



# EIC/GPA Midstream ESG Reporting Template



Parent Company:  
Western Midstream Partners, LP

Developed by the Energy Infrastructure Council in  
collaboration with GPA Midstream



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Contact(s): Kristen Shults - [Investors@WesternMidstream.com](mailto:Investors@WesternMidstream.com)

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

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Metric	Unit	2020	2019	Comments, Links, Additional Information, and Notes	
<b>Activity</b>					
1.1	EBITDA	US \$	2,030,366,000	1,719,090,000	Adjusted EBITDA, as reported in the annual WES SEC 10K filings. WES's 10Ks include reconciliations of Adjusted EBITDA to its most directly comparable financial measure calculated in accordance with GAAP.
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).
<b>Environment</b>					
<b>Hydrocarbon Releases</b>					
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	
<b>Emissions</b>					
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	
2.4.2	Scope 1 GHG Emissions – EPA	mt co2e	3,564,498	3,567,530	This data includes greenhouse gas emissions reported under EPA's GHGRP. Sources outside the GHG reporting program are not included.
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	
2.4.3	Scope 2 GHG Emissions	mt co2e	1,284,133	1,123,764	This data includes electricity consumption by state using EPA's 2019 emissions factors and generated resource integrated database (e-GRID).
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	
<b>Asset Diversification and Biodiversity</b>					
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.
<b>Social</b>					
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 – <a href="#">WES ESG Report</a>
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 – <a href="#">WES ESG Report</a>
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 – <a href="#">WES ESG Report</a>
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	
<b>Governance</b>					
<b>Diversity</b>					
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.
<b>Directors</b>					
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
<b>Compensation</b>					
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	
<b>Share Ownership</b>					
4.15	Have any corporate officers or directors made share purchases with personal funds in the last 5 years?	Yes/No	Yes	Yes	
<b>Board Oversight</b>					
<b>Which of these data sets are collected and shared with board?</b>					
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	
<b>Supply Chain</b>					
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.
<b>Cybersecurity</b>					
<b>Does the company undertake any of the following to manage cybersecurity risk?</b>					
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	

Metric		Unit	2020	2019	Comments, Links, Additional Information, and Notes
4.19	<b>Does the company publish an annual proxy statement?</b>	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	<b>Does the Limited Partnership have stock ownership guidelines in place for the CEO? If yes,</b>	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	<b>Does the Limited Partnership have stock ownership guidelines in place for directors? If yes,</b>	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	