

# Sustainability Report 2023





# Introduction

We believe that the energy industry is in a pivotal time as the world moves toward ambitious emissions reduction targets while maintaining affordable and reliable sources of energy. Kodiak Gas Services (Kodiak or the Company) continues to maintain a focus on integrating sustainability initiatives and being one of the most sustainable and responsible operators of contract compression infrastructure in the industry. Furthermore, we strive to provide a safe, inclusive and supportive environment for the communities in which we live and the customers and employees with whom we work. We seek to continuously improve our operations and relationships with our stakeholders and ultimately maintain our position as a sustainable and responsible operator of contract compression infrastructure.

By providing reliable, lower-emissions capable<sup>1</sup>, large-horsepower compression infrastructure we are able to help our customers minimize greenhouse gas (“GHG”) emissions and optimize equipment uptime. We are also committed to advancing technologies that further reduce emissions and enhance operational reliability.

Additionally, as part of our strategy to lower emissions, we have started deploying electric motor-driven compression systems in areas where feasible because of available infrastructure, helping customers develop their electric compression capabilities under long-term contracts.

Our commitment to safety and professional development is integral to our success. We aim to maintain a strong safety culture supported by comprehensive training programs, including virtual training, which emphasize safety, technical skills and professional development across all functional areas. Diversity, equity and inclusion are also central to our values and future success of our Company, so we strive to ensure a supportive and inclusive workplace.

# About This Report

**Overview:** Our 2023 Sustainability Report highlights the policies, processes, procedures and performance by which Kodiak seeks to address Environmental, Social and Governance (“ESG”) issues, as well as how we aim to promote efficient operations and growth. This report reviews the application of our business principles and supporting policies across our business. We include information in this report based on internal discussions, external stakeholder feedback and consultations with third-party experts. Kodiak regularly reports on our Environmental, Social and Governance policies, procedures and performance, both on our website and through our annual Sustainability Report.

**Scope:** This 2023 Sustainability Report covers data from January 1 to December 31, 2023, except as otherwise noted. Additional notes on our metrics outline the scope and methodologies of our reported data. The minimum boundary for reporting on social and environmental priorities is related to assets we own and operate. Accordingly, this report does not cover the performance or operations of our suppliers, contractors and customers unless otherwise noted.

Kodiak regularly reports on our Environmental, Social and Governance policies, procedures and performance, both on our website and through our annual Sustainability Report.





# Letter from the CEO

I am pleased to present our third-annual Sustainability Report, highlighting Kodiak's 2023 efforts and achievements in advancing our commitment to sustainability within the contract gas compression industry. At Kodiak, we remain focused on business practices that we believe are essential for the well-being of our communities and the long-term success of our Company.

In 2023, we reinforced our commitment to sustainability by advancing our dedication to efforts to mitigate our environmental impact, promote social responsibility and support economic prosperity. Notably, we began deploying electric motor-driven compressors with select customers as part of our strategy to lower emissions across our fleet. As the global energy sector pushes towards ambitious emissions reduction goals, Kodiak seeks to be a responsible operator, providing safe, reliable and efficient energy solutions, while fostering an inclusive and supportive work environment for our employees and the communities we serve.

On December 19, 2023, Kodiak also entered into an agreement to acquire CSI Compressco (NASDAQ:CCLP), completing the acquisition in April 2024. This strategic transaction allows us to expand our service offerings, scale and footprint in key areas like the Permian Basin and Eagle Ford Shale. As we look ahead, we will continue to foster a culture of safety, innovation and environmental stewardship, ensuring that we meet the evolving needs of our customers while maintaining our position as a sustainable leader in contract gas compression infrastructure.



**Mickey McKee**  
President & Chief Executive Officer



# Our Company

Kodiak is currently the largest operator of contract compression infrastructure in the U.S. with a revenue-generating fleet of approximately 4.3 million horsepower. Kodiak focuses on providing contract compression infrastructure and related services to oil and gas producers and midstream customers in high-volume gas gathering systems, processing facilities and multi-well gas lift applications, ensuring optimized support for the full spectrum of upstream and midstream operations. We specialize in large horsepower compression infrastructure, primarily serving the Permian Basin and Eagle Ford Shale—key regions expected to sustain significant production through 2050. This capacity supports the growing demand for natural gas and oil, essential for global energy security, and ensures that Kodiak is well-positioned to benefit from upcoming U.S. LNG export expansions.

Kodiak operations are notable for an over 99.5% mechanical availability rate since inception and a consistent fleet utilization rate above 95%. Our operations are underpinned by stable, long-term contracts with both upstream and midstream customers, generating recurring cash flow and healthy margins. We prioritize customer relationships, operational reliability and workforce excellence, which drive our stable revenue, primarily from fixed-revenue contracts. We are committed to sustainability initiatives and ethical governance and continue to work to innovate and support our communities while maintaining rigorous oversight and transparency in all our operations.



# Sustainability Materiality Assessment

In line with Kodiak's sustainability strategy, we have identified a set of ESG focus areas that may have a material impact on our business. These focus areas were guided by the recommended disclosures laid out by the Task Force on Climate-related Financial Disclosures ("TCFD"), the topics recommended by the Sustainability Accounting Standards Board ("SASB"), Sustainable Industry Classification System® ("SICS") for the Oil & Gas Services and Midstream industries and the reporting standards established by the Global Reporting Initiative ("GRI"). Material issues were prioritized according to the economic, social and environmental interests of stakeholders, as well as business impacts, such as revenue, costs and reputation.

As part of Kodiak's sustainability reporting journey, we are researching climate change to better understand related risks and how to create value from potential new opportunities. We continue to develop a process for identifying and disclosing climate-related impacts, including risks and opportunities to the business. In this report we have aimed to incrementally enhance our climate reporting, found in the 'Our Approach to Climate' section of this report to expand on climate related risks and opportunities. This assessment of material issues is a process that will continue to mature based on Kodiak's strategy and economic conditions, as regulatory and global reporting standards evolve and as new data becomes available.

In developing this report, Kodiak engaged in a review to identify sustainability issues that affect our business. We developed and implemented a materiality assessment that balanced the critical importance of integrating both internal and external stakeholders throughout the process. Guidance was provided to us through all phases of the assessment, including feedback on the list of applicable Environmental, Social and Governance issues to be assessed, relevant stakeholder groups and the qualitative and quantitative information needed to develop our sustainability reporting.

The term 'materiality' as used in this report is not based on the definition of materiality used in U.S. securities laws or other laws of the U.S. or any other jurisdiction, or as used in the context of financial statements and financial reporting. Please see our SEC filings to find information about issues deemed to be material to our investors, as defined by regulatory requirements.



Topics Deemed Material in our Sustainability Assessment by Issue

Environmental	Social	Governance
Emissions Management & Energy Use	Health & Safety	Governance Structure and Oversight
Energy Management	Human Capital Management	Committees
Materials & Waste Management	Retaining & Developing Talent	Business Ethics
Environmental Impact and Responsibility	Diversity, Equity & Inclusion (“DE&I”)	Crisis & Risk Management
Water Management	Social Impacts of Supply Chain Management	Cybersecurity
Environmental Impacts of Supply Chain	Community Engagement	

Our Approach to Climate

Kodiak recognizes the need to address the impacts of a changing climate, acknowledging the role companies can play in implementing sustainability initiatives and mitigating environmental impacts. Our commitment to conducting business responsibly remains steadfast with continued focus on aligning our strategy with emerging climate-related opportunities while simultaneously working to mitigate climate-related risks.

Disclosures in this report are intended to align with the recommendations of the TCFD. These disclosures are intended to detail climate-related risks likely to materially impact our business. As such, we categorize climate-related risks into two main types: physical and transition risks.

Physical risks are those arising from climate-related changes, which we divide into acute risks—linked to specific weather events that could impact our operations—and chronic risks, which evolve from long-term shifts in climate patterns such as changes in precipitation or temperature. Transition risks arise from the shift towards a lower-carbon economy and include regulatory changes, shifts in market demand and technological advancements. Please see the TCFD Index at the end of this report for further information.

Our planning framework evaluates these risks and opportunities based on their likelihood and timing, categorizing them into short-term (next 12 months) and long-term (beyond 12 months) impacts. Detailed information on our strategy, including a risk and opportunity matrix, is provided in the appendix of this report. This approach ensures we monitor the challenges and prospects that climate change poses to our business and the broader community.







# Environment





# Emissions Management & Energy Use

## Our Role in Customer Emissions

We provide contract compression and related services to oil and gas producers and midstream customers, seeking to bring energy efficiency and reliability to the major basins. In this role, we aim to address environmental sustainability while meeting customers' needs around emissions efficiency. We remain centered on assisting our customers in reducing their GHG emissions and conservation of resources by providing high-performing assets and units that are specifically designed to minimize emissions.

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## Efficient Compression Units & Assets

As such we maintain a continuous focus on innovation in equipment capabilities. Kodiak's emissions reduction initiatives further demonstrate the Company's commitment to sustainability. Our fleet now represents one of the largest collections of more energy-efficient, lower-emission capable compression units in the industry. We are actively converting systems to electric power where feasible and upgrading our assets with the latest emissions control technologies. By incorporating the latest technologies and advancing our recycling initiatives, we seek to reduce waste and enhance the sustainability of our operations. These advancements align with our broader strategy to assist customers in reducing their carbon footprint while ensuring that their operations remain reliable and efficient.

In addition to its technical innovations, Kodiak takes a customer-centric approach by partnering with customers to understand and support their emissions reduction objectives. The Company offers tailored solutions based on customer needs and our own GHG reductions ambitions, demonstrating our collaborative effort toward improving sustainability.



# Energy Management

2023 is a pivotal year for Kodiak as we publicly share our expanded scope 1 and scope 2 GHG emissions and fuel data for the first time, following EPA guidelines and calculation methods. This step underscores our commitment to transparency and accountability. As we move forward, we are dedicated to further enhancing our operational efficiency and reducing emissions, with these efforts extending into 2024 and beyond.

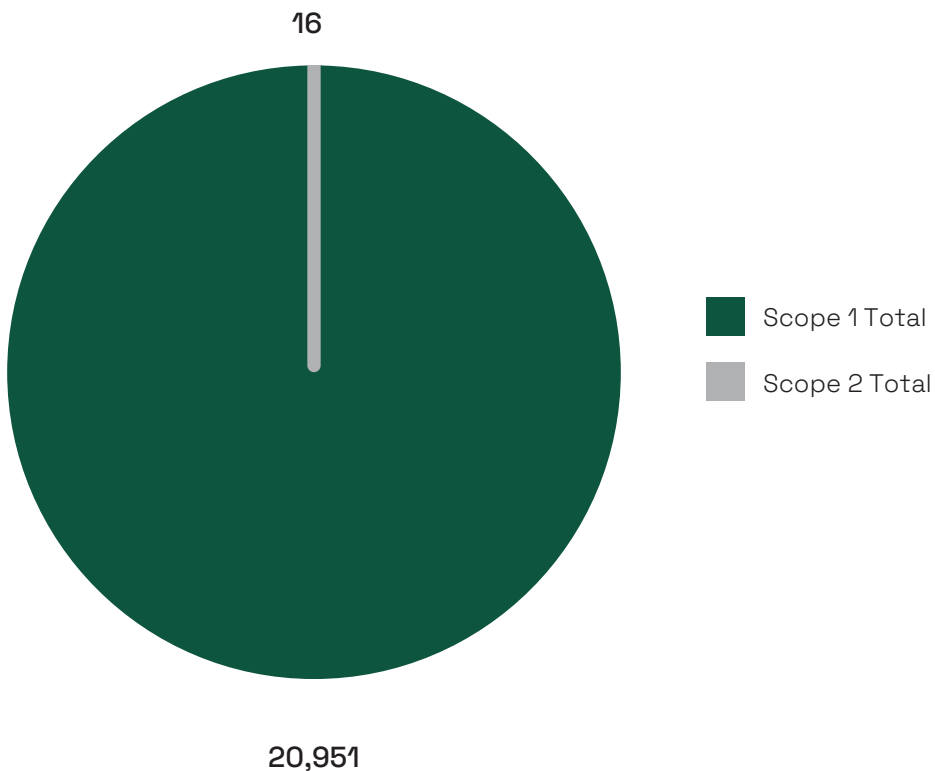
We do not hold the environmental or operational permit for our units used in customer operations. Our customers work with us to set the operational parameters for our compressors, including capacity and gas throughput, ensuring they meet the specific needs of their operations. Therefore, Kodiak considers energy consumption and subsequent emissions across the Company as a function of electricity, natural gas, gasoline, ethanol and diesel used in our operations from our vehicle fleet, office buildings and purchased electricity. Reducing our energy usage is a high priority. However, with our recent acquisition activity, we have significantly expanded the scope and footprint of the business. Throughout 2024, we are working to integrate and consolidate this business, with the aim of reducing our energy usage over time and to provide us with better visibility into our overall energy consumption for future reporting.

