



# Impact Report

2020





# Report Contents

## 01

---

### Company & Values

- 01 About Manticore Fuels
- 02 Letter from the President
- 03 Mission and Vision
- 04 Culture and Value Proposition
- 05 Global Compact
- 06 Sustainable Development Goals

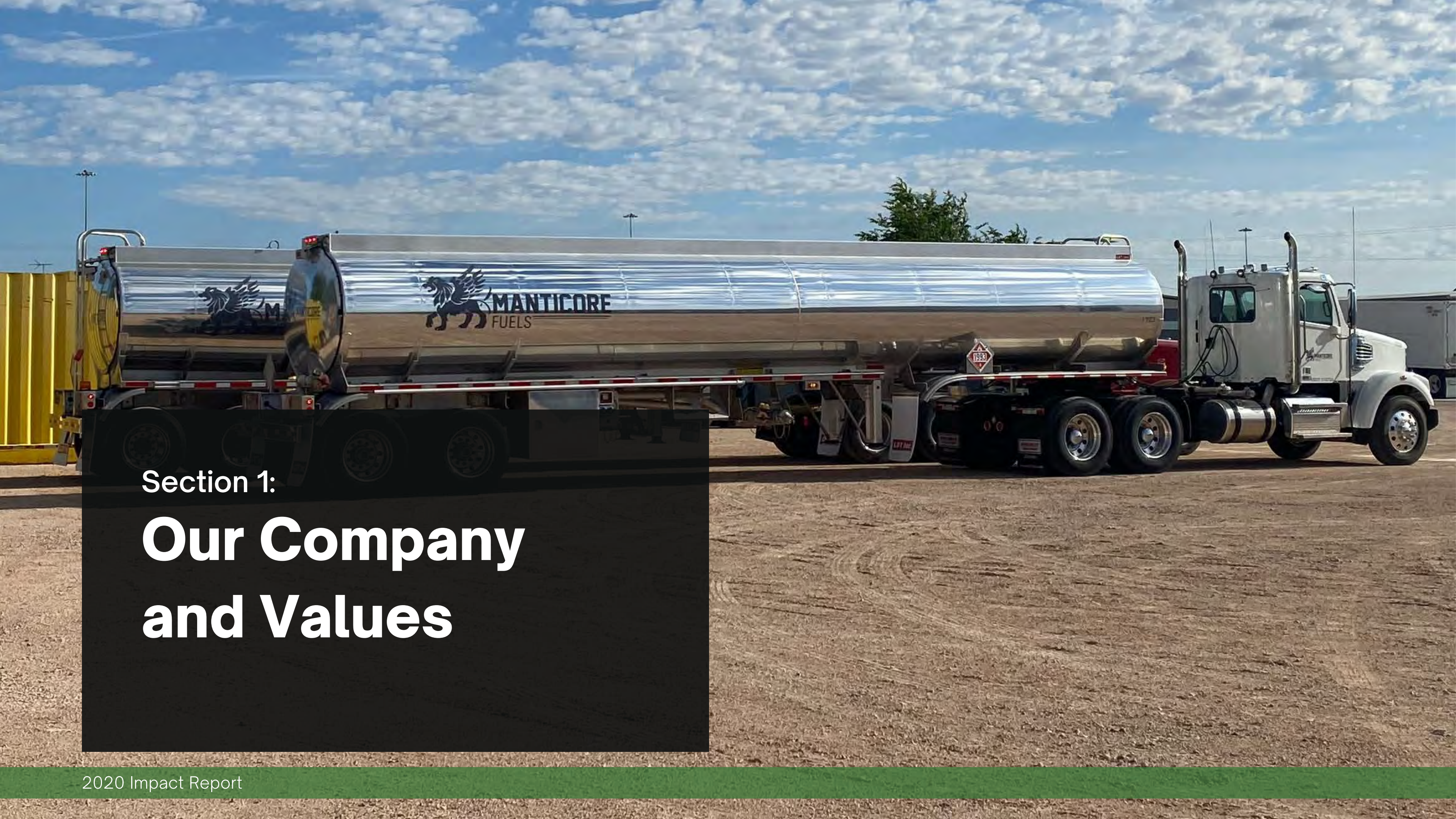
## 02

---

### ESG Impacts & Initiatives

- 09 ESG Focus Areas
- 10 Identifying Material Topics
- 11 **Environmental** Impacts
- 15 **Social** Impacts
- 20 **Governance** Impacts





Section 1:

# Our Company and Values





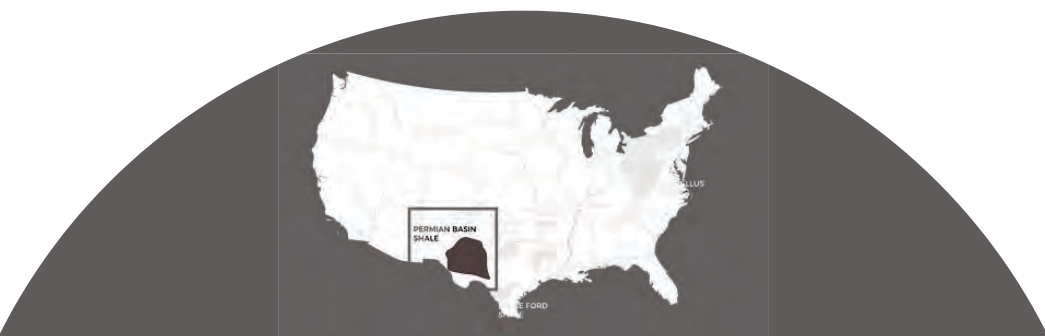
# About Manticore Fuels

*Manticore Fuels is the leader in Automated Frac Fueling Solutions for the greater Permian Basin region.*

