



2024 Sustainability Report



ENVIRONMENTAL



SOCIAL



GOVERNANCE



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Sustainability...



Mims Talton, CEO

Many experts believe addressing a company's effect on the environment is essential to a successful business strategy. **At Flogistix, we don't just believe this, it's literally the core of our business.** We are driven to provide our customers with cutting-edge technology solutions for their emissions challenges resulting in decreased emissions and increased revenue.

The U.S. Energy Information Agency's Global Energy Review found that worldwide "energy demand grew by 2.2% in 2024, faster than the average rate over the past decade. The increase was led by the power sector as electricity demand surged by 4.3%, well above the 3.2% growth in global GDP." The report noted that emerging economies accounted for more than 80% of global energy growth; however, developed countries also saw an increase in the need for energy.

It is estimated that global demand will increase 50% by 2050, and to address this growth, every energy source available will be needed. At Flogistix, our technology provides an additional energy source that previously was discarded while minimizing the environmental impact of fossil fuel production.

Change is an integral part of a business, and the evolution process is what creates long-term success. Throughout our 13-year history, change has guided our business model. From developing new technologies to help our customers manage emissions and protect the environment, to developing a methane detection program to safely and efficiently identify leaks, innovating to best meet the ever-changing needs of our customers has been the driving force of our company.

Flogistix is committed to being an innovator in energy technologies that better position companies to be prepared for change. With this goal in mind, in 2024 our team joined with Flowco Production Solutions and Estis Compression to form Flowco Inc, a new entity focused on delivering unparalleled production optimization and methane mitigation solutions for oil and gas producers.

Uniting the three companies solidifies Flowco as the premier provider of market-leading products, services, and solutions that are vital to our energy customers, including high pressure gas lift, traditional gas lift, plunger lift, vapor recovery, and a variety of digital technologies. By combining our strengths, we will be able to offer a wider range of products and services to our customers, further cementing our position as a leader in the industry.

In this, our last Sustainability Report strictly focused on Flogistix, I am proud of the advancements our team has made helping our customers tackle the goal of eliminating emissions from the oil and gas sector. By prioritizing environmental stewardship and responsible resource management, Flogistix has worked hand-in-hand with our partners for many years to provide the energy our planet needs in an emissions-free environment. With our new company, we will have even more opportunities to make an impact on not only the planet but also the global population.

We are proud to share the efforts we are making towards a more sustainable future.

Introduction

At Flogistix, our processes are guided by the knowledge that the energy industry faces a dual challenge: reducing carbon emissions while providing reliable and affordable energy to the masses. It is therefore important that we focus on the task at hand and remain vigilant as we develop new equipment and processes to solve our customers' emissions challenges.

Our Mission: to deliver unmatched reliability and value in emissions management solutions.

Our Vision: to create a more sustainable, energy-efficient world.

Our Core Values:

- Integrity and Reliability
- Leading with Kindness
- Innovation and Adaptability
- Resilience
- Safety and Environmental Stewardship
- A Commitment to Excellence

Our operations are guided by market factors that include, but are not limited to, the competitive landscape, technological advancements, industry trends and, most importantly, customer demand.

“Natural gas saw the strongest demand growth among fossil fuels. Demand increased by 2.7% in 2024, rising by 115 billion cubic meters (bcm) compared with an average of around 75 bcm annually over the past decade.”

—Global Energy Review, U.S. International Energy Agency



“...we develop new equipment and processes to solve our customers' emissions challenges.”

About Flogistix

Headquartered in Oklahoma City, Flogistix has more than 8,000 active vapor recovery units deployed across the globe. Using this compression technology to capture vapors, we can decrease methane emissions, providing not only environmental protection but also a revenue stream for our customers. With manufacturing locations in two states and 15 field offices spread across the United States and Mexico, Flogistix has a presence in all major oil and gas basins. **Our 13-year history includes long-term relationships with more than 80% of the publicly traded oil and gas production companies.**

Our suite of services extends to methane detection as well. Developed nearly five years ago, our AirMethane program continues to use the most advanced technology to pinpoint fugitive gas leaks via drone. As regulatory agencies mandate increased inspections of well sites, pipelines, compressor stations, gas storage facilities, and affiliated equipment, our AirMethane services offer companies cost-effective solutions to meet those requirements.

Our suite of services also includes other applications to optimize production including wellhead compression and gas lift. In addition, our manufacturing teams have the knowledge and skills to provide custom fabrication to meet the exact needs of the customer. **Our innovative technology is the element that sets Flogistix apart.** Our team leverages high-level engineering expertise to deliver customized solutions to our customers' challenges.

As the company expands, so does our reach with new audiences we've never met before. Not only are we gaining new customers, but our reputation is opening doors to opportunities on a global scale.



Vapor Recovery

Crude oil and natural gas are essential to the world's energy supply. Whether through industrialization in developing countries, growth of technology such as AI, or population growth, the demand for energy is increasing every year.

Current regulatory requirements in several states and at the federal level are mandating the capture of associated gases as the push for a cleaner environment requires the elimination of venting and flaring. The use of vapor recovery technology eliminates the need to release greenhouse gases into the atmosphere and provides an additional revenue stream for operators.

A vapor recovery unit (VRU) captures and repurposes hydrocarbon vapors, reducing emissions while improving safety and compliance. By converting wasted gas into a valuable resource, VRUs enhance efficiency and profitability for the customer while safeguarding the environment.

The process begins when the VRU captures the vapors and injects them into a midstream gathering system. The design of a unit includes the following:

Compressors

The "muscle" of the system, the compressor pushes the vapors through while minimizing energy waste and leaks.

Inlet and Discharge Separators

The inlet scrubber captures the gas and removes unwanted matter from the gas stream. The vapors are then discharged into a tank. The discharge separator serves as the compressor oil reservoir.

Control Systems

Modern VRUs feature advanced automation to monitor and adjust key parameters for safe and efficient operation.

Design Considerations

Flow rates, environmental regulations, safety concerns, and durability are critical in VRU design. Engineers must balance efficiency, compliance, and long-term performance to keep systems running smoothly in harsh conditions.

The entire energy industry has made tremendous strides in reducing emissions, with many producers striving for net zero emissions goals. This is where VRUs play such an important role. Flogistix is uniquely positioned to help producers reduce emissions and meet net-zero goals while safeguarding our planet.



Highlights & Milestones

During 2024, Flogistix experienced several milestones.

El Reno completed its 500th unit in February.

We expanded our footprint in Mexico opening our first field office outside the United States.

We recognized our first Volunteer of the Year.

We were named A Top Workplace in Oklahoma for the second year in a row.

Optimized TIG welding capability with a bay setup that achieved about a 50% reduction in cycle time and a 100% first pass yield rate on x-ray testing.

The operations departments for our manufacturing facilities continued to prioritize safety, organization objectives and priorities, organizational alignment, and inventory optimization.



We implemented a new welding procedure leveraging new shield gas ratios to improve quality weld repeatability.

We also implemented RF Smart technology to capture work order labor collection and a seamless NetSuite integration.

In line with our core value of environmental stewardship, we installed sustainable lighting replacements at El Reno Manufacturing, improving illumination and reducing the CO2 footprint.

We adopted Proofpoint as part of our email security measures to identify and block core threats such as spam, bulk emails, and virus-laden attachments. By the end of 2024, the system had blocked 102,000 core threats and thwarted 820 advanced threats including phishing attempts.

Our IT department transitioned our dashboard and business intelligence platform to Sigma Computing, utilizing its Excel-like functionality, and providing a robust and known interface capable of working with our business data in a more intuitive manner.

In order to provide industry leading services, we conducted advanced training for field techs that enhanced the technicians' skills.

Our safety program expanded the Safety Involvement Teams to include Manufacturing and Field Service participants.

We standardized our supply chain processes to establish consistent procedures and metrics across all locations.

With a focus on positive financial performance, we forged strategic agreements to drive cost savings within our supply chain.

Continuing our push for innovative solutions, the company conducted the 2024 Flogistix Hackathon where Software Engineering and IT teams tackled key challenges identified by company or department needs.

Investing in the communities where we operate is a priority. We were proud to open our 17th STEM Center in partnership with the Cal Ripken Sr. Foundation at Travis Elementary School in Pampa, Texas.

We launched Flogistix's first-ever podcast, "Fueling Conversation," with the goal of educating the public and industry on the benefits of vapor recovery and methane detection.



**New capacity.
Cutting-edge
automation.**

Manufacturing

The manufacturing process continues to be the core function that sets Flogistix apart from our competitors. In 2024, we continued to invest in new capacity by increasing cutting-edge automation, helping to shorten manufacturing times, and incorporating advanced finishing equipment throughout our production process.

By vertically integrating key operations across our two U.S. facilities, Flogistix maintains complete control over vapor recovery and compression production, ensuring the highest standards of quality and efficiency.

