



ESG
REPORT
2023



REIGN CAPITAL

OIL & GAS

UPSTREAM

MIDSTREAM

OILFIELD SERVICES

REAL ESTATE

COMMERCIAL HOLDINGS

NEW DEVELOPMENTS

PROPERTY MANAGEMENT

INVESTMENTS

AUTOMOTIVE

ENTERTAINMENT

HEALTHCARE TECHNOLOGY



Reign Capital Holdings is a privately-owned investment company based in Oklahoma City, opportunistically investing in an assembly of long-time business interests. Founded by David D. Le Norman, whom has over 40 years of experience and expertise in oil and gas operations, Reign Capital Holdings is quickly becoming a premier Oklahoma community partner through creative partnerships in the energy, automotive, real estate and technology industries.

INVESTMENTS

CURRENT INVESTMENTS AND SAMPLING OF REALIZED INVESTMENTS

CURRENT INVESTMENTS



SELECT REALIZED INVESTMENTS



CORE VALUES

Our core values are the cornerstones of our business. They embody our company culture, motivate our staff and guide our decision making. ESG is transparency. ESG is leadership. ESG is the standard for cultivating new partnerships.

I TRANSPARENCY

Communication is key at Reign Capital. We are committed to a consistent internal dialogue because we believe the path to success is found in listening to *everyone's* ideas.

I LEADERSHIP

Whether civic, industry-focused or mentor based, Reign Capital is dedicated to leadership. We lead by example, and we lead to motivate others to reach their full potential and contribute to the greater good.

I RELATIONSHIPS

Our success is rooted in our partnerships. We develop strong working relationships built on trust, transparency and respect.

Environmental Responsibility

Reign Capital believes it is the responsibility of all energy companies, regardless of their scope, size or the source of the energy they provide to ensure day-to-day operations are optimized to best protect our environment.

Technological advancements have allowed U.S. producers to unlock vast resources of oil and natural gas while reducing emissions and their environmental footprint. As a result, U.S. energy related greenhouse gas emissions are at 25-year lows. In Oklahoma, CO₂ emissions have been reduced by 37% since 2006.

In partnership with Oklahoma Energy Resources Board, we are voluntarily taking responsibility for orphaned and abandoned well sites left by companies that no longer exist. These projects continue to expand crop areas and increase native habitats for wildlife across our state.

“We are good stewards of our land...after all, we live here too!”

DAVID LE NORMAN
FOUNDER & MANAGING PARTNER

STRATEGIC PARTNERSHIPS

in oil and gas

Reign Capital actively seeks out opportunities to collaborate with strategic partners who have a shared interest in improving performance while remaining environmentally focused. The following is a sampling of organizations we are pleased to call partners:



Click on a partner link below to access the organization's latest ESG report:

- [Continental Resources](#)
- [Canvas Energy](#)
- [Gulfport Energy](#)
- [Marathon Oil](#)
- [Ovintiv](#)

SUSTAINABILITY

COMMERCIAL REAL ESTATE AND AUTOMOTIVE OPERATIONS

Reign Capital believes sustainability is of key importance not just in the oil and gas sector, but as it pertains to commercial real estate and automotive operations.

Over the course of the next 5 years, Le Norman Properties plans to install alternative fueling stations (EV charging stations) at multiple commercial sites. The organization is continually identifying ways to minimize its carbon footprint. LED lights, for example, have become the standard for all new build-outs and replacement fixtures.

