



PEOPLE



PRIORITIES



PURPOSE



PERFORMANCE

Table of Contents

A Letter from the CEO	3	Environment	19
About EagleClaw Midstream	5	Overall Approach.....	20
Our Values	6	Climate Change	22
Quick Facts	7	Emissions Management.....	24
EagleClaw Midstream's Value Chain	8	Asset and Pipeline Integrity.....	27
Where Do We Operate?	9	Biodiversity	29
About This Report	10	Produced Water Management	30
Forward Looking Statement.....	11	Waste Management.....	32
Materiality Analysis.....	12	People	33
ESG Governance.....	15	Health and Safety.....	35
Policy	16	Driver Safety	37
ESG Governance Structure	16	COVID-19	38
Remuneration Tied to ESG Performance.....	16	Employee Inclusion and Diversity	39
Enterprise Risk Management.....	16	Employee Engagement and Development	41
Stakeholder Engagement.....	17	Employee Benefits.....	41
Ethics and Compliance	18	Employee Training	41
		Contractor and Supply Chain Engagement.....	42
		Community	43
		Landowner Engagement	44
		Respecting Indigenous Peoples and Communities.....	45
		Community Investment.....	46
		Data Tables	48
		GRI Content Index	49
		SASB Index	58
		EIC/GPA Midstream Association Index.....	60

A Letter from the CEO

Welcome to the first environmental, social and governance (ESG) report from EagleClaw Midstream, with a focus on our People, Priorities, Purpose and Performance. Several years ago when I took the reins as CEO, I would not have imagined the change and challenge facing the energy industry that we endured throughout 2020 and remain focused on today.

Without question, the biggest challenge we faced was ensuring the safety of our workplace and well-being of our employees and contractors as we navigated the impacts of the pandemic and the destruction of demand for energy products. Most recently, we navigated through one of the most challenging and perilous weather events in recent memory for Texas: winter storms Uri and Viola.

I am incredibly pleased and proud that we responded very well as an organization to all of these challenges. Our efforts to ensure the safety of our employees and contractors have kept the impacts of COVID-19 to minimal levels. From those early days when no one fully understood the way in which the pandemic would affect our economy, schools, business community and personal lives, we made employee safety our top priority. Any company is only as good as its people.

During this challenging time, our company stepped up. We committed to our employees that there would be no job losses during this time. We wanted to make sure that everyone knew that we were in this together, and we would see it through together. We see our employees like our own family.



We also made donations to hospitals, healthcare workers, emergency responders, law enforcement, food-insecure individuals, children and schools. We continue to look for ways to contribute to easing the pain caused by the pandemic in our communities.

On the business side, we also found ourselves operating in an environment of high uncertainty, with oil markets taking a tumble into a negative territory last spring. Even so, our priorities did not deviate. We worked closely with customers to develop solutions and innovations that ensured their products reached the markets where they received the best prices.

While we were working to satisfy customer needs in a challenging environment, we also advanced the operational practices, technology and training that has led to continued improvements in our safety and environmental performance.

The good news is our people fully embraced all of these challenges. Today, they understand and appreciate that being environmentally responsible, operating safely and being a good neighbor are more important than at any time in our company's young history.

In February of 2021, Texas was battered by a series of winter storms that paralyzed the state and created life-threatening conditions for almost every Texan resident. We are proud that we were one of the few midstream operators that was able to continue operating even through the peak of the storm. During this time, we were able to provide natural gas to utilities to keep energy flowing for Texans.

In other words, our purpose took on new depth and meaning in 2020 as we more crisply defined our ESG program.

The most important topic in any energy company is safety, and it is no exception at EagleClaw Midstream. We have made significant investments into building a safety culture and continue to emphasize training and grounding our workforce in safety best practices, guidelines and recommendations. We have also made solid improvements in reducing our total recordable incident rate (TRIR) and motor vehicle incident rate (MVIR) rate among employees.

Key among our accomplishments in implementing our ESG effort have been steady progress we have delivered in reducing our methane intensity rate. We currently are reporting a methane intensity level of .057%, which is already below the 2025 goal for our sector set by the industry association, ONE Future.



We also are proud to be first in our area of the business to commit to using 100 percent renewable electricity to power our operations. We announced this in January and began using renewable electric power sourced in Texas in April 2021.

We have more ground to cover in many environmental areas, but we fully understand and accept that we will be judged on our continued performance. We are committed to being a company that inspires others to consider new solutions and approaches to addressing environmental challenges.

Lastly, I would like to point out that we remain fortunate to have so many dedicated employees and contractors on our team. Our culture has always been about being team-focused, results-oriented and respectful to all. The many surveys we've conducted with employees over the past year has told the leadership that we are moving in the right direction, communicating with clarity and concern.

On that note, I am most pleased and proud to hear that employees consider EagleClaw Midstream to be a good listening organization. As we build our culture and grow the business, we will continue to listen to everyone, inside and outside of our company. It is a foundational part of how we build a better, diverse and inclusive workplace where everyone can bring their best ideas and solutions to work every day. There is no leadership without listening.

I am open to hearing your feedback and hope that you will consider sharing it with me.

Regards,



Jamie Welch | President and CEO

ABOUT EAGLECLAW MIDSTREAM



EagleClaw Midstream is a fully integrated, privately held midstream energy company in the Permian Basin and the largest private midstream operator in the Delaware Basin. We provide the gathering, compression, processing, transportation and water management services required to bring natural gas, natural gas liquids and crude oil to local, national and international markets. The company is independent and financially backed by Blackstone and I Squared Capital.

Our Values

As a company, we are guided by the following values.



Our People Are Our Greatest Asset

We demonstrate this through rewarding performance and encouraging professional growth.



Customer-First Approach

We maintain a culture of success that is centered on a "customer first" approach to everything we do. We develop relationships that make a positive difference in the operations of our customers.



Open and Transparent Communications

We are direct, open and professional in our communications with all stakeholders.



Good Stewards of the Environment

We follow applicable regulations and requirements and seek to be a model corporate citizen.



High Standards

We hold our employees and our partners to the highest standards of safety, performance and integrity.



Good Neighbor

We live and work in the communities where we operate, and we strive to be a consistent, positive force in the present and future.



Great Teamwork

We work together to meet the needs of our customers and to help our company succeed.

Quick Facts

Here is a snapshot of some key facts about EagleClaw Midstream as of December 31, 2020:

RECOGNIZED AS THE LARGEST PRIVATELY OWNED OPERATOR IN THE DELAWARE BASIN

Offices in Midland, TX and Houston, TX

SERVES OVER
700,000
DEDICATED ACRES FOR ABOUT 30 CUSTOMERS

MAINTAINS OVER
250,000
HORSEPOWER OF GAS COMPRESSION CAPACITY

OPERATES THREE PLANTS AND
OVER 1,300 MILES OF PIPELINES
ACROSS FIVE COUNTIES IN TEXAS

HAS 1.3 Bcf/d
OF PROCESSING CAPACITY

MANAGES OVER
500,000+
BARRELS/DAY OF WATER INJECTION CAPACITY

HAS A CAPACITY OF
90,000
BARRELS OF CRUDE STORAGE CAPACITY

EMPLOYEES DRIVE MORE THAN
3.1 MILLION MILES/YEAR

OWNS A 26.7%
SHARE OF THE PERMIAN HIGHWAY PIPELINE

BOASTS OVER 1,000
MILES OF GAS GATHERING PIPELINES

WORKED WITH OVER
240 **72%**
ACTIVE SUPPLIERS IN 2020 OF SUPPLIERS LOCAL TO TEXAS AND NEW MEXICO

MANAGES
OVER 200
MILES OF CRUDE PIPELINES

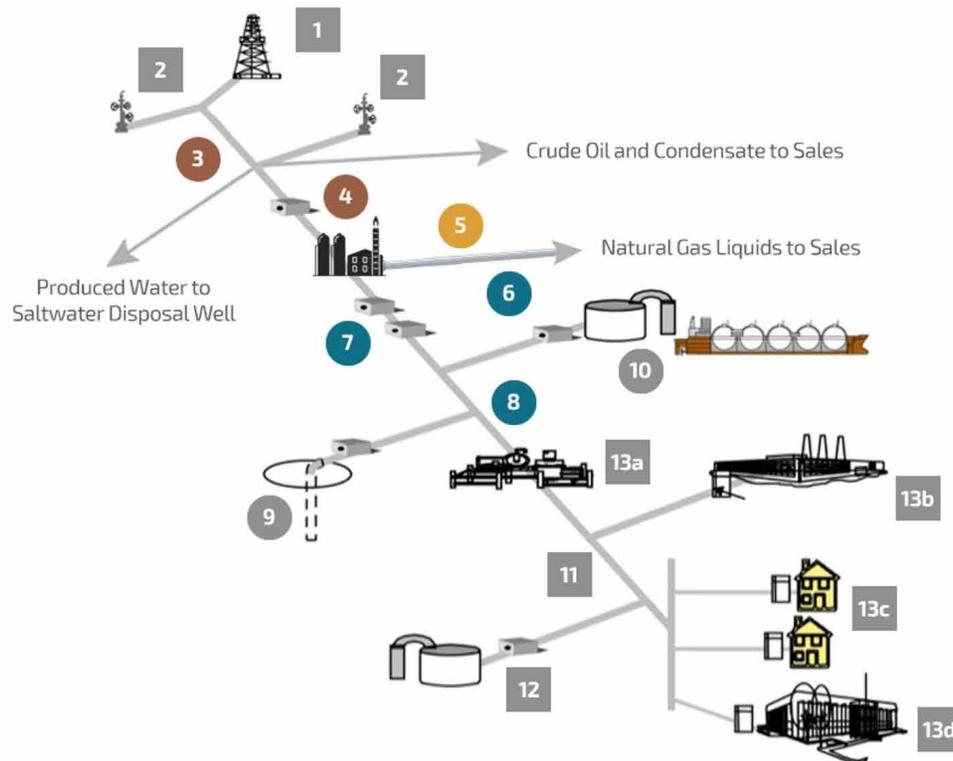
MANAGES APPROXIMATELY
100 MILES
OF NGL PIPELINES

MANAGES APPROXIMATELY
70 MILES
OF PRODUCED WATER PIPELINES

EMPLOYS A WORKFORCE OF OVER 200 EMPLOYEES

EagleClaw Midstream's Value Chain

EagleClaw Midstream operates in the midstream component of the value chain, which includes gas gathering and compression, processing, and transmission and storage.



Source: Adapted from American Gas Association and EPA Natural Gas STAR Program

Production

1. Drilling and Well Completion
2. Producing Wells

Gas Gathering & Compression

3. Gathering Lines
4. Compressor Stations

Gas Processing

5. Gas Processing Plant

Transmission & Storage

6. Natural Gas Liquids Pipelines
7. Residue Gas Compressor Stations
8. Residue Gas Pipelines
9. Underground Storage
10. LNG Import/Export

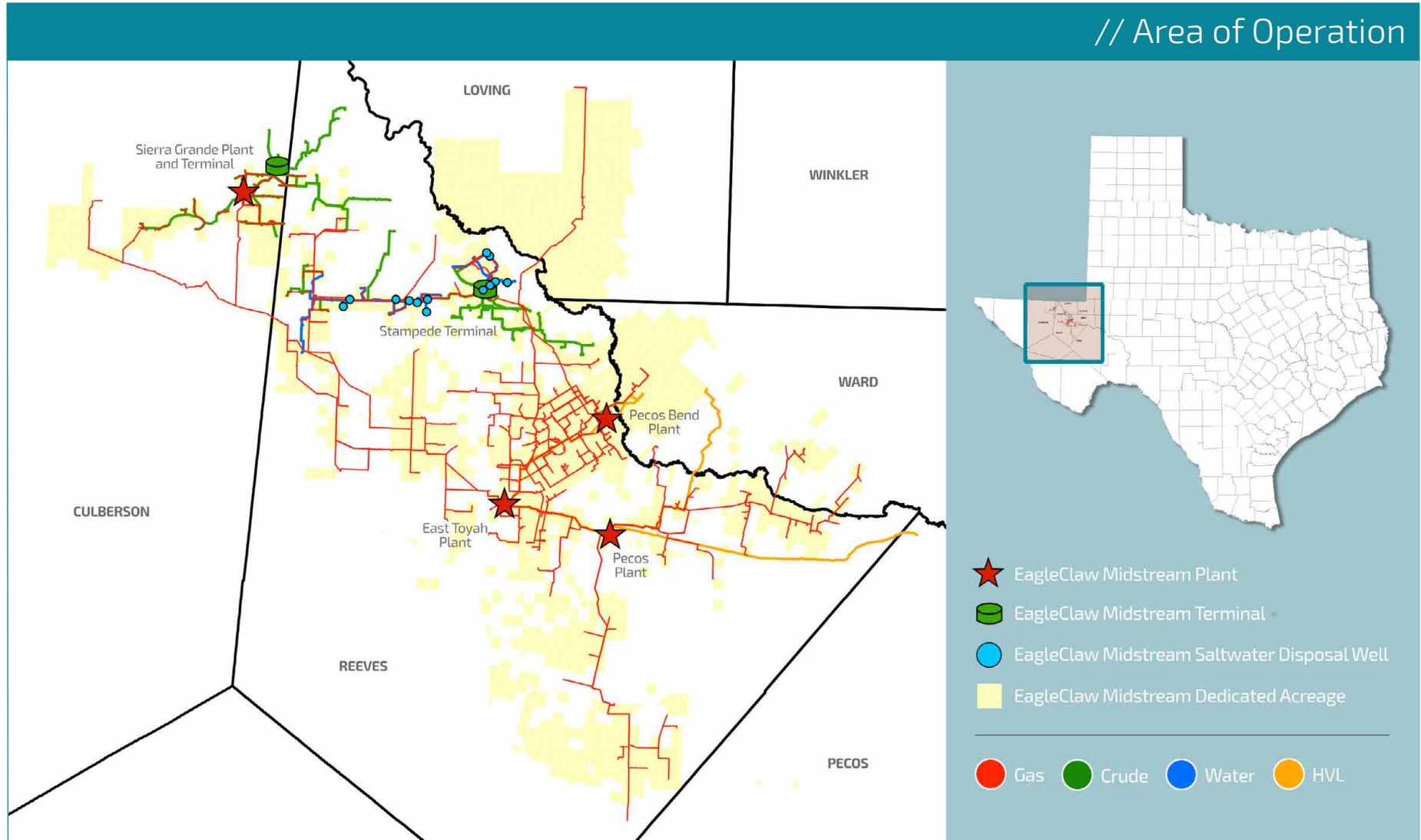
Distribution

11. Distribution Mains
12. LNG Peak Shaving Storage
13. Regulators and Meters for:
 - a. City Gate
 - b. Large Volume Customers
 - c. Residential Customers
 - d. Commercial Customers



Where Do We Operate?