## Fuel & Electricity Use

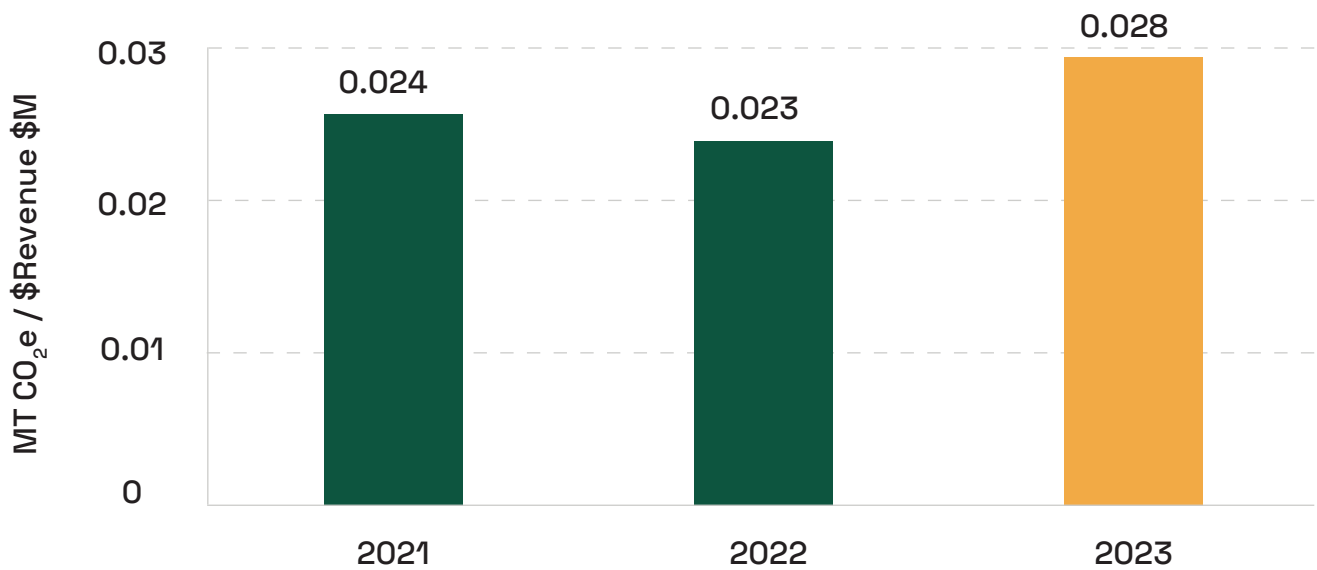
We have placed an emphasis on incrementally upgrading and optimizing our fleet of vehicle assets in 2023 to ensure a higher level of energy efficiency, where possible, relying on more gasoline-fueled vehicles rather than higher-emissions diesel.



# 2023 Emissions (Metric Tons CO<sub>2</sub>e)



## Scope 1 GHG Intensity





# Materials & Waste Management

Kodiak is dedicated to responsible waste management and recycling efforts as part of our operations and broader stance on operating sustainably. As a Company, we take the position that when waste streams generated by our equipment are taken off of customer sites, Kodiak seeks to ensure the waste is properly disposed of. This cradle-to-grave view of our stewardship for these waste streams once they are removed is intended to ensure oversight and accountability. In addition to waste generated by our equipment utilized in customer operations use listed below, we also generate other waste in the form of batteries, wooden pallets and air filters.

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## Responsible Waste Management

We have developed a sophisticated waste management system tailored to handle three specific waste streams: used oil, used oil filters and used antifreeze (coolant). These streams are integral to our equipment used in customer operations, and each component is periodically swapped out, creating a consistent flow of waste materials that we are committed to managing responsibly. Our operational procedures ensure these waste materials are tracked at the local level through detailed invoicing and partnerships with a variety of vendors across different locations, achieving a 90% recycling rate for these materials.

To effectively manage these waste streams, we employ a digital tool provided by a third-party consultant. This innovative tool acts as a centralized repository and also functions as a calendar for scheduling site waste pickups, streamlining the process and ensuring efficiency. It also aids in adjusting the frequency of waste collection, tailored to the actual generation of waste at each site, thereby optimizing resource use and reducing unnecessary pickups. This arrangement not only simplifies contractual processes, but also allows us to respond more flexibly and quickly to waste management needs as they arise. The relationship involves coordination and effective communication between Kodiak, our third-party partner, and waste transporters to ensure that waste management processes are executed seamlessly and efficiently.

Additionally, across all of our office locations we have reduced our reliance on paper and increased our recycling of not only paper, but also plastic, aluminum and various other forms of office waste. In an effort to further minimize our environmental footprint, we have embraced digital solutions such as DocuSign which help lower our paper usage.

# Environmental Impact & Responsibility

We recognize the environmental risks associated with the operations of our customers across the energy value chain. We believe that our own operations are comparatively less exposed to risks that could negatively impact the environment as our service lines are focused on supporting companies that produce and transport energy. Additionally, our service lines work to help customers reduce their GHG emissions, such as through the implementation of effective technology like electric compression.

However, an area that does pose a risk to environmental impact is the potential for spills. We utilize day tanks which involve substances, often new oil, which if spilled could affect soil, gravel and other materials in range of the accident. Given the nature of these potential spills, the contents impacted are not recyclable and would typically require disposal in landfills due to the lack of alternative treatment options. However, as of this report, we have not had any spills that have led to materials going to landfill. As part of our commitment to environmental stewardship, we seek to ensure any spills are managed swiftly to minimize ecological impact.

To enhance our waste management practices, the handling and cleanup of spills have been integrated into our environmental impact processes. Starting in 2023, we implemented a comprehensive tracking system to monitor the number and volume of spills. This system also records how many drums of impacted soil and other materials are sent to landfills, allowing us to better understand the extent of the environmental and ecological impacts associated with spills and seek ways to reduce or mitigate this risk in the future. This proactive approach is part of our broader strategy to maintain accountability and transparency in our environmental practices.





## Water Management

We are dedicated to pursuing responsible water management processes across our operations and customer uses. Due to the nature of our operations, our water usage remains minimal. Currently, water management is centered on practices primarily revolving around the use of water for washing and pressure cleaning our units, activities that we do not believe use a significant amount of water. Although this may only be a modest amount, operationally, on-site washing of our units represents the bulk of our water usage. Our yards and corporate offices, situated within city limits, use municipal water for operational needs, including drinking water.

We recognize water is an important resource in many of the communities in which our customers operate, as well as a growing concern among states and municipalities focused on conservation and responsible use. As such, we are reviewing ways to enhance and capture more of our own water data and plan on implementing initiatives that increase efficiency, use recycled water for cleaning, and consolidate processes that will enable us to better monitor and track our own operational water use. Today, we are seeking to increase the proficiency of our operations and addressing water-related risks through continued focus on efficiency and improving tracking.



# Environmental Impacts of Supply Chain

Kodiak's approach to sustainability extends to our supply chain practices. We prioritize the use of repurposed or remanufactured materials wherever possible in our operations.

We seek to actively engage with our suppliers to understand their capabilities in tracking GHG emissions, waste management and other areas that might result in environmental impacts. This dialogue is part of our broader commitment to environmental stewardship within our supply chain.

Recognizing the benefits of local sourcing, we are dedicated to procuring goods and services from local suppliers whenever possible. This strategy not only aims to ensure timely and cost-efficient supplies but also supports local economies and fosters positive community relations. Our focus on local procurement is designed to drive cost savings, boost productivity, improve delivery timelines, increase transactional efficiency and minimize logistical impacts for our customers, all while contributing to local employment opportunities and community development.

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# Social



# Health & Safety

At Kodiak, the safety and well-being of our employees is important to our success, shaping our culture and reinforcing our commitment to safety. Recognizing that our employees are the cornerstone of our organization, we prioritize their safety above all. To this end, we aim to ensure that every team member receives training in the latest worksite safety protocols and is equipped with certified, well-maintained tools and equipment suitable for their tasks. Our commitment extends to investing in technology designed to minimize risks, lower incident rates and provide comprehensive training and reporting tools.

In 2023, we continued our safety program focused on education, training, Standard Operating Procedures (“SOPs”), “fit-for-purpose” policies and reporting, all aimed at empowering our workforce with the best safety practices. Through regular safety reviews, we verify the effectiveness of our health and safety program and ensure compliance with applicable laws, rules and regulations. We aim to actively monitor safety indicators, investigate incidents, disseminate lessons learned and communicate outcomes Company-wide. We enhanced our emergency response preparedness with improved emergency office plans and advanced training for our emergency response leaders and staff. Mandatory Environmental, Health & Safety (“EH&S”) training is a requirement for all Kodiak employees, with both new hires and existing staff participating in quarterly refresher sessions.



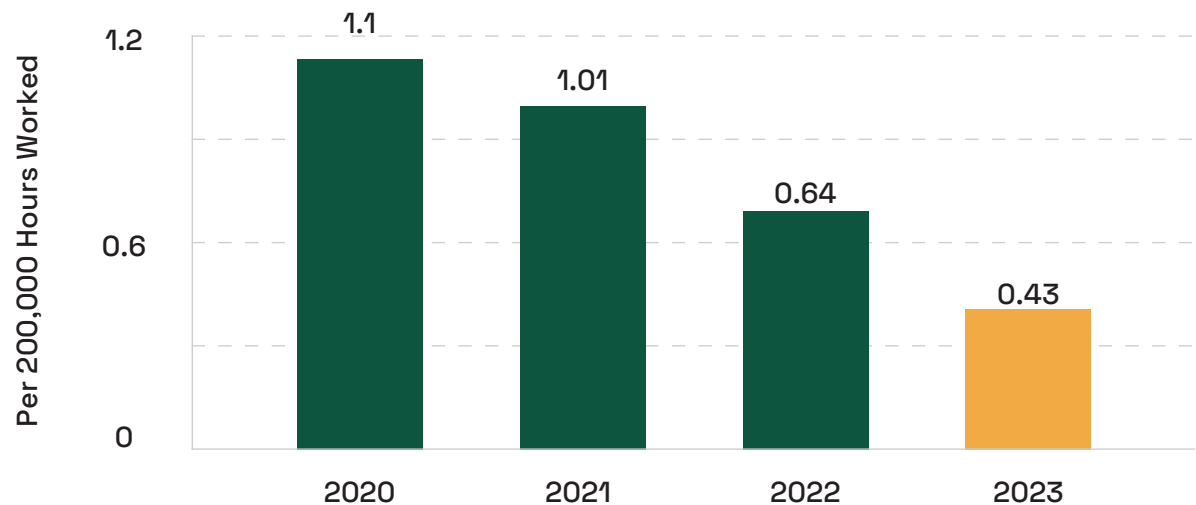
Our comprehensive employee training program covers a wide array of critical safety and operational areas to ensure every team member is equipped with the knowledge and skills needed for their roles. Prominent areas include:

- Hot Work
- BBS & Stop Work Authority
- Hydrogen Sulfide
- Bloodborne Pathogens
- Incident Notification & Reporting
- Compressed Gas Cylinders
- Job Competency Program (“SSE” & “ESE”)
- Confined Space Entry
- Lock Out - Tag Out (“LOTO”)
- Contractor Management
- Lone Worker
- Driving & Vehicle Safety
- Machine Guarding
- Drug & Alcohol
- Management of Change
- Electrical Safety
- Manlift (Bucket & Boom)
- Emergency Action & Response
- Material Handling
- Fall Protection
- Noise Exposure
- Fatigue Management
- Personal Protective Equipment
- Fire Protection & Extinguishers
- Preventative Maintenance
- First Aid & CPR
- Process Safety Management
- Fit for Duty
- Respiratory Protection Program
- Flammable & Combustible Liquids
- Forklifts
- Risk Assessment & Hazard ID
- Service Crane Truck & Lifting Devices
- Hand & Portable Power Tools
- Hazard Communication (“HAZCOM”)
- Heat & Cold Stress Prevention
- Spill Prevention & Sustainability
- Toxic & Hazardous Substances
- Waste Management