Our manufacturing processes continue to evolve and in 2024 our focus shifted from manufacturing engineering and quality operations to supplier and service quality. Innovative ideas continue to flow from both manufacturing facilities as we look for better ways to automate our practices.

**Manufacturing
processes
continue to
evolve.**



Supply Chain Savings Success

As we navigate the dynamic landscape of the oil and gas industry, Flogistix remains committed to optimizing, stabilizing, and standardizing our supply chain while achieving significant cost savings through strategic partnerships. This year, we have strongly emphasized these three pillars allowing us to streamline operations, enhance efficiency, and maximize value from our existing inventory.

The Value of Standardization, Stabilization, and Optimization

Standardizing our supply chain enables us to establish consistent procedures and metrics across all locations. This improves communication and collaboration and enhances our ability to make informed purchasing decisions. By fostering strong partnerships with our suppliers, we can negotiate better terms, access superior products, and reduce costs.

Stabilization is essential in maintaining consistent supply and demand, ensuring we can meet our commitments without disruptions. Optimization is at the heart of our inventory management strategy. By leveraging existing inventories and identifying viable substitutions, we can minimize excess stock and reduce holding costs. This proactive approach frees up resources and ensures we maximize our available assets. In addition to our partnerships, we collaborated across our production and field service locations, transferring more than \$2 million this year. By doing so, we have lowered our overall inventory and effectively utilized slow-moving and obsolete inventories, further enhancing our efficiency.



**Stabilization
is essential in
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and demand**



Quality Management System

We continue to improve our Quality Management System, developed to produce high quality outcomes for our customers while optimizing cost and safety in our operations. Established in late 2022, the program provides employees with methods to help them meet the division's quality goals while delivering products as efficiently as possible.

This program benefits Flogistix by creating customer loyalty as we meet and exceed our customer needs with quality-built solutions. The team's adoption of the plan supports price leadership, as we work to align our technology with our quality of equipment manufacture and operation reliability.

The long-term goals of the initiative are to create a self-sustaining organization that consistently delivers world-class quality in our solutions, while optimizing the resources required for this purpose. We also have expanded the quality and continuous improvement cycle beyond manufacturing to supply chain, field service, and engineering to improve our customer experience through the product life cycle of Flogistix Solutions.

Part of the program includes inspections of processes including:

- Bottle Layout and Weld Quality
- Compressor/Motor Alignment
- Control Panel Wiring
- Bottle Hydrostatic Leak Test
- Fabrication Air Leak Detection
- Functional Test Loop Release



Field Service

Focusing on the needs of our customers and their equipment is the priority of our field service efforts. Our team spends many hours traversing the oilpatch to service, maintain, and optimize our units in the field. Not only are these individuals talented mechanics, but they also have networking and computing skills that are needed to deploy and maintain our fleet. **We work directly with customer field personnel to ensure units are running optimally, which enables them to cleanly produce oil while keeping flaring and venting to a minimum.**

We prioritize staffing levels so that our unit-to-mechanic ratio ensures quality service for each unit. Our mechanics are constantly trained to address changes in technology and industry standards. **We understand that the mechanical knowledge, experience, and decision-making skills of our mechanics have a direct impact on our bottom line.** Therefore, we provide them with all the tools and training they need to perform at the highest level.

Advanced training was the focus for field service in 2024 as technicians enhanced their skills in optimizing tuning techniques and troubleshooting. **The program was designed to align with the Flogistix Field Service Technician Progression Outline which offers clear career development opportunities for technicians.** Throughout the training, attendees worked on advanced skills and experienced hands-on training, preparing them to address critical issues in the field and to prevent downtime.





Business Solutions

At Flogistix, we refer to ourselves as a technology company because while we use compression technology to assist our oil and gas customers with their emissions needs, what truly sets us apart is the cutting-edge technology available on all our units. With increasing regulatory pressure focused on emissions, we continue our focus on evaluating technological products in order to keep up with the ever-changing regulatory environment. Product development is also a priority for our team as they work with customers and fellow employees alike to solve problems and deliver new solutions.

In 2024, our Business Solutions team worked tirelessly to update our data platforms, including Flux, our proprietary dashboard that provides vital sensor data in real-time, to ensure performance metrics on each unit were available to the customer. Axil, our IoT platform, continued to be a game changer providing more than 300 million data points every day, that's 80 data points collected every minute for 2,600 assets. This information is not only vital for the customer's business analytics, but it's also suitable for regulatory and sustainability reporting. Additionally, our equipment provides remote monitoring and intervention allowing customers to quickly address issues from the convenience of the engineer's office and reducing trips to the well site.

Cybersecurity

Through the course of the past year, our efforts to protect our company from cybercrime increased. We implemented multi-factor authentication (MFA) for all company VPNs as part of our ongoing efforts to protect our network and data. Monthly scheduled updates were pushed out to all organization-owned personal computers. We also sent periodic emails to all employees alerting them to security concerns such as gift card scams and phishing attacks. Training was provided to help employees identify red flags and how to handle a questionable email. Our team enhanced the cybersecurity posture of both infrastructure and applications by integrating advanced security tooling into the software development lifecycle. As always, employees were encouraged to report any suspicious activity to the Support Team.

AirMethane

The Flogistix AirMethane program continues to be an important tool for operators as they work to understand and control their emissions. Using both handheld and aerial options, our team conducts inspections with a variety of sensory tools, including lasers, sniffers, and OGI cameras. **This advanced technology helps customers comply with regulatory requirements and reduces their carbon footprint.**

Our performance dashboard is a game changer for customers as data moves from our drone pilot to our AirMethane portal and then to the customer for immediate repair and resolution. This tool provides real-time data for immediate use by operators to assess and investigate their methane leaks.

Our services also include 2D and 3D site maps, providing detailed scans that enhance the visual depiction of a well site. For customers, the benefits of using these scans include eliminating reliance on out-of-state drawings, enabling inspections from a laptop, and thus reducing the need for trips to the wellsite. These scans are conveniently located on the AirMethane customer portal.

Certifications

As the Environmental Protection Agency maintains its push to regulate methane from the oil and gas sector, leak detection and mitigation is a must-have service for producers. Our drone team continues to develop and update processes to provide our customers with quality scans that meet all their regulatory needs.

An increasing number of states are now requiring methane detection equipment to be certified by the local regulatory body.

Ensuring our equipment meets the requirements set forth by the states is a priority for our AirMethane team. The following certifications have been attained:

New Mexico: Advanced Leak and Repair Monitoring (ALARM) Technology Program allows operators the opportunity to earn credits to offset a portion of their annual total volume of lost gas.

Colorado: Approved Instrument Monitoring Method (AIMM) Program requires source-level detection of emissions as well as detection performance at various distances identifying different leak sizes.

Commaris

We continued research and development on sensor options for the SEEKER, our fixed-wing UAV. Flying at speeds much faster than traditional quadcopters, the SEEKER requires specialized sensors to achieve optimal data readings at higher speeds. This option for methane detection, when perfected, will be a game-changer for hard-to-reach areas and pipelines.

The SEEKER will also be capable of efficiently scanning large land areas for potential methane leaks from active, abandoned, and/or unknown assets. Using high-resolution optical sensors, the SEEKER is also capable of expanding the size and scope of Air Methane's 2D- and 3D-modeling of wells, booster facilities, and the like.





INTRODUCTION TO Environmental

Environmental

The shift away from venting and flaring is not just a choice made to lessen the impact of production on the environment; it is also a financial game changer. Operators are realizing the positive impact captured emissions have on their bottom line, and they are embracing our technology that allows for the collection of this energy source. At Flogistix, we utilize state-of-the-art equipment to help our customers enhance operations, minimize emissions, and boost wellhead profitability, all while meeting regulatory requirements and advancing sustainability.

Demand for energy is based on many factors including population growth, industrialization, technological advances, and climate change. In 2024, the global population increased by more than 71 million people primarily in developing countries in sub-Saharan Africa and South Asia. U.S. population grew by more than 3 million people. While growth in the U.S. was comparably small, it still requires additional energy resources to maintain the lifestyle we have grown accustomed to.

Weather patterns during the year greatly affected supply as the U.S. saw consumption in the electric power sector, which accounted for 41% of U.S. natural gas consumption in 2024, increase by 4%. With natural gas consumption reaching a record 90.3 billion cubic feet per day in 2024, the demand for energy is ever present and growing. Worldwide temperatures increased as well with heat levels breaking records from June 2023 to August 2024.

At Flogistix, our top priority is helping our customers capture emissions that can fulfill the world's growing energy needs.

Emissions Management

Protecting the environment is a priority at Flogistix. It's the basis of our business and affects every decision we make. Each unit we deploy is another asset focused on the mission of emissions reduction. **We are proud that the essence of our business gives Flogistix a negative carbon footprint, in fact, with our advanced technology, we cut more emissions than we emit.**

Our vapor recovery units are helping customers reduce emissions while meeting sustainability goals. The operating standards that guide our work focus on innovation to solve problems, and our team is encouraged to look outside the box to find ways to reduce the amount of energy needed to run our compressors. Our field service team works diligently every day to maintain our units to the highest level of efficiency, providing customers with the exceptional machinery needed to meet their ambitious emission reduction goals.

