



# ANNUAL SUSTAINABILITY REPORT

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Reducing Greenhouse Gas Emissions

**2021**



OUR COMPANY AT A **GLANCE**

Cimarron is an emissions controls company offering products and services that support our purpose of “**Creating a Cleaner Environment**” by reducing greenhouse gas emissions around the world. At Cimarron, "What We Do" is only made possible by "Who We Are."

Our presence is increasingly global. Headquartered in Houston, Texas, our sales, engineering, design, and service capabilities cover the U.S. and certain core international regions. Benefitting from significant product history and performance, Cimarron engineers and manufactures environmental control, production and process equipment for the upstream, midstream and downstream energy industries, and certain additional end markets.



2021 **HIGHLIGHTS**

**ENVIRONMENTAL**

- We established our Scope 1 and Scope 2 baseline so we can drive emissions improvement in the years ahead
- We enabled our customers to reduce their emissions by:

**4.1** **MILLION TONNES**  
of VOCs

**87.6** **MILLION TONNES**  
of CO<sub>2</sub>e

**SOCIAL**

- We provided a safe and secure workplace as well as training and development programs for our employees

**429** As of year-end  
**EMPLOYEES**

**31%** Our management included  
**MINORITIES**

**0.68** Our safety record is strong  
**TRIR**

**17,074** We invested in our organization  
**TRAINING HOURS**

**GOVERNANCE**

- Our Board of Directors convened monthly
- Our Senior Leadership Team monthly
- We established an ESG committee
- Our employees re-certified compliance with relevant Policies and Procedures
- We invested in cybersecurity training:

**300** Cybersecurity training  
**HOURS**



# A LETTER FROM OUR CEO

Dear Stakeholders,

Thank you for your interest in Cimarron’s ongoing sustainability journey. As a long-standing, industry-leading provider of emissions compliance and control solutions, our Company is delivering significant **Environmental** benefits by reducing greenhouse gases and other pollutants for our customers around the world – Cimarron’s environmental footprint is summarized herein. In addition, this 2021 Sustainability Report highlights our commitments to **Social** progress and **Governance** best practices, as we are committed to market leadership across these important areas within our communities and throughout our industry and end markets.

In this report, I am excited to share details with you about our sustainability progress to date and our aspirations for the future... and it all begins with our people! Cimarron’s employees care deeply about our neighbors and our shared planet. Our culture encourages a bias for action that is evident in our employees’ commitment to deliver leading-edge, greenhouse gas (GHG) emission reduction products and services that improve the safe operations of our customers while minimizing negative environmental impacts on our world. Operating sustainably aligns with our company values and is a driving motivation for our highly engaged employees.

The last two years have been difficult as the Covid-19 pandemic negatively impacted our global population and economy. Across our regions of operation and in alignment with evolving government regulations, Cimarron quickly adopted new health and safety procedures in order to keep our employees, customers and communities safe.

Importantly, these priorities have always been core to our culture. Uniquely, however, amidst this challenging backdrop, Cimarron was able to strategically expand our global presence and product capabilities, as we completed and integrated the acquisitions of Hybon-EDI, Aereon and Jordan Technologies. Looking ahead, we are well positioned to serve the growing needs of our global customer base as they seek efficient and safe operation of their assets while reducing their environmental footprint in a measurable manner.

**“Our employees are the bedrock of Cimarron, empowered to create innovative solutions to reduce GHG emissions for our customers and in our operations.”**



Jeff Foster - CEO

On behalf of our Company, I am very proud of what our organization was able to achieve in 2021 amidst difficult circumstances. With creative planning and resourcing, we maintained greater than 96% on-time delivery for all new products sales. Further, we minimized our customer’s non-productive time by having experienced service technicians and parts available. In spite of challenging work environments, I am grateful to report we achieved strong safety metrics – a 0.68 TRIR (Total Recordable Incidents Report), well below the industry target of 1.00. New product development remains an important area of resource investment. In December 2021, the U.S. Department of Energy awarded a \$2 million grant to Cimarron for next-generation development and support of environmental products. This project is described on page 13, and will be discussed further in next year’s report.

At Cimarron: we S-T-R-I-V-E to protect our environment, not harm it; we S-T-R-I-V-E to be an active contributor in our communities, not a passive benefactor; and, in all we do, we S-T-R-I-V-E to make life better for our employees, customers, shareholders and communities.

Thank you for joining us on this journey,

*Jeff Foster*



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## ACCOUNTABILITY AND DISCLOSURES

Cimarron has established an ESG Committee to oversee policies and performance related to GHG emissions reduction and environmental footprint, social impact and standards of governance. The ESG Committee also manages internal and external reporting, and the cadence of updating our progress as measured against these objectives.

This report was reviewed and approved by our ESG Committee and our Board Of Directors. Cimarron's Sustainability Reports will be published annually. All ESG data reflects the calendar year of 2021, unless otherwise noted.

## KEY SUSTAINABILITY FRAMEWORKS WE USE

This report provides an overview of key ESG programs and metrics for relevant disclosure topics incorporating:

- The Global Reporting Initiative (GRI) Standards
- The Sustainability Accounting Standards Board (SASB) Standards
  - SASB Oil & Gas Midstream
  - SASB Oil & Gas Services
- United Nations Sustainable Development Goals (UN SDGs)



A Cimarron enclosed combustor device (ECD), one of the Company's 10 EPA certified models, installed in Illinois and equipped with a proprietary burner control device.



## THE ACCURACY BEHIND THE DATA

As a leading provider of emissions control solutions, Cimarron is committed to advancing the goals and objectives of sustainability within our Company and across the communities and customers we serve.

