



2022 SUSTAINABILITY REPORT

ON THE PATH TO MORE
RESPONSIBLE
WELL SERVICING

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ABOUT THIS REPORT

The purpose of this Sustainability Report is to qualitatively and quantitatively assess and disclose the sustainability progress of Brigade Energy Services LLC (“Brigade,” “we,” “our” or “Company”), a leading U.S.-based well services provider headquartered in Colorado, operating out of nine states.

This Sustainability Report covers all of Brigade’s divisions and business units and reflects the latest data and metrics covering the fiscal year 2022 (January 1-December 31, 2022). Unless otherwise noted, the narrative disclosures presented throughout this report are current as of December 31, 2022.

Brigade acknowledges that sustainability factors have a material impact on the long-term risks and opportunities for our customers and for our Company. As such, we seek to be at the forefront of environmental, social and governance (ESG) topics and implement best practices to help ensure long-term, sustainable returns for our stakeholders.

This Sustainability Report presents the relevance of ESG across Brigade’s organization, assesses Brigade’s dedication and performance across sustainable initiatives, and identifies opportunities and targets for the future. This report is the result of Brigade’s ongoing sustainable strategy development, materiality consideration, and ongoing data collection, and will be updated annually to monitor progress. Our disclosures are guided by many relevant standards including: the United Nation’s Sustainable Development Goals (SDGs); the Global Reporting Initiative (GRI); and the Greenhouse Gas Protocol.



2022 SUSTAINABILITY HIGHLIGHTS

81% MINORITY
& ETHNICALLY DIVERSE
WORKFORCE

24,375
HOURS
INVESTED IN EMPLOYEE
SAFETY, EDUCATION &
COMPETENCY TRAINING

18% SAFETY
INCIDENT RATE
REDUCTION

35%
Emissions Intensity
Reduction
ACROSS SCOPE 1 & 2
SOURCES¹

\$44,000+
DONATIONS
TO LOCAL CHARITIES

~1,100 WELLS
PLUGGED
MITIGATING ENVIRONMENTAL
LIABILITIES

~12%
Average Wage
Increase



Dear Stakeholders,

“The Mission is Sacred – At Brigade Energy Services, our mission is to exceed customer expectations on every job by delivering experienced and innovative well service solutions, the highest quality equipment, and personnel steeped in a disciplined team culture. We are committed to safety, integrity, process improvement, measurable performance, and operational excellence.”

Justin Bliffen, Chief Executive Officer

I am pleased to share with you our 2022 Sustainability Report, a completely voluntary initiative, which builds upon our inaugural publication released last year. This report highlights aspects of our ongoing commitment to mitigate the environmental impacts of our operations, invest in the social opportunities of our diverse workforce, and adhere to responsible governance best practices.

As I have said before, many great organizations and companies were practicing and pursuing commendable and innovative Environmental, Social, and Governance (“ESG”) goals before it was popular or mandatory to do so. As such, the ESG framework provides a compelling opportunity for those organizations to emphasize and consistently communicate the progress made and lessons learned on these perhaps underappreciated and often costly initiatives. Brigade is one of those outfits. We were formed in late 2016 to not just deliver economic returns to shareholders, but also to evolve the well servicing sector. The original investment thesis focused on advancing safety, service quality, and operational efficiency by innovating on three main fronts: best-in-class competency management of the workforce, data-driven measurement of performance, and creation of a culture of extreme ownership and accountability. I believe that these initiatives, and others we have taken on, fully align with the spirit and intent of ESG fiduciary to an expanded group of stakeholders and we are excited to be on the path to more responsible well services.

As a leading, independent well service company, we view our role in the ongoing energy transition and expansion as an exciting opportunity to continuously seek out innovative ways in which to serve our customers, advance the careers of our people, and improve the communities in which we live and operate. Our Leadership and Board of Directors are actively involved in defining, measuring, and

monitoring our sustainability initiatives, while advocating for our industry through workforce advancement, education, legislation, and industry collaboration.

2022 was a pivotal year for the U.S. oil and gas industry which was collectively called upon to significantly increase production in the face of (i) global demand resurgence following the Covid-19 pandemic and (ii) geopolitical events which disrupted global markets causing significant energy insecurity and price volatility. Specific to Brigade and the well servicing sector, labor scarcity and low unemployment rates across the U.S. added to the prevailing macro circumstances, necessitating substantial increases in both the demand for workover rigs and the number of labor hours to meet the needs of our customers.

As you will read throughout the pages of this report, I am pleased to report that Brigade was effective in responding to these challenges. Throughout 2022, we reduced our safety incident rate while adding approximately 100 new diverse team members to our organization, expanded our community contributions, lowered our emissions intensity, increased our well plugging program, invested in our workover rig fleet, advanced our competency management systems, and delivered enhanced financial performance for our shareholders. I am exceptionally proud of our team’s perseverance and continued dedication to delivering customer value, positive ESG impact and continuing our reputation as a premier well service solutions provider for our industry.

We look forward to a great 2023 by continuing to serve our customers, employees, and our communities with industry-leading performance.

Core Values: Keep it SIMPLE

SAFETY

We accept and respect the inherent hazards of our profession and place the safety of the team above all else.

INTEGRITY

We see uncompromising integrity as our standard.

MISSION

We treat mission accomplishment as sacrosanct. We persevere and thrive on adversity – we will work the problem and embrace innovation in delivering solutions.

PROFICIENCY

Our technical proficiency, discipline, and attention to detail are key to our customer’s success; our training is never complete; our equipment and process are always being fine-tuned.

LEAD

We lead by example: treating our customers, vendors, employees, community and environment with the utmost respect. It is a privilege to earn stakeholder trust on every job.

EXCELLENCE

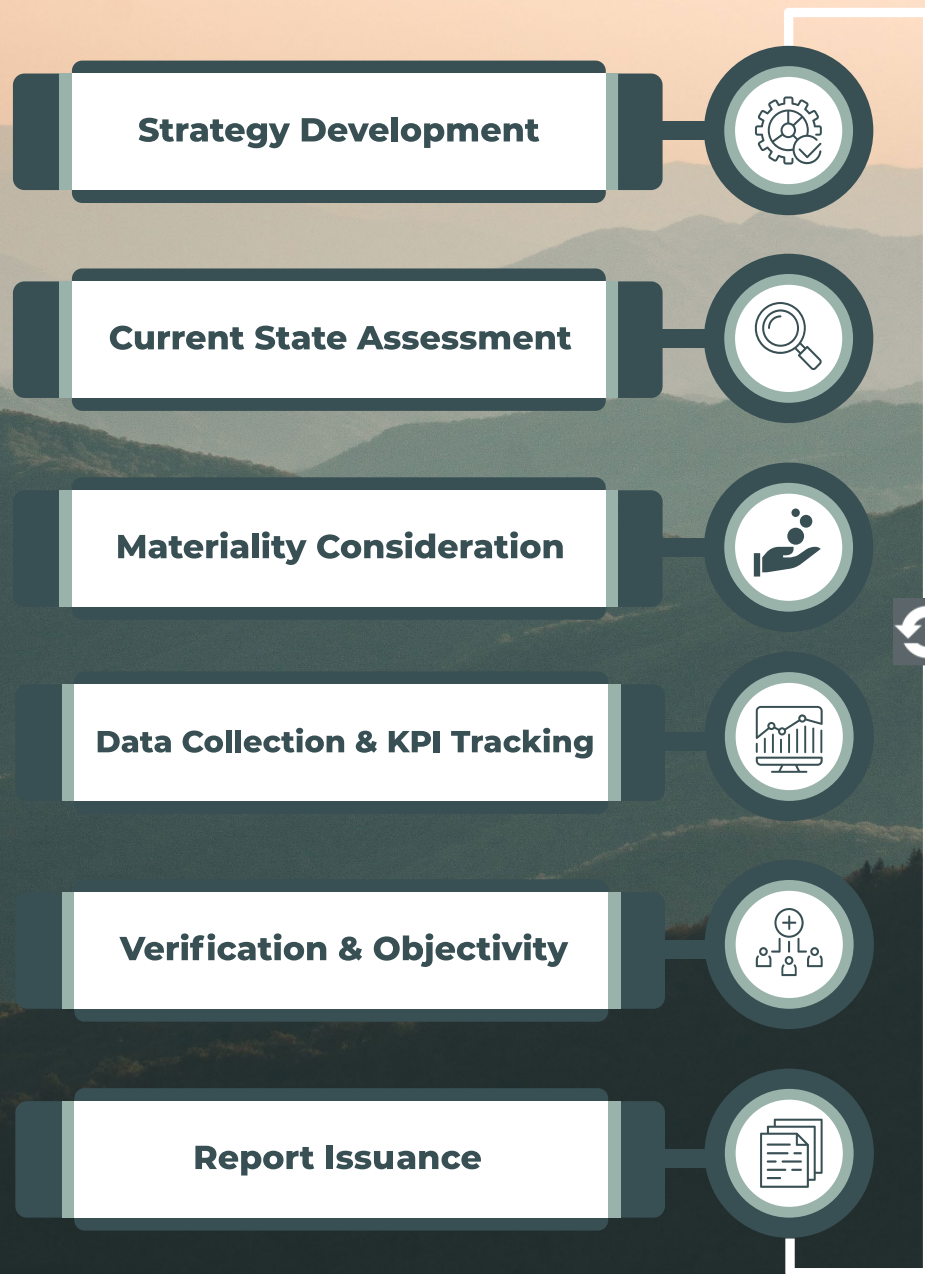
We strive for measurable operational excellence in all that we do.