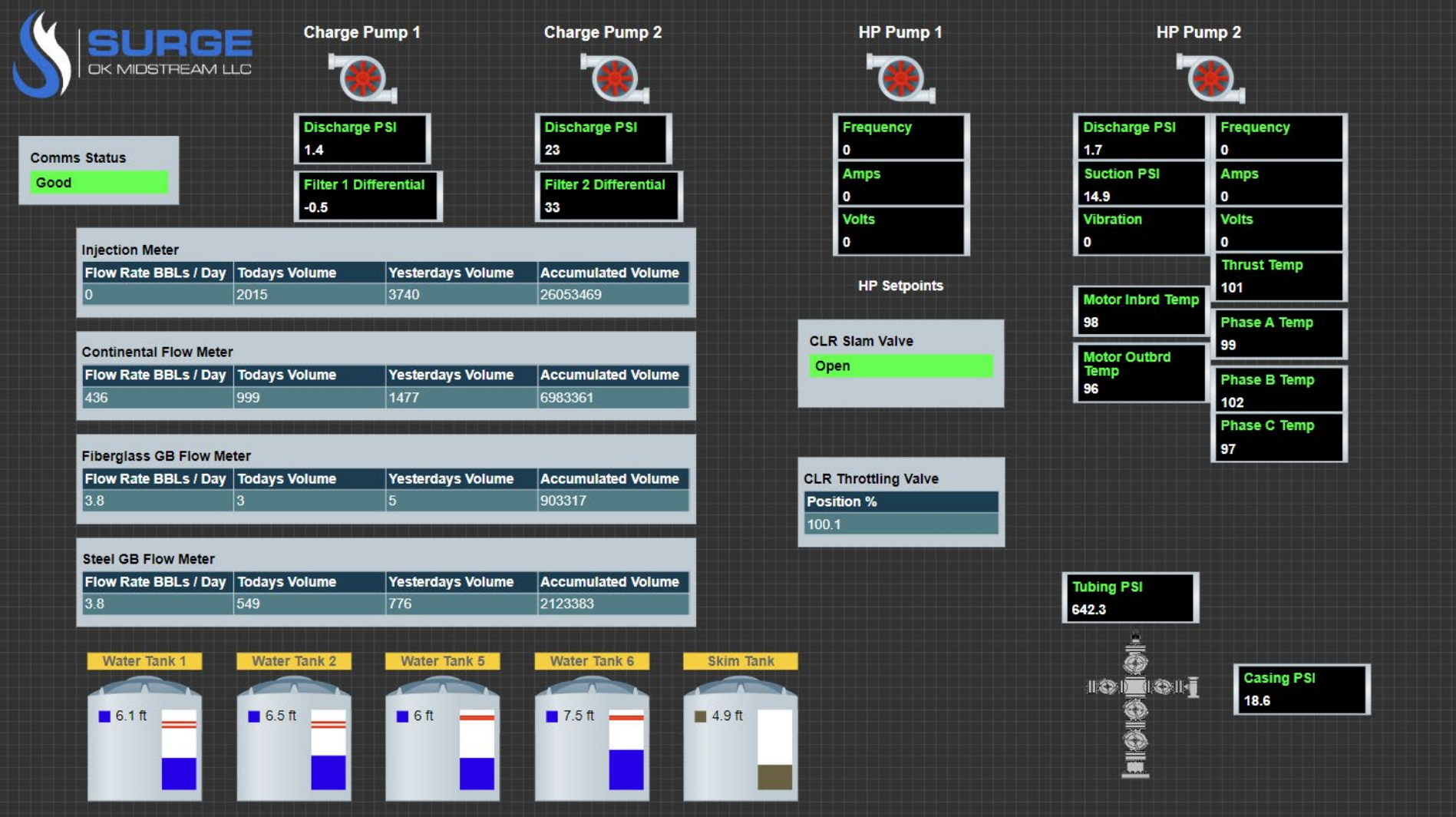
In 2020, the organization opened the Executive Hub, a shared office space in the prestigious Gaillardia Parkway area of Northwest Oklahoma City. Entrepreneurs and small business owners are enjoying the cost savings and advantages associated with shared services.

Merit Auto Group partners with only the best for waste management including oil recycling, oil filter disposal, and hazardous waste pick up. The used motor oils are transported to a facility to be filtered and tested and then transferred to customers who use it for burner fuel in various types of industrial operations. Gill's Waste Oil is DEQ registered and EPA recognized.



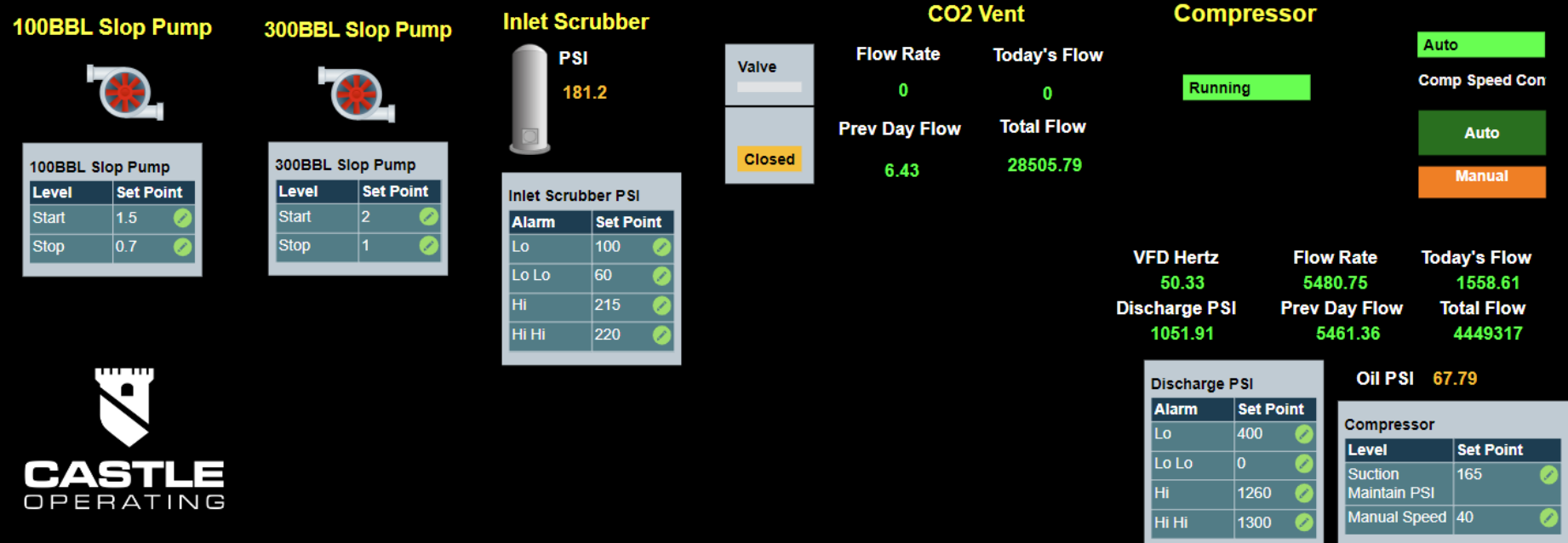
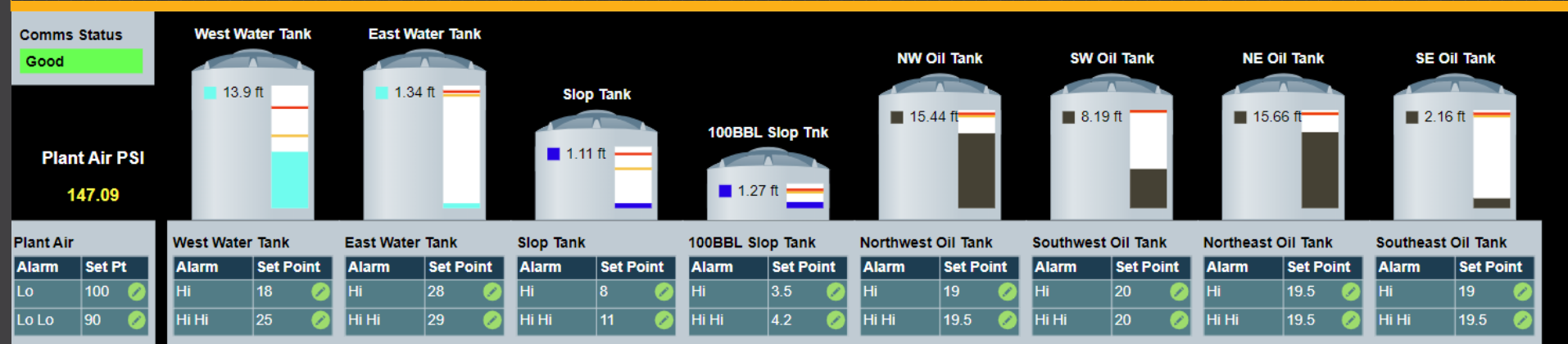
OILFIELD MONITORING