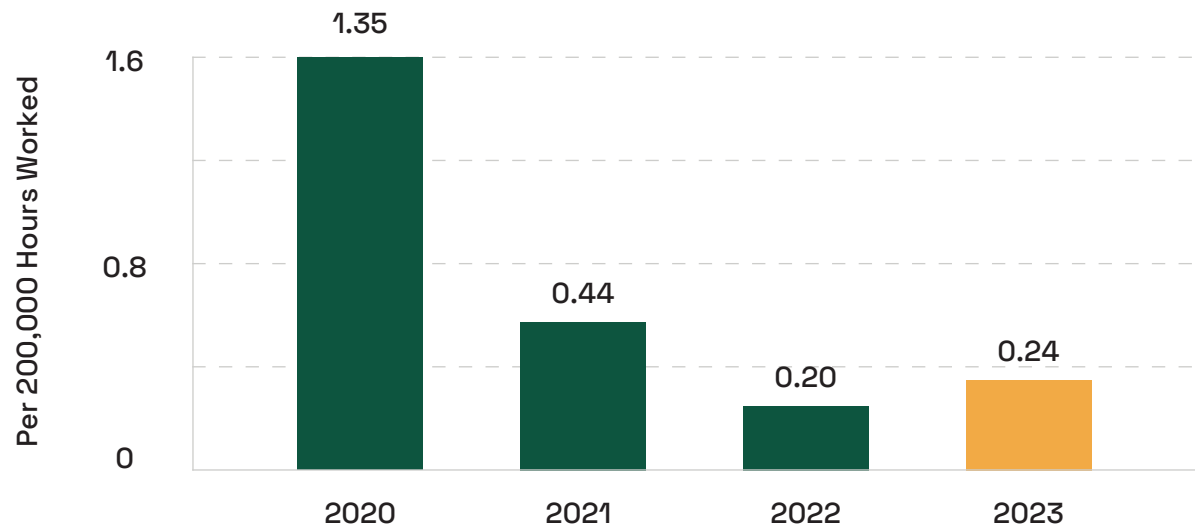
In addition to comprehensive employee training, we host monthly safety meetings led by dedicated teams, involving both operations and corporate staff, that feature slide decks presenting Kodiak’s safety performance data, case studies and safety initiatives with an aim to foster dialogue. Our Chief Operating Officer (“COO”) and operational leaders also delve into safety data and metrics through separate discussions, to foster improvement and engagement among our staff.



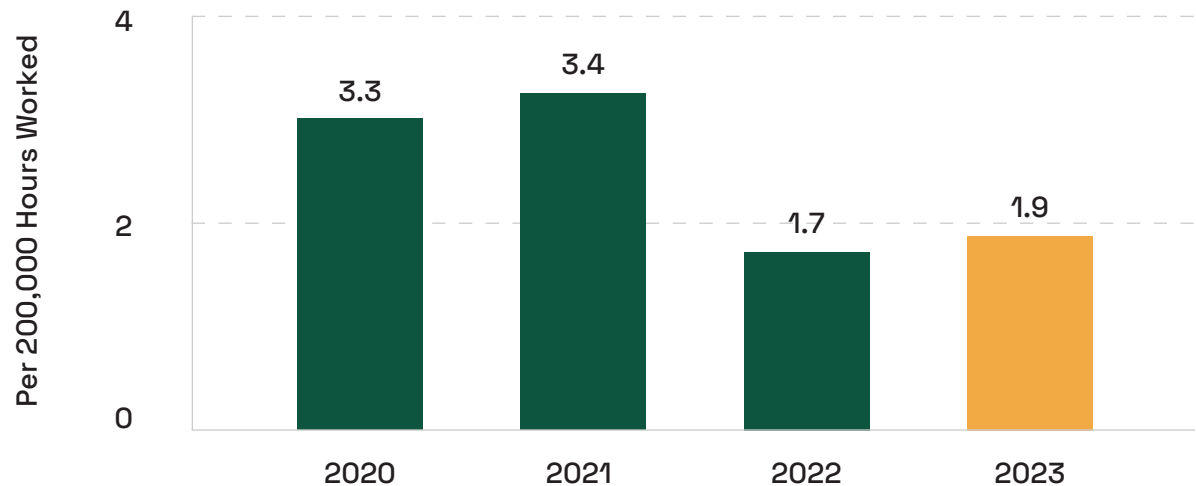
# Employee Total Recordable Incident Rate (“TRIR”)



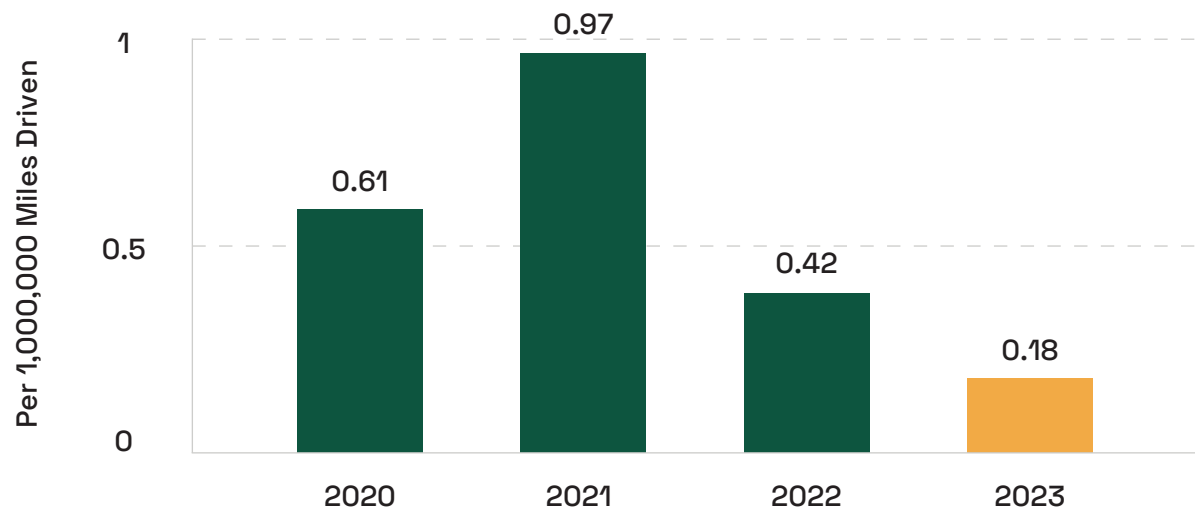
# Employee Lost Time Injury Rate (“LTIR”)



# Near Miss Frequency Rate (“NMFR”)



# Total Preventable Vehicle Incident Rate (“PMVIR”)





## Driving Safe Behavior Through Training

We have a safety training and mentoring program to equip our employees with the knowledge and skills required for safe job performance. The EH&S competency training matrix defines essential EH&S training for each job role. Employees are tasked with completing EH&S training quarterly and tracking their progress through our Learning Management System (“LMS”), dedicating over 9,500 hours in 2023 to EH&S training.

## Recognition and Continuous Improvement

In 2023, we initiated an operational safety award program to acknowledge exceptional safety and driving practices across divisions, further emphasizing the importance of safety with performance-based incentives tied to the Total Recordable Incident Rate (“TRIR”) and the number of recordable injuries.

Committed to continuous improvement, Kodiak focuses on learning from incidents to enhance the effectiveness of our programs. We seek to conduct thorough investigations to identify root causes and share insights broadly, applying causal mapping for serious incidents to foster organizational learning.

With the establishment of an EH&S Assurance Group, we track compliance and ensure the robustness of our health and safety programs.

Annually, we undertake a comprehensive review of all policies to ensure they remain relevant and effective, implementing any necessary changes through platforms like ISN® and Veriforce® for transparency with our customers and stakeholders.

## Life Critical Rules and Partnership for Safety

Kodiak’s dedication to safety is further underscored by our ten Life Critical Rules (“LCRs”), designed to safeguard lives by mandating compliance with safety training, policies and best practices for critical work tasks.

Our commitment to safety extends to our customers, with whom we collaborate closely to ensure a safe working environment for all. Our participation in the ISNetworld® RAVS Plus® program<sup>2</sup> exemplifies our dedication to excellence in contract services and alignment with our customers’ safety goals.

Finally, maintaining a substance abuse-free workplace is a key component of our safety ethos. Through comprehensive drug and alcohol testing programs, including pre-hire screenings and random tests, we work diligently to ensure our workplace remains safe for everyone.

# Human Capital Management

## Attracting & Recruiting Talent

As Kodiak continues to navigate a rapidly changing industry landscape, talent management is a critical area of focus as we strive to attract, develop and retain the best employees.

The energy industry continues to experience significant disruptions, including evolving technologies, volatile markets and changing environmental and regulatory landscapes. Our business environment requires a diverse and dynamic workforce, capable of adapting to changing circumstances.

### Leading Benefits

At Kodiak, we place great importance on valuing our employees by offering competitive compensation and benefits. To maintain this standard, we conduct annual reviews and benchmarking of our programs. Our benefits package includes comprehensive health insurance for employees and their dependents, a 401(k) plan that matches dollar-for-dollar on the first 6% of contributions, health savings accounts with Company contributions and generous paid leave policies, including parental, bereavement and military leave.

We continue to provide inclusive family planning benefits and have introduced new health and wellness initiatives. Our goal is to ensure that our employees feel supported in all aspects of their lives, both personally and professionally.

### Talent Attraction & Retention

Kodiak employs strategic hiring and sourcing practices to identify and attract top talent from diverse backgrounds. Focusing on an inclusive and diverse workforce strengthens Kodiak's ability to innovate, collaborate and address the evolving needs of our customers.

### Engagement Through Communication & Education

We recognize that interactions between managers and employees impact employee engagement. Therefore, we prioritize educating managers from the start to foster positive and productive conversations. Kodiak utilizes Gallup's Q12 engagement survey to boost employee engagement, leverage strengths-based development, shape effective leadership and make data-driven decisions that improve performance and culture.<sup>3</sup>

### Diverse Backgrounds

Kodiak is dedicated to building a diverse, equitable and inclusive workforce. We strive to create an environment where all employees feel valued, supported and empowered to contribute their unique perspectives and talents.



# Retaining & Developing Talent

## Training

To retain and develop talent, Kodiak places a significant emphasis on career development and continuous learning. The Company offers leadership training and mentorship programs, which we believe contribute to higher job satisfaction and reduced turnover. Recognizing the challenges of finding skilled labor, especially in regions like the Permian Basin, Kodiak has increased its recruiting and training efforts. For example, Kodiak offers 92 specialized technical training classes, covering everything from compression fundamentals to advanced courses like CAT Gas Engine Electronic Troubleshooting for highly-skilled mechanics.

Kodiak has finalized development of a custom virtual reality (“VR”) compressor skid, enabling learners to practice real-world tasks—like lockout/tagout—and navigate safety hazard scenarios in a controlled environment. Designed for entry-level technicians, this VR training teaches foundational skills, such as component identification and function, along with essential SOPs for on-the-job safety. While VR doesn’t replace Kodiak’s hands-on training with actual equipment, it accelerates learning by offering hundreds of hours of task practice typically limited by real equipment access. With a VR headset, new technicians gain procedural competency through safe, repetitive practice without needing to be in the field. A full roll-out of our virtual reality training is expected to occur during 2024.

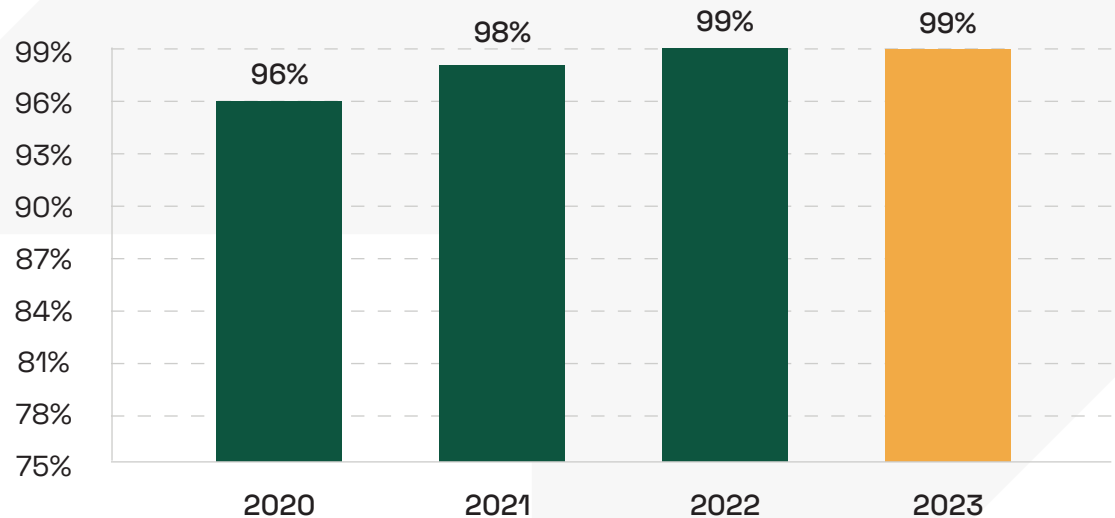
Finally, Kodiak launched the development of Bears Academy—a strategic initiative to establish a physical training center in the Permian Basin—in late 2023, opening its doors in early 2024.

