

2020-2021 SUSTAINABILITY REPORT



Advancing Energy
www.WesternMidstream.com

Welcome

Western Midstream Partners, LP (Western Midstream™ or WES) is committed to building an organization that delivers sustainable value to all of our stakeholders by cultivating a strong culture of responsibility and rigorously managing key environmental, social, and governance (ESG) issues. In this, our second ESG report, we demonstrate tangible actions to strengthen our ESG performance, enhance our reporting, and position our approach to sustainability and responsible operations as a foundational part of our success as a company. As we refine our approach, we seek to deliver reporting and performance that is best-in-class among midstream service providers.

We are committed to strengthening our performance and expanding our reporting as we further develop as a standalone midstream enterprise.

2020 ESG Highlights

CREATING SUSTAINABLE ENVIRONMENTS

100% of our relevant facilities are supported by methane leak detection and repair (LDAR) programs

Joined the ONE Future Coalition and surpassed its 2025 methane intensity targets for our sectors, achieving 0.05 for gathering and boosting vs. a 0.08 goal, and 0.015 for processing vs. an 0.11 goal

Announced plans to permanently retire two natural gas-fired compressor engines by mid-2024, eliminating 10,000 metric tons of CO₂

Set goal to achieve nitrogen oxide (NOx) reductions by at least 800 tons over three years starting in 2022

FOCUSING ON PEOPLE

56% of our senior leadership team members are female or racial/ethnic minorities

Established a new senior vice president role overseeing human capital management and diversity, equity, and inclusion (DEI)

1ST PLACE

for safety performance in our size class in the 2020 GPA Midstream Association's safety awards for the second consecutive year

100% of new pipelines, compressor stations, and plants are evaluated to identify stakeholders and are subject to our community and landowner engagement process

OPERATING RESPONSIBLY

73% reduction in employee Total Recordable Incident Rate (TRIR) from 2018 to 2020

Added new ESG metrics to our internal bonus compensation program to strengthen our emphasis on safety, environmental performance, and employee participation in our social investment program

100%

of our field-based contractors are assessed based on the scope of work provided for Western Midstream and on safety performance

Established ESG Committee on the Board of Directors to oversee our approach to ESG issues

Assisted the Energy Infrastructure Council and GPA Midstream Association in developing and finalizing its ESG Reporting Template in December 2020 and was one of the first five companies to adopt the template

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Message From Our CEO



Since our establishment as a standalone midstream company in early 2020, strengthening our ESG performance has been central to our organization – from the board room to our daily operations. As one expression of this commitment, we released our inaugural ESG report only 10 months into our first year. In this second report, we're pleased to detail how we are advancing energy through our ESG management systems and outcomes.

We recognize that climate change is one of the most pressing challenges of our times, and helping address it is central to our ESG efforts. As a midstream service provider, we help deliver essential energy and inputs that improve the quality of life across the globe. We believe that hydrocarbons, particularly natural gas, have a role to play in the vital transition to a clean energy future. As a company and a society, we must continue to drive down emissions across the energy value chain while identifying and implementing innovative new technologies and business models to further reduce emissions and advance the energy transition.

At WES, we are doing just that. To provide superior midstream service, we focus on ensuring the reliability and performance of our systems, creating sustainable cost efficiencies, enhancing our safety culture, and protecting the environment. By thoughtfully designing, constructing, and operating our assets, and collaborating with regulatory agencies, environmental groups, and industry partners, we are reducing our own emissions and helping to find the best solutions to climate-related challenges. For example, our direct-from-wellhead pipeline infrastructure and other operational innovations minimize emissions for our company and our customers. In 2020, we joined ONE Future – a group of oil and gas companies committed to reducing methane intensity across our value chain to 1% or less – and surpassed the group's methane intensity goals for our sector. To further advance our emissions efforts, in 2020 we appointed a VP of Operations Services and Sustainability to help identify commercial opportunities to minimize and offset our carbon footprint.

Throughout 2020, we maintained our commitment to safety. For the second year in a row, we received the GPA Midstream Association's first-place award for safety performance in our size class and outperformed the industry safety average. We accomplished this while keeping our employees safe during the pandemic by implementing a COVID-19 Mitigation Plan, including social distancing and masks, elevated cleaning protocols, health screenings and testing, and remote work for as many employees as possible. While we're proud to be a leader in our peer group, we continue to challenge ourselves to continuously improve and cultivate a culture of safety.

I am also proud of our efforts to build a diverse and inclusive team, which we believe is essential to our success as a company. Currently, women and racial and ethnic minorities comprise 56% of our senior leadership team, and, in 2021, we established a senior leadership position to guide our diversity, equity, and inclusion efforts.

To drive ongoing progress on all ESG issues, we are continuing to strengthen our governance and accountability systems. For example, in 2021, we established a Board ESG Committee to oversee our ESG efforts and strategy. We expanded our employee compensation incentive program to include safety, environmental, and community engagement metrics. We also hired a dedicated Director of ESG to coordinate efforts across our technical teams and continue to advance our disclosures.

I am incredibly proud of how much the WES team has achieved in our first two years as a standalone company. Through unprecedented challenges including a global pandemic, significant oil and gas price shocks, and extreme weather events, it was clearer than ever that our ESG focus is key to our strength, resilience, and ability to innovate and succeed.

Michael Ure
President and Chief Executive Officer

Our Environmental, Social, and Governance Strategy

At Western Midstream, we are committed to gathering and delivering oil, gas, and water products and gathering produced water responsibly, while reducing our environmental footprint and contributing positively to our workforce and local communities.

Our ESG efforts are organized around three strategic pillars: supporting a sustainable environment, focusing on people, and operating responsibly.



Supporting Sustainable Environments

We are committed to responsible environmental stewardship by implementing industry-leading environmental protection practices and technologies while safely operating and maintaining our assets.

Focus areas:

- Environmental management
- Climate change and greenhouse gas emissions (GHG)
- Non-GHG emissions
- Biodiversity and surface impacts
- Release prevention and response
- Water management



Focusing on People

We are focused on supporting our workforce and communities. When they succeed, so will our company.

Focus areas:

- Our employees
- Diversity, equity, and inclusion
- Contractor and supplier management
- Landowner and community engagement
- Tribal engagement
- Community investment



Operating Responsibly

We are committed to operating responsibly. We are developing intentional and robust governance systems that support our ESG efforts and our commitment to keeping our workforce, communities, and the environment safe.

Focus areas:

- Governance
- Employee and contractor safety
- Asset and pipeline integrity
- Emergency preparedness and response
- Security
- Community safety



Integrated ESG Management

We take a coordinated approach to managing ESG issues across the company, with all functions supporting our efforts. Accountability for ESG management and performance starts at the top of our organization as our Board of Directors is kept current on key operational and regulatory activity, including health, safety, security, and environment (HSSE) risk management and performance metrics. Additionally, operational, financial, and ESG (including safety) performance results achieved during the year impact annual executive and employee compensation.

ESG Committee of the Board of Directors

Reviews the company's strategy, policies, and practices, oversees management's monitoring and enforcement of these policies, advises the Board on the company's sustainability goals and commitments, and oversees the company's voluntary ESG reporting.

ESG Steering Committee

An internal management team composed of executives and key functional leaders working to drive progress on the company's commitment to near- and long-term sustainability performance.

Land, Regulatory Affairs, and Community Relations

Ensures landowners and communities are engaged in company decisions and operations, receives and responds to community member concerns, works collaboratively with governmental agencies and lawmakers to develop best practices in the communities where we operate, and works with industry on public policy issues.

Cybersecurity

Protects systems, networks, and programs from digital attacks.

Human Resources

Develops and trains employees on compliance with ESG programs.

Investor Relations and Corporate Communications

Supports external affairs and transparent reporting and jointly manages ESG issues with our HSSE team.

Operations

Ensures that the company operates in a safe and environmentally responsible manner guided by federal, state, and local regulations, and internal policies and procedures.

HSSE

Supports the development and implementation of ESG and HSSE programs across the company, evaluates risks, and supports the integration of mitigation strategies.

Finance, Audit, Tax, and Treasury

Identifies and mitigates financial risks.

Operations Services and Sustainability

Strengthens sustainability of our operations by commercializing opportunities that reduce our carbon footprint.

About Western Midstream

Western Midstream is a publicly traded, master limited partnership formed to own, develop, acquire, and operate midstream assets. We are engaged in the business of gathering, compressing, treating, processing, and transporting natural gas; gathering, stabilizing, and transporting condensate, natural gas liquids (NGLs), and crude oil; and gathering, transporting, and disposing of produced water for our customers.

We operate or own equity interests in assets in Colorado, Texas, Utah, Wyoming, New Mexico, and Pennsylvania, including approximately 17,000 miles of petroleum and natural gas pipelines and about 100 gathering, treating, and processing facilities.*



We transport affordable energy and important industrial feedstocks that improve many aspects of human life. We are committed to responsibly delivering the energy – and other inputs – the world needs while reducing our environmental footprint and positively contributing to local communities.

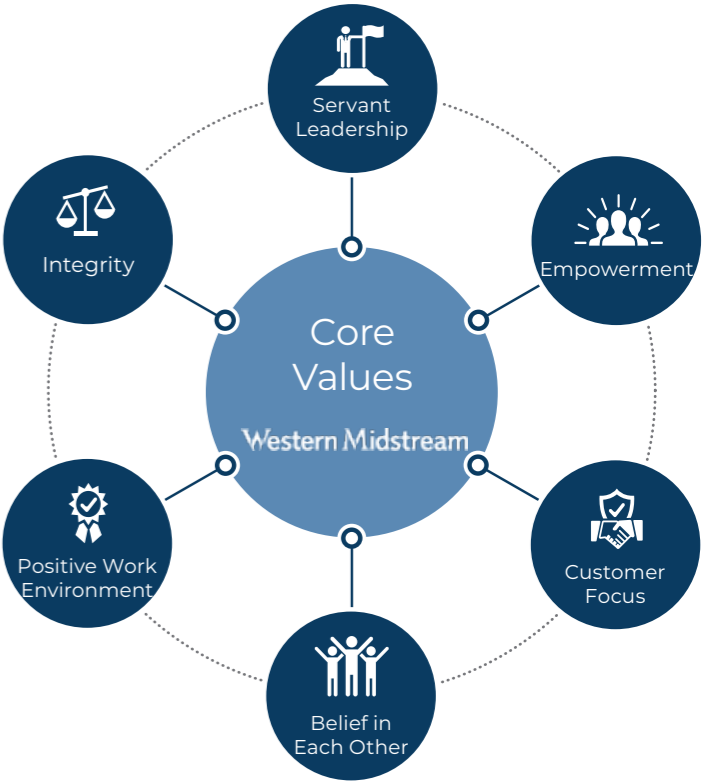
Western Midstream became a standalone midstream organization in early 2020, when it executed agreements with its exploration and production parent, Occidental, to support both companies' intent to operate as separate entities. Prior to Occidental's acquisition of Anadarko in August 2019, Western Midstream served as the midstream organization for Anadarko. Today, as we continue to advance the WES culture, procedures, and policies in our second year as a standalone company, we are committed to responsibility, and to careful and proactive management of ESG issues.

* As of December 31, 2020
** Operated pipeline only, as of December 31, 2020

WES Way

The WES Way defines our values and our foundational principles that drive our culture and how we operate.

Our core values of servant leadership, empowerment, customer focus, belief in each other, integrity, and positive work environment continue to provide a crucial foundation that guides all of our actions. Our performance review process takes into account an employee's demonstration of these values in their annual performance rating. Our foundational principles of operational excellence, superior customer service, and sustainable operations assist with decision making and encourage long-term thinking.



In 2021, WES created the Core Values Awards to encourage and recognize employees who exemplify our core values.

About Our Report

In developing our second ESG report, we assessed the ESG issues and impacts that are most important to our business and stakeholders. The assessment incorporated perspectives from a range of stakeholders, including investors, sustainability and industry-focused nonprofit organizations, community members, and environmental and social activists. We will continue to expand and update our analysis in the future.

The content of this report is also based on leading ESG reporting standards and guidelines, including those developed by Global Reporting Initiative (GRI), the Sustainability Accounting Standards Board (SASB), the Task Force for Climate-related Financial Disclosures (TCFD), and the Energy Infrastructure Council (EIC) ESG Reporting Template. Our responses to the EIC template are posted on our website. We provide an index of our reporting against these standards and guidelines on [page 83](#).

We strive to provide transparency regarding the role ESG plays in how we manage our business and measure our success. Throughout the report, we have indicated the scope and time frame of reported data. While much of the content relates to the 2020 calendar year, we have included historical data as well as information on programs implemented during 2021 when possible. Our system integrations with Anadarko and Occidental limit our ability to separate out reporting data on our ESG efforts prior to 2020. However, as we fully separate our systems and develop our procedures, we will expand our reporting of data and management processes.

Supporting Sustainable Environments

At Western Midstream we illustrate our commitment to responsible environmental stewardship by implementing industry-leading environmental protection practices and technologies, striving for continuous performance improvement, and holding ourselves accountable through transparent reporting on our progress. Potential impacts on the environment, as well as human health and safety, are top priority in our formal risk HSSE Risk Management Program (see [page 56](#)).

In this section:

- ▶ Environmental management
- ▶ Climate change and emissions
- ▶ Biodiversity and surface impacts
- ▶ Waste management
- ▶ Release prevention and response
- ▶ Water management

Highlights:

- ▶ Achieved 7% reduction in NO_x emissions from 2018-2020
- ▶ 100% of relevant Western Midstream sites have leak detection and repair (LDAR) in place
- ▶ 123 pre-construction surveys completed for natural and cultural resources in 2020
- ▶ Joined ONE Future and surpassed its 2025 methane intensity goals for our sectors in 2020
- ▶ Collaborated with EIC and GPA Midstream Association to develop the first-ever Midstream ESG Reporting Template

Environmental Management

We follow comprehensive environmental management processes which are governed by our overall Health, Safety, Security, and Environment (HSSE) Policy. This policy outlines and requires compliance with internal protocols, external regulations, and industry best practices for avoiding, minimizing, and mitigating environmental impacts.

We support compliance through a comprehensive environmental management system that includes programs on Air Quality, Avian Protection, Site Reclamation, Incident Management, Spill Prevention, Storm Water Management, and Waste Management. Our management system defines roles and responsibilities and the ultimate work authority for each area, specific job responsibilities for relevant workers at different levels and functional teams, and requirements and processes for each area. Our Senior Vice President and Chief Operating Officer oversees our environmental performance, which is a coordinated effort among all employees of WES.

Supporting Effective Emissions Regulation



We support effective environmental regulations that help drive real performance improvements and level the playing field for companies like WES that seek to operate responsibly. In 2020 we supported a rule proposed by the Colorado Department of Public Health and Environment (CDPHE) that would require emission reductions from existing natural gas-fired engines with more than 1,000 horsepower. We worked with the state to help ensure real emission reductions will be achieved while providing a flexible way for companies to achieve those reductions. As a result, we expect to achieve approximately 800 tons of NOx reductions by May 2024. We also plan to permanently and voluntarily retire two natural gas fired compressor engines, which will eliminate 10,000 metric tons of CO₂e by May 2024. See [page 56](#) for more on our approach to political engagement.

Climate Change and Emissions

At Western Midstream, we believe that climate change is one of the most critical challenges of our time. We are committed to doing our part to maximize the opportunities that come from the global energy transition.

As noted in our financial disclosures, we recognize that climate change poses potential risks for our operations. Still, we believe that it provides an opportunity for us to further reduce our emissions, operate more efficiently, and assist in the transition to a lower-carbon economy. Climate-related risks and opportunities for our industry and our business include potential changes in regulatory requirements, changes in energy demand and consumer preferences, and risks to various operations from changes in weather patterns and extreme weather, among others.

Natural gas, one of the primary products we transport for our customers, plays a vital role in the global transition to cleaner energy sources. Natural gas not only provides a lower-emission bridge fuel for generating electricity and powering industry, it also supports the use of renewables by providing a versatile, quick-to-ramp-up fuel source for times when wind, solar, and other alternative fuels are not available or cannot meet peak demand.

In addition to supporting the expanded use of natural gas, which helps address greenhouse gas (GHG) emissions and climate change, we are reducing emissions from our operations and across the oil and gas value chain (described below) to help address climate-related risks. To this end, we appointed a new Vice President of Operations Services and Sustainability to pursue commercial opportunities that focus on offsetting and minimizing our carbon footprint.

“It's imperative we have a strategic, comprehensive, and credible approach as we address our position in the energy transition. Establishing a leadership role to focus on sustainability is fundamental to our success in advancing our ESG efforts and commercializing sustainability enhancing-opportunities for WES in the long term.”



Brian Binford
VP, Operations Services and Sustainability

Minimizing Emissions and Energy Use

We are working to reduce all emissions across our operations as part of our commitment to protecting the environment and operating safely and efficiently, while responsibly transporting our customers' products to market. Our HSSE Policy identifies a clear commitment to environmentally responsible operations and guides our Air Quality Program.

Our primary operational GHG emission sources are carbon dioxide (CO₂) and methane (CH₄), and our primary non-GHG emissions are carbon monoxide (CO) and nitrous oxide (NO_x) – all of which can be emitted from our equipment during the gathering and boosting, and processing segments of our business.

Since 2012, Western Midstream has been a leader in minimizing and eliminating emissions across our operations, initially as a business unit of our former parent companies and now as a standalone enterprise. We do this by going above and beyond regulatory requirements and implementing forward-looking operational designs. Below are some examples of how we minimize and eliminate emissions.

Reducing Direct Emissions

Direct-to-Producer Pipeline Connections – Our Centralized Oil Stabilization Facility (COSF) in the DJ Basin, located in Colorado, and Regional Oil Treating Facilities (ROTF) in the Delaware Basin, located in Texas, allow us to gather high vapor pressure oil directly from producer sites. This design eliminates the need for our customers and WES to install un-stabilized oil storage tanks and to flare associated hydrocarbon vapor, leading to emissions reductions across the upstream sector.

Reducing leaks and fugitive emissions – We follow stringent, infrastructure-specific leak detection and repair (LDAR) processes for pipelines, compressor stations, and processing facilities that meet or exceed regulatory and industry standards. We assess pipelines, compressor stations, and processing facilities with optical gas imaging cameras at least quarterly to identify potential leaks. When a leak is identified, we perform and then verify the effectiveness of the repairs. We also perform aerial pipeline flyover leak surveys multiple times a year and have voluntarily participated in third-party aerial leak surveys at many of our gathering and boosting and processing facilities in both the DJ Basin and Delaware Basin. At gas processing plants, we utilize photoionization detectors and audio, visual, and olfactory assessment (AVO) to identify potential leaks.