OnPing
DASHBOARD SAMPLES



Reign Capital invests in a 24-hour workforce and innovative digital technologies to monitor, control and alarm (if needed) oilfield activity. The team will be alerted immediately by phone call, text and email if anything outside of the norm occurs.

Automation technology will shut off the source of any potential leak until it can be manually located and troubleshoot. Federal Leak Detection and Repair (LDAR) rules require identified leaks to be repaired within 30 days, but we typically repair such leaks within just a few hours.



FEATURED PARTNERSHIP

THE OKLAHOMA ENERGY RESOURCES BOARD

As Chairman of the Oklahoma Energy Resources Board (OERB), our Founder and Managing Partner is dedicated to the well-being and prosperity of Oklahomans. From high-paying jobs to infrastructure, providing billions of dollars for education, restoring our land and helping lead the way to America's energy independence, the OERB is committed to empowering unlimited opportunity for all.

Oklahoma
OIL & NATURAL GAS

Homeroom SOER

Education Economic Impact Environment & Innovation Safety Well Cleanup About

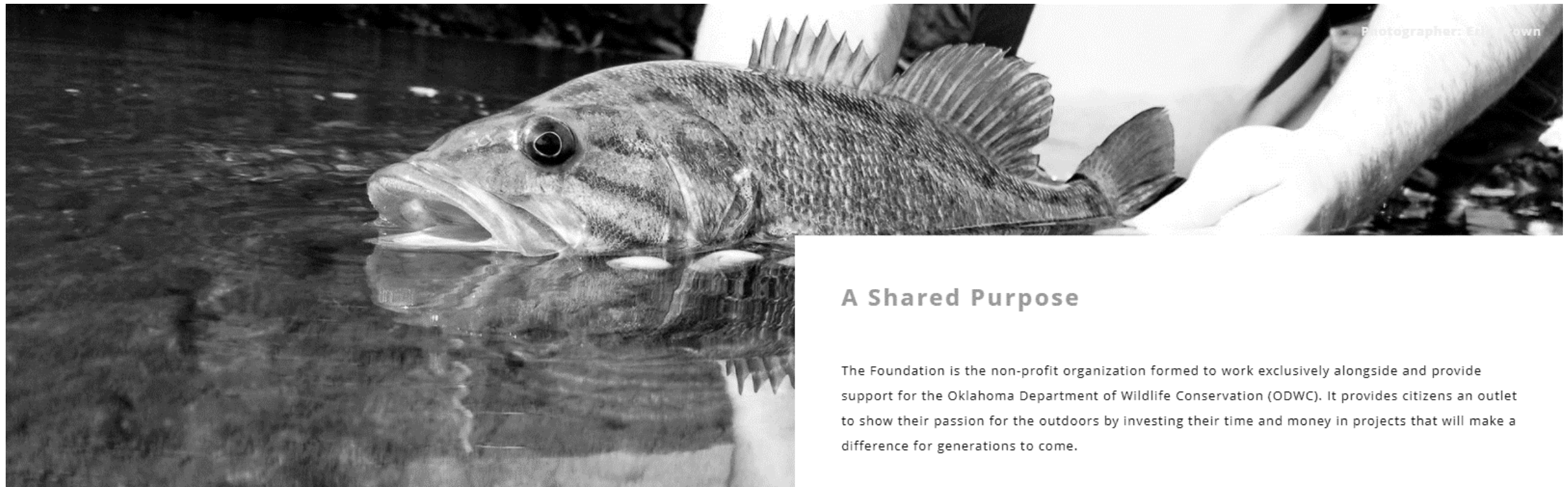


In further partnership with the OERB, Reign Capital is voluntarily taking responsibility for orphaned and abandoned well sites left by companies that no longer exist. These projects continue to expand crop areas and increase native habitats for wildlife across our state.