SUSTAINABILITY AT BRIGADE

Sustainability Reporting Standards

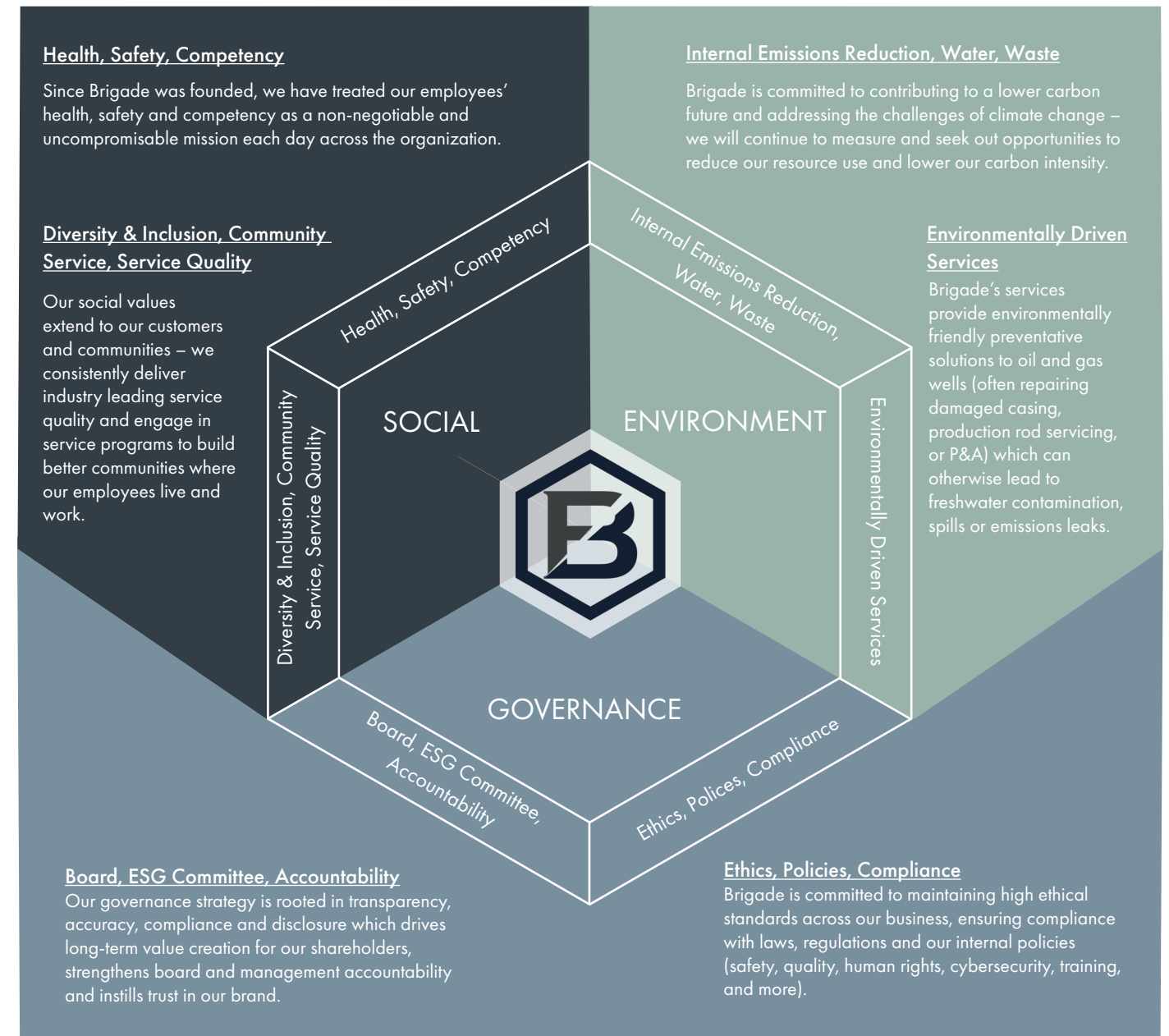
Brigade's Sustainability Report is the result of an extensive review of materiality factors and is guided by many relevant standards including: the United Nation's Sustainable Development Goals (SDGs); the Global Reporting Initiative (GRI); and the Greenhouse Gas Protocol. While Brigade draws information, topics and standards from these global guidelines, this report has been developed based on topics that reflect Brigade's material economic, environmental, and social impacts in consultation with its stakeholders.



OUR SUSTAINABILITY FRAMEWORK

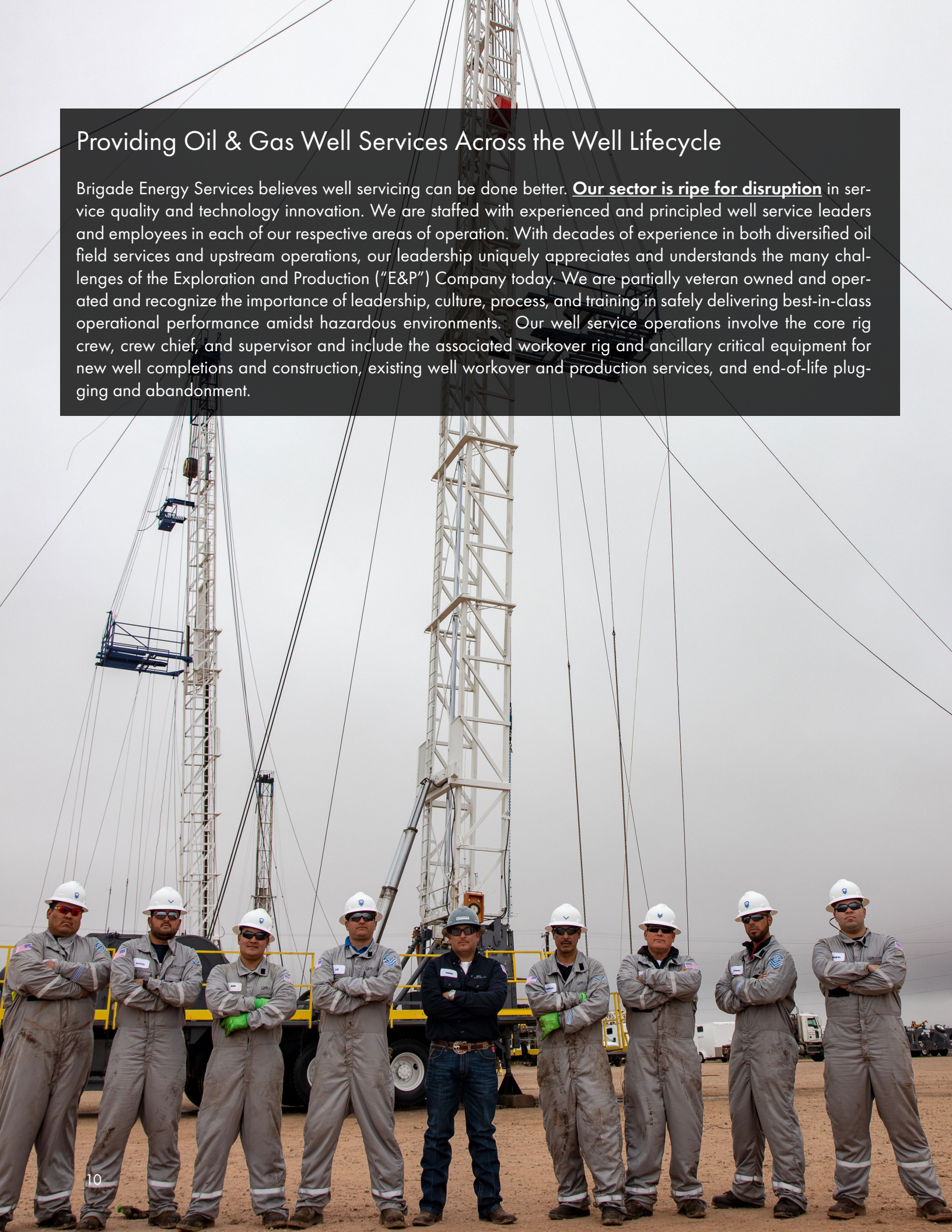
At Brigade, we are on the path to more responsible well services.