 Midland, Texas

 Founded in 2018

 129 Employees



## Our History

Manticore Fuels was formed to serve E&P and OFS companies to provide the highest level of service and product quality. As an independent and privately held company, Manticore Fuels is backed by energy industry veterans with deep expertise across the entire spectrum from production to refining and wholesale marketing. We have unique capabilities that ensure consistent, reliable, and high-quality diesel and natural gas supply for our customers across the energy and oil & gas sectors.

## Scope of Work

Manticore Fuels provides diesel, natural gas and related fueling solutions to drilling operators throughout West Texas and New Mexico. We offer on-site services on a 24/7 basis. We pride ourselves on our reliable fuel supply, the consistent quality of our product, and commitment to meeting all of our customers' needs.

✓ *End-to-end Fuel Supply Chain Control*

✓ *Multi-stage Quality Assurance*

✓ *Real-time Technology and Analytics*

✓ *Value-based Pricing and Wholesale*

## Our Platform

- Unique value proposition drifting towards cleaner burning fuels
- Modular and automated equipment compatible with existing DGB Tier 2, Tier 4, and E-Frac Fleets
- Automated and A-I based diesel fuel systems and technology
- Natural gas virtual pipeline with turn-key capabilities: 100% mobile and scalable
- Cutting-edge and proprietary technology notably differentiates our company from competition
- Disrupting cost reductions and fuel supply chain differentiation through combined end-to-end (E2ES) solutions



# A Letter from our President

Manticore Fuels is a key service provider to the Energy and Oil & Gas industries in west Texas and east New Mexico, the heart of the Permian Basin. Our services include providing best-in-class fueling solutions to Exploration & Production (E&P) companies throughout the region, and we pride ourselves on our reliable fuel supply, the consistent quality of our product, and our commitment to meeting all our customers' needs. We are backed by energy industry veterans with deep expertise from production through refining to marketing and sales. In 2021 we have made greater commitments to the things that matter most – our people, our planet and our ethics.

2020 was a challenging year for everyone, including the oil and gas industry. With it, our priorities and direction as a company evolved in tremendous ways. We have sharpened our focus on effectively managing our ESG impacts. Through an industry analysis and internal stakeholder engagement, we identified important topics to our employees, suppliers and customers. These topics are not taken lightly within our company, but rather, they have become engrained in the very nature of our operations and culture through process, policy and system improvements. We also became a signatory of the UN Global Compact to communicate our commitment to aligning our operations and strategies with ten universally accepted principles in the areas of human rights, labor, environment and anti-corruption.

Manticore Fuels is working tirelessly to continuously innovate our technology, facilities, and operations to optimize efficiencies, keep our people safe, and reduce our impact on the planet. We are investing heavily in low carbon energy solutions like Compressed Natural Gas (CNG) that support our own and our customers emissions reduction goals. Our innovation in technology is leading to cleaner, more efficient, more cost-effective and safer solutions to answer our customers most pressing challenges. And as our company innovates our processes to best serve our customers, we place top priority on the safety of our workers. Our employees are our most valuable asset, and we have strict safety regulations and a robust EHS program to keep them safe on and off-site. Additionally, we promote stewardship through employee engagement activities, training, and communication campaigns to educate and empower our employees to continue improving their environmental focus. Finally, we have implemented new policies and codes of conduct to ensure our sound ethics remain the foundation of our culture and operations.

We take great pride in the collective efforts behind the aspects of our business presented in our 2021 Impact Report. We will continue to engage with our stakeholders and adapt our infrastructure to address material environmental, social, and governance topics so we can set actionable goals to do our part in contributing to a more sustainable future.



**Alpesh Kadakia**







# Our Mission

Deliver innovative fuel and power solutions to drive America's energy independence



# Our Vision

A world with abundant, sustainable energy to power humanity.

## People First

---

People are our greatest assets – the safety of yours and ours is our top priority.

## Honesty & Integrity

---

Engage in honest business practices everyday.

## High Quality Service

---

We strive to distinguish ourselves with the highest level of service.

## Trusted Partner

---

Build our customers' trust through consistency and proficiency.

## Sustainability

---

Shaping a brighter future through environmentally-conscious energy.





# Our Culture & Value Proposition

# CORE

NATURAL GAS

## "Pure-Play" Fuel Automation Technology



Our priority is that your operations are **bullet-proof safe** while reducing fuel expenditures and carbon emissions.

*We strive to be the leading provider of fueling automation solutions through innovation, ingenuity, and continuous customer feedback.*

## High Quality and Cost Effective Solution



Our unique, cost effective model has enabled us to build strong key partnerships and grow in difficult times for our industry, such as the COVID-19 pandemic.

*Since Day 1, we have aligned to our customers long-term strategy and financial goals for reciprocal sustainable growth.*

## Safety is No Accident



We prioritize the safety of our employees, customers, communities, and the environment. No job is worth doing if it cannot be done safely.