FEATURED SPONSORSHIP

OKLAHOMA WILDLIFE CONSERVATION FOUNDATION

As a multi-year Hall of Fame Preservation Sponsor, Reign Capital is proud to support the mission of the Oklahoma Wildlife Conservation Foundation: conserving, preserving and promoting Oklahoma's wildlife, wild spaces and outdoor heritage.



A Shared Purpose

The Foundation is the non-profit organization formed to work exclusively alongside and provide support for the Oklahoma Department of Wildlife Conservation (ODWC). It provides citizens an outlet to show their passion for the outdoors by investing their time and money in projects that will make a difference for generations to come.

Our sponsorship supports the following projects:

- ❖ Stream Rehabilitation
- ❖ Educational Programs (550+ schools)
- ❖ Upland Game Bird Habitat Restoration
- ❖ Wetland Development
- ❖ Equipping Game Wardens
- ❖ Lake Renovations

Social Responsibility

David Le Norman sets the tone for his organization with one simple premise...lead by example.

As a result, Reign Capital supports a wide variety of charitable organizations, both locally and nationally. Support is provided through both monetary donations and employee volunteerism.

Industry advocacy is another passion point of Reign Capital. After all, the Oklahoma oil and natural gas industry is a key pillar of the state, providing countless high-paying jobs and hundreds of millions of dollars to schools and towns each year.

Lastly, we are committed to ensuring the safety, health and welfare of our employees, customers and environment.

*“Safety will always
come first”*

ANVILLE FRANCIS
CHIEF OPERATING OFFICER
SPITFIRE ENERGY GROUP

PHILANTHROPIC FOCUS

CONTRIBUTION PLANNING

Founder and Managing Partner, David D. Le Norman and his wife Cory, are passionate about giving back to the community. They are active philanthropists contributing to a wide variety of charitable organizations both locally and nationally. Reign Capital supports the family's mission by focusing its charitable contributions on the organization's most beloved passion points – children's health & wellness and young minds.



CHARITABLE DONATIONS

SAMPLING OF ORGANIZATIONS REIGN CAPITAL SUPPORTS MONETARILY

Over the last ten years, well over \$10 million dollars has been donated to a variety of charitable organizations. Below is a sampling of *just a few* of the organizations Reign Capital has supported.



+ the dozens of other local schools, non-profits and community initiatives Merit Auto Group supports.

LIFE-SAVING TECHNOLOGIES

QUINCY LE NORMAN NUTRITION CENTER AT OU CHILDREN'S

Funded by a \$1.5 million gift, the Quincy Le Norman Nutrition Center opened in early 2021 at Oklahoma Children's Hospital. Oklahoma's tiniest babies now have a greater chance of not only surviving, but thriving thanks to new, life-saving technologies made possible through the generous gift. One of the features that sets apart the new nutrition center is the ability to track and trace breast milk, donor milk, formula and other additives, while interfacing with the patient's electronic health record. A human milk analyzer determines how and to what extent milk must be fortified to meet each infants' specific nutritional needs.



FUNDING THE FUTURE

INTEGRATING STEM INTO CHILDREN'S EDUCATION

Reign Capital partnered with the Cal Ripken, Sr. Foundation to transform a classroom at Nichols Hills Elementary (NHEE) in Oklahoma City, comprised of 65% minorities, into a state-of-the-art STEM lab. The new space has allowed STEM learning to become an integral part of each child's education. Teachers receive STEM resources to inspire students and increase their understanding of engineering, coding, robotics and more.