Sustainable Projects

Emissions Calculator

Our Emissions Calculator, which is part of our broader Flux platform, provides complex operational data on the environmental impact of our units. Built by engineers who understand the nuances of emissions across the life of a well, the calculator provides real-time estimates of captured emissions. Customers are also able to quantify environmental performance and track emissions reductions over time.

Recycling

We all generate waste every day. From our daily coffee cups to our food and paper trash, the amount of waste generated by our employees is growing.

Our corporate office in Oklahoma City recognized the need to reduce waste and launched a new recycling effort with the local company Fertile Ground. This worker-owned cooperative transforms waste into community wealth by repurposing compostable and recyclable materials to protect our local ecosystem. This program recycled paper, food, cardboard, plastics, and cans.

Quality and Operational Excellence

Our manufacturing facilities have adopted this program that positively affects cost and waste reduction by establishing projects to eliminate waste in labor, cycle time, and material.

Lighting at El Reno Manufacturing (ERM)

Several areas at the ERM Campus were inadequately illuminated due to neglected post lamps and building wall lights. This posed challenges for a campus that operates before sunrise. Additionally, the existing lights were not energy-efficient, leading to high energy consumption.

The solution included the installation of seven light poles and 41 wall packs with energy-efficient LED lights. This initiative resulted in a remarkable 80% energy reduction, saving 287 metric tons of CO2 over 10 years. The project was a minimum investment with a 2-year payback.

GHG Report

Our 2024 corporate greenhouse gas (GHG) emission inventory was conducted by WAP Sustainability Consulting. The inventory used several GHG accounting standards and guidance documents. Primarily, the inventory followed the requirements defined by the World Resource Institute's (WRI) Greenhouse Gas Protocol. WRI's GHG Protocol is the most used and respected international standard for measuring, managing, and reporting GHG emissions. The latest statistics indicate that 92% of Fortune 500 companies that report to the Carbon Disclosure Project (CDP) utilize the WRI GHG Protocol. This standard is global in scope and widely recognized by domestic and international reporting schemes.

Also considered for this inventory was WRI's Corporate Value Chain Accounting and Reporting Standard. The Corporate Value Chain Accounting and Reporting Standard includes emission categories that are a consequence of the activities of the company but occur from sources not owned or controlled by the company. These emissions are referred to as "Scope 3" emissions and evaluating them shows that a company is willing to look beyond its direct sphere of influence to understand and improve its overall carbon footprint.

Scope Emissions

The calculation of GHG emissions used recognized emission factors from The Climate Registry, Intergovernmental Panel on Climate Change (IPCC), and the U.S. Environmental Protection Agency (EPA). Following standard greenhouse gas accounting procedures, calculated emissions were classified as Scope 1, Scope 2, or Scope 3. Scope 1 emissions are direct emissions within an organization's boundary. Scope 2 emissions are impacts related to the purchase of electricity for the business, and Scope 3 emissions occur at other entities as a result of the decisions and actions of the reporting company.

This standard is global in scope and
widely recognized
by domestic and international
reporting schemes.

Emissions Report

To date, Flogistix has completed inventories for calendar years 2019 through 2024. Completing multiple inventories allows us to establish a deeper understanding of the GHG emissions associated with our business operations. This inventory provided insight into highly material emission sources or “hot spots” and gave us the opportunity to analyze emission trends over time. This information and increased transparency can help inform our corporate strategy and provide a benchmark for future activities.

Like many companies, the emissions derived from the value chain (Scope 3) of Flogistix are higher than the direct emissions (Scope 1) and those from the generation of electricity consumed (Scope 2). The combined greenhouse gas contribution from all the calculated

Scope 3 emission sources was greater than 98% of the total calculated carbon emissions in 2024. This is within expectations because, as a company that mainly produces and distributes gas compression equipment, we operate few facilities with significant fuel consumption or use processes that emit gases with high global warming potentials. Table 1 presents emissions based on the World Resource Institute (WRI) GHG Protocol’s reporting format and provides a breakdown of the total carbon emission by scope and category.

The largest emission source in Scope 1 and Scope 2 was the mobile combustion from Flogistix vehicles. This is expected as Flogistix has a large service region where our units are deployed. To service and transport these units, a fleet of vehicles is operated by our technicians and mechanics. All remaining sources are less impactful, with emissions contributing less than 1% of the total inventory.

Flogistix GHG Emissions 2023 (Metric tons CO _{2e})*			% of Total Emissions	Materiality Level
Scope 1	Company Vehicle Use	5,790	<1%	Immaterial
	Stationary Natural Gas Combustion	718	<1%	Immaterial
	Fugitive Emissions of Refrigerants	90.9	<1%	Immaterial
Scope 2	Electricity (Location-Based)**	1,230	N/A	N/A
	Electricity (Market-Based)**	1,530	<1%	Immaterial
Scope 3	Water Use	0.630	<1%	Immaterial
	Wastewater Treatment	3.02	<1%	Immaterial
	Upstream Transportation and Distribution	114	<1%	Immaterial
	Leased Product Use-Electricity	146,000	14.3%	Highly Material
	Leased Product Use-Natural Gas Combustion	171,000	16.8%	Highly Material
	15-Yr’s Use of Sold Product-Electricity***	634,000	62.4%	Highly Material
	15-Yr’s Use of Sold Product-Natural Gas***	46,500	4.58%	Highly Material
	Product Raw Material Embodied Carbon	9,260	<1%	Immaterial
Total Emissions:		1,020,000	100%	

*All the emission value shown in the table has been rounded up to three figures of significance to account for the inherent uncertainty of GHG emission calculation.

Flogistix GHG Emissions 2024 (Metric tons CO _{2e})*		MT CO _{2e}	% of Annual
Scope 1	Stationary Fuel Combustion	648	<1%
	Mobile Combustion	6,420	<1%
	Fugitive Emissions (Refrigerants)	90.0	<1%
Scope 2	Electricity (Location-Based)**	1,370	N/A
	Electricity (Market-Based)**	1,870	<1%
Scope 3	Purchased Goods & Services	8,540	1.26%
	Capital Goods	-	-
	Fuel- and Energy-Related Activities	2,340	<1%
	Upstream Transportation & Distribution	225	<1%
	Waste Generated in Operations	2.00	<1%
	Business Travel	-	-
	Employee Commute	-	-
	Upstream Leased Assets	-	-
	Downstream Transportation & Distribution	-	-
	Processing of Sold Products	-	-
	Use of Sold Products***	278,000	41.05%
	End of Life Treatment of Sold Products	-	-
	Downstream Leased Assets	378,000	55.97%
	Franchises	-	-
	Investments	-	-
Total Emissions		676,000	100%

*All the emission value shown in the table has been rounded up to three figures of significance to account for the inherent uncertainty of GHG emission calculation.

**Note: Location-based electricity emissions are not assigned a percentage in the table since it is considered an alternative calculation methodology to the market-based emissions values. Market-based emissions factors take into account the emissions intensity of local energy providers if known. The location-based emissions factors take into account regional emissions based on the EPA’s eGrid system. Reporting based on both market-based emissions factors and location-based emissions factors is required, and one method is not preferable to the other.

***Fifteen years is a conservatively estimated service life of the products. The actual service life varies depending on the factors such as the use condition, maintenance frequency, etc.

Avoided Emissions

In addition to measured carbon emissions from operations, this study also assessed the estimated avoided carbon from the use of Flogistix vapor recovery units. Values used in the avoided emissions carbon assessment included the thousand standard cubic feet (MSCF) of annual BTU-rich vapor captured by all Flogistix VRUs currently deployed. The calculation reflects the benefit of collecting flared gas. Some units collect gas before it is flared; however, by using a flared gas-only approach, we have calculated a conservative estimate of the benefits.