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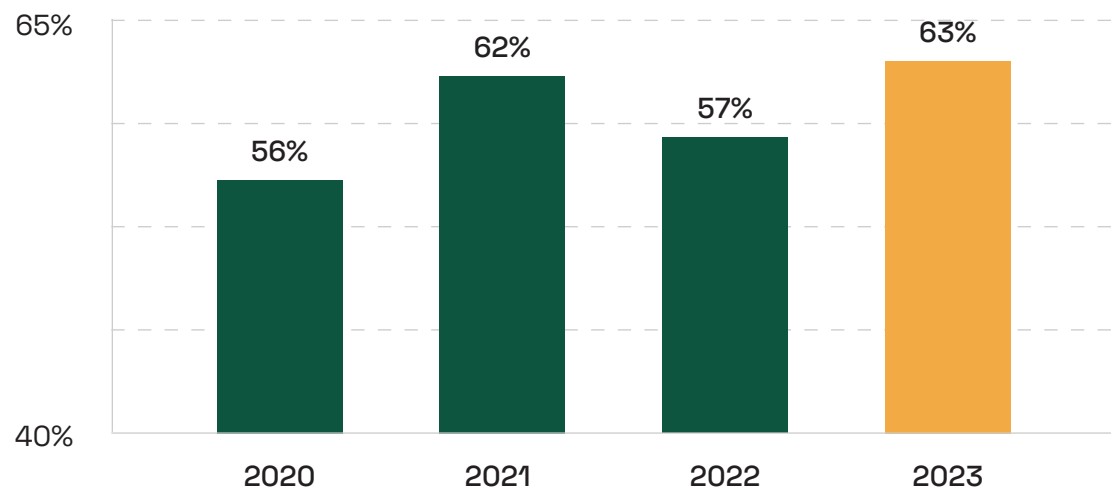
## Talent Development & Leadership

We are committed to developing our employees by implementing processes and tools that provide individuals with opportunities for growth. Leadership development is a key focus, and we offer 22 professional training and development classes designed to build the skills and competencies needed for career advancement. Additionally, we plan for the future by identifying key positions within the organization and develop capable candidates to step into these roles when needed.

# Participation



# Engagement Index



<sup>3</sup> Engagement Index notes the participation level in the survey across the Company whereas Participation % represents the aggregated satisfaction score received.



# Diversity, Equity & Inclusion (“DE&I”)

At Kodiak, we understand that sustainability extends beyond environmental stewardship; it is about fostering a more just and equitable world. Our success hinges on having a diverse and inclusive workforce, and in 2023, we remain steadfast in our commitment to hiring individuals from varied backgrounds, nurturing an inclusive culture and ensuring equal employment opportunities for all.

We continue to integrate DE&I into every aspect of our operation. From our dedication to gender, racial and ethnic equality to our support for communities, we strive to create an environment where every employee can thrive. At the time of our IPO, we made every active employee an owner by granting stock to each team member. This decision gave everyone—across all roles, locations and backgrounds—a shared stake in Kodiak’s success and future growth, further demonstrating our commitment to ensuring an inclusive environment.

Finally, we are proud to carry forward the efforts of K-Vets, our first employee resource group established in 2022. K-Vets honors and supports our military community, fostering inclusivity and strengthening connections across Kodiak. Through resources, volunteer efforts and a targeted giving plan, K-Vets makes a meaningful impact on veterans and their families within our organization.

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## Social Impacts of Supply Chain Management

Kodiak is committed to working to address sustainability and generating long-term benefits for stakeholders within our supply chain. This commitment includes conducting inquiries with all significant vendors to evaluate their social and sustainability practices and policies, ensuring compliance with relevant laws and regulations and encouraging actions towards greater environmental responsibility. Specifically, we ask our potential new suppliers whether they have specific key social policies such as anti-bribery/corruption, whistleblower/grievance mechanisms and other health and safety data tracking.

Our Code of Conduct followed by our suppliers sets forth Kodiak’s expectations and guidelines for responsible sourcing. This includes commitments to human rights, environmental protection, health and safety, ethical business practices and fostering a diverse and sustainable supply chain. The Code of Conduct incorporates principles set forth in the International Bill of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, the OECD Guidelines for Multinational Enterprises, the UN Guiding Principles on Business and Human Rights (“UNGPs”) and the Ten Principles of the UN Global Compact.

# Community Engagement

## Kodiak Cares: Strengthening Communities & Empowering Change

Giving back is integral to who we are. Through the Kodiak Cares Foundation (“KCF”), we aim to make a meaningful impact on the lives of our employees, clients and the communities where we live and work. We understand that our responsibility extends beyond providing natural gas compression services—it’s about being a good neighbor, a supportive employer and a responsible corporate citizen.

In 2023, Kodiak continued to deepen its commitment to investing in our people and communities, giving just under \$1 million through KCF. Now in its third year, KCF drives positive change by supporting our employees, charitable organizations and local communities. Through the Kodiak Gives Back initiative, the foundation has focused on education, veteran support, environmental stewardship and addressing community needs.

## Our Commitment to Philanthropy

Through KCF, we have established several philanthropic initiatives that reflect our dedication to building stronger communities. By focusing on key areas such as education, children’s health and welfare, veterans’ support and environmental stewardship, we seek to ensure that our contributions address both immediate needs and long-term development.

- 1. Education and Youth Development:** Kodiak believes in investing in the next generation of leaders. We support local schools by sponsoring educational programs and donating resources to enhance learning environments.
- 2. Veterans and Military Support:** Honoring our nation’s veterans is a core part of Kodiak’s values. Through the K-Vets Employee Resource Group, we actively support veterans and their families. Our efforts include fundraising for veteran-focused charities, volunteering at local veterans’ organizations and providing employment opportunities for former service members.
- 3. Children’s Health and Well-Being:** Children are at the heart of Kodiak Cares. We partner with local and national organizations focused on children’s health, including those dedicated to cancer research and treatment. Additionally, our employees regularly participate in events aimed at improving the lives of children facing medical challenges.
- 4. Environmental Stewardship:** Kodiak is committed to minimizing its environmental footprint, and that commitment extends to our communities. We participate in local clean-up initiatives, community projects and educational campaigns to promote environmental conservation. Our goal is to foster a culture of sustainability both within Kodiak and throughout the areas where we operate.







# Governance





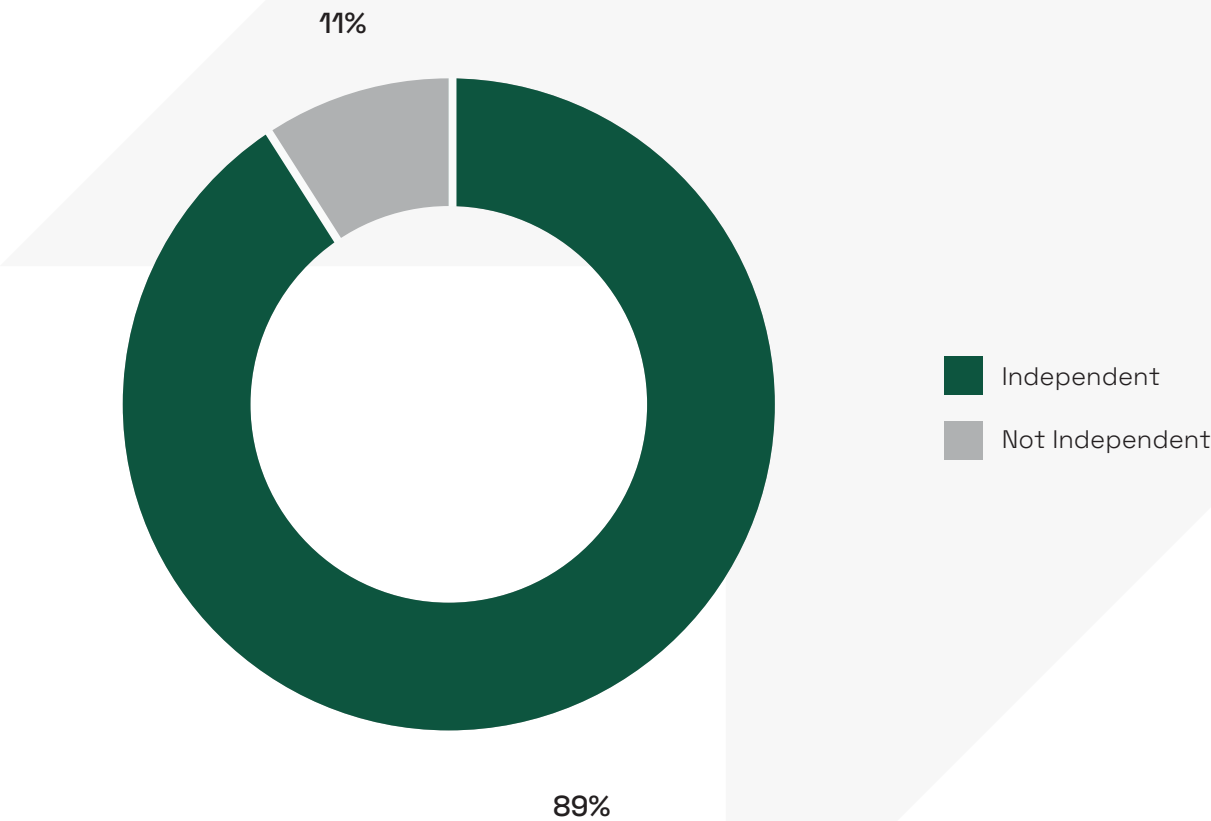
# Governance Structure & Oversight

The Kodiak Board of Directors (“Board”) currently consists of nine members, eight of whom are independent. In evaluating director candidates, we assess whether a candidate possesses the integrity, judgment, knowledge, experience, skills and expertise that are likely to enhance the Board’s ability to manage and direct our affairs and business, including, when applicable, to enhance the ability of the committees of the Board to fulfill their duties.

The Board oversees effective financial reporting controls, promotes environmental stewardship and safety in daily operations and maintains rigorous oversight of management practices. Additionally, the Board implements best practices in corporate governance, periodically assesses its effectiveness, ensures Board refreshment and oversees executive compensation policies. The Board has three committees—the Audit & Risk Committee, the Personnel & Compensation Committee and the Nominating, Governance & Sustainability Committee. Our Board and its committees adhere to Kodiak’s Corporate Governance Guidelines, which are regularly updated to reflect the latest trends and best practices in governance.