Reducing emissions from stored oil – Before transporting to market, we stabilize oil to remove entrained NGLs and either pump the oil directly into a pipeline or store it in floating-roof tanks until it can be pumped into a pipeline. The gas removed from these facilities is piped to our natural gas processing facilities and then moved to market via pipeline. These practices significantly reduce emissions associated with the oil storage process.

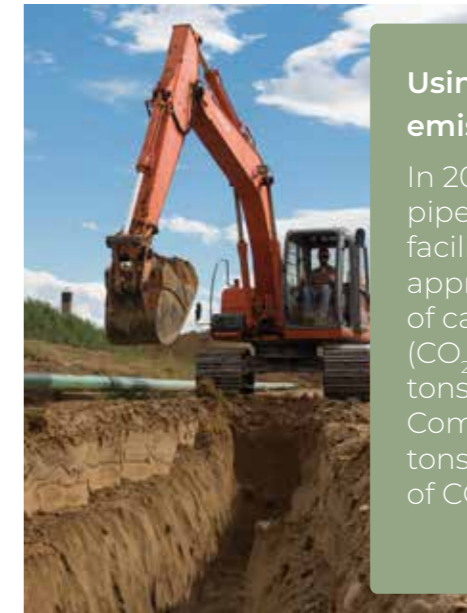


Electric-powered compressor stations and gas processing plants

WES began installing electric driven compression as early as 2006. Today, we operate more than 350,000 horsepower of electric driven compression, returning more than 22 billion cubic feet of gas to the market each year that would otherwise be combusted in natural-gas-driven compression.

Zero-emission pneumatic devices – Where possible, we use instrument air instead of natural gas to actuate pneumatic devices at our facilities, which eliminates natural gas venting associated with actuating. Our facilities in the DJ Basin operate instrument air-driven pneumatic devices.

Low-emission dehydration units – We commonly recycle waste gas back into the process to further reduce emissions from gas dehydration units.



Using pipelines to reduce emissions

In 2020, our DJ Basin pipeline infrastructure facilitated the elimination of approximately 13,000 tons of carbon dioxide equivalent (CO₂e) emissions, 4,200 tons of Volatile Organic Compounds (VOCs), 500 tons of NO_x, and 1,800 tons of CO.

Electric powered compressor stations and gas processing plants – We have utilized electric driven compression across multiple assets since 2006 and currently operate more than 350,000 hp in electric motors. Additionally, our last five gas processing plant trains have installed electric powered compression, which have the capacity to process a total of 1 BCF per day.

Using pipelines to reduce emissions – Our comprehensive oil and water pipeline infrastructure replaces trucking and rail transport of products, further reducing emissions by eliminating “load-out emissions” that occur when oil and produced water are transferred from a storage tank to a truck, as well as emissions from the transport trucks themselves. Our pipeline transport systems also reduce the potential for road safety incidents and releases associated with trucking.

Reducing flaring – We aid in the reduction of flaring across our value chain by making sure our natural gas pipeline infrastructure, compressor stations, and processing facilities have the contracted capacity and reliability to receive and transport our customers' products. Employees at our operations control centers use automated remote sensing equipment to continuously monitor our gathering and processing infrastructure to help ensure system availability, which reduces the need to flare natural gas. When feasible, we install closed-loop process vessels and systems to capture gas and transport gas to market instead of flaring product.

Reducing venting – We periodically shut down compressors and other equipment to safely perform maintenance or other mechanical work. To minimize our emissions footprint during the depressurization and maintenance preparation process, we adhere to the following best practices:

- Coordinate maintenance schedules to simultaneously service as many pieces of equipment as possible
- Return high-pressure process gas to low-pressure process systems to minimize or eliminate the need to release gas into the atmosphere or flare
- Route gas to a combustion device if there is no feasible or safe vapor-return process



Reducing Energy Use and Indirect Emissions

Heat exchange technology – To process gas and stabilize oil, our facilities require heating and cooling, which use significant amounts of energy. We install heat exchangers throughout our processing plants to efficiently reuse previously generated heat, as well as refrigeration, which reduces overall energy use.

Lower-energy, gas-powered field equipment – When possible, we use cleaner, pipeline-quality gas instead of unprocessed field gas to help our equipment run efficiently to reduce energy use and emissions.

Solar-powered operations – We use solar panels to power our auxiliary equipment in many locations throughout our operations.

25% of the electricity we purchased in 2020 was sourced from renewable power generation*

Partnering with Universities to Advance Environmental Performance in the Midstream Industry

Western Midstream is partnering with academic institutions to develop innovative methods that will help reduce environmental impacts and share best practices within the industry. For example, we are currently working with Colorado State University on the following studies to help improve industry performance on asset integrity and reduced methane emissions:



- Response Protocol for Large Underground Methane Emissions – Researchers are assessing underground natural gas pipeline leakage, in particular the potential for gas migration and buildup under different environmental conditions and how first responders can assess these risks as part of their decision-making processes.
- “C3” Colorado Coordinated Campaign – Researchers are comparing three different approaches for measuring methane emissions from oil and gas operations in the DJ Basin, including a modeling simulation technique, a ground level measurement approach, and aircraft-based measurements with the goals of better understanding the role of large emitters and identifying opportunities to construct better inventory models of basin emissions.
- Advancing Development of Emissions Detection – Researchers are assessing reliable, repeatable testing methods for leak detection and quantification (LDAQ) with the goal of developing testing standards that can be adopted by regulators and oil and gas operators.

Achieving Emission Reductions Goals

We consistently look for ways to lower emissions from our operations through partnerships with various organizations. As we examine our entire lifecycle of carbon emissions, we are forming strategic partnerships to assist in our journey of emissions mitigation to develop key performance indicators for measuring our progress. Through partnerships with academia, technology companies focused on emissions management, and industry groups that share best practices, we are collectively accelerating the transition to a lower-carbon energy economy.

ONE Future

In 2021, Western Midstream joined the [ONE Future](#) Coalition, which is focused on demonstrating an innovative, performance- and science-based approach to managing methane emissions. ONE Future’s goal is to achieve an average rate of methane emissions across the entire natural gas value chain that is 1% or less of total (gross) natural gas production and delivery. ONE Future has also broken down this 1% goal into sub-goals for each sector of the oil and gas industry. As a member of ONE Future, we have committed to meeting the sector goals relevant for our operations by 2025. As shown in the table below, we have already achieved the 2025 Methane Intensity target.

Segment	ONE Future Intensity 2025 Target	WES 2020 Methane Intensity
Gathering & Boosting	0.08%	0.05%
Processing	0.11%	0.015%

The Environmental Partnership

We are also a founding member of [The Environmental Partnership](#), a voluntary oil and natural gas industry partnership committed to continuously improving the industry’s environmental performance. The Environmental Partnership has developed specific environmental best practice programs for participating companies to phase into their operations. These programs were selected based on U.S. Environmental Protection Agency (EPA) emissions data and designed to reduce further emissions of methane and VOCs using proven, cost-effective technologies. Member companies commit to implementing these programs within a given time frame. Our progress against these commitments is provided in the table below.

The Environmental Partnership Goal	Western Midstream’s Progress
Implement non-gas plant leak detection and repair programs at all sites by 2022 and follow up leak detection with timely repair	Goal accomplished: 100% of relevant Western Midstream sites have LDAR in place; in 2020, 99.7% of our assets were found to be free of leaks during LDAR surveys
Replace, remove, or retrofit high-bleed pneumatic controllers with intermittent, low-, or zero-emitting devices by 2023	In progress: Removed 31.8% of high-bleed pneumatic controllers in 2020

GHG Emissions Performance

We are continuing to advance our standalone data collection systems as we complete the separation from our former parent companies. For example, in 2020 we independently tracked and reported Scope 1 emissions from direct operations and fleet. We plan to report expanded year-over-year emissions data in the future.

Also new in 2020, Lloyd's Register Quality Assurance Ltd. provided limited assurance of our Scope 1 and Scope 2 emissions data for 2020. See [page 80](#) for the assurance statement.

GHG Emissions

		Units	2019	2020
Scope 1	Gross GHG emissions *	MmT CO ₂ e	3.58	3.57
	Gross Carbon dioxide (CO ₂)*	MmT CO ₂ e	3.27	3.31
	Gross Methane (CH ₄)*	MmT CO ₂ e	0.30	0.26
	Gross Nitrous oxide (N ₂ O)*	MmT CO ₂ e	0.003	0.002
	Flared, vented, and fugitive emissions	MmT CO ₂ e	0.81	0.75
	Fleet emissions	MmT CO ₂ e	0.008	0.009
Scope 2	Gross GHG Emissions Total**	MmT CO ₂ e	1.12	1.28
GHG Intensity	Scope 1 GHG Intensity***	mt CO ₂ e / MMSCF	1.48	1.51
	Scope 1 Gathering and Boosting GHG Intensity***	mt CO ₂ e / MMSCF	1.84	2.08
	Scope 1 Natural Gas Processing GHG Intensity***	mt CO ₂ e / MMSCF	1.04	0.92
	Scope 1 + Scope 2 Gross GHG Intensity****	mt CO ₂ e / BOE	0.0072	0.0071

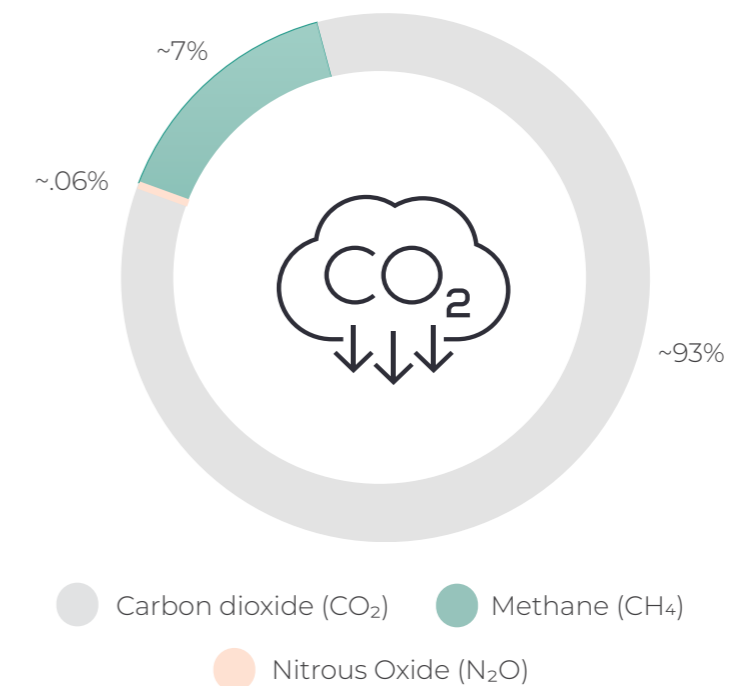
*Includes GHG emissions reported under the U.S. EPA GHG Mandatory Reporting Rule, part 98 subparts C-II and corporate fleet emissions.

** Calculated using EPA e-GRID emission factors based on electricity usage location.

*** Includes scope 1 GHG emissions reported under the U.S. EPA GHG Mandatory Reporting Rule, part 98 subparts C-II.

**** BOE calculation based on the Energy Infrastructure Council (EIC) and GPA Midstream ESG Reporting Template guidance.

2020 Scope 1 GHG Emissions by Gas Type (MmT CO₂e)*



* This data includes scope 1 GHG emissions reported under the U.S. EPA GHG Mandatory Reporting Rule, part 98, subparts C-II.

Non-GHG Emissions Performance*

Annual Natural Gas Processing Plant Emissions (thousand short tons)	2018	2019	2020
Nitrogen oxides (NO _x)	1.75	1.65	1.63
Sulphur oxides (SO _x)	0.11	0.16	0.18
Carbon monoxide (CO)	1.03	0.89	0.81
Volatile organic compounds (VOCs)	0.98	0.89	0.88
Particulate matter (PM)	0.06	0.06	0.06
Hazardous air pollutants (HAPs)	0.07	0.08	0.08

*Data includes gas processing plant annual emission totals. It is based on actual emissions for plants that completed annual emission inventories and allowable emissions for plants that did not.

“We work closely with our engineers to design facilities that not only enable WES to reduce its footprint, but also enable our producers to reduce equipment at the wellsite. It's a win-win across the board.”



Jillian Yamartino
Air Quality Advisor

Biodiversity and Surface Impacts

We responsibly manage our impact to the environments in which we operate by respecting biodiversity and protecting sensitive habitats and ecosystems like rivers, wetlands, and nesting areas for raptors. All new projects undergo intensive assessments for the presence of natural and cultural resources that could be affected by our operations. We prioritize avoiding rather than mitigating any impact to the environment throughout the entire project lifecycle. In addition, third-party biologists monitor activities at each major stage for all new and major maintenance projects, providing consultation on how to best minimize our impacts on these sensitive species, including stopping work on the project if necessary. Any work that may potentially impact sensitive species or land must be approved by a vice president or higher-level executive.



We operate in several areas where endangered or other sensitive species, such as migratory birds, may reside. Some examples from our operational areas include Preble's meadow jumping mouse habitat in Colorado, the Texas hornshell mussel in New Mexico, the hookless cactus in Utah, or the sage grouse in Wyoming. We seek to avoid all impacts to endangered and sensitive species and their habitats. We collaborate with state and federal wildlife management agencies to meet or exceed all relevant regulations.

All employees and contractors are instructed to stop work and report the location of any sensitive species they discover to our HSSE team, who will develop plans to avoid impacts. For example, work may be delayed until nesting birds have fledged and left the area. If an impact cannot be avoided, we work with third-party biologists and regulatory agencies to develop mitigation plans that meet or exceed regulations and permitting requirements.

Western Midstream's operations are not located in, or adjacent to, any protected areas or areas designated as critical habitat for U.S. threatened or endangered species, as defined by the U.S Fish and Wildlife Service and Endangered Species Act.

Lifecycle Approach to Safeguard Endangered and Sensitive Species and Lands

Planning and Design Phase

- We undertake internal and third-party assessments to identify potential environmental and cultural impacts in the vicinity of planned infrastructure prior to any construction or maintenance activity. These surveys, which exceed regulatory requirements in most of our operating locations, include:
- The presence of endangered species and their habitats
- Migratory birds and mammal corridors
- Sensitive lands including vegetation, wetlands, water crossings, current or historical tribal lands
- Other culturally sensitive sites, historic viewsheds, and paleontological resources
- We reroute or revise project plans and/or timing to avoid or mitigate impacts identified in planning assessments

Construction Phase

- Use third-party inspections if operating near sensitive environmental resources, like wetlands or nesting areas
- Survey for potential impacts to endangered species or their habitats during construction activities
- Halt projects if changes arise regarding endangered or sensitive species or habitats, such as discovering nesting birds
- Use horizontal directional drilling (HDD) to avoid wetlands, water courses, and other sensitive habitats while installing pipelines and buried electrical lines
- Implement erosion and sediment control throughout construction to prevent degradation to water quality near the project.

Pre-construction Natural Resource Surveys*

2018	448
2019	376
2020	123

*Pre-construction Natural Resource Surveys include surveys for endangered species, crucial wildlife habitat, nesting raptors, birds protected under the Migratory Bird Treaty Act, cultural and archaeological resources, and paleontological resources. The number of pre-construction surveys and HDD pipe installations has decreased over the past three years due to a decrease in construction activity.

Operations Phase

- Reclaim any lands disturbed during construction or operations, including soil stabilization and establishing vegetation to meet pre-construction conditions or landowner specifications
- Monitor reclamation activities to confirm sites are reaching established goals, and correct any issues such as noxious weeds or erosion
- Resurvey for potential impacts to endangered species or their habitats during maintenance activities

12,478 feet of HDD pipeline to avoid sensitive habitats in 2020

Decommissioning Phase

- Follow industry best practices and regulations for end-of-life pipeline and facility integrity
- Remove above-ground equipment and remediate any impacts to soil or groundwater, if relevant
- Reclaim disturbed lands, including soil stabilization and replanting to pre-construction condition or landowner specifications
- Resurvey land reclamation activities to confirm the completion of revegetation goals

Waste Management

We aim to minimize the production of both hazardous and nonhazardous waste from our operations by implementing programs to reuse and recycle across our supply chain. When our operations generate waste, we follow plans outlined in our HSSE Policy to properly manage the waste for disposal. All waste disposal and recycling facilities are audited by a third party prior to use and are periodically inspected by WES HSSE personnel. When recycling or reuse is not

Our DJ Basin, Wyoming, and Utah operations have recycled more than 60,000 gallons of used oil in 2020

feasible, we categorize our waste before disposal to meet all state and federal requirements. The Waste Management Program is reviewed during our periodic internal HSSE audits which review performance against requirements and assess if our current standards and processes should be updated to better align with industry best practices.

Whenever possible, we recycle materials used in our operations including engine exhaust catalysts and used oil.

We follow a range of best practices to minimize the production of waste, including:

- Prior to beginning a project, we carefully plan material ordering to minimize the generation of waste.
- We return any unused product or material to vendors when possible to facilitate reuse.
- We relocate and reuse equipment between assets, when reuse complies with internal and external requirements and standards.

Recycling Equipment During Decommissioning

WES started the decommissioning processes for our Third Creek Gathering System and associated facilities in the DJ Basin in 2018. As part of the process, WES recycled more than 650 gross metric tonnes of materials instead of sending it to a landfill. We also sent materials to a salvage company to refurbish and reuse parts.

Minimizing Liquid Waste

WES finalized an agreement in 2021 to use a third-party liquid recycling facility in our DJ Basin operations to help reduce the amount of liquid waste that we would otherwise send to a landfill. The recycling facility extracts and recycles water recovered from liquid waste streams and sends the remaining solids to a landfill. This process reduces total quantity of waste to landfill, reduces the costly solidification of liquid waste, and eliminates the risk of liquid waste leaching in landfills. The facility is also centrally located to WES operations, thereby reducing trucking miles

By installing oil pipeline systems in the DJ Basin, Maverick Basin, and Delaware Basin, we eliminated at least 32.8 million miles driven by oil transport trucks in 2020 alone.

Release Prevention and Response

We have implemented rigorous Spill Prevention and Response and Incident Management Programs to protect the environment as required by our HSSE Policy. These programs include stringent protocols, policies, and engineering controls to prevent releases and respond quickly and effectively to any releases that do occur. All of our applicable facilities have Spill Prevention, Control, and Countermeasure (SPCC) plans, which are reviewed at least annually and updated periodically as necessary.