Data Point	Total Avoided Emissions (Units)
276,171,436	[SCF/day] flow rate of flare gas captured, in cubic feet
2.5	[MMBTU/MSCF] energy content of captured gas
76.26	KG CO ₂ e per MMBTU of thermal energy by combustion of natural gas
19,000,000	Avoided Natural Gas Combustion Emissions* (MT CO ₂ e/year)

**The result of avoided natural gas combustion emission is rounded down to three figures of significance to conservatively account for the uncertainty in the calculation.*

Net Avoided Emissions Compared to Flogistix’s Footprint	Metric Tons (MT) CO ₂ e
Flogistix’s Total Calculated Carbon Footprint (Total of Scope 1, 2 & 3)	676,000
Avoided Emissions	19,000,000
Net Benefit*	18,000,000
Difference	27x

**Net benefit + Avoided Emissions - Flogistix’s Total Calculated Carbon Footprint*



INTRODUCTION TO Social



Safety

In today's highly competitive industry, the advancement of technology and processes has increased concern for environmental, health and safety (EHS) issues facing the oil and gas industry. With a focus on strategic planning, our program's strength lies in the ability to measure performance through proactive management and relate the EHS programs to financial success. **The plan identifies the important issues currently facing Flogistix, establishes goals designed to actively address these issues, sets forth a framework in which to operate, and establishes a mechanism to monitor progress and assure continual improvement.**

Safety expectations are established during new employee orientation where our initiatives are outlined and processes explained. The culture is established from the beginning and continues through monthly group training and computer-based instruction. The Flogistix safety culture is rooted in the Behavior Based Approach. **This method includes one-on-one instructions with staff to provide coaching on work behaviors.**

Utilizing specialized equipment is part of our everyday work life, so employees are provided additional safety training on specific equipment and situations such as man down, CPR, fire extinguishers, and self-contained breathing apparatus (SCBA) use.

Safety Involvement Team

Good safety procedures are directly related to constant communication regarding ongoing and new issues. At Flogistix, the Corporate Safety Involvement Team (CSIT) guides all safety efforts. **The group, which includes representatives from each Flogistix operational department, meets monthly to discuss current safety issues, leading performance indicators, incident reviews, and regulatory activity.** Corresponding safety teams also exist for our field office and manufacturing departments.

The Field Safety Involvement Team (FSIT) and Manufacturing Safety Involvement Team (MSIT) are comprised of employees from field service and manufacturing respectively. They meet every other month. All groups review safety protocols and make recommendations to improve our safety program.

Safety Programs

Safe Driver Program

In January 2023, we launched our Safe Driver Program. Leveraging data from the Samsara Telematics System which is installed in every Flogistix field service vehicle and semi-truck operated by our Transportation Department, we are recognizing safe drivers each month based on the composite score calculated by the system. This score considers speeding, harsh braking events, abrupt turning events, following too closely, rolling through stop signs, and other dangerous driving behaviors using onboard front-facing cameras, vehicle engine control module (ECM) data, and cloud-based AI. Drivers who achieve a perfect composite score of 100 for the month and have driven at least 250 miles are entered into a drawing to be recognized as the "Safe Driver of the Month" which includes a gift card and acknowledgement in the employee newsletter.



Safety Challenge Coin Program

To promote health, safety, and an environment of excellence, Flogistix launched the EHS Challenge Coin program in 2023. The "Challenge Coin Recognition Award" recognizes outstanding service and participation in the Flogistix Safety Program and can be given at any time. The following criteria is used to determine eligibility: EHS committee involvement, EHS program engagement, EHS program knowledge, equipment use, hazard recognition/JSA, housekeeping, line of fire situation recognition, Lock Out Tag Out (LOTO), machine guarding, personal gas monitor use/maintenance, proper PPE for the task, proper tool use, safety training, and teamwork. Staff can receive multiple recognition awards and the employee who receives the most challenge coins at the end of the year at each individual office is recognized as the "Challenge Coin Employee of the Year" for that office. A company-wide email is sent announcing the winners and the recipient receives a \$300 gift card of their choice. Employees are also recognized in the employee newsletter.

Kid's Safety Calendar Contest



Our most popular safety program is our annual calendar contest. Every October, the children and grandchildren of Flogistix employees are invited to draw, color, paint, or even scribble a picture depicting a safety situation. A team of employees is picked to judge the artwork and a dozen entries are chosen for inclusion in the calendar. This constant reminder of the importance of safety is made available to employees, families, and customers.

Brake for Safety

To continue promoting a culture that places the safety of our workers, communities, and environment above all else, monthly evaluations of submissions into our behavior-based “Brake for Safety” Program are conducted and one “Brake for Safety” event is selected that highlights this value. This program focuses on proactive responses to safety concerns by empowering employees to pause or stop work when a safety hazard is identified. When work is stopped, employees complete a report detailing the issue. These submissions are reviewed monthly, and one is chosen for recognition. Employees receive a \$100 gift card and are recognized in the Flogistix employee newsletter.



COMPLACENCY AT WORK IS DANGEROUS AND CAN LEAD TO INJURIES

It's vital for employees to be comfortable in their job role and capable of performing complex tasks effectively. However, complacency is a real risk at the end of the day.

Being complacent on the job and getting away with it can cause significant consequences in the workplace such as injuries, accidents, property damage, and even fatalities. Complacency is a silent threat that you don't have to follow proper procedures or that most safety incidents aren't caused by unsafe conditions, but rather by complacency on the part of the worker.

There's only one way to stay safe on the job: by staying complacent, keeping both yourself and others safe at work.

What is Workplace Safety Complacency?

Put simply, workplace safety complacency occurs when an employee becomes so experienced or familiar with their job that they stop paying attention to the risks involved. Complacency is a state of mind that can cause the employee to ignore or minimize compliance with the job hazards and steps taken to prevent safety incidents.

Employees can display workplace safety complacency in various ways including: rushing through tasks, ignoring required safety steps during a task, overlooking or skipping safety procedures, or taking shortcuts.

Signs of complacency include: a lack of focus, a lack of attention to detail, a lack of communication, or a lack of awareness of the risks involved.

How to Prevent Workplace Safety Complacency

Here's what you can do to prevent safety complacency on the job:

1. Take breaks regularly. Remember that no matter how good you are, your mind will eventually get tired. Taking breaks helps you stay alert and focused on the task at hand.

2. Follow workplace policies and procedures. Ensure that you follow all safety policies and procedures, even if they seem like a hassle. These rules are in place to protect you and your colleagues.

3. Do your job well. Complacency often occurs when an employee becomes too familiar with their job. Doing your job well, with attention to detail, can help you stay alert and focused on the task at hand.

4. Stay alert. Complacency is a state of mind that can cause you to ignore or minimize compliance with the job hazards and steps taken to prevent safety incidents. Stay alert and focused on the task at hand.

5. Communicate. If you notice a safety hazard or a potential safety incident, communicate it to your supervisor or colleagues. This helps everyone stay safe and aware of the risks involved.

6. Stay hydrated. Dehydration can cause fatigue and dizziness, which can lead to complacency. Stay hydrated throughout the day.

7. Stay focused. Complacency often occurs when an employee becomes too familiar with their job. Stay focused and alert throughout the day.

8. Stay motivated. Complacency often occurs when an employee becomes too familiar with their job. Stay motivated and engaged throughout the day.

9. Stay safe. Complacency is a state of mind that can cause you to ignore or minimize compliance with the job hazards and steps taken to prevent safety incidents. Stay safe and focused on the task at hand.

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Employee Communications

Regular Target Topic emails are sent to employees on an as needed basis. Issues addressed include weather awareness for both hot and cold temperatures, tips for safety in winter conditions, back-to-school road awareness, how to avoid holiday distractions, or tips for managing wildlife on roadways. These communications are vital to the safety program to create awareness, provide helpful information, and promote a positive and safe work environment. At Flogistix, we believe communication is key.

Safety Equipment

Samsara Telematics System

Statistics show that the most dangerous activity related to oil and gas production is not performed on the production site but rather behind the wheel of a vehicle. Our company vehicles are equipped with the Samsara Telematics System, a comprehensive safety solution that protects our employees in real-time and identifies risks, allowing our team to address hazards to prevent injury. Each vehicle is also equipped with a front-facing camera to detect hazards and capture activity on the road. Our top goal is to ensure everyone goes home to their family at the end of the day, and tools such as Samsara help us meet that objective.



Air Pollution Control

The El Reno Manufacturing facility recently acquired a Camfil Air Pollution Control dust collector to reduce the risk for our employees which is posed by certain precision cutting equipment. The dust collector is used to extract the smoke and particulates produced by the plasma cutting processes of these machines.

Protecting our employees is Flogistix's top priority and investing in protective equipment such as the dust collector and driving system fulfills this goal while providing the safest work environment possible.

Safety Systems

- 5 for Life Hazard Identification Program/Job Safety Analysis
- Personal 4-gas monitoring
- Orange hard hats designating new employees
- Flags on fleet vehicles to ensure a 360 degree walk around the vehicle prior to movement
- Smith System Driver Improvement Program
- Samsara System for tracking fleets
- Cameras at manufacturing facilities
- Employee Badging System



Employee Experience

Flogistix continues to lead the way in emissions capture and aerial gas detection thanks to the loyalty, tenacity, and determination of our team. We value our employees, rewarding their dedication by fostering a corporate culture that is inclusive, innovative, and fulfilling. Flogistix empowers individuals to take ownership of their work through opportunities to contribute to meaningful, forward-thinking projects. Our team plays an active role in shaping company strategy by identifying and solving the challenges our customers face.