# Board Independence

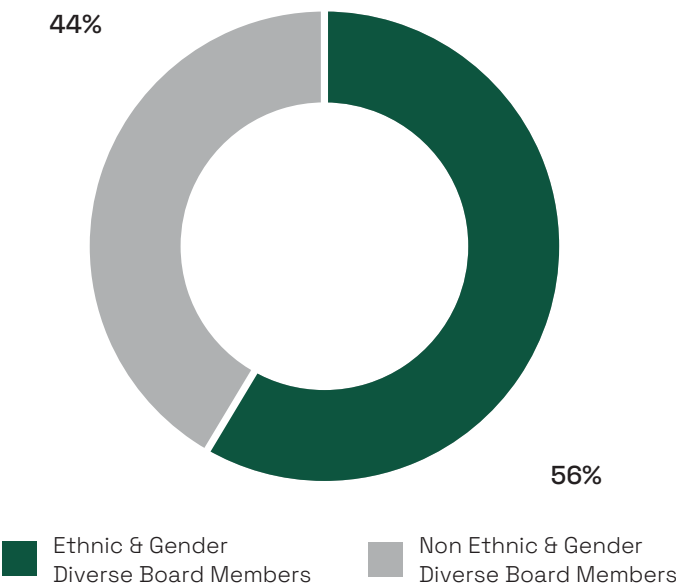




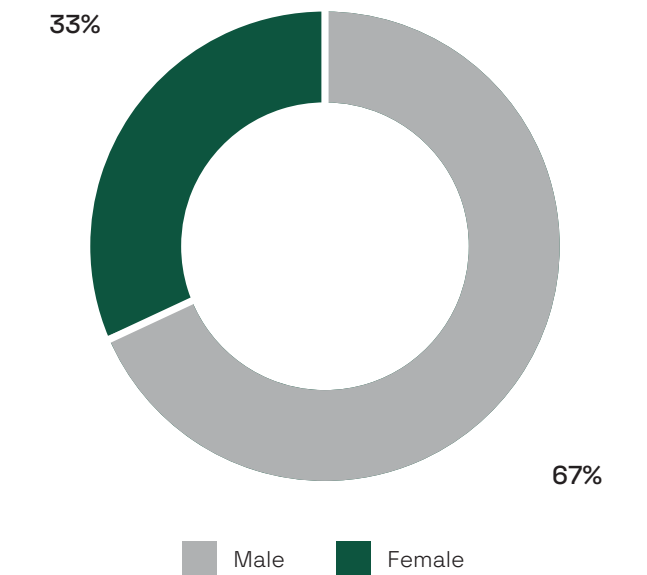
## Board Diversity

We believe that diversity at the Board level is key to making decisions with a wide range of knowledge and experience. The current composition of Kodiak’s Board encompasses a variety of backgrounds, skills, experience and knowledge.

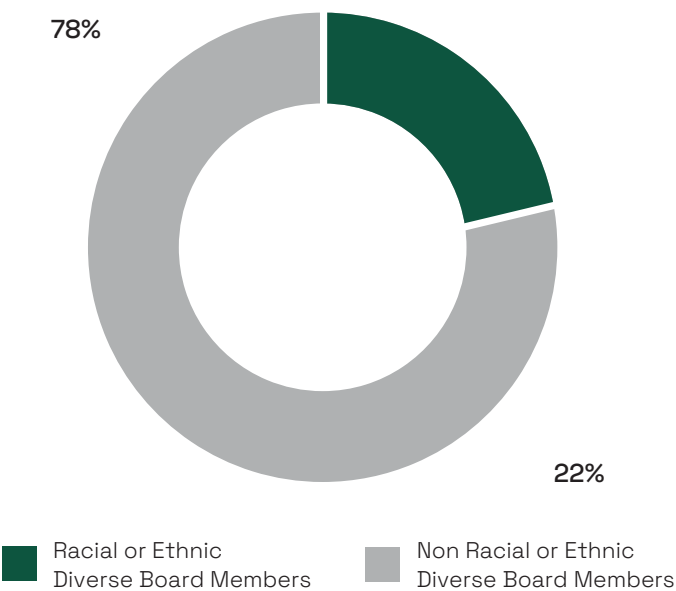
### Overall Diversity



### Gender Diversity



### Race & Ethnic Diversity



# Committees

Kodiak's Board has three committees—the Audit & Risk Committee, the Personnel & Compensation Committee and the Nominating, Governance & Sustainability Committee.<sup>4</sup>

Director	Independent	Audit & Risk	Personnel & Compensation	Nominating, Governance & Sustainability
Randall J. Hogan, III	C		•	
Terry Bonno	•		C	•
Alex Darden	•			•
Chris Drumgoole	•	•		
Jon-Al Duplantier	•		•	C
Gretchen Holloway*	•	C		
Mickey McKee				
Peggy Montana	•	•		
Nirav Shah	•			•
Number of 2023 Meetings	9	3	3	3

C - Chairperson   • - Member   \* - Financial Expert

Members of each committee are recommended by the Nominating, Governance & Sustainability Committee, except for members of the Nominating, Governance & Sustainability Committee, who are recommended by the Chairperson of the Board. Committee members are elected by the Board at its first meeting following the annual meeting of shareholders to serve for one-year terms. All of the current members of our committees are independent. Directors are expected to attend the annual meeting of shareholders and all or substantially all of the Board meetings and meetings of committees on which they serve. In 2023, each director attended at least 75% of the meetings of the Board and the total number of meetings held by any of the committees of the Board on which the director served during such director's tenure.



## Audit & Risk Committee

The Audit & Risk Committee maintains the integrity and accountability of the Company's financial operations. The committee is exclusively composed of independent directors, ensuring unbiased oversight of our auditing and accounting matters. The committee is tasked with a range of responsibilities, including selecting independent accountants, determining the scope of annual audits and setting fees for accountants. It also evaluates the performance of these accountants and oversees the Company's accounting practices.

In addition to these financial duties, the committee is also responsible for overseeing the principal risks associated with our business operations and ensuring compliance with legal and regulatory requirements. The committee charter outlines these duties in alignment with SEC regulations and NYSE standards. This ensures the committee operates under a structured framework, enhancing the Company's financial risk management strategies.

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## Personnel & Compensation Committee

The Personnel & Compensation Committee ensures equitable compensation and oversees our human capital management. Also entirely independent, this committee is tasked with maintaining objectivity and transparency in its operations. Its responsibilities include setting salaries, incentives and other forms of compensation for both officers and employees. Additionally, it administers our incentive compensation and benefit plans to align with our strategic goals and stakeholder interests. Moreover, the committee oversees the development, implementation and effectiveness of our human capital management practices, policies and strategies. This broad range of activities is crucial for shaping the workforce dynamics that drive our success.

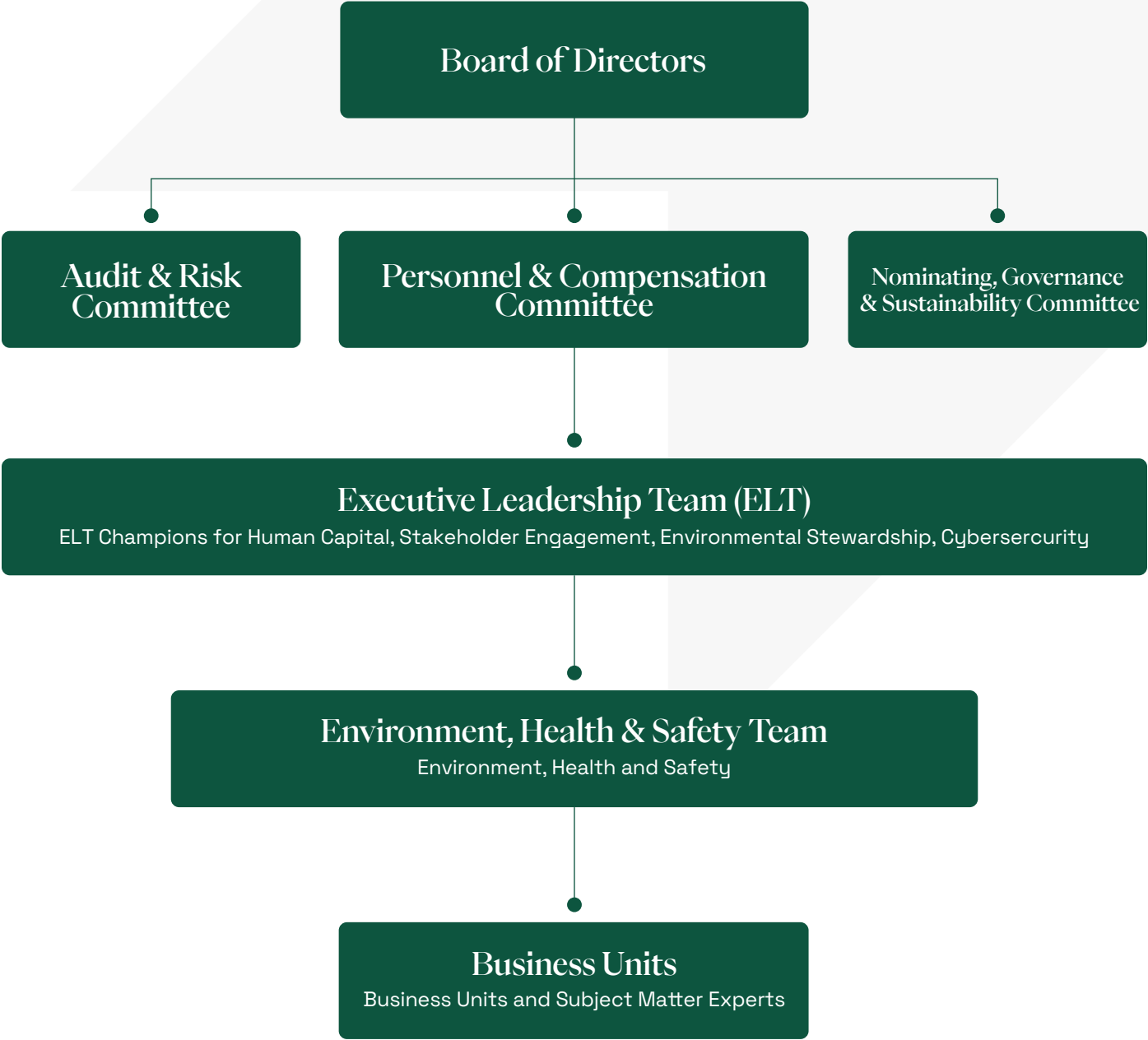
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## Nominating, Governance & Sustainability Committee

The Nominating, Governance & Sustainability Committee plays a large role in shaping the governance and ethical framework of our Company, ensuring it aligns with industry standards and the evolving sustainability landscape.

Committee functions include identifying, evaluating and recommending qualified candidates to serve on our Board. This process ensures that our Board composition is robust, diverse and capable of meeting the strategic needs of our Company. The committee also develops and oversees our internal corporate governance processes. This involves regular reviews and updates to ensure that our governance practices remain transparent and effective in addressing the needs of stakeholders. Additionally, another significant area of the committee's responsibility is overseeing our sustainability practices, initiatives and objectives. This process involves review of the reporting and disclosure landscape, developing strategies and monitoring our progress in sustainability initiatives, which are crucial for long-term value creation and responsible business practices.

# Board of Directors





# Business Ethics

## Human Rights Commitment

Kodiak remains dedicated to conducting business in a manner that respects all human rights. We aim to promote and encourage respect for individuals and fundamental freedoms for everyone, without discrimination based on race, color, sex, language, religion, disability or other protected characteristics. Our commitment extends to partnering with personnel, business parties and stakeholders directly linked to our operations who share these principles. This commitment is demonstrated in our employment practices through our Code of Conduct, equal employment opportunity employer policy and our policies on employee safety and security.

Our Human Resources Department monitors and reviews metrics on employee demographics, such as gender, age and ethnicity, to ensure fair treatment for both current and prospective employees. Kodiak offers multiple channels for individuals to anonymously raise concerns.

**We aim to promote and encourage respect for individuals and fundamental freedoms for everyone, without discrimination based on race, color, sex, language, religion, disability or other protected characteristics.**



Our human rights values include:

I. Non-Discrimination:	All individuals are entitled to the same human rights without discrimination based on age, race, gender identification, sexual orientation, national origin, ethnicity, color, religion, disability or any other status protected by applicable law.
II. Equal Protection:	Individuals have the right to a remedy and equal protection under the law if their human rights are violated.
III. Forced Labor & Child Labor:	Everyone has the right to safe, fair, ethical and humane working conditions, including freedom from forced labor, compulsory labor, child labor, modern forms of slavery, bonded labor and any form of human trafficking.
IV. Humane Treatment:	No person shall be subjected to cruel, inhumane or degrading treatment or punishment.
V. Freedom of Association:	All individuals have the right to freely associate, form, join or refrain from joining organizations or groups of their choice, including labor unions, without fear of discrimination, retaliation or coercion, in accordance with applicable laws.
VI. Indigenous Land Rights:	The Company respects the inherent rights of Indigenous peoples, which derive from their political, economic and social structures, and from their cultures, spiritual traditions, histories and philosophies, particularly their rights to their lands, territories and resources.
VII. Stakeholder Engagement:	We believe that local issues are best addressed at the local level. When appropriate, we engage with a wide range of civil society and stakeholders on human rights issues related to our business.

Additionally, please see our website for our full list of [publicly available governance policies](#) covering:

- Anti-Bribery and Anti-Corruption Compliance
- Human Rights: Anti-Harassment & Non-Discrimination
- Whistleblower



# Crisis & Risk Management

Kodiak has implemented an extensive crisis and risk management strategy through our Audit & Risk Committee. This committee reviews various risks, including financial exposures and cybersecurity threats, ensuring that we have robust policies and processes to address them. The committee monitors and manages risks by conducting gap analyses to avoid missed oversight review. It is also responsible for evaluating the Company's insurance programs. Additionally, it works with the Personnel & Compensation Committee to integrate risk management into the Company's compensation structure. The Personnel & Compensation Committee also ensures staff are properly trained. Lastly, the Nominating, Governance & Sustainability Committee is responsible for reviewing EH&S performance.