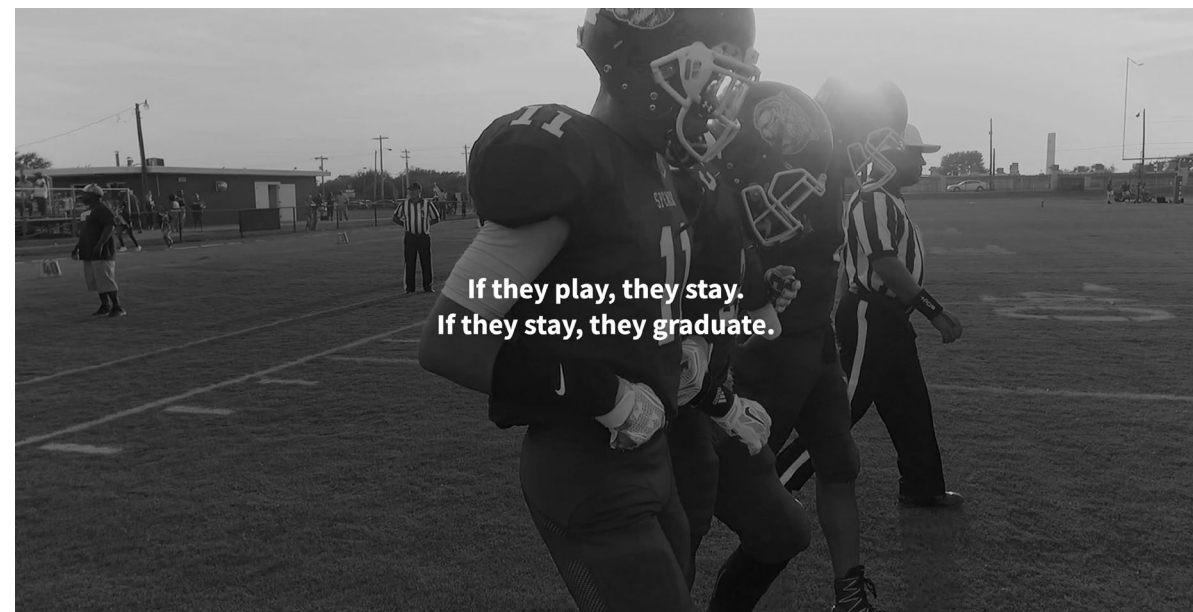
In 2023, Reign Capital announced a partnership with Feed the Children to provide much needed resources to NHEE students and families. This program will address the needs for school supplies, hygiene items and shelf-stable food items.



KEEPING THE LIGHTS ON

SUPPORTING LONG-TERM MAINTENANCE OF FIELDS & FUTURES OPERATIONS

In December 2021, at the annual Fields & Futures Bowtie Ball, David Le Norman announced a \$500,000 gift to support long-term maintenance of Fields & Futures operations. This gift was aptly named “Keep the Lights On,” and the event was themed around this premise. Le Norman was meeting a crucial need at a critical point in Fields & Futures timeline. It was the 10th year since Fields & Futures inception, and the end of their project construction timeline. With the construction responsibility complete, Le Norman saw the need to help offset the organization’s operational expenses and help “Keep the Lights On” by supporting long-term sustainability of their work for generations to come. He recognized it was much easier to ask an organization to brand a field than it was to request funds to pay ongoing bills and fund maintenance staff. Through Le Norman’s industry leadership, the “Keep the Lights On” gift stimulated a new round of donor support to match his gift, giving Fields & Futures’ critical go-forward infrastructure funding.



VOLUNTEERISM

SAMPLING OF VOLUNTEER OPPORTUNITIES

While monetary donations are paramount to the success of many charitable organizations, Reign Capital also encourages employees to engage in community volunteerism throughout the year. This has proven to be an excellent form of team building, while also providing further assistance to the local community.



INDUSTRY ADVOCACY

David Le Norman is one of the most well-known industry advocates in Oklahoma. He is the current Chairman of the Oklahoma Energy Resources Board (OERB) after serving as the Communication's Committee Chairman from 2018 through 2020. From 2019 through 2021, Le Norman served as the first Chairman of the Petroleum Alliance of Oklahoma. David Le Norman is also actively engaged as a board member of the Domestic Energy Producers Alliance (DEPA).

In 2023, Le Norman was named the Petroleum Alliance of Oklahoma's Legacy Award Recipient in recognition of his individual achievement on behalf of the organization and the oil and natural gas industry as a whole. "There's no more deserving person," outgoing Alliance Chairman Blu Hulsey said when presenting the Legacy Award at the organization's June Annual Meeting. "He is giving of his time and his talents. He is representative of what our industry is all about."



CHARITABLE INFLUENCE

RECENT AWARDS RECOGNIZING REIGN CAPITAL HOLDINGS

In 2020, Reign Capital was selected as a Beacon Award recipient for its charitable influence by the Journal Record and in 2021 David Le Norman was named one of the Journal Record's Most Admired CEOs.

THE JOURNAL RECORD

BEACON AWARDS 2020 CHARITABLE INFLUENCE

REIGN CAPITAL HOLDINGS LLC

Reign Capital Holdings LLC has benefited the Oklahoma City community by blessing a wide range of groups with its charitable donations and volunteerism. The company's support has helped the American Indian Cultural Center, Foundation for Oklahoma City Public Schools, OKC Police Athletic League, OU Medicine, the Wes Welker Foundation and more.

In 2019, the total monetary value of its donations was nearly \$1.9 million, with an additional \$1 million pledged to The Children's Hospital at OU Medicine in 2020 and 2021. The gift will be used to establish a state-of-the-art neonatal nutrition center, which has a special meaning to Reign Capital Founding and Managing Partner David D. Le Norman.

"My wife, Cory, and I firmly believe the reason (our daughter) Quincy is here today is because of the great support OU Children's provided during her first 88 days of life," Le Norman said. We feel so fortunate we can now meet a need that will lead to a whole new level of care at the Children's Hospital. This nutrition center will add state-of-the-art technologies to save many

more lives."