We believe there is a strong linkage between ESG performance and economic value creation. We strive to align ESG with our focus on stakeholder returns and invest resources to advance our competitive advantage through sustainable innovation and continuous improvement.



Providing Oil & Gas Well Services Across the Well Lifecycle

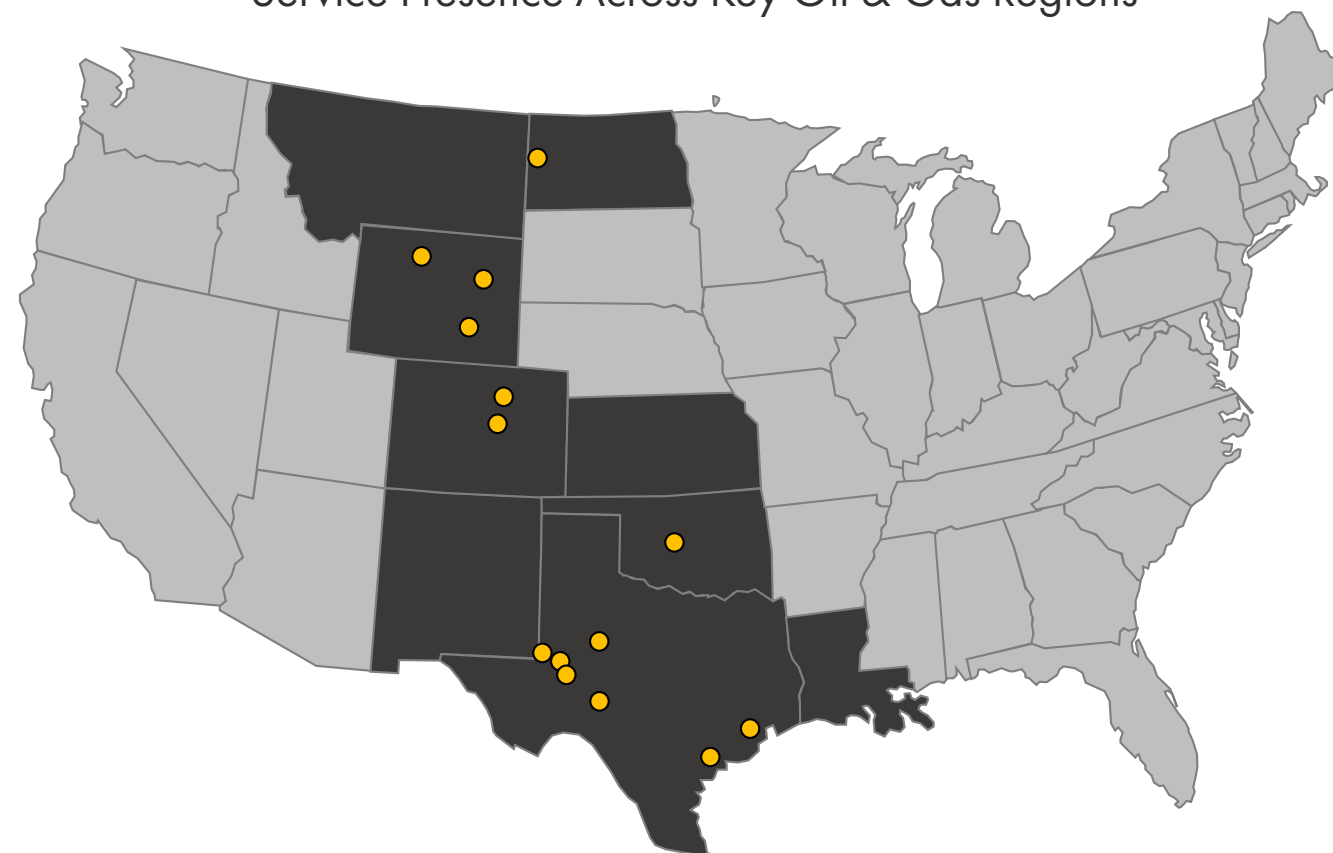
Brigade Energy Services believes well servicing can be done better. **Our sector is ripe for disruption** in service quality and technology innovation. We are staffed with experienced and principled well service leaders and employees in each of our respective areas of operation. With decades of experience in both diversified oil field services and upstream operations, our leadership uniquely appreciates and understands the many challenges of the Exploration and Production ("E&P") Company today. We are partially veteran owned and operated and recognize the importance of leadership, culture, process, and training in safely delivering best-in-class operational performance amidst hazardous environments. Our well service operations involve the core rig crew, crew chief, and supervisor and include the associated workover rig and ancillary critical equipment for new well completions and construction, existing well workover and production services, and end-of-life plugging and abandonment.



BRIGADE ENERGY SERVICES OVERVIEW



Service Presence Across Key Oil & Gas Regions



Select 2022 Statistics

~750
Employees

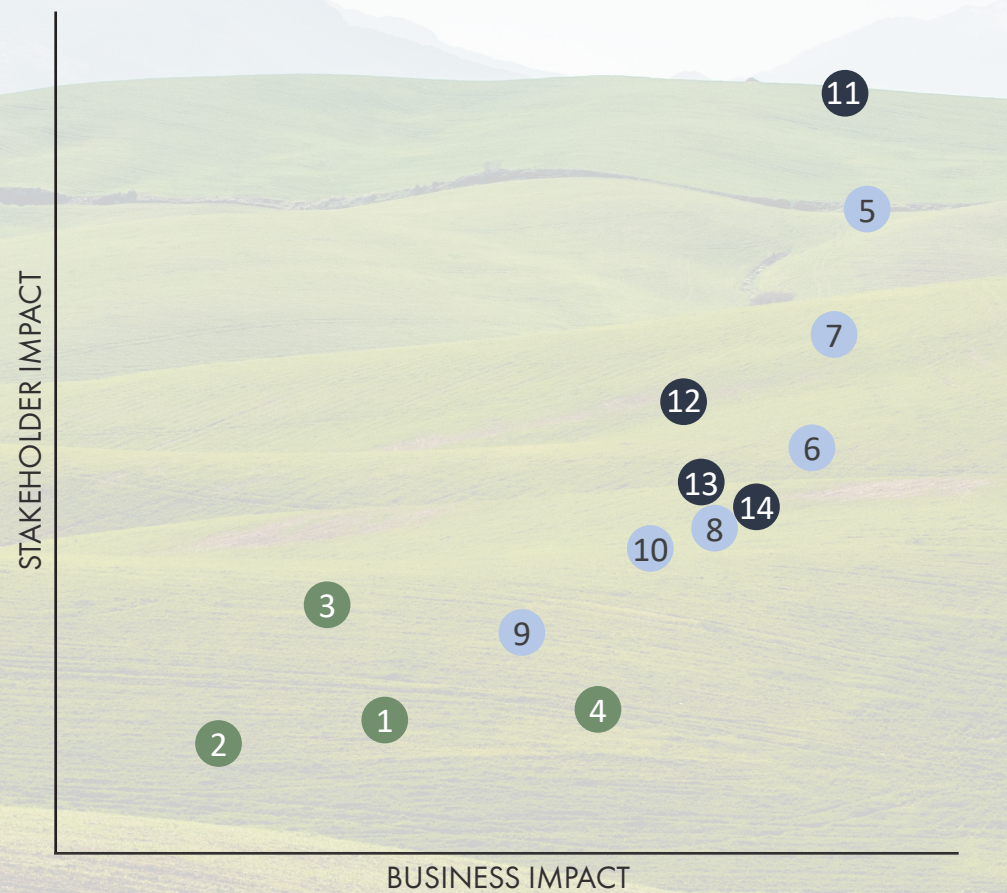
14
Locations

Assessment of Material Reporting Topics

In our ongoing journey to be the best-in-class U.S. well service company and further develop Brigade's sustainability strategy, we have continued our effort to understand and weight our key ESG topics. In 2022, we began an intricate evaluation and understanding of the topics facing our business through a materiality assessment to identify, review, and establish the priorities of our sustainability efforts. In March and April of 2023, we initiated a follow-up survey across our diverse set of stakeholders including our Board of Directors, our Customers, our Employees, our Management, and our Investors to help inform and refine our ESG strategy and disclosures throughout this report.