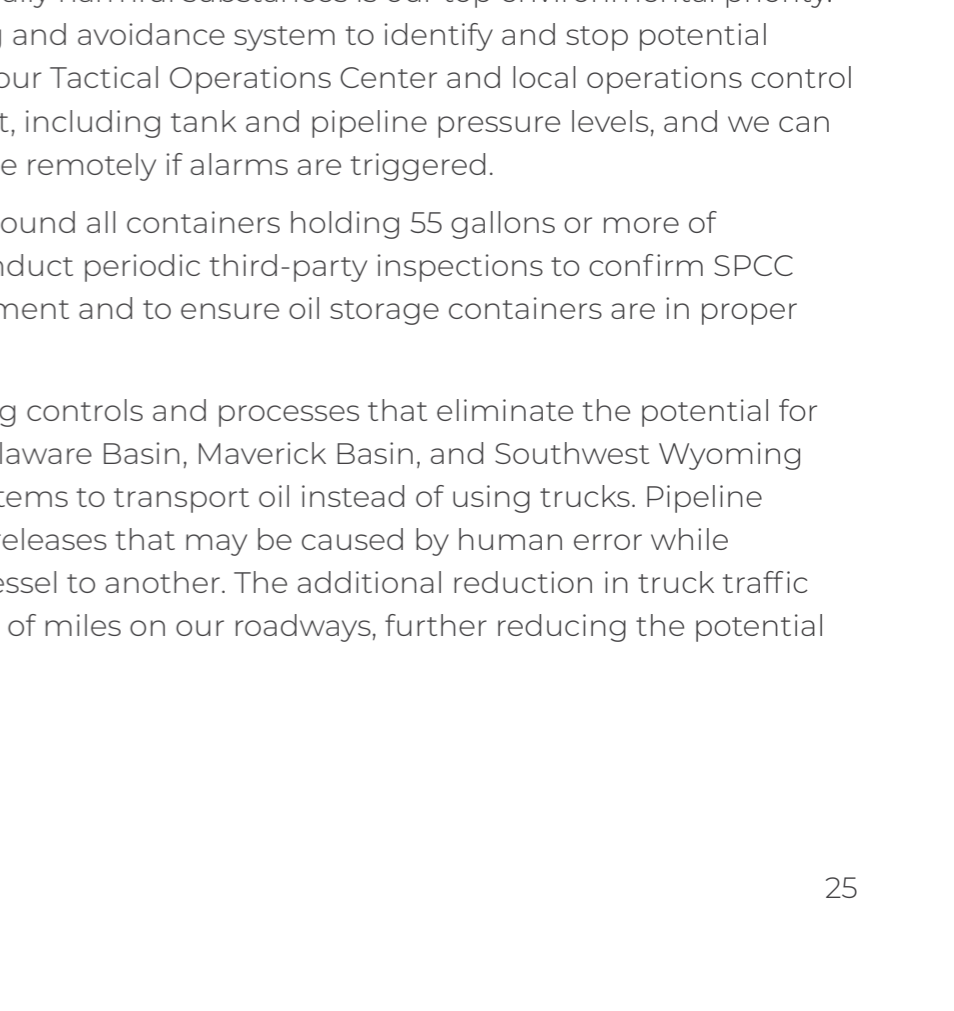
Liquids and gases that might be released include crude oil, condensate, refined products, natural gas, and natural gas liquids (NGLs) carried through pipelines and processing facilities.

Preventing Releases

Preventing the release of any potentially harmful substances is our top environmental priority. We use a comprehensive monitoring and avoidance system to identify and stop potential releases. For example, employees at our Tactical Operations Center and local operations control centers remotely monitor equipment, including tank and pipeline pressure levels, and we can shut down much of our infrastructure remotely if alarms are triggered.

We install secondary containment around all containers holding 55 gallons or more of chemicals and process fluids. We conduct periodic third-party inspections to confirm SPCC plans accurately reflect onsite equipment and to ensure oil storage containers are in proper working order.

Where feasible, we install engineering controls and processes that eliminate the potential for releases to occur. In our DJ Basin, Delaware Basin, Maverick Basin, and Southwest Wyoming assets, we have installed pipeline systems to transport oil instead of using trucks. Pipeline systems eliminate potential spills or releases that may be caused by human error while manually transferring oil from one vessel to another. The additional reduction in truck traffic removes trucks from driving millions of miles on our roadways, further reducing the potential of an incident during transport.

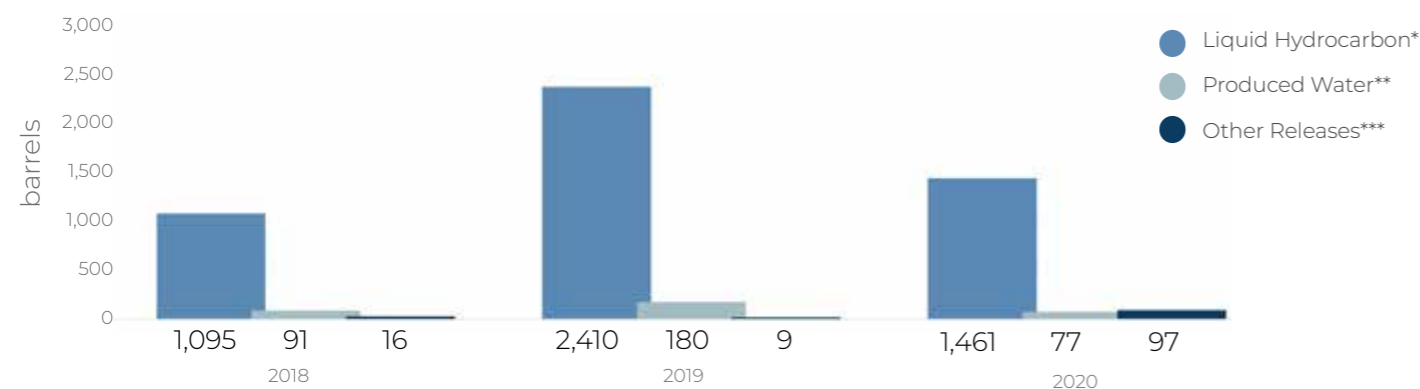


Release Response

In the event a release occurs, we follow our Incident Management Program to report and control the release, remove released material, and remediate impacted soils or groundwater. All releases are tracked in our Incident Management System and reported to the appropriate regulatory agency as required.

Releases are categorized by actual and potential severity, according to our Environmental Incident Severity Table. Incidents are investigated on varying levels, determined by incident severity, to identify a root cause. We analyze incident trends on a monthly basis and communicate investigation findings, corrective actions, and lessons learned to our management teams. Our fully developed Emergency Preparedness and Response Program includes response plans that detail the use of specialized release-response support services that we can activate when notified of a release ([see page 67](#)).

Releases by Volume from Gathering and Boosting and Processing Segments



All releases greater than 1 barrel (bbl), not including release volumes that are contained in impermeable secondary containment.

*Hydrocarbon includes crude oil, condensate, NGLs and natural gas products.

** Produced water releases from the Gathering and Boosting and Processing segments. The saltwater disposal system produced water releases are reported on [page 29](#) and [page 74](#).

*** "Other" includes releases for all other materials than categorized as hydrocarbon or produced water that are required to be reported to an agency.

See the Performance Data Table on [page 73](#) for full release data.

Our goal is ultimately to prevent releases. We are heavily focused on how we respond if incidents occur – through emergency response training, regular drills, established procedures, and best management practices – to help ensure our people and the public are safe and potential environmental impacts are mitigated.



Charles Chase
Environmental Manager

Water Management

We recognize and respect the critical importance of water and water ecosystems. We endeavor to protect these resources as we plan, construct, operate, and decommission projects. We use a limited amount of fresh water for hydrostatic testing of pipelines and equipment, amine-treatment processes in processing plants, cooling in facility operations, and drilling and completing of wastewater-injection wells. Thus, fresh water consumption is not a significant environmental impact in our operations. Our primary potential water impact stems from the disposal of produced water, most of which we gather and dispose of for oil and gas production customers. Produced-water disposal pipelines and facilities transport and remove hydrocarbon products and other sediments from the produced water and re-inject the produced water through permitted disposal wells in compliance with applicable regulations.



Hydrostatic Testing Water Discharge

In 2020, we installed a new gas pipeline in our DJ Basin operations to move gas through our compression and treating system. Once constructed, we filled the pipeline with 40,000 barrels of high-pressure water to test that there are no leaks along the line. For this project and nearly all other hydrostatic testing projects, we obtain a discharge permit from the Colorado Department of Public Health and Environment (CDPHE) to return this water back to the environment. The permit not only ensures that the water discharged to the ground either meets or exceeds state requirements, but also keeps it out of a water treatment facility or landfill.

Managing Our Saltwater Disposal System Responsibly

Our primary potential water impact stems from the operation of our saltwater disposal system. As a natural byproduct of oil and natural gas production, produced water must be recycled or disposed of to maintain production. Produced water disposal systems remove hydrocarbon products and other sediments from the produced water and re-inject the produced water into designated geologic zones utilizing permitted disposal wells in compliance with applicable regulations.

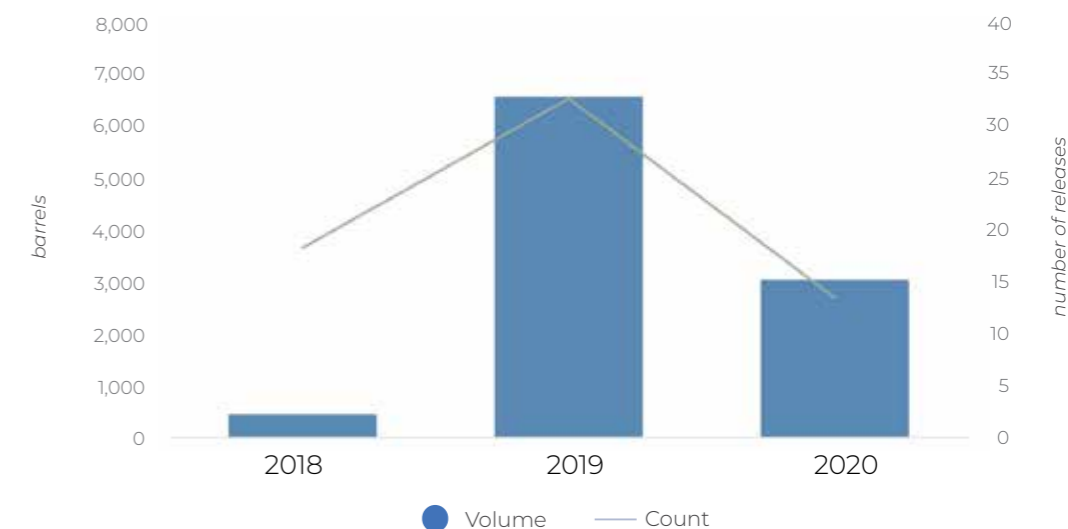
Western Midstream operates 782 miles of produced-water pipeline and 37 disposal wells, with associated water treatment facilities, in our Delaware Basin asset, and one water treatment site in our DJ Basin asset. We understand the risks associated with the volume and corrosivity of the water we transport. To mitigate these risks, we follow industry-leading engineering, design, and operational practices for produced water transportation and disposal.

In 2021, we drilled four new disposal wells. In all cases, we went above and beyond standard well drilling and engineering practices including through the following:

- Performed extensive well siting and location reviews, including reviewing existing active and inactive wells in the area before selecting a location.
- Geologists and other technical experts planned the specific well-injection zones to help ensure proper well control; this practice is traditionally only used for production wells, demonstrating our commitment to risk mitigation.
- Used an extra layer in our casing design for well integrity and zonal isolation by using a three-string casing design; most other operators use a two-string design.
- Minimized our drilling pad footprint to reduce impact to surrounding area.
- Selected high-quality drilling crews, who passed our HSSE screening process prior to selection and were well-control certified; in addition, each crew member was certified for hydrogen sulfide (H₂S) safety.
- Oversaw entire drilling operations process through the use of a 24/7 onsite safety supervisor.
- Used water-based mud to drill the well.
- Continuously monitored real-time casing pressure data to remain within permitted values and prevent cross contamination.



Saltwater Disposal System Releases



* All releases greater than 1 barrel (bbl), not including release volumes that are contained in impermeable secondary containment.

** Produced water releases from saltwater disposal pipelines and associated facilities. Produced water releases from Gathering and Boosting and Processing segments are reported on [page 26](#).

We transport the majority of our customers' produced water to disposal wells via pipeline as opposed to trucks. Our extensive network of permanent underground water pipelines significantly reduces release risks and enables us to reduce trucking-related emissions, improve road safety, and minimize road degradation associated with trucking. To further reduce the risk of releases, we require our water-gathering systems to abide by the same stringent, pipeline-integrity requirements that we mandate for our oil and gas pipelines ([see page 64](#)).

Before disposal, we store water in above-ground tanks with release-prevention mechanisms and secondary containment liners, which reduces release risks, emissions, and wildlife impacts compared to open storage ponds.

WES's Delaware Basin water disposal pipelines and facilities system capacity is approximately 1.2 million barrels per day. Release prevention is a top priority for this system, but in the event a release occurs, we follow the same Incident Management Program to report and control the release, remove released material, and remediate impacted soils or groundwater ([see page 25](#) for details on our release response programs).

Avoiding Induced Seismicity

We share the public's concerns about the potential for induced seismicity from water disposal operations. We follow robust screening processes during the disposal well planning phase to avoid seismic hazards. Our planning processes include mapping faults, identifying offset wells, avoiding areas with a history of seismic activity, and incorporating TexNet seismic activity data.

Focusing on People

At Western Midstream, we know that our business succeeds when our people succeed. Our employees and contractors provide their talents and time – collectively more than six million hours in 2020 – to deliver our products and services while keeping one another, our communities, and our environment safe. We seek to serve the communities in which we operate through our presence, working to understand and address community concerns, and investing in community needs.

In this section:

- ▶ Our employees
- ▶ Diversity, equity, and inclusion
- ▶ Contractor and supplier management
- ▶ Landowner and community engagement
- ▶ Tribal engagement
- ▶ Community investment

Highlights:

- ▶ Established Senior VP, Human Capital Management and Diversity, Equity, and Inclusion, a new senior leadership role overseeing DEI
- ▶ 56% of our senior leadership team members are female and/or racial or ethnic minorities
- ▶ 25% of our Board of Directors are female
- ▶ 92% of new hires in 2020 were local residents, living within a 50-mile radius of the jobsite
- ▶ 100% of our field-based contractors are assessed based on the scope of work provided for Western Midstream and on safety performance

Our Employees

Our employees are our most important resource. We work to support them with growth opportunities, comprehensive benefits, and an inclusive and fulfilling work environment in which every employee knows they are valued and integral to the success of the company.

Supporting Our Employees

We offer competitive compensation packages, including base pay, merit increases, an annual bonus program, and incentive-based awards. We also offer comprehensive benefits by providing a range of health insurance options, as well as matching retirement and health savings account contributions. All regular full-time and part-time employees working 20 hours or more per week are eligible for benefits.

In addition, we offer a wide range of programs to help foster work-life balance and support working families. For example, many employees are eligible for a work schedule featuring a half-day of work on Fridays. In addition, employees benefit from a generous paid time-off program. Parents receive six weeks of paid time off after childbirth and adoption, and birth mothers receive an additional eight weeks of paid time off. We also offer paid bereavement and military leave. Additionally, we provide backup child care solutions, financial support for adoptions, and an employee assistance program with direct access to trained specialists who help employees and their families address personal issues including mental health, parenting and family challenges, and financial and legal issues.

In 2020, we expanded these benefits, adding a new WES wellness program that provides tools and incentives related to fitness, weight management, smoking cessation, and healthy lifestyles.

Employee Turnover

We track employee turnover as an important measure of our success in engaging, developing and retaining employees.

2020 Employee Turnover

Voluntary turnover	4.7%
Involuntary turnover	1.1%
Total turnover	5.8%



Developing Our Employees

We facilitate employee professional development at all levels of the company. We encourage employees to discuss individualized career development plans with their supervisors, and we are developing a formal process for career development and succession. As part of a new performance review process announced in 2021, employees are setting personalized annual goals to work toward throughout the year.

We operate in a highly regulated industry, in which many safety and other trainings are required. However, in 2020, 22% of our mandatory employee trainings were above and beyond regulatory requirements. In addition to our safety program and compliance and ethics training program (described on [page 58-62](#) and [page 55](#)), we provide a range of optional skill building and development training on topics including cybersecurity, leadership and management competencies, and diversity, equity, and inclusion.

In 2021, we hired a Training and Competency Advisor, and we are implementing an extensive online resource library to help develop and upskill our employees. Beyond in-house training, WES has a Tuition Reimbursement Program to support our employees' continuing education. Over the course of 2020, nine employees participated in the program, with the company compensating about \$35,000 in associated fees.

Building WES's Culture from the Ground Up

Since separating from Occidental in December 2019, much of our efforts in 2020 were spent on building the WES workforce and culture – transferring more than 1,600 personnel to the standalone organization, establishing separate systems and processes, and creating an entrepreneurial culture unique to WES.

All employees are required to complete a range of training including compliance, ethics, and safety to further support a cohesive focus on these key issues and enhance the effectiveness of our operations.