- Our business model, evidence-based decision-making, and collaborative customer partnerships all drive accountability as a pillar of our culture and relationships. This 2021 Sustainability Report provides a baseline for defining Cimarron's responsibility for achieving our ESG plans.

### Report Contact:

**Gauthier Pierozak**

VP of Business Development and Marketing  
gpierozak@cimarron.com

## CIMARRON MATERIALITY MATRIX





## OUR MARKET PRESENCE

Headquartered in Houston, Texas, **Cimarron is an emissions controls company** offering products and services with the mission of reducing greenhouse gas emissions for its customers. Our best-in-class solutions enable our energy customers to safely and responsibly optimize hydrocarbon production, transportation, processing and storage, and our other customers to improve emissions.

Our suite of proprietary environmental technologies and engineered solutions are designed to recover escaping methane for return to the value stream; and/or to capture and destroy greenhouse gas emissions, including methane, carbon dioxide (CO2), nitrogen oxide (NOX), sulfur oxide (SOX) and volatile organic compounds (VOC's).

**We embrace the more recent worldwide adoption of ESG initiatives** and are positioned to facilitate the achievement of these shared objectives with our customers and the communities we share. We benefit from robust history of product innovation, and interaction with our partners, including important regulatory endorsements.

### GLOBAL PRESENCE

- **Domestic US:**  
~80% of Revenue  
(160+ Customers)
- **International:**  
~20% of Revenue  
(40+ Customers)

### SEGMENTATION

- **Products:**  
~75% of Revenue  
(Standard and Custom)
- **Services:**  
~25% of Revenue  
(After-Market Sales and Service,  
Parts, Lease/Rentals)

### END MARKETS / APPLICATIONS

- | Core Focus Areas | Expanding Focus Areas    |
|------------------|--------------------------|
| • Upstream       | • LNG Facilities         |
| • Midstream      | • Landfills / Biogas     |
| • Downstream     | • Coal Mines (Abandoned) |
|                  | • Aerospace Applications |



## OUR 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 ESG goals. Those core values originated from workshops involving key leaders from across the company with the notion that shared values bring alignment, trust and teamwork that promotes individual and corporate success which all constituents S-T-R-I-V-E to achieve.



### Safety

first and foremost in all that we do in all circumstances – no excuses

### Teamwork

working as cohesive teams drives results and determines our ultimate success

### Respect

for ourselves and our colleagues, customers and competitors

### Integrity

maintaining the highest standards of integrity in all that we do

### Value

delivering economic value to our customers along with environmental benefits

### Excellence

pursuing operational excellence to drive performance and continual improvement



Our employees at the Midland plant in West Texas.  
Their expertise is in Vapor Recovery Units and Enclosed Combustors.



The Cimarron team at our Marlow plant in Oklahoma.  
Their expertise is in oil & gas production and processing equipment manufacturing.



## OUR BUSINESS IS ENVIRONMENTAL CONTROL SOLUTIONS

Our environmental control solutions enable customers to reduce their greenhouse gas emissions, while also improving the operational efficiency and safety of their assets. Each of our product families are represented by best-in-class technology and years of proven reliability offered at a fair price, which affords customers with both an economic payback through efficient operation as well as avoided costs from interruption or upset. Three key segments of our solutions offering are highlighted below:

### Vapor Recovery Units (VRUs)

VRUs are compression-based or activated carbon-based systems which capture and redirect waste gas to be converted into energy and/or a revenue stream.



Our Carbon-based Vapor Recovery Systems capture 99.9%+ of vapors in liquid-loading terminal applications

### Combustion Devices

Enclosed and open combustion devices are recognized as industry leading technologies for the efficient destruction of emissions within stringent regulatory constraints across a variety of industries and applications.



Cimarron's Clean Enclosed Burners (CEB®) are best-in-class in ultra-high Destruction Removal Efficiency (DRE) destroying 99.99% of harmful emissions.

### Field Service (AMSS)

Our field service (after-market sales and service) personnel support customers in the most active operating regions of the U.S. energy industry and in certain international regions. We regularly perform inspection, maintenance, repair and refurbishment across all of our environmental product lines.



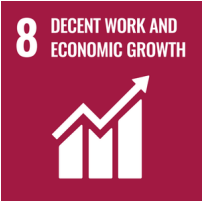
We have over 50 field service crews supporting our installed base of equipment and that of our customers and competitors.





CIMARRON HAS MEASURED OUR **INTERNAL (SCOPE 1 AND 2) EMISSIONS**

As a company whose core solutions enable our customers to reduce their environmental footprint (“avoided emissions”) and improve their regulatory compliance, Cimarron is similarly focused on reducing the environmental impact of our own operations (“internal emissions”) in the communities in which we operate. For our 2021 activity, we measured our CO2 equivalents in accordance with the latest U.S. Environmental Protection Agency (March 2021) Greenhouse Gas Equivalences calculator. Our comprehensive assessment of Cimarron’s Scope 1 and Scope 2 emissions for 2021 establishes a baseline understanding of our carbon footprint, and positions us to track performance against our goals for continual improvement.



**Estimated direct GHG Emissions generated by Cimarron’s operations in 2021:**

**1,333** **TONNES**  
of CO2e

As a provider of mission-critical, field services that enable our customers to maintain the operational integrity of installed environmental compliance equipment, Cimarron’s AMSS team operates a fleet of fit-for-purpose service trucks. This fleet, which is currently comprised of combustion-engine field trucks, is the largest source of Scope 1 emissions for Cimarron. Looking ahead, Cimarron is developing plans to commence a fleet replacement and conversion cycle that will shift from combustion engines to hybrid or CNG/ Electric in the years ahead.



A Cimarron field crew on a well site location in Colorado, providing emissions reduction services.