In our latest 2023 materiality assessment, we have incorporated the feedback from approximately 55 respondents into our materiality index including employee, customer, management and investor feedback. Our assessment focuses on the importance of certain ESG topics to Brigade's business now and into the future, and assesses how important these same concepts are to our stakeholders. We appreciate the individuals who participated in the survey and we look forward to continuing this important feedback loop into the future.

ESG Materiality Topic		
E	1	Water Use
E	2	Climate Change
E	3	Carbon Emissions
E	4	Land Use
S	5	Workforce Safety
S	6	Health & Well-being
S	7	Training & Development
S	8	Engagement & Belonging
S	9	Diversity & Inclusion
S	10	Community Involvement
G	11	Business Ethics
G	12	Privacy & Data
G	13	Risk Management
G	14	Regulatory Compliance



Progress On Sustainable Development Goals

The United Nation's SDGs connect ESG measures with a common vocabulary for business decision making. At Brigade, our sustainability program aligns with many of these globally shared themes, values and goals, and we are pleased to share examples of our recent SDG-aligned initiatives:



Brigade's goal is to provide a **safe and healthy work environment for our employees**. In addition to our robust safety and benefits programs, we encourage employee health and well-being through our Drug & Alcohol-Free Workplace Policy, select functional capacity tests, and health insurance incentives.



Since 2017, Brigade has been an active member of the Energy Workforce & Technology (EWTC) Council and predecessor organization, a national association focused on **advancing energy and ESG education and advocacy**, with CEO, Justin Bliffen, serving on the Council's Advisory Board.



Brigade's well servicing operations address and **mitigate oil and gas well issues** that can include corrosion, collar leaks, and/or buckled casing that, without proper service, can lead to well leakage and **environmental / groundwater contamination**.



Brigade's services play an important role in the responsible and cost-effective production of oil and gas reserves. Through our ongoing investment in people, process, technology, and emissions reduction, we help our customers **produce cleaner, more responsible oil and gas**.



Brigade continuously invests in training and competency to ensure employees have the **resources, knowledge, and skills** to make the right decisions through in-house development and collaboration with OSHA, Safeland, ANSI, API, Rocky Mountain Education Center, EWTC and IADC Wellcap.



Since our Company's inception, Brigade has retired 30 well service rigs and recommissioned 27 well service rigs which ensures that only **best-in-class equipment** is utilized, **improving safety, operational efficiency, and lowering employee hazards and emissions intensity** across Brigade's operations.



Brigade values diversity and inclusion across its workforce, management ranks, and leadership team. We are proud that approximately 81% of our employees represent **racially / ethnically diverse minorities**. Brigade's ongoing involvement with EWTC includes curriculums focused on ESG & diversity across the oil and gas industry.



Through technology advancement and investment, Brigade has continued to pioneer data measurement initiatives that **reduce emissions intensity** through improved fuel efficiency and engine hour management.



In 2022, Brigade invested significant resources in the evaluation and measurement of orphaned well emissions across several states to advance our understanding and control of fugitive emissions. Additionally, we plugged approximately 1,100 wells across the U.S., installing a permanent seal of the hydrocarbon reservoir that **ensures no future GHG emissions contamination** to the environment.

SUSTAINABLE OPERATIONS

At Brigade, respecting the environment as we help our customers develop natural resources is a business obligation. To meet the growing demand for more affordable and responsibly sourced energy, we are committed to reducing our emissions intensity. We also have robust processes and expectations for employee accountability and ensuring we continue to operate in a safe, responsible, and environmentally sound manner. We aim to continue the introduction of new technology across our business, implement best practices, and enhance techniques to reduce or avoid our impact to the air, water, and land in the communities in which we operate.

2022 Highlights

35%

Emissions Intensity Reduction
Across Scope 1 & 2 Sources¹

\$

Capital Investment
To Upgrade & Optimize Rig Fleet

~1,100

Wells Plugged
Mitigating Environmental Liabilities

\$

Capital Investment
In Orphaned Well Emissions Monitoring




Carbon Footprint

Brigade is committed to do its part in addressing the challenges of climate change, while also continuing to enable affordable, reliable, safe and clean energy to support human and economic prosperity and national security. We will continue to innovate and focus on opportunities to reduce our environmental footprint.

Brigade’s services inherently require the combustion of gasoline and diesel fuels to generate mobile energy on customer well sites which represents the largest source of emissions for the Company. In 2022, we continued our progress in estimating our emissions inventory across Scope 1 and Scope 2 sources, building upon our baseline assessment in 2021. Our emissions footprint includes the carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O) and other GHG emissions that are generated from our direct operations and indirect consumption of electricity estimated in a value of carbon dioxide equivalency (tCO₂e). We are committed to making measurable progress in the tracking, reporting, and reduction of our emissions for our own, as well as our customers’ emissions goals.

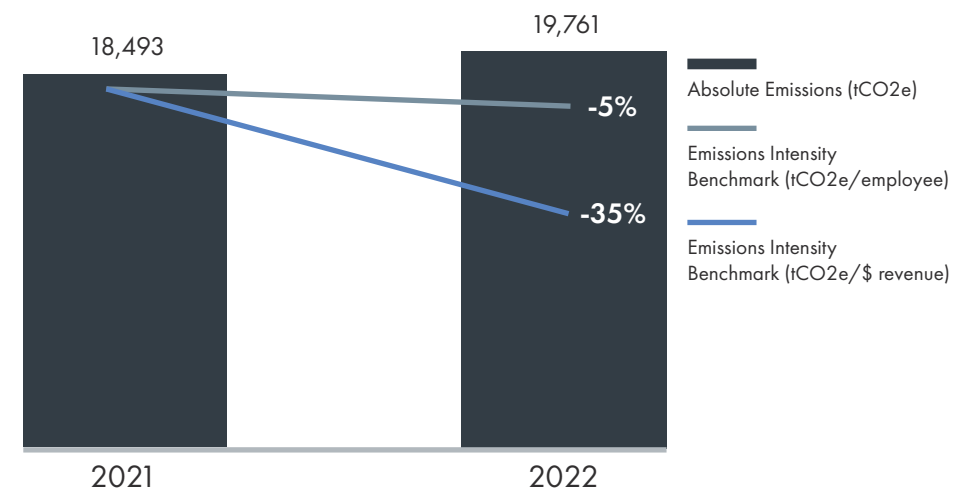
Scope	Emissions Category	2021	2022
Scope 1	Mobile Combustion	17,819 tCO ₂ e	18,779 tCO ₂ e
	Stationary Combustion	326 tCO ₂ e	564 tCO ₂ e
	Use of Refrigerants	42 tCO ₂ e	72 tCO ₂ e
Scope 2	Electricity (market-based)	305 tCO ₂ e	346 tCO ₂ e
TOTAL SCOPE 1 & 2 EMISSIONS		18,493 tCO₂e	19,761 tCO₂e


 **Third-Party Verified:** With Brigade’s dedication to data reliability, transparency and objectivity, our GHG emissions across have been independently quantified by Full Scope Insights, a GHG emissions accounting and ESG consulting firm.