Diversity, Equity, and Inclusion

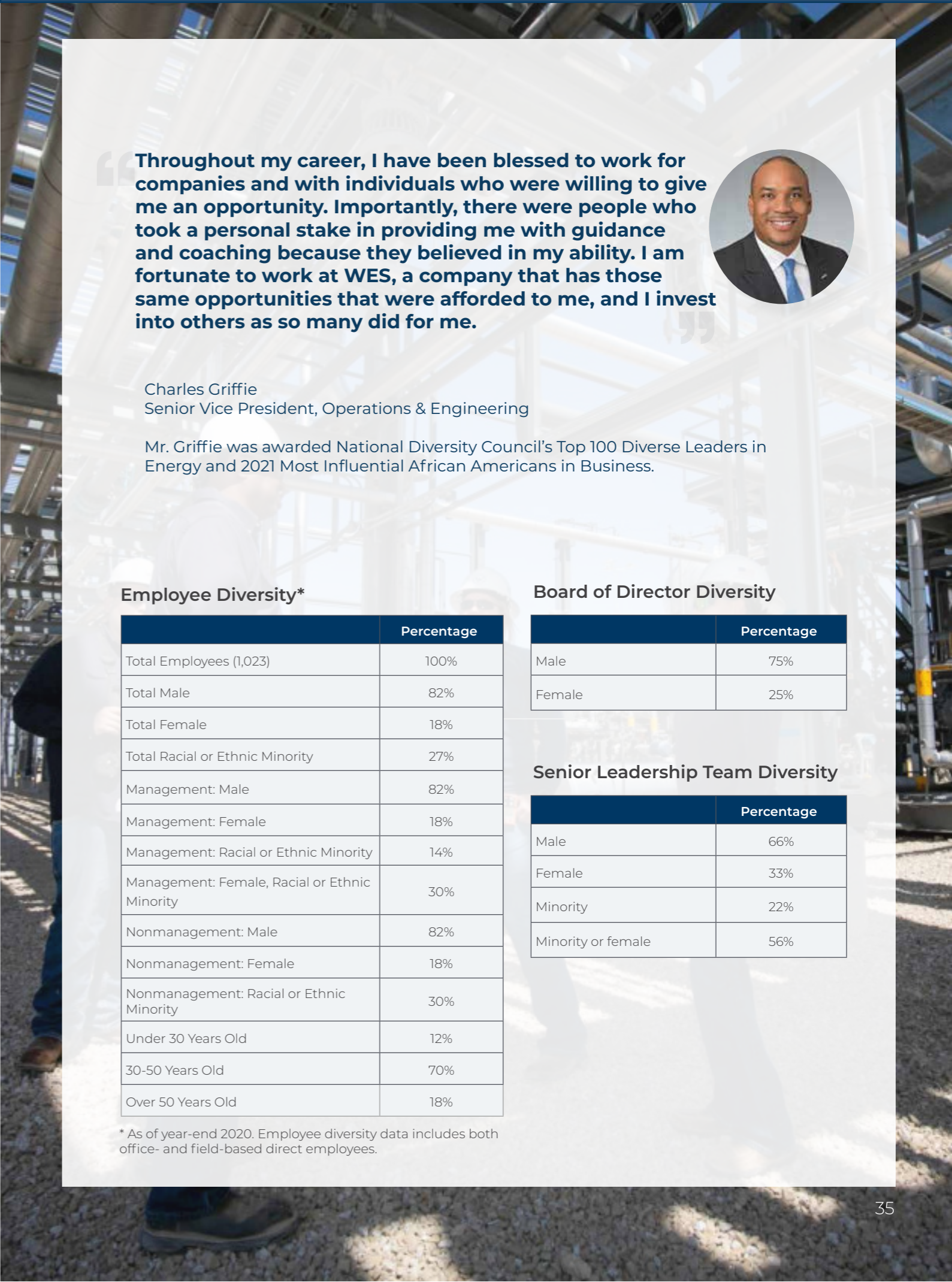
We are proud of our commitment to diversity in recruiting, hiring, developing, compensating, and promoting employees. Since becoming an independent company in 2020, we have continued to build out our DEI program.

We recently developed a senior leadership position overseeing DEI – Senior Vice President, Human Capital Management and Diversity, Equity and Inclusion – who will lead our continued expansion of DEI programming and training across the organization, including formal employee training and advancing our commitment to DEI.

All employment decisions are made without regard to sex, race, color, religion, national origin, citizenship, age, disability, marital or veteran status, sexual orientation, gender identity or expression, pregnancy, genetic information, or any other legally protected categories. This includes providing reasonable accommodation for employees’ disabilities or religious beliefs and practices.

We do not tolerate harassment in the workplace, including verbal, physical, or sexual harassment. Employees are encouraged to report incidents, such as this, to their supervisors or through our anonymous hotline.

56% of our senior leadership team members and 30% of other managers are female or racial/ethnic minorities



“Throughout my career, I have been blessed to work for companies and with individuals who were willing to give me an opportunity. Importantly, there were people who took a personal stake in providing me with guidance and coaching because they believed in my ability. I am fortunate to work at WES, a company that has those same opportunities that were afforded to me, and I invest into others as so many did for me.”

Charles Griffie
Senior Vice President, Operations & Engineering

Mr. Griffie was awarded National Diversity Council’s Top 100 Diverse Leaders in Energy and 2021 Most Influential African Americans in Business.

Employee Diversity*

	Percentage
Total Employees (1,023)	100%
Total Male	82%
Total Female	18%
Total Racial or Ethnic Minority	27%
Management: Male	82%
Management: Female	18%
Management: Racial or Ethnic Minority	14%
Management: Female, Racial or Ethnic Minority	30%
Nonmanagement: Male	82%
Nonmanagement: Female	18%
Nonmanagement: Racial or Ethnic Minority	30%
Under 30 Years Old	12%
30-50 Years Old	70%
Over 50 Years Old	18%

* As of year-end 2020. Employee diversity data includes both office- and field-based direct employees.

Board of Director Diversity

	Percentage
Male	75%
Female	25%

Senior Leadership Team Diversity

	Percentage
Male	66%
Female	33%
Minority	22%
Minority or female	56%

Supporting Our Employees through COVID-19

We have been committed to supporting our employees throughout the COVID-19 pandemic, while maintaining the continuity and safety of our operations.

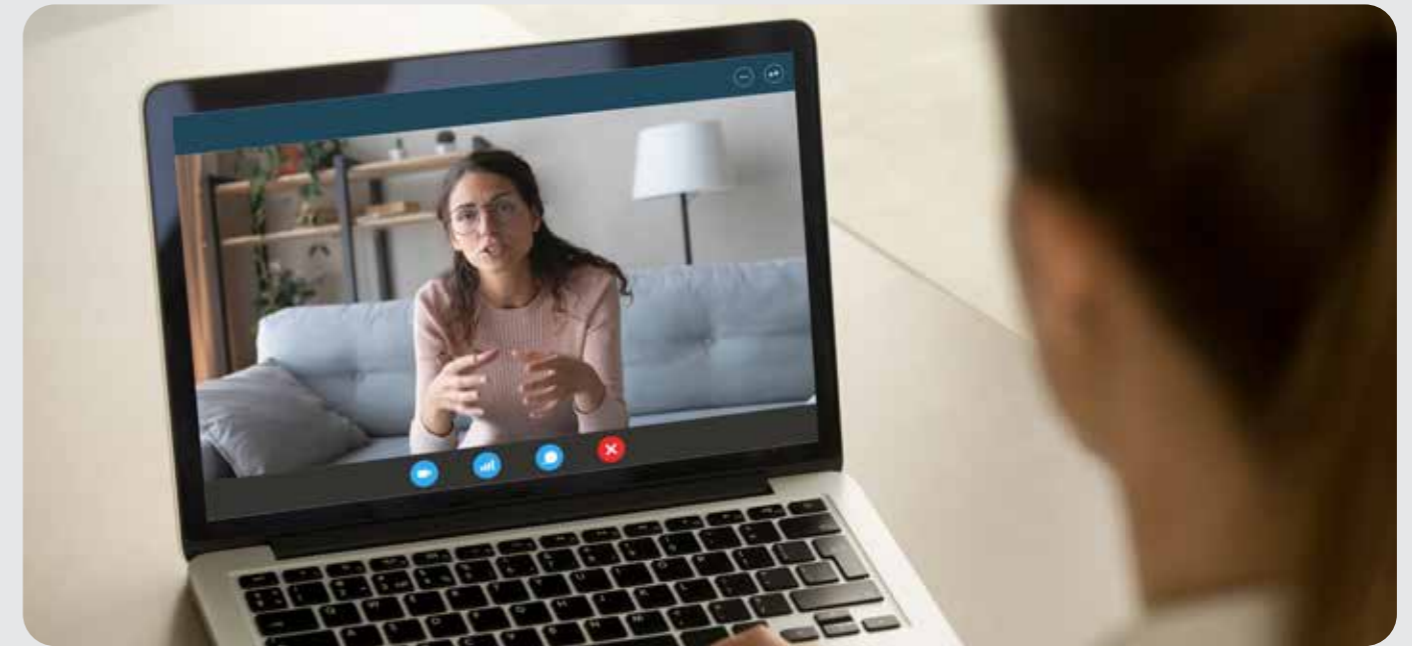
We built a comprehensive response in the spring of 2020 and quickly evolved our approach as new information became available and new challenges arose. Our first priority, as always, was the health and safety of our workforce. We developed and implemented a COVID-19 Mitigation Plan based on Centers for Disease Control and Prevention (CDC) and state health guidelines. We elevated our cleaning protocols, reduced shared spaces, purchased masks for all personnel to be used when social-distancing measures were not possible, and provided work-from-home support to facilitate remote working. Our response also included these other key elements to support our workforce:

Extended paid time off – In December 2020, the government ended expanded paid medical leave for COVID-related isolation and quarantine. To support our employees and protect the health and safety of our workforce and communities, WES has extended COVID-related paid-time-off through the end of 2021, offering an additional 80 hours of paid leave to personnel concerned with close contact and/or who developed side effects from the vaccine.

Mental health benefits – Recognizing the various stressors related to the pandemic, we regularly engaged our employees with information, guidance, and tools to support safe practices and emotional well-being. For example, we developed a dedicated health page on our intranet to provide employees with a single access point to COVID-19 and mental health resources. This site hosted 310 unique visitors, and received 979 page views since it was published in 2020. We also offered confidential, one-on-one discussions with health and human resources professionals, as well as up to eight complimentary sessions (per issue) through our engagement with our employee assistance program provider.

Vaccine information – As vaccines became available for our workforce, we actively communicated updates, providing up-to-date information and targeted communications about vaccine eligibility in each of the states where we operate.

Supporting local and women-owned businesses – Throughout the pandemic, we sought opportunities to support our suppliers and local communities, in addition to our own employees. For example, as part of our safety protocols, we expanded daily cleaning practices at all facilities. We procured these expanded services specifically from local, women-owned businesses for our Delaware Basin buildings. In addition, WES partnered with Hand Made Things, a woman-owned business based in New Mexico, to order more than 2,000 reusable, hand-sewn facemasks. See [page 49](#) for more on how we supported local communities during the pandemic.



Making the Benefits of Remote Work Permanent

As we transition from COVID-required remote work to a post-pandemic world, we are maintaining the benefits that a remote work option provides for employees and the company. Moving forward, we will continue to offer a weekly rotational schedule, which allows a portion of employees to work remotely, while others collaborate in the office. We believe this hybrid approach will support work/life balance – including childcare responsibilities – while fostering productivity. It also allows us to reduce the square footage of office space we need, reducing emissions from purchased electricity, heating, and cooling, as well as from employee commuting.

“The pandemic stressed us all in so many ways. One major obstacle was staffing shortages related to potential COVID exposure and quarantining. During these challenging times, our plant family came together to help one another and our customers alike. We all pitched in to keep operations running smoothly and safely, which meant stepping into jobs outside of our day-to-day responsibilities but that we were qualified to do. For example, both our facility foremen and I backfilled facility maintenance and operations positions at times. The collective ‘rolling up of our sleeves’ ensured that WES operations remained online when it mattered most.”



Harold Hartley
Operations Supervisor

Contractor and Supplier Management

Third-party contractors play an important role in our industry. While we use contract workers mostly during the design and construction of new infrastructure, contractors remain essential partners throughout the operational life cycle. We define contractors as individuals employed by companies that perform services at Western Midstream sites. We define suppliers as employees of companies from whom we purchase equipment and other supplies or services that are not performed on our sites. We screen contractors based on environmental, social, and governance (ESG) criteria depending on the type of work being performed on site. Our Vice President of Health, Safety, Security, and Environment (HSSE) oversees Contractor Management.

We expect all of our contractors to adhere to our high standards for safety, fair labor, environmental, governance and other ESG and business topics. Our HSSE, Risk, Legal, and Operations teams undertake holistic, coordinated reviews of all new contractors to help ensure they meet our standards. We use an industry-wide, third-party database (ISNetworld) for these assessments and separately verify critical criteria, including training, qualifications, and certifications. Additionally, we require contractors to participate in a pre-qualification alignment process to help ensure they understand and can meet our expectations before beginning work on any of our sites.

Our master service contracts (MSCs) explicitly require contracting companies to comply with all applicable laws related to anti-discrimination, anti-corruption, and affirmative action, which include the Equal Employment Opportunity Act, Fair Labor

100% In 2020, all 570 of our new and existing field-based HSSE contractors were assessed on safety performance and on the scope of work provided for Western Midstream.

Standards Act, U.S. Foreign Corrupt Practices Act, and U.K. Bribery Act 2010. Additionally, contractors are required to have HSSE policies, programs, and procedures that meet or exceed our standards and be able to demonstrate that their employees and subcontractors are trained and competent to follow these HSSE policies. WES has adopted a Partner Code of Conduct that provides WES partners, suppliers, vendors, and contractors with guidance on how to adopt ethical practices and ESG and HSSE standards when working with WES. The Partner Code of Conduct addresses minimum living wages, maximum working hours, and non-discrimination. It also emphasizes WES's commitment to human rights, including zero tolerance for contractors involved in any type of forced labor, child labor, or corporal punishment. Adherence to the principles of the Partner Code of Conduct is a requirement for contractors in WES MSCs.



We focus on buying products that are manufactured in the United States to support our national economy and the security of our supply base. About 98% of our suppliers are based in the United States.

Contractors also have the same stop-work authority as our employees and are protected by our no-retaliation policy when reporting incidents or concerns. We encourage contractors to report any concerns or violations on safety, ethics, labor, and other topics through our anonymous Compliance & Ethics hotline, which is promoted on the company's intranet, in orientation meetings, and on posters at each work location.

Our Supply Chain Management team is identifying ways to incorporate our commitment to advancing DEI and local economic development through our bid, procurement, and relationship management processes with contractors and suppliers.

To help ensure ongoing alignment with our standards, we audit existing contractors on ESG and other criteria at least every three years. If we discover a contractor is not meeting our standards, our HSSE group and Operations teams work together with the contractor to develop and implement improvement plans. Operations teams work in the field daily with contractors to actively assess performance and monitor improvement plans, which builds a stronger team commitment to safety and performance improvement. We monitor contractors' performance on an ongoing basis to track the correction of deficiencies. If necessary, we have the ability to terminate contracts with contractors who are not able to meet our standards for ESG or other topics.

Moving forward, we are continuing to enhance our contractor management program by expanding proactive engagement and collaboration with contractors on best practices and lessons learned. We also continue to advance our approach to contractor screening and



auditing to include additional ESG criteria in our verification, validation, and evaluation processes.

We also consider safety, security, labor, and environmental criteria for suppliers that provide materials and services. We conduct more rigorous assessments for suppliers that fabricate critical equipment, such as tanks and pipelines, or provide critical materials like pipes. We undertake source inspections using third-party auditors to assess quality and safety management systems and performance at these supplier facilities.

Community and Landowner Engagement

At Western Midstream, developing trust within the community is a top priority. We earn this trust by operating responsibly and engaging proactively with community members. We develop an understanding of issues, address community concerns and interests, and maintain dialogue with residents throughout the lifecycle of our projects.

Additionally, our relationship with landowners often extends from pre-project planning through to remediation and can involve intricate, nuanced land agreements to meet the unique nature of their respective land usage.

100% of new developments such as pipelines, compressor stations, and plants are subject to our community and landowner engagement process.

Proactive Engagement Across the Project Lifecycle

We seek to be a good neighbor in the communities where we operate, and we take a proactive approach to community engagement. We establish two-way communication with local community members, landowners, elected officials, and local government representatives so that they understand our operations, and we understand and address their needs and concerns. Additionally, we have a dedicated community concern reporting and response process in the DJ Basin (see [page 45](#)).

We tailor engagement strategies to each project based on the type of project, project location, activity duration, and potential impact on area residents' lives. By understanding community concerns from the outset, we can address the concerns through education and mitigate them proactively through design and engineering changes.

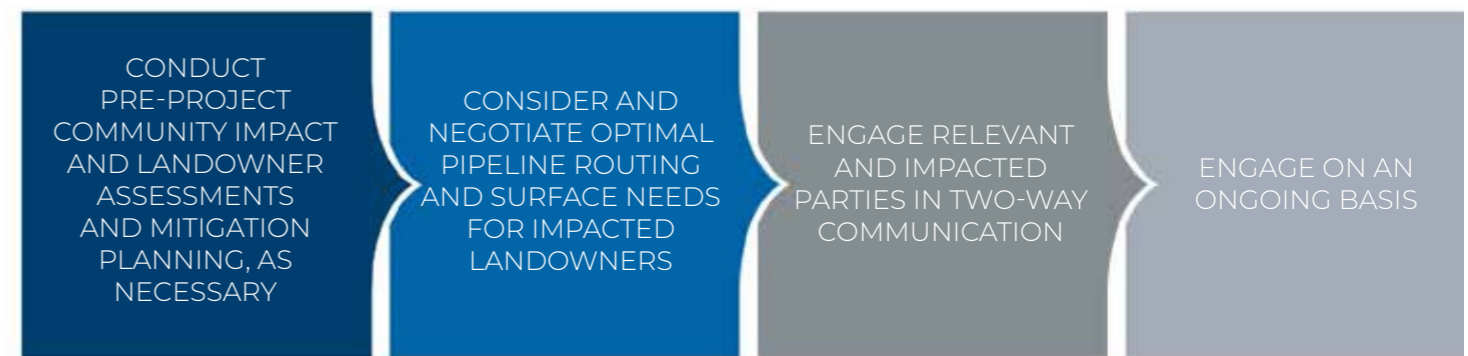
Our community engagement efforts generally exceed regulatory requirements, and we regularly engage with community members beyond what is mandated, including the number of community members we speak to, the geographical radius used to determine notification and community engagement efforts, and our responses to community complaints.

“Communication and first-hand interactions with our neighbors are important parts of being a community member. Through these conversations, we help them better understand our operations, and it provides us an outlet to hear their concerns and reduce or eliminate them if possible. Members of our community deserve to know that we truly care about them and their families.”



Randy Lavalleur
Operations Superintendent

Our Community and Landowner Engagement Process



Pre-project community impacts assessments and mitigation – Before we begin a project, we conduct an exploratory assessment of potential community impacts based on local- and project-specific factors, and develop mitigation strategies with the assistance of our design, construction, and operations personnel.

Engage the community in two-way communication – Early in the project planning phase, we engage directly with community members and local officials. While our level of engagement depends on the scale and location of the project, we routinely notify all residents within a mile radius of proposed sites regarding planned location, operating times, equipment usage, other impacts, and, in the DJ Basin, how to contact us via our community hotline (see [page 45](#)). We also host community meetings and conduct one-on-one discussions, if requested. We use the information gained from these community interactions to refine our impact avoidance and mitigation plans, project plans, and permit applications.

Ongoing community engagement – We communicate regularly with local communities throughout project lifecycles, including during planning, construction, operations, and decommissioning. We actively communicate operational changes and respond to questions and concerns, including those received via our community hotline in the DJ Basin. We employ a dedicated Community Engagement team, but our entire organization, including staff from Land, Operations and Engineering, and HSSE, participate in this process. We evaluate the effectiveness of these efforts annually down to the county level, assessing our compliance with company and local municipality rules, guidance, and policies, and reviewing the success of our engagements. We update our approach and share best practices across the company based on lessons learned through these reviews.

Collaborating with Landowners

We partner with a wide range of landowners – from residents, farmers, and ranchers to businesses and hunting clubs to state and federal agencies – each of whom have varying interests and needs. The vast majority of our large-scale landowners have established long-term land management goals that we must work within. We collaborate with them to find innovative approaches to eliminate or minimize our impacts, while meeting our operational needs and their land use goals. Our work with the U.S. Bureau of Land Management (BLM) and State Land Office in New Mexico, and with suburban and rural landowners in Colorado provide two examples of our collaborative efforts.