**Priority: Lower **Scope 1** Emissions via Cimarron’s Fleet Conversion**

**Estimated indirect GHG Emissions from energy purchased and consumed in 2021:**

**1,747** **TONNES**  
of CO2e

As an industry-leading provider of highly-engineered, emissions control products, Cimarron manufactures and repairs its product lines from five facilities located in the U.S. Together, these operations generated the majority of Cimarron’s Scope 2 emissions in 2021. Looking ahead, Cimarron is committed to reducing energy consumption by increasing the use of high-efficiency LED lighting, and increasing the purchase of electrical grid power from providers that utilize renewable energy.



A welder at our plant in Norman, in Oklahoma, assembling a stainless steel smokeless flare tip.

**Priority: Lower **Scope 2** Emissions with Shift to Renewable Energy**

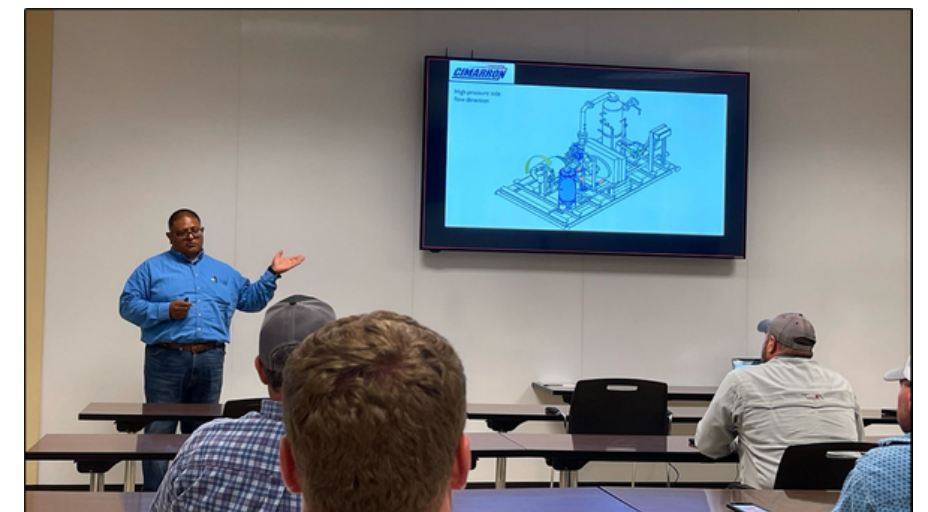
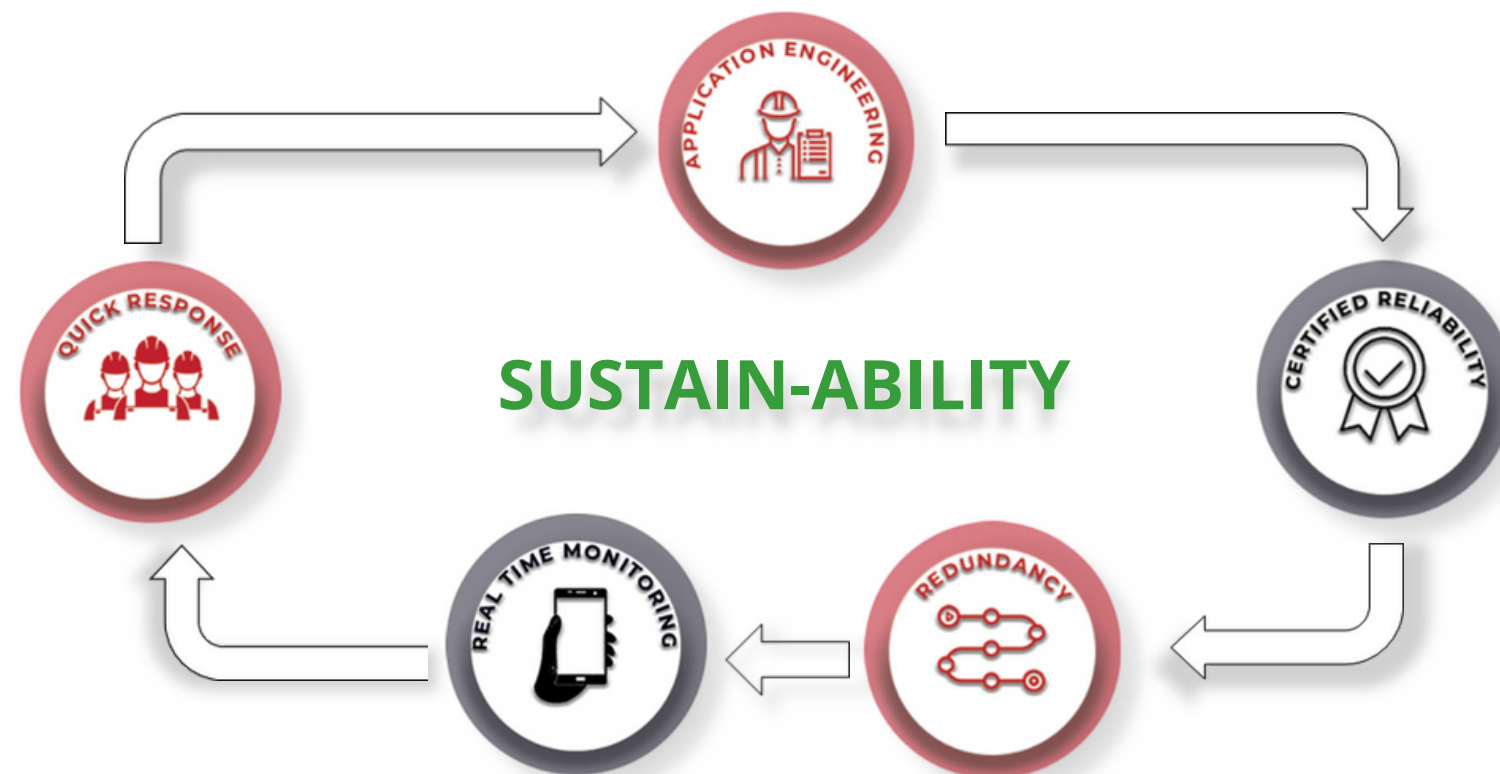