Lowering Our Emissions Intensity

As the U.S. oil and gas industry continues to implement operating and technological efficiencies to extract hydrocarbons from reservoirs deep below the earth’s surface, the carbon intensity associated with the exploration, extraction, and production of oil and natural gas has shown significant reduction over the past decade. At Brigade, we seek to support our industry’s tremendous emissions intensity progress through our own understanding and reduction of emissions intensity. Lowering emissions intensity can lead to cost savings, access to new markets and customers who prioritize environmentally responsible business practices and is an important metric in our collective effort to mitigate climate change.

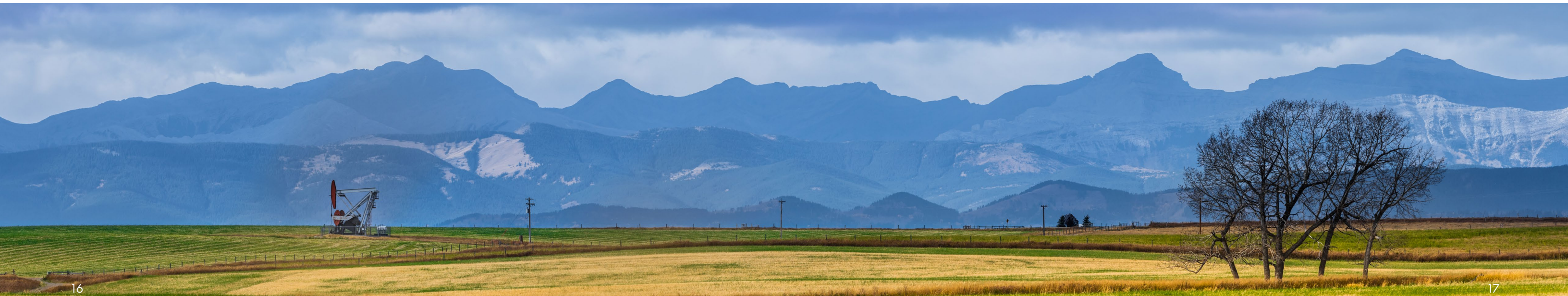
In mid-2022, we set a long-term target to reduce our emissions intensity by 20% from our 2021 baseline statistics. While we continue to expand our understanding and calculation of relevant emissions intensity metrics, we have made tangible progress toward our initial goal. In 2022, our carbon intensity per revenue dollar decreased by ~35% and our carbon intensity per employee declined by ~5%. These achievements were realized primarily from enhanced business optimization, including strategic equipment dispatching, longer duration customer jobs enabling fewer vehicle trips to customer locations, and reduced fleet idle time. These efficiencies enabled lower relative fuel consumption, the primary source of our company’s emissions.





Target: Reduce Scope GHG emissions intensity 20% from 2021 Baseline

- Reduce Excess Engine Runtime
- Reduce Fleet Idle Time
- Implement Fuel Reduction Strategies
- Energy Efficiency Investments
- Mitigation via Carbon Offset Investment



ENHANCING SUSTAINABILITY THROUGH DIGITIZATION

Brigade aims to be at the forefront of innovation across the well servicing industry and we are dedicated to continuing our investment in research, development, and technology to integrate data measurement across our operations. Over the last year, we have made considerable digitization progress which includes:

- ➔ Enhanced Brigade’s paperless field tickets
- ➔ Moved to paperless Job Safety Analysis (“JSAs”)
- ➔ Moved to 15 paperless forms for all rig audits and safety events
- ➔ Further enhanced our ELD services (GeoTab) to eliminate the need for paper logs for DOT CDL requirements
- ➔ Implemented AWS cloud services to automate data flows from previously siloed data sources
- ➔ Implemented data visualization and analytics software to enhance business performance and operational efficiencies



Our technology advancements aid in removing human variability by process automation which offers substantial benefits. First and foremost, the integration of our many technology systems helps to automate processes, streamline training programs, and minimize the risks across our crews that face the dangers inherent to the well services sector. Secondly, digitization through equipment feeds and real time data reporting helps optimize our performance which correlates into service quality and improved well economics for our customers. Lastly, digitization enables us to advance our understanding of asset-level emissions intensity and target opportunities to reduce our environmental footprint.



In the oil and gas industry, workover rigs are critical pieces of equipment to maintain and repair existing wells. As the demand for oil and gas continues to increase domestically and internationally, the need for well maintenance and repair also increases. As we continue to grow our business, we must make calculated decisions about **expanding our fleet** in order to serve our customers, while also **high-grading our fleet** in order to better protect our workers and our wellsites.

Expanding our Fleet: Rig Restart Program

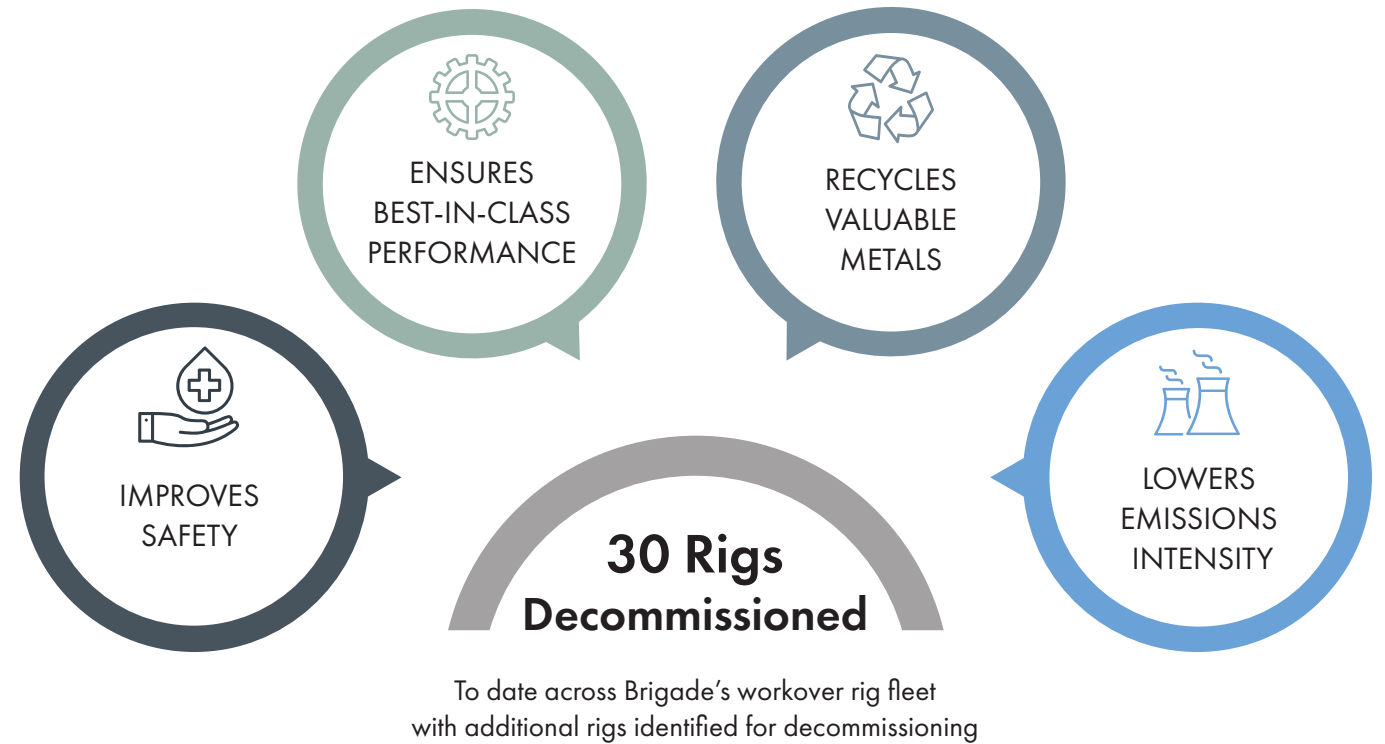
In the significant expansion of the last two years, as we carefully consider economic and sustainability factors, we have prioritized bringing back our existing fleet of stacked rigs into operation instead of purchasing new units. We call this our “Rig Restart Program”, and it eliminates significant upfront costs, permitting, and certifications, while also enabling an improved environmental profile given the significant amount of energy and resources required through manufacturing and shipping new workover rigs. We continue to deploy substantial capital into the upkeep, growth, maintenance, and certification of our fleet, and we are proud to have one of the highest-spec, fully certified well servicing fleets in the world.