EagleClaw Midstream operates its gas, crude, water and natural gas liquids (NGL) assets in the Permian Basin in West Texas across the counties as shown. Reeves County houses the largest portion of our operations.



ABOUT THIS REPORT

The 2020 ESG report, published in June 2021, is our first ESG report. Data included in the report is for the calendar year ended December 31, 2020, and it contains some forward-looking information. The report references the Sustainable Accounting Standards Board (SASB), Global Reporting Initiative (GRI), and the Energy Infrastructure Council (EIC)/GPA Midstream Association, as available. We plan to report annually going forward.

Please contact corporatecommunications@eagleclawmidstream.com for further questions about the report.

Forward Looking Statement

All statements, other than statements of historical facts, included in this report, including, but not limited to, statements that address activities, events or developments that we expect, believe or anticipate will exist or may occur in the future, are forward-looking statements. These forward-looking statements can be identified by their use of terms and phrases such as "may," "will," "should," "seeks," "could," "expect," "anticipate," "forecast," "project," "estimate," "intend," "continue," "goals," "objectives," "will," "target" or "believe" (or the negatives thereof) or other variations thereon or comparable terminology. Although EagleClaw Midstream believes that the expectations reflected in such forward-looking statements are reasonable, forward-looking statements involve risks and uncertainties and EagleClaw Midstream can give no assurance that such expectations will prove to have been correct. In addition, certain assumptions and subjective judgments were made with respect to certain forward-looking statements. Although EagleClaw Midstream believes that the use of these assumptions and subjective judgments are reasonable, such assumptions and subjective judgments are inherently subject to significant uncertainties and if actual conditions differ from those assumed, actual results will differ from those projected, perhaps materially. Accordingly, the projections may not be indicative of future events. Therefore, no representations are made, nor should any be inferred, with respect to the likely existence of any particular future set of facts or circumstances, and under no circumstance should the inclusion of any forward-looking statement be regarded as a representation or warranty by any person with respect to the accuracy thereof, or the accuracy of the underlying assumptions, or that any particular results will be achieved or are likely to be achieved. There can be no assurance that actual future results will not vary materially from any forward-looking statements set forth herein. These assumptions involve judgments with respect to future economic, competitive and regulatory conditions, financial market conditions and future business decisions, all of which are difficult or impossible to predict accurately and many of which are beyond the control of EagleClaw Midstream. All assumptions made are subject to uncertainties that may result from changes in the economy, law, governmental regulations or other circumstances. As a result, some assumptions inevitably will not materialize and unanticipated events and circumstances may occur; therefore, the actual results achieved will vary from the projections and the variations may be material and adverse. Terms such as "material" and "materiality" are at the subjective judgment of EagleClaw Midstream.

All forward-looking statements contained in this report are expressly qualified in their entirety by the cautionary statements contained or referred to in this section. Readers should not place undue reliance on forward-looking statements. Each forward-looking statement speaks only as of the date of this report. EagleClaw Midstream does not undertake, and expressly disclaims any obligation to publicly update or revise these forward-looking statements as a result of new information, future events or other information.

Materiality Analysis

EagleClaw Midstream conducted a materiality analysis to define and prioritize key environmental, social and governance impacts that underpin its ESG strategy and the content of this report.

To prepare our materiality analysis, we conducted interviews with our executives and internal subject matter experts, assessed internal and external documents from industry, non-governmental organizations, investors, and industry reporting frameworks, as well as competitor ESG reports. Topics were then prioritized based on Importance to EagleClaw Midstream and Importance to Stakeholders. Definitions for each of the topics are found on the next two pages.



Prioritized listing of topics

The list of topics is ordered by importance to external stakeholders.

	Governance	Environment	People	Community
1		Climate change and greenhouse gas (GHG) emissions		
2		Produced water management		
3		Health and safety		
4	ESG governance			
5		Community engagement		
6		Asset and pipeline integrity		
7		Biodiversity		
8		Indigenous peoples' engagement		
9		Employee management		
10		Supply chain management		
11	Ethics and compliance			
12		Local economic impacts		
13		Waste management		
14	Corporate governance			
15	Political engagement			
16		Localized operational impacts		

Material Topic Definitions

We have defined our material topics below.



Governance

Corporate governance: developing strong governance systems to ensure executives, employees and board members act in accordance with company and stakeholder best interests, includes promoting proper business behavior through strong leadership and corporate governance policies.

ESG governance: instituting formal governance mechanisms for identifying and addressing ESG-related risks, impacts and opportunities. Also includes building accountability systems and aligning employee and executive compensation to support management of ESG topics.

Ethics and compliance: implementing governance and management systems to ensure ethical business conduct, including conflicts of interest, anti-corruption/anti-bribery, anti-competitive behavior, harassment, and discrimination.

Political engagement: alignment of lobbying, political engagement, and advocacy organizations with stated company ESG policies and positions, including the transparent disclosure of company positions and political/advocacy activities. (Please see the Stakeholder Engagement chart on page 17 to see further details on how we monitor and implement political engagement.)



Environment

Climate change and greenhouse gas (GHG) emissions: managing impacts, risks and opportunities of climate change on EagleClaw Midstream's business and value chain.

Biodiversity: managing impacts of EagleClaw Midstream's operations on endangered and threatened species and/or areas of high biodiversity.

Asset and pipeline integrity: managing assets and infrastructure to maintain operational integrity and reliability, including avoiding leaks, releases, spills, loss of primary containment and responding to emergencies.

Produced water management: managing and transporting large volumes of produced water from the wellhead to disposal well for the life of the producing well to support the production of hydrocarbons while protecting water quality, reducing spills and releases, and facilitating water re-use.

Waste management: managing hazardous and non-hazardous waste through reduction and recycling.



People

Health and safety: creating a safe environment for employees, contractors and the community through robust management systems and a culture of safety.

Supply chain management: screening, assessing and managing suppliers and contractors to protect overall workforce and community safety, addressing fair labor and other social issues, assessing ongoing compliance with company and external requirements.

Employee management: attracting, retaining, engaging, and developing employees, following fair labor practices and those related to diversity, equity and inclusion.



Community

Community engagement: proactively understanding and addressing community concerns through project lifecycle and operations. Includes landowner engagement as well as community investment/philanthropy.

Indigenous peoples' engagement: working with Indigenous peoples to proactively understand and address concerns and impacts on Indigenous peoples, and current and historical tribal lands.

Local economic impacts: fostering local economic development and job creation.

Localized operational impacts: understanding and addressing potential impacts on local communities from operations (e.g. road degradation, traffic impacts, noise, lights).

ESG Governance

We have built our ESG program on four fundamental pillars:



People

Building strong relationships inside and outside of our company

Priorities

Keeping ourselves focused on improving our environmental, safety and results

Purpose

To play our role in helping to address and stem the impacts of climate change for generations to come

Performance

Consistently achieving our own objectives as they relate to financial, environmental/safety and social goals we set and reporting on our performance in alignment with applicable frameworks (GRI, SASB, ONE Future)

Policy

Underpinning our ESG program is our ESG Policy, which identifies long-term objectives that EagleClaw Midstream will use to guide our business operations. This policy includes further details on governance and how we embed ESG within our organization, including in our interactions with employees and stakeholders. You can access the ESG Policy at <https://www.eagleclawmidstream.com/sustainability/governance/>

ESG Governance Structure

At EagleClaw Midstream, we use the following governance structure to embed ESG within our business.

Internal Stakeholder	Role for ESG Program
Board of Directors	Governance and oversight
President & CEO	Monitoring implementation
Executive Steering Committees	Strategic development
ESG Working Committee	Implementation
Senior Director, Sustainability & Communications	Coordination of all ESG initiatives

- **Our Board of Directors**, composed of our major shareholders and our independent director, provides governance and oversight to our ESG program.
- **Our President and CEO** provides executive leadership to our organization, which includes monitoring the implementation of the ESG program.
- **Executive Steering Committees** help provide strategic development of our ESG goals and program, and include a CEO Oversight Committee and an Executive Steering Committee.
- **ESG Working Committee** leads the implementation of ESG goals and program.
- **Senior Director, Sustainability & Communications** provides coordination of all ESG initiatives within the company.

Each of these stakeholders within the ESG Governance Structure has reviewed the ESG report.

Remuneration Tied to ESG Performance

EagleClaw Midstream sees ESG as a critical component of how we operate and how we will thrive in the future. In 2021, we started tying bonuses to ESG goals.

In 2022, we will be tying 20 percent of all salaried employees' (including executives) at-risk pay to the achievement of specific ESG goals.

Enterprise Risk Management

As an organization, EagleClaw Midstream has been developing an enterprise risk management program across all functional areas and identifying mechanisms for prioritization and mitigation. Topics feature in areas such as emergency events and in risks associated with climate change, human capital, company reputation, information technology and cybersecurity. The company has defined tools, teams and processes to mitigate and manage these topics, implementing a robust, plan-based business strategy that aims to identify, assess, and prepare for any dangers, hazards, and other potentials for disaster—both physical and figurative—that may interfere with the organization's operations and objectives.

As an organization with significant infrastructure, cybersecurity is of great concern to our organization. We adhere to external cybersecurity standards such as National Institute of Standards and Technology (NIST) and ISO frameworks along with Sarbanes-Oxley (SOX) controls in our accounting system. We have multi-factor authentication for all users, a 180-day password change policy, separation of duties in accounting systems, controlled access to network drives based on department groups, endpoint protection, mobile device management, and device encryption. Two of our plants have devices that help control third-party access to our plant systems and also provide 24/7 monitoring of our infrastructure. We also train our employees on Security Awareness using a library of cybersecurity training modules. Lastly, we initiated an IT and Cybersecurity Review to assess potential information security vulnerabilities for our company on dark web and open-source locations, and in particular to understand whether breaches that may impact our partners could inadvertently lead to EagleClaw Midstream systems being compromised.

Stakeholder Engagement

Stakeholder Group	How We Engage	Which Topics We Engage On
Employees	<ul style="list-style-type: none"> • Town hall meetings • Virtual communications • Direct meetings (1:1 and team meetings) • Experience surveys • Training and development 	<ul style="list-style-type: none"> • Employee engagement and performance • Health and safety
Local and State Government Officials and Regulators (e.g. TRRC, TCEQ)	<p>We engage with local elected officials to provide operational updates and solicit feedback regarding current community issues and priorities and to provide input about regulations relevant to our business. We frequently invite local officials to plant tours and community events.</p> <p>We do not have a formal government relations function at our organization, and we engage with political leaders via our industry associations. We do not have a corporate sponsored Political Action Committee nor do we contribute to political parties or political candidates.</p>	<ul style="list-style-type: none"> • Permits • Local issues and concerns • Regulations
Industry and Trade Associations (e.g. American Petroleum Institute, The Environmental Partnership, ONE Future, Texas Commission on Environmental Quality, Texas Pipeline Association, GPA Midstream Association, Natural Gas Society of the Permian Basin, Oilfield Water Stewardship Council)	<p>We actively participate at the board and committee levels of industry groups and trade associations to contribute to the development and deployment of best practices and to learn about and share issues of concern for new regulations.</p>	<ul style="list-style-type: none"> • Personnel health and safety • Produced water management
Community leaders (including non-governmental organizations, charities and business community)	<ul style="list-style-type: none"> • Community events • Invitations to new facilities/tours • Donations and sponsorships • Partnerships • Employee volunteerism 	<ul style="list-style-type: none"> • Community donations and volunteering towards causes such as food insecurity • Pandemic response
Contractors/Suppliers (e.g. Contractors, Suppliers, Landmen, Rental Equipment Suppliers)	<ul style="list-style-type: none"> • ISN Network survey • Procurement relationships • Review Safety Programs and Performance 	<ul style="list-style-type: none"> • Health and Safety
Investors (e.g. Blackstone, I Squared)	<ul style="list-style-type: none"> • Frequent meetings on performance 	<ul style="list-style-type: none"> • Corporate governance • Financial performance • ESG matters – health and safety, environment, etc.
Landowners	<ul style="list-style-type: none"> • Hotline calls • In-person engagement 	<ul style="list-style-type: none"> • Right of way • Spills • Other land matters
Emergency responders (e.g. Law Enforcement, Reeves County Emergency Management Department)	<ul style="list-style-type: none"> • Direct engagement • PRSC engagement 	<ul style="list-style-type: none"> • Health and safety • Driver safety

Ethics and Compliance

EagleClaw Midstream believes that its employees, officers, and directors should conduct business with high standards of integrity and in compliance with all applicable laws and regulations. [Our Code of Business Conduct and Ethics](#) outlines our guiding principles and values, and each year all our employees must complete compliance, discrimination and sexual harassment training.

