



2020 SUSTAINABILITY REPORT





For 64 years, Exterran has evolved as an industry leader in full service, turnkey midstream infrastructure solutions. We supply a wide range of environmentally efficient natural gas processing and treating solutions, gas compression equipment, produced water treatment systems and onsite power generation. Our products and services allow our customers to move, treat, and enhance oil, natural gas and water and reduce their environmental footprint sustainably and safely.

A decorative graphic on the left side of the page consists of a grid of light gray hexagons. Several hexagons contain small, solid-colored dots in shades of purple, orange, teal, blue, and olive green.

ABOUT OUR REPORT STRUCTURE

The Exterran Corporation (EXTN) Sustainability report has been prepared in accordance with the Global Reporting Initiative (GRI) Sustainability Reporting Guidelines and reporting principles. An index of these guidelines is included at the end of this report.

Except where specifically stated, this report covers our environmental, social and governance performance for the 2019 calendar year.

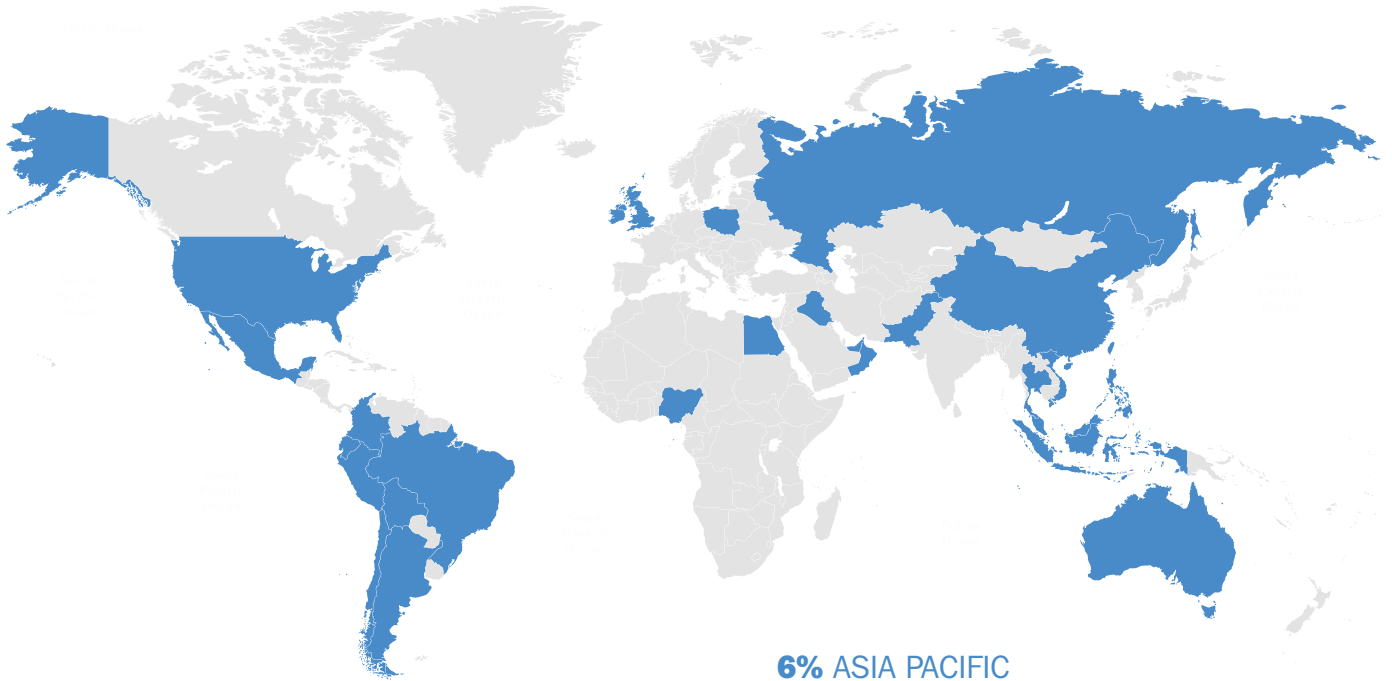
Please email any questions about this report to sustainability@exterran.com.

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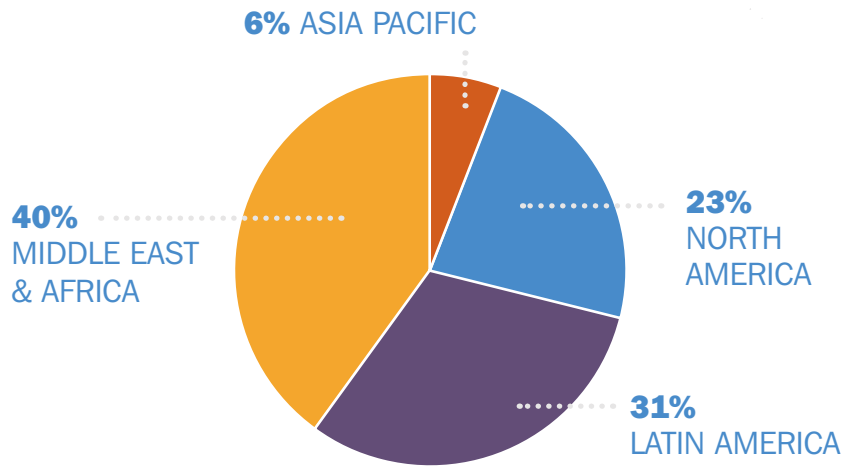
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WHO WE ARE

Exterran Corporation (NYSE: EXTN) is a global systems and process company headquartered in Houston, Texas, and operating in roughly 25 countries, offering solutions in the oil, gas, water and power markets. We are a leader in natural gas processing and treatment and compression products and services. We provide produced water treatment, onsite power generation, and other critical midstream infrastructure solutions worldwide.



**2019
REVENUE
CONTRIBUTION**



**~3,500
EMPLOYEES**

**~25
COUNTRIES**

*Excludes U.S. Compression fabrication; moved to discontinued operations for all periods presented.

To Our Stakeholders:

While this is Exterran's first annual Sustainability Report, our Company's roughly 3,500 employees are always focused on providing sustainable and environmentally friendly solutions to our customers that also benefit the communities where we work. I am proud that our Company's equipment and services assist in the growth of the world's sustainable energy consumption.

Our approach to corporate social responsibility and sustainability revolves around maintaining excellent safety performance, limiting our environmental footprint, leveraging innovation and technology to provide environmentally efficient solutions to our customers, and supporting our employees and communities. By aligning our business strategy with our desire to support our people, environment, customers and communities, we can make a positive impact while creating value for our Company and its stakeholders.