## Cybersecurity

Our cybersecurity strategy focuses on robust risk management through a comprehensive cyber risk program that is integrated within our enterprise risk management process. This program is designed to identify, assess and mitigate cybersecurity threats, including third-party vendor risks, with results and mitigation strategies reviewed annually by the Audit & Risk Committee. Our cyber risk controls are aligned with industry standards, such as the NIST Cybersecurity Framework and ISO 27001. An independent third party assesses our cyber risk management against the NIST CSF annually.

To strengthen our cybersecurity infrastructure, we partner with leading cyber vendors and leverage an outsourced Cyber Security Operations Center for continuous monitoring and incident management. We conduct incident response drills and have an outsourced Chief Information Security Officer ("CISO") who reports to our in-house Chief Information Officer ("CIO") and leads our cybersecurity team. Our team uses threat intelligence from multiple sources to proactively manage cyber risks.

The Board and Audit & Risk Committee provide oversight of our cybersecurity risks, receiving periodic updates from the cybersecurity team. The committee reviews cybersecurity risks at least annually within the broader context of our enterprise risk management, reflecting our commitment to mitigating risks that could affect operations, financial health and reputation.

## Cybersecurity Governance

Kodiak takes a comprehensive and multi-layered approach to cybersecurity and data privacy, ensuring that robust expertise and governance structures are in place at all levels of our organization. We recognize that effective cybersecurity is critical, including at the Executive and Board levels. Our Board and Audit & Risk Committee include a member who has had a distinguished career as a CIO, bringing invaluable cyber expertise directly into boardroom discussions. At the Executive level, our CIO oversees our cybersecurity initiatives, programs, policies, directives and reviews results of cybersecurity audits and risk assessments.

At the operational level, we employ dedicated cybersecurity personnel and engage with external consultants to ensure our practices are not only up to date but also informed by the latest external insights and trends in cybersecurity. This collaboration helps us maintain a strong posture against cyber threats and adapt quickly to the continually changing cybersecurity and data landscape.

## Security Processes & Risk Management

The Information Security Policy (“ISP”) is designed to support the provisioning, monitoring and ongoing management of hosted, cloud computing and network services across all Company offices, facilities and remote operations involving employees and contractors. The functional areas supporting the ISP include information technology, human resources, project management and governance, risk and compliance.

The ISP’s boundaries encompass the infrastructure, software, people, procedures and data critical for delivering services to customers. This includes applications, databases, SaaS technologies and other infrastructures directly supporting customer services.

In defining the scope and approach of the ISP, Kodiak must consider both internal and external issues that impact its operations. Externally, the Company faces regulatory complexities that require vigilant tracking and compliance with information security laws. Rapid technological changes within the cybersecurity industry pose both risks and opportunities, necessitating continuous updates to security measures and services. The persistent threat from malicious actors and the operational shifts caused by the COVID-19 pandemic, particularly the increase in teleworking, are also significant considerations.

Internally, the results of risk assessments dictate the selection of security controls and the formulation of security objectives. Furthermore, the remote portion of our workforce raises specific security concerns, particularly regarding mobile device management and the onboarding and offboarding processes. However, Kodiak’s size allows for agile innovation and rapid implementation of new strategies.

Key stakeholders in Kodiak’s ISP include customers, who require secure and reliable services; suppliers and technology partners, who support the underlying technology infrastructure; insurers; regulators; government agencies; and employees, all of whom have a vested interest in the robustness of Kodiak’s information security controls.

# Forward-Looking Statements

This Sustainability Report contains, and our officers and representatives may from time to time make, “forward-looking statements” within the meaning of the safe harbor provisions of the U.S. Private Securities Litigation Reform Act of 1995. Forward-looking statements are neither historical facts nor assurances of future performance. Instead, they are based only on our current beliefs, expectations and assumptions regarding the future of our business, future plans and strategies, projections, anticipated events and trends, the economy and other future conditions. Forward-looking statements can be identified by words such as: “anticipate,” “intend,” “plan,” “goal,” “seek,” “believe,” “project,” “estimate,” “expect,” “strategy,” “future,” “likely,” “may,” “should,” “will” and similar references to future periods. Examples of forward-looking statements include, among others, statements we make regarding: (i) our ability to support our customers’ emissions reduction and other ESG-related goals; (ii) current or future innovative technologies and practices; (iii) our current and future ESG-related goals and the strategies, programs and assets we implement to achieve such goals; (iv) strategy for customer retention and market position; (v) expectations of the natural gas and oil industry; and (vi) the identification and development of key personnel.

Because forward-looking statements relate to the future, they are subject to inherent uncertainties, risks and changes in circumstances that are difficult to predict and many of which are outside of our control. Our actual results and financial condition may differ materially from those indicated in the forward-looking statements. Therefore, you should not rely on any of these forward-looking statements. Important factors that could cause our actual results and financial condition to differ materially from those indicated in the forward-looking statements include, among others, the following: (i) a reduction in the demand for natural gas and oil; (ii) the loss of, or the deterioration of the financial condition of, any of our key customers; (iii) nonpayment and nonperformance by our customers, suppliers or vendors; (iv) competitive pressures that may cause us to lose market share; (v) the structure of our Compression Operations contracts and the failure of our customers to continue to contract for services after expiration of the primary term; (vi) our ability to make acquisitions on economically acceptable terms; (vii) our ability to fund purchases of additional compression equipment; (viii) a downturn in the economic environment, as well as inflationary pressures; (ix) tax legislation and administrative initiatives or challenges to our tax positions; (x) the loss of key management, operational personnel or qualified technical personnel; (xi) our dependence on a limited number of suppliers; (xii) the cost of compliance with existing governmental regulations and proposed governmental regulations, including climate change legislation and regulatory initiatives and stakeholder pressures, including ESG scrutiny; (xiii) the inherent risks associated with our operations, such as equipment defects and malfunctions; (xiv) our reliance on third-party components for use in our IT systems; (xv) legal and reputational risks and expenses relating to the privacy, use and security of employee and customer information; (xvi) threats of cyber-attacks or terrorism; (xvii) our credit agreement contains features that may limit our ability to operate our business and fund future growth and also increases our exposure to risk during adverse economic conditions; (xviii) volatility in interest rates; (xix) our ability to access the capital and credit markets or borrow on affordable terms to obtain additional capital that we may require; (xx) the effectiveness of our disclosure controls and procedures; and (xxi) such other factors as discussed throughout



the “Risk Factors” and “Management’s Discussion and Analysis of Financial Condition and Results of Operations” sections of our final prospectus filed with the U.S. Securities and Exchange Commission (the “SEC”) on June 30, 2023 pursuant to Rule 424(b)(4) and throughout Part I, Item 2. “Management’s Discussion and Analysis of Financial Condition and Results of Operations” section of such prospectus and Part II, Item 1A. Risk Factors of our Quarterly Report on Form 10-Q for the quarterly period ended September 30, 2023.

Although we believe the forward-looking statements and information, goals, targets, plans, intentions and expectations included herein are reasonable, certain information, including with respect to ESG-related goals and associated timelines, is subject to change, and no assurance can be given that such goals, targets, plans, intentions or expectations will be met. In addition, historical, current and forward-looking statements may be based on standards and metrics for measuring progress, as well as standards for the preparation of any underlying data for those metrics, that are still developing and internal controls and processes that continue to evolve; while these are based on expectations and assumptions believed to be reasonable at the time of preparation, they should not be considered guarantees.

Similarly, there can be no assurance that our current ESG-related policies and procedures, including any ESG-related goals and associated timelines, as described in this Sustainability Report will continue; such policies and procedures could change, even materially. Kodiak may determine in its discretion that it is not feasible or practical to implement or complete certain of its ESG-related initiatives, policies and procedures, or meet certain goals or targets based on cost, timing or other considerations.

Any forward-looking statement made by us in this Sustainability Report is based only on information currently available to us and speaks only as of the date on which it is made. Except as may be required by applicable law, we undertake no obligation to publicly update any forward-looking statement whether as a result of new information, future developments or otherwise.

This Sustainability Report may contain or incorporate by reference information from third parties or public information not separately reviewed, approved, or endorsed by us and no representation, warranty, or undertaking is made by us as to the accuracy, reasonableness, or completeness of such information.

This Sustainability Report includes information on our current policies and intentions and is not intended to create legal rights or obligations. Nothing contained herein constitutes investment, legal, tax, or other advice nor is it to be relied on in making an investment or other decision. No part of this Sustainability Report shall be taken to constitute a current or past recommendation or a solicitation of an offer to buy or sell any securities or otherwise invest in Kodiak.

# KPI Tables

	Report Metric	Unit	2020	2021	2022	2023	SASB Services	SASB Midstream	GRI Code	TCFD
Financial										
	Revenue	\$M USD		583,070	654,957	735,605				
Environmental										
Emissions										
	Scope 1 Emissions Total	Metric Tons CO <sub>2</sub> e	13,799	14,504	15,497	20,951		EM-MD-110a.1	305-1	✓
	Scope 1 Emission Intensity	Tons CO <sub>2</sub> e/Revenue \$M		0.02	0.02	0.03			305-4	
	Scope 1 Emissions Constituent Breakdown: Tons of Carbon	Metric Tons CO <sub>2</sub> e	-	-	-	20,711			305-1	
	Scope 1 Emissions Constituent Breakdown: Tons of Methane	Metric Tons CO <sub>2</sub> e	-	-	-	33			305-1	
	Scope 1 Emissions Constituent Breakdown: Tons of Nitrous Oxide	Metric Tons CO <sub>2</sub> e	-	-	-	207			305-1	
	Scope 1 Emissions: Percent Methane	Percentage (%)	-	-	-	0.00		EM-MD-110a.1		
	Scope 2 Emissions: Total	Metric Tons CO <sub>2</sub> e	24	9	8	16			305-2	✓
	Scope 2 Emissions Intensity	Tons CO <sub>2</sub> e/Revenue \$M	-	0.00	0.00	0.00			305-4	
	Scope 2 Emissions: Tons of Carbon	Metric Tons CO <sub>2</sub>	-	-	-	181			305-2	
	Scope 2 Emissions: Tons of Methane	Metric Tons CH <sub>4</sub>	-	-	-	0			305-2	
	Scope 2 Emissions: Tons of Nitrous Oxide	Metric Tons N <sub>2</sub> O	-	-	-	0			305-2	
	Total GHG Emissions	Scope 1 + Scope 2 (Metric Tons CO <sub>2</sub> e)	13,823	14,513	15,505	20,967				
	Total GHG Intensity	Scope 1 + 2 / Revenue \$M	-	0.02	0.02	0.03			305-4	
Other Air Emissions										
	NOx Emissions	Metric Tons	-	-	-	426		EM-MD-120a.1	305-7	✓
	SOx Emissions	Metric Tons	-	-	-	28		EM-MD-120a.1	305-7	✓
	VOC Emissions	Metric Tons	-	-	-	35		EM-MD-120a.1	305-7	✓
Energy										
	Total Energy Consumed	GJ	-	-	-	305,563			GRI 302-1	
	Energy Intensity	GJ/\$M Revenue	-	-	-	0.42			GRI 302-3	
	Renewable Energy Used	GJ	5,339	3,773	3,584	3,168				
	Renewable Energy Used As Percent of Office Electricity	Percentage (%)	100%	99%	100%	100%				
	Electricity Used Total	GJ	-	-	-	3,672			GRI 302-1	
	Total Fuel Consumed	GJ	-	-	-	301,891	EM-SV-110.a.1			
	Diesel Consumed	GJ	-	-	-	205,141	EM-SV-110.a.1			