*1,200+ days and counting with no personnel accidents on-site while providing 24-hour fueling operations.*

## Supporting Local Economy



We are one of the few local fueling technology systems and manufacturer. We support local communities and promote employment to maintain a thriving economy.

*Our HQ office, customer experience center, yard facilities, and local support are located in Midland, Texas.*

## Committed to Sustainability and Environment



CORE technology systems are purposely designed to reduce atmospheric fuel spraying and reduce CO2 and NOx emissions.

*We are continuously innovating and work tirelessly to complete several energy efficiency projects, facility development, logistics optimization, and increasing the use of renewable energy in 2021.*



# United Nations Global Compact Commitment

In June of 2021, Manticore Fuels signed the United Nations Global Compact Commitment in support of the Ten Principles on human rights, environment, and anti-corruption.

We are committed to making the UN Global Compact and its principles part of the strategy, culture, and day-to-day operations of Manticore Fuels, and to engage in collaborative projects which advance the broader development goals of the United Nations, particularly the Sustainable Development Goals.

Our signed commitment is ongoing and we will express our continued support to the initiative and its principles through:



**Practical Actions** - Disclosure of any relevant policies, procedures, activities that the company has taken (or plans to undertake) to implement the UN Global Compact principles in each of the four issue areas (human rights, labour, environment, anti-corruption).



**Measure of Outcomes** - The degree to which targets/performance indicators were met, or other qualitative or quantitative measurements of results

**WE SUPPORT**



## Human Rights & Labor

*Principles 1-6*

Businesses should support and respect the protection of internationally proclaimed human rights; and make sure that they are not complicit in human rights abuses.

Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining; the elimination of all forms of forced and compulsory labor; the effective abolition of child labor; and the elimination of discrimination in respect of employment and occupation.

## Environment

*Principles 7-9*

Businesses should support a precautionary approach to environmental challenges; undertake initiatives to promote greater environmental responsibility; and encourage the development and diffusion of environmentally friendly technologies.

## Anti-Corruption

*Principle 10*

Businesses should work against corruption in all its forms, including extortion and bribery.





# Priority Sustainable Development Goals

*Our commitment to the UN Global Compact is aligned with our commitment to the UN Sustainable Development Goals (SDGs). The 17 goals balance the economic, environmental, and social aspects of sustainable development.*

*Six SDGs have been identified as priority based on Manticore Fuels' top impact areas and overall sustainability commitments. Through our sustainability journey, we will continue to measure and track our progress to the goals through the lens of our focus areas - Environmental, Social and Governance.*

*The six goals are placed throughout this report to show alignment with our policies, actions and operations.*

## Environment



Ensure access to affordable, reliable, sustainable and modern energy for all



Ensure sustainable consumption and production patterns



Take urgent action to combat climate change and its impacts

## Social



Ensure healthy lives and promote well-being for all at all ages.



Promote inclusive and sustainable economic growth, full and productive employment and decent work for all

## Governance



Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation





Section 2:

# ESG Impacts & Initiatives





# We Meet the Rising Call for ESG Initiatives

*Energy transition goals driven by environmental, social, and corporate governance (ESG) initiatives have emerged as a significant area of focus for E&Ps, pressure pumpers and other companies involved in the oil and gas production chain.*

**Our industry is emphasizing the significance of ESG strategies and responding to the demand for sustainable development. Manticore Fuels is well positioned to be at the forefront of these initiatives with our reduced emissions service offerings.**

Amidst the COVID-19 pandemic, the industries where we operate have quickly learned that many of the ESG focus points, including carbon emissions and safety, have been key to their survival over the last several months and will continue to be paramount to their future success.

Our field teams have done an excellent job ensuring we strictly act in accordance with health protocols while we safely provide uninterrupted service across all areas that we operate in.

We actively promote stewardship through employee engagement activities, training and communication campaigns to educate, empower and encourage our employees to continue improving their environmental focus.



**Environment**

**Social**

**Governance**

- ✓ Reduced Emissions
- ✓ Cost-Effective & Efficient
- ✓ State-of-the-Art Technology
- ✓ Safety-Focused



# Our Focus Areas

We are committed to being a leader in Environment, Social and Governance (ESG) matters. Like many other industries, the energy industry is evolving, and we are setting a new standard in delivering long-term value to stakeholders by continuously assessing and mitigating risks, engaging in new opportunities, and strategically adapting to new circumstances.



## Environment

---

The world needs reliable, affordable and sustainable energy. We provide **low carbon energy solutions** to our customers through the delivery of CNG in place of more emission intensive alternate fuels.



## Social

---

The **health and safety** of our team members, contractors, customers, and the communities we live and operate in is always our **primary responsibility**.



## Governance

---

Our Executive Leadership Team regularly reviews **evolving corporate governance best practices**, changing regulatory requirements and feedback from shareholders.







# Identifying ESG Topics

*Manticore Fuels is committed to advancing the degree of engagement with our partners, customers, peers and stakeholders. We will continue to define topics most material to our stakeholders and to best position our business operations to meet stakeholder needs.*

## Methodology

For this report, we conducted an industry analysis and collected stakeholder information from peers and employees. The information allowed us to better understand our pressing environmental, social, and governance impact areas and identify those that aligned with our stakeholder interests and business operations. We also began collecting metrics to baseline for future reporting.

## Target

We are committed to continuously engaging with our stakeholders to better define our impact areas, KPIs and targets. For future reporting, we intend to conduct a thorough stakeholder engagement and materiality assessment to inform our sustainability plan, KPIs and targets. We aspire to present future reporting in compliance with the Global Reporting Index (GRI) core framework.