Supporting Innovative Approaches to Meet Land Management Agency Goals

Western Midstream works extensively with the BLM and State Land Office in New Mexico to minimize our impact footprint by right-sizing facilities and co-locating with other infrastructure. We are particularly focused on minimizing impacts on sensitive resources such as rivers, wildlife habitats, and/or cultural resources, when impacts can't be avoided completely.

As part of this collaboration, we administer a voluntary third-party program for projects on state and federal lands to support compliance with all grant and right-of-way stipulations identified for both construction and regulatory activities. We also participate in the BLM's Permian Basin Programmatic Agreement (PA), which supports compliance with Section 106 of the National Historic Preservation Act for energy-related projects. The PA allows energy providers to buy into an off-site mitigation project to support much needed historical and cultural research for an understudied portion of southeastern New Mexico rather than performing redundant site-specific surveys. Funds received from the Permian Basin PA are used to conduct archaeological research and outreach in southeastern New Mexico including archaeological excavation of significant sites, predictive modeling, targeted research activities, and professional and public presentations on the results of the research.

In 2020, Western Midstream worked with the BLM on 10 projects across the Permian Basin spanning more than 59 acres and approximately 13 total miles of pipeline.

Working with Communities as Land Uses Change

In several regions, particularly Colorado's DJ Basin, much of our operations are in close proximity to farming and ranch lands. We continue to work collaboratively with local farmers, ranchers, and municipal officials so that our operations do not impact these important agricultural uses.

Over time, suburban development has moved out to these traditionally rural areas, so that our operations are increasingly in proximity to residential areas. WES's Land and Regulatory teams work directly with planners and land developers through the Development Notice Process to review proposed development activities. This process allows us to proactively identify issues or risks to Western Midstream infrastructure and easements. For example, in 2020, there were 57 development notices in Colorado, and more than 200 in the two years prior.

In early 2020, we met with every municipality in which we have operations to discuss issues that may arise from changing land uses, collaborate on potential solutions, and determine the best path forward. Based on these discussions, we have proposed that local governments engage WES when suburban planning and/or development is proposed near our operations and that WES provide infrastructure maps for local governments to use as tools in planning efforts. This will enable us to share information and work collaboratively from the beginning of the planning process.

Engaging with Local Communities on Pipeline Safety

Ensuring the safety of the communities in which we work is an important element of our safety and operational efforts. Maintaining asset integrity, avoiding and responding effectively to emergencies, and addressing road safety (see pages 64, 67, and 63) are key elements of how we safeguard communities.

The leading cause of pipeline accidents is damage that occurs when people unintentionally strike a pipeline while digging. We educate community members on pipeline safety, including informing them about the “811” line location program and the need to verify line locations at least two days prior to the start of excavation. To keep communities safe, we retain dedicated teams to respond to 811 calls we receive and to locate and mark pipelines on an ongoing basis.

In 2020, WES pipeline safety groups sponsored or attended 16 multi-stakeholder, county-specific liaison meetings, to which over 8,700 individuals and organizations were invited. The main goal of these events is to increase public awareness about our operations and share important safety information with community members who live or work near our pipelines – including residents, public officials, emergency responders, and construction professionals. We assessed the effectiveness of the sessions by measuring attendees’ knowledge about our operations before and after our information presentations. We followed up with all invited parties to reinforce safety information, sending out more than 19,500 brochures to local residents over the course of the year.

254,097
calls responded to by the
811 "Call Before You Dig"
line in 2020

Collaborating with the Front Range Fire Rescue

As part of Safe Digging Month in April 2021, we held a week of luncheons with Colorado’s Front Range Fire Rescue crew members, where we reviewed and discussed WES operations, transport products, area maps, and response protocols. This helped us define roles and responsibilities on topics such as perimeter and capability control. Based on positive feedback, we plan to reconvene the groups in the near future to further advance our emergency response coordination planning and expand attendance post-COVID.



Community Inquiry Reporting and Response

We provide community grievance reporting mechanisms, including a dedicated concern-reporting and response hotline in the DJ Basin, and we typically respond to complaints within 24 hours of a call. We manage and respond to calls during business hours. After-hours or emergency calls are addressed by our operations centers, which are staffed 24 hours a day, 7 days a week, 365 days a year. We also engaged directly on communications or concerns from right-of-way landowners.

Details of each complaint are immediately forwarded to the responsible individual, such as the foreman or superintendent. Relevant and responsible teams communicate directly with the caller, and we quickly dispatch personnel to resolve the issue, providing an immediate response for urgent issues. All complaints and responses are recorded to help us identify trends and proactively change operating procedures to avoid future impacts, if possible. Significant complaints, such as those that require long-term engagement or capital investment to resolve, are escalated to senior management.

Most community concerns and complaints occur during planning and construction, which is a relatively short period of time compared to ongoing operations. The table below highlights inquiries and complaints that we received and resolved from 2018 to 2020.

Community Hotline
Communications*
by Type, DJ Basin Only

Category	2018	2019	2020
Aesthetics	3	2	0
Air Quality	7	1	4
Communication	9	33	19
Compliment	0	1	0
Engagement Opportunity	1	0	0
Gate/Fence	1	1	0
Light	1	9	4
Line Locate	4	4	1
Mud/Dust	3	3	0
Noise	6	12	10
Odor	2	1	0
Other	6	9	3
Permitting Feedback	0	0	0
Property Damage	3	2	2
Property Value	1	0	0
Proximity	7	13	2
Road Conditions	4	6	1
Royalty/Accounting	3	0	0
Safety/Wellness	2	0	5
Timing	0	3	0
Traffic	11	12	1
Trash	2	0	0
Weeds	0	1	1
GRAND TOTAL	76	113	53

* This data includes all communications, including both inquiries and complaints, received through our community hotline for our DJ Basin-based midstream operations. The significant increase in inquiries and complaints from 2018-2019 is attributed to new large-scale projects. All of these inquiries and complaints have been resolved.

Addressing Community Concerns

The table below outlines the most common concerns voiced by community members regarding our operations and our actions to mitigate those potential impacts.

Concern	Mitigation Approach
Noise and vibration	<ul style="list-style-type: none">• Orient facilities and place equipment strategically to reduce noise impacts on local residents• Add noise-reducing equipment to the operations• Add sound walls and berms, as needed• Upgrade or modify equipment
Lights	<ul style="list-style-type: none">• Comply with "Dark Sky" best practices for reducing light pollution, including minimizing non-essential lighting at night• Evaluate and reorient lights regularly to minimize impacts on residents and wildlife
Traffic, dust, and road damage	<ul style="list-style-type: none">• Use water trucks or magnesium chloride to suppress dust• Regrade roads• Avoid high traffic/commuting hours and school bus hours• Use pipelines instead of trucks to carry products during ongoing operations, which reduces road impacts
Visual impacts	<ul style="list-style-type: none">• Use the natural grade of the land to conceal equipment• Install berms or walls, as needed• Use landscaping to screen facilities• Remediate areas to pre-disturbance conditions or better
Environmental concerns (water impacts, species habitat, etc.)	<ul style="list-style-type: none">• See the environmental section of this report (page 12) for examples of responses
Community safety	<ul style="list-style-type: none">• See the safety section of this report (pages 58-63 for examples of responses)
Surface impacts	<ul style="list-style-type: none">• Comprehensive pipeline routing• Build windows to coordinate construction/operation/maintenance with landowner activities such as farming, ranching, and hunting• Development notice process to review new construction within existing/future infrastructure

Tribal Engagement

At Western Midstream, we aim to build strong, long-term, and mutually beneficial relationships with Native American tribes in the areas where we operate. We believe in creating economic and social opportunities for tribes while recognizing and respecting the importance of tribal history and culture. We jointly own the Chipeta Processing Complex, a gas processing complex, with the Ute Tribe in Utah. In other states, we consult with the Federally Recognized Tribes on Federal and Tribal lands as part of our project planning and operations processes.

Partnering with the Ute Tribe of Uintah and Ouray Reservation

In 2008, we formed the Chipeta Joint Venture with the Ute Tribes of the Uintah and Ouray Reservation. Western Midstream operates the facility and holds a 75% ownership interest in the complex, while the remaining 25% interest is held by Ute Energy, an investment of the Ute Indian Tribe, Quantum Energy Partners, and Quantum Resources Management. The facility, located in Uintah County in Northeast Utah, includes one refrigeration processing plant and two cryogenic processing plants. Several members of the Ute Tribe work at the facility.

Though we were unable to have in-person meetings in 2020 and 2021 due to COVID-19, we normally host regular meetings with Ute Tribe Business Committee, Employment Rights Office, Energy and Minerals Department, and the U.S. Bureau of Indian Affairs on a monthly, quarterly, and annual basis to discuss current and future operations as well as to address any compliance concerns. As a result of the asset and operational ownership restructuring between WES and Occidental that occurred in 2020, our activities for the year focused on revising agreements and surface easements with the Ute Tribe.

Community Investment

As one of the first steps in building our culture as a standalone company, we established a set of six core values. We included Servant Leadership in these values to demonstrate our commitment to social investment and improving the communities in which we live and work. Over the course of 2020 and early 2021, we've implemented a range of programs to help us put this value into action, including:

Community Betterment Task Force – WES set up the Community Betterment Task Force to develop our social investment strategy and governance mechanisms and to oversee the organization's volunteer efforts. Members of the leadership team from various locations across our operating areas comprise this task force.

“Food banks are vital to our communities, and their importance is even more critical during challenging times like COVID-19. By hosting monthly volunteer events at food banks in our operating areas, WES has become a true community partner that is invested in the well-being of our neighbors.”



Sherry Bursey, Managing Sr. Counsel and Denver Community Betterment Focus Group Member

Established employee-led focus groups – To help us better meet the unique needs of the communities in which we operate, the task force set up eight employee-led focus groups in Texas (The Woodlands, Delaware Basin, and Carrizo Springs), Colorado (Denver and Platteville Area), Wyoming (Gillette and Rock Springs), and Utah (Vernal). The 29 employees who sit on these focus groups are charged with selecting local, nonprofit partners for each regional office to support.

Launched volunteer tracking system – In late 2020, we launched our internal volunteer tracking system that provides details on company-led volunteer opportunities, tracks volunteer hours, and enables employees to make charitable contributions toward the eligible nonprofit organization of their choice.

Implemented employee incentive programs – We established two programs to incentivize employee volunteerism and monetary donations:

- **Volunteer Rewards Program** – Employees can record their eligible volunteer hours in our internal volunteer tracking system, and Western Midstream will donate \$40 per hour to the nonprofit organization, up to \$800 annually per participant.
- **Company Matching Program** – WES matches 50% of employee contributions to eligible nonprofit organizations, up to \$1,000 annually per participant.

Added volunteering goal to compensation bonus program – In March 2021, we added employee volunteering as an element of our bonus compensation program. The WES Volunteer Program goal calls for 50% of our employees to record volunteer time through a company-led event or a registered 501(c)(3) outside of WES. This not only rewards individual societal contributions, but further embeds a culture of giving across our organization.

December 2020 Community Investment Performance

Since we launched our volunteer tracking system in late 2020, we are able to report just one month of data for 2020. In addition, we believe that the actual number of donations and volunteer hours was considerably higher than our recorded data, as only 24% of employees logged into the system in its first month. However, this adoption number was above the early-usage industry benchmark provided by the tracking system provider.

In future reports, we plan on providing a greater amount of detail on full-year social investment metrics such as employee donations, corporate donations, recorded volunteer hours, number and types of organizations, and community leadership through nonprofit board participation.

* includes volunteer and company matching programs

233

volunteer hours recorded, across 17 different organizations

\$26,878

in employee donations

\$27,038*

in WES corporate match donations

Supporting Our Families Through the Pandemic



More than 50 generous WES employees donated gifts for 25 children across five foster/adoptive families through two Houston-area organizations, the Moses Closet and Houston Angels. They also purchased basic essentials like clothing and grocery cards with leftover cash donations for the families.

Our local food banks were extremely challenged during the pandemic, so WES team members in The Woodlands, Denver, Delaware Basin, and Platteville each took regular trips to their local food banks to pack meals for elementary school children in the free and reduced lunch programs, or other neighbors in need. Similarly, our Gillette, Wyoming, staff regularly volunteered at a soup kitchen.



WES and its employees jumped in to help an employee in Delaware Basin after a fire destroyed his family's home. More than 160 of his colleagues raised \$25,500 to help the family recover, and the company matched those contributions, provided two additional weeks of paid time off, and placed his family in corporate housing.

Operating Responsibly

We are committed to operating responsibly for the benefit of all our stakeholders. We are developing intentional and robust governance systems that support our environmental, social, and governance (ESG) efforts and our commitment to keeping our workforce, communities, and the environment safe. We place the highest priority on the safety and health of our employees and contractors, and on the protection of the communities and environment in which we operate. We proactively manage workforce safety, asset and pipeline integrity, emergency preparedness, and community safety through a comprehensive Health, Safety, Security, and Environment (HSSE) management system (see [page 52](#)), and risk management process (see [page 56](#)).

In this section:

- ▶ Governance
- ▶ Employee and contractor safety
- ▶ Asset and pipeline integrity
- ▶ Emergency preparedness
- ▶ Cybersecurity
- ▶ Security

Highlights:

- ▶ Established ESG Committee of the Board of Directors to help advance our ESG strategy and performance
- ▶ Added new ESG metrics to our internal bonus compensation program to strengthen our emphasis on safety, environmental performance, and employee participation in our social investment program
- ▶ Hired a dedicated Director of ESG to coordinate our efforts across technical teams and oversee our disclosures
- ▶ 73% reduction in employee Total Recordable Incident Rate (TRIR) from 2018 to 2020
- ▶ Over 22,000 hours of safety training for employees in 2020, averaging around 18 hours per participant over the course of the year
- ▶ Onboarded new executive-level officer for information security
- ▶ WES's management team is compensated based on WES-specific metrics and receives only WES equity compensation to foster alignment among WES management, employees, and unitholders

Governance

At Western Midstream, we are committed to conducting our business the right way for our stakeholders by establishing intentional and robust governance systems. We strongly believe in developing a comprehensive, coordinated, and proactive approach to ESG issues. All departments are accountable for, and play an active role in supporting, our ESG efforts (see [page 8](#)). Our Board of Directors’ new ESG Committee is actively engaged with driving tangible ESG solutions, and receives a report on company HSSE issues and performance at least quarterly.

Operational and HSSE Governance

Western Midstream has comprehensive operational and HSSE management systems governing:

- People and culture
- Health
- Occupational safety
- Asset integrity
- Environment
- Contractor management
- Regulatory compliance
- Information management and cybersecurity
- Risk management
- Continuous improvement

Our management systems outline the roles and responsibilities for all employees involved in each aspect of the process and is a coordinated effort among multiple teams, including HSSE, Engineering, and Operations. To increase focus and drive continuous improvement, we link employee and executive compensation opportunities to the successful attainment of Western Midstream’s HSSE, ESG, operational, and financial goals. Additionally, our program provides flexibility to reward extraordinary individual and team performance related to these areas.

We conduct comprehensive internal audits at least once every three years to help ensure the implementation and effectiveness of our HSSE management system, programs, and performance. These audits meet or exceed Occupational Safety and Health Administration’s (OSHA) Process Safety Management (PSM), U.S. Environmental Protection Agency’s (EPA) Risk Management Plan (RMP), and U.S. Department of Transportation’s (DOT) Pipeline and Hazardous Materials and Safety Administration (PHMSA) requirements. Audits also help us provide a safe work environment, maintain compliance, and promote continuous improvement. Facility audits include reviewing documentation, interviewing employees, and, at applicable sites, verifying PSM and RMP implementation and performance for direct employees and field-based contractors. Our HSSE and Operations teams consider audit results, identify issues, and implement corrective actions.

Corporate Governance

Western Midstream is a master limited partnership formed in September 2012. We have implemented a range of governance improvements to enhance unitholder rights and management accountability to unitholders and other stakeholders. In late 2019 and early 2020, we made important changes to our governance and employment structures that helped appropriately realign incentives to benefit Western Midstream and its stakeholders.

Examples of our governance improvements include:

Board independence – Our Board of Directors is composed of our CEO, three directors meeting the independence requirements of the New York Stock Exchange, one outside director, and three directors who are employees of the owner of our general partner.

Independent Board committees – Our Board has established two committees comprised of entirely independent directors:

- The **Audit Committee** assists the Board in monitoring the effectiveness of our internal audit function, compliance with legal and regulatory requirements, and the integrity of our financial statements, among other tasks.
- The **Special Committee**, upon request of the Board, is charged with the review and approval of transactions in which a potential conflict of interest exists between the General Partner and Western Midstream.

ESG Committee – In 2020, the Board established a third committee responsible for overseeing our ESG efforts and steering our forward-looking strategy on pivotal issues such as diversity, equity, and inclusion, and climate change. The ESG Committee assists the Board in overseeing ESG matters, including those related to sustainability and climate change, that are relevant to Western Midstream’s activities and performance, and devoting appropriate attention and effective response to stakeholder concerns regarding such matters.

25% of Western Midstream’s Board of Directors and 33% of its senior leadership team are female



“**Incorporating additional safety, environmental, and social investment metrics into our internal compensation program ensures that each of us who works at WES understands the importance of ESG to our success as a company.**”

Kate Sloan
Vice President, Transformation



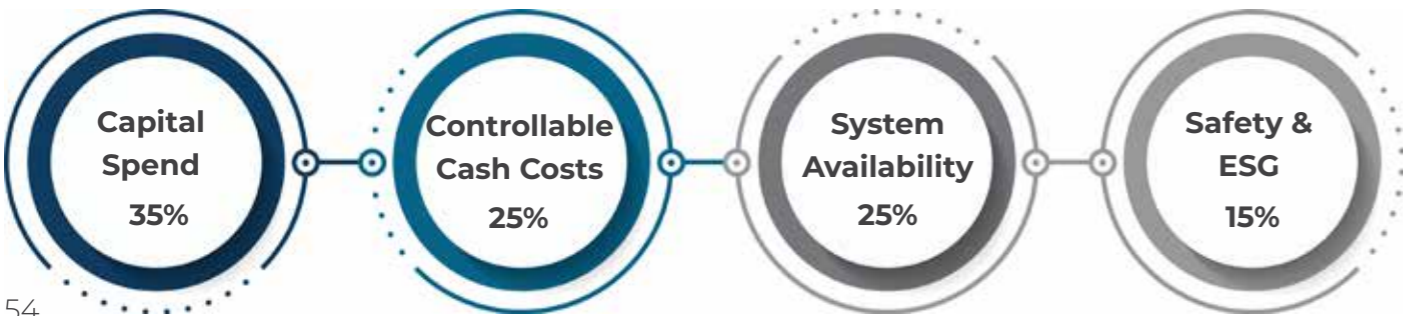
Internal accountability – WES has a dedicated Corporate Audit team that reports to the Board Audit Committee and to our Chief Accounting Officer. It is responsible for examining and evaluating the adequacy and effectiveness of WES’s system of financial and operational controls using a risk-based approach, while adhering to the Institute of Internal Auditors’ standards. Similarly, during 2020, WES formalized a standalone risk management process managed by a committee that discusses identified risks with management. WES’s Audit Committee reviews and routinely discusses with management WES’s risk management processes and specific company risks in accordance with its charter.