As of 2021, all of our contractors will be required to sign off on our Code of Business Conduct and Ethics.

We also recognize the importance of receiving, retaining, and addressing concerns from our directors, officers, employees and other stakeholders of the company seriously and expeditiously. We have a Whistleblower Policy that outlines how the company addresses potential non-compliance with prevailing accounting and auditing standards, Code of Conduct and other policies. We use a third-party Ethics and Compliance Hotline and a web-based message interface to enable anyone to report concerns.

In addition, EagleClaw Midstream has a Trade Compliance Policy and Procedures.

Performance Metrics

In 2020, EagleClaw Midstream did not have any fines or lawsuits related to ethics or compliance.

ENVIRONMENT



EagleClaw Midstream is committed to being a good steward of the environment everywhere we operate. Our primary focus is on air quality, emissions and land use/disturbance(s) in and around EagleClaw Midstream's pipelines and processing facilities, both during construction and operation. Addressing these topics is relevant to the long-term success of our business and to our ongoing license to operate within our communities.

In this section we discuss our approach to environmental stewardship and detail the efforts and activities underway at EagleClaw Midstream to help reduce our environmental footprint.

Overall Approach

As a responsible operator and good neighbor, we continuously seek new and innovative ways to use natural resources more efficiently in our day-to-day business operations while also identifying opportunities to enhance environmental protection.

We proactively review, monitor, and address environmental impacts directly associated with our operations. We are committed to continuous improvement in response to evolving stakeholder issues and expectations.

As a starting point, we comply with all relevant local, state and federal regulations. We are also a member of industry associations that enable us to contribute meaningfully towards the development and implementation of voluntary industry best practices.

Our approach to environmental sustainability is codified in our corporate Environmental Health and Safety (EHS) management system. In 2020, we updated and implemented changes to this system to articulate our commitments more clearly, and to demonstrate closer alignment with API RP 1173–Pipeline Safety Management Systems and ISO 14001:2015–Environmental Management Systems.

For 2021, we have set several environmental goals:

- **Zero fines** – operate without any fines or similar types of penalties from our regulatory agencies.
- **Continuously reduce the number of spills** – achieve lower agency reportable spills compared to the prior year (2020).
- **Extensive training** – train all operations employees on our EHS management system, with a focus on Leak Detection and Repair (LDAR) and Environmental Control Devices.
- **Continuously reduce our methane intensity** – decrease methane intensity compared to prior years.



Performance Data Highlights

We regularly monitor and measure our performance to gauge progress and to identify opportunities for improvement.

Total 2020 CO ₂ e Emissions (metric tons of CO ₂ e)				
	CO ₂	CH ₄	N ₂ O	Total
Scope 1 Totals	1,205,784	59,963	699	1,266,445
Scope 2 Totals	91,799	163	14,681	106,642
Scope 1 & 2 GHG Emissions	1,297,582	60,125	15,380	1,373,087

Note: Total 2020 CO₂e Emissions includes company vehicles, Subpart W emissions, Subpart C emissions, and purchased power.

Facilities Emissions Reported to the EPA (metric tons of CO ₂ e)	
	2020
Total CO₂e	1,264,503
Methane CO₂e	59,960
Methane Intensity	0.057%
% Methane in total GHG	5%

Note: Facilities emissions in this table do not include company vehicle and Scope 2 emissions, as they are not required by the EPA.

Air Emissions of Criteria Pollutants (metric tons)	
	2020
NO_x (excluding N₂O)	2,586
SO_x	245
Volatile Organic Compounds (VOCs)	2,241
Particulate matter (PM)	123

Environmental fines (USD)	
	2020
Environmental Fines	0

Energy Use (MWh)	
	2020
Total Energy Use	217,022

Note: The energy figure is based on energy used by our facilities, plants, compressor stations and corporate offices. For facilities, plants and compressor stations, accounting for 99.7% of the footprint, this figure is based on a daily consumption rate from our billing cycle. For the corporate offices, which represents 0.3% of the footprint, this figure was based on square footage from our lease agreements and an electrical consumption rate from the EIA 2012 CBECs information.

Spills	
	2020
Aggregate volume of spills (Barrels)	2,024
Percentage of spills in Unusually Sensitive Areas	0
Volume of Spills Recovered (Barrels)	2,024

Climate Change

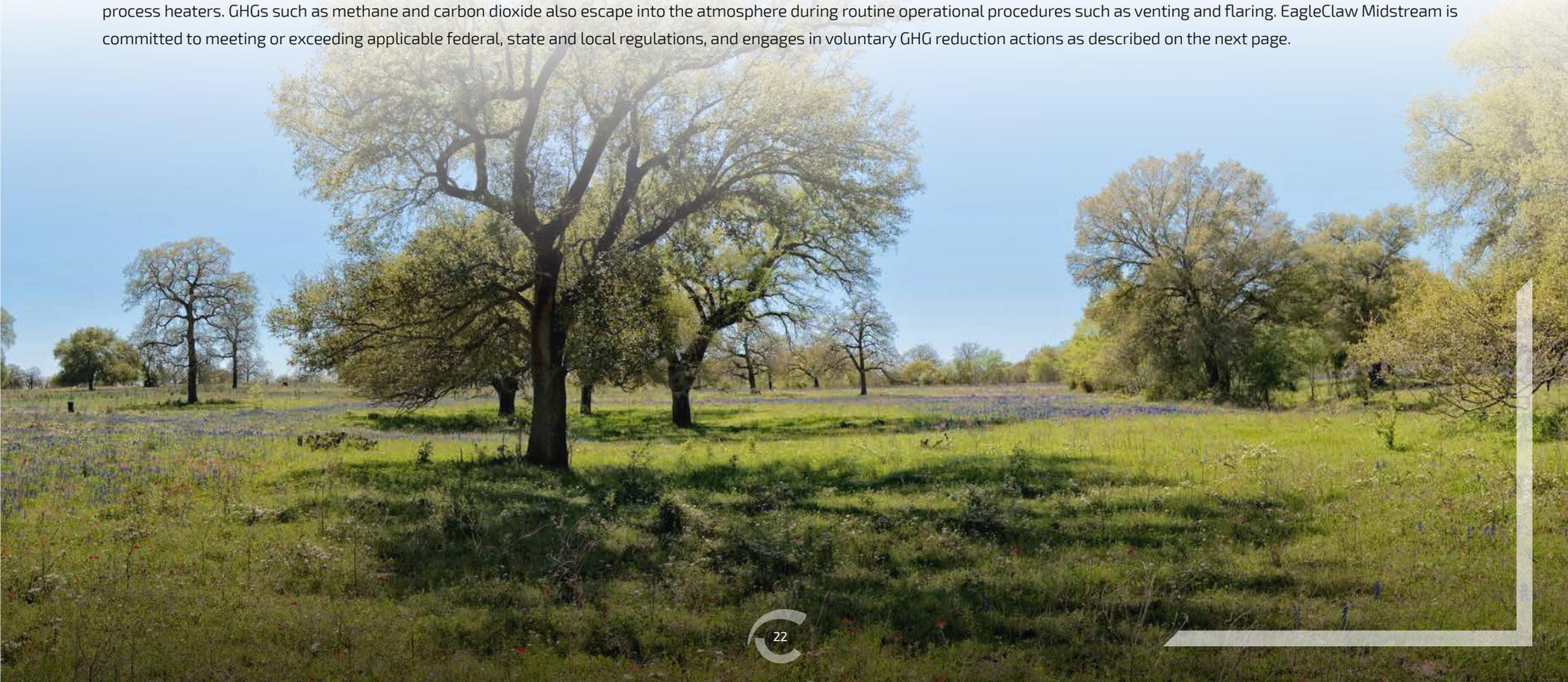
Climate change is one of the greatest challenges of our time, and EagleClaw Midstream is committed to following climate science to limit global temperature rise by reducing greenhouse gas (GHG) emissions.

We believe it is possible to reduce greenhouse gas emissions while continuing to drive human and economic development. The U.S. Energy Information Administration anticipates that oil and natural gas will continue to account for a significant proportion of energy sources both in the U.S. and globally through 2040, so it is critical that we develop pragmatic and workable solutions to curbing emissions.

The U.S. currently leads the world in producing and refining oil and natural gas, and in reducing GHG emissions from these activities. In fact, data from the U.S. Environmental Protection Agency (EPA) on the latest GHG Reporting Program report, as well as reporting from the U.S. Energy Information Administration (EIA), show that emissions-per-unit from key U.S. basins fell nearly 70 percent during a period of record-high production output between 2011 and 2018.

Our Approach

As an operator of pipelines and processing facilities, we have historically generated GHG emissions primarily through natural gas combustion while operating compressor engines and process heaters. GHGs such as methane and carbon dioxide also escape into the atmosphere during routine operational procedures such as venting and flaring. EagleClaw Midstream is committed to meeting or exceeding applicable federal, state and local regulations, and engages in voluntary GHG reduction actions as described on the next page.



ONE Future

In 2020, EagleClaw Midstream joined Our Nation's Energy Future (ONE Future), a growing coalition of over 40 companies committed to voluntarily reducing methane emissions across the natural gas value chain to at least one percent (1%) by 2025. By joining, EagleClaw Midstream has committed to meeting the lowest methane intensity targets set by ONE Future for the natural gas gathering and processing segments.

In November 2020, ONE Future reported its 24-member companies in 2019 achieved an average methane emission intensity rate of 0.334%, beating its target (1%) by a 67 percent margin. Members agree to measure company emissions and track progress over time in accordance with U.S. EPA-approved reporting protocols to achieve quantified results.



Operating on 100 Percent Renewable Energy

Effective April 2021, EagleClaw Midstream became the first major gathering and processing company in the Permian to power operations completely on renewable energy. EagleClaw Midstream forged an agreement to source all electric power for operations entirely from renewable resources. This assures that the company has a reliable, secure, and cost-effective source of clean, renewable solar and wind energy for the foreseeable future. For our customers, it offers tremendous adjunct advantages in materially reducing overall indirect ("Scope 2") emissions in their production operations. The agreement is one initiative within our broader sustainability plan to reshape how we operate, to limit our impact on the environment, to make our workplace even safer, and to deepen our stakeholder relationships.

Emissions Management

EagleClaw Midstream has deployed numerous tools to track, report and reduce its operational emissions. This includes a robust leak detection and repair (LDAR) program, the application of leading-edge technologies, energy efficient equipment upgrades, and training programs that create and contribute to a culture of responsibility and ownership regarding emissions management.



Leak Detection and Repair (LDAR)

We plan for and manage the operations and maintenance of our pipelines, gathering systems and processing plants to ensure operational efficiency and integrity. We perform leak detection surveys through an independent third party to maintain thorough, unbiased inspections. We monitor and repair leaks, track and investigate incidents to determine the root cause(s) and corrective actions and quantify facility annual emissions in permit applications. Employing a robust LDAR program enables EagleClaw Midstream to proactively identify and rectify any potential methane and volatile organic compound (VOC) emissions from our operations. We comply with regulations that require LDAR.

Optical Gas Imagery Cameras

EagleClaw Midstream increasingly researches and deploys new technologies as they become available to support our efforts to be a safe and environmentally responsible operator. Optical gas imaging (OGI), which uses pictures from infrared energy to detect leaks, is one such technology. In 2020, we brought the ability to monitor in-house by purchasing an OGI camera and hiring a thermographer. These additions to the program enable us to voluntarily monitor our processing plants and other facilities, and we have incorporated the use of the OGI camera into our preventative maintenance program.



Pressurized Trucks

EagleClaw Midstream exclusively uses pressurized tanker trucks to haul approximately 3,000 barrels per day of plant condensate. The pressurized tank design prevents the potential loss of vapors during transit, until they can be delivered and kept in the stream or flashed to a combustor, to reduce overall GHG emissions. Previously we were using atmospheric trucks, which are most common for hauling or transporting stabilized product.

Energy Efficient Equipment

Wherever possible we utilize energy efficient equipment, including electric pumps and electric drive gas and refrigeration compressors.

In 2020, EagleClaw Midstream procured three new 5,000 horsepower electric motors run on variable frequency drives (VFDs) to compress residue gas. These VFDs conserve energy by only providing the amperage for the load required. This is expected to result in \$250,000 worth of energy savings annually and reduces demand on utilities.