In 2024, we focused on strengthening internal alignment and optimizing resources to support long-term sustainability and growth. As part of this intentional shift, our total workforce adjusted slightly—from 472 to 462 employees—representing a 2.12% decrease. This refinement allowed us to better support our current team, invest in professional development, and ensure our people remain equipped to deliver best-in-class solutions in an evolving energy landscape.

Average Years of Service

2024 3 years, 9 months



2023 3 years, 1 month



2022 3 years, 6 months



2021 4 years, 2 months



Flogistix Named Top Workplace in Oklahoma Second Year In a Row

Flogistix was proud to be named a Top Workplace in Oklahoma for 2024, marking our second consecutive year receiving this recognition. The annual award, sponsored by The Oklahoman, the state's largest newspaper, celebrates exceptional workplaces across the state. In 2024, more than 2,400 companies were invited to survey their employees on key topics including culture, benefits, and leadership. To qualify, a designated percentage of a company's Oklahoma-based workforce must complete the survey. Results are then measured against national benchmarks drawn from 17 years of award data. This recognition reflects the ongoing commitment of our employees and leadership to building a positive, people-centered workplace.



Demographics

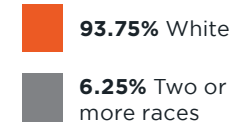
At Flogistix, we believe that building the right team is key to our success—and in 2024, our Human Resources team rose to the occasion. Through innovative recruitment strategies, they brought in top-tier talent that not only meets the demands of the job but also strengthens our company's diversity and culture. This thoughtful, intentional approach to hiring has resulted in a dynamic team that's collaborative, forward-thinking, and ready to lead the future of emissions management.



2024

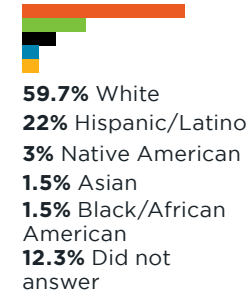
Executive Management

81.25% Male
18.75% Female



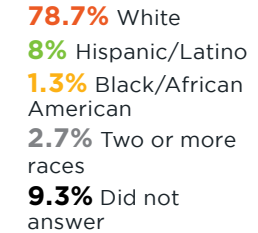
Management

85.1% Male
14.9% Female



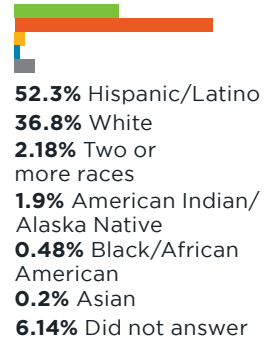
Professional/Tech

88% Male
12% Female



All other employees

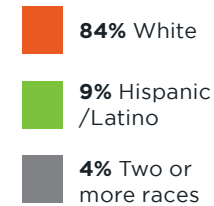
85.9% Male
14.1% Female



2023

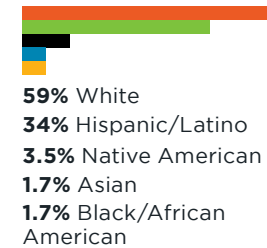
Executive Management

76% Male
24% Female



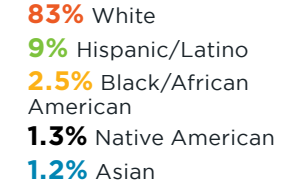
Management

87.5% Male
12.5% Female



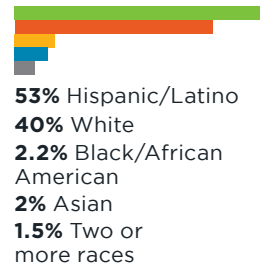
Professional/Tech

86% Male
14% Female



All other employees

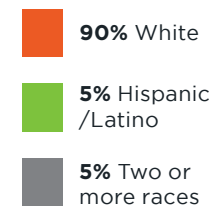
86% Male
13.5% Female



2022

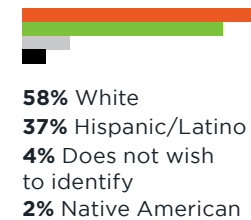
Executive Management

85% Male
15% Female



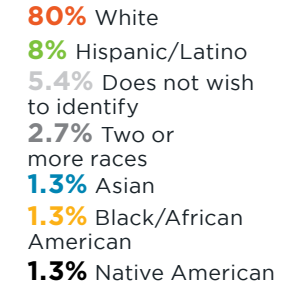
Management

81% Male
19% Female



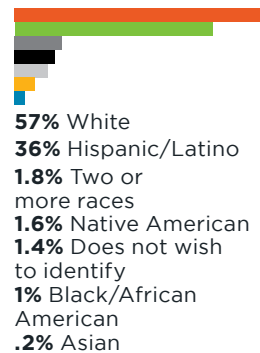
Professional/Tech

85% Male
15% Female



All other employees

86% Male
14% Female



People and Culture

Supporting our diverse workforce remains a top priority at Flogistix. Our culture is rooted in kindness—a principle that guides how we treat one another and how we engage with the communities where we live and work. In 2024, we continued to foster an inclusive, respectful environment where every employee feels valued and empowered. **Our dedicated team remains committed to one another and respectful of each other's unique qualities.**

To ensure accessible communication across our workforce, we continued providing company communication in both English and Spanish. **More company policies are now available in both English and Spanish, and our employee newsletter is distributed in both languages, in digital and print formats.** We also proudly recognized and celebrated Diversity Month, Pride Month, African American History Month, and Women's History Month through company communication including our social media outlets and employee newsletter.

Our commitment to employee well-being also included Spanish-language seminars on financial wellness and 401(k) planning. All employees received the company's Code of Conduct, and all employees are provided training opportunities in areas including cybersecurity and wellness. To maintain a safe and accountable environment, we continued to offer our anonymous Ethics Hotline, ensuring every employee has a voice and can report without fear.

These efforts reflect our belief that a strong, inclusive culture is essential to our success—today and in the future.



Employee Wellness

Prioritizing health and well-being in today's fast-paced world can be challenging, which is why Flogistix remains committed to supporting the physical, mental, and financial wellness of our employees.

Enhancing Access and Engagement

In 2024, our Human Resources team laid the groundwork for The Well, a centralized intranet designed to serve as the primary hub for essential documents, company announcements, and wellness resources. This platform reflects our investment in creating a supportive and connected workplace culture.

Educational content on topics such as mental health, stress management, and employee benefits—including our health insurance plans, employee assistance program (EAP), and health savings accounts (HSAs)—is regularly featured on the intranet and in our employee newsletter.

Additionally, monthly email communications from HR provide timely reminders about key wellness resources, such as preventive health services, retirement planning tools, and our automatic enrollment in retirement programs. Through these efforts, Flogistix continues to foster a workplace environment that empowers employees to thrive.

Benefits

Maintaining a robust benefits package is a priority at Flogistix. Our offerings include essential products necessary for any business as well as additional tools made available to help our employees live healthy and fulfilling lives:



Paid time off
Paid holidays



Paid Volunteer Time Off



Health insurance
with dental and vision plans



Life insurance
(paid by Flogistix)



Disability coverage
(paid by Flogistix)



Long Term Care
(new for 2024)



Education and Training



Tuition reimbursement



Retirement plan
(with company match)



Health and Wellness
Discount Program

- Additional benefits were offered this year including:**
- **HR Hotline:** available to employees to report unethical behavior.
 - **Company Intranet:** provided to increase engagement and employee communication for all departments.
 - **Beti Payroll System:** allows employees to review and approve paychecks prior to distribution, reducing errors.
 - **Gallagher Benefit Advocate Center:** employees have access to benefit experts to answer questions regarding company plans except for the retirement plan.
 - **Special Events:** a form is available on the company intranet for employees to share special life events such as marriages, births, and graduations. Details are featured on the intranet and in the employee newsletter.

Retirement Plan

At Flogistix, we recognize that retirement planning is essential—particularly for younger employees who are just beginning to shape their financial futures. We are committed to equipping our team with the tools and information needed to make informed decisions.

Our comprehensive 401(k) program offers both pre-tax and Roth (post-tax) contribution options, allowing employees to choose the plan that best fits their financial goals.

To further support long-term savings, Flogistix provides a competitive company match, reinforcing our commitment to our employees' future financial security.

The company matches employee contributions at 100% on a 3% contribution level and at 50% on a 5% contribution level. We are proud to report that 401k participation remained at an impressive 94% with an average deferral of 5.11%.

401K PARTICIPATION RATE			
94%	94%	91%	86%
2024	2023	2022	2021
AVERAGE DEFERRAL PERCENTAGE			
5.11%	4%	5%	4.29%
2024	2023	2022	2021

Floline Digest

CAPTURING THE GOOD WORK

Summer 2024

MERGER ANNOUNCEMENT



FLOWCO INC.