Elimination of incentive distribution rights – Since 2019, Western Midstream no longer includes incentive distribution rights as part of its capital structure.

Independent management and employees – As of January 2020, our entire management team was employed directly by Western Midstream, rather than Occidental, facilitating independent managerial control of our strategic initiatives and day-to-day operations. Furthermore, as of April 2020, Western Midstream also employed our entire employee workforce.

Compensation incentives based on Western Midstream performance – In 2020, the company developed metrics based on its financial, operational, and safety performance that determined various compensation components for all employees. In 2021, we further enhanced our employee bonus compensation program to incorporate ESG target metrics, including Total Recordable Incident Rate (TRIR), Days Away, Restricted, or Transferred (DART), and Total Volumetric Spill Rate (TVSR), and employee participation rate in the company’s volunteer program. Other metrics in the program reflect the company’s financial and operations goals and individual ratings based on performance. Additionally, we have Board and Officer Equity Ownership Guidelines that govern executive compensation, and follow a range of other pay best practices (see page 181 of our [2020 10-K](#) for more information).

Components of Employee Bonus Compensation Program



Expanded unitholders’ rights – In December 2019, we expanded unitholder voting rights through revisions to our limited partnership agreement. These changes:

- Provided that limited partners collectively owning 20% or more of Western Midstream’s unaffiliated common units may call a special meeting of unitholders,
- Stipulated that our General Partner may be removed by a majority vote of our unaffiliated Unitholders; and
- Removed certain vote-blocking features for unitholders owning more than 20% of our common units.

Taken together, these enhancements to our limited partnership agreement provide an important mechanism to ensure that Occidental, as General Partner, is aligned with our public unitholders’ interests.

Annual policy review cycle – Each year, the Board reviews WES’s policies – including the Code of Ethics and Business Conduct – and modifies as deemed necessary.

Ethics & Integrity

We expect our employees and members of our Board of Directors to uphold high ethical standards, and we ask them to demonstrate our company values and commitment to respect, fairness, health, safety, and environmental protection in their daily work. Our corporate governance and ethics guidelines – codified in our [Corporate Governance Guidelines](#) and [Code of Business Conduct and Ethics](#) (CODE) – provide clear direction to our Board of Directors, management, and all employees on ethical conduct.

All new and existing employees are required to review, understand, and follow our Code. We implemented a new standalone annual compliance training program in 2020 to certify all employees recognize, understand, and agree to abide by our Code. Moving forward, we will require that all of our employees complete training on our Code annually.

In addition, we provide an anonymous and confidential compliance and ethics hotline that is available 24/7 for reporting violations of or concerns related to the Code or other company policies or procedures. We encourage employees and contractors to report any concerns or violations through this hotline, which is promoted through prominent worksite postings, via our intranet, new hire orientation meetings, and annual Code training for all employees.

We promote our anonymous hotline in annual trainings and prominent signage and encourage employees and contractors to speak up about any concerns. Reported incidents are tracked and reported to the Board Audit Committee as appropriate.

Public Policy Engagement

We engage in public policy processes to help governments understand our business and make informed decisions as they set new policies. Through engagement, we aid in the creation of effective regulations, legislation, and policies that will protect and benefit our workers, customers, communities, and the environments where we live and operate.

Currently, we engage in topics such as consistent ESG disclosures, public health, safety, environment, stationary source emissions, tax policy, wildlife resources, and county road maintenance through industry organizations such as the GPA Midstream Association, Colorado Oil and Gas Association, the Texas Oil and Gas Association, the New Mexico Oil and Gas Association, Texas Pipeline Association, Permian Basin Petroleum Association, Energy Infrastructure Council, and the Petroleum Association of Wyoming.

Our Code allows us to make financial contributions and lobby to the extent permitted under federal and state election laws, rules, and regulations.

In 2020, we developed a new legislative affairs focus group focused on scenario planning and addressing potential impacts of proposed state regulations on both our business and stakeholders. Key topics of engagement included pipeline safety, waste, and emissions. See [page 14](#) for more information on our work to support the development of emissions reduction rules in Colorado.

Risk Management

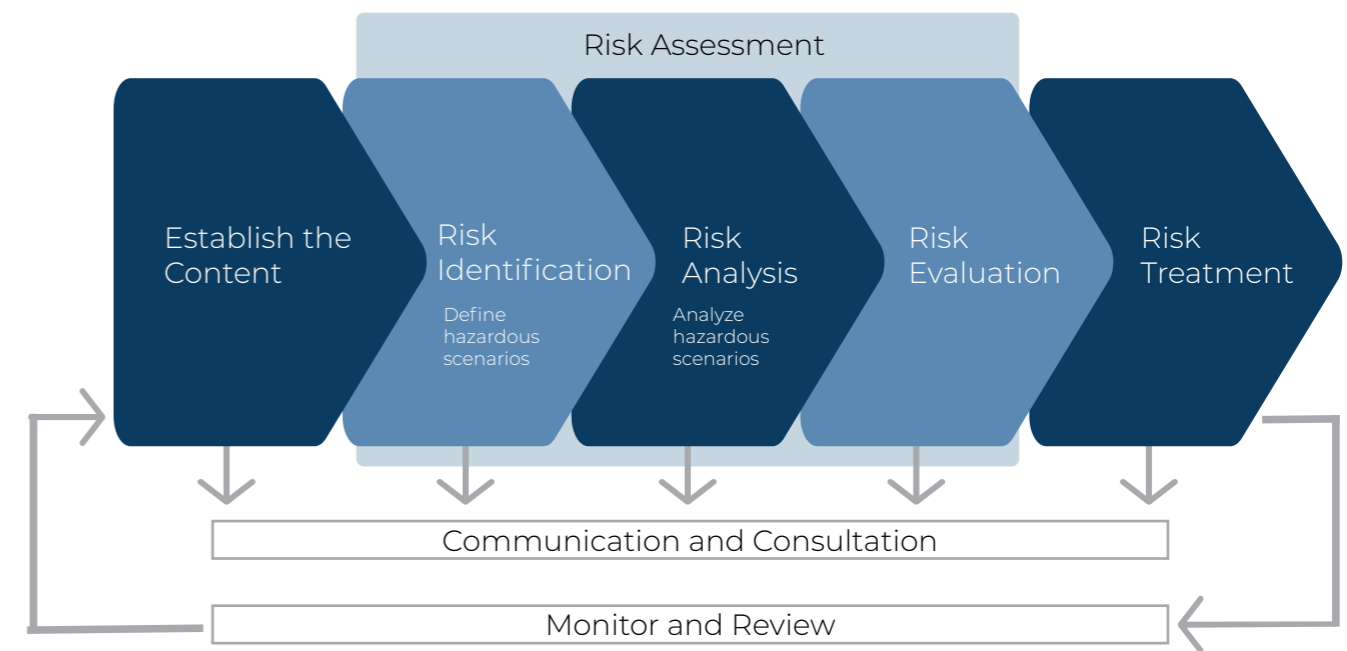
Establishing strong risk identification and management processes has been a central focus of our first years as a standalone company.

Enterprise Risk Management

We are formalizing our enterprise-wide risk management policy and function. In 2020, we implemented a standalone risk management process managed by a Risk Management Committee, which also reports to the Board's Audit Committee on a quarterly basis. Currently, we identify financial, operational, IT, and HSSE risks in detail in our [SEC filings](#) and provide a summary of key risks to the Board's Audit Committee on a quarterly basis.

HSSE Risk Management

We have implemented an HSSE-focused Risk Management Program based on the ISO 31000 risk management framework of hazard identification, risk assessment, risk treatment and mitigation, and risk reporting. Our risk management philosophy is based on collaborative, cross-functional decision-making that enables relevant teams from across the company to participate in evaluating and addressing risks in support of our projects or operations.



Our HSSE Risk Management Program includes:

Risk identification – Identify activities that potentially pose HSSE risk to Western Midstream using formal hazard identification (HAZ-ID) methods or during operational toolbox talks and job safety analysis.

Risk analysis and evaluation – Analyze hazardous scenarios, understand the potential outcome, and communicate our effective controls. Evaluate level of risk, and prioritize activities for risk reduction based on hazardous scenarios that could be most significant to our workers, the community, or the environment.

Risk treatment – Provide options for eliminating or reducing risks and implement those options in a manner that is proportionate, reliable, and cost-effective to the managed level of risk.

Communication and consultation – Identify responsibilities and accountability for overseeing risk-treatment options and understanding key risks; maintain and report on risk registers that provide a cumulative list of hazards identified for a facility or asset area with risk rankings and details regarding preventative and mitigative controls, as well as treatment options.

Monitor and review – Review risk registers and other key performance indicators to assess process safety performance, including leading and lagging indicators based on the American Petroleum Institute's RP-754 tiered approach (see [page 66](#) for additional detail on how we manage asset integrity and infrastructure-related risks and [page 14-29](#) for how we manage environmental risks).

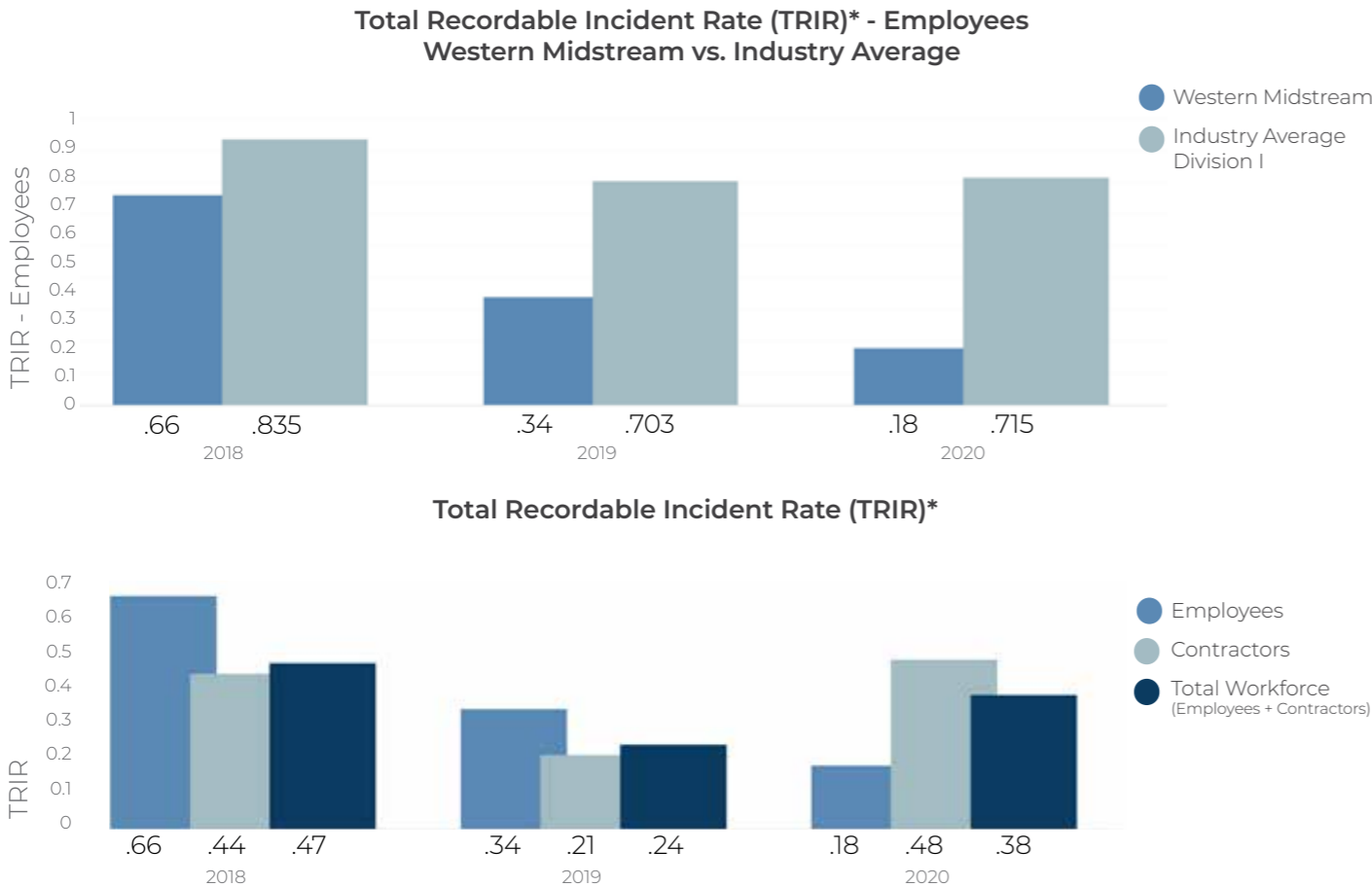
Employee and Contractor Safety

In accordance with our formal health and safety policy, we strive to continuously improve our safety performance and reduce work-related injuries by building and reinforcing a safety-first culture, and by implementing programs that drive continuous performance improvement. For the past six years, we have consistently improved our employee TRIR, and for the past three years, we have outperformed the average safety performance of peers in our size class.

Safety Performance

Western Midstream’s Safety Performance Outperforms Industry Average

In 2020, we achieved a 0.18 TRIR for our employees compared to a 0.715 industry average¹ among Division 1 peers (defined by the GPA Midstream Association as companies with 1 million or more midstream operational work hours in the year). And, for the second year in a row, we placed first in our size class in the GPA Midstream Association’s annual safety awards.²



* TRIR is a standard industry safety metric based on 100 employees working 200,000 hours (full time for one year) according to [OSHA standard methodology](#).

We have made steady improvements on employee, contractor, and total workforce TRIR and other safety metrics. In 2020, our employee TRIR decreased by 47% compared to 2019, and has decreased by 73% over the past three years. However, our contractor TRIR increased compared to 2019, pausing our five-year trend of consistently improving our

contractor and total workforce safety performance. This increase was primarily due to the challenges of operating during a global pandemic.

Throughout most of 2020, COVID-19 prohibited us from holding our usual in-person safety reviews and meetings, which are important to reinforcing safety standards with our contractors. We implemented a number of measures to counteract the decline in contractor safety performance. For example, as much as possible, we implemented socially distanced and remote safety meetings with contractors. We also provided extended paid time-off benefits to contractors who could not work on our sites due to COVID-19. In addition, based on our ongoing incident root cause analysis, we identified hand injuries as the primary driver of increased incidents and implemented a “Safe Hands” program to increase awareness of relevant risks and mitigations ([see page 61](#)). See our Key Performance Data table ([page 76](#)) for detailed safety results.

Our LiveSAFE Commitment

Our safety-first culture is supported by the LiveSAFE philosophy, which promotes personal and corporate discipline to help ensure that each employee and contractor returns home safely every day and encompasses our belief that every incident or injury is important. LiveSAFE requires everyone at our worksites to accept responsibility for their safety and the safety of



those around them. We ask all employees and contractors to report unsafe behaviors and hazards, which we use to identify trends and eliminate hazards to prevent incidents from occurring. Everyone on a Western Midstream site has stop-work authority, regardless of seniority or role. We discuss this ability frequently to maintain a focus on HSSE issues, and we expect anyone on site to stop work if they have concerns or questions about any HSSE issue. For example, if a contractor or employee needs clarity on a process, lacks experience with an assigned task, or sees a potentially unsafe situation, they are expected to call a “stop work” which means that any job or activity immediately stops for all affected staff to discuss the concern and take action as appropriate to mitigate the unsafe situation. As an additional outlet to communicate concerns, we provide employees, contractors, and site visitors with an anonymous Compliance & Ethics hotline and strictly enforce a no-retaliation policy for voicing concerns.

Updated Life-saving Rules

In 2020, we updated our Life-saving Rules, which provide clear guidance for identifying and safely performing high-potential risk activities. Throughout 2020, we trained hundreds of employees and contractors on these eight rules:

- Driving Safety
- Confined Space Entry
- Mechanical Lifting
- Working at Height / Walking-Working Surfaces
- Energy Isolation (Lock Out Tag Out)
- Bypassing Safety Critical Equipment
- Ground Disturbance
- Hot Work



¹ Based on GPA Midstream Association industry data for 2018, 2019, and 2020.
² The 2021 GPA Midstream Awards are based on 2020 performance data.

Safety Policies and Programs

Consistent and robust safety policies and procedures are the foundation of our LiveSAFE commitment, including:

- **Company wide hazard and risk assessments** – As part of our HSSE risk management process (see [page 56](#)), we regularly identify tasks and activities that pose the most significant safety risks. We prioritize training and programs to address high-risk activities and develop mitigation strategies that reduce risk as much as reasonably practicable to further protect our workforce, communities, and the environment.
- **Life-saving rules** – For eight of our highest risk activities, we have developed life-saving rules in 2020 that provide specific processes and procedures that employees and contractors must follow for their safety.
- **Job safety analyses (JSAs)** – Before starting a new project or activity, all relevant employees and contractors participate in detailed safety assessments and orientations to help ensure our staff properly identifies and communicates potential hazards and risks before they begin work. Additionally, we conduct streamlined JSAs before each shift begins.
- **Safety observations, high-potential incidents, and near-miss reporting** – We require all employees and contractors to report any potentially unsafe situation on the job. We track these observations, high-potential incidents, and near-misses to identify and prevent future incidents.
- **Safety stand-downs** – We schedule periodic safety stand-downs during which everyone on a worksite or across the company stops work to review and discuss pertinent safety issues.

“**Having stop work as the first line of defense to any safety concern is absolutely imperative to the well-being of our staff, contractors and communities. We empower and celebrate anyone on the jobsite who stops work to address a safety concern. This responsibility opens the lines of communications to discuss safety, reinforces our commitment to send everyone home safely each day, and enhances our overall safety culture at WES.**”



Wayne Davis
HSSE Manager



Mobilizing Safety Observation Reporting

Our LiveSAFE culture empowers employees and contractors to remain vigilant about safety hazards and report potentially unsafe conditions or behaviors. In 2021, we implemented a mobile app to make it easier for staff to report safety observations.

The system works both online and offline, and enables users to report hazard identifications and unsafe conditions. The app is integrated into our updated incident tracking and reporting system (see [page 62](#)) to facilitate seamless data collection, reporting, and trend analysis.