Storage Tank Emission Control Devices

Federal and state air quality and permitting regulations require oil and gas storage tank vapor control systems to prevent fugitive or unplanned emissions. EagleClaw Midstream has 17 devices deployed to its compressor stations to control emissions on storage tanks.

Flyovers

In 2020, EagleClaw Midstream was pleased to participate in a study conducted by NASA's Jet Propulsion Laboratory and the University of Arizona. In July, researchers deployed the Next Generation Airborne Visible/Infrared Imaging Spectrometer over portions of the Permian, including the Delaware Basin, where EagleClaw Midstream is located, to observe emissions of methane from oil and gas operations in the region. A second flyover took place in October 2020. Through use of this cutting-edge technology, researchers were able to collect and share data with member companies in the region to characterize emission sources, and whether they were persistent and planned or intermittent and unplanned. They also determined any areas for remediation, and we were able to follow up with repairs and other measures quickly after the team's findings were provided to us.





Training

We engage each of our operators in ongoing training programs with our Director of Environmental Compliance which includes leak detection and minimizing the loss of hydrocarbons.

Flaring

Flaring of natural gas may occur at our processing plants for maintenance, safety purposes or in response to an emergency requiring an immediate reduction in gas pressure. EagleClaw Midstream does not engage in routine flaring.



The Environmental Partnership's Flare Management Program

In 2020, EagleClaw Midstream joined The Environmental Partnership, a group of companies in the U.S. oil and natural gas industry committed to continuously improving the industry's environmental performance and representing 70 percent of total onshore U.S. oil and natural gas production. At the end of 2020, EagleClaw Midstream was included as a part of the organization's new flare management program to share information on best practices, advance new and proven technologies, foster collaboration to reduce emissions and collect data to inform efforts to minimize flaring. Flaring is typically used when there is a lack of gas gathering lines or processing capacity, during facility or gathering maintenance, or during unplanned events for safety measures to alleviate pressure. Flaring burns the gas, which releases fewer greenhouse gases than venting.

Participants of the Flare Management Program have committed to report data to calculate flare intensity, a measurement of flare volumes relative to production. The Flare Management Program will then analyze and aggregate the data for its annual report and utilize the insights from the participant's combined actions and reporting to better understand and identify additional opportunities for the industry to further reduce flaring.

Asset and Pipeline Integrity

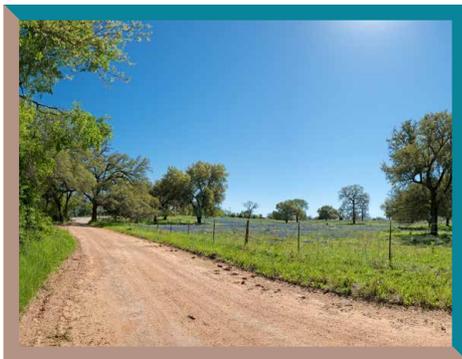
From initial construction through commissioning and operation, our assets and pipelines are included as part of an Asset Integrity Management Program, ensuring we construct, operate, and maintain safe and reliable equipment throughout the operational lifecycle.

Construction

As EagleClaw Midstream continues to grow, we coordinate closely with regulatory representatives, permitting experts and landowners, as appropriate, prior to the construction or expansion of a pipeline or compressor station project, and during the normal course of operations. We account for the overall environmental footprint of a project throughout its lifecycle through practices that help us to identify, prioritize, and manage or mitigate potential impacts:

- We conduct end-to-end environmental impact assessments (EIAs), paying particular attention to sensitive habitats, conservation areas for threatened and endangered species, and areas with high biodiversity value;
- We develop restoration and reclamation plans and strategies; and
- We maintain project-specific spill prevention and response procedures.

Our Operations and Construction Management teams work with our design contractors to ensure that our facility and pipeline assets are built to minimize potentially adverse environmental impacts not only during construction, but also in operations and maintenance. The teams oversee the regulatory and permitting requirements tied to pipelines, compressor stations and facilities. Should an incident occur during construction, for example, EagleClaw Midstream's tracking system database would be utilized to assign actions for immediate remediation efforts and related communications.



Restoration of Right-of-Way

Following construction of a new project, or the completion of maintenance construction on existing assets, we restore the disturbed area in accordance with regulatory requirements and in coordination with the landowner, wherever possible. We grade right-of-way to pre-construction elevations, condition soils for planting, and stabilize creek banks, drainage ways and steep slopes to provide erosion control and re-vegetate with a seed mix appropriate for the area, considering regional conservation and landowner requirements.



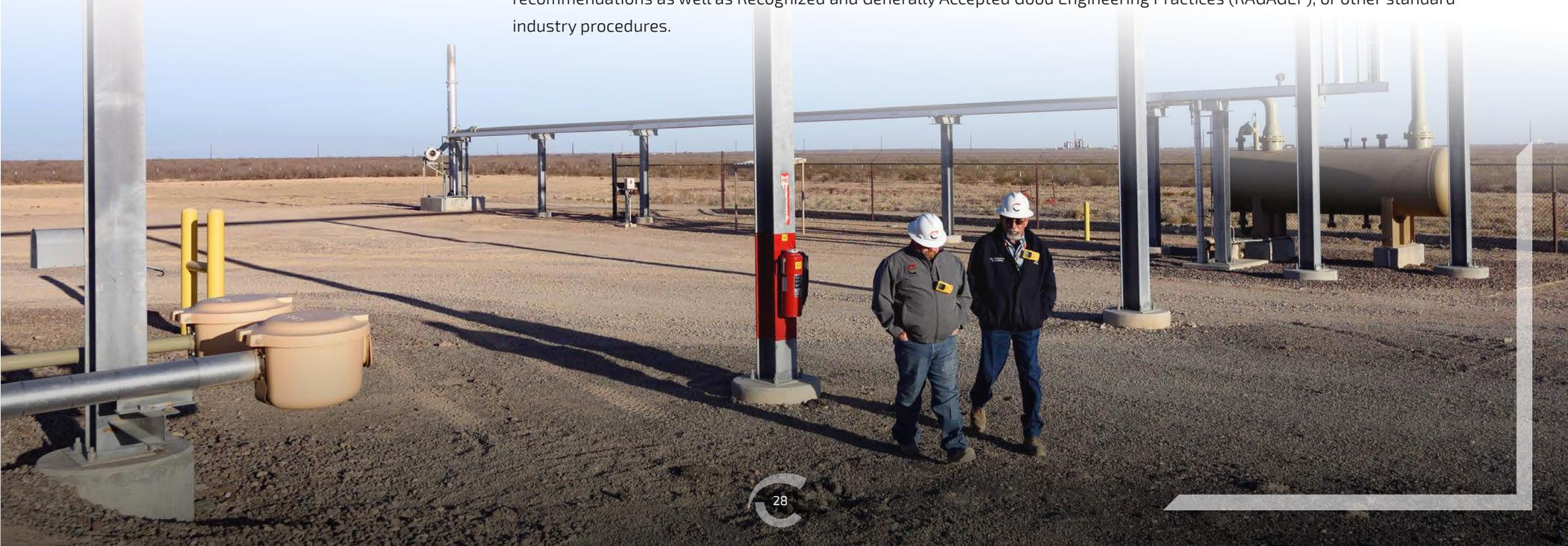
Pipeline and Facility Inspections

To ensure safe and efficient operations, we monitor our pipeline systems regularly, along an inspection schedule aligned with factors determining the potential for internal or external corrosion, soil erosion, adverse weather conditions and construction by others in the vicinity of our assets.

Pipelines are regularly patrolled by operations personnel on the ground and periodically reviewed by air, as well as monitored through Gas Control data monitoring systems. EagleClaw Midstream tracks and reports on the percentage of operated pipeline assets that are inspected annually.

EagleClaw Midstream also coordinates with Texas811, a non-profit one-call contact notification center, whose members are made up of companies and municipalities, and use the non-profit to centralize notifications of planned excavations near underground lines. Texas811 also hosts damage prevention education events, an annual Summit and training sessions. We have a team specializing in witnessing and marking third-party line crossings of pipeline assets reported to Texas811. In addition, we partner with Texas811's Damage Prevention Group to identify high risk operators, and Texas811 provides additional training on our behalf to the identified contractors.

We also inspect, test and monitor our gas processing facilities regularly. We apply the same rigor at our facilities, ensuring all equipment is operated and maintained in accordance with the original design. This includes staffing gas processing plants 24/7, utilizing a Computerized Maintenance Management System (CMMS) to schedule and document planned inspections, repairs, or other preventive maintenance activity. When conducting inspections, we adhere to Original Equipment Manufacturer (OEM) recommendations as well as Recognized and Generally Accepted Good Engineering Practices (RAGAGEP), or other standard industry procedures.



Biodiversity

We recognize the importance of biodiversity conservation and support biodiversity in Reeves County, Texas, home to our primary operating area. Here the protection of grassland habitat is important and necessary to nurture the diversity of wildlife and to preserve the little moisture the ground receives annually.

We plan our projects and operations in ways that reduce significant impacts they may have on sensitive species, habitats and ecosystems. We strive to:

- Integrate biodiversity consideration into our project decision-making and management.
- Consider the interrelationships between our operations, the natural environment and the functions that ecosystems perform in supporting sustainable development.
- Recognize that our activities could affect sensitive and valuable biodiversity.
- Meet or exceed applicable regulatory requirements and have processes in place to mitigate our impact to biodiversity.
- Plan to avoid or reduce potential risks to sensitive biological resources and seek ways to make positive contributions to biodiversity conservation in the areas of EagleClaw Midstream operations.

Where construction or expansion of a project may be adjacent to environmentally sensitive areas, we employ additional mitigation measures to protect them. Examples include sensitive habitats, conservation areas for threatened or endangered species, or areas with high biodiversity value. If any assets are determined to be in an environmentally sensitive area, we subject them to additional integrity inspections.

The company also undertakes activities to expand education on the importance of biodiversity and conservation and participates in industry associations to share and promote best practices for biodiversity conservation.

We are also committed to facilitating full and open discussions to understand stakeholder concerns and to identify opportunities to reduce any adverse effects that our operations could have on the environment.

Produced Water Management

Our upstream energy customers generate wastewater as a byproduct of oil and gas production. Known as “produced water,” it contains increased levels of salt, organic compounds and trace hydrocarbons. This saltwater is considered a waste product and is reinjected underground into saltwater disposal wells, commonly known as “SWDs.”

On average, every barrel of oil produced in the Permian Basin results in approximately four barrels of produced water; in the Delaware Basin of the Permian, the water-to-oil ratios are significantly higher. By 2030, oil production in the Permian may account for as much as 32 million barrels of produced water per day.

Historically trucked offsite to disposal facilities, transporting produced water by truck is expensive, increases the risk of spills and unplanned discharges, contributes to additional traffic volumes and results in greater Scope 3 emissions for customers. Through EagleClaw Midstream’s water management business, we offer a turnkey solution giving customers a safer, more effective and efficient way to transport and dispose of produced water.

We own and operate the Mustang and Appaloosa Produced Water Gathering and Disposal systems in Reeves County, Texas. Customers deliver produced water at various receipt points along the pipeline gathering systems. The produced water is transported to the SWD facilities via buried pipelines. At the SWD facilities, solids and hydrocarbons are separated and the filtered water is injected downhole into non-productive formations.

In 2020, EagleClaw Midstream permitted three (3) new saltwater disposal wells and brought one new saltwater disposal well online, bringing EagleClaw Midstream’s total operational SWD count to 12, with an additional four (4) approved permits. EagleClaw Midstream’s interconnected produced water gathering and disposal systems consists of approximately 70 miles of produced water gathering lines allowing for greater system reliability and redundancy. Together, these assets enabled EagleClaw Midstream to transport over 55 million barrels of produced water in 2020, saving more than 425,000 truck trips and preventing the potential for spills and leaks that could negatively impact adjacent lands and waters.



Avoiding Induced Seismicity

Considering the ongoing scientific studies and discussions regarding induced seismicity, we are staying abreast of new developments. We recognize concerns about the potential for induced seismicity from the oil and gas sector, and our aim is to be prudent and act as a good steward for the environment. During our disposal well planning process, we follow a rigorous screening process as we plan for future disposal wells to ensure that we avoid areas of subsurface concern and seismic risk. We incorporate TexNet seismic activity data into our disposal well evaluations and stay apprised to the research from the Center for Integrated Seismicity Research (CISR) at the University of Texas.