27
Rigs Restarted
in 2022 from our Existing Fleet
of Workover Rigs



High-Grading our Fleet: Dinosaur Decommissioning

Historically, our industry has remained populated with equipment that is decades-old and which has often received inadequate maintenance by prior owners. Such equipment can lead to increased safety and environmental risks – for our workers, for our customers, and across the communities in which we operate. We believe the industry should strive to be better, and our careful evaluation of equipment which needs to be permanently retired is an example of this mindset. We believe our Dinosaur Decommissioning initiative is a better outcome for our stakeholders than irresponsibly passing liabilities on to others, as has been customary in the well servicing sector.



Brigade’s Project Dinosaur Rig Decommissioning ensures outdated, potentially unsafe, and higher emission equipment becomes “extinct” and permanently decommissioned. Additionally, throughout the decommissioning process, meaningful quantities of valuable scrap metals, such as steel, copper, and aluminum are recycled and reused.

Together, our Rig Restart and Dinosaur Decommissioning initiatives further our mission of continuing to exceed customer expectations by raising the bar across our industry.

Plugging & Abandonment Service Enables Emissions Reduction

The aging of oil and gas wells can present a significant climate challenge as the destructive forces of corrosion on surface and downhole equipment compromises well integrity. While safe and effective plugging & abandonment (“P&A”) of marginal producing and end-of-life wells is a critical responsibility of oil and gas operators and is largely regulated in most jurisdictions, wells are occasionally left unplugged when they become unprofitable or orphaned, creating a lingering liability, environmental hazards and emissions pollution. The EPA estimates that there are over 3 million unplugged, abandoned oil and gas wells in the U.S. which emit over 7 million tons of carbon emissions equivalent per year.²

Brigade’s Plugging & Abandonment Services

Brigade is one of the largest plugging and abandonment service providers in the United States. Our P&A process uses bridge plugs and cement to permanently seal the wellbore to ensure no future air or water contamination. Our P&A services are compliant with federal and state regulations and present a substantial opportunity to reduce methane emissions while providing job growth across the United States. In 2022, we helped operators and States plug approximately 1,100 wells.

Emissions Measurement & Quantification

In 2022, Brigade has self-funded unique startup initiatives focused on more precisely evaluating the environmental impacts of fugitive emissions from abandoned and orphaned wells. With an enhanced focus on accurate well emissions measurement and quantification, we believe there are many opportunities to reduce the carbon footprint for the oil and gas sector, including developing proprietary offset opportunities to displace Brigade’s own emissions. We look forward to sharing more on this effort in future publications.




**~1,100 WELLS
PLUGGED**
 Mitigating Environmental
Liabilities

EcoVadis – Streamlining Supply Chain Sustainability

In 2022, Brigade collaborated with a key customer to complete the EcoVadis sustainability assessment which provides valuable insights into the environmental and social impact of companies. For our customers using the EcoVadis rating platform, the survey provides a comprehensive assessment of our sustainability practices. By evaluating our ESG performance, customers can make more informed decisions about Brigade and ensure that we as a Company align with our customers’ sustainability goals.

For Brigade, the EcoVadis survey is an opportunity to demonstrate our sustainability performance to our customers and enhance our reputation as a sustainable and responsible business partner. In our inaugural 2022 submission, Brigade achieved a Bronze rating. As we continuously advance our sustainability strategy, we seek to improve our rating and customer collaboration in years to come.



EcoVadis’ survey methodology covers 21 criteria across four sustainability themes:

ENVIRONMENT	ETHICS
Assessment of components such as carbon emissions and reduction practices along with biodiversity.	Assessment of supplier efforts around reducing corruption and ensuring consistent business practices.
LABOR & HUMAN RIGHTS	SUSTAINABLE PROCUREMENT
Assessment and analysis of workforce management, fair pay, and workplace conditions.	Assessment of supplier sustainability processes.

SOCIAL IMPACT

Our SIMPLE core values of safety, integrity, mission, proficiency, leadership and excellence are the foundation upon which our Company operates. These values also shape the principles for our social responsibility programs, which are focused on building positive impacts for our employees, customers, communities and other stakeholders. As a service-based business, our employees are the driving force that differentiates us and we appreciate the importance of a diverse, engaged, healthy, and safe workforce. We are regularly inspired by the hardworking men and women throughout our organization that are making an impact for our customers and our communities.

2022 Highlights

24,375

Hours Invested
Invested In Employee Safety,
Education & Competency Training

~12%

Average Wage Increase
Across Employee Base

18%

Reduction
in TRIR safety incident rate

\$44,000+

Donations
to local charities



Advancing Employee Prosperity

At Brigade, we firmly believe that advancing employee prosperity is not only beneficial to our workforce but also crucial to our success. By prioritizing employee well-being, professional growth, competitive compensation, work-life balance, and recognition, we create an environment where our employees can thrive both personally and professionally. Together, we are committed to building a prosperous and fulfilling future for our workforce and our company.

Mission Critical Health & Safety Culture

Brigade’s core values begin with Safety – we are committed to a uniquely intense safety culture as our teams feel ownership and responsibility to mitigate risk every day, across every action, every task, and every job. Leveraging our culture of leadership, training, and empowerment across our employee base, we mitigate risk while increasing effectiveness and efficiency of our operations.

We keep our crews well-trained via a proprietary and best-in-class competency management system that builds upon our doctrine-driven culture. At Brigade, we assess the effectiveness of our training programs via third-party compliance audits across all our districts. Our field leadership and crews believe in attention to detail, unique leadership accountability and we believe that zero injuries are an attainable goal and that anything more is unacceptable.

“Brigade does a great job of investing in the training of its employees. Brigade also does a good job of communicating the importance of safety across the organization. I feel a great sense of community working at Brigade and it is the people that I stay for.”
 -Brigade Employee (2022 Materiality Assessment)



Health & Safety Driven by Doctrine, Processes, & Policy

Our health and safety program has been developed through doctrine, processes and policy which is supported by a culture of extreme ownership from the CEO to our district leaders to our rig personnel and back-office staff. We maintain a proprietary library of over 110 best practices called Job Aid Guides (JAGs). JAGs include step-by-step instructions utilized by employees for technical task guidance which are prepared by cross functional teams including technical writers, subject-matter-experts, and operations leaders. To comply with regulatory, customer and internal requirements, we have also developed over 118 policies concerning safe work and equipment accountability. Brigade’s doctrine and processes are supported by our standardized policies which cover leadership guidelines, safety, compliance, equipment standards, process verifications, communication standards, incentives, supplier evaluations and more.