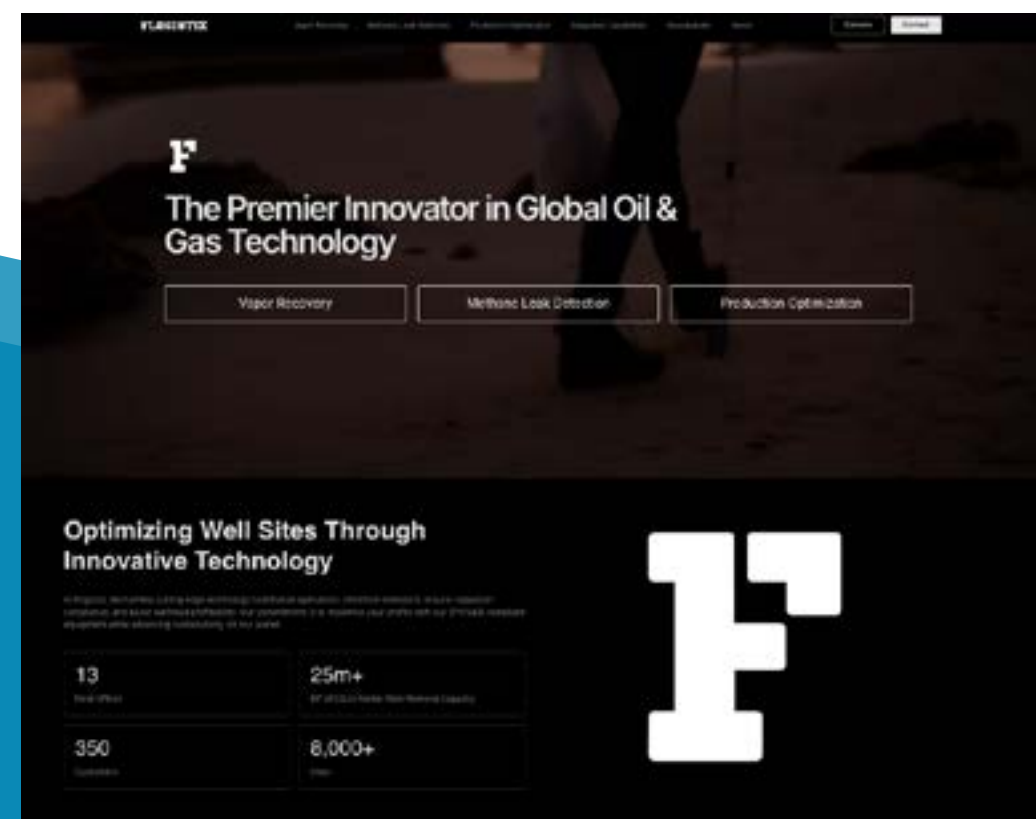
FLOGSTIX.COM

Employee Communications

At Flogistix, our employees are the driving force behind everything we do. **That's why clear, consistent, and meaningful communication is at the core of our culture.** Through our employee communications programs, we celebrate the people who power our success while keeping everyone informed about company updates, benefits, and accomplishments across all teams.

Our quarterly employee newsletter showcases standout employees, cross-departmental initiatives that enhance operational efficiency, equipment upgrades across divisions, health and wellness tips, safety guidance, and important policy updates.

In 2024, our Human Resources team led a major transformation of our internal communications by beginning the construction of The Well—our redesigned employee intranet. **This dynamic platform serves as the single source of truth for company news, tools, and resources, helping employees stay connected and informed.** Beyond internal channels, our website Flogistix.com offers additional insight into our innovative vapor recovery solutions, nationwide locations, and the work of our AirMethane and Commaris drone teams. It also features our current job openings and our annual sustainability report, keeping both employees and the public engaged in our mission.



Employee Recognition

At Flogistix, we believe in recognizing not just hard work, but heart. Our employees exemplify dedication to our mission, a deep commitment to safety, and genuine care for one another and our customers. Each year, we honor one outstanding individual with the Employee of the Year award—an expression of gratitude and a tangible reminder that going above and beyond does not go unnoticed. This recognition reflects our belief that people are our greatest asset, and their contributions are the foundation of our continued success.

Well Deserved Flogistix Recognition

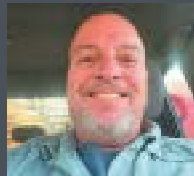
Safe Driver of the Month

September



David Carrillo
Midland

October



Brian Shaffer
Marcellus

November



Steve Cape
Gillette

December



Juan Sanchez
Shamrock

Other recognition includes:

- Mechanic of the Month
- Safe Driver of the Month
- Pampa Manufacturing Employee of the Month
- El Reno Manufacturing Employee of the Month
- Environmental, Health and Safety Coin Program
- Employee Anniversaries
- New Employees
- Employee Profiles
- Employee promotions, retirements, birthdays and life events

All employees recognized for their exceptional work are highlighted in the quarterly newsletter.



Employee of the Year 2024

Each year we recognize one of our employees with the Employee of the Year award. We are fortunate to have many employees who are exemplary models of the company values we embrace at Flogistix. Choosing the Employee of the Year is always a challenge, as our ranks are full of well-deserving individuals. Selection is based on outstanding performance during the year, dedication and service to the company and coworkers, the impact that the individual has made on our mission, and a commitment to excellence. **For 2024, we were thrilled to recognize Rod Wichert of our Pampa Engineering Team.**

Rod is a manufacturing engineer, and he has been with the company for 10 years. During that decade, Rod has brought a spirit of collaboration and innovation to every project. **After nearly eight years in Engineering Design, he transitioned to support the Pampa facilities, where his problem-solving skills and ability to connect with team members across departments made a lasting impact.**

Rod's leadership, grounded in humility and guided by mentors, helped move critical projects forward while fostering a strong sense of teamwork. A longtime Pampa resident, Rod's dedication to both his craft and his community made him a standout recipient of this year's honor.



El Reno Chamber of Commerce Banquet

Each year, the El Reno Chamber of Commerce hosts a banquet to recognize outstanding individuals who demonstrate commitment to leadership and community engagement. As part of the celebration, participants in the Leadership El Reno program are honored for their dedication to personal growth and civic involvement.

In 2024, Sulema Ramirez, HR Coordinator at Flogistix's El Reno Manufacturing Facility, was recognized for her successful completion of the five-month Leadership El Reno program. This initiative cultivates leadership skills, promotes teamwork, and deepens understanding of the El Reno community. Sulema's dedication to growth and service reflects the values we honor at Flogistix, and we're proud to celebrate her continued impact both inside and outside the workplace.

Community Engagement and Corporate Giving



FloGive

In 2024, Flogistix employees continued to embrace the spirit of service through our employee volunteer program, FloGive. Launched in 2023, FloGive is rooted in a simple mission: to support nonprofits and community organizations in the areas where we live and work through meaningful employee volunteerism. Of the 475 employees eligible to participate in 2024, an impressive 442 signed their codes of conduct, officially joining the FloGive effort.

A key component of the program is the 16 hours of Volunteer Time Off (VTO) granted annually to eligible employees. These hours allow individuals to support causes they care about on company time. To access VTO, employees must complete volunteer training and receive supervisory approval.

Company-sponsored FloGive events were also held throughout all our operating areas, focusing on causes such as at-risk youth, STEM education, and hunger relief. Coordinated by local volunteer coordinators, these events gave employees the opportunity to give back as a team.

Now in its second year, FloGive supported more than 14 employee-led initiatives across the seven states where we operate. These efforts have deepened our relationships with local nonprofits and reaffirmed our shared commitment to community. To honor exceptional service, we introduced the FloGive Volunteer of the Year award in 2023—recognizing those who go above and beyond to make a difference.

Keith Segura, Field Service Rebuild Manager, Longmont, was recognized as our Volunteer of the Year for 2024. Keith has been a longstanding inspiration in the Flogistix community. Since joining the team in 2003, he has continuously given back to both his colleagues and his community.

Volunteering is a weekly commitment for Keith. Whether he's participating in a car show to benefit a local charity, serving as his field office's Volunteer Coordinator, or partnering with local law enforcement in a school supply drive, Keith consistently gives back. Putting others first has been a lifelong practice for Keith, and we are honored to recognize his efforts to serve others.



Flogistix for Kids

As a company, giving back in the areas where we operate has always been a priority. The Flogistix for Kids initiative was created to provide financial support to charities that help at-risk youth and families in need. All employees are eligible to submit funding requests for the charity of their choice, and the Flogistix Charitable Giving Committee meets quarterly to review those requests. As a company, we also support the children and grandchildren of our employees by sponsoring their extracurricular activities ranging from sports to dance to robotics teams.

Our Charitable Giving Program—established in 2023 by the Committee in response to increasing opportunities to give—has enabled employees to help meet the economic needs of the communities where we operate. Guided by employee input, the company donated \$240,000 to local nonprofits in 2024.

Allied Arts

As a longtime supporter of Allied Arts, Flogistix is proud to be part of a statewide effort to support not only the arts but a broad range of educational programs in Oklahoma through funding assistance. This campaign is dedicated to creating art-focused experiences for schoolchildren across the state.