## WE ENABLE OUR CUSTOMERS TO **REDUCE THEIR EMISSIONS**

By the nature of the industry-leading products we offer to our customers, we play a vital role in their efforts to reduce their own carbon footprint and to achieve their sustainability goals. In addition, our corporate culture involves a focus on continual improvement, which benefits our customers as environmental impact mitigation needs grow more complex and the pace of change quickens.

The environmental solutions we provide are based upon the interdependent relationship between reliable equipment and service:

- Equipment properly sized for each application (**operating conditions**)
- Reliable equipment (**quality**)
- Add redundancy for critical components and/or sensors (**assurance**)
- Real time performance monitoring to predict and prevent downtime events (**diagnostics**)
- Prompt remedial action to minimize any downtime events (**responsiveness**)
- Corrective actions to prevent down time events from reoccurring (**feedback**)



Cimarron regularly organizes lunch & learn sessions to share the latest technological innovations and best practices with customers.



## WE ENABLE OUR CUSTOMERS TO **REDUCE THEIR EMISSIONS** (CONTINUED)

By working closely with our customers, we have invested heavily in new product development and technology aimed specifically at reducing emissions in a wide variety of industry applications. Our product suite and service offerings have evolved substantially in support of customers' growing desire for environmental responsibility and the promulgation and enforcement of ever more stringent environmental regulation, and importantly, certain of our products have met the highest approval levels offered by the U.S. Environmental Protection Agency.



In 2021, we enabled our customers to reduce emissions by:

**4.1** MILLION TONNES  
of VOCS

**87.6** MILLION TONNES  
of CO<sub>2</sub>e



For environmental control equipment to be a significant part of our customers' sustainability strategy, it must continuously operate at the level of performance it was designed and permitted.



## WE ARE **INNOVATING PRODUCTS** TO FURTHER REDUCE OUR CUSTOMERS' EMISSIONS

Importantly, our recent **product innovation** enabled the destruction of an **additional 40,000 tonnes of VOCs and 800,000 tonnes of CO<sub>2</sub>e** in 2021. These solutions included technology such as the DRE-Max™ which optimizes air induction to improve emissions reduction by 50% to 75% percentage points - significantly better than industry benchmarks. Through the use of the Sytelink360™ automation monitoring system, Cimarron estimates that its mechanical VRU product line improved emissions capture rate by 5%+ compared with unmonitored systems, allowing for the **additional capture of 24,000 tonnes of VOCs and 156,000 tonnes of CO<sub>2</sub>e**.

**Our proprietary technology enabled additional emission avoidance:**

**0.7 MILLION TONNES**  
of VOCs

**1.0 MILLION TONNES**  
of CO<sub>2</sub>e

### **Priority: New Product **Development** Reducing GHG Emissions**

Over the last three years, we have completed more than six product development and product improvement initiatives to improve our greenhouse gas emission reduction capabilities, including our ARControl™ Burner Management System. In addition, during 2021 we upgraded our fleet of rental compression-based Vapor Recovery Systems with real-time performance monitoring capability (Sytelink360™). Also in 2021, we developed and field tested the DRE-Max™, and designed an innovative BTEX eliminator system for natural gas dehydration applications.

### **Priority: Improve Customers Productivity through **Real-Time Monitoring****

By implementing real-time monitoring automation solutions (Sytelink360™) on our VRU Rental fleet and our standard combustion emissions products, Cimarron is able to lower the carbon intensity of our customer's operations. For 2021, at least **25% of our installed rental fleet was actively monitored** and serviced by our Field Service Teams to maximize uptime. Sensors and data transmission hubs are deployed on the equipment to alert Cimarron Service Technicians of a pending alarm or a shutdown alarm. Our service technicians are then equipped with the right diagnostic tools and parts to promptly predict or rectify the potential unit downtime and reduce the possibility of raw methane venting and/or unplanned downtime.