Report Metric	Unit	2020	2021	2022	2023	SASB Services	SASB Midstream	GRI Code	TCFD
Gasoline Consumed	GJ	-	-	-	96,286	EM-SV-110.a.1			
Natural Gas Consumed	GJ	-	-	-	464	EM-SV-110.a.1			
On Road Equipment	Percent of Fuel Used in On-Road Equipment	-	-	-	301,427	EM-SV-110.a.1			
Off Road Equipment	Percent of Fuel Used in Off-Road Equipment	-	-	-	-	EM-SV-110.a.1			
<b>Environmental Impact</b>									
Land owned, leased or operated within areas of protected conservation status or endangered species habitat	Percentage (%)	0	0	0	0		EM-MD-160a.2		
Terrestrial Land area restored	Hectares	0	0	0	0		EM-MD-160a.3		
Impacted area restored	%	0	0	0	0		EM-MD-160a.3		
Number of hydrocarbon Spills	#	0	0	0	0		EM-MD-160a.4		
Amount of hydrocarbon Spills	Bbls	0	0	0	0		EM-MD-160a.4		
Volume of Spills Recovered	Bbls	0	0	0	0		EM-MD-160a.4		
<b>Waste</b>									
Waste Total	Metric Tons	-	-	-	235			GRI 306-3	
Waste Recycled	Metric Tons	0	0	0	199				
Hazardous Waste	Metric Tons	-	-	-	-			GRI 306-3	✓
Hazardous Waste Recycled	Metric Tons	0	0	0	0			GRI 306-3	
<b>Water</b>									
Total Water Use	Thousand Cubic Meters (m³)	1.29	1.85	1.68	2.19	EM-SV-140.a.1			
<b>Social</b>									
<b>Health &amp; Safety</b>									
Employee: Total Recordable Incident Rate (TRIR)	Per 200,000 hours worked	1.1	1.01	0.64	0.43			GRI 403-9	
Employee: Lost Time Injury Rate (LTIR)	Per 200,000 hours worked	1.35	0.44	0.2	0.24			GRI 403-9	
Employee: Near Miss Frequency Rate (NMFR)	Per 200,000 hours worked	3.3	3.4	1.7	1.89			GRI 403-9	
Employees: Fatalities	#	0	0	0	0			GRI 403-9	
Employee Occupational Illness Rate (Per 200,000 Hours Worked)	Rate	0.97	0	0	0				
Total Preventable Vehicle Incident Rate (Per 1,000,000 Miles Driven)	Rate	0.61	0.97	0.42	0.18				
Accident releases	#	0	0	0	35		EM-MD-540a.3		
Non-accident releases (NARs) from rail transportation	#	0	0	0	0		EM-MD-540a.3		



Report Metric	Unit	2020	2021	2022	2023	SASB Services	SASB Midstream	GRI Code	TCFD
Total HSE Training Hours	#	5,009	8,265	9,640	13,448			GRI 403-5	
<b>Human Capital Management</b>									
Average Trainings	Hours	-	-	-	38			GRI 401-1	
Participation % <sup>3</sup>	Percentage (%)	96%	98%	99%	99%				
Engagement Index <sup>3</sup>	Percentage (%)	56%	62%	57%	63%				
<b>Diversity &amp; Inclusion</b>									
Women Employees	Percentage (%)	-	-	-	8%			GRI 405-1	
Women Managers	Percentage (%)	-	-	-	14%			GRI 405-1	
Minority Group Employees	Percentage (%)	-	-	-	39%			GRI 405-1	
Minority Group Managers	Percentage (%)	-	-	-	31%			GRI 405-1	
<b>Governance</b>									
<b>Board Composition</b>									
Number of Directors	#	5	6	6	9			GRI 2-9	
% Board of Directors in the ">60" Age Group	Percentage (%)	-	-	-	33%			GRI 2-9	
% Board of Directors in the "<60" Age Group	Percentage (%)	-	-	-	67%			GRI 2-9	
Independent % Board of Directors	Percentage (%)	60%	50%	50%	89%			GRI 2-9	
Racial or Ethnic Minorities % Board of Directors	Percentage (%)	-	-	-	22%			GRI 2-9	
Women % Board of Directors	Percentage (%)	40%	33%	50%	33%			GRI 2-9	
<b>Cybersecurity</b>									
Amount of Fines For Data Breaches	Million Reporting Currency	\$0.00	\$0.00	\$0.00	\$0.00			GRI 418-1	

# Qualitative Tables

GRI			
Statement of use	Kodiak Gas Services has reported the information cited in this GRI content index for the period 1/1/2023 - 12/31/2023 with reference to the GRI Standards.		
GRI 1 used	GRI 1: Foundation 2021		
GRI STANDARD	Disclosure	Individual Code	Location (Page)
GRI 2: General Disclosures 2021	2-1 Organizational details	2-1	5
	2-2 Entities included in the organization's sustainability reporting	2-2	3
	2-3 Reporting period, frequency and contact point	2-3	3
	2-4 Restatements of information	2-4	NA
	2-5 External assurance	2-5	NA
	2-6 Activities, value chain and other business relationships	2-6	2-5
	2-7 Employees	2-7	NA
	2-8 Workers who are not employees	2-8	NA
	2-9 Governance structure and composition	2-9	32-37
	2-10 Nomination and selection of the highest governance body	2-10	36
	2-11 Chair of the highest governance body	2-11	35
	2-12 Role of the highest governance body in overseeing the management of impacts	2-12	32-37
	2-13 Delegation of responsibility for managing impacts	2-13	32-37
	2-14 Role of the highest governance body in sustainability reporting	2-14	32-37
	2-15 Conflicts of interest	2-15	38-39
	2-16 Communication of critical concerns	2-16	38-39
	2-17 Collective knowledge of the highest governance body	2-17	32-37
	2-18 Evaluation of the performance of the highest governance body	2-18	36
	2-19 Remuneration policies	2-19	39
	2-20 Process to determine remuneration	2-20	36
	2-21 Annual total compensation ratio	2-21	Proxy
	2-22 Statement on sustainable development strategy	2-22	6
	2-23 Policy commitments	2-23	38-39
	2-24 Embedding policy commitments	2-24	39
	2-25 Processes to remediate negative impacts	2-25	29
	2-26 Mechanisms for seeking advice and raising concerns	2-26	38-39
	2-27 Compliance with laws and regulations	2-27	6
	2-28 Membership associations	2-28	29
	2-29 Approach to stakeholder engagement	2-29	6, 28, 38, 39
	2-30 Collective bargaining agreements	2-30	39
GRI 3: Material Topics 2021	3-1 Process to determine material topics	3-1	6
	3-2 List of material topics	3-2	6
	3-3 Management of material topics	3-3	6
GRI 3: Material Topics 2021	3-1 Process to determine material topics	3-1	6
	3-2 List of material topics	3-2	6
	3-3 Management of material topics	3-3	6

GRI STANDARD	Disclosure	Individual Code	Location (Page)
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	201-1	NA
	201-2 Financial implications and other risks and opportunities due to climate change	201-2	7, 51-53
	201-3 Defined benefit plan obligations and other retirement plans	201-3	25-26
	201-4 Financial assistance received from government	201-4	NA
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	202-1	NA
	202-2 Proportion of senior management hired from the local community	202-2	NA
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	203-1	2-5
	203-2 Significant indirect economic impacts	203-2	NA
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	204-1	28
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	205-1	NA
	205-2 Communication and training about anti-corruption policies and procedures	205-2	38-39
	205-3 Confirmed incidents of corruption and actions taken	205-3	None
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	206-1	NA
GRI 207: Tax 2019	207-1 Approach to tax	207-1	NA
	207-2 Tax governance, control, and risk management	207-2	NA
	207-3 Stakeholder engagement and management of concerns related to tax	207-3	NA
	207-4 Country-by-country reporting	207-4	As of 2023 the Company operated in the U.S. solely
GRI 301: Materials 2016	301-1 Materials used by weight or volume	301-1	NA
	301-2 Recycled input materials used	301-2	KPI Tables
	301-3 Reclaimed products and their packaging materials	301-3	NA
GRI 302: Energy 2016	302-1 Energy consumption within the organization	302-1	KPI Tables
	302-2 Energy consumption outside of the organization	302-2	NA
	302-3 Energy intensity	302-3	KPI Tables
	302-4 Reduction of energy consumption	302-4	KPI Tables
	302-5 Reductions in energy requirements of products and services	302-5	10-13, KPI Tables
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	303-1	16, KPI Tables
	303-2 Management of water discharge-related impacts	303-2	16, not applicable to our business
	303-3 Water withdrawal	303-3	16, not applicable to our business
	303-4 Water discharge	303-4	16, not applicable to our business
	303-5 Water consumption	303-5	16, KPI Tables
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	304-1	15
	304-2 Significant impacts of activities, products and services on biodiversity	304-2	15
	304-3 Habitats protected or restored	304-3	NA
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	304-4	15



GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	305-1	KPI Tables
	305-2 Energy indirect (Scope 2) GHG emissions	305-2	KPI Tables
	305-3 Other indirect (Scope 3) GHG emissions	305-3	NA
	305-4 GHG emissions intensity	305-4	KPI Tables
	305-5 Reduction of GHG emissions	305-5	10-13, KPI Tables
	305-6 Emissions of ozone-depleting substances (ODS)	305-6	NA
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	305-7	KPI Tables
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	306-1	14-15
	306-2 Management of significant waste-related impacts	306-2	14-15
	306-3 Waste generated	306-3	KPI Tables
	306-4 Waste diverted from disposal	306-4	NA
	306-5 Waste directed to disposal	306-5	NA
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	308-1	17
	308-2 Negative environmental impacts in the supply chain and actions taken	308-2	NA
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	401-1	KPI Tables
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	401-2	25-27
	401-3 Parental leave	401-3	25-27
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	402-1	NA
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	403-1	20-24
	403-2 Hazard identification, risk assessment, and incident investigation	403-2	20-24
	403-3 Occupational health services	403-3	20-24
	403-4 Worker participation, consultation, and communication on occupational health and safety	403-4	20-24
	403-5 Worker training on occupational health and safety	403-5	20-24, KPI Tables
	403-6 Promotion of worker health	403-6	20-24
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	403-7	20-24
	403-8 Workers covered by an occupational health and safety management system	403-8	20-24
	403-9 Work-related injuries	403-9	KPI Tables
	403-10 Work-related ill health	403-10	KPI Tables
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	404-1	KPI Tables
	404-2 Programs for upgrading employee skills and transition assistance programs	404-2	25-27
	404-3 Percentage of employees receiving regular performance and career development reviews	404-3	KPI Tables
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	405-1	34, KPI Tables
	405-2 Ratio of basic salary and remuneration of women to men	405-2	NA
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	406-1	NA
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	407-1	NA
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	408-1	NA
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	409-1	NA
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	410-1	NA

<b>GRI 411:</b> Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	411-1	NA
<b>GRI 413:</b> Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	413-1	29
	413-2 Operations with significant actual and potential negative impacts on local communities	413-2	NA
<b>GRI 414:</b> Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	414-1	28
	414-2 Negative social impacts in the supply chain and actions taken	414-2	NA
<b>GRI 415:</b> Public Policy 2016	415-1 Political contributions	415-1	NA
<b>GRI 416:</b> Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	416-1	NA
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	416-2	NA
<b>GRI 417:</b> Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	417-1	NA
	417-2 Incidents of non-compliance concerning product and service information and labeling	417-2	NA
	417-3 Incidents of non-compliance concerning marketing communications	417-3	NA
<b>GRI 418:</b> Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	418-1	None

## SASB Midstream (MD)

Disclosure	Code	Location (Pages)
<b>Greenhouse Gas Emissions</b>		
Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	EM-MD-110a.2	10-13
<b>Ecological Impact</b>		
Description of environmental management policies and practices for active operations	EM-MD-160a.1	14-15
<b>Operational Safety, Emergency Preparedness &amp; Response</b>		
Discussion of management systems used to integrate a culture of safety and emergency preparedness throughout the value chain and throughout project lifecycles	EM-MD-540a.4	20-25

## SASB Oil & Gas Services (SV)

Disclosure	Code	Location
<b>Emissions Reduction Services &amp; Fuels Management</b>		
Discussion of strategy or plans to address air emissions-related risks, opportunities, and impacts	EM-SV-110a.2	13-Oct
<b>Water Management Services</b>		
Discussion of strategy or plans to address water consumption and disposal-related risks, opportunities, and impacts	EM-SV-140a.2	16
<b>Chemicals Management</b>		
Discussion of strategy or plans to address chemical-related risks, opportunities, and impacts	EM-SV-150a.2	Not applicable as we do not handle chemicals as part of our regular operations
<b>Ecological Impact Management</b>		
Discussion of strategy or plan to address risks and opportunities related to ecological impacts from core activities	EM-SV-160a.2	14-15
<b>Workforce Health &amp; Safety</b>		
Description of management systems used to integrate a culture of safety throughout the value chain and project lifecycle	EM-SV-320a.2	20-25
<b>Business Ethics &amp; Payments Transparency</b>		
Description of the management system for prevention of corruption and bribery throughout the value chain	EM-SV-510a.2	38-39
<b>Management of the Legal &amp; Regulatory Environment</b>		
Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry	EM-SV-530a.1	32-36
<b>Critical Incident Risk Management</b>		
Description of management systems used to identify and mitigate catastrophic and tail-end risks	EM-SV-540a.1	40