Exterran is a global leader in providing mission-critical midstream infrastructure equipment and services. Our equipment allows our customers to provide natural gas and electricity to regions of the world that may have never had access to affordable and clean energy. Our produced water treatment equipment allows operators to quickly reduce their freshwater consumption.

As a global organization, Exterran has a diverse workforce predominately comprised of local employees, which allows us to strengthen ties with the communities where we work and serve and enhance knowledge transfer throughout our organization. Keeping our employees and customers safe is our top priority, and our goal every year will always be zero safety incidents. Our people are our biggest asset; investing in them is investing in our future.

In closing, I want to thank our employees, our Board of Directors and all our stakeholders for their continued support of Exterran. 2019 and 2020 have been challenging years across the energy spectrum, and our teams have risen to the occasion to deliver strong financial, safety and operational results. Our Company succeeds through economic and industry cycles because of our people's integrity and accountability. 2020 has presented many challenges, from oil price wars to the COVID-19 pandemic. However, our teams continue to execute well, with a continued focus on safety, our customers, our communities and executing on our strong backlog.



Sincerely,
Andrew Way
President and CEO

THE EXTERRAN WAY

Our approach to corporate social and environmental responsibility and sustainability revolves around maintaining excellent safety performance, limiting our environmental footprint, leveraging innovation to provide environmentally efficient solutions to our customers and supporting our employees and communities. By aligning our business strategy with our desire to support our people, environment, customers and communities, we can make a positive impact and create value for our Company and our stakeholders. On an ongoing basis, we consider potential environmental, social, and health and safety risks and opportunities that could impact our ability to create value for our stakeholders and engage in communications with key stakeholders to obtain their input in these critical areas.

We are also committed to the health and safety of our employees, contractors, customers, visitors and community residents. Our ISO-certified One Exterran Management System (OEMS) provides a global set of safety standards that operationalize our core values.



WE ARE CONTINUALLY FOCUSED ON OPPORTUNITIES TO REDUCE OUR ENVIRONMENTAL IMPACT IN THE AREAS WE OPERATE AND PROVIDE INNOVATIVE, ENVIRONMENTALLY EFFICIENT SOLUTIONS TO OUR CUSTOMERS.

Our global ISO 14001 certified Environmental Management System, approved by our senior management, drives Companywide goals and objectives to continually improve performance, reduce our environmental footprint and increase environmental awareness and sustainability of our materials, operations and products. We are also working to develop new and enhanced products that enable our customers to reduce air emissions, treat and recycle water and decrease power use, further minimizing our customers' global environmental impact.

We have identified the following United Nations Sustainable Development Goals that align with our business. We aspire to positively impact these goals and help create a more sustainable future.

3 GOOD HEALTH AND WELL-BEING



5 GENDER EQUALITY



6 CLEAN WATER AND SANITATION



7 AFFORDABLE AND CLEAN ENERGY



8 DECENT WORK AND ECONOMIC GROWTH



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



12 RESPONSIBLE CONSUMPTION AND PRODUCTION




13 CLIMATE ACTION



A photograph of an industrial facility, likely an oil or gas processing plant, with workers in hard hats and safety gear. A large storage tank in the foreground has the word "EXTERRAN" and the number "320016" on it. The image is overlaid with a dark purple tint.

ENVIRONMENTAL

A decorative graphic consisting of a grid of white hexagons on a dark purple background. Some hexagons have small white dots at their vertices.

Exterran's products and services allow customers to sustainably move, process and treat oil and natural gas, treat produced water, and convert excess gas to power for local use. Our products allow customers to lower their environmental footprint by increasing their use of cleaner fuel sources and reducing flaring, facilities emissions and dependence on freshwater consumption for their operations. Our focus on reducing our environmental footprint and emissions is also an integral part of our long-term strategy.

ENVIRONMENTAL PHILOSOPHY

At Exterran, we are committed to conducting our operations in a manner that protects our environment, including the prevention of pollution and the sustainable use of resources. Our policies and procedures are strategically designed to manage our operations' environmental aspects and impacts and coincide with our OEMS. To support this policy and achieve our commitment, Exterran has established and implemented the following:

- Environmental Objectives and Local Tracking
- Water Conservation and Waste Minimization Programs
- Unplanned Event Reporting and Investigations
- Stop Work Authority (SWA)
- Management of Change (MOC) Process
- Operational Risk Assessment (RA) and Job Hazard Analysis (JHA)
- Operational and Procedural Audits
- Root Cause Analysis (RCA) with associated Corrective Action Plans

We conduct business in compliance with the laws and regulations governing the locations where we operate, and we fulfill our corporate compliance obligations. Our environmental management system and its processes are monitored, measured, evaluated, and continually improved as we incorporate industry best practices, incident learnings and regulatory updates to enhance our environmental performance. Exterran's Executive Leadership Team (ELT) expects all employees, contractors, visitors, and all other parties at our facilities to review and comply with our policies.

ENVIRONMENTALLY EFFICIENT OFFERINGS

Exterran continually looks for ways to innovate our product offerings to further reduce our own facilities' environmental impact and those of our customers.

These innovations range from developing and implementing low emission valves in processing and treating facilities to assist our customers in reducing greenhouse gas emissions to providing water treatment solutions that help reduce water consumption and chemical usage by treating produced water onsite. Our power generation product line allows our customers to turn associated produced gas into power at point-of-use, which lowers flaring needs and reduces the use of power from the grid.

Exterran is unique because we have the full capacity to provide all components of a complete plant as a one-source provider. We can supply produced water treatment, power generation, compression and solutions for any production, processing and treating needs for a sustainable plant of any size, from small outputs to extensive multi-train facilities.

CUSTOMER SUCCESS STORY

In 2020, a Middle East customer selected Exterran for an award recognizing our support of that company's goal to reduce natural gas flaring. This award specifically recognized us for the following contributions:

- **Through our operation and maintenance of 26 natural gas compressors and engines across six separate stations, the customer successfully captured and compressed more than 250 million standard cubic feet per day (MMSCFD) of associated gas that otherwise would have been flared.**
- **Through the operation of a soon-to-be-completed project that we designed, engineered and constructed, the customer will have the capability to capture and process approximately 400 MMSCFD of associated gas, significantly reducing flaring across the country's oil production facilities.**

PROCESSING AND TREATING EQUIPMENT

Exterran's state-of-the-art cryogenic gas processing facilities with integrated refrigeration compression, based on turbo expander technology, allows customers to recover valuable Natural Gas Liquids (NGLs) from rich natural gas in the most energy-efficient manner. Our products are delivered as pre-engineered and pre-fabricated modular systems, allowing customers the flexibility to integrate multiple products at a single facility to meet site-specific processing needs. These integrated facilities are designed to easily and quickly scale operating capacity and yields to adjust to changing external market conditions.