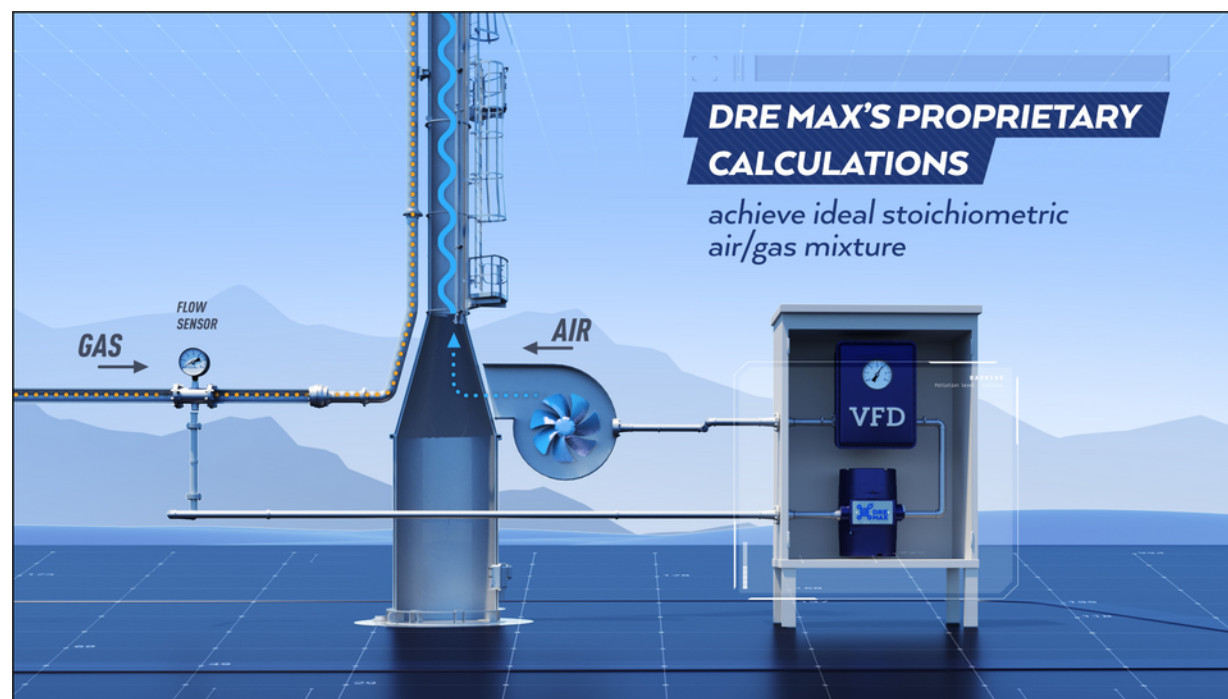


## WE SUPPORT REGULATORY GHG REDUCTION PROJECTS

Cimarron actively supports domestic and international greenhouse gas reduction initiatives. In 2021, **Cimarron was selected by the U.S. Department of Energy (DOE) to participate in a project** to innovate GHG emission solutions. The grant, part of the Advanced Research Projects Agency of the Department of Energy (ARPA-E REMEDY), represents a \$1.25 million project: Cimarron will invest a minimum \$250,000 (via over 1,600 senior engineering hours to support, field test and provide technical advice), and the U.S. DOE will fund \$ 1million to Cimarron.

### Key Cimarron Plans for the ARPA-E REMEDY Project in 2022:

- 1) In partnership with Customer A, develop and field test an improved controller (**DRE-Max™**) to achieve ultra-high destruction removal efficiency on air-assisted open-combustion systems.
- 2) In partnership with Customer B, utilize Cimarron's DreamDuo™ hybrid open combustion system further equipped with the improved DRE-Max™ (including flow control valves) **to achieve 99.5%+ Destruction and Removal Efficiency (DRE)**.
- 3) In partnership with University A, develop an Artificial Intelligence-enabled video system to predict combustion DREs for a fraction of the cost of existing systems on the market.



The DRE-Max™ system aims to reduce existing air-assist flare emissions by 75%.



Qa/Qc station at our R&D facility, located in Wheatridge, CO.



## “WHAT WE DO” IS ONLY MADE POSSIBLE BY “WHO WE ARE”

Cimarron has long held to the tenets of social responsibility, including providing a safe and secure workplace, formal training and development programs for our employee base, career pathing and advancement and fair pay based on performance measured against defined metrics. We believe that by doing so, our employees are able to achieve a work/life balance that is beneficial to all and we can become the employer of choice which reduces turnover and promotes continuity.

- During the past three years, 100% of our employees participated in some type of training and development ranging from safety and quality assurance to technical skills enhancement and management training (i.e. in 2021: 14,351 hours dedicated to monthly safety training, 300 hours dedicated to annual cybersecurity training).
- We employ a pay-for-performance philosophy at all levels of the company measured against specific criteria which helps assure that pay is fair.
- Amidst the pandemic backdrop, we were successful in structuring an effective remote working regimen that has flexibility to meet changing circumstances and lifestyle priorities. We have maintained a hybrid plan supporting remote work for some employees which has the added benefit of reducing commutes and therefore emissions.



Jesus Sanchez, director of engineering at Cimarron, is introducing the combustion testing site during a tour of the Wheatridge R&D center, in Colorado.



A team of Cimarron technicians at our facility near Pisa, Italy. They are refurbishing a Hori vacuum pump for a Carbon VRU application.



In April 2021, our employees in Marlow, OK dedicated a full week to safety: they reviewed procedures, identified risks, offered feedback, reviewed improvements, and received hands-on training.



Cimarron partnered with the Norman Technology Center in Oklahoma to offer leadership training to our manufacturing shop personnel in 2021.





WE PRIORITIZE **DIVERSITY** AND INCLUSION

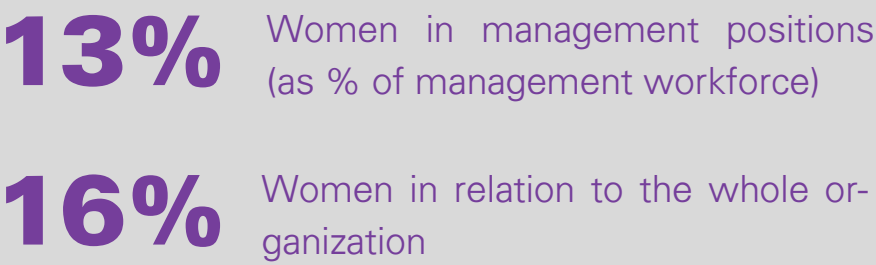
As of year-end 2021, our workforce represented a total employee count of 429, reflecting a diversity that individually makes each of us unique and together makes us stronger.

Through our sustainability and inclusion commitments, we S-T-R-I-V-E to achieve gender representation in leadership and workforce diversity reflective of the communities in which we serve.