"Thanks to the Le Norman family, we will have greater capacity to deliver lifesaving technologies and to redefine excellence in neonatal care," said Trent Tipple, M.D., neonatal intensive care physician and section chief of Neonatal-Perinatal Medicine, The Children's Hospital. "The future Quincy Le Norman Nutrition Center represents another major step forward in our ability to provide the best neonatal nutrition for each patient."

Reign Capital has also invested in students at Nichols Hills Enterprise Elementary School through financial support that provided curriculum, tools and equipment for a new STEM program. In addition, the company's entire staff volunteered in the STEM Center build-out.

"When we heard that Nichols Hills Enterprise Elementary was in need of a STEM Center, we jumped at the chance to help," said Ashley McClain, director of communications at Reign Capital Holdings. "Science, technology, engineering and math curricula are the building blocks for a successful career in oil and natural



Reign Capital employee judges Nichols Hills Enterprise Elementary's Invention Exposition.

gas – one of the key pillars of our business and the cornerstone of our state. We are committed to providing the school with the tools and resources they need to enable their students to develop problem-solving skills and learn the fundamentals that lead to a rewarding future."



David Le Norman

Reign Capital Holdings LLC
Founder and Managing Partner



A person working in the challenging oil industry these days succeeds by diversifying, innovating and embracing new technology. David Le Norman does those things well as founder and managing partner of Reign Capital Holdings LLC, which is helping grow the energy, real estate, automotive and technology sectors in Oklahoma.

With his collaborative style, Le Norman looks to create symbiotic relationships between the company's holdings, a strategy that provides a competitive advantage and gives him fresh perspective as the industry evolves.

In 2019, Reign Capital developed the Executive Hub to cater to oil and gas professionals and other independent entrepreneurs who were displaced or downsizing, said Ashley McClain, Reign's communications director. This move proved prescient as COVID-19 hit the next year and more people needed help.

"David sets the tone for his organization through a tireless work ethic, always pushing forward but stopping to show compassion and encouragement for those less fortunate or struggling," she said. "The path to success, though, he says is simple – just outwork and outthink your fellow players while listening to everyone's ideas."

Le Norman is generous in serving nonprofits. He and his wife, Cory, established and funded the Comprehensive Nutrition Center at the University of Oklahoma Children's Hospital at OU Health, and he is the single-largest donor at Hearts for Hearing, said Kris Hopper, Hearts for Hearing's chief external affairs officer.

"David Le Norman's list of accomplishments and the organizations and causes he helps support could continue for

pages; however, he is also a modest person whose primary motivation is to help others achieve their full potential and life's dreams," she said.

Le Norman founded Reign Capital in 2019 and it now includes more than 25 employees, plus an additional 170 with the Merit Auto Group. His 40-year career has a strong track record of assembling teams, assets and strategies in the upstream oil and gas segment. Prior to entrepreneurship, he spent a decade with Texaco in various engineering and business development roles. He has a bachelor's degree in petroleum engineering from the University of Wyoming and a Master of Business Administration from Oklahoma City University. He also has done master's work in engineering at Oklahoma State University.

He is the first chairman of the Petroleum Alliance of Oklahoma, recently formed through the merger of the Oklahoma Independent Producers Association and the Oklahoma Oil & Gas Association. He has been vice chairman and public education chairman of the Oklahoma Energy Resources Board and was voted the OIPA's member of the year in 2018.

Private Company

Oklahoma's Most Admired CEOs 25

EMPLOYEE HEALTH & WELLNESS

FOSTERING HEALTH AND WELLBEING IN THE WORKPLACE

Reign Capital recognizes that as a small business employee health and wellness is paramount to our success. We provide extraordinary benefits to our employees, including:

- ❖ 100% employer paid premiums for both employees and their family members plus low deductibles and out-of-pocket limits (medical, dental and vision benefits)
- ❖ \$500 health reimbursement account for eligible medical expenses
- ❖ Complimentary CPR and first aid training
- ❖ Flexible working arrangements, as needed, to achieve work/life balance
- ❖ No-cost virtual visits with healthcare providers
- ❖ Mental health care
- ❖ Legal and financial assistance
- ❖ Support for child or elder care matters
- ❖ Relational counseling
- ❖ Substance abuse counseling
- ❖ Grief counseling

OILFIELD SAFETY

SAFETY AND HEALTH MANAGEMENT SYSTEM

Our comprehensive Safety and Health Management System (SHMS) has been developed to provide a systematic approach to safety and health and to have an incident free culture of safety. Our SHMS is driven by leadership and commitment from senior management and its readiness to provide resources for HSE matters. We are committed to providing a productive, safe, and healthy work environment for our employees, contractors, clients, customers and visitors. Our commitments are communicated to all employees, contractors and suppliers and include:

- ❖ To instill a corporate culture where harm to our staff through work is totally unacceptable;
- ❖ To be proactive in assessing health, safety and environmental hazards for new business, new and existing work systems, practices, and equipment;
- ❖ To encourage team problem solving at all levels of the organization to implement work practices that continually improve safety, environmental standards, and productivity;
- ❖ To report and investigate incidents and implement systems and practices that prevent reoccurrence;
- ❖ To ensure compliance with legal requirements and industry standards;
- ❖ To train managers and employees to competently perform work described in safe work procedures;
- ❖ To provide information to all employees, contractors and customers that inform them of health safety and environmental issues relevant to our operations;
- ❖ To ensure products are safe and without adverse environmental impact.