While our customers' decisions to flare or process gas largely depend on existing pipeline availability, natural gas prices and country-specific environmental standards and regulations, our modular and flexible solutions provide an environmentally friendly alternative to flaring associated gas.

Our fully integrated plant includes cryogenic and mechanical refrigeration plants and refrigeration and residue compressors, NGL product treaters and amine systems, and modularized pipe racks and interconnect piping.



POWER GENERATION

Exterran helps our customers eliminate concerns with grid power accessibility, reliability and increasing costs by providing onsite integrated power generation. This sustainable option using highly efficient power generation technology reduces the time to market for a new facility by removing utility infrastructure expansion requirements. Our expert team is able to provide the complete design, construction, start-up and operation of successful integrated power generation projects, completely removing this burden from our customer.

Integrated power generation uses existing site hydrocarbon flows to generate electricity near the point of use. The electricity generated is then used to power equipment for gas production and processing, motor-driven residue compression and auxiliary equipment. This practice reduces emissions and the need to purchase and transport fuels to operating locations.

Generating onsite electricity from readily available natural gas fuel sources directly ties operating costs to commodity value, reducing operating expense budget variability associated with fluctuating electricity prices. The use of waste heat at gas plants enables an efficiency of greater than 60% with 40% lower CO₂ grams per brake horsepower-hour (g/BHP-hr). Additionally, nitric oxide, a component of NO_x emissions, can be reduced by up to 95% using a selective catalytic reduction (SCR) system.

PRODUCED WATER TREATMENT

Exterran has developed unique patented solutions that allow for efficient and cost-effective treatment of oil-containing produced water ranging in volumes from 1,000 to > 1,000,000 barrels of water per day (BWPD) in various challenging situations, including handling produced polymer, steam-assisted gravity drainage (SAGD) heavy oil and frac flowback. These solutions allow our customers to reduce clean water usage and reuse or safely dispose of treated water.

Our products and services provide our customers with industry-leading treatment efficiency, wider operating bands and lower capital costs. We can address the most difficult water challenges and clean-up requirements through our unique service offerings, from customized products to retrofitting, allowing our customers to meet treatment standards and achieve production, schedule, budget, and environmental goals.

For example, at a 30,000 barrel per day (BPD) facility, all equipment ties into a single unit programmable logic controller (PLC) for complete integration and real-time intelligence. On average, our systems produce less than 1% waste sludge.

These efficiencies, including optimizing chemicals through automation and reducing labor, waste and power expenses results in more efficient use of resources and lower operating costs.

THESE SOLUTIONS
ALLOW OUR CUSTOMERS
TO REDUCE CLEAN
WATER USAGE AND
REUSE OR SAFELY
DISPOSE OF
TREATED WATER.



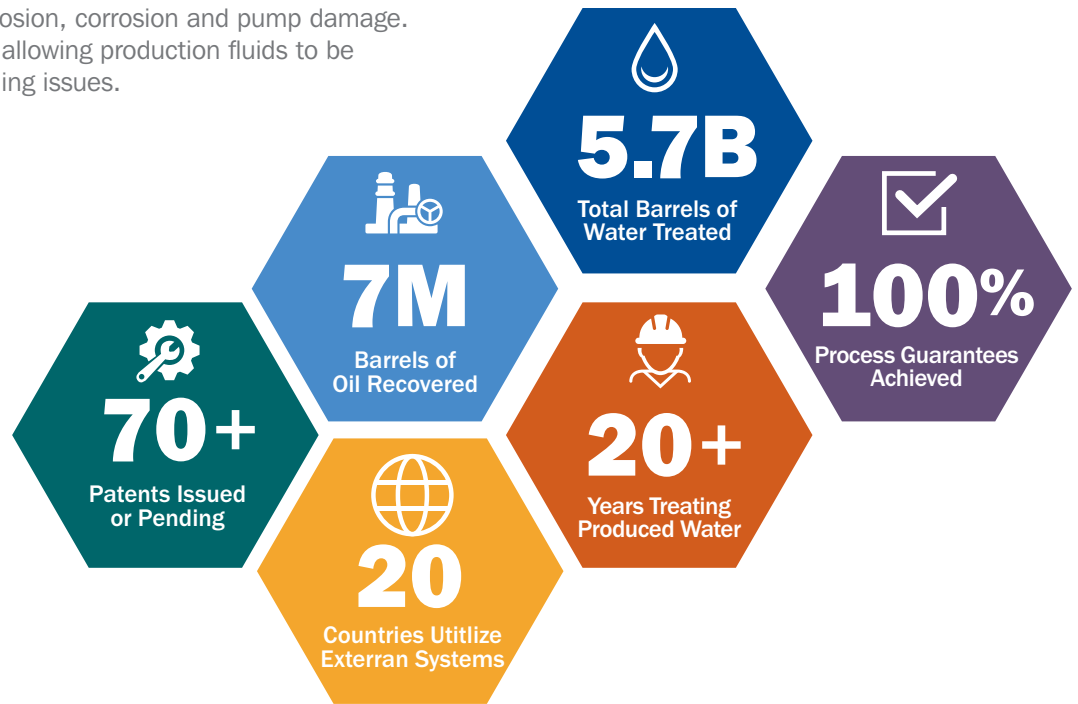
PRODUCED WATER TECHNOLOGY

Micro-Bubble Technology

This patented technology uses micro-bubbles to separate oil, water and solids. Patented flow patterns use these micro-bubbles to treat even the most challenging waters. Oil droplets and solid particles float to a tank or vessel's surface, allowing our customers to reduce their freshwater consumption or dispose of wastewater safely.

Separon™ Wellhead Desander

Our wellhead desander mitigates multiple issues downstream, including instrument failure, erosion, corrosion and pump damage. The desander removes debris, allowing production fluids to be processed without solids handling issues.



