



EIC/GPA Midstream ESG Reporting Template

Developed by the Energy Infrastructure Council in collaboration with GPA Midstream



Parent Company:
Western Midstream Partners, LP



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Membership: EIC, GPA Midstream, Both, Neither: Both

| Metric | Unit | 2020 | 2019 | Comments, Links, Additional Information, and Notes | |
|-----------------------------|--|----------------------------|---------------|--|---|
| Activity | | | | | |
| 1.1 | EBITDA | US \$ | 2,030,366,000 | 1,719,090,000 | Adjusted EBITDA, as reported in the annual WES SEC 10K filings. |
| 1.2 | Gross Throughput | BOE | 680,927,625 | 654,772,084 | Total gross throughput as reported for EPA Greenhouse Gas Reporting Program (GHGRP) |
| 1.3 | Mile of Pipeline | mile | 10,862 | 10,192 | Operated only (excluding equity, non-operated, and water transportation). |
| Environment | | | | | |
| Hydrocarbon Releases | | | | | |
| 2.1 | Number of hydrocarbon liquid releases beyond secondary containment > 5 bbl | # | 23 | 34 | |
| 2.2 | Volume of hydrocarbon liquid releases beyond secondary containment > 5 bbl | bbl | 4,753 | 9,331 | |
| 2.3 | Hydrocarbon Liquid Releases Intensity per Mile of Pipeline | bbl/mile | 0.44 | 0.92 | |
| Emissions | | | | | |
| 2.4 | Total GHG Emissions (Scope 1 + Scope 2) - Total | mt co2e | 4,857,887 | 4,699,804 | This data includes greenhouse gas emissions reported under EPA's GHGRP and fleet emissions calculated using the EPA Simplified GHG Emissions Calculation Version 6 August 2020. Sources outside the GHG reporting program are not included. |
| 2.4.1 | Scope 1 GHG Emissions – Total | mt co2e | 3,573,754 | 3,576,040 | |
| 2.4.1.1 | Scope 1 CO2 Emissions – Total | mt | 3,309,750 | 3,271,129 | |
| 2.4.1.2 | Scope 1 Methane Emissions – Total | mt co2e | 261,705 | 301,971 | This data includes greenhouse gas emissions reported under EPA's GHGRP. Sources outside the GHG reporting program are not included. |
| 2.4.2 | Scope 1 GHG Emissions – EPA | mt co2e | 3,564,498 | 3,567,530 | |
| 2.4.2.1 | Scope 1 CO2 Emissions - EPA | mt | 3,300,511 | 3,263,018 | |
| 2.4.2.2 | Scope 1 Methane Emissions - EPA | mt co2e | 261,702 | 301,967 | This data includes electricity consumption by state using EPA's 2019 emissions factors and generated resource integrated database (e-GRID). |
| 2.4.3 | Scope 2 GHG Emissions | mt co2e | 1,284,133 | 1,123,764 | |
| 2.5 | Total GHG Emissions (Scope 1 + Scope 2) Intensity per Billion BOE-Mile - Total | mt co2e / Billion BOE-Mile | 657 | 704 | |
| 2.6 | Total GHG Emissions (Scope 1 + Scope 2) Intensity per EBITDA - Total | mt co2e / \$MM | 2,364 | 2,629 | |

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|---|---|-------------|-------------------------|--------------|---|
| 2.7 | Scope 1 Methane Emissions Intensity per ONE Future Methodology | | G&B: 0.05% P: 0.015% | Not Reported | ONE Future Intensity – Gathering and Boosting Sector (“G&B”) ONE Future Intensity – Processing Sector (“P”) Western Midstream joined ONE Future in 2021, and initial report for CY2020. |
| 2.8 | Does the company have a greenhouse gas emissions reduction target? | Yes/No | No | No | |
| 2.9 | NOx Emissions | Metric Tons | 1,474 | 1,494 | Data includes gas processing plant annual emission totals. |
| 2.10 | SOx Emissions | Metric Tons | 163 | 142 | It is based on actual emissions for plants that completed annual emission inventories and allowable emissions for plants that did not. |
| 2.11 | VOC Emissions | Metric Tons | 800 | 807 | |
| 2.12 | Does the company participate in an external emissions reduction program? | Yes/No | Yes | Yes | The Environmental Partnership |
| 2.13 | Energy used (direct and indirect) that is renewable energy | % | 25% | 23% | Calculated from electricity usage and EPA's e-GRID generation renewable resource mix. |
| 2.14 | Does the company seek third party data verification for any environmental metrics? | Yes/No | Yes | No | |
| 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 | No | No | |
| 2.16 | Does the company have a biodiversity policy or commitment for new and existing assets? | Yes/No | No | No | WES has a program, but not a formal policy. |
| Social | | | | | |
| 3.1 | Total Recordable Incident Rate (TRIR) - employees | # | 0.18 | 0.34 | |
| 3.2 | Total Recordable Incident Rate (TRIR) for major growth projects – contractors | # | -- | -- | TRIR by major growth projects tracking began in 2021. All contractor TRIR found in the WES ESG report – WES ESG Report |
| 3.3 | Days away, restricted or transferred (DART) – employees | # | 0.18 | 0.26 | |
| 3.4 | Days away, restricted or transferred (DART) for major growth projects - contractors | # | -- | -- | TRIR by major growth projects tracking began in 2021. All contractor TRIR found in WES 2020 ESG report – WES ESG Report |
| 3.5 | Lost Time Incident Rate (LTIR) – employees | # | 0.18 | 0.17 | |
| 3.6 | Lost Time Incident Rate (LTIR) for major growth projects – contractors | # | -- | -- | TRIR by major growth projects tracking began in 2021. All contractor TRIR found in WES 2020 ESG report – WES ESG Report |
| 3.7 | Fatalities – employees | # | 0 | 0 | |
| 3.8 | Fatalities – contractors | # | 1 | 0 | |
| 3.9 | Does the company have an indigenous engagement policy or commitment for new and existing assets? | Yes/No | Yes | Yes | WES commits to working with the Ute Indian tribe of the Uintah Ouray reservation in Northeast Utah. |
| 3.10 | % workforce that is female | % | 18 | 17 | |
| 3.11 | % workforce from minority groups (EEOC defined) | % | 27 | 25 | |
| 3.12 | % workforce covered under collective bargaining agreements | % | 0 | 0 | |
| 3.13 | Does the company seek third party data verification for any social metrics? | Yes/No | No | No | |
| Governance | | | | | |
| Diversity | | | | | |
| 4.1 | % directors that are female | % | 18 | 18 | |
| 4.2 | % corporate officers (VP and up) that are female | % | 20 | 20 | |