Safety Training

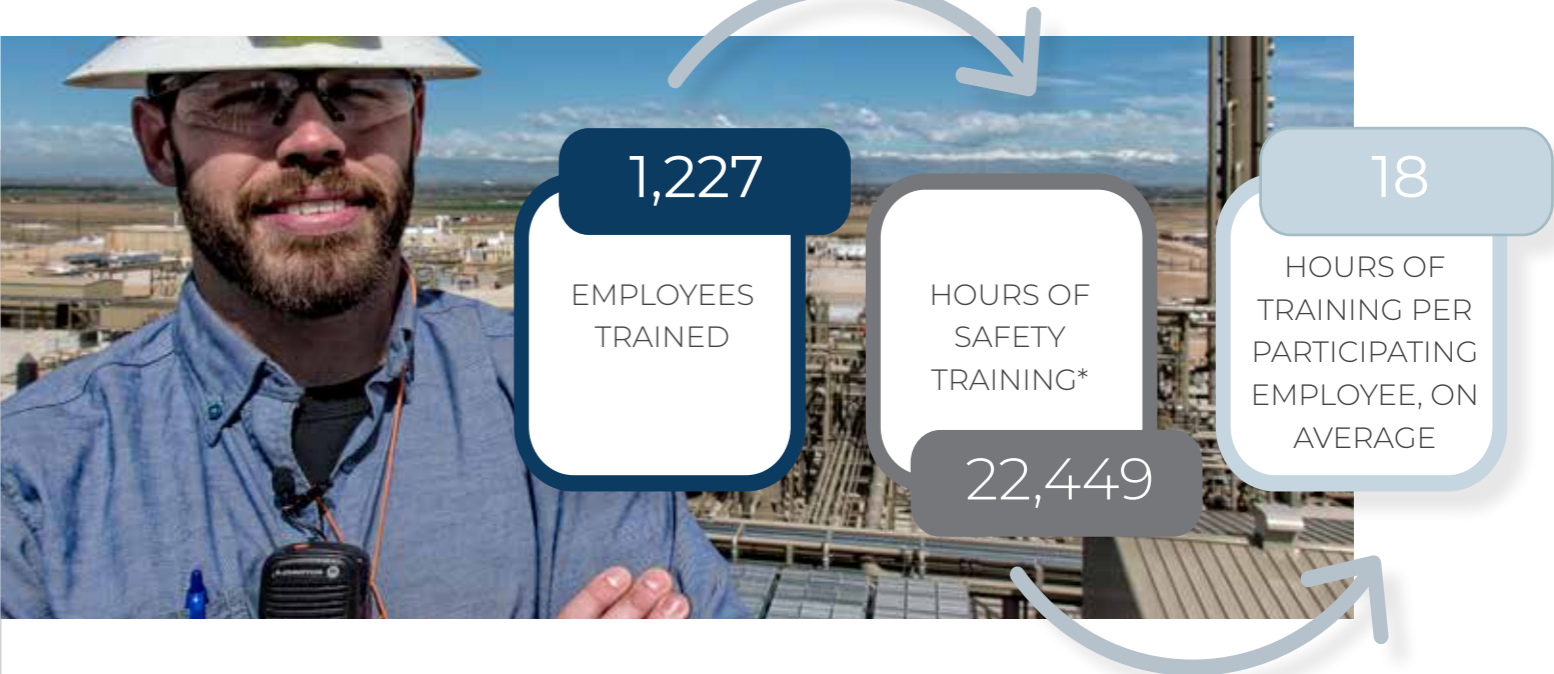
Before commencing work at a Western Midstream facility, all employees and contractors attend orientation and learn our safety values and expectations. We provide ongoing training to employees based on their job requirements and the risks they may encounter while performing their duties. Initial training focuses on the eight life-saving rules (see [page 59](#)), and we develop additional training programs when we identify an increase in incidents or near misses.

For example, HSSE and Operations developed a Safe Hands program in 2020 as a response to an increase in hand injuries. Through the Safe Hands program, employees and contractors develop a greater understanding of common hazards and the actions they can take to avoid hand injuries. We implemented dedicated training for employees and recurring communications to contractors on each of the seven high-risk hand hazards and mitigation strategies. We also added a new requirement that every individual on our jobsites have a pair of gloves with them as part of their personal protective equipment. Since launching the program in August 2020, we had only one hand-related incident in the 10 months following implementation.

In response to the pandemic, we expanded our online safety training program. We transitioned all of our annual safety trainings to a virtual setting and developed innovative strategies to maximize engagement and gauge the effectiveness of our training in a remote environment. We found that remote training led to an improvement in message consistency across the organization and increased ability to share lessons learned and best practices across teams and regions. We will continue to leverage this highly successful training approach moving forward.



2020 Safety Training By the Numbers



* Our total training hours in 2020 decreased compared to 2019 due to improvements in our training strategy to focus on providing more strategic, job-specific training relevant for different employee types and job functions.

Accountability for Safety

We endeavor to create a culture in which safety underpins all decision-making throughout the organization. Executive- and board-level commitment to safety is a central element of our culture.

To maintain awareness and drive accountability, we review leading and lagging safety performance indicators with senior management at least weekly and with the Board of Directors at least quarterly. These groups review leading indicators – potential safety concern observations, near misses, and high-potential incidents – and lagging indicators – low- and high-severity incidents, recordable incidents, DART metrics, and fatalities. We use these reviews to identify trends, eliminate hazards, and prevent the occurrence of incidents.

Additionally, we establish annual safety performance targets to promote and improve our safety-first culture. In 2020, we narrowly missed our total workforce TRIR goal of 0.35 due to the increase in contractor incidents (see [page 58](#)). Employee compensation, including executive compensation, is based in part on meeting safety performance goals. For 2021, we expanded these compensation metrics to include DART, an important measure of incident severity, as well as TRIR.

Incident Tracking and Reporting

In 2020, we adopted an enhanced safety incident management system to help us track and learn from incidents and near misses. The updated system provides a clear and formalized investigation framework that defines processes for incident review and root cause assessments, outlines personnel and teams who must be involved based on the type of incident, and clarifies executive review responsibilities. The system includes expanded data tracking and reporting, which improves access to data and trends across the organization for our management and field employees.

Contractor Safety

We carefully choose and closely oversee contractors to help ensure they adhere to our safety and operational requirements. Safety is the most important criterion we use when selecting contractors; cost and other factors follow. We assess the safety standards of all our contractors, including the safety components of their management and performance systems. We also verify contractors have completed safety training relevant for their jobs. We perform additional deep-dive audits of contractor safety procedures and performance as needed. See the Contractor Management section (see [page 38](#)) for more details on how we hold our contractors accountable on other ESG topics.

We believe that fully engaged and collaborative teams lead to everyone returning home safely. To support this aim, contractors participate in onsite job safety assessments, safety stand-downs, and our safety orientation program so they understand our expectations and



processes. We are also expanding engagement with contractors, including meetings between WES and contractor company leadership on HSSE issues, and increasing regular opportunities for joint discussions on safety trends and best practices.

Transportation Safety

Our operations can increase traffic on local roadways, mainly during the construction phase when we use heavy trucks and large equipment. We work hard to reduce the transportation-related impacts of our operations to protect our employees, contractors, and community members. We require training for all employees operating a company vehicle and use in-vehicle monitoring systems to encourage and enforce safe driving practices within our workforce. In 2020, we rolled out behind-the-wheel defensive driving training for all employees who use company vehicles. Additionally, to the extent possible, we schedule construction activities to avoid school bus and commuting times. As stated previously, we also transport the majority of our oil and produced water by pipeline, reducing potential for transport-related safety incidents, transport-related emissions, and associated community impacts.

Vehicle Incident Rates*

	2019	2020
Total Vehicle Incident Rate	3.98	2.32
Preventable Vehicle Incident Rate	1.35	0.89

* Calculated as vehicle incidents multiplied by 1,000,000, then divided by annual company vehicle miles.



Asset and Pipeline Integrity

Managing asset integrity is an important element of our approach to protecting our workforce, communities, and the environment. Asset integrity encompasses designing, operating, and maintaining pipelines, facilities, and other infrastructure to help ensure effective and safe performance through their lifetimes. The priorities of our approach are protecting people, the environment, property, and commercial operations, in that order. All employees are accountable for asset integrity, including senior executives. Our Asset Integrity teams review a dashboard of key performance indicators with senior executives weekly and monthly.

We manage asset integrity throughout the lifecycle of our infrastructure, including design, construction, operation, ongoing maintenance, and decommissioning. During the planning and design phase, we develop asset integrity plans based on the individual asset specifics, including uses and locations. We develop these plans collaboratively with internal stakeholders from all the relevant functional teams, including Construction, Operations, HSSE, and Community Engagement.

In 2020, we began standing up a centralized Tactical Operations Center (TOC) at our headquarters in The Woodlands, Texas. This center will play a central role in the 24/7 monitoring of our operations for asset integrity and other operational parameters to help optimize performance, and to proactively identify and address potential issues. The new TOC is part of a larger initiative called the WES Wing aimed at fostering cross-functional collaboration to improve our overall performance and customer service. The WES Wing brings together a wide range of operational experts – asset integrity, engineering, operations, HSSE, customer relations and others – in one location to work collaboratively on information analysis, proactive management, and incident response. Employees at the WES Wing, including the TOC, will work with employees at the field-based operations centers in the field to maximize the benefits of both centralized and field-based operations capabilities.

We strive to regularly exceed regulatory requirements for facilities and pipeline integrity planning and maintenance. For example, we follow the U.S. Department of Transportation’s (DOT) stringent requirements on pipelines, regardless of whether a particular segment is regulated by DOT, to help ensure we implement consistent best practices across our infrastructure. We comply with all OSHA PSM requirements, where applicable, and apply risk management elements of PSM to all facilities.

“Our newly formed WES Wing will play a central role in our asset integrity efforts by convening all the talent needed to identify and respond to issues before they become an environmental concern or adversely impact our customers. We are building a future in which we operate entirely by exception – reducing drive time, improving labor efficiency, and further advancing our operational safety.”

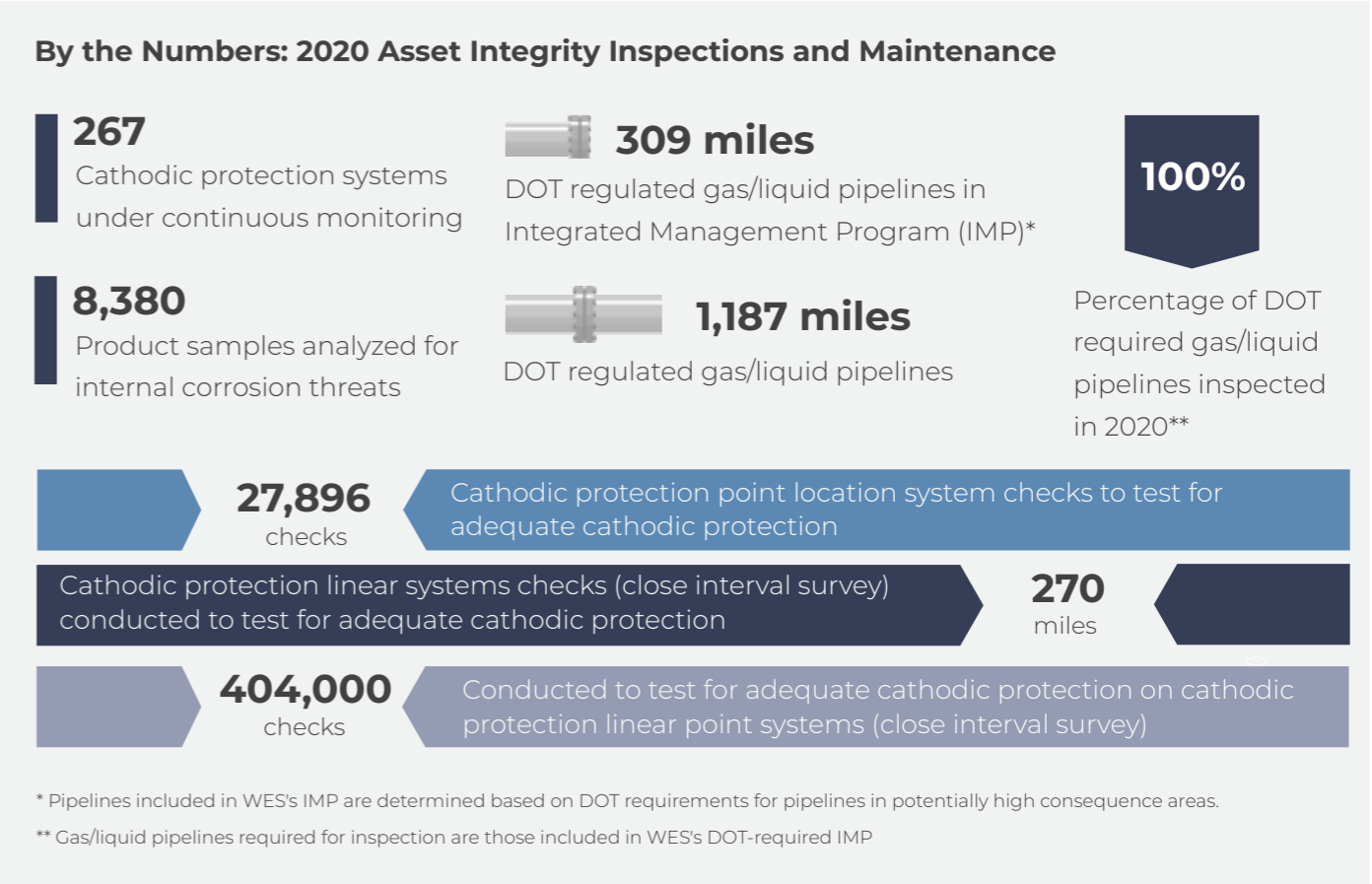


Fred Hollis
Operations Manager

Asset Integrity Risk Management

We perform regular asset integrity risk assessments that meet or exceed industry regulations to identify and proactively manage and mitigate potential integrity issues. We prioritize risks based on the type of potential impact, the location involved (e.g., river crossings, near rivers, in more populated areas), and the level of impact. Areas with elevated risk profiles require a higher level of approval and oversight authority. We incorporate these risk assessments in design considerations, construction practices, and ongoing maintenance processes. We also regularly review inspection, maintenance, and incident data to better understand potential and actual integrity risks, and update our processes to minimize the likelihood of an incident. We follow industry-recognized failure analysis procedures that brings together asset integrity and other WES teams to understand the causes and scope of potential issues, then manage risk accordingly.

We meet or exceed regulations for initial and ongoing pipeline and equipment inspections, and we are working to develop a risk-based approach for determining timing for routine inspections and preventative maintenance. For example, we prioritize asset integrity inspections and maintenance for pipelines and equipment that process gas and liquids before contaminants are removed, due to the higher risk for potential integrity issues. By year-end 2021, we expect to have completed baseline assessments for all API-specific equipment – including above- and below-ground pipelines, tanks, and vessels – that we will use as an input to this risk-based scheduling. We also undertake regular information analysis processes on relevant pipelines following the DOT’s Pipeline and Hazardous Materials Safety Administration’s (PHMSA) protocols. These processes assess and review key integrity data as part of our ongoing risk assessment, inspection, and preventative maintenance processes.



Ensuring Asset Integrity Across the Infrastructure Lifecycle

We have developed detailed asset integrity standards for all equipment types. These plans are based on industry standard practices. They include requirements for asset integrity across the equipment lifecycle – including design and construction, pre-operations inspections, ongoing inspections and maintenance – and training and certification requirements for personnel involved in asset integrity at all stages. Below are key elements of our lifecycle approach:

Design and Construction

- Use geospatial analysis of pipeline routes and facility locations to identify potential hazards and mitigation options during planning and design process
- Develop asset integrity plans during the planning process tailored to infrastructure location and function to support integrity across the asset lifecycle
- Select materials and construction techniques, including grade, wall thickness, and coatings, based on infrastructure uses and potential for corrosive environments
- Add pipeline wall thickness, coatings, and corrosion inhibitors, as applicable, to prevent corrosion-related issues
- Implement cathodic protection on pipelines, facilities, and storage tanks, as applicable
- Use internal and third-party safety monitors during construction to help ensure safety and adherence to infrastructure integrity plans
- Follow stringent standards, assessments, and audits for materials providers and fabricators to help ensure integrity of purchased equipment and infrastructure (see [page 39](#))

Pre-operation Testing

- Meet or exceed industry equipment standards and requirements for external inspections and nondestructive testing (ultrasonic or x-ray) on all pressure vessels and tanks

66 Meet or exceed industry equipment

standards and requirements for external inspections and integrity

- Perform testing (including visual, ultrasonic, x-ray assessments, hydrotesting) of our piping systems
- Perform hydrostatic pressure testing that meets or exceeds regulatory requirements on pipelines, a process which uses pressured water to test new infrastructure for strength and potential leaks; perform both hydrostatic and pneumatic testing on facilities

Operations and Ongoing Inspections

- Follow API Recommended Practice 754 for asset integrity related to process safety, which identifies process safety indicators useful for driving performance improvement
- Operate remote logistics and operations centers that provide continuous monitoring of system function to identify and remotely respond to any potential issues
- Implement remote pressure monitoring and automated block valves on individual pipelines, allowing for remote shutoff if a potential problem is detected
- Conduct in-line inspections and pressure tests of applicable regulated lines and gathering systems in high consequence areas, often exceeding regulations
- Conduct ongoing leak detection and repair program including inspections with optical gas imaging cameras at least quarterly and aerial surveys multiple times per year (see [page 16](#)).

- Train onsite personnel to identify leaks or other potential integrity issues
- Conduct visual right-of-way assessments for potential issues or unauthorized activity, including monitoring land-use changes and ground disturbance work around pipelines
- Conduct ongoing pipeline locating services and public education to avoid unintentional third-party damage

Emergency Preparedness

Western Midstream’s Crisis and Emergency Management (CEM) team manages the preparation and response to emergencies, including potential operational issues, natural disasters, terrorist attacks, and cyberattacks. The CEM team works closely with our HSSE and Operations team to reduce risk, provide operational consistency, and enhance regulatory compliance.

We follow a systematic preparedness planning process (see graphic on the following page) focused on continuous improvement across an ongoing cycle of planning, organizing, training, equipping, exercising, evaluating, and taking corrective action to support effective coordination during the response to an incident. Risk assessments, response plans, and training are conducted collaboratively across relevant business functions to help ensure a coordinated and effective response.