APPLICATION/FIELD SERVICES

- Field Studies
- Water Analysis
- Site Analysis
- Process Optimization

PRIMARY TREATMENT

- Wellhead Desanders
- Wellstream Desanders
- Hydrocyclones
- Deoilers
- Online Vessel Cleanup
- Sand Transport

SECONDARY TREATMENT

- Deoilers
- Flotation
- Iron Removal
- Chemical Treatment

TERTIARY TREATMENT

- Nutshell Filters
- Oil & Solids Removal
- Sand Wash

LOW EMISSION VALVES

- Approximately 40% of fugitive emissions from gas processing facilities are from valves.
- Standard valves emit 500 ppm CH₄, also known as methane, which is a greenhouse gas (GHG).
- Low emission valves reduce CH₄ emissions to 100 ppm.
- Over the life of a plant, low emission valves substantially reduce both the emission of CH₄ and the loss of valuable feedstock.
- We typically use more than 600 valves in our Exterran C200 and R4500 compression equipment.
- Just one standard C200 can achieve significant emissions reduction by utilizing low emission valves.



RISK MANAGEMENT

Spill Avoidance

Our operational requirements align with local, state, and national spill prevention, clean-up and reporting requirements. If there's an accident, we have established protocols to quickly connect our facilities and locations with trained professionals to support our onsite staff and provide guidance on required actions.

Along with training our staff to recognize potentially hazardous situations, we have implemented detailed spill prevention, control and countermeasure plans at each site. In 2019, Exterran had one spill in excess of 100 barrels. We observed minor seepage from an underground water/oil separator during the demobilization of one of our plants. An environmental remediation consultant collected samples, and we removed approximately 20 cubic meters of contaminated soil and replaced it with clean soil.

Security and Emergency Readiness

With operations at over 200 sites, our Health, Safety, Security and Environment (HSSE) team is focused on keeping our global workforce safe. We have established a global crisis management plan which includes robust preparedness and emergency response plans and procedures to ensure that potential incidents are managed, and the consequences are mitigated to the furthest extent possible.

Exterran's employees are trained to be aware of security risks at their local offices, sites, plants or locations in addition to vulnerabilities when they are traveling. Employees on international travel are required to follow proper procedures to determine potential security threats and health information.



ENERGY MANAGEMENT

Our Corporate office is a LEED (Leadership in Energy and Environmental Design) Gold certified facility. And we manage our energy consumption, including fuel, electricity, heating, cooling and steam, in all facilities. At some Exterran sites, electricity is self-generated. At others, it is purchased from various external sources that provide energy from both renewable sources, such as wind, hydro or solar and non-renewable sources, such as coal, petroleum or natural gas.

Using energy more efficiently is essential for combating climate change and for lowering our overall environmental footprint. All Exterran facilities report fuel and energy consumption data, which we use to analyze our GHG emissions. To improve our energy efficiency, we take the following steps for facility specific operations:

- Ensure equipment is operated only when needed and avoid prolonged standby running
- Maintain machinery, such as cranes, forklifts and other equipment to keep it in good operating condition
- When replacing lighting or other equipment, shift to energy-efficient versions, such as LED lights, when practicably possible

GROSS

	2018	2019
Direct (Scope 1) GHG emissions* in metric tons of CO₂ equivalent	8,946	7,493
Location-based energy indirect (Scope 2) GHG emissions** in metric tons of CO₂ equivalent	8,349	7,075

*Scope 1 GHG emissions include emissions generated through use of diesel (includes consumption for transportation and electricity generation), gasoline and natural gas consumptions at Exterran sites

**Scope 2 GHG emissions include emissions related to use of electricity received from public or private utilities at Exterran sites

	2018	2019
DIESEL	13,628*	13,734
DIESEL FOR ELECTRICITY GENERATION	1,285*	1,304
NATURAL GAS	65,012*	42,862
GASOLINE	2,585*	1,987
TOTAL FUEL	82,510*	60,484
TOTAL ELECTRICITY	62,097*	50,973
TOTAL ENERGY CONSUMPTION	144,607*	111,457

*consumption is reported in gigajoules

WASTE MANAGEMENT

The generation, treatment and disposal of waste, including its improper transportation, can pose threats to human health and the environment. Spills of chemicals, oils, and fuels, among other substances, can potentially affect soil, water, air, biodiversity and human health and can result in increased waste generation. Before performing work, we thoughtfully plan each job to minimize waste and substitute non-hazardous material for hazardous material if the intended use is not compromised. All Exterran facilities are improving onsite waste management processes to encourage waste separation for recycling and reuse. During 2019, we recycled approximately 1,129 tons of scrap metal. All Exterran facilities monitor and collate different categories of waste generation data and use it to improve processes, procurement, packaging, reuse and recycling.

WATER MANAGEMENT

Access to fresh water is essential for human life and well-being and is recognized by the United Nations as a human right. The amount of water withdrawn and consumed by an organization, and the quality of its discharges can impact the functioning of the ecosystem in numerous ways.

Since water is a shared resource and water-related impacts are localized, all Exterran facilities have begun to implement water efficiency and conservation processes. We also recycle used water where practicable.

There is a strong relationship between water withdrawal, consumption and discharge. The impacts of water discharges vary depending on the quantity, quality and destination. The unmanaged discharge of effluents with a high oil and chemical content can affect aquatic habitats, the quality of locally available water supply, and our relationship with communities and other water users.

All Exterran facilities monitor and collate water consumption data to understand water usage trends and implement control measures to reduce water consumption. Our facilities also have plans in place to promptly rectify water leaks to reduce water consumption and site-specific control measures for proper wastewater discharge and safe disposal.

ELIMINATE PAPER WASTE

Exterran is focused on leveraging our IT capabilities to reduce the consumption of paper around the globe.


We store documents in the Cloud, and utilize DocuSign and recycle paper at most of our office facilities. Reducing paper usage also has the added benefit of eliminating the water usage and CO₂ emissions associated with paper production and preserves forests. Below are savings over the four months from April to July 2020.

WOOD :: 2,256 LBS

WATER :: 6,034 GAL

CO₂ :: 5,076 LBS

WASTE :: 333 LBS



**WATER
WITHDRAWALS**
(IN MEGA LITERS)


47.13
2018

35.69
2019

Total quantity of water received at Exterran manufacturing facilities from municipal water supplies or other public or private water utilities



SOCIAL



At Exterran, we believe in protecting all our stakeholders, which include employees, contractors, customers, communities and local governments. That is why we perform our work according to our global ISO-certified procedures and operating practices. We work in roughly 25 countries supporting our employees, customers and their communities through our operations and our Exterran Cares™ platform, which drives improvement in the communities we serve.