STEM Centers

In 2024, Flogistix was proud to announce a significant milestone for both our company and the Pampa, Texas community. On October 3, we celebrated the grand opening of a state-of-the-art Science, Technology, Engineering, and Math (STEM) Center at Travis Elementary School—made possible through our exclusive partnership with the Cal Ripken, Sr. Foundation.

The Pampa STEM Center is designed to foster dynamic learning environments, featuring hands-on technology that sparks creativity and encourages a passion for learning among students in the Pampa Independent School District (ISD). Each STEM Center includes innovative educational products, technology, and furniture to provide students with the tools they need to succeed.

This marks the 17th STEM Center that Flogistix has helped establish—and the first launched solely by our company. We're proud to take this step with the Cal Ripken, Sr. Foundation to expand educational opportunities for the next generation.



“providing students
with the tools they
need to excel”



Flogistix for Kids



Giving Back

Flogistix is proud to support community programs in the communities where we live and work.

Genesis Project

The Genesis Project is a nonprofit organization in Jones, Oklahoma, dedicated to providing residential care and trauma-informed treatment for boys ages 6 to 12 who have experienced abuse and neglect. Through a structured and supportive environment, The Genesis Project focuses on healing, stability, and personal growth, equipping these young boys with the tools they need to build brighter futures.

The Big Give

The Big Give is a 24-hour online giving event in South Central Texas that raises funds to support at-risk youth and local nonprofits. Since its inception in 2014, the initiative has inspired over 262,000 donors to contribute more than \$45 million to organizations making a difference in their communities.

El Reno Community Night Gala

Hosted at the Canadian County EXPO & Event Center, the Community Night Gala benefits a different local nonprofit each year. The 2024 event raised more than \$81,000 for Canadian County's Court-Appointed Special Advocates (CASA), a program that supports and advocates for abused and neglected children in the foster care system.

Women's Energy Network Clothing Drive

Professional gently used clothing is collected and donated by WEN members to Dress for Success, a group focused on empowering women to achieve economic independence by providing a network of support, professional attire, and other professional development tools to help them reenter the workforce after incarceration.

Bike Club OKC

Teaching responsibility to young people is this group's mission. Students meet once a week to learn about bike and road safety. Students who maintain good grades and remain in good standing with their school earn a bike and helmet at the end of the year.

Lynn Institute

The Lynn Institute's mission is to create and sustain healthy, hopeful communities across America. Flogistix is proud to support the Lynn Institute Community Garden at Expand Energy. This cutting-edge program provides training in gardening techniques for at-risk youth. The 65-bed garden has become a hub for community engagement, family-centered events, and health and nutrition initiatives. Efforts include restoring garden beds, cultivating crops, and harvesting food for the benefit of the city.

Take Away for Tots

Flogistix continued its support of the Oklahoma Children's Hospital by making a donation for each takeaway the University of Oklahoma football team had during the 2024 season. Flogistix has given more than \$100,000 to this worthwhile cause.

United Way of Eddy County

United Way of Eddy County is dedicated to empowering individuals and strengthening communities through a variety of impactful programs and events. One of their signature initiatives is the annual "Day of Caring," where volunteers from local organizations come together to support community projects. In 2024, members of the Flogistix team in Carlsbad, New Mexico, assisted Oasis Women's Services in Artesia by organizing baby items and painting rooms, directly benefiting women in need.

El Reno Blessings Baskets

Blessing Baskets provides food assistance to families with children and senior citizens in the area. Their annual Christmas Baskets event provides holiday meal essentials, and the "Shop for Your Child" program enables grateful parents the opportunity to select Christmas gifts for their children.

Operation HOPE

Operation HOPE is a national nonprofit organization dedicated to expanding economic opportunity and making free enterprise work for everyone. In 2024, Flogistix proudly partnered with Operation HOPE for the annual Thanksgiving Food Drive. Through this collaboration, Flogistix employees contributed time and resources to distribute meals and essential items to families in need.

United Way of Central Oklahoma

The United Way of Central Oklahoma (UWCO) is a nonprofit organization dedicated to improving the health, safety, education, and economic well-being of individuals in central Oklahoma. In 2024, Flogistix proudly sponsored the Devon Energy Golf Tournament, contributing to a successful event that raised \$2.78 million in funds benefiting UWCO's initiatives.

Annual Children's Shopping Tour

Flogistix has been a longtime sponsor of this event, which provides Christmas gifts for families and children in the Pampa area who would otherwise not have them. Now in its 63rd year, the shopping tour helps underprivileged children shop for Christmas gifts for family members. Flogistix employees helped children shop and assisted them with wrapping their gifts, creating lifelong memories for the children.

Celebration of Lights

Our employees believe volunteering during the holiday season is an opportunity to spread joy, create meaningful connections, and impact communities. In Pampa, Texas the Celebration of Lights is an annual event that provides a holiday light display for city residents. Flogistix employees volunteered at the event where they greeted visitors, handed out candy canes, and collected donations. Funded entirely by contributions and corporate sponsorships, Flogistix is proud to be a leading supporter of this worthwhile event.

Swine Week

Flogistix was proud to once again sponsor Edmond Memorial High Schools' annual Swine Week. This popular community service project, founded in 1986, has contributed more than \$8 million to charity over the years. Flogistix's contribution was part of the total \$333,000 raised for Peaceful Family Oklahoma, a nonprofit that provides free services to individuals and families struggling with addiction.

Gray Cares

This organization provides non-medical services to support independent living for seniors aged 65 and older in Gray County, Texas. In the Pampa area, their programs include building senior-friendly entrances to improve accessibility and distributing "Blessing Bags" during the holiday season to bring comfort and joy to local seniors. Our Pampa employees and their families built ramps for several seniors in the community, improving their mobility and providing safer access to their homes.

The Lord's Harvest

This organization is dedicated to fighting food insecurity by providing nutritious meals to families in El Reno, Oklahoma. Through community outreach and sustainable food distribution, they work to create a lasting impact on hunger relief. Flogistix proudly supports The Lord's Harvest by volunteering weekly to help prepare and distribute food.

Regional Food Bank Oklahoma

The Regional Food Bank of Oklahoma distributes food through a network of more than 1,300 community-based partner agencies and schools in 53 counties in central and western Oklahoma. Flogistix is proud to be a partner with this agency that has distributed more than 56 million pounds of food to those less fortunate in Oklahoma.

SJRC Texas | Belong

This organization is dedicated to providing supportive and nurturing environments for children and families through advocacy, foster care, adoption, and community-based programs. Flogistix proudly supports SJRC | Belong's mission by contributing to their events, assisting with setup, and donating essential items during the holiday season to bring joy to those in need.

Infant Crisis Services

Helping at-risk youth is the mission of Flogistix for Kids and that includes babies. This nonprofit assists parents by providing basic necessities for children aged 3 and under. Flogistix once again supported the agency by attending their annual Bingo For Babies fundraiser, a can't miss event taking place every fall in Oklahoma City.

The Operation Train Set Foundation

OTSF is dedicated to providing school supplies, toys, and gifts to children in need during Christmas and back-to-school seasons. This initiative directly impacts families in Canadian County, Oklahoma, and surrounding communities, with 40-50% of the children served coming from these areas.

Sisu Youth Services

This organization is a low-barrier, identity-affirming space in Oklahoma City where unhoused transition-age youth find shelter and the support they need to pursue a happy and enriching future. In addition to housing, the agency provides meals, educational assistance, and mental health services for youths aged 15 to 22.

Education Support



**Canadian Valley
Technology Center**

Flogistix has partnered with Canadian Valley Technology Center (CV Tech) since the opening of our El Reno Manufacturing facility in 2022 to support the next generation of leaders. Through guest lectures, industry insights, and hands-on internships, we introduce students to real-world engineering applications in vapor recovery unit (VRU) design and manufacturing. As members of the Pre-Engineering Advisory Board, we help shape curriculum and connect students with industry challenges, reinforcing our commitment to STEM education and workforce development.



Pampa ISD Career Fair

The Pampa Independent School District's 9th Grade Center hosted its inaugural Building Bridges to Careers event, bringing together Flogistix and 13 other companies to inspire and educate students about career opportunities. To provide hands-on learning, Flogistix transported VRUs from Midland, offering students an interactive look into the industry and its impact.



Bill Wallace Early Childhood Center

Flogistix was proud to assist with the purchase of two wheelchair swings for students with disabilities and several "buddy benches" for the Wallace Center in Chickasha, Oklahoma. Buddy benches are designed to combat loneliness and bullying in schools and are also known as "friendship benches." These benches signal that the student sitting on the bench feels lonely and would like a friend to play with.

Education Support



Company-Wide School Supply Drive

Each year, the Flogistix community comes together to support local schools by organizing school supply drives in the areas where we operate. In 2024, our Carlsbad, New Mexico field office provided supplies to over 550 children across more than ten cities in southern New Mexico. Employees at the Victoria, Texas field shop also raised \$800 for school supplies, which Flogistix matched. Through these efforts, we help ensure students have the tools they need for success.