All staff have a responsibility for implementing this SHMS by striving to achieve a zero tolerance towards hazards, incidents, and injuries. We continuously improve safety and health management by setting objectives, plans and performance measures and regularly reviewing progress. We involve our staff in safety and health management through training and by contributing in identifying, assessing, and controlling hazards.

OILFIELD SAFETY CONT.

HIGHLIGHTS OF SAFETY AND HEALTH MANAGEMENT SYSTEM

The full SHMS is available for review, if requested. The following are highlights of the SHMS:

- ❖ Hazard Identification; Emergency Control of Hazards
- ❖ Risk Assessment Procedure
- ❖ PPE Assessment and Matrix
- ❖ Induction, Transfer and Refresher Training
- ❖ Supervisor Safety Management Training
- ❖ Drug and Alcohol Policy
- ❖ Reporting of Hazardous Conditions, Security Incidents or Injuries
- ❖ Driving Safety
- ❖ Emergency Preparedness
- ❖ Routine Site Inspections
- ❖ Preventative Maintenance Program for Tools and Equipment
- ❖ COVID-19 Policy

Corporate Governance

While not a public company, Reign Capital sees enormous value in strong corporate governance and believes it is vital for any organization to thrive.

The company believes there is power in the synergy of people working together toward common goals. Rewarding people with equity positions, generally monetarily, does contribute to the attraction and retainment of talent, but creating an environment in which each person can find purpose and enrichment has proven to be even more motivating than any financial reward.

The organization encourages discussion and internal innovation from associates at all levels. Collaboration in an open and honest forum is what the organization believes is the key to creating a competitive advantage.

*“The path to success
is often found in
listening to
everyone’s ideas”*

DAVID LE NORMAN
FOUNDER & MANAGING PARTNER

GOVERNANCE PRACTICES

PROCESSES AND STRUCTURE IN WHICH REIGN CAPITAL OPERATES

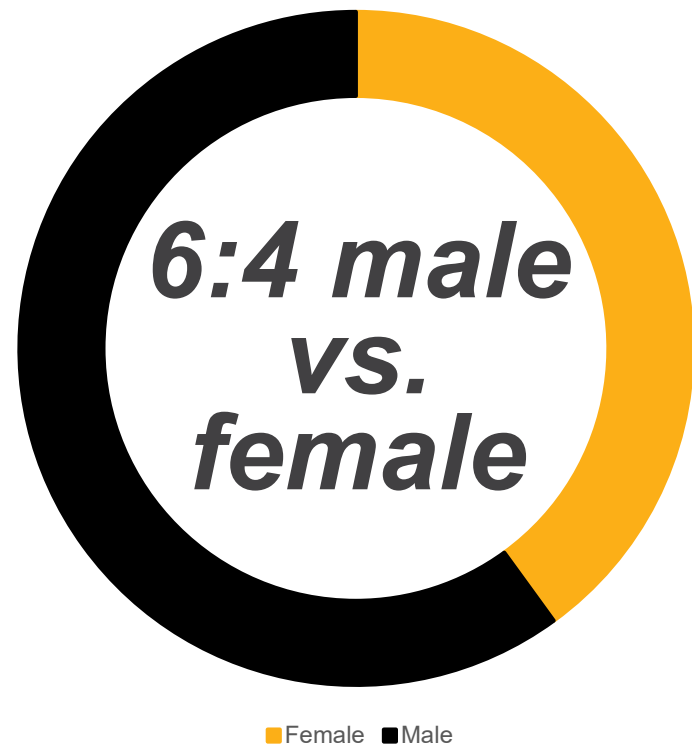
The following is a listing of various steps we take from a corporate governance standpoint to ensure accountability and transparency within our organization:

- ❖ We believe we have a fiduciary responsibility to act honestly, in good faith and in our company and trusted partner's best interests
- ❖ We do not discriminate. We make hiring decisions based solely on qualifications, merit and our business needs at the time.
- ❖ We have implemented sustainable cloud-based accounting procedures resulting in increased efficiencies and a reduction in paper waste
- ❖ In each area we operate we ensure compliance with all legal and regulatory authorities
- ❖ We take data security seriously with daily backups and 24/7 monitoring
- ❖ We take action to support the wider community, society and our environment
- ❖ We ensure open lines of communication with employees and partner organizations
- ❖ We seek the continued development of "sustainability accounting" procedures; sustainability accounting is defined as the practice of quantifying, analyzing, and reporting of a company's social and environmental impacts.

