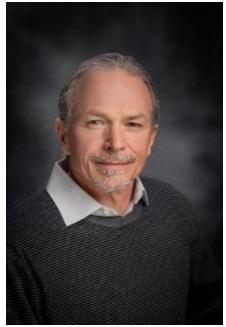


# Professional Biography

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## Terrence R. Manning

Energy Industry & Strategy Executive | Project Leadership | Fiduciary Stewardship



Terrence R. Manning is an accomplished energy sector executive over four decades of experience across upstream oil & gas (reservoirs and infrastructure), midstream design and due diligence, professional practice consulting, project management, capital program architect, and business analysis for emerging energy technologies. He is recognized for aligning long-term strategy with disciplined execution, driving innovation, and delivering governance and fiduciary stewardship across complex projects.

Most recently, Terrence has served in executive leadership roles advancing Wyoming's energy industry, including leading CapStone Sustainable Carbon Solutions (CapStone) in the development of a low-carbon coal-to-ammonia project, and directing Glenrock Energy and Big Muddy Operators in field management, carbon capture, power generation, and enhanced oil recovery initiatives. His leadership has encompassed program management, stakeholder engagement, including state and federal political landscapes, financing, risk management, and operational oversight.

Earlier in his career, Terrence held senior consulting and advisory positions, including Director at Navigant Consulting and Vice President at Tristone Capital Advisors, where he advised clients on reserves management, capital program assessment, and strategic transactions in North America. He also served as a senior oil & gas consultant for BBVA Compass Bank, providing expertise in reserves evaluation, portfolio valuation, and SEC compliance to support major upstream and midstream financing decisions.

From his foundation as a Professional Engineer to his capacity as a Project Manager, the work history includes leadership in project execution, capital program management, field operations, and asset optimization for companies through numerous consulting and full-time engagements across the United States. Throughout his career, Terrence has consistently been sought out by private industry as a strategist and steward, trusted for his ability to deliver results, strengthen relationships, and navigate organizations through the challenges of a rapidly changing and evolving energy landscape.

Terrence is enthusiastic about advancing the energy industry through the next decade which will combine innovation with disciplined execution, ensuring that organizations are positioned to adapt, grow, and thrive in a competitive global marketplace.

# CapStone Consulting Practice Biography

**Terrence R. Manning**

**Executive Managing Partner & Director of Engineering<sup>1</sup>**

45 years hands-on work experience for capital program design and implementation, asset improvement, project management, and optimizing operations – Navigant Consulting, Inc., Tristone Capital, Petroleum Analysis and Consulting, Inc., Glenrock Energy, LLC, BBVA Compass Bank, HWFO Engagements, and CapStone Sustainable Carbon Solutions LLC.



- Broad experience in workflow management, due diligence methodology, project design and commissioning, capital program development, and asset rationalization – Tristone Capital
- Practical experience in process facility design and installation, applying carbon-capture technology, and stream-lining energy projects – Navigant Consulting, Glenrock Energy, Amoco Production
- Work style is based upon strict alignment with business goals and project deliverables with extensive multidiscipline team experience – Amoco Production and BBVA Compass Bank
- Professional work history includes engineering, project management, institutional banking, private consulting, big practice consulting, team leadership, and executive management.
- CEO & co-founder of BMO Holding, LLC (parent company of Glenrock); current sponsor of CapStone Sustainable Carbon Solutions LLC
- Canadian Citizen, USA Green Card; B.Sc. in Chemical Engineering from The University of Calgary

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<sup>1</sup> Terry Manning is a member of the Steering Committee for CapStone Sustainable Carbon Solutions