Southwestern Oklahoma State University Capstones

This year, Flogistix partnered with Southwestern Oklahoma State University (SWOSU) to host three Capstone projects, giving graduating seniors hands-on experience solving real-world manufacturing challenges. Students collaborated with our team throughout the spring semester, developing and presenting solutions that enhanced our operations.

Industry Events



Bilateral Chamber

Flogistix hosted a delegation from Libya, Egypt, and Algeria at our Midland facility as part of a U.S. Trade and Development Agency (USTDA) trade mission focused on methane abatement practices. Organized through the Bilateral Chamber, the delegation visited key U.S. locations, including Washington, D.C., Houston, Texas, and Midland, Texas, to explore advanced emissions reduction technologies. During their visit, delegates toured our Midland field office, where they examined vapor recovery units firsthand, sparking in-depth discussions on best practices and global regulatory compliance. These trade missions introduce international leaders to cutting-edge U.S. technologies and solutions, and their search for effective methane emission abatement strategies is leading them to Flogistix.



Rep. Stephanie Bice, R-OK

Meetings in Washington, D.C

Flogistix representatives continued traveling to Washington, D.C. in 2024, meeting with lawmakers and staff on Capitol Hill to discuss the importance of vapor recovery and Flogistix's role in reducing methane emissions. These discussions highlighted the critical impact of our technology on emissions reduction and regulatory compliance.



NAPE Expo 2024

Members of the AirMethane Team participated in the NAPE Expo, leveraging the industry's largest networking event to showcase Flogistix's methane detection program. The trade show continues to be a valuable platform for connecting with industry representatives and highlighting the impact of our emissions monitoring solutions.

Industry Events



El Reno NOW

Flogistix team members regularly attend the El Reno (Oklahoma) NOW Breakfast, a quarterly community event hosted by the City of El Reno and El Reno Public Schools. These meetings provide updates from the mayor and city manager along with discussions on local initiatives.



PBPA Annual Meeting

Flogistix attended the Permian Basin Petroleum Association's (PBPA) Annual Meeting in Midland, Texas. PBPA, the leading advocate for the Permian Basin's oil and gas industry, brings together industry professionals, policymakers, and experts to discuss key issues shaping the region.



SPE Golf Tournament

Flogistix attended the 33rd Annual Permian Basin SPE Golf Tournament in Midland, Texas, an event dedicated to raising scholarship funds for local students. To date, the tournament has generated over \$1 million in scholarships. As part of the fundraising efforts, Flogistix drones provided a unique twist—dropping players' balls near the designated hole in place of a shot.

Industry Events



Petroleum Alliance Luncheons

Each year, Flogistix attends the Petroleum Alliance of Oklahoma's Wildcatter Wednesday luncheons. Held several times during the year in both Oklahoma City and Tulsa, these events bring oil and gas professionals together to discuss issues facing the industry in Oklahoma.



Small Business Summit

Flogistix was well represented at Texas Governor Gregg Abbott's 2024 Small Business Summit in Pampa. The Summit offered a variety of sessions bringing together local, state, and federal resource partners to provide key insights on critical business topics. It also provided participants with the opportunity to network with other business owners.



100th SPE ATCE Held in NOLA

Flogistix Sales and AirMethane teams attended the Society of Petroleum Engineers (SPE) Annual Technical Conference and Exhibition (ATCE) in New Orleans, celebrating 100 years of this premier upstream oil and gas event. ATCE has long been a hub for technological advancements and industry trends.

Industry Events



Mexico Gas Summit

Flogistix team members attended the 10th Mexico Gas Summit held in San Antonio, Texas. The Summit is the premier oil and gas event bringing together international business executives focused on energy development in Mexico. Since energy reform was passed in Mexico eight years ago, opportunities have been created for companies interested in onshore infrastructure development in the country.



COGA Energy Day

Flogistix supports state oil and gas trade associations in their advocacy efforts to promote and protect the energy industry. Our team joined the Colorado Oil and Gas Association for Oil and Gas Day at the Colorado State Capitol. The event was hosted by COGA and the American Petroleum Institute (API) and was designed to show support for the oil and gas industry.



NSWA Gala

Flogistix attended the National Stripper Well Association Gala where U.S. Senator Steve Daines of Montana was honored as the 2024 Legislator of the Year. The event provided an opportunity for the Flogistix team to discuss the company's work and the impact of federal regulations on marginal well producers.



INTRODUCTION TO Governance

Governance

Board of Directors

Our Board of Directors plays a critical role in shaping Flogistix's strategic direction and overseeing risk management. This guidance is actively supported by our senior leadership team who leads the organization in executing operations aligned with our established goals.

We place strong emphasis on sound corporate governance practices. Regular audits are conducted to help mitigate the risk of fraud and corruption. Through responsible financial accounting and comprehensive insurance coverage, our governance framework is designed to protect the organization and ensure our supporters receive lasting value from their investment.

Ethics and Integrity

As Flogistix continues to grow, one thing remains constant: the integrity and dedication of our workforce. Our employees take pride in the company's reputation as a leader in emissions control and vapor recovery, and they reflect that pride by upholding strong ethical standards in their daily work. From the field to the office, our culture is built on accountability, transparency, and mutual respect.

“the governance practices at Flogistix ensure our supporters receive a return on their investment”



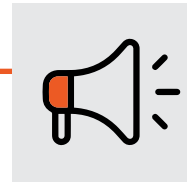
SUSTAINABILITY PROGRAM

Now in its fourth year, the Flogistix Sustainability Program has become deeply embedded in our operations and mindset. In 2024, we strengthened our commitment to innovation and accountability by aligning our internal practices with the environmental, social, and governance (ESG) priorities of our customers. Regular communication about programming milestones and opportunities has fueled participation across all departments and sparked new ideas that drive progress.



SUSTAINABILITY COMMITTEE

Our cross-functional Sustainability Committee, made up of senior leaders from across the company, collaborates to review goals, measure progress, and identify opportunities for improvement. Guided by our values—environmental stewardship, employee health and safety, corporate responsibility, and ethical governance—the committee champions initiatives that support our long-term sustainability strategy.



PUBLIC ADVOCACY

Flogistix remains a trusted voice in policy conversations surrounding methane emissions. In 2024, our team continued to play an active role in federal and state-level regulatory discussions, providing lawmakers with technical insight rooted in our field expertise. Our leadership in methane capture technology and emissions monitoring makes us a valuable resource for decision-makers seeking practical, data-driven perspectives on environmental policy. Through these efforts, we are helping shape a more informed and effective regulatory landscape.



GOTV

To encourage our employees to vote, Flogistix continued our widely popular GOTV Campaign this election cycle. This year when employees provided proof they voted, they received a small reward and were recognized in the employee newsletter. Reminder emails were targeted to employees based on their location and details on how to register to vote were shared. Flogistix's voting policy gives employees two consecutive hours of paid leave to vote while polls are open.

FEDERAL LEVEL EFFORTS

One-on-One Meetings

In 2024, the Flogistix team continued its proactive outreach to federal lawmakers and regulatory staff, providing education on methane emissions and the real-world implications of new legislation and regulatory changes. We strengthened relationships with key decision-makers by positioning ourselves as a trusted resource for emissions and methane-related issues

MEXICO

In 2024, Flogistix representatives Lou Esquivel and Alex Garcia met with officials at the U.S. Embassy in Mexico City, including the Department of Energy's economic development team and Energy Attaché, to discuss emission reduction opportunities in partnership with Mexico. The meeting focused on how Flogistix's methane abatement technologies could support Mexico operator Pemex in meeting its goal of reducing greenhouse gas emissions by 54% over the next six years.

OKLAHOMA

University Collaboration

In 2024, Flogistix continued its partnership with Dr. Binbin Weng at the University of Oklahoma on an \$8.5 million Department of Energy-funded project aimed at advancing methane sensing technologies. The initiative, part of the DOE's iM4 program, is testing a hybrid network of ground-based, drone, and satellite sensors in Oklahoma's STACK play to provide accurate, regional-scale emissions data.

Tours of ERM

U.S. Senator James Lankford of Oklahoma, visited Flogistix's El Reno Manufacturing Facility for a tour of the site and discussion on legislation impacting the oil and gas industry. Senator Lankford was welcomed by Executive Vice President Mims Talton and members of our leadership team, who provided an overview of our vapor recovery unit production and AirMethane technologies.

Trade Associations

Active participation in oil and gas trade associations offers valuable opportunities for collaboration, professional development, and strategic insight. By attending conferences and events hosted by these organizations, our team stays informed on emerging industry trends, regulatory developments, and technological advancements. These experiences not only expand our network but also strengthen our ability to remain competitive, responsive, and innovative in the markets we serve.





FLOGISTIX

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