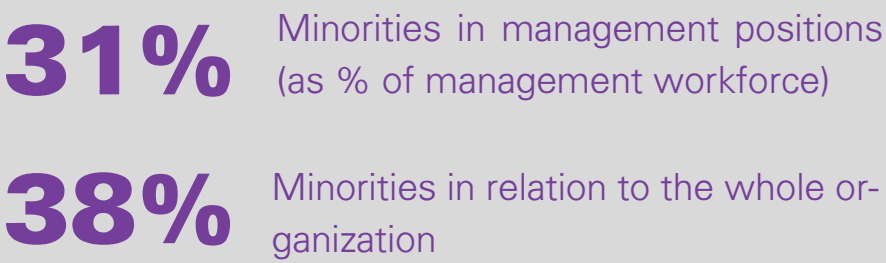


Cimarron is an Equal Opportunity / Minorities / Females / Vet / Disabled Employer.

Gender Diversity Indicator:



Minorities Diversity Indicator:





# HEALTH AND SAFETY ARE CORE TO OUR SUCCESS

We are committed to safety for our employees in all circumstances and in all that we do, from the field and shop floors to back-office support teams. Safety is a core pillar of our business model. Our ESH standard operating procedures and policies define our expectations and safe work protocols for activities such as energy isolation, crane/lifting equipment, chemical exposure, driver and vehicle safety, spill management, and process safety management. In addition, Cimarron employees must follow our customers’ safe work practices.

We provide new-hire safety training, monthly safety training, and training on specific job-related procedures. Employees stay in touch regularly via mobile apps while working alone at remote field locations, and each person at Cimarron has “stop work authority” for any job or operation that could be unsafe or have a negative environmental impact. Through employee stewardship of safety, Cimarron has achieved a multi-year track record of industry-leading safety performance.



## Safety Metrics:

	2019	2020	2021
TRIR	0.53	0.51	0.68
Fatality Rate	0	0	0

0.68 TRIR

# EMPLOYEE TRAINING AND DEVELOPMENT

Ongoing training and development of our people is an important corporate priority, and supported by our Board of Directors in our annual budgeting and planning process.



Technicians in Norman, OK are installing a high destruction efficiency burner in an EPA-approved enclosed combustor (one of 10 models).

## Employees Engagement:

	2019	2020	2021
Total employees training hours provided in HS&E, technical, cybersecurity, development, leadership...	15,390	18,103	17,074

17,074 TRAINING PROVIDED HOURS



## WE “S-T-R-I-V-E” TO IMPACT OUR **LOCAL COMMUNITIES**

At Cimarron, we believe strongly that we have the power and responsibility to build better communities where our families live and work. Our company-wide citizenship commitment guides our philanthropic priorities and activities in ways that encourage our employee volunteers to bring maximum and measurable societal impact on communities and the world.

**Cimarron hosted over 10 events during 2021 that benefited our local communities.**



SOCIAL



## GOVERNANCE MODEL | ROBUST AND TRANSPARENT

Our Company's governance model is based on best practices taken from the most successful companies in the U.S. It is designed to manage risks and drive returns while adhering to our established policies and procedures.

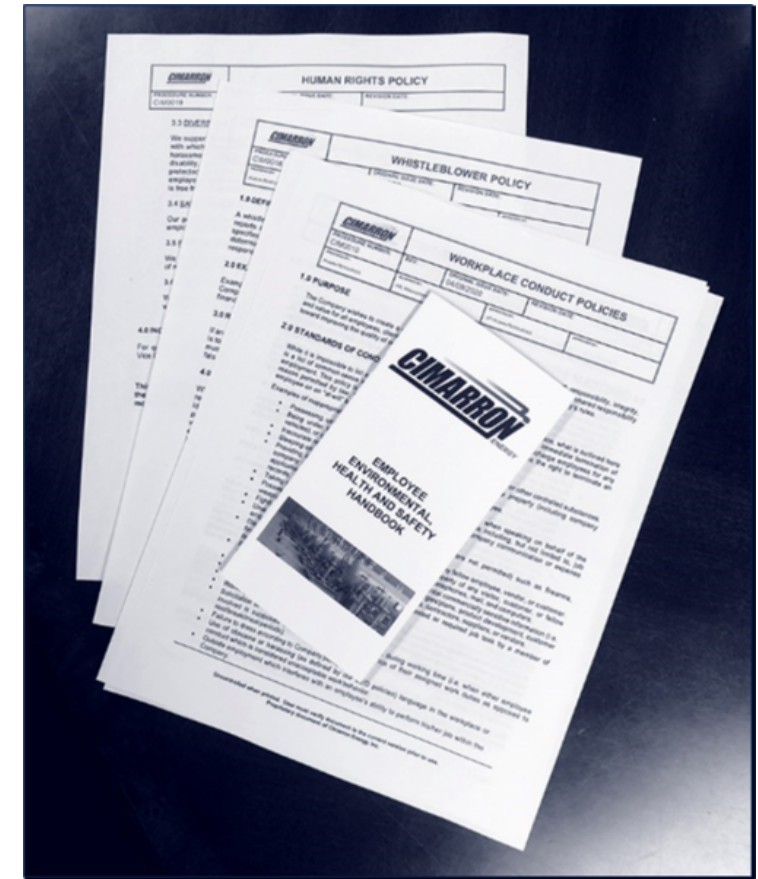
Key policies include but are not limited to:

- Code of Conduct
- Anti-Bribery and Corruption
- Discrimination
- Whistleblower Policy
- Supplier's Code of Conduct
- Human Rights Policy

## BOARD OF DIRECTORS | ROLE AND COMPOSITION

Cimarron operates with a Board of Directors in an oversight role, a CEO with specific delegated responsibilities, a Senior Leadership Team with decision rights that promote distributed decision making, and an employee base that understands individual and team roles and responsibilities. Collectively, this working construct is able to establish Cimarron's purpose, vision, strategy and execution plans to responsibly drive value for all constituents. Our Board provides oversight of key business processes that help us preserve reputation and manage risk as we deliver value to our customers, employees, and other stakeholders.