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|--|---|--------|----------------|--|---|
| 4.3 | % directors from minority groups (EEOC defined) | % | 0 | 0 | |
| 4.4 | % corporate officers (VP and up) from minority groups (EEOC defined) | % | 20 | 20 | |
| 4.5 | Is any director under the age of 50? | Yes/No | Yes | Yes | BOD contains directors with extensive leadership/C-suite experience. |
| Directors | | | | | |
| 4.6 | % independent directors | % | 37.5% | 45% | |
| 4.7 | How many directors received less than 80% votes cast in favor when running unopposed in last 5 years? | # | Not Applicable | Not Applicable | |
| 4.8 | Does the company have directors with risk management experience? | Yes/No | Yes | Yes | Directors with extensive leadership/C suite experience |
| Compensation | | | | | |
| 4.9 | Has the company received less than 70% support for Say On Pay in any of the last 5 years? | Yes/No | Not Applicable | Not Applicable | |
| 4.10 | What % of CEO target pay is performance-based? | % | 85% | N/A | N/A for 2019, pre-dates Oxy/WES separation |
| 4.11 | What % of CEO target pay is equity-based? | % | 70% | N/A | N/A for 2019, pre-dates Oxy/WES separation |
| 4.12 | Are there any shareholder return metrics (total return, return on invested capital, etc.) in any NEO equity compensation plan? | Yes/No | Yes | N/A | N/A for 2019, pre-dates Oxy/WES separation |
| 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 | No | N/A | N/A for 2019, pre-dates Oxy/WES separation |
| 4.14 | Does the company tie any amount of pay for all employees to ESG objectives? | Yes/No | Yes | No | |
| Share Ownership | | | | | |
| 4.15 | Have any corporate officers or directors made share purchases with personal funds in the last 5 years? | Yes/No | Yes | Yes | |
| 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 | No | No | |
| 4.16.2 | % of employees who participate in company sponsored matching gift programs and/or volunteer for corporate sponsored charitable events | % | Not Applicable | Not Applicable | |
| 4.16.3 | Gender Pay Ratio | Yes/No | No | No | |
| 4.16.4 | Underlying data from an employee satisfaction survey that is anonymous and at least annual? | Yes/No | No | No | |
| Supply Chain | | | | | |
| 4.17 | Does the company require suppliers to sign off on the code of conduct or equivalent codes? | Yes/No | Yes | Yes | Internal - on contractor MSA contract (language), WES expectations. |
| Cybersecurity | | | | | |
| Does the company undertake any of the following to manage cybersecurity risk? | | | | | |
| 4.18.1 | Mandatory employee training | Yes/No | No | Yes | In 3rd quarter of 2021 WES has implemented new mandatory employee cybersecurity training program. |
| 4.18.2 | Adherence to industry cybersecurity standards | Yes/No | Yes | Yes | |
| 4.18.3 | Ongoing evaluation of the threat landscape | Yes/No | Yes | Yes | |

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|----------|---|---|---------------|---------------|--|
| 4.19 | Does the company publish an annual proxy statement? | Yes/No | No | No | |
| 4.19.1 | Does the company have an IDR structure? | Yes/No | No | No | |
| 4.19.2 | What is the ownership structure of the General Partner? | Externally or Sponsor-owner / Wholly owned by the MLP / other | Sponsor-owned | Sponsor-owner | |
| 4.19.3 | What % of the Limited Partnership board is elected by unit holders? | % | 0% | 0% | |
| 4.19.4 | What level of detail does the Limited Partnership publicly provide regarding compensation of named executives? | Full, Partial, None | Full | Full | |
| 4.19.5 | Does the Limited Partnership have stock ownership guidelines in place for the CEO? If yes, | Yes/No | No | No | |
| 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 | N/A | N/A | |
| 4.19.6 | Does the Limited Partnership have stock ownership guidelines in place for directors? If yes, | Yes/No | Yes | Yes | |
| 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 | 3x | 3x | |
| 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 | 3x | 3x | |