## Findings

From our industry analysis and efforts to clearly define the scope of our impact, the following environmental, social, and governance topics were determined as our key impact areas for our 2020 reporting period.





# Environmental

Impact Areas



*GHG Emissions*

*Spill Prevention*

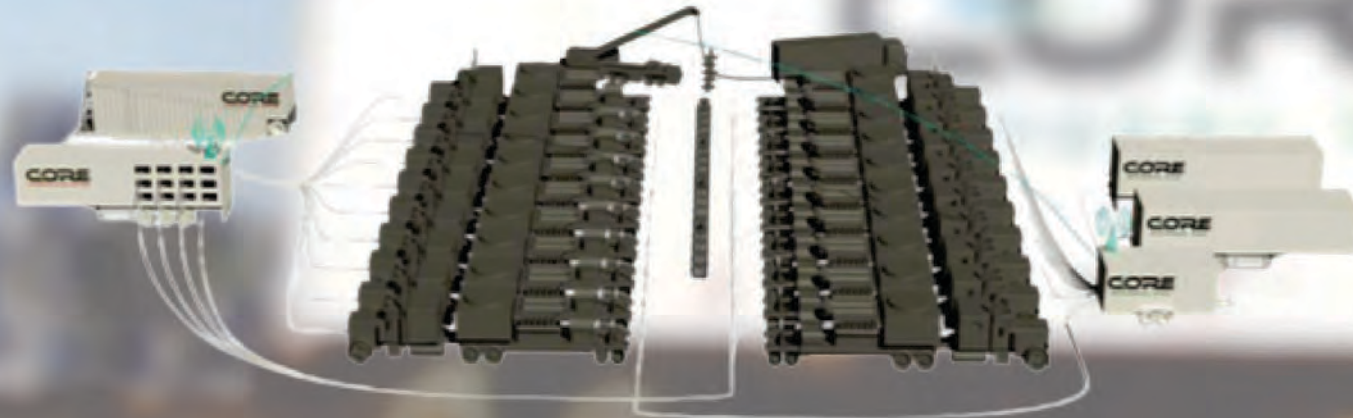


# CNG Fueling

*A "Win-Win" for Operators and the Environment*

## CORE Technology

Manticore's dual-fuel systems are fully modular with the capability to seamlessly blend diesel and natural gas with up to **70% diesel displacement**, reducing carbon footprint and yielding improved fuel economics for operators



*Manticore's CORE Fueling Solution for Dual-Fuel Hydraulic Fracturing Fleets*

### SDG 12 | Responsible Production and Consumption

CORE technology promote Manticore Fuels' environmentally responsible service and allows for operators to responsibly consume fuel on their fleets; making accurate predictions for needs to avoid overuse or risks associated with running fuel pumps dry.

Manticore's patented CORE technology offers the capability to distribute both diesel and CNG, while monitoring consumption and displacement rates per fleet, per stage, and per asset to reduce carbon emissions and maximize fueling savings.



## Manticore's Dual-Fuel Solutions

- ✓ 26+ CNG & Diesel Lines
- ✓ 725 MCF of CNG Onsite Storage
- ✓ 21K Gal of Diesel Onsite Storage
- ✓ 60%+ Displacement Rates
- ✓ 20%+ CO2 & NOx Emissions Reduction