ONE EXTERRAN MANAGEMENT SYSTEM

Our global One Exterran Management System (OEMS) is based on recognized management system standards such as ISO 9001:2015, ISO 14001:2015, and ISO 45001:2018. OEMS is a globally integrated management system that covers all aspects of Exterran's operations, including environmental, health, safety, security and quality. All levels of Exterran's workforce and leadership have access to and are required to work in accordance with OEMS and its contents.

Legal requirements are maintained within the OEMS system and managed by an annual review process for all locations globally. Input comes from all levels of the management team.

Continual improvement of OEMS has been and continues to be achieved through annual internal audits and external compliance audits to maintain ISO certification.

We consider incident-free operations an integral component for gauging our level of success. We monitor, review and continually improve our occupational health and safety performance by utilizing investigation learnings, regulatory adherence, industry best practices and proactive corporate governance. Our Executive Leadership Team has set the expectation that each employee, contractor, visitor, and other parties will assist us in our pursuit of an incident-free workplace at Exterran sites and facilities.

ISO
9001:2015

ISO
14001:2015

ISO
45001:2018



HEALTH AND SAFETY

We are committed to preventing injuries, illness or loss of life as a result of our operations. Our objective is to identify, mitigate, report and control hazards or unsafe conditions at our worksites. Our ELT has empowered all employees with the obligation and authority to stop any job that appears unsafe without fear of reprimand. Safety is not only something we talk about; it is tracked at the corporate level and is tied to incentive compensation.

To support this policy, Exterran's OEMS encourages all employees' safety leadership and accountability. To achieve this, we have implemented the following processes within OEMS:

- Occupational Health and Safety Objectives, policies and procedures
- HSSE Alerts and Lessons Learned
- Unplanned Event Reporting and Investigations
- Stop Work Authority (SWA)
- Management of Change (MOC)
- Operational Risk Assessment (RA) and Job Hazard Analysis (JHA)
- Operational and Procedural Audits
- Management Reviews
- Root Cause Analysis (RCA) and Actions
- Behavior-Based Safety (BBS)

SAFETY IS NOT ONLY
SOMETHING WE TALK
ABOUT; IT IS TRACKED
AT THE CORPORATE
LEVEL AND IS TIED
TO INCENTIVE
COMPENSATION.



HEALTH AND SAFETY

We follow the **Plan, Do, Check, Act** protocol to help maintain a safe working environment, identify and evaluate risks in our operations and ensure continual improvement. This process is designed to ensure that we provide a safe working environment, and in the event something does go wrong, we learn why and take corrective action to prevent a recurrence.



PLAN

OEMS is and contains our way of planning and working



DO

Execute per our OEMS policies, processes and procedures



CHECK

Audit plans, policies, processes and procedures through the use of internal and external ISO auditors, verify we are doing what we say we are doing, and identify failures in our systems or execution



ACT

Build corrective action plans, execute corrective actions, accomplish a periodic review of OEMS and ensure it is revised as needed and fit for purpose

SAFETY SUCCESS STORY

On July 1, 2020, our Exterran Thailand team and facility exceeded 10 million employee hours and 15 years without a lost-time incident. This achievement is a credit to our Thailand team members and their commitment to safety and our global policies and procedures that help ensure our employees and contractors work in a safety-focused environment.



10M
EMPLOYEE
HOURS

15
YEARS

HEALTH AND SAFETY

Exterran utilizes local HSSE Committees to encourage worker participation and consultation to develop, implement, and evaluate our occupational health and safety management system. The committees are made up of representatives from all levels at the site. Some are chosen by election, and others are appointed by management. They meet quarterly to discuss trends, provide recommendations, and they are a source of direct access and communication for our employees. Committee members conduct site evaluations audits and checks to determine opportunities for improvement.

Visitors to Exterran facilities must watch an orientation video to ensure awareness of our health and safety procedures. Visitors are also monitored by either an escort or direct supervision. Supply chain vendors for any service undergo an approval process that includes a review of the vendor’s health and safety record, along with financial and other compliance and performance criteria.

Exterran maintains the confidentiality of employees’ and contractors’ health-related information by following Company and local, state and federal regulatory requirements. Exterran also utilizes third-party health care and claims professionals who are committed to the importance of confidentiality. Employees have the right to access their records.



**WE PROMOTE
A SAFE
ENVIRONMENT**



	2017	2018	2019
TRIR*	.47	.46	.23
LTIR**	.16	.03	.07
FATALITIES	0	0	0

*TRIR = total recordable incident rate
 **LTIR= lost time incident rate

HAZARD IDENTIFICATION AND RISK ASSESSMENT

Our systematic formal risk assessments and job hazard analysis processes help identify, analyze and eliminate risk. Based on ISO 17776 and ISO 31000 standards, formal risk assessments estimate potential impact or consequences that could affect people, property or the environment. Job hazard analysis is a task-based, step-by-step process involving hazard identification and mitigation. As a result, we implement controls to eliminate, mitigate and reduce the hazards. Supervisors, team leads and HSSE site representatives review the results to ensure the quality of these processes. Formal risk assessments are stored on the OEMS webpage so that all sites have access to the information.

Our BBS Program is an extension of the Company's hazard identification and risk assessment process, providing workers with a means to report work-related and behavior-based unsafe acts and conditions.

Communication between workers is the most crucial aspect of this process. Exterran's ELT supports all employees' authority and obligation to stop work and prohibits any form of retaliation toward employees who exercise this right.

Exterran has a robust reporting system for all unplanned events, incidents and occupational illnesses. We use industry-recognized investigation methods, and corrective actions are developed after a thorough root cause analysis to prevent a recurrence. Exterran strives to eliminate hazards and risks, and it is our primary means of incident prevention.

WORK TRAINING AND PARTICIPATION

Exterran analyzes training needs based on regional and regulatory requirements. We use the Occupational Safety and Health Administration (OSHA) standards to determine many of our training program requirements and form the minimum basis for Company safety requirements worldwide, even when local requirements are less stringent. In addition to regular training, based on OSHA and other regulatory requirements, Exterran provides in-house facility-specific training on risk assessment, job hazard analysis, housekeeping, hazard communication and other topics. We also utilize third-party providers to train employees on specialized topics such as crane and forklift operations, electrical safety and first aid. All trainers are either experienced in HSSE, technical professionals within the organization or industry professionals provided through approved third-party training providers. Required training based on roles and responsibilities is provided free of charge to our employees, and employees are compensated for their time spent training.