Joining the Oilfield Water Stewardship Council

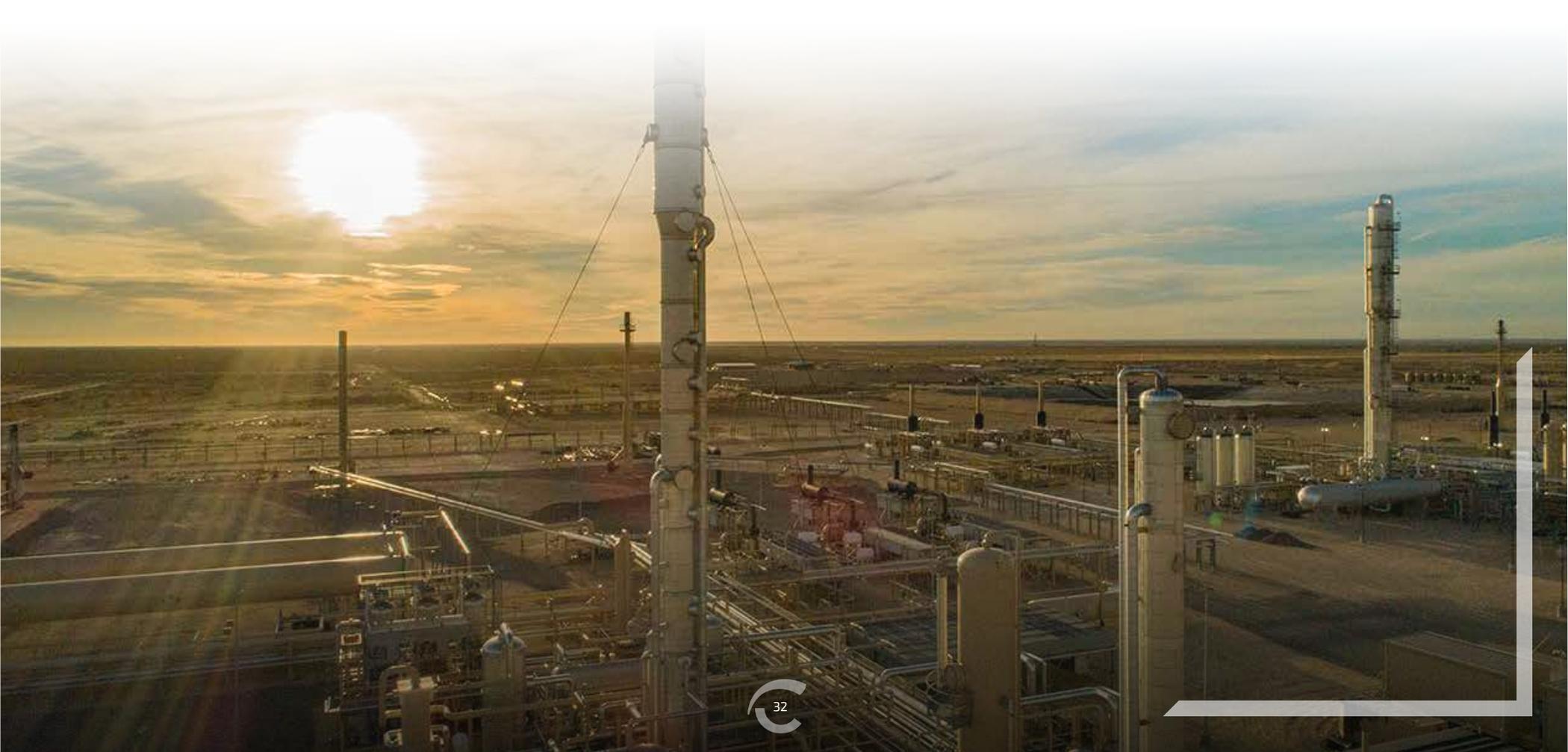
In 2020, EagleClaw Midstream became one of the Founding Members of the Oilfield Water Stewardship Council (OWSC). OWSC has a vision to advance the industry's water stewardship and focuses on producing a set of material metrics and definitions for more comprehensive, quantitative, and relevant analysis of water management in the oil and gas industry. The group promotes industry collaboration and knowledge sharing, and each member contributes to the development of systems that define, collect, validate and report data in a manner that aligns with the leading sustainability frameworks.



Waste Management

Our day-to-day operations result in low volumes of hazardous and non-hazardous waste that we recycle or dispose of according to applicable regulations through accredited facilities. In 2020, we disposed of approximately 2,000 lbs. of lead acid batteries, recycled 4,065 gallons of used oil, and disposed of 120 cubic yards of natural gas filters. The remainder of our waste consisted of general municipal waste.

We have waste management plans for our gas processing plants and gas gathering systems, which include the identification, characterization, disposition, reporting and recordkeeping of current and projected waste streams during normal facility operations, general office/administrative tasks, facility maintenance, onsite corrective remediation actions, onsite excavation and construction activities. In general, we plan proactively regarding required materials to avoid creating unnecessary surplus and to encourage reuse wherever feasible.



PEOPLE



At EagleClaw Midstream, we believe that our people are our greatest asset. We maintain a culture of success based on a “customer first” approach to everything we do, and that includes our approach to our employees.

We also hold our employees to the highest standards of personal and professional integrity, and we encourage professional growth and open communications. In this section, we discuss our approach to health and safety, employee engagement, and diversity and inclusion.

Key Statistics on EagleClaw Midstream Employees

As of December 31, 2020

204 **FULL-TIME EMPLOYEES** **100%** **OF EMPLOYEES**
RECEIVE A PERFORMANCE AND CAREER DEVELOPMENT REVIEW ANNUALLY

7% **VOLUNTARY TURNOVER RATE** **45** **NEW HIRES**
IN 2020
14 DEPARTURES OF 204 STAFF MEMBERS

TRIR: 3.53 **15** **AVERAGE NUMBER OF HEALTH, SAFETY AND EMERGENCY RESPONSE TRAINING HOURS/EMPLOYEE IN 2020**

Health and Safety

EagleClaw Midstream always aims to provide employees and contractors with a safe working environment, and we believe we all have a responsibility for maintaining a safe workplace.

In 2020, our focus was on building a robust health and safety program within the organization to establish a culture of safety. Our Environment, Health and Safety (EHS) Management System is based on several standards including API RP 1173-Pipeline Safety Management System Requirements and CCPS: Guidelines for Risk Based Process Safety.

Management Structure

EagleClaw Midstream also restructured its Environment, Health and Safety function to reflect its focus. The new Vice President of Environment, Health and Safety, who reports directly to the Chief Operating Officer, expanded his team to increase expertise and compliance with regulatory obligations. The team includes a Director of Health & Safety, a Director of Environmental Compliance, a Pipeline Regulatory Compliance Specialist and a Process Safety expert.

Investing in Systems to Monitor Health and Safety Performance

In 2020, EagleClaw Midstream also implemented new computer-based management systems to better track our compliance, performance and training. We use eMaint, a computer-based tool designed to manage Asset and Pipeline Integrity and to manage compliance tasks at our gas plants, compressor stations and crude terminals. It helps us comply with the multitude of health and safety regulations and industry standards. Additionally, we invested in Frontline health and safety software to deliver computer-based health and safety training, management of change process and reporting tools.

Training

As of 2020, all field personnel must complete at least 15 hours of mandatory computer-based safety training on topics including driver safety and OSHA Ten. For 2021, we are aiming for additional safety training, with a minimum of 20 hours per employee, to further embed the burgeoning safety culture at EagleClaw Midstream.

Contractors currently undergo training from their employers, but we are in the process of creating in essence, a short service employee program for 2021.



Regular Communications for Organizational Learning

The EHS Team at EagleClaw Midstream has also increased and enhanced communications related to health and safety to advance the safety culture. Starting in September 2020, we established monthly employee communications on health and safety topics. In addition to implementing a behavior-based program to reward hazard identification, we set up bi-weekly meetings with the field leadership and operations teams to regularly review health and safety challenges, key metrics, and important lessons learned, using email and EagleClaw Midstream's intranet to reinforce the learning. In January 2021, we also started hosting monthly safety meetings virtually to further communicate learnings during the pandemic.

Setting Goals

Our Total Recordable Incident Rate (TRIR) is not where EagleClaw Midstream would like it to be, and our rate is higher than the industry average for midstream. We have a number of initiatives in place to further improve safety performance in 2021 and beyond. For 2021, EagleClaw Midstream has set safety goals, including a TRIR rate of 1.0 and Motor Vehicle Incident Rate of 1.5, to align with GPA Midstream Peers. As performance improves, we will set our sights higher.

Emergency Response and Community Safety

EagleClaw Midstream is committed to keeping communities safe, and the best way to do so is to ensure that we keep hydrocarbons in the pipe or process. EagleClaw Midstream has several controls to verify that this happens. Within our processing facilities, we have 24/7 staffed control rooms, and with our pipelines, we have a Remote Operating Center to monitor and minimize potential leaks on many lines. We also have engineering controls and emergency actions specific to each plant, such as automatic shutdowns with the detection of high- or low-pressure incidents in the system. In addition, we have administrative controls that include frequent walk-throughs and maintenance to determine that processes are followed. All controls are supplemented by rigorous record keeping and employee training internally, and by coordinating with the public through awareness programs and with Reeves County Emergency Management.

Emergency Response and Community Safety

	2020
Number of reportable pipeline incidents	2
Percentage of reportable incidents significant	50% (1 significant spill)
Percentage of natural gas pipelines inspected	5.36%*
Percentage of hazardous liquids pipelines inspected	14.1%
TRIR (Employee only)	3.53 (7 incidents)
Total Motor Vehicle Incident Rate (Employee only)	3.75 (14 incidents)
Severe Motor Vehicle Incident Rate	0.80 (3 incidents)
Fatalities – Employee and Contractors	0
Average Health, Safety, & Emergency Response training hours/Employee	15

*The percentage of natural gas and hazardous liquid pipelines inspected appears low because the system is relatively new and because only a small percentage of our pipelines are regulated by the Pipeline and Hazardous Materials Safety Administration (PHMSA). The first assessments required by law, also known as In-line Inspection (ILI), are typically not performed until 5 years from the post-construction leak and strength test.

Driver Safety

EagleClaw Midstream operates a fleet of approximately 130 vehicles. Employees and contractors often drive long distances between facilities in the Permian Basin, making road safety a critical issue. We have codified recommended practices in our Safe Driving Policy, which seeks to ensure the safety of employees who drive company vehicles or personal vehicles on company business. The policy also provides basic requirements and guidance for general vehicle safety, safety equipment and employee responsibilities. In addition, in 2019, we installed GPS data recorders in each vehicle in our fleet. These data recorders track speeding and hard braking, among other risk factors, 24/7 while the vehicle is in motion. The data is then aggregated into a scorecard that we use to assess driver safety performance.

In 2020, we had 14 incidents, with three severe incidents in the fourth quarter. As a result, we required every employee driving a company vehicle to take the Smith System computer-based training to reduce future preventable accident rates. This also fed into our 2021 goal to further enhance our Driver Training Program to focus on more hands-on training.



Life Saving Equipment for First Responders

Given the size of the Permian Basin, it is not unusual to see responders, many of whom are volunteers, travel over an hour to respond to calls for assistance, which can delay the delivery of critical emergency response tools required at the scene.

As a member of the Permian Road Safety Coalition (PRSC) and the Permian Strategic Partnership (PSP), of which EagleClaw Midstream is a part, donated almost \$1.1 million in life-saving equipment to first responders in 22 counties across West Texas and Southeast New Mexico.

The funds allowed PRSC to expand its "First Responder Life-Saving Equipment Initiative" to purchase emergency equipment such as battery powered "jaws of life," medical supply kits, fire extinguishers, mobile lighting tools and rescue helicopter landing zone kits, along with related training for "first on scene" local responders.

COVID-19



COVID-19 added greater complexity to our safety protocols in 2020 and 2021. At the onset of the pandemic, a team was put together to identify areas requiring action in our workplaces. To protect employees, contractors and visitors to our facilities and operations during the pandemic, we issued our Working Safely Policy.

The policy outlined new procedures, protocols and policies to minimize the risk of contracting COVID-19, giving clear guidance on hygiene and cleaning, temperature scans, wearing face masks, social distancing and travel restrictions. We conduct contact tracing and testing, provide free on-site antibody testing and on-site flu shots, and in 2021, issued a mandatory daily screening questionnaire for identified employees that work in office locations or in close proximity to our control rooms.

Throughout the pandemic, we conducted a series of employee pulse surveys to ensure that everyone felt connected to the team while working remotely. Here are some of the findings:

- Most (91%) survey participants believe that EagleClaw Midstream's leadership made effective decisions regarding the COVID-19 pandemic.
- Almost all (98%) participants understood EagleClaw Midstream's recommendations for a safe and sanitized workplace.
- A majority (96%) felt the leaders at EagleClaw Midstream provided a sense of stability during the pandemic.
- Most (91%) found the communications from the senior leadership team to be clear, understandable and easy to follow regarding actions to improve workplace and individual safety.
- Most (89%) participants felt comfortable communicating to leadership about concerns or suggestions during the pandemic.

In addition, we are proud that we maintained the same number of staff positions as we did before the pandemic.

OVER
5,000
MASKS PURCHASED TO PROTECT
WORKERS AND CONTRACTORS

215 GALLONS
OF SANITIZER FOR FOGGERS
99 GALLONS
OF SANITIZER FOR ELECTROSTATIC SPRAYER

8 TEMPERATURE
FACE-READING DEVICES
FOR EMPLOYEES AT OFFICES, FIELD AND PLANT LOCATIONS

70+ AIR PURIFIERS
200+ BOTTLES OF HAND SANITIZER
FOR EMPLOYEES
40 TUBS OF SANITIZING WIPES

200 SQUARE FEET
OF PROTECTIVE PLEXIGLASS
INSTALLED IN OFFICES

300 CUPS OF COFFEE PURCHASED IN
ONE MONTH
FOR TEACHERS, FIREFIGHTERS, EMERGENCY
RESPONDERS, HEALTHCARE WORKERS,
LAW ENFORCEMENT PERSONNEL VIA COMPANY'S
"CUPS OF GRATITUDE" PROGRAM

6 FOGGERS PURCHASED
FOR OFFICE SANITIZING
5 ELECTROSTATIC
SPRAYERS
FOUR FOR EAGLECLAW MIDSTREAM USE,
ONE DONATED TO PECOS BARSTOW
SCHOOL DISTRICT

12,884 SCREENINGS
COMPLETED BY OFFICE AND PLANT PERSONNEL SINCE FEBRUARY 2020

Employee Inclusion and Diversity

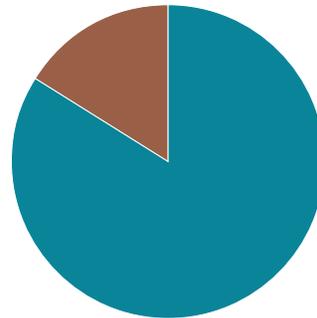
EagleClaw Midstream is committed to fostering a work environment that values diversity among our employees, and we have a series of human resource policies and activities designed to create a respectful, inclusive workplace, in which every individual can reach their highest potential.