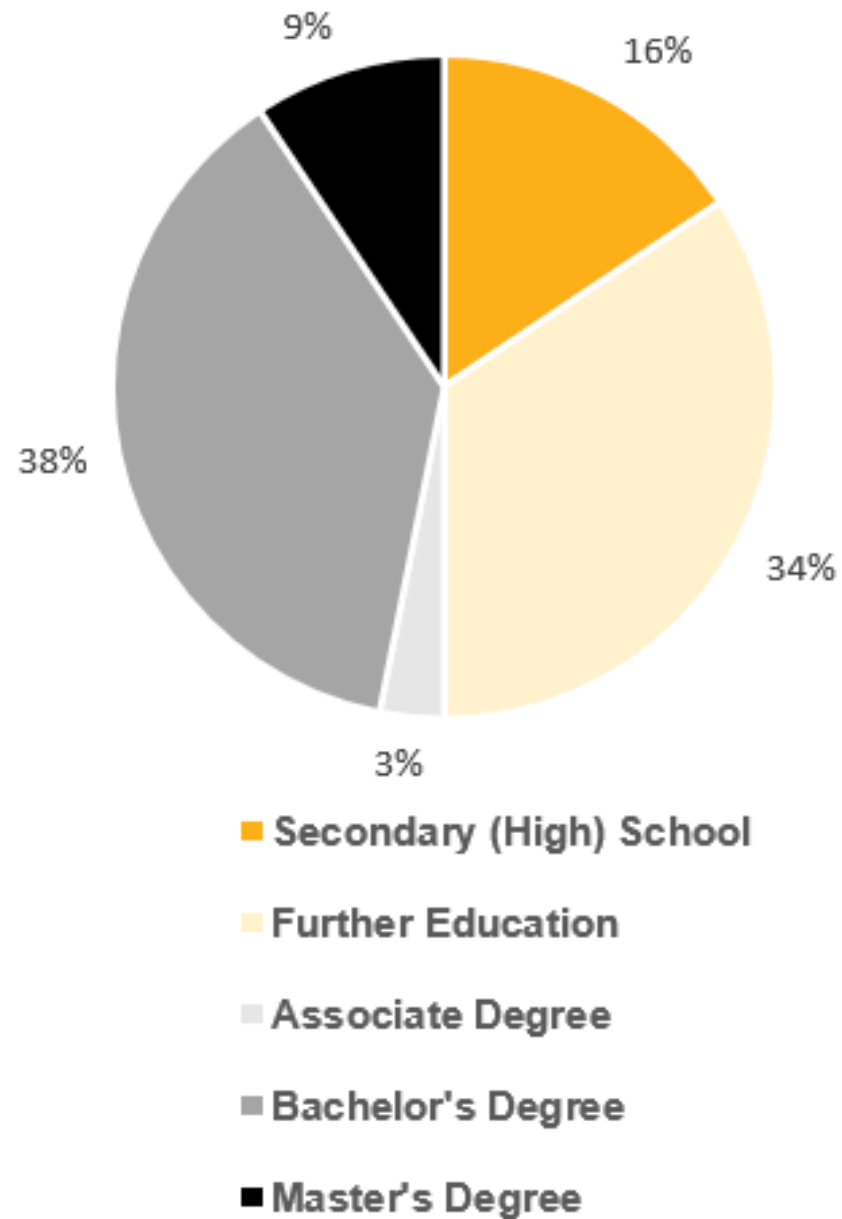
EMPLOYEE DEMOGRAPHICS

REIGN CAPITAL CORPORATE OFFICE

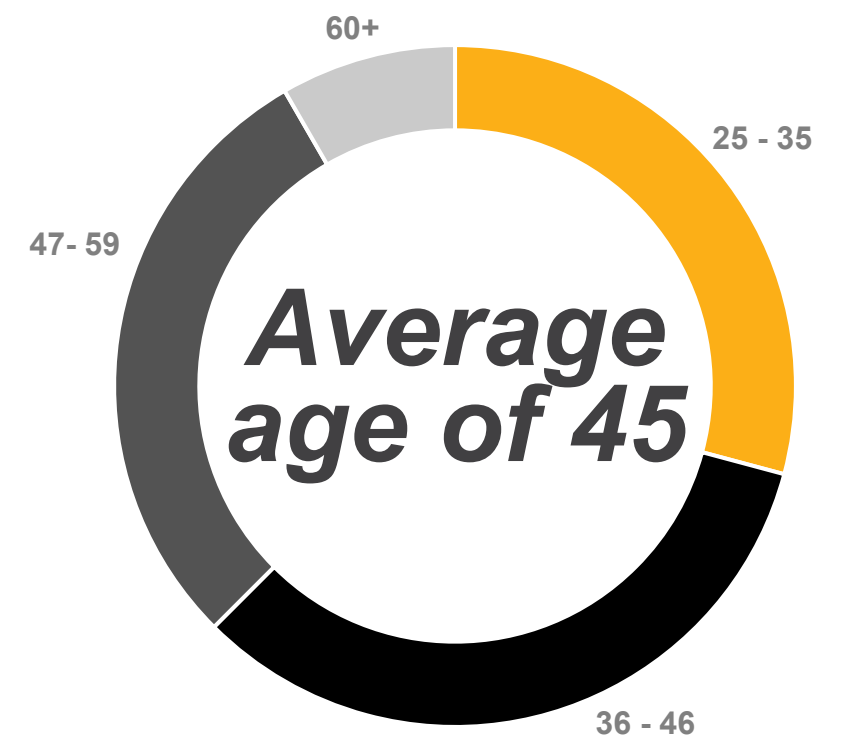
GENDER RATIO



EDUCATION



AGE BREAKDOWN





THANK YOU

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