## TCFD (Task Force on Climate-related Financial Disclosures) Index

Pillar	Topic	Response
Climate Governance	(a) Describe the Board's oversight of climate	<p><b>Board Oversight of Climate-Related Risks &amp; Opportunities</b></p> <p>Our Board of Directors consists of nine members, eight of whom are independent under SEC rules and NYSE listing standards. Our board and its three standing committees—the Audit &amp; Risk Committee, the Nominating, Governance &amp; Sustainability Committee, and the Personnel &amp; Compensation Committee—oversee and advise Kodiak's strategic direction, working to create long-term value for shareholders.</p> <p>The Audit &amp; Risk Committee is responsible for the oversight of principal risks, including climate-related risks, associated with Kodiak's business. Additionally, the Committee oversees legal and regulatory compliance, including environmental regulation, pertinent to Kodiak's business.</p> <p>The Nominating, Governance &amp; Sustainability Committee identifies and selects qualified nominees for the Board of Directors and oversees Kodiak's governance processes and sustainability objectives. The Nominating, Governance &amp; Sustainability Committee works closely with the Executive Leadership Team, providing guidance on, reviewing, and monitoring the development and implementation of sustainability programs for Kodiak's business.</p> <p>Both the Audit &amp; Risk Committee and Nominating, Governance &amp; Sustainability Committee regularly report to the board regarding climate-related matters under their scope. Understanding the evolving impact of climate on business considerations, the entirety of the Board participates in frequent discussions on relevant climate-related matters.</p>
	(b) Describe management's role in addressing climate related risks and opportunities	<p><b>Management's Role in Assessing and Managing Climate Related Risks &amp; Opportunities</b></p> <p>Kodiak's Executive Leadership Team is responsible for assessing and managing climate-related risks at the operational level, striving for continual improvement to mitigate and adapt to these risks and seize opportunities that may arise. Among its members, the Chief Operations Officer ensures the implementation of climate-related programs, overseeing each business unit's various climate-related activities and managing climate-related data tracking and collection processes. Our Chief Legal and Compliance Officer oversees compliance with environmental legal and regulatory requirements associated with Kodiak's operational activities.</p> <p>Executive Leadership collaborates closely with the Environment, Health, and Safety Team, including the Vice President of Sustainability &amp; Regulatory Relations, to implement and promote continual improvement of climate-related programs across business units. The Executive Leadership Team regularly reports to the Board on these activities, providing updates on the implementation of climate-related programs and climate-related risk mitigation and adaptation activities for the business.</p>



Pillar	Topic	Response
Climate Risk Management	(a) Describe the organization's processes for identifying and assessing climate-related risks and opportunities	At Kodiak, our commitment to sustainability is underscored by our proactive approach to identifying and managing climate-related risks and opportunities, as outlined in the Identified Climate Risks section of this report. We prioritize understanding and addressing these issues to ensure long-term success and environmental stewardship.
	(b) Describe the organization's processes for managing climate-related risks	Central to our approach is our Enterprise Risk Management (ERM) process, which provides a comprehensive framework for identifying, assessing, responding to, and monitoring risks across our business. This process is integral to our operations, enabling us to systematically address a wide array of risks, including climate-related risks. By embedding this process into our organizational structure, we ensure that risk management is a continuous and dynamic activity, integral to our decision-making processes.
	(c) Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management	<p>The Executive Leadership Team plays a pivotal role in our ERM framework, assuming responsibility for the day-to-day management of risks. Their role includes identifying where risks exist within the enterprise, ensuring that potential issues are recognized and addressed promptly. To maintain a thorough understanding of our risk landscape, the Executive Leadership Team periodically updates a detailed enterprise risk matrix. This matrix is a comprehensive document that outlines all significant risks affecting the company, accompanied by specific mitigation plans designed to address these risks effectively.</p> <p>When updates are made, the enterprise risk matrix is presented to the Audit &amp; Risk Committee. The committee meets regularly to review, update, and discuss the progress made in mitigating the most material and potentially impactful risks to the company. Their oversight and strategic guidance are crucial in ensuring that our risk management practices remain robust, adaptive, and aligned with our long-term objectives. Through these concerted efforts, Kodiak is committed to effectively navigating climate-related risks and capitalizing on opportunities to drive innovation and sustainable growth.</p>
Metrics & Targets	(a) Disclose the metrics by the organization to assess climate related risks and opportunities in line with its strategy and risk management process	Kodiak is currently researching and identifying specific metrics and best in class processes in which to better assess climate risks and opportunities outside of those discussed.
	(b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas emissions and the related risks	KPI Performance Table
Climate Strategy	(a) Climate Related Risks	<p><b>Physical Risks:</b></p> <p><b>Acute Risks: Severe Wind &amp; Tornadoes (Short-Term)</b></p> <p>Given the geographic regions of our operations, Kodiak understands that extreme weather events, such as severe winds and tornadoes, can significantly impact our business and its operations. The majority of Kodiak's operations are located in the Permian Basin and Eagle Ford Shale, areas known for their susceptibility to high winds. These winds, if severe enough, can escalate into tornadoes, posing substantial risks. Such extreme weather conditions have the potential to disrupt our operations, cause physical damage to our operating equipment, and impact the safety and well-being of our personnel in these regions.</p>
		<p><b>Severe Rain, Thunderstorms, Hail &amp; Flashfloods (Short-Term)</b></p> <p>Kodiak's areas of operations, primarily located in the Permian Basin and Eagle Ford Shale, are susceptible to a range of severe weather conditions, including heavy rain, thunderstorms, hail, and flash floods. These extreme weather events have the potential to significantly disrupt operations by causing delays and damaging both customer equipment and sites, as well as Kodiak's own equipment and vehicle fleets. Additionally, such weather conditions can pose serious risks to the safety and well-being of our personnel working in these regions. The impact of severe rain and thunderstorms can be particularly detrimental, leading to operational inefficiencies and increased costs for repairs and maintenance.</p>
		<p><b>Chronic Risks:</b></p> <p><b>Air Temperature Variation (Long-Term)</b></p> <p>The engines employed in Kodiak's Compression Operations are engineered to function effectively under high-temperature conditions. Nonetheless, exposure to extreme heat can reduce their efficiency. Over the long term, warming air temperatures could further decrease the efficiency of our equipment. This potential reduction may necessitate additional investments to maintain the optimal operation of our equipment, ensuring that our equipment continues to perform at peak levels despite the challenges posed by increasing temperatures in the future.</p>

Pillar	Topic	Response
Climate Strategy	(a) Climate Related Risks	<p><b>Water Availability (Long-Term)</b></p> <p>Over the long term, increased heat and rising air temperatures could strain water resources in the areas where Kodiak and our customers operate. This strain has the potential to limit both our customers' and our own access to water necessary for operational use. Although our operations require minimal water, many of our customers rely heavily on water for their processes. Should access to water become restricted, our customers may face reduced efficiency and operational challenges leading to decreased production. This, in turn, could impact Kodiak's ability to provide services effectively, ultimately affecting our overall business performance.</p> <p><b>Transition Risks:</b></p> <p><b>Regulatory Risks: Evolving Current and Emerging Climate-Related Regulation (Short &amp; Long-Term)</b></p> <p>Environmental laws and regulations are continually evolving and may become increasingly complex and stringent over time. Over the short term, Kodiak and its customers are currently affected by and, in some cases, subject to stringent climate-related regulations at the national, federal, and state-level, including laws such as the Clean Air Act, Inflation Reduction Act, and the SEC's climate disclosure rule. These existing regulations, along with any new or emerging regulations, could negatively impact natural gas and oil exploration, production, and gathering and pipeline operations, potentially affecting Kodiak's customers. This, in turn, could have a material adverse impact on Kodiak's business, financial condition, and operational results. Additionally, increased compliance costs and shifts in customer demand and preferred suppliers could further affect our business.</p> <p><b>Market Risks:</b></p> <p><b>Changes in Demand for Natural Gas and Oil (Long-Term)</b></p> <p>Kodiak's business directly complements the production of natural gas and oil, playing a crucial role in serving the fossil fuel industry. We believe that the fossil fuels industry will continue to be essential in providing reliable energy through the future. However, as climate-related factors, such as changing weather patterns and varying temperatures, become more severe, there is a potential risk of reduced demand for natural gas and oil. Over the long term, this shift could lead to an increased desire for alternative energy sources. Such a scenario may negatively impact the demand for Kodiak's Compression Operations and the prices for these services. Consequently, this could result in a potential decrease in Kodiak's revenue.</p>
		<p><b>Limitation of Investments in and Financing for Energy Companies (Long-Term)</b></p> <p>We acknowledge that companies in the energy sector face increasing financial risks as shareholders may choose to shift some or all of their investments toward non-fossil fuel energy sources. A growing number of shareholders are concerned about climate-related issues, prompting energy companies to place greater emphasis on these factors. This trend may also influence other members of the investment community, such as investment advisers, sovereign wealth funds, public pension funds, insurance companies, and other groups, potentially leading to their divestment from energy-related equities or reducing their willingness to finance Kodiak's or its customers' operations. These limitations on investment and financing for energy companies could result in the restriction, delay, or cancellation of infrastructure projects and energy production activities. This potential reduction in access to capital and financial markets, affecting either Kodiak's customers or Kodiak's own business, may further negatively impact the demand for and price of Kodiak's securities.</p>
		<p><b>Reputation Risks:</b></p> <p><b>Changes in Stakeholder Expectations in Respect to Sustainability Practices (Long-Term)</b></p> <p>Many companies across industry groups are facing increased scrutiny from stakeholders related to their sustainability practices. Advocacy groups, domestically and internationally, have campaigned for public companies to increase their attention and actions toward climate-related efforts. This includes the promotion of fossil fuel substitutes and divestment of companies in the fossil fuel industry. There has been a push for further voluntary climate-related disclosure by some investor advocacy groups, proxy advisor firms, and other stakeholders. Over the long term, if Kodiak does not comply with investor or other stakeholder expectations and standards on climate-related matter as they evolve, or if Kodiak is not perceived as responding appropriately or quickly enough to growing climate-related issues, regardless of if there is legal requirement to do so, Kodiak may potentially suffer from reputational damage and its business, financial condition could be materially and adversely affected.</p> <p>Many companies across various industries are facing increased scrutiny from stakeholders regarding their sustainability practices. Advocacy groups, both domestically and internationally, are campaigning for public companies to enhance their climate-related efforts. This includes promoting fossil fuel alternatives and divesting from fossil fuel-related companies. Additionally, there is a growing push from investor advocacy groups, proxy adviser firms, and other stakeholders for more voluntary climate-related disclosures. Over the long term, if Kodiak does not meet evolving investor and stakeholder expectations and standards on climate-related matters, or if Kodiak is perceived as not responding appropriately or quickly enough to these issues, regardless of legal requirement to do so, our company could suffer reputational damage. This could adversely affect Kodiak's business, financial condition, and stock price.</p>
	(b) Climate Related Opportunities	<p><b>Electric Motor Driven Compression Expansion (Long-Term)</b></p> <p>As the energy industry evolves, operators are seeking to find innovative ways to provide reliable, affordable, and low-emissions energy to their customers. Kodiak remains committed to assisting customers in producing reliable and affordable energy while ensuring sustainability and responsibility in our business practices. In the short term, 96% of Kodiak's fleet is lower-emissions capable, allowing it to operate in United States regions with the most stringent regulatory requirements (emissions of 0.5g NOx or less). Committed to continuous improvement and emissions reduction, our long-term strategy focuses on reducing emissions across our fleet through the use of electric motor-driven compression. We have already begun deploying electric motor-driven compression with select customers and see increased opportunities in scaling the electrification of Kodiak's Compression Operations. Through the wide-scale expansion of electrified Compression Operations, we can strengthen our market position and help our customers achieve their emissions reduction goals.</p>

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Metrics & Targets	(a) Disclose the metrics by the organization to assess climate related risks and opportunities in line with its strategy and risk management process	Kodiak is currently researching and identifying specific metrics and best in class processes in which to better assess climate risks and opportunities outside of those discussed.
	(b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas emissions and the related risks	KPI Performance Table