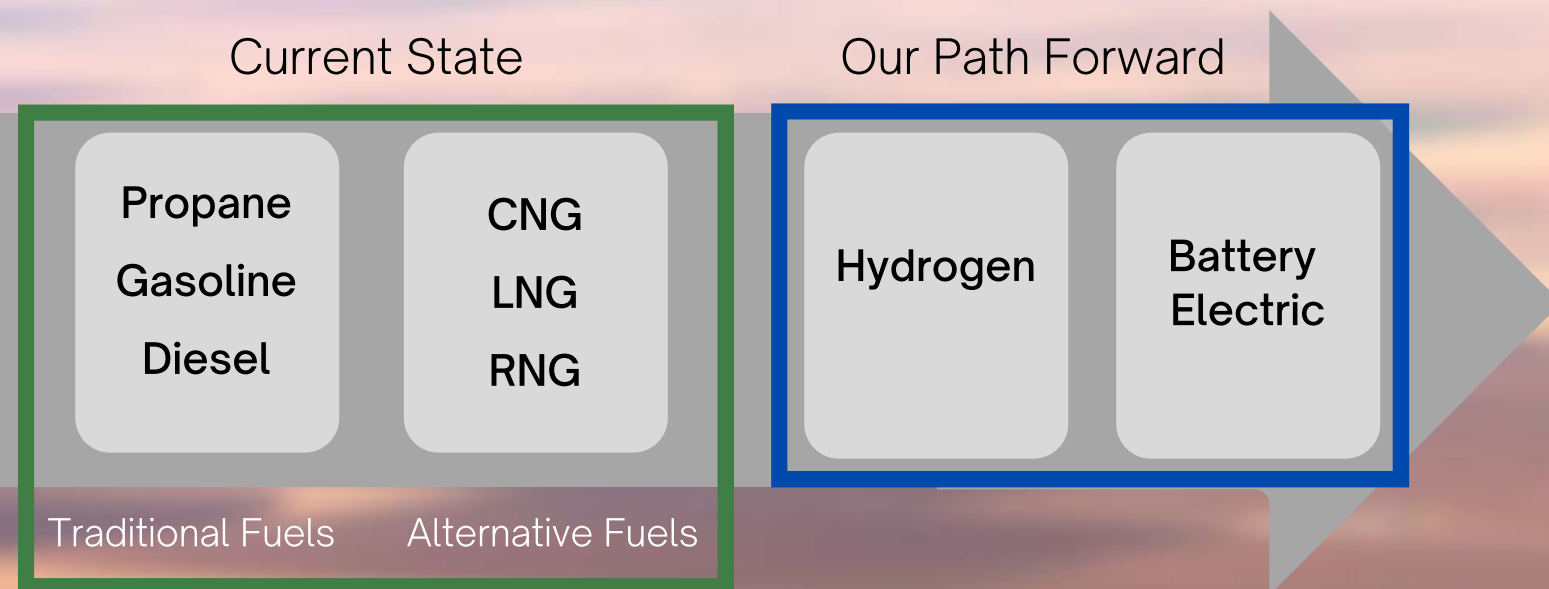


# E Environmental Impact Area GHG Emissions

## Driving the Shift to Clean Energy

The fueling industry is focused on sustainable innovations and Manticore Fuels is at the forefront; prioritizing the reduction of green house gas emissions through setting goals toward transformative innovations in our technologies and service offerings.

Our shift towards alternative fuels and eventually hydrogen and battery-electric, as well as our CORE technology, is our path forward to reducing GHG emissions.



### SDG 7 | Affordable and Clean Energy

We continue to see new energy transformation opportunities to supply the growing demand for cleaner and more efficient energy use. We intend to pioneer at accelerating emissions reduction for our customers as we make progress towards our sustainability goals and help our supply chain achieve theirs as well.



### SDG 13 | Climate Action

Manticore Fuels is committed to decrease our green house gas emissions through advancing technologies, such as utilizing Geotab for our route planning and tracking. We aim to mitigate the effect the operations of our industry have on climate through innovative CNG fueling.

## Environmental Initiatives

- Perform a GHG inventory to serve as a baseline for our 2021 reporting.
- Continually expand our alternative fuels offerings such as CNG and net-zero RNG.
- Introduce CNG Tractor fleet and retrofit diesel trucks.
- Track carbon footprint and metric tons CO2 displaced.
- Socially and environmentally conscious investments towards cleaner energy fuels for industrial applications and motor vehicles.



# E Environmental Impact Area

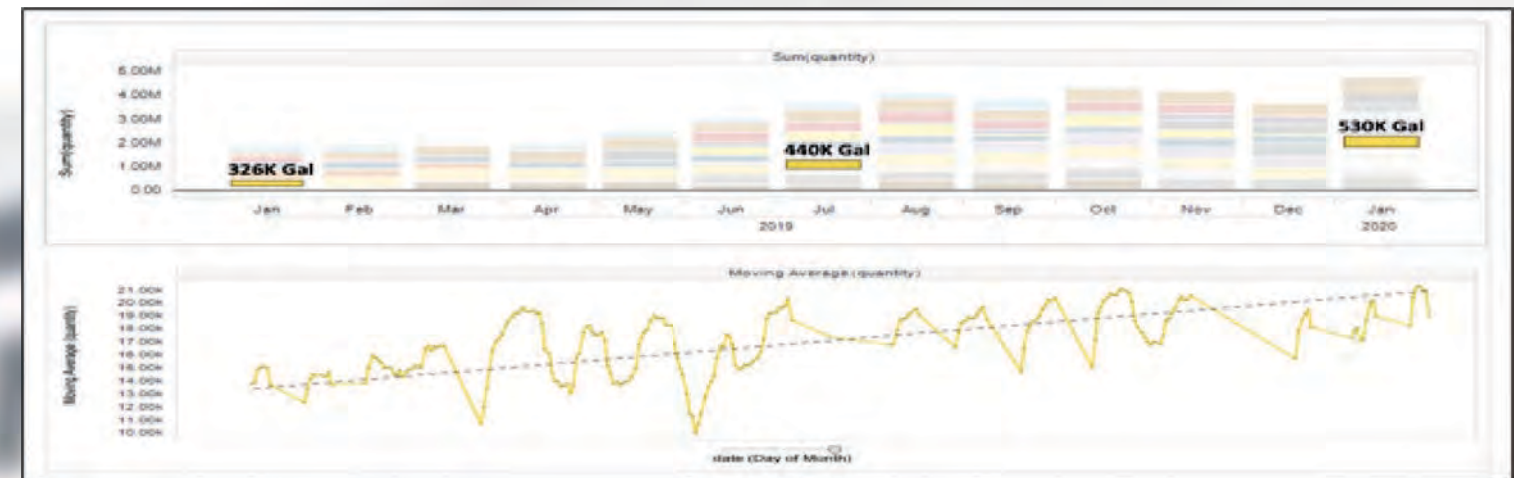
## Spill Prevention

Our patented technology, CORE, uses Machine Learning software that learns how much fuel to pump, and at what speeds, to maintain consistent fuel levels. It stabilizes fueling systems while tracking the consumption and enabling operators to accurately forecast refueling needs at each unique frac site.