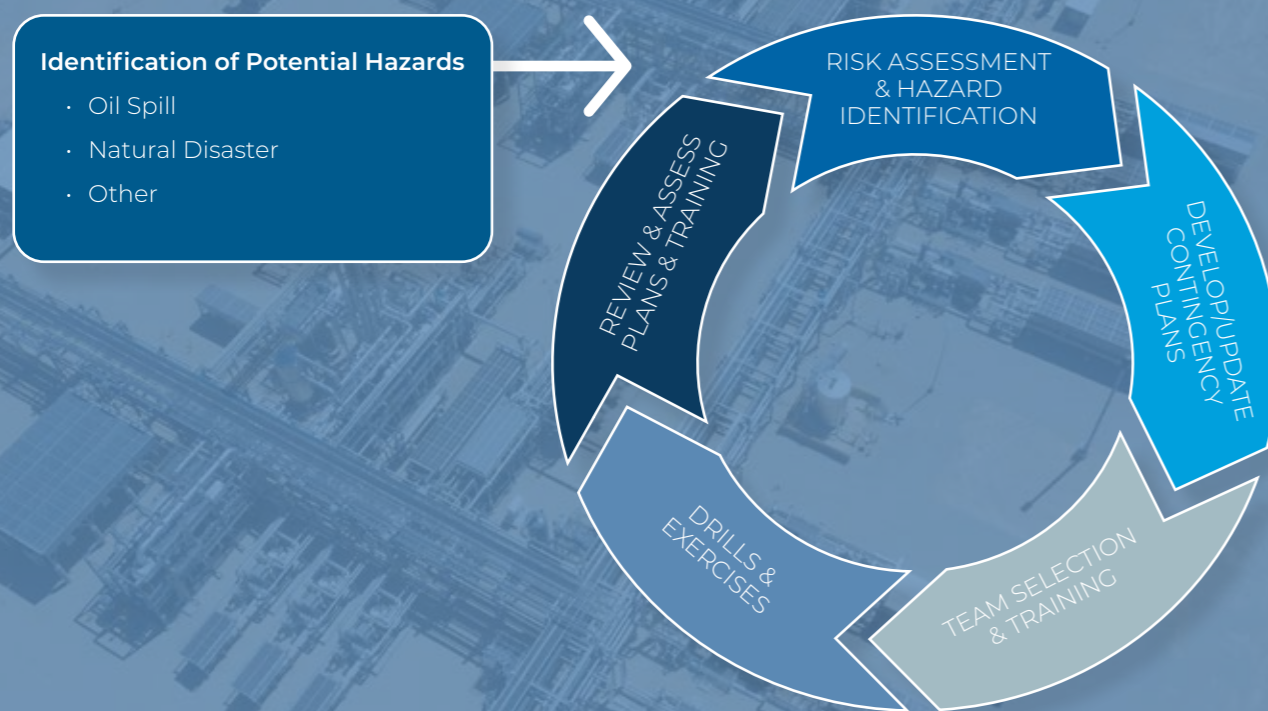
We upgraded and used several emergency response systems in 2020 including:

- Implemented a new emergency communication platform that enables us to share information through mass texts, calls, and email alerts to WES staff as a whole or specific groups filtered by location, type of employee, or role; in 2020, we used the system to communicate about severe weather, political unrest, and a fire
- Installed enhanced security and access systems across our operations, including controlled badge access and video surveillance
- Activated and successfully implemented our business continuity and emergency response plans as part of addressing COVID-19, and in response to multiple Gulf Coast hurricanes and the Texas winter storm.

Training and Drills

All applicable employees receive emergency response training and may participate in emergency training drills, including simulated pipeline releases and explosions, tank failures, loss of communications, third-party train derailments, severe weather, and security incidents. We also participate in joint training exercises with industry partners, peer companies, oil release response organizations, governmental agencies, and first responders to build and maintain strategic partnerships. We participated in more than 20 planned internal drills in 2020.

On September 30, 2020 the U.S. Environmental Protection Agency (EPA), Region 8 conducted an unannounced Facility Response Plan (FRP) on-site inspection and included equipment deployment as in a traditional Government Initiated Unannounced Exercise (GIUE), with no noted exceptions at our WES Central Oil Stabilization Facility located near Platteville, Colorado.



Oil Spill Response Removal Organization Membership

In May 2020, Western Midstream joined the Marine Preservation Association, an organization that supports effective release response capability onshore and offshore in the United States. As part of our membership, we have access to the Marine Spill Response Corporation's (MSRC) inland response program, which supports our onshore oil release response capabilities and complies with U.S. Coast Guard oil release response requirements. MSRC, a nonprofit and the world's leading oil release response organization, has the most extensive inventory of equipment in the world. Through MSRC, we have access to immediate response capability, personnel, expertise, equipment, and training for inland-pipeline release situations.

Natural Disasters

When our assets are threatened by natural disasters, such as severe weather, we monitor the event based on the threat level and projected storm path in relation to our assets. We communicate situation-specific information to key personnel at potentially affected facilities and related corporate functions. We use GIS technology to monitor forecasted paths and impact areas, and we maintain an emergency response notification system with incident response or reporting responsibilities to provide real-time communication of emergency events to our personnel.

Maintaining Safe Operations During the 'Texas Deep Freeze of 2021'

In February 2021, Texas experienced a series of intense winter storms and extreme freezing temperatures that severely impacted energy, water, and transportation infrastructure. WES teams quickly responded to keep our workers and communities safe and – as much as possible given the situational impacts – maintain operational continuity.

We focused on the safety of our employees and communities first. We activated our emergency response system to keep workers informed about dangerous weather and road conditions. We stopped work on nonessential activities, like a planned maintenance shutdown that would have exposed our people to dangerous roads and weather conditions.

Further, we carefully coordinated all essential field work through our logistics operations centers to keep workers abreast of changing conditions and to quickly pivot response plans as needed. We provided temporary lodging for field-based workers so they could avoid commuting on unsafe roads. And we supported our employees at home by offering generators and other assistance to those negatively affected by the storm. Thankfully, not a single WES employee or contractor was hurt while responding to the deep freeze.

While our operations were impacted, the combination of previously installed systems and our operations teams' rapid response helped limit equipment losses and return us to normal operations in a safe and timely manner. For example, we had previously installed freeze-mitigation equipment on our water pipeline systems, significantly reducing the number of frozen valves and pipelines we experienced. Our logistics operations center monitored key equipment parameters in real time and coordinated with field staff to quickly shut in affected equipment to reduce or eliminate releases.

Protecting the safety of our people and the environment was also the priority when bringing impacted equipment back online. We carefully tested equipment that had been taken offline during the storm — like vibration testing pipelines for potential pipe stress, and testing and replacing impacted equipment like valves and filters — before restarting operations. Additionally, our leak detection and repair (LDAR) teams assessed equipment with FLIR cameras as they were brought back online to locate and repair any leaks or venting that resulted from the freeze. We also coordinated a careful approach with our customers to avoid potential issues between our operations as we both restarted. Despite experiencing significant equipment downtime like other energy providers in the state, we were ultimately able to handle 100% of the oil, gas, and water customers sent to us within three days.

Security

Ensuring the security of our worksites, operations, and workforce is essential to the safety and integrity of our operations and communities. We have implemented a range of security standards and processes to maintain a secure work environment including:

Security assessments – We assess facilities to identify potential security risks and vulnerabilities and take appropriate mitigating actions.

Terrorism planning – We fully align with U.S. Department of Homeland Security (DHS), Chemical Facility Anti-Terrorism Standards (CFATS) program for anti-terrorism planning and prevention processes.

Proactive planning – We develop detailed plans for potential security threats, incidents, and emergencies. Every facility has a current and comprehensive Facility Security Plan, Emergency Response Plan, and Business Continuity Plan.

Training – We train employees and contractors regarding security awareness and procedures relevant to their job position and tasks.

Coordinated response – Security staff coordinate with relevant teams across the company to develop appropriate procedures, equipment, and systems, and to respond to security, emergency, and critical incidents.

Investigations – Security staff work with other internal teams to investigate reported security-related incidents. We also assist law enforcement in any investigation of suspected violations of local, state, or federal law.

Reporting – All security and emergency response related incidents and activities are reported through the appropriate chain of command.



Cybersecurity

We know that cybersecurity threats are a risk for our industry and the stability of the nation’s energy supply. In 2021, we developed a senior-level position dedicated to information security: Director, IT and OT Security, CIS Officer. Led by a seasoned expert in this field, we are implementing rigorous systems to protect both our enterprise information technology (IT) and operational technology (OT) systems. Key elements of our approach include:

Risk based – We use a risk-based approach to identify and evaluate the greatest threats to our essential applications and data security systems.

Continuous improvement – Regular reviews are part of our internal controls to help us stay in front of the evolving information and cyber security landscape, as well as updating our controls on an ongoing basis.

Leverage best practices – Our policies and practices are guided by established industry standards. We believe staying abreast of – and implementing – industry best practices is critical to maintaining the security of our information and operational systems.

Cross-sector collaboration – We recognize the need to participate in proactive cross-sector dialogue, including sharing lessons learned.

Mandatory employee training – Throughout 2021, we continue to formalize our cybersecurity program by engaging our workforce through mandatory training and communications.

“Energy systems are essential and critical infrastructure for our society, which also makes them prime targets for cyber- and information-security attacks. We take seriously our role in protecting our own operations and the security of the energy system as a whole. In addition to implementing recognized cybersecurity best practices and standards, we engage with others to share information on threats and best-practice responses. We know the bad guys are working together, so the good guys have to work together too.”



Keith Herndon
Director, IT and OT, CIS Officer

Appendix

In this section:

- ▶ Performance Data Table
- ▶ Lloyd's Register Independent Assurance Statement
- ▶ GRI Content Index
- ▶ Sustainability Accounting Standards Board Index
- ▶ Task Force for Climate-related Financial Disclosures Index

Performance Data Table

Our system integrations with Anadarko and Occidental limit our current reporting ability related to our past environmental, social, and governance (ESG) efforts. However, as we transition to a standalone midstream enterprise and fully separate our systems, we will expand the reported data.

	Units	2018	2019	2020
Environment				
Biodiversity				
IUCN Red List and national conservation list species with habitats in areas affected by operations	#	Not reported	0	0
Releases				
Number of hydrocarbon releases ¹				
Agency reportable	#	20	12	12
Non-agency reportable	#	12	11	14
Total number of hydrocarbon releases	#	32	23	26
Volume of hydrocarbon releases ²				
Agency reportable	bbls	1,066	2,381	1,398
Non-agency reportable	bbls	29	29	62
Total volume of hydrocarbon releases	bbls	1,095	2,410	1,461

¹ Hydrocarbon spills include crude oil, condensate, and natural gas liquids. A hydrocarbon release includes all releases greater than 1 barrel (bbl), not including releases that are contained completely in impermeable secondary containment and volumes released in impermeable secondary containment.

² The volume of hydrocarbon recovered includes the amount removed from the environment through short-term release response activities. Not included are volumes remediated through longer-term response activities that are remediated in accordance with applicable state and federal requirements.

	Units	2018	2019	2020
Number of produced water releases in Midstream Operations (Gathering & Boosting and Processing) ³				
Agency reportable	#	1	4	0
Non-agency reportable	#	5	9	5
Total number of produced water releases	#	6	13	5
Volume of produced water releases				
Agency reportable	bbls	27	107	0
Non-agency reportable	bbls	64	73	77
Total volume of produced water releases	bbls	91	180	77
Other releases ⁴				
Number of other releases (agency reportable)	#	4	3	8
Volume of other releases (agency reportable)	bbls	16	9	97
Number of produced water releases in salt-water disposal system (SWD pipelines and associated disposal facilities) ⁵				
Agency reportable	#	3	5	1
Non-agency reportable	#	16	29	13
Total volume of produced water releases	#	19	34	14
Volume of produced water releases				
Agency reportable	bbls	126	6,563	2,925
Non-agency reportable	bbls	339	274	241
Total volume of produced water releases	bbls	466	6,837	3,166

³ Hydrocarbon spills include crude oil, condensate, and natural gas liquids. A hydrocarbon release includes all releases greater than 1 barrel (bbl), not including releases that are contained completely in impermeable secondary containment and volumes released in impermeable secondary containment.

⁴ The volume of hydrocarbon recovered includes the amount removed from the environment through short-term release response activities. Not included are volumes remediated through longer-term response activities that are remediated in accordance with applicable state and federal requirements.

⁵ Western Midstream operates disposal wells and pipeline systems to dispose of third-party companies' produced water. A produced-water release includes all releases greater than one barrel (bbl), not including releases that are contained completely in impermeable secondary containment and volumes released in impermeable secondary containment.

	Units	2018	2019	2020
Greenhouse gas (GHG) emissions and energy use				
Scope 1 gross GHG total emissions ⁶	MmT CO ₂ e	not reported	3.58	3.57
Scope 1 gross carbon dioxide (CO ₂) ⁶	MmT CO ₂ e	not reported	3.27	3.31
Scope 1 gross methane (CH ₄) ⁶	MmT CO ₂ e	not reported	0.30	0.26
Scope 1 gross nitrous oxide (N ₂ O) ⁶	MmT CO ₂ e	not reported	0.003	0.002
Scope 1 flared, vented, and fugitive emissions	MmT CO ₂ e	not reported	0.81	0.75
Scope 1 fleet emissions	MmT CO ₂ e	not reported	0.00813	0.00926
Scope 2 emissions ⁷	MmT CO ₂ e	not reported	1.12	1.28
Total Scope 2 energy consumption ⁸	Million megawatt hours	not reported	2.09	2.54
GHG emissions intensity and targets				
Scope 1 GHG intensity ⁹	mT CO ₂ e/MMSCF	not reported	1.48	1.51
Scope 1 gathering & boosting GHG intensity ¹⁰	mT CO ₂ e/MMSCF	not reported	1.84	2.08
Scope 1 natural gas processing GHG intensity ¹⁰	mT CO ₂ e/MMSCF	not reported	1.04	0.92
Scope 1 + Scope 2 gross GHG intensity ¹¹	mT CO ₂ e/BOE	not reported	0.0072	0.0071
ONE Future methane intensity – gathering & boosting segment (2025 target of 0.08%) ¹²	CH ₄ emitted / WES gathering and boosting sector throughput (%)	not reported	not reported	0.05%
ONE Future methane intensity – processing segment (2025 target of 0.11%) ¹²	CH ₄ emitted/WES processing sector throughput (%)	not reported	not reported	0.015%

⁶ Includes GHG emissions reported under the U.S. EPA GHG Mandatory Reporting Rule, part 98 subparts C-II and corporate fleet emissions.
⁷ Calculated using EPA 2019 e-GRID emission factors based on electricity usage.
⁸ Includes electricity consumption.
to Pecos and Houston to Platteville. Used the EPA Simplified GHG Emissions Calculator Version 6 August 2020.
⁹ Includes scope 1 GHG emissions reported under the U.S. EPA GHG Mandatory Reporting Rule, part 98 subparts C-II and corporate fleet emissions.
¹⁰ Includes scope 1 GHG emissions reported under the U.S. EPA GHG Mandatory Reporting Rule, part 98 subparts C-II.
¹¹ BOE calculation based on the Energy Infrastructure Council (EIC) and GPA Midstream ESG Reporting Template guidance.
¹² WES joined OneFuture in 2021 and first reported data for CY 2020.

	Units	2018	2019	2020
Non-GHG emissions ¹³				
Nitrogen oxides (NO _x)	Thousand short tons	1.75	1.65	1.63
Sulphur oxides (SO _x)	Thousand short tons	0.11	0.16	0.18
Carbon monoxide (CO)	Thousand short tons	1.03	0.89	0.81
Volatile organic compounds (VOCs)	Thousand short tons	0.98	0.89	0.88
Particulate matter (PM)	Thousand short tons	0.06	0.06	0.06
Hazardous air pollutants (HAPs)	Thousand short tons	0.07	0.08	0.08
Safety				
Personal Safety				
Work-related fatalities - employees		0	0	0
Work-related fatalities - contractors		0	0	1
Total Recordable Incident Rate (TRIR) - employees ¹⁴	Per 200,000 hours worked	0.66	0.34	0.18
Total Recordable Incident Rate (TRIR) - contractors ¹⁴	Per 200,000 hours worked	0.44	0.21	0.48
Total Recordable Incident Rate (TRIR) - Total Workforce (employees + contractors)	Per 200,000 hours worked	0.47	0.24	0.38
Lost Time Incident Rate (LTIR) - employees	Per 200,000 hours worked	0.09	0.17	0.18
Lost Time Incident Rate (LTIR) - contractors	Per 200,000 hours worked	0.10	0.04	0
Lost time Incident Rate (LTIR) - Total Workforce (employees + contractors)	Per 200,000 hours worked	0.10	0.07	0.06
Days Away, Restricted, or Transferred (DART) - employees	Per 200,000 hours worked	0.09	0.26	0.18
Days Away, Restricted, or Transferred (DART) - contractors	Per 200,000 hours worked	0.10	0.04	0
Days Away, Restricted, or Transferred (DART) - Total Workforce (employees + contractors)	Per 200,000 hours worked	0.10	0.08	0.06
Total Vehicle Incident Rate ¹⁵		not reported	3.98	2.32
Preventable Vehicle Incident Rate ¹⁶		not reported	1.35	0.89

¹³ Data includes gas processing plant annual emission totals. It is based on actual emissions for plants that completed annual emission inventories and allowable emissions for plants that did not.

¹⁴ TRIR is the number of OSHA-recordable injuries and illnesses per 200,000 work hours.

¹⁵ Calculated as vehicle incidents multiplied by 1,000,000 then divided by annual company vehicle miles.

¹⁶ Calculated as preventable vehicle incidents multiplied by 1,000,000 then divided by annual company vehicle miles.

	Units	2018	2019	2020
Pipeline safety and asset integrity				
Noncompliance with DOT pipeline regulations ¹⁷	Incidents of nocompliance (Number of federal and state inspections)	1 (4)	1 (3)	7 (4)
Reportable pipeline incidents	#	0	1 ¹⁸	0
Significant reportable pipeline incidents	#	0	1 ¹⁹	0
Department of Transportation (DOT) pipeline inspections				
Department of Transportation audits conducted (PHMSA)	#	Not reported	Not reported	4
Miles of natural gas and hazardous liquid pipelines inspected ²⁰	Miles inspected	113.9 miles	149.3 miles	89.71 miles
Percent of natural gas and hazardous liquid pipelines inspected ²¹	%	8.8%	11.54%	29.00%
Workforce				
Total employees		Not reported	1,006	1,023
Voluntary turnover		Not reported	Not reported	4.7%
Involuntary turnover		Not reported	Not reported	1.1%
Employees covered by collective bargaining agreements		Not reported	0	0

¹⁷ Each inspection includes a review of over 100 compliance issues. Incidents of non-compliance reported were each just one out of well over 100 compliance issues reviewed in each examination.

¹⁸ The one reportable pipeline incident in