100%
OF EMPLOYEES

TOOK WORKPLACE HARASSMENT AND DISCRIMINATION-FREE WORKPLACE TRAINING, WHICH TOOK PLACE IN SUMMER 2020

100%
OF OUR PEOPLE MANAGERS

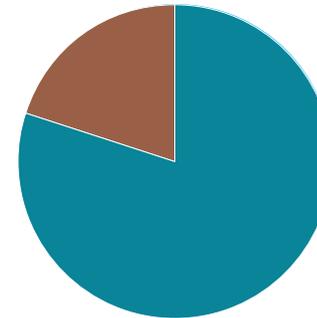
TOOK PART IN A FOUR-HOUR TRAINING CALLED RESPECTFUL WORKPLACE AND ESSENTIAL SKILLS TRAINING FOR SUPERVISORS AND MANAGERS



Overall Gender

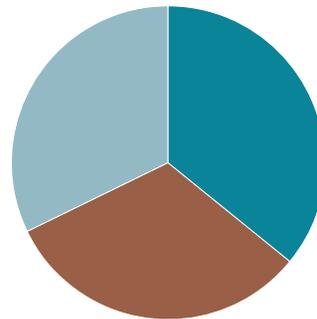
- 85% male
- 15% female

Please note: As of 2021, we are updating our data collection processes to add a non-binary gender identity.



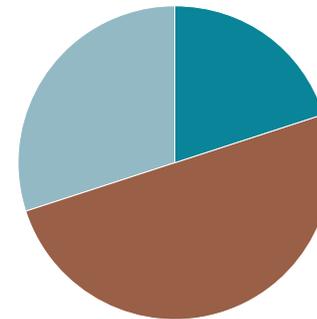
Board Gender

- 80% male
- 20% female



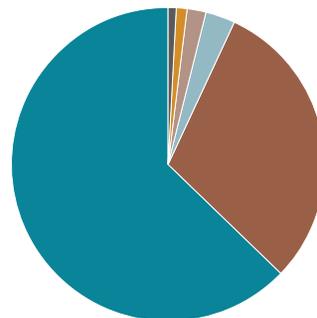
Age Breakdown Overall

- 73 (36%) employees are between 20-35
- 65 (32%) employees are between 36-50
- 66 (32%) employees are over 50



Age Breakdown of Board

- 2 (20%) board members are between 20-35
- 5 (50%) board members are between 36-50
- 3 (30%) board members are over 50



Ethnicity/Race of Employees

- White 62%
- Hispanic 30%
- Black 3%
- Bi-Multi Racial 2%
- American Indian or Alaska Native: 1%
- Asian 1%
- Native Hawaiian or Other Pacific Islander 0%

Advancing Women Through ALLY

In 2020, EagleClaw Midstream joined ALLY (formerly PinkPetro), a community of professionals and member organizations, with a focus on equity, the environment and the energy economy. ALLY opens a network with a deep pool of resources and individuals to push towards more responsible corporate stewardship.



New Board Director: Laura Sugg

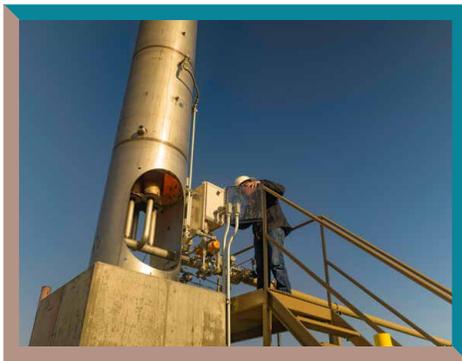
In 2020, EagleClaw Midstream added its first independent board member, Laura Sugg, to its Board of Directors. Ms. Sugg has worked in the energy industry for many decades and is also on the board of Murphy Oil and Public Service Enterprise Group, and previously served on the boards of Williams Energy, Williams Partners and Denbury Resources. She previously held numerous executive and leadership positions with Conoco Phillips.



Employee Engagement and Development

EagleClaw Midstream has grown substantially over the past few years through a series of acquisitions. In 2020, we focused on fostering greater cohesion and teamwork through employee engagement. We formalized our employee recognition program to further strengthen our culture, reward positive behavior and to recognize above-and-beyond performance.

We use a blend of formal and informal employee recognition tactics, ranging from monetary to non-monetary incentives. We recognize employee service milestones and special occasions, and also developed operations-based milestones based on safety and regulatory compliance achievements, as examples. We give awards for exceptional performance in safety, landowner engagement, innovative thinking, teamwork, and customer service. We have identified a need, and are investigating other options such as spot bonuses.



Employee Benefits

EagleClaw Midstream offers a full suite of benefits to its employees, who are all full-time. These include medical insurance, dental insurance, vision insurance, flexible spending accounts and dependent care flexible spending accounts, health savings accounts, life insurance, short and long term disability programs, supplemental insurance for critical illness, hospital indemnity and accident, an employer-funded 401(k), as well as a bonus plan. The company also offers an Employee Assistance Program.

Employee Training

Our employee training program is being broadened and expanded going forward. In 2020, we launched our People Manager Training - a four-hour session for people managers to understand basic employment law, prohibited discrimination, harassment and retaliation behaviors.

In addition, our employees each took 2 hours of training for Human Resources and half an hour of Information Technology training in 2020, and all field personnel took 15 hours of Environment, Health and Safety training.

Lastly, 100% of our employees receive regular performance and career development reviews each year.



Contractor and Supply Chain Engagement

In 2020, we launched a pilot with ISN Network to better understand how our contractor and supplier base perform on ESG criteria as part of a contractor and supplier due diligence process.

In addition to assessing their financial health through Experian, we also ask 22 questions about ethics, environment, health and safety and human rights. For the pilot, we reached out to 445 suppliers in our system, and for the 86 that were active in 2020, we found that:

71% MET OR EXCEEDED EXPECTATIONS ON THE ESG QUESTIONNAIRE

72% OF OUR PROCUREMENT SPEND IS LOCAL, IN TEXAS OR NEW MEXICO

Because this was a pilot, the suppliers that did not meet expectations in the questionnaire were given coaching and guidance on how they could improve their performance. We will re-evaluate the performance of active suppliers annually and follow up as needed to ensure they are meeting expectations on our ESG criteria.

Prior to working at EagleClaw Midstream sites, contractors must participate in the required training from their employers, and we then verify their EHS programs, metrics and requirements via ISN Network. They are then assigned a Safety Grade Score in ISN Network. Any contractors with a failing grade in the ISN Contractor Questionnaire require a variance to be approved by a senior leader at EagleClaw Midstream.

Going forward, our focus will be to systematically track contractor and supplier performance, help onboard our suppliers to enhance their understanding of our expectations and develop a more comprehensive Supplier Code of Conduct.



COMMUNITY



One of EagleClaw Midstream's key values is to be a good neighbor and to demonstrate our commitment to the communities where we live and operate in West Texas. We strive to be a consistent, positive force by playing an active role in the community and by listening and responding to needs and priorities, in the present and future. Within this relatively large land area, there are small and closely-knit communities that include our employees, community members, landowners, local government and suppliers.

Landowner Engagement

Landowners are an important constituent in EagleClaw Midstream's operations, as they grant us the right-of-way to place pipeline or facilities on their property.

To be a good neighbor – exceeding what is expected of us and maintaining strong, long-term relationships – we strive to build trust through active communication and collaboration. We uphold integrity, honesty and accountability in all our operations by providing accurate and timely responses to questions, comments and concerns.

We connect to our communities in a variety of ways, such as community awareness programs and emergency hotlines. Our goal is to ensure the community has a comfortable understanding of the regulations for midstream operators, as well as adequate information on our emergency preparedness and public safety priorities. This fosters meaningful, productive relationships and promotes a dynamic two-way learning process for EagleClaw Midstream to be an engaged and accountable partner.



Respecting Indigenous Peoples and Communities

We respect the diversity, culture and unique history of Indigenous Peoples, recognize that Indigenous Peoples have legal and constitutionally protected rights, and recognize the necessity of communicating and cooperating in good faith with Indigenous communities.

In the development of the Permian Highway Pipeline (PHP), EagleClaw Midstream chose a joint venture partner with strong experience working with Indigenous Peoples. Engagement with the Comanche Nation was led in line with Kinder Morgan's [Indigenous Peoples Policy](#), and in consultation with our personnel, to mutually determine the best course of action when issues arose on the PHP Project that could impact Indigenous Peoples' rights. Not only was the PHP Project realized on schedule in early January 2021, thanks to the ongoing collaborative consultation and input from interested environmental and Indigenous organizations and joint venture and working partners, but we also gained valuable insight from all those participating.

When initiating new major projects, we would aim to follow the guidelines for inadvertent discoveries as defined by the Code of Federal Regulations on Federal and Tribal lands. We would assess all proposed operational areas for potential historical tribal importance, including listed or eligible cultural sites. If any sites are identified, we would conduct on-site surveys with the assistance of Tribal representatives and an archaeologist. If, during construction or subsequent operations, any inadvertent discoveries become known, we would immediately cease the work-in-progress. We would then contact the appropriate federal agency or Tribal official. If required, we would retain a certified paleontologist or archaeologist to assist with a resolution before we consider resuming work.

Community Investment

In 2020, we created EagleClaw Midstream's community investment approach, which is composed of an employee volunteer program, community investment program, and employee matching funds program. We decided on several thematic focal areas that are of interest to our stakeholders:



**Local Public
Education**



**Environmental
Activities**



**Business Entrepreneurship in
the Local Community**



**Support of Authorized
Emergency Responders**



**Support of At-Risk
Individuals**



**Support of Local
Healthcare Providers**

In 2020, we made donations totaling \$122,000 with most of our efforts focused on immediate needs brought on by the pandemic. In the future, our efforts will be to set up a separate foundation to further enable our charitable efforts.

Initiative	Amount
We helped to protect frontline healthcare workers at Midland Memorial Hospital and Medical Center Health Foundation by making each organization a cash donation of \$22,500 to purchase Personal Protective Equipment (PPE) when there was a shortage. We also donated \$5,000 to Reeves County to divert the funds where it was needed most for Emergency Management.	\$50,000
We sponsored the "Cups of Gratitude" program at Higher Grounds Coffee, in Midland Texas, provided any eligible professional, law enforcement or emergency responder or hospital employees with a free cup of coffee during August 2020.	\$2,000
In Houston, we made an in-kind donation of 16 laptops as part of Comp-U-Dopt's technology donation program for students, helping support children in online learning during the pandemic.	\$7,500
We donated an electrostatic sprayer for the Pecos-Toyah-Barstow Independent School District. This electrostatic sprayer has been instrumental in providing an extra level of cleaning for buildings that are occupied by students, teachers or school administrators.	\$8,500
Offsetting some of the economic impacts of COVID-19 in west Texas, EagleClaw Midstream matched its employees' donations to provide a total of \$33,000 to the West Texas Food Bank.	\$33,000
We donated funds to Jonah's House Pantry, a New Mexico food bank.	\$4,500
We provided donations to the Monarch School and Institute in Houston, which serves children with neurological differences by offering programs that provide cognitive, emotional and social development components.	\$7,000
We donated bottled water to the local volunteer fire department near Midland to replenish stock after a massive fire.	\$1,000
We donated extra fire supplies, in particular, Chemguard foam, to the Volunteer Fire Department (VFD) in Pecos. The foam donation was for the VFD to replenish their supply to provide services to the community.	\$9,000
Total	\$122,000



