an opportunity to contribute to solving one or more pressing global issue(s).

## Incorporate Outcomes

The material topics were aligned with our strategic imperatives and outcomes were established for each material topic that support the UN Sustainable Development Goals. In addition, for each material topic, we analyzed where Cimarron has the greatest ability to influence and have an impact.

## Targets In Support of Our Material Topics

Through continuous focus on our material topics, we strive to keep our strategy aligned with stakeholder expectations and the needs of our communities.

# FOOTNOTES & DISCLOSURES

## NOTES AND METHODOLOGY ON EMISSIONS REDUCTION CALCULATIONS

### Calculation Assumptions:

Units sold in normal operation for a full year at nominal flow rates/conditions. For all combusted and vented hydrocarbons, CO2e includes the effects of ultimate products after atmospheric oxidation. VOC is assumed as non-methane Hydrocarbons. A GWP factor of 25 is applied to all methane emissions to calculate CO2e. GHG assumed as CO2 and Methane only, negligible effect from N2O. Inlet flow composition assumed as Tank Flash gas with 100% Hydrocarbon composition, 2000 BTU/SCF LHV for low pressure cases, Oil Handling Residue Gas with 100% Hydrocarbon, 1200 BTU/SCF LHV for high pressure cases. For mechanical VRUs, 99.9% Capture of Inlet Flow, remaining 0.1% is assumed to be vented to atmosphere with associated GHG and VOC emissions deducted from capture totals. For combustion equipment, emissions capture includes deduction of CO2e and VOC combustion products produced and non-combusted components of inlet flowrate (1-DRE%)\* Inlet Flowrate). Uptime is assumed as 20% usage on high pressure inlet cases, 40% usage on low pressure inlet cases. Cimarron technology advantage due to higher tested destruction efficiencies than industry benchmarks, assumed as API required 98% DRE on open combustion systems and Quad-O required 95% DRE on enclosed combustion systems.

### Methodology Notes:

It is important to note that the mechanism by which GHGs is ultimately reduced differs amongst the product lines. For example, mass GHG reduction for a mechanical VRU is the mass GHG entering the unit minus any normal operational venting to the atmosphere such as packing leakage, pneumatic control bleeding instruments, or pressure safety venting. This is conservatively estimated as 0.1% total inlet flow. For combustion equipment, mass GHG reduction is the mass GHG entering the unit minus the GHG (primarily CO2e) of the combustion products and a standard % of inlet flow (1-DRE%) that bypasses the combustion reaction. While installing a high efficiency open- or enclosed combustion system significantly reduces the impact of GHG on the atmosphere and thus the amount of hazardous venting, it is understood that customers would not have otherwise vented this gas to the atmosphere instead of using alternative technologies. Ultimately the customer determines the technology utilized to reduce GHGs based on economics, regulatory environment and feasibility, not necessarily which solution has the lowest GHG intensity. Cimarron therefore chooses to optimize its products to offer the lowest GHG intensity amongst similar products offered by the competition, thus the focus of KPI #3 being on incremental improvement rather than total reduction.

Cimarron's portfolio of products on emissions reduction is uniquely positioned to have an oversized impact on reduction with respect to a company of similar revenues and footprint in other industries. When researching industry benchmarks on combustion equipment, we did not find information or benchmarks to compare to, thus much of the methodology stated above was created by Cimarron for the purpose of this report. The decision to focus on incremental benefit on emissions reduction due to technology advantages from our products and the framework we present in was based on more mature and vetted reporting frameworks.



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