The **safety** of CORE technology coupled with AI analytics tracking makes chemical management a safer practice at Manticore Fuels. Precise and continuous flow levels help eliminate spills, atmospheric fuel spraying and risk of explosive events.

## Real-time Data | Fuel Analytics

Oilfield analytics dashboard allows for individual and multiple fleet analysis to understand fuel consumption per day, week, and month. This capability permits the effective understanding of chemical fuel consumption and establishes best practices to manage it, mitigating the risk of spills.



## Machine Learning AI Technology



Cloud-based platform streamlines the delivery of the industry's most accurate time-series and oilfield data directly to our client's laptop, tablet or smartphone



Manticore's dual-fuel offering is a fully modular and mobile design with the capability to blend diesel and natural gas with up to 70% diesel displacement, reducing carbon footprint and yielding improved fuel economics for operators



Reporting system allows for immediate, accurate, and on-time compliance of mandatory tax reporting for dyed and clear diesel fuel, replacing manual, error-prone processes

### Common "Automation"



- Fluctuating fuel levels prone to spills or running pump dry due to manual errors
- Often inaccurate asset level metering
- 10k gallon capacity from legacy design doesn't support today's multi-well long lateral environment

### CORE AI-Based System



- **Continuous fuel levels enable long-term planning and accurate projection of fuel needs for operators**
- **Substantially shortens window required for refueling and increases planning visibility for stable fuel supply and management of chemicals**



# Social

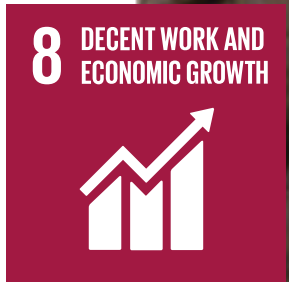
## Impact Areas

*Working Conditions and Safety*

*Diversity, Equity, and Inclusion (DEI)*

*Talent Management and Development*

*Community Engagement*





# S Social Impact Area

## Health & Safety

0%

LTI Frequency Rate

0%

LTI Severity Rate

### Working Conditions

*Through our EHS procedures and policies, Manticore Fuels commits to safe, clean and healthy working conditions for all its employees and contractors. Our Employee Handbook defines expectations for professionalism in the workplace as well as policies and procedures that promote an enthusiastic and comfortable work environment for its employees.*

*Manticore is committed to the safety and health of all employees and proactively complies with regulations governing injury and accident prevention and employee safety. Our program has clearly defined policies, goals, and systems of communication to ensure consistencies in commitments across our company.*

#### SDG 3 | Good Health & Wellbeing

Our employees are our most valuable asset and safety is our top priority. Our goal is to provide a safe working environment that supports employee health and wellbeing while on the clock and at home with their families.

### Health and Safety Program

- Safety and health inspections to detect and eliminate unsafe working conditions or practices, to control health hazards, and in full compliance with OSHA safety and health standards for every job.
- Providing mechanical and physical safeguards to all employees.
- Promptly and thoroughly investigating every accident to find the cause, and correct the problem so it will not happen again.
- Establishment and maintenance of a centrally located “Safety Bulletin Board” where information may be easily reviewed by employees.
- Regularly scheduled employee meetings where safety is freely and openly discussed by those present. These meetings will be announced to all employees and managers to achieve maximum attendance.

### Initiatives



Full employee participation in our Health and Safety Program



Maintaining adequate and available first aid supplies, safety equipment, and qualified “First Aid Certified” personnel on the work site



Preparing monthly accident reports and investigations.



# Training Protocols



Training is a critical component of our injury and illness prevention plan. All employees receive training for any new job assignment or whenever new substances, processes, procedures, or equipment are introduced. This includes newly hired employees and more tenured employees.



An effective safety and health plan require proper job performance by everyone in the workplace. Manticore Fuels ensures that all employees are knowledgeable about the materials and equipment with which they work, what known hazards are present, and how they are controlled.



Regular reviews are being held to look at our training protocols and the components of our safety and health plan, to determine what is working well and what changes, if any, are needed. All employees are encouraged to participate by keeping Manticore Fuels informed of their training experiences and any safety concerns.

## Industry Leading Safety Training

Manticore has robust training programs to ensure employees remain safe while being compliant with numerous regulations. All our employees complete Petroleum Education Council (PEC) Safeland training. Topics covered in the training include the following:

- ✓ Incident Reporting and Accident Investigation
- ✓ Bodily Injury Protection
- ✓ Operating and Identifying Confined Spaces
- ✓ Hazardous Material Management
- ✓ Executing Pre-Job Planning
- ✓ Violence Prevention
- ✓ Protective Equipment Usage
- ✓ First Aid Administration
- ✓ Occupational Hazard Monitoring
- ✓ Electrical and Fire Safety
- ✓ Securing Walking Surfaces
- ✓ Emergency Evacuation Procedures



# Social Impact Areas

## Talent Development & DEI

### Trainings and Talent Advancement

We are deeply committed to the talent development of our skilled workers. Our management will assist in exploring continued education to advance promotion of employees and we provide skills trainings to every employee.

**100%** Employees receive monthly skills training

### Employee Initiatives

- Further diversify our workplace with talent from various backgrounds and foster a safe and inclusive work environment of high performing employees
- Expanding our leadership team by adding key positions focused on Sustainability and Renewable natural gas
- Advance technical training for field personnel through our internal certification programs

### Employee Retention

Manticore Fuels is proud of our successes in employee retention. We value the talent within our company and devote efforts to help them grow in their role and advance within the company. Our low employee and management turnover rates are a result of engagement and talent development efforts.