Contract personnel supervised by Exterran receive training and supervision alongside our employees to ensure consistency. In situations where our customers or partners retain the authority to oversee the work, we collaborate with our customer or supplier teams to determine the suitability of safety programs, identify gaps that pose potential health and safety concerns and use bridging documents to align appropriate procedures.



GLOBAL WELL-BEING

Exterran is committed to providing a healthy work environment, improving the quality of working lives for all employees and fostering an organization that is sustainable for the long term. We want employees to attain their full potential for the benefit of themselves and the organization. In support of that goal, we have established our Five Pillars of Well-being: Physical, Financial, Social, Community and Career.

Through these goals we aim to:

- Understand our employees' changing needs and provide programs that support those needs
- Stay competitive to attract and retain top talent
- Engage and educate employees in financial preparedness and physical wellbeing
- Achieve a higher level of sustainable results through alignment with our core values
- Create opportunities to build employee relationships that foster a "One Exterran" team, with members committed to each other's success
- Create a culture that recognizes achievements and encourages personal growth and development
- Connect our employees with the communities in which we live and work because we believe it is the right thing to do

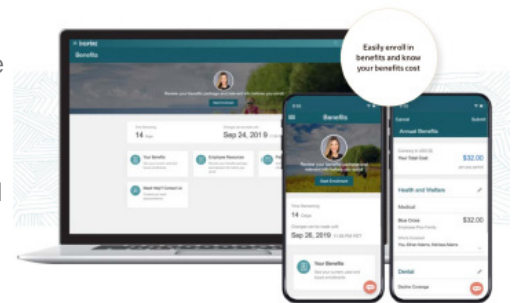


WE RESPECT PEOPLE

ORACLE CLOUD HUMAN RESOURCE IMPLEMENTATION

Exterran is implementing Oracle Cloud Human Capital Management (HCM). Once fully implemented in 2021, Oracle Cloud HCM will allow Exterran, on a global basis and following applicable law, to capture specific information about our employee base, including consistent diversity and inclusion metrics, and provide visibility into Exterran's hiring and promotion practices. Having a cloud-based tool used by our global Human Resources team will allow employees to input and modify their personal information confidentially and accurately.

As a global company with operations around the world, Exterran has a diverse workforce. The Company believes that adopting this HCM tool to capture personal attributes will provide better insight into how our workforce differs from one country to another and allow the Company to better understand whether specific groups are underrepresented in a particular country's workforce. This knowledge will enable us to work with local HR and advisors to better achieve representation of that culture's population while complying with local laws and being mindful of cultural norms.



2019 HR EMPLOYEE DATA

30	Contractors Transferred to Permanent Employees
1442	Involuntary Terminations
463	Voluntary Terminations
956	2019 Total Hires
611	2019 Hired and Terminated
345	Active New Hires at Year End 2019

DIVERSITY AND CULTURE

Exterran has roughly 3,500 employees worldwide who represent more than 40 nationalities. Our Board and management value diversity in ethnicity, race, national origin and geography to understand the needs and viewpoints of our global customers, employees, governments and other stakeholders. Among our eight directors, three are citizens of the United States, two are citizens of Canada, one is a citizen of the United Kingdom, one is a citizen of Egypt and Brazil, and one is a woman who is a citizen of both Brazil and the United Kingdom.

Like our employee base, our Board is diverse by gender, ethnicity and national origin. Our leadership is also diverse by gender, ethnicity and nationality.

The Nominating and Corporate Governance Committee places great emphasis on diversity of personal and professional experiences, skills, nationality, gender, ethnicity, race, education and backgrounds, and actively considers diversity in the recruitment and nomination of directors. The judgment and perspectives offered by a diverse Board of Directors improve the Board's decision making and helps the Board respond more effectively to the needs of the Company's stakeholders, including shareholders, employees, customers, suppliers and local communities, thus enhancing the Company's business performance.

The Company's core values — Integrity, Customer Focus, Accountability, Collaboration, Courage and Curiosity — are represented in our Code of Conduct and guide our actions as individuals and as a company. The foundation of these core values is our commitment to people and safety, and together, they shape our culture, results and reputation. Our Code of Conduct can be found on our website.

To remain current with our practices and applicable laws and regulations, appropriate functional groups review all policies annually, and changes or updates are approved by management.



GEOGRAPHIC DIVERSITY

	F	M	N	TOTAL
UAE	24	357	-	381
Argentina	32	465	-	497
Bahrain	-	36	-	36
Bolivia	10	70	-	80
Brazil	39	350	-	389
Canada	11	22	-	33
China	2	5	-	7
Colombia	5	17	-	22
Ecuador	-	2	-	2
Egypt	-	2	-	2
Indonesia	5	62	-	67
India	1	2	-	3
Mexico	29	314	-	343
Malaysia	1	3	-	4
Nigeria	6	52	-	58
Oman	7	204	-	211
Peru	4	19	-	23
Pakistan	-	61	-	61
Russia	5	19	-	24
Singapore	11	87	-	98
Thailand	28	507	-	535
Tunisia	-	1	-	1
US	120	464	-	584
Not listed	-	-	6	6

*As of August 2020

OUR
EMPLOYEES

304
FEMALE

3,121
MALE

6
NOT
LISTED

3,467
TOTAL

OUR BOARD AND MANAGEMENT VALUE DIVERSITY IN ETHNICITY, RACE, NATIONAL ORIGIN AND GEOGRAPHY TO UNDERSTAND THE NEEDS AND VIEWPOINTS OF OUR GLOBAL CUSTOMERS, EMPLOYEES, GOVERNMENTS AND OTHER STAKEHOLDERS.