DATA TABLES

GRI Content Index

GRI Standard	Disclosure	Location	Explanation
GRI 101: Foundation 2016			
General Disclosures			
GRI 102: General Disclosures 2016	Organizational Profile		
	102-1 Name of the organization	• About EagleClaw Midstream, pg. 5	
	102-2 Activities, brands, products, and services	• About EagleClaw Midstream, pg. 5	
	102-3 Location of headquarters	• Contact Us - https://www.eagleclawmidstream.com/contact-us/	• EagleClaw Midstream is headquartered in Midland and Houston, Texas
	102-4 Location of operations	• Where Do We Operate?, pg. 9	
	102-5 Ownership and legal form	• About EagleClaw Midstream, pg. 5	• EagleClaw Midstream is privately held and financially backed by Blackstone Energy Partners and I Squared Capital.
	102-6 Markets served		• EagleClaw Midstream serves oil and gas companies operating in the United States.
	102-7 Scale of the organization	• Quick Facts, pg. 7	• We cannot disclose net sales or total capitalization due to the private nature of the company.
	102-8 Information on employees and other workers	• Employee Inclusion and Diversity, pg. 39	• The information about total employees by employment contract, gender, and employment type are provided in our report. • Much of our work is performed by our own employees, but we have contractors which include legal counsel, roustabouts, water truck drivers, mechanics, I&E contractors, EHS consultants, line locators, measurement technicians, measurement analysts, engineering consultants, janitorial services, etc.
	102-9 Supply chain	• EagleClaw Midstream's Value Chain, pg. 8	
	102-10 Significant changes to the organization and its supply chain	N/A	• There were no significant changes to the organization and its supply chain in 2020.
	102-11 Precautionary Principle or approach	• Enterprise Risk Management, pg. 16 • Environment - Overall Approach, pg. 20 • Health and Safety, pg. 35-38	
	102-12 External initiatives	• Stakeholder Engagement, pg. 17 • The Environmental Partnership's Flare Management Program, pg. 26 • Joining the Oilfield Water Stewardship Council, pg. 31	
102-13 Membership of associations	• Stakeholder Engagement, pg. 17		

GRI Content Index

GRI Standard	Disclosure	Location	Explanation
GRI 101: Foundation 2016			
General Disclosures			
GRI 102: General Disclosures 2016	Strategy		
	102-14 Statement from senior decision-maker	• A Letter from the CEO, pg. 3	
	102-15 Key impacts, risks, and opportunities	• A Letter from the CEO, pg. 3 • Materiality Analysis, pg. 12-14	
	Ethics and Integrity		
	102-16 Values, principles, standards, and norms of behavior	• Our Values, pg. 6 • Ethics and Compliance, pg. 18	
	102-17 Mechanisms for advice and concerns about ethics	• Ethics and Compliance, pg. 18	
	Governance		
	102-18 Governance structure	• ESG Governance, pg. 15-16 • Employee Inclusion and Diversity, pg. 39 • Enterprise Risk Management, pg. 16	• Our board is made up of our major shareholders including Blackstone Energy Partners and I Squared Capital. We have one independent board member. The board reviewed our sustainability report and evaluates our economic, environmental and social performance. • Remuneration and incentives information is kept confidential due to the company being privately held.
	102-19 Delegating authority	• ESG Governance, pg. 15-16	
	102-20 Executive-level responsibility for economic, environmental, and social topics	• ESG Governance, pg. 16	• Steve Stellato, our EVP and Chief Administration and Accounting Officer, is in charge of ESG. Please see ESG Governance for more details.
	102-21 Consulting stakeholders on economic, environmental, and social topics	• Stakeholder Engagement, pg. 17	
	102-22 Composition of the highest governance body and its committees		• The Board is comprised of the company's major investors, Blackstone Energy Partners and I Squared Capital, and has 1 independent director. There are no committees.
	102-23 Chair of the highest governance body		• Information about this indicator is not included due to EagleClaw Midstream being a privately held company.
	102-24 Nominating and selecting the highest governance body		• Information about this indicator is not included due to EagleClaw Midstream being a privately held company.

GRI Content Index

GRI Standard	Disclosure	Location	Explanation
GRI 101: Foundation 2016			
General Disclosures			
	Governance - continued		
	102-25 Conflicts of interest		• Information about this indicator is not included due to EagleClaw Midstream being a privately held company.
	102-26 Role of highest governance body in setting purpose, values, and strategy	• ESG Governance, pg. 15-16 • Enterprise Risk Management, pg. 16	
	102-27 Collective knowledge of highest governance body		• Information about this indicator is not included due to EagleClaw Midstream being a privately held company.
	102-28 Evaluating the highest governance body's performance		• Information about this indicator is not included due to EagleClaw Midstream being a privately held company.
	102-29 Identifying and managing economic, environmental, and social impacts	• Enterprise Risk Management, pg. 16 • Materiality Analysis, pg. 12-14	
	102-30 Effectiveness of risk management processes	• Enterprise Risk Management, pg. 16	
	102-31 Review of economic, environmental, and social topics	• Enterprise Risk Management, pg. 16	• Information about this indicator is not included due to EagleClaw Midstream being a privately held company.
GRI 102: General Disclosures 2016	102-32 Highest governance body's role in sustainability reporting		• Information about this indicator is not included due to EagleClaw Midstream being a privately held company.
	102-33 Communicating critical concerns		• Information about this indicator is not included due to EagleClaw Midstream being a privately held company.
	102-34 Nature and total number of critical concerns		• Information about this indicator is not included due to EagleClaw Midstream being a privately held company.
	102-35 Remuneration policies		• Information about this indicator is not included due to EagleClaw Midstream being a privately held company.
	102-36 Process for determining remuneration		• Information about this indicator is not included due to EagleClaw Midstream being a privately held company.
	102-37 Stakeholders' involvement in remuneration		• Information about this indicator is not included due to EagleClaw Midstream being a privately held company.
	102-38 Annual total compensation ratio		• Information about this indicator is not included due to EagleClaw Midstream being a privately held company.
	102-39 Percentage increase in annual total compensation ratio		• Information about this indicator is not included due to EagleClaw Midstream being a privately held company.

GRI Content Index

GRI Standard	Disclosure	Location	Explanation
GRI 101: Foundation 2016			
General Disclosures			
GRI 102: General Disclosures 2016	Stakeholder Engagement		
	102-40 List of stakeholder groups	• Stakeholder Engagement, pg. 17	
	102-41 Collective bargaining agreements		• None of the company's employees are part of unions.
	102-42 Identifying and selecting stakeholders	• Stakeholder Engagement, pg. 17	
	102-43 Approach to stakeholder engagement	• Stakeholder Engagement, pg. 17	
	102-44 Key topics and concerns raised	• Stakeholder Engagement, pg. 17	
	Reporting Practice		
	102-45 Entities included in the consolidated financial statements	• About This Report, pg. 10	• EagleClaw Midstream's consolidated financial statements are not disclosed publicly, and the entities included in this ESG report include all those as part of EagleClaw Midstream.
	102-46 Defining report content and topic Boundaries	• About This Report, pg. 10 • Materiality Analysis, pg. 12-14	
	102-47 List of material topics	• Materiality Analysis, pg. 12-14	
	102-48 Restatements of information		• As this is our first report, there was no information restated.
	102-49 Changes in reporting		• As this is our first report, there were no changes in reporting.
	102-50 Reporting period	• About This Report, pg. 10	
	102-51 Date of most recent report	• About This Report, pg. 10	
	102-52 Reporting cycle	• About This Report, pg. 10	
	102-53 Contact point for questions regarding the report	• About This Report, pg. 10	
102-54 Claims of reporting in accordance with the GRI Standards	• About This Report, pg. 10		
102-55 GRI content index	• GRI Content Index, pg. 49-57		
102-56 External assurance	• About This Report, pg. 10		

GRI Content Index

GRI Standard	Disclosure	Location	Explanation
Material Topics			
200 Series (Economic Topics)			
Indirect Economic Impacts			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	• Community Investment, pg. 46-47	
	103-2 The management approach and its components	• Community Investment, pg. 46-47	
	103-3 Evaluation of the management approach	• Community Investment, pg. 46-47	
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	• Community Investment, pg. 46-47	
Procurement Practices			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	• Contractor and Supply Chain Engagement, pg. 42	
	103-2 The management approach and its components	• Contractor and Supply Chain Engagement, pg. 42	
	103-3 Evaluation of the management approach	• Contractor and Supply Chain Engagement, pg. 42	
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	• Contractor and Supply Chain Engagement, pg. 42	
Anti-Corruption			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	• Ethics and Compliance, pg. 18	
	103-2 The management approach and its components	• Ethics and Compliance, pg. 18	
	103-3 Evaluation of the management approach	• Ethics and Compliance, pg. 18	
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	• Ethics and Compliance, pg. 18	
	205-3 Confirmed incidents of corruption and actions taken	• Ethics and Compliance, pg. 18	
Anti-Competitive Behavior			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	• Ethics and Compliance, pg. 18	
	103-2 The management approach and its components	• Ethics and Compliance, pg. 18	
	103-3 Evaluation of the management approach	• Ethics and Compliance, pg. 18	

GRI Content Index

GRI Standard	Disclosure	Location	Explanation
300 Series (Environmental Topics)			
Energy			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	<ul style="list-style-type: none"> Environment - Overall Approach, pg. 20 Climate Change, pg. 22 	
	103-2 The management approach and its components	<ul style="list-style-type: none"> Environment - Overall Approach, pg. 20 Climate Change, pg. 22 	
	103-3 Evaluation of the management approach	<ul style="list-style-type: none"> Environment - Overall Approach, pg. 20 Environment - Performance Data Highlights, pg. 21 Climate Change, pg. 22 	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	<ul style="list-style-type: none"> Environment - Performance Data Highlights, pg. 21 	
Water			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	<ul style="list-style-type: none"> Produced Water Management, pg. 30 	
	103-2 The management approach and its components	<ul style="list-style-type: none"> Produced Water Management, pg. 30 	
	103-3 Evaluation of the management approach	<ul style="list-style-type: none"> Produced Water Management, pg. 30 	
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	<ul style="list-style-type: none"> Produced Water Management, pg. 30 	
Biodiversity			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	<ul style="list-style-type: none"> Biodiversity, pg. 29 	
	103-2 The management approach and its components	<ul style="list-style-type: none"> Biodiversity, pg. 29 	
	103-3 Evaluation of the management approach	<ul style="list-style-type: none"> Biodiversity, pg. 29 	
Emissions			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	<ul style="list-style-type: none"> Environment - Overall Approach, pg. 20 Climate Change, pg. 22 	
	103-2 The management approach and its components	<ul style="list-style-type: none"> Environment - Overall Approach, pg. 20 Climate Change, pg. 22 Emissions Management, pg. 24-26 	
	103-3 Evaluation of the management approach	<ul style="list-style-type: none"> Environment - Overall Approach, pg. 20 	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	<ul style="list-style-type: none"> Environment - Performance Data Highlights, pg. 21 	
	305-2 Energy indirect (Scope 2) GHG emissions	<ul style="list-style-type: none"> Environment - Performance Data Highlights, pg. 21 	
	305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	<ul style="list-style-type: none"> Environment - Performance Data Highlights, pg. 21 	

GRI Content Index

GRI Standard	Disclosure	Location	Explanation
300 Series (Environmental Topics) - continued			
Effluents and Waste			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	<ul style="list-style-type: none"> • Produced Water Management, pg. 30 • Waste Management, pg. 32 	
	103-2 The management approach and its components	<ul style="list-style-type: none"> • Produced Water Management, pg. 30 • Waste Management, pg. 32 	
	103-3 Evaluation of the management approach	<ul style="list-style-type: none"> • Produced Water Management, pg. 30 • Waste Management, pg. 32 	
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	<ul style="list-style-type: none"> • Waste Management, pg. 32 	
	306-2 Management of significant waste-related impacts	<ul style="list-style-type: none"> • Waste Management, pg. 32 	
	306-3 Waste generated	<ul style="list-style-type: none"> • Waste Management, pg. 32 	
	306-4 Waste diverted from disposal	<ul style="list-style-type: none"> • Waste Management, pg. 32 	
	306-5 Waste directed to disposal	<ul style="list-style-type: none"> • Waste Management, pg. 32 	
Environmental Compliance			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	<ul style="list-style-type: none"> • Environment - Overall Approach, pg. 20 	
	103-2 The management approach and its components	<ul style="list-style-type: none"> • Environment - Overall Approach, pg. 20 	
	103-3 Evaluation of the management approach	<ul style="list-style-type: none"> • Environment - Overall Approach, pg. 20 	
GRI 307: Environmental Compliance 2016	307-1 Non-compliance with environmental laws and regulations	<ul style="list-style-type: none"> • Environment - Overall Approach, pg. 20 	
Supplier Environmental Assessment			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	<ul style="list-style-type: none"> • Contractor and Supply Chain Engagement, pg. 42 	
	103-2 The management approach and its components	<ul style="list-style-type: none"> • Contractor and Supply Chain Engagement, pg. 42 	
	103-3 Evaluation of the management approach	<ul style="list-style-type: none"> • Contractor and Supply Chain Engagement, pg. 42 	
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	<ul style="list-style-type: none"> • Contractor and Supply Chain Engagement, pg. 42 	

GRI Content Index

GRI Standard	Disclosure	Location	Explanation
400 Series (Social Topics)			
Employment			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	• People, pg. 33-34	
	103-2 The management approach and its components	• People, pg. 33-34	
	103-3 Evaluation of the management approach	• People, pg. 33-34	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	• People, pg. 33-34	
Occupational Health and Safety			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	• Health and Safety, pg. 35-38	
	103-2 The management approach and its components	• Health and Safety, pg. 35-38	
	103-3 Evaluation of the management approach	• Health and Safety, pg. 35-38	
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	• Health and Safety, pg. 35-38	
	403-4 Worker participation, consultation, and communication on occupational health and safety	• Health and Safety, pg. 35-38	
	403-5 Worker training on occupational health and safety	• Health and Safety, pg. 35-38	
	403-8 Workers covered by an occupational health and safety management system	• Health and Safety, pg. 35-38	
	403-9 Work-related injuries	• Health and Safety, pg. 35-38	
	403-10 Work-related ill health	• Health and Safety, pg. 35-38	
Training and Education			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	• Employee Engagement and Development, pg. 41	
	103-2 The management approach and its components	• Employee Engagement and Development, pg. 41	
	103-3 Evaluation of the management approach	• Employee Engagement and Development, pg. 41	
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	• Employee Engagement and Development, pg. 41	
	404-3 Percentage of employees receiving regular performance and career development reviews	• Employee Engagement and Development, pg. 41	