**1%** Turnover in management in company history

**3%** Employee turnover rate from 2017-2020

**90%** Employees covered with healthcare



### Diversity, Equity, and Inclusion (DEI)

Manticore Fuels promotes diversity internally through the representation of people of color and women throughout the organization as well as externally through minority/women-owned and managed partnerships in its supply chain. Manticore Fuels strives to foster a culture of inclusion and innovation where all employees feel respected and represented with full and equal access to development and education to further their careers.

**53%** Workers from minority groups

**27%** Workers from minority groups in top executive positions

**10%** Women employed

**36%** Women in top executive positions

### SDG 8 | Decent Work & Economic Growth

Manticore Fuels is an equal opportunity employer. It is our goal provide employees with the tools to advance within the company. At the heart of our operations, the work of our employees helps us support the local economy of the Permian Basin region.



# S Social Impact Area Community Engagement

## Connecting with our Community

We are proud to perform our work in the Permian Basin region of Texas and serve the people of this community. A key part of our ESG initiatives are stakeholder impacts and how we can engage with our local community members. Manticore Fuels commits to this engagement beyond business relations, we strive to have our employees and management involved with local to Midland nonprofits and events.

### Initiatives:



Community Involvement Program



Charitable Giving



Local Volunteer Work

*"Involvement in our community is a keystone of Manticore. We are proud to give back to our community who has given us so much."*

*Alpesh Kadakia – President*



### Gifts of Hope

A project from Keys for Hope with the mission to support cancer patients emotionally, physically, and financially. The Hope House provides a sanctuary for patients to connect and find hope.

- Volunteering
- Donations
- Platinum sponsor



### Bustin for Badges

An annual sporting clays tournament benefiting the Midland and Ector County Sheriff's Offices, and the Midland and Odessa Police Departments.

- Gold sponsor



### The Braden Joplin Memorial

The Braden Joplin Memorial Golf tournament provides scholarships to local students.

- Gold Sponsor
- Donations



### Pumpjack Paradise

This community gathering benefits the Midland Children's Rehabilitation Center and hosts a golf tournament and vendor market.

- Pumpjack Underwriter
- Donations

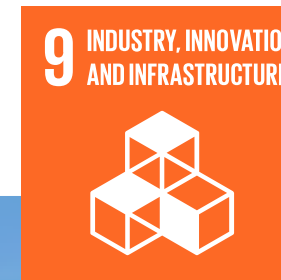


# Governance

## Impact Areas

*Business Ethics*

*Risk Management*





# G Governance Impacts Business Ethics & Risk Management

Our company is dedicated to providing our services and conducting business in a way our employees, customers, partners, and community can **trust**.

Our governing practices are bound in various encompassing policies with the intent to manage risks and ensure our stakeholders that Manticore Fuels' procurement, conduct, and safety protocols are backed by integrity.

## SDG 9 | Industry, Innovation, and Infrastructure

Our governing policies and procedures comprise the company's strong infrastructure. Manticore Fuels has a strong ethics policy for our leadership, employees, and suppliers to mitigate risks and ensure an ethically sound workplace. Additionally, we collaborate with suppliers to innovate means to reduce environmental impacts.

## Business Ethics Policy

Manticore Fuels strives to maintain the highest standards of personal and business ethics and corporate conduct. Our employees and proprietary partners are required to do the same. All daily activities on behalf of Manticore Fuels should always be carried out in an ethical and legal manner and in complete accordance with our ethical code of conduct; including anti-corruption, conflicts of interest, and confidential information policies. On an annual basis Manticore Fuels reviews and revises these procedures, controls and risk criteria to ensure they remain up-to-date with applicable laws, regulations and best practices.



Anti-Corruption



Conflicts of Interest



Confidential Information

Our business ethics policy aims to regulate risks faced by Manticore Fuels and demonstrate the company's commitment to operating in the public's interest.

## Supplier Code of Conduct

As part of our commitment to operating with the most ethically and environmentally sound practices plausible, Manticore Fuels requires the signature of our value suppliers on a formalized code of conduct contract which outlines nine areas of ethical standards.

- Legal Compliance
- Human Rights
- Anti-Corruption
- Labor Rights
- Health & Safety
- Environment
- Freedom of Association
- Communication
- Conflict Minerals

**Initiative:** We collaborate with suppliers to find innovative ways to reduce environmental impacts while increasing positive customer, employee and community impacts. Manticore Fuels aims to create more sustainable operations through innovative partnerships in natural and renewable gas, energy efficiency projects and logistics optimizations.





## COVID-19 Response

### *Managing Unforeseen Risks and Keeping our People Safe*

Upon the onset of the COVID-19 pandemic, Manticore Fuels quickly responded with a detailed response plan and code of conduct to keep our employees safe and mitigate the spread of the virus. The goal of our approach has been to reduce the likelihood of COVID-19 infections among our team and our families with 100% employee participation in procedures.

### Key Policies & Procedures

- FFCRA mandates 80 hours of PTO for employees who are sick or who have been exposed to COVID-19 and must self-quarantine. Manticore Fuels allows for all employees to borrow up to 40 hours of Earned Time Off to recover from respiratory illness should the 80 hours of FFCRA mandated PTO be insufficient.
- Weekly cleaning by Talen LPE safety team with specific COVID 19 misters to completely clean the entire office and work area 2 times a week
- Maximization of working from home and telecommunications, reducing the vectors for disease to enter our workplace. We accelerated cross-training to ensure deeper redundancy of vital job functions.