COVID-19 RESPONSE

Exterran's crisis management team moved rapidly to globally address the outbreak of COVID-19 and our employees' concerns. To assist our Company and employees in safely navigating this pandemic, we adopted core objectives, key operating rhythms and core principles detailed here:

Core Objectives

- Ensure safety and health at the forefront of decision-making while meeting customer requirements
- Provide guidance that is relevant, consistently communicated by leaders and understood by employees
- Keep employees safe as they return to work during a pandemic
- Promptly answer questions related to concerns
- Comply with local, state and federal requirements



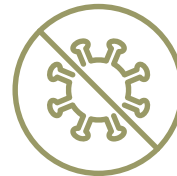
Key Operating Rhythms

- Daily interaction with teams around the world, including continuous interactions with executive leadership and the Board
- Consistent contact tracing implemented globally
- Visibility to all Exterran locations across our global operations
- Return to work strategies customized for each office and field site around the world



Core Principles

- Practice social distancing of six feet
- Wash hands frequently and for at least 20 seconds
- Sanitize surfaces and touch points
- Wear a mask when social distancing isn't possible
- Be accountable and responsible for yourself



EXTERRAN CARES

Our commitment to social responsibility is reflected in various Company initiatives, including our community contributions and outreach efforts. In 2017, we formed Exterrzan Cares™ to manage our contributions and volunteer efforts. Through Exterrzan Cares™, in 2019, our Company and our employees contributed to numerous charitable and community initiatives. More than 1,500 employees volunteered at more than 60 community service projects and activities, including supporting a Houston elementary school through our active participation in STEM events, tutoring and mentoring programs and providing supplies for classrooms and students, participating in World Cleanup Day, and donating and volunteering at local food banks, hospitals and shelters. Our Company is committed to providing continued support to the causes that matter to our global employees and our communities.


1,500
EMPLOYEES
VOLUNTEERED

60+
COMMUNITY
SERVICE
PROJECTS





GOVERNANCE AND ETHICS



Exterran's core values guide our actions as individuals and as a company. The foundation of our values is our commitment to people, safety, and compliance. Together they shape our culture, results and reputation. The Board conducts an annual evaluation of itself and its committees.

BOARD OF DIRECTORS

Our Company is committed to sound corporate governance policies and practices, designed and routinely assessed to enable the Company to conduct business responsibly, compete more effectively, sustain our success and build long-term shareholder value. The Company is governed by our Board of Directors and its committees, which provide oversight and guidance concerning our overall performance, strategic direction and key business objectives and risks. Directors discharge their responsibilities at Board and committee meetings and through ongoing communication with each other and management. Board members are nominated for a one-year term that expires at the annual meeting or when their successors are elected and qualified. Our Board is diverse by gender, ethnicity and national origin.

OUR BOARD IS
DIVERSE BY GENDER,
ETHNICITY AND
NATIONAL ORIGIN.



Andrew J. Way
President,
Chief Executive Officer
& Director
2015-Present



Mark R. Sotir
Executive Chairman
2015-Present



John P. Ryan
Director
2015-Present



William M. Goodyear
Lead Independent Director
2015-Present



Ieda Gomes Yell
Director
2015-Present



James C. Gouin
Director
2015-Present



Hatem Soliman
Director
2019-Present



Christopher T. Seaver
Director
2015-Present

BOARD STRUCTURE

Our eight-member Board includes our President and CEO, our Executive Chairman, and six independent directors, including a Lead Independent Director, to ensure that the Company maintains a corporate governance structure with appropriate independence and balance.

The Board has designated an Audit Committee, a Nominating, Governance & Sustainability Committee and a Human Capital & Compensation Committee to assist in the discharge of the Board's responsibilities.

While our management team is responsible for the day-to-day management of risk, the Board has broad oversight responsibility and an active role, both as a whole and through its committees, in overseeing the management of the Company's risks. In this role, the Board receives regular reports from members of management on areas of significant risk to us, including financial, operational, strategic, environmental (including climate and water), health and safety, cybersecurity, employee development and succession, and social risks and concerns, to satisfy itself that the Company's risk-management processes are functioning as intended and to ensure that the Company is promoting a culture of ethical, prudent decision-making. The Board's involvement in reviewing, approving and monitoring our fundamental financial and business strategies, as contemplated by our Corporate Governance Principles, is also essential to determine the types and appropriate levels of risk we undertake.

In connection with its ongoing risk oversight, the Board reviews an annual Enterprise Risk Management report provided by management, which assesses current risks most significant to the Company (including cybersecurity risks) and mitigation of those risks. The Company retains an independent cybersecurity advisor to provide additional oversight and assist the Company's mitigation of cybersecurity risks.

Committees also regularly provide a detailed review of other specific risks and opportunities. All Board committees are comprised solely of independent directors and generally assist with oversight of risks within their respective areas of responsibility.

SUSTAINABILITY STRUCTURE

Our governance model includes a Sustainability Committee that supports the Board and ELT in the oversight of sustainability-related risks and opportunities. The committee also updates our Environmental Management Plans, including sustainability-related risks, objectives and action plans. Our sustainability framework starts at the top with our Board and extends through our functional business units.



ETHICS AND BUSINESS CONDUCT

We believe that ethical behavior requires that we maintain the highest level of integrity to ensure we do the right thing in all our actions. We work to maintain our reputation as a great company, trusted by all our stakeholders in the communities and locations where we operate. Our Code of Conduct is the bedrock upon which we forge this trust. The Code of Conduct is designed to help employees understand our Company's integrity standards and provide guidance to maintain those standards.

Our Code of Conduct reflects our beliefs, including our confirmation of fundamental human rights, freedom of association, protecting minority and women's rights, and fair wages for our employees. All employees and contractors are required to consent in writing to comply with the Code of Conduct.

We value diversity of cultures, capabilities and thoughts. We treat everyone with fairness, respect, and dignity and are committed to providing equal opportunity in all employment aspects. We do not tolerate any form of discrimination, harassment or abuse.

We also have an enhanced global Ethics Helpline. Our Ethics Helpline is proactively communicated to our employees. It is administered by a third party and is available in several languages. The Helpline provides an anonymous grievance mechanism for our employees to voice concerns or violations of our Code of Conduct. Our compliance department monitors the Helpline daily and all concerns received are recorded and addressed following a standard confidential procedure.

**WE PROHIBIT
BRIBERY
& CORRUPTION**



ANTI-BRIBERY TRAINING

HUMAN RIGHTS TRAINING

**Employees who
Completed in 2019**

1,293

1,155

**Percentage of
assigned employees
completing training**

99%

99%

CEO PAY RATIO

We have a global workforce, with approximately 76% percent of our employees located outside the United States.

In 2019, we reviewed our global employee population, and due to substantial changes, we identified a new median employee to ensure an accurate reflection. We used the following methodology:

- Our employee population as of Dec. 31, 2019, was 3,605, which included all full-time and part-time employees, but excluded contractors or people employed through a third-party provider.
- Total cash compensation is our consistently applied compensation measure (approximately 2% of our employees receive annual equity awards).
- For employees in countries outside the United States, excluding Argentina, we converted compensation from the local currency to U.S. dollars using the exchange rate at the close of 2019.
- For employees in Argentina, we used monthly exchange rates because of multiple government-mandated pay increases and volatile exchange rates.