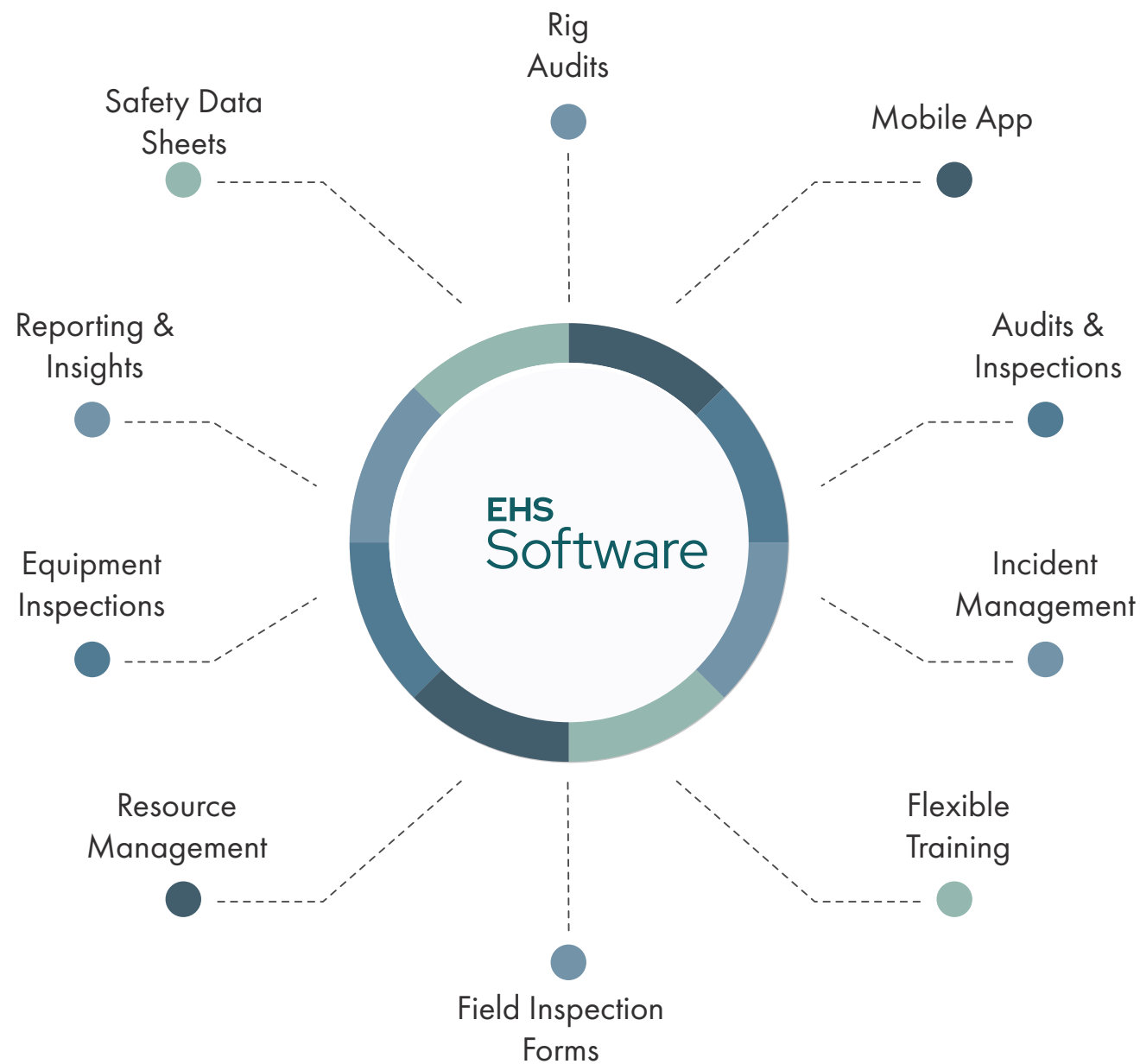
Key HSE Processes & Programs

- ✓ Stop Work Authority
- ✓ Behavior Observation
- ✓ “Good Catches”
- ✓ Position, Preparation, Risk (“PPRs”)
- ✓ Challenge-and-Reply
- ✓ Job Safety Analysis (JSAs”)
- ✓ Rig Audits
- ✓ Wire-Rope, Sling & Fall Protection Registers
- ✓ Lock-Out/Tag Out
- ✓ BEST JOB Communication Standards
- ✓ Green-On-Green Safety Protocols
- ✓ 5x5 / KPI Bonus Metrics & Incentives
- ✓ Short Service Employee Program
- ✓ Hazard Analysis
- ✓ Safety Council
- ✓ GEOTAB Asset Tracking Devices
- ✓ Driving Record Screening
- ✓ API CAT III and CAT IV Inspections
- ✓ Management of Change Variance Process
- ✓ Drug and Alcohol-Free Screening
- ✓ Subcontractor Evaluation
- ✓ Immediate Action Drills

“Brigade is leading the way in well servicing - Our programs, polices and processes are top of class.” -Brigade Employee (2022 Materiality Assessment)

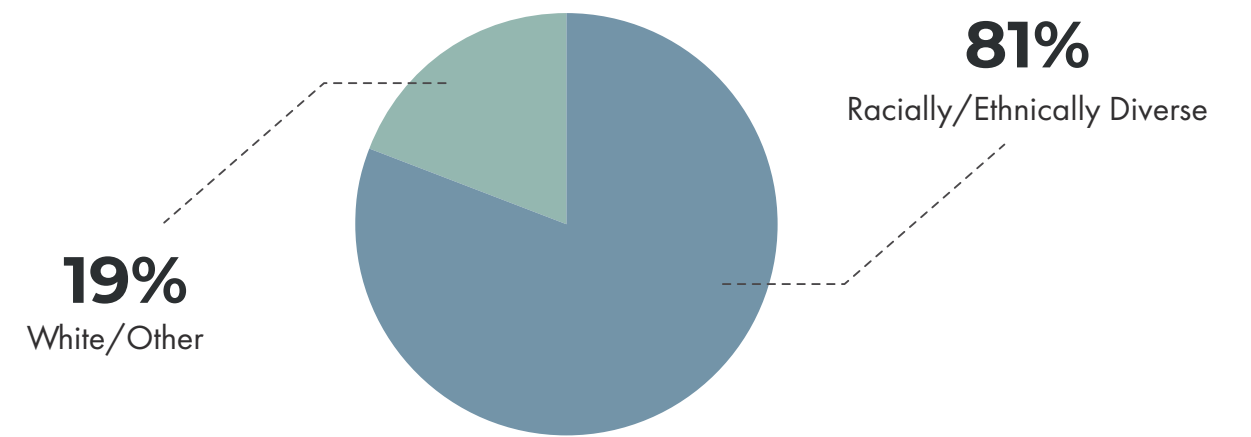
Enterprise Health & Safety Software

In 2022, Brigade implemented the KPA EHS software solution that we have tailored to our business needs providing a technology-based system to maintain a safe and productive workforce. The software enables in-the-field incident reporting, risk management, and real time analysis of findings which enables prompt corrective and preventative actions. Features of the technology include safety data sheets, intricate reporting modules, third party audit and inspections, incident management, training, resource management, and equipment inspections which are streamlined through a mobile app interface.



Elevating Employee Diversity, Opportunity & Inclusion

Brigade is developing an increasingly diverse, inclusive and prosperous workforce that collectively brings a range of insights and perspectives to the organization. Acknowledging the inherent risks that emerge each and every day across our sector, it is critical that our employee programs align with our core values of safety, integrity, proficiency, leadership and excellence. The development and elevation of our employee equity, diversity and inclusion are important attributes to our culture and allow us to better accomplish our mission while providing sustainable career opportunities for our employees.



Community Involvement

Brigade is proud to be a local, regional and national community supporter, with ongoing active participation alongside organizations including the 4H Livestock Program, NGSPB Scholarship Foundation and the Navy SEAL Foundation. Our monetary donations and volunteer efforts support the children and youth in our communities and our veterans.



4-H Livestock Program

Brigade supports the 4-H Livestock Programs of Freemont and Park Counties and the State of Colorado. The youth who participate in 4-H livestock projects learn valuable skills such as personal responsibility, decision making, educational awareness and have a better understanding of livestock production and management practices. 4-H members also get involved in their community through service projects.



The Natural Gas Society of the Permian Basin ("NGSPB") is a non profit organization that exists to connect and professionally develop members through educational, legislative, social, and technical events. Through sponsorships and charitable donations, Brigade supports the NGSPB grant program providing academic scholarships to graduating seniors or presently enrolled students to encourage and support their education.



With a significant number of veterans in Brigade's workforce, we are passionate about supporting the Navy SEALs Foundation (NSF). NSF programs provide a comprehensive set of over 30 essential programs for SEALs, SWCCs, veterans, and their families. With a focus on strength, resilience, health, education, and community, our support helps veterans & their families transition to successful careers in the civilian sector.

Public Advocacy

Public advocacy across the energy industry is critically important. As policies and regulations continue to evolve rapidly, we believe it is important to engage with government agencies, regulators, community leaders, and stakeholders to build relationships and have constructive conversations that will help us to continue to be a responsible service provider. We are active participants in industry associations, trade groups, and advocacy organizations with regular involvement from our executive leadership team.



Formed by a merging of the Petroleum Equipment & Services Association, and the Association of Energy Service Companies, the Energy Workforce & Technology Council ("EWTC") focused on leadership and advocacy for technology and services companies across the energy supply chain. Our membership with the EWTC provides us with resources and collaboration including tools, information and representation to enable a lower-carbon energy future, safely, profitably and sustainably. Our involvement also serves to support the strong advocacy for public policy priorities, fair and practical trade practices, balanced regulatory measures, and increased access to onshore and offshore resources. Our CEO, Justin Bliffen, serves as an Advisory Board member for the EWTC and remains actively involved by supporting efforts to educate, advocate, and improve upon our industry's performance.