GRI Content Index

GRI Standard	Disclosure	Location	Explanation
400 Series (Social Topics) - continued			
Diversity and Equal Opportunity			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	• Employee Inclusion and Diversity, pg. 39-40	
	103-2 The management approach and its components	• Employee Inclusion and Diversity, pg. 39-40	
	103-3 Evaluation of the management approach	• Employee Inclusion and Diversity, pg. 39-40	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	• Employee Inclusion and Diversity, pg. 39-40	
Rights of Indigenous Peoples			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	• Respecting Indigenous Peoples and Communities, pg. 45	
	103-2 The management approach and its components	• Respecting Indigenous Peoples and Communities, pg. 45	
	103-3 Evaluation of the management approach	• Respecting Indigenous Peoples and Communities, pg. 45	
Local Communities			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	• Landowner Engagement, pg. 44 • Community Investment, pg. 46-47	
	103-2 The management approach and its components	• Landowner Engagement, pg. 44 • Community Investment, pg. 46-47	
	103-3 Evaluation of the management approach	• Landowner Engagement, pg. 44 • Community Investment, pg. 46-47	
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	• Stakeholder Engagement, pg. 17 • Landowner Engagement, pg. 44 • Community Investment, pg. 46-47	
Supplier Social Assessment			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	• Contractor and Supply Chain Engagement, pg. 42	
	103-2 The management approach and its components	• Contractor and Supply Chain Engagement, pg. 42	
	103-3 Evaluation of the management approach	• Contractor and Supply Chain Engagement, pg. 42	
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	• Contractor and Supply Chain Engagement, pg. 42	
Public Policy			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	• Stakeholder Engagement, pg. 17	
	103-2 The management approach and its components	• Stakeholder Engagement, pg. 17	
	103-3 Evaluation of the management approach	• Stakeholder Engagement, pg. 17	
GRI 415: Public Policy 2016	415-1 Political contributions	• Stakeholder Engagement, pg. 17	

SASB Index

Topic	Code	Accounting Metric	Section Reference	2020	Unit of Measure
Greenhouse Gas Emissions	EM-MD-110a.1	Gross global Scope 1 emissions		1,266,445	Metric Tons
	EM-MD-110a.1	Percentage of gross global Scope 1 emissions that are methane		5%	
	EM-MD-110a.1	Percentage of Gross global Scope 1 emissions covered under emissions-limiting regulations		99.8%	
	EM-MD-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	<ul style="list-style-type: none"> • Environment - Our Performance, pg. 21 • Climate Change, pg. 22-23 		
Air Quality	EM-MD-120a.1	Air emissions:			
		(1) NO _x (excluding N ₂ O)		2,586	Metric Tons
		(2) SO ₃		245	Metric Tons
		(3) Volatile organic compounds (VOCs)		2,241	Metric Tons
		(4) Particulate matter (PM)		123	Metric Tons
Ecological Impacts	EM-MD-160a.1	Description of environmental management policies and practices for active operations	• Environment - Overall Approach, pg. 20		
	EM-MD-160a.2	Percentage of land owned, leased, and/or operated within areas of protected conservation status or endangered species habitat		N/A	
	EM-MD-160a.3	Terrestrial acreage disturbed, percentage of impacted area restored		N/A	
	EM-MD-160a.4	Number and aggregate volume of hydrocarbon spills		2024	
	EM-MD-160a.4	Volume of hydrocarbon spills in Arctic		N/A	Barrels
	EM-MD-160a.4	Volume of hydrocarbon spills in Unusually Sensitive Areas (USAs)		0	
	EM-MD-160a.4	Volume of hydrocarbon spills recovered		2024	Barrels
Competitive Behavior	EM-MD-520a.1	Total amount of monetary losses as a result of legal proceedings associated with federal pipeline and storage regulations		0	

SASB Index

Topic	Code	Accounting Metric	Section Reference	2020	Unit of Measure
Occupational Safety, Emergency Preparedness & Response	EM-MD-540a.1	Number of reportable pipeline incidents		2	
	EM-MD-540a.1	Percentage of significant reportable pipeline incidents		50%	
	EM-MD-540a.2	Percentage of (1) natural gas pipelines inspected		5.36%	
	EM-MD-540a.2	Percentage of (2) hazardous liquid pipelines inspected		14.10%	
	EM-MD-540a.3	Number of (1) accident releases from rail transportation		N/A	
	EM-MD-540a.3	Number of (2) non-accident releases (NARs) from rail transportation		N/A	
	EM-MD-540a.4	Discussion of management systems used to integrate a culture of safety and emergency preparedness throughout the value chain and throughout project lifecycles	<ul style="list-style-type: none"> • Health and Safety, pg 35-38 • Asset and Pipeline Integrity, pg. 27-28 		
Activity Metric	EM-MD-000.A	Total metric ton-kilometers of (1) natural gas		300	MBpd NGL Transport
	EM-MD-000.A	Total metric ton-kilometers of (2) crude oil		75	MBpd Crude Volume Throughput
	EM-MD-000.A	Total metric ton-kilometers of (3) refined petroleum products transported, by mode of transport		2.1	Bcfpd Residue Transport

EIC/GPA Midstream Association Index

Metric	Unit	2020	Comments, Links, Additional Information, and Notes
Activity			
1.1	EBITDA	US \$	Confidential
1.2	Gross Throughput	BOE	46,531,986
1.3	Miles of Pipeline	mile	1370
Environment			
Hydrocarbon Releases			
2.1	Number of hydrocarbon liquid releases beyond secondary containment > 5 bbl	#	3
2.2	Volume of hydrocarbon liquid releases beyond secondary containment > 5 bbl	bbl	2088
2.3	Hydrocarbon Liquid Releases Intensity per Mile of Pipeline	bbl/mile	1.32
Emissions			
2.4	Total GHG Emissions (Scope 1 + Scope 2) - Total	mt co2e	1,373,087
2.4.1	Scope 1 GHG Emissions - Total	mt co2e	1,266,445
2.4.1.1	Scope 1 CO ₂ Emissions - Total	mt	1,205,784
2.4.1.2	Scope 1 Methane Emissions - Total	mt co2e	59,963
2.4.2	Scope 1 GHG Emissions - EPA	mt co2e	1,264,503
2.4.2.1	Scope 1 CO ₂ Emissions - EPA	mt	1,203,854
2.4.2.2	Scope 1 Methane Emissions - EPA	mt co2e	59,960
2.4.3	Scope 2 GHG Emissions	mt co2e	106,642
2.5	Total GHG Emissions (Scope 1 + Scope 2) Intensity per Billion BOE-Mile - Total	mt co2e/Billion BOE-Mile	25,814
2.6	Total GHG Emissions (Scope 1 + Scope 2) Intensity per EBITDA - Total	mt co2e/\$MM	Confidential
2.7	Scope 1 Methane Emissions Intensity per ONE Future Methodology		0.040% 0.018%
2.8	Does the company have a greenhouse gas emissions reduction target?	Yes/No	Yes - continually reduce our methane intensity compared to the prior year

EIC/GPA Midstream Association Index

Metric	Unit	2020	Comments, Links, Additional Information, and Notes
Emissions - continued			
2.9	NOx Emissions	Metric Tons	2,586,184
2.10	SOx Emissions	Metric Tons	244,860
2.11	VOC Emissions	Metric Tons	2,240,899
2.12	Does the company participate in an external emissions reduction program? Examples include ONE Future, The Environmental Partnership, Methane Challenge, EPA Natural Gas Star	Yes/No	Yes - ONE Future, The Environmental Partnership
2.13	% of energy used (direct and indirect) that is renewable energy	%	0
2.14	Does the company seek third party data verification for any environmental metrics?	Yes/No	Yes - for engine emission tests - emissions stack testing
Asset Diversification and Biodiversity			
2.15	Does the company participate in any efforts to expand the share of alternative/renewable energy sources in the company's portfolio? If yes, please provide links to ESG reports, webpages and other disclosures as support.	Yes/No	Yes - see ESG report
2.16	Does the company have a biodiversity policy or commitment for new and existing assets?	Yes/No	Yes
Social			
3.1	Total Recordable Incident Rate (TRIR) - employees	#	3.53
3.2	Total Recordable Incident Rate (TRIR) for major growth projects - contractors	#	Not available
3.3	Days away, restricted or transferred (DART) - employees	#	313
3.4	Days away, restricted or transferred (DART) for major growth projects - contractors	#	Not available
3.5	Lost Time Incident Rate (LTIR) - employees	#	3.02
3.6	Lost Time Incident Rate (LTIR) for major growth projects - contractors	#	Not available
3.7	Fatalities - employees	#	0
3.8	Fatalities - contractors	#	0
3.9	Does the company have an indigenous engagement policy or commitment for new and existing assets?	Yes/No	No - but use partner's indigenous engagement policy where applicable

EIC/GPA Midstream Association Index

Metric	Unit	2020	Comments, Links, Additional Information, and Notes	
Social - continued				
3.10	% workforce that is female	%	15	
3.11	% workforce from minority groups (EEOC defined)	%	37	
3.12	% workforce covered under collective bargaining agreements	%	0	
3.13	Does the company seek third party data verification for any social metrics?	Yes/No	No	
Governance				
Diversity				
4.1	% directors that are female	%	20%	
4.2	% corporate officers (VP and up) that are female	%	7%	
4.3	% directors from minority groups (EEOC defined)	%	0	
4.4	% corporate officers (VP and up) from minority groups (EEOC defined)	%	0	
4.5	Is any director under the age of 50?	Yes/No	70%	
Directors				
4.6	% independent directors	%	10	
4.7	How many directors received less than 80% votes cast in favor when running unopposed in last 5 years?	#	Confidential	
4.8	Does the company have directors with risk management experience?	Yes/No	Yes	
Compensation				
4.9	Has the company received less than 70% support for Say On Pay in any of the last 5 years?	Yes/No	Confidential	
4.10	What % of CEO target pay is performance-based?	%	Confidential	
4.11	What % of CEO target pay is equity-based?	%	Confidential	
4.12	"Are there any shareholder return metrics (total return, return on invested capital, etc.) in any NEO equity compensation plan?"	Yes/No	Confidential	
4.13	Is at least 10% of Named Executive Officer (NEO) short-term incentive (STI) or long-term incentive (LTI) linked to E or S metrics?	Yes/No	Confidential	
4.14	Does the company tie any amount of pay for all employees to ESG objectives?	Yes/No	Confidential	

EIC/GPA Midstream Association Index

Metric	Unit	2020	Comments, Links, Additional Information, and Notes
Share Ownership			
4.15	Have any corporate officers or directors made share purchases with personal funds in the last 5 years?	Yes/No	Confidential
Board Oversight			
Which of these data sets are collected and shared with board?			
4.16.1	Voluntary employee turnover company wide and by at least one additional level (e.g. business unit, location, or division)	Yes/No	Yes
4.16.2	% of employees who participate in company sponsored matching gift programs and/or volunteer for corporate sponsored charitable events	%	37% First "matching" community event was conducted in 2020.
4.16.3	Gender Pay Ratio	Yes/No	No
4.16.4	Underlying data from an employee satisfaction survey that is anonymous and at least annual	Yes/No	No
Supply Chain			
4.17	Does the company require suppliers to sign off on the code of conduct or equivalent codes?	Yes/No	No - but participate in ISN Network Supplier Code of Conduct currently in development
Cybersecurity			
Does the company undertake any of the following to manage cybersecurity risk?			
4.19.1	Does the company have an IDR structure?	Yes/No	Confidential
4.19.2	What is the ownership structure of the General Partner?	Externally or Sponsor-owner / Wholly owned by the MLP / other	Confidential
4.19.3	What % of the Limited Partnership board is elected by unit holders?	%	Confidential
4.19.4	What level of detail does the Limited Partnership publicly provide regarding compensation of named executives?	Full, Partial, None	Confidential
4.19.5	Does the Limited Partnership have stock ownership guidelines in place for the CEO? If yes,	Yes/No	Confidential
4.19.5.1	What multiple of the CEO's base salary is he or she required to own in Limited Partnership units?	x times / N/A	Confidential
4.19.6	Does the Limited Partnership have stock ownership guidelines in place for directors? If yes,	Yes/No	Confidential
4.19.6.1	If directors receive an annual cash retainer, what multiple of such annual cash retainer is he or she required to own in Limited Partnership units?	x times / N/A	Confidential
4.19.6.2	What multiple of the GP's independent director's annual cash retainer is he or she required to own in Limited Partnership units?	x times / N/A	Confidential

EagleClaw Midstream
Midland, Texas Office
500 W. Illinois, Suite 700
Midland, TX 79701
432.789.1333 office
432.242.3277 fax

EagleClaw Midstream
Houston, Texas Office
2700 Post Oak Blvd., Suite 300
Houston, TX 77056
713.621.7330 office
713.987.3899 fax