To calculate the CEO pay ratio for 2019, we identified total compensation for our median employee of \$38,330.

CEO Andrew Way's 2019 annual total compensation, as reflected in the proxy under the 2019 Summary Compensation Table, was \$5,587,700.

Based on this information, for 2019, the ratio of the annual total compensation of CEO Andrew Way to the median of the annual total compensation of all employees was 146 to 1.

	MEDIAN EMPLOYEE	CEO COMPENSATION	ANNUAL COMPENSATION RATIO
2018	\$32,550	\$5,756,000	177 TO 1
2019	\$38,330	\$5,587,700	146 TO 1
DELTA	17%	-3%	-17.5%

SUPPLY CHAIN: LOCAL SUPPLIERS

In addition to complying with local purchase requirements mandated by particular locations, Exterran is committed to maximizing local procurement of goods and services required in each region where practicable to drive cost productivity, transactional efficiency, local availability for customers, and local community employment and growth.

Exterran's gas compression and process and treating portfolio of product offerings include a substantial portion of Original Equipment Manufacturer (OEM) content sourced from large multinational OEMs for which there are limited procurement options available outside of North America. Exterran strives to locally source the remaining equipment and parts needed for these integrated product offerings where reasonably possible.

For example, except for engines and compressors sourced from OEMs located in the United States, all other sub-systems, parts and commodities needed to manufacture gas compression equipment in Singapore are procured from local suppliers in Singapore and nearby Southeast Asian countries. This makes up more than 30% of the cost of the product. Similarly, in a span of two years, local sourcing from the United Arab Emirates, Gulf Cooperation Council states, India and China has increased from less than 30% to more than 70% for gas processing and treating and water treatment projects executed at our Hamriyah, UAE facility. This localization benefits both the communities and the workforce and enables Exterran to comply with local content requirements.

SUPPLY CHAIN: RECYCLED MATERIALS

Exterran extensively uses repurposed or remanufactured goods as part of our Aftermarket Service business and our Contract Operations business. In operating, maintaining and overhauling our gas compression products, we reutilize or refurbish engine components such as cylinder heads, turbochargers, liners, water pumps, valves and other engine or frame components where practicable. These components are reclaimed, reworked and made to zero hour condition rather than procuring new parts, reducing our use of energy and non-renewable resources. These components can be used as refurbished part components. More often, they are used in engine and compressor refurbishments that take the entire compression asset to a zero-hour condition.

Our Contract Operations team also regularly conducts scheduled oil sampling to assess the Total Base Number (TBN) value of oil used in gas compression operations. With TBN, we regularly monitor oil condition as part of our operations and manage oil usage to maintain engine oil quality rather than merely replacing and disposing of oil based on set time intervals.

Exterran's Contract Operations team typically includes existing used assets as the core part of new operating bids. While more often applicable to gas compression products, bids may also include existing processing and treating equipment, allowing us to provide the customer with a lower project cost by including only "make ready," rather than new, equipment costs in our proposal.

In our Products business, which includes goods manufactured by Exterran, metal and non-metal scrap generated during manufacturing activities are segregated by material type and either recycled or properly disposed of as allowed by local regulation.

EXTERRAN STRIVES TO LOCALLY SOURCE THE REMAINING EQUIPMENT AND PARTS NEEDED FOR THESE INTEGRATED PRODUCT OFFERINGS WHERE REASONABLY POSSIBLE.



SUPPLY CHAIN: SUPPLIER QUALIFICATION

Exterran has a supplier qualification process whereby new suppliers must meet various criteria, including an evaluation that screens and quantifies them for adverse environmental impacts. If a supplier is likely to have a potentially negative environmental impact, such as emissions, or effluent discharge, we require that supplier to provide both manufacturing process and quality assurance plans that include plans to preempt and prevent possible negative impacts.

Per Exterran guidelines, suppliers are categorized into tiers of risk categories. Following vendor approval and inclusion in Exterran's approved vendor list, suppliers are periodically reaudited, and their environmental screening is revalidated. Tier 1 suppliers are audited annually, and Tier 2 and 3 suppliers are reaudited every three years.

Supplier qualification for direct materials, purchased services and indirect sourcing initiated after ISO-14001 (2015) certification and the release of Exterran's updated Code of Conduct in 2017 includes supplier screening for additional social-related criteria.

Our supplier due diligence and qualification process also requires suppliers to provide a self-assessment addressing specific criteria, including child labor, forced labor, and safety. Additionally, our Supplier Quality Engineers observe and assess compliance with these self-assessments. We have not observed any incidents of child labor usage by our suppliers.

Subcontracted labor, especially in the Middle East, is reviewed to ensure workers are employed by contractors in compliance with local laws. Our staff also tests skilled or semi-skilled subcontract laborers for proficiency. Contracts, licenses and permits are reviewed for compliance with applicable laws.



OUR SUPPLIER DUE DILIGENCE AND QUALIFICATION PROCESS ALSO REQUIRES SUPPLIERS TO PROVIDE A SELF-ASSESSMENT ADDRESSING SPECIFIC CRITERIA, INCLUDING CHILD LABOR, FORCED LABOR, AND SAFETY.

ASSOCIATED MEMBERSHIPS AND AFFILIATIONS

At Exterran, we focus on linking our people with the organizations that support our industry and communities and further developing our people. Whether we hold a full membership or are deeply engaged within an organization, we focus on keeping our people, processes, and business aligned with our industry's best practices and evolving technology.

Some of the organizations we participate in are:

PETROLEUM EQUIPMENT
& SERVICES ASSOCIATION
(PESA)

PRODUCED WATER
SOCIETY

GPA MIDSTREAM
ASSOCIATION

TEXAS BOARD OF
PROFESSIONAL ENGINEERS

AMERICAN SOCIETY
OF MECHANICAL ENGINEERS
(ASME)

PROJECT MANAGEMENT
INSTITUTE
(PMI)

NATIONAL FIRE PROTECTION
ASSOCIATION
(NFPA)

AMERICAN
PETROLEUM INSTITUTE
(API)

OKLAHOMA BOARD OF
PROFESSIONAL ENGINEERS

OIL & GAS TRAFFICKING
AWARENESS GROUP

JUNIOR
ACHIEVEMENT

HOUSTON
FOOD BANK

KID'S MEALS
HOUSTON

YMCA

LEE ELEMENTARY SCHOOL,
HOUSTON, TEXAS

STAR OF HOPE

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