The Western Energy Alliance represents over 200 member companies engaged in all aspects of environmentally responsible exploration and production (E&P) of oil and natural gas in the West (Colorado, Montana, Nevada, New Mexico, North Dakota, Utah, and Wyoming). The alliance collaborates with broad stakeholder groups regarding federal, legislative, regulatory, environmental, and public land policies that affect the oil and natural gas industry. Our participation supports the advocacy for a stable, predictable regulatory climate that recognizes the oil and natural gas industry as a partner in environmental protection.



Pictured: Brigade Executives at EWTC Oklahoma chapter luncheon at the Hamm Institute for American Energy.



Pictured: Brigade Executives in Washington, D.C. supporting energy security and workforce topics.

RESPONSIBLE GOVERNANCE

We are committed to effective and responsible corporate governance. Brigade's corporate governance is a critical component of our sustainable development which is embraced by the Board of Directors, our executive leaders and the employees throughout our organization. At Brigade, we believe that robust oversight mechanisms will help mitigate risk and drive priorities to enable material impact and measurable progress towards our environmental, social and economic goals. Our core values – safety, integrity, mission, people, leadership, excellence – guide our decision making and are embedded in our corporate governance.

2022 Highlights

3

ESG Committee Meetings Held



Annual Financial Audit

13

Third Party Audits DOT / OSHA

17,462

Job Safety Analyses & Rig Audits



Governance

Brigade’s Board of Directors serve as the governing body of our organization, engaging the Company’s executive management team to oversee ethical, legal, governance and financial policies while ensuring Brigade has the resources needed to execute its mission, drive a more sustainable future, and deliver value to our stakeholders. Our Board of Directors is comprised of representatives from Brigade’s executive management, our significant investors and an independent director. Brigade benefits from the diverse experiences of its Board Directors, and their tenure in service together alongside the Company’s management team.

Experienced & Tenured Board of Directors







As a services company with over 650 active mobile assets across nine states, we face a number of risks. The Board, as a whole and through Brigade’s sub committees, generally oversees risk management and our long-term strategic direction. Our risk assessment framework considers risk severity and frequency across strategic, operational, legal, financial and ESG matters.









Building Integrity Through Policies, Audits & Compliance Programs

- ✓ Code of Conduct
- ✓ Ethical & Legal Conduct Policy
- ✓ Data Security Policy
- ✓ Cyber Security Training
- ✓ Stop Work Authority
- ✓ Employee Grievance Process
- ✓ Annual Financial Audit
- ✓ Routine OSHA Audits
- ✓ Safety Council
- ✓ ESG Committee

ESG Committee

Our ESG Committee was formed in 2022 with a purpose to support Brigade’s ongoing commitment to environmental stewardship, health and safety, corporate social responsibility, corporate governance and sustainability. The Brigade ESG Committee consists of a group of cross-functional employees responsible for assisting the Senior Leadership Team of the Company in setting, developing and implementing ESG strategy. As of December 31, 2022, our ESG Committee was comprised of the following employees.

ESG Steering Committee	
 Chief Executive Officer (Chair)	 VP of QHSE (Member)
 Chief Technology Officer (Member)	 VP of Human Resources (Member)

ESG Action Committee	
 Vice President Commercial (Chair)	 HSE Director (Member)
 Senior Contracts Manager (Member)	 Supply Chain Director (Member)
 South Region Manager (Member)	 Controller (Member)
 North Asset Manager (Member)	 IT & Data Manager (Member)



Global Reporting Initiative Index

The Global Reporting Initiative (“GRI”) is an international standards organization that helps businesses communicate and disclose their sustainability impact across a common reporting framework. Brigade’s GRI disclosure index for FY 2022 is detailed below:

GRI	Metric / Discussion Item	Disclosure
Organizational Profile		
102-1	Name of the organization	Brigade Energy Services LLC
102-2	Activities, Brands, Products	Page 10.
102-3	Location of Headquarters	Greenwood Village, Colorado, USA.
102-4	Location of Operations	Page 11.
102-5	Ownership & Legal Form	Brigade is a privately held Company.
102-6	Markets Served	Page 10, 11.
102-7	Scale of the Organization	~750 employees as of December 31, 2022; See pages 10-11.
102-8	Information on Employees and Other Workers	Pages 11, 24, 29.
Strategy		
102-14	Statement from Senior Decision Maker	Page 6.
Ethics & Integrity		
102-16	Values, Principles, Standards, and Norms of Behavior	Pages 7, 26, 27, 34.
102-17	Mechanisms for Advice and Concerns about Ethics	Key policies including Code of Conduct (Page 36).
Governance		
102-18	Governance Structure	Pages 34, 35.
102-20	Executive-level Responsibility for Economic, Environmental and Social Topics	Pages 6, 8, 9.
102-26	Role of Highest Governance Body in Setting Purpose, Values and Strategy	Page 34.
102-28	Identifying and Managing Economic, Environmental, and Social Impacts	Pages 8, 9.
Reporting Practice		
102-46	Defining Report Content and Topic Boundaries	Reported data throughout this report is in accordance with the guidelines of the Global Reporting Initiative (GRI).
102-47	List of Material Topics	Page 12. Brigade’s most material ESG topics are outlined throughout this report and we seek ongoing feedback from internal and external stakeholders to realign on materiality topics annually. We are further informed by the top materiality factors across our industry which include carbon emissions, biodiversity, water stress, health & safety, human capital development, business ethics and governance.
102-50	Reporting Period	January 1, 2022 to December 31, 2022.
102-51	Date of Most Recent Report	Sustainability Report published in May 2023.
102-52	Reporting Cycle	Brigade reports on its sustainability progress annually. This Sustainability Report reflects the latest data and metrics covering the fiscal year 2022 (January 1-December 31, 2022).
102-56	External Assurance	Safety data reviewed by OSHA, GHG Emissions assessed by Full Scope Insights.

GRI	Metric / Discussion Item	Disclosure
Emissions		
305-1	Direct (Scope 1) GHG Emissions	19,415 tCO2e.
305-2	Indirect (Scope 2) GHG Emissions	346 tCO2e (market-based method).
305-4	GHG Emissions Intensity	26.6 tCO2e (Scope 1 & Scope 2) emissions per employee.
305-5	Reduction of GHG Emissions	In 2022, Brigade achieved a 35% reduction in emissions intensity based on tCO2/revenue \$, and a 5% reduction in emissions intensity based on tCO2/employee. We continue to strive to meet and/or exceed our goal of 20% GHG emissions intensity reduction goal based on our 2021 baseline year.
Occupational Health & Safety		
403-1	Occupational Health and Safety Management System	Pages 18, 19, 24-28.
403-2	Hazard Identification, Risk Assessment, and Incident Investigation	Pages 18, 19, 24-28.
403-4	Worker Participation, Consultation, and Communication on Occupational Health & Safety	Pages 18, 19, 24-28.
403-5	Worker Training on Occupational Health and Safety	In 2022, all employees were regularly trained on occupational health and safety, with an average of 35 hours of training per employee (24,375 total hours of cumulative health and safety training).

FOOTNOTES AND ASSUMPTIONS

	Footnote	Source
1	Emissions Intensity Reduction	Brigade’s emissions intensity metrics include tCO2e per \$ revenue and tCO2e per employee. In 2022, Brigade achieved a 35% and 5% emissions intensity reduction across both metrics, respectively, compared to the 2021 baseline.
2	Emissions From Inactive, Unplugged Wells	Environmental Defense Fund and the United States Environmental Protection Agency. https://www.edf.org/orphanwellmap

Disclaimer

The contents of this Sustainability Report are the property of Brigade Energy Services LLC. The information contained herein is confidential and is being provided to you at your request for informational purposes only and is not and may not be relied on in any manner as, legal, tax or investment advice or as an offer to sell or a solicitation of an offer to buy an interest in the Company.



Brigade Energy Services

5200 DTC Parkway Suite 530
Greenwood Village, Colorado 80111

P : 720-531-1850
info@brigade.energy

For More Information

 www.brigadeenergy.com

 [@brigadeenergyservices](https://www.linkedin.com/company/brigadeenergyservices)