Our Board of Directors includes representatives from management (our CEO), our largest investor, and an independent director with valuable industry experience. Together, our Board benefits from a mix of shared and diverse experiences and skill sets, as well as continuity and shared values.





## ENTERPRISE RISK MANAGEMENT | OUR BOARD, LEADERSHIP, AND OUTSIDE ADVISORS

As part of our enterprise risk management efforts, our Board, together with our external audit firm, meets annually to, among other things, identify certain business, financial and control risks. In addition to discussing these risks with the Board, our executive leadership team monitors business and macroeconomic trends and the competitive landscape to help Cimarron address these risks proactively. These risk-related interactions have led us to strengthen cybersecurity and other business practices.



## ENVIRONMENTAL, SOCIAL & GOVERNANCE | BUSINESS RISKS

Although ESG awareness is an opportunity for Cimarron's market presence to expand, Cimarron also considers ESG risks to be fundamental to our business. These risks are regularly assessed at multiple levels of the organization. The Cimarron ESG Committee, made up of our executive leaders and sponsored by the Board, oversees, and updates the Board on policies, performance, and risks related to the environment, safety, human capital, and other ESG matters.

## REPORTING & ACCOUNTABILITY

Our Board of Directors meets at least quarterly, in-person, as well as on an ad hoc basis as warranted.

Typically, Cimarron's entire Senior Leadership Team is involved in the Board meeting preparation and discussions. Periodically, Board meetings are held near the Company's manufacturing facilities so that operations can be visited and assessed, and also so that a broader set of Cimarron's employees can interact with leadership and the Directors. In addition, Cimarron's CEO hosts periodic Town Halls which are delivered, either virtually or in-person, to the Company's entire employee base. During these meetings, the CEO often reports as to the Company's progress on safety, operations, financial, compensation, and ESG metrics.

**300** CYBERSECURITY TRAINING  
**HOURS**

**KnowBe4**  
Human error. Conquered.



Todd Tomlin, a member of the Board of Directors, speaks to some Cimarron employees during a sales summit.



SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) INDEX

Topic	Accounting Metric	2021 Performance & Disclosures	SASB CODE
ENVIRONMENTAL			
Greenhouse Gas Emissions	Gross Scope 1 emissions, % CH4, % covered under emissions limiting regulations (tons CO2e)	1,333 tonnes CO2 % methane - not disclosed % covered under emission limiting regulations - NA KPI #1 discussed on page 10 in report	EM-MD-110a.1
Greenhouse Gas Emissions	Long- and short-term strategy to reduce scope 1 emissions	KPI #1 discussed on page 10 in report	EM-MD-110a.2
Air Quality	Air emissions of NOx, SO, VOC and particulate matter	VOC emissions are only from paint used in our MFG process= 3.57 tonnes	EM-MD-120a.1
Emissions Reduction Services & Fuel Management	Total fuel consumed for on-road service trucks	19,859 GJ consumed in 2021 off road equipment is NA % Renewable = 0	EM-SV-110a.1
Emissions Reduction Services & Fuel Management	Strategy to reduce emissions and goals	KPI #1 discussed on page 10 in report	EM-SV-110a.2
Emissions Reduction Services & Fuel Management	% of engines in service that meet tier 4 compliance for non-road diesel engines	NA - none is use	EM-SV-110a.3
SOCIAL			
Workforce Health and Safety	TRIR, TVIR, Fatality rate, HSE training hours	TRIR 0.68 TVIR 4.03 Fatality Rate 0 Total HSE training hours = 14,351	EM-SV-320a.1
Workforce Health and Safety	Description of management systems used to integrate a culture of safety and health throughout the value chain and project life cycle	Environmental section in report	EM-SV-320a.2
GOVERNANCE			
Business Ethics & Payments Transparency	Amount of net revenue in countries that have the 20 lowest rankings in the transparency international's corrupting perception index	None - Cimarron does not have sales in these 20 countries	EM-SV510.a1
Business Ethics & Payments Transparency	Description of the management system that prevents corruption and bribery throughout the value chain	Governance Section in report	EM-SV510.a2
Critical Incident Risk Management	Description of management systems used to identify and mitigate catastrophic and tail-end risks	Governance Section in report	EM-SV-540a.1
Activity Metric	Total hours worked by all employees	882,138 hours in 2021	EM-SV-000.D



GRI Code

Disclosure Topic

2021 Response

ORGANIZATIONAL PROFILE

GRI 102-1	Name of Organization	Page 5 of this report
GRI 102-3	Location of Headquarters	Page 5 of this report
GRI 102-4	Location of Operations	Page 5 of this report
GRI 102-6	Markets Served	Page 7 of this report
GRI 102-8	Information on Employees and Other Workers	Page 15 of this report

STRATEGY

GRI 102-14	Statement from Senior Decision-Maker	Page 4 - CEO Letter
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ETHICS & INTEGRITY









GRI 102-16	Values, Principles, Standards, and Norms of Behavior	Human Rights Code of Conduct Business Partner Code of Conduct Ethics & Compliance
GRI 102-17	Mechanisms for Advice and Concerns About Ethics	Human Rights Governance, Ethics & Risk Management Code of Conduct Business Partner Code of Conduct