# Sustainability Accounting Standards Board (SASB)

## Content Index

Manticore Fuels is disclosing in alignment with SASB topics as well as additional metrics that are most relevant to our industry and direct operations.

Topic	Accounting Metric	Category	Code	Disclosure/Initiative
Emissions Reduction Services & Fuels Management	Total fuel consumed, percentage renewable, percentage used in: (1) on-road equipment and vehicles and (2) off-road equipment	Quantitative	EM-SV-110a.1	Manticore Fuels consumes an estimated 11,448 Gigajoules of fuel in on-road vehicles and and estimated 2,930 gigajoules for off-road equipment
	Discussion of strategy or plans to address air emissions-related risks, opportunities, and impacts	Discussion and Analysis	EM-SV-110a.2	Manticore Fuels has addressed our plans for all air emissions-related topics in this report on page 14.
	Percentage of engines in service that meet Tier 4 compliance for non-road diesel engine emissions	Quantitative	EM-SV-110a.3	0%
Water Management Services	(1) Total volume of fresh water handled in operations. (2) percentage recycled	Quantitative	EM-SV-140a.1	Manticore Fuels does not use fresh water as part of our operation
	Discussion of strategy or plans to address water consumption and disposal-related risks, opportunities, and impacts	Discussion and Analysis	EM-SV-140a.2	Manticore Fuels does not use fresh water as part of our operation
Chemicals Management	Volume of hydraulics fracturing fluid used, percentage hazardous	Quantitative	EM-SV-150a.1	Manticore Fuels does not use hydraulic fracturing fluid as part of our operation
	Discussion of strategy or plans to address chemical-related risks, opportunities, and impacts	Discussion and Analysis	EM-SV-150a.2	Manticore Fuels takes precautionary measures to manage chemical-related risks. Additional information can be found on page 15 of this report.
Ecological Impact Management	Average disturbed acreage per (1) oil and (2) gas well site	Quantitative	EM-SV-160a.1	Manticore Fuels does not conduct any drilling in our operation
	Discussion of strategy or plan to address risks and opportunities related to ecological impacts from core activities	Discussion and Analysis	EM-SV-160a.2	Manticore Fuels does not conduct any drilling in our operation

Topic	Accounting Metric	Category	Code	Disclosure/Initiative
Workforce Health and Safety	(1) Total recordable incident rate (TRIR), (2) fatality rate, (3) near miss frequency rate (NMFR), (4) total vehicle incident rate (TVIR), and (5) average hours of health, safety, and emergency response training for (a) full-time employees, (b) contract employees, and (c) short-service employees	Quantitative	EM-SV-320a.1	Manticore Fuels consumes an estimated 11,448 Gigajoules of fuel in on-road vehicles and and estimated 2,930 gigajoules for off-road equipment
	Description of management systems used to integrate a culture of safety throughout the value chain and project lifecycle	Discussion and Analysis	EM-SV-320a.2	Manticore Fuels has a strong commitment to safety in our operations and throughout our supply chain. We possess a comprehensive EHS Manual that helps ensure that all employees are safe on and off site.
Business Ethics & Payments Transparency	Amount of net revenue in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	Quantitative	EM-SV-510a.1	None
	Description of the management system for prevention of corruption and bribery throughout the value chain	Discussion and Analysis	EM-SV-510a.2	Bribery and corruption prevention is covered in our employee handbook that all employees must acknowledge prior to employment
Management of the Legal & Regulatory Environment	Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry	Discussion and Analysis	EM-SV-530a.1	As a privately help company, this topic does not apply to Manticore Fuels
Critical Incident Risk Management	Description of management systems used to identify and mitigate catastrophic and tail-end risks	Discussion and Analysis	EM-SV-540a.1	Manticore Fuels utilizes pre-job training, thorough inspections and testing of all equipment and tools as well as continued daily onsite documented inspections conducted by the onsite employees and supervisors. Any issue found is immediately addressed and corrected and the equipment is isolated and not utilized until deemed corrected and safely operational

Activity Metric	Accounting Metric	Category	Disclosure
Number of active rig sites	Quantitative	EM-SV-000.A	0
Number of active well sites	Quantitative	EM-SV-000.B	0
Total amount of drilling performed	Quantitative	EM-SV-000.C	\$0
Total number of hours worked by all employees	Quantitative	EM-SV-000.D	208,235 Hours





## About This Report

Manticore Fuels is pleased to present our first ever company impact report for the year of 2020. We are committed to deepening our environmental, social, and governance initiatives and will continue to track progress through reporting measures, KPI goal setting, and engaging our stakeholders. We realize the impacts our services and recognize there is always more we can do to make that impact one that is positive for sustainable innovations. Manticore Fuels is actively working to best understand our material impact topics and engage key stakeholder groups to make informed decisions. This report was prepared in collaboration with our third-party consultant, 3R Sustainability.

## Contact

We value the insight from our stakeholders. If there are questions regarding the content herein or curiosity to learn more about ESG initiatives at Manticore Fuels, please reach out to our team through one of the following means:



[sustainability@manticorefuels.com](mailto:sustainability@manticorefuels.com)



432-299-3899