REPORTING PRACTICE

GRI 102-46	Defining Report Content and Topic Boundaries	Page 23 - Materiality
GRI 102-47	List of Material Topics	Report & Data
GRI 102-50	Reporting Period	January 1- December 31, 2021
GRI 102-51	Date of Most Recent Report	March 2022
GRI 102-52	Reporting Cycle	Annual
GRI 102-53	Contact Point for Questions Regarding the Report	Gauthier Pierozak   gpierozak@cimarron.com
GRI 102-54	Claims or Reporting in Accordance with GRI Standards	This report has been prepared in accordance with the GRI Standards
GRI 102-55	GRI Content Index	Available online
GRI 102-56	External Assurance	Our safety data are reviewed annually by a third party (OSHA) The assurance process is led by the vice-president HS&E who reports to the CEO



UNITED NATIONS **SUSTAINABLE DEVELOPMENT GOALS** (UN SDGS) MAPPING

Goal	IPIECA Focus Area	Cimarron Focus Area	
	Health Impact Assessments Road Safety	COVID-19 Response HSE Management System Fatality Goal Health & Safety Performance Data	HSE Training Stakeholder Engagement Employee Benefits & Compensation Field Trucks Live Monitoring
	Women’s Employment Opportunities	Commitment to Diversity Policies Transparency on Company Leadership Metrics	
	Renewable Energy Energy Efficiency Energy Technology	Transition To LED lighting Fleet Electric/Hybrid Conversion Scope 2 renewable roadmap Customer scope 1 reduction initiatives	NPD of GHG reduction products DOE project on GHG emissions reductions
	Technology & Innovation Resource Efficiency	Scope 1 & 2 roadmap New Production Development launches Department of Energy program participation	
	Enhance Research	Investment in R&D	
	Emissions Mitigation	Emissions Capture Products Offering NPD and launch of GHG reduction solutions Internal and External education programs on GHG impact and solutions	
	Inclusive Engagement Anti-Corruption	Inclusive HR Policies FCPA Policy Whistleblower Policy Board Oversight	
	Technology Transfer Community Partnerships	DOE Partnership ARPA-E Award Community Engagement Programs Board Governance Structure	





2021 ESG KEY PERFORMANCE INDICATORS (KPIs)

KPI #	Topic	KPI Description	2021 Baseline
ENERGY USE & GHG EMISSIONS			
KPI 1	GHG Emissions	Lower Scope 1 emissions and shift to renewable energy in Cimarron Operations. (See p. 9 in this report)	1,333 tonnes CO2
KPI 2	GHG Emissions	Lower Scope 2 emissions and shift to renewable energy in Cimarron Operations. (See p. 9 in this report)	1,747 tonnes CO2e
PRODUCT STEWARDSHIP, PRODUCT DEVELOPMENT AND INNOVATION			
KPI 3	GHG Emissions	Reduce Customer GHG impacts through the use of Cimarron Products and introduction of new GHG reduction products that perform above the industry standard technologies. (See pp. 10-11 in this report)	960,000 tonnes CO2e 64,000 tonnes CO2e
KPI 4	GHG Emissions	Improve Customer productivity through the use of Cimarron Service / IOT Solutions. (See p. 12 in this report)	25% of fleet
KPI 5	GHG Emissions	Launch new and enhanced products that reduce GHG emissions. (See p. 12 in this report)	developed & launched 3 products
KPI 6	GHG Emissions	Support regulatory GHG reduction projects with Engineering/testing and financial resources. (See p. 13 in this report)	< 400 Sr level engineering hours
LABOR, EMPLOYEE MATTERS AND ESH			
KPI 7	Workforce Health and Safety	Maintain our high level of safety as measured BY OSHA TRIR and LTIR criteria. (See p. 16 in this report)	TRIR 0.68 Fatality Rate: 0 Total employee HSE training hours +13,074
KPI 8	Learning & Development	Provide Structured training programs to all employees to advance awareness of safety and career development. (See p. 16 in this report)	17,074 training hours
KPI 9	Company Culture	Support our local communities through volunteer service events. (See p. 17 in this report)	2 community events per major worksite (10 service events)





# OUR MATERIALITY ASSESSMENT PROCESS

Cimarron executed a formal materiality assessment process that included our most important stakeholders. 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.

## 1. 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:

- 1. Employee dialogue
- 2. Customer requests
- 3. ESG dialogue and questions with regulatory agencies
- 4. Benchmarking
- 5. Reputable sustainability standards and protocols
- 6. ESG indicators

## 2. 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

## 3. Prioritize Topics

The matrix below displays the sustainability issues that were deemed most material based on the results of the assessment. We identified issues based on their relative importance to stakeholders and to the Cimarron business. Topics were 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).

## 4. 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 the company has the greatest ability to influence and have an impact.

## 5. Targets In Support of Our Four Material Topics

Through continuous focus on our material topics, we keep our strategy aligned with stakeholder expectations and the needs of our communities – while positively affecting the world Cimarron is tracking aggressive ESG performance indicators.



## PERFORMANCE DATA SUPPORTING THIS REPORT

### Notes And Methodology On Emissions Reduction Calculations

#### Calculation Assumptions:

Units sold in 2021 are in normal operation for full year at nominal flow rates/conditions. For all combusted and vented hydrocarbons, CO<sub>2</sub>e includes the effects of ultimate products after atmospheric oxidation. VOC assumed as non-methane Hydrocarbons. A GWP factor of 25 is applied to all methane emissions to calculate CO<sub>2</sub>e. GHG assumed as CO<sub>2</sub> and Methane only, negligible effect from N<sub>2</sub>O. 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 .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 CO<sub>2</sub>e 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 CO<sub>2</sub>e) 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 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 in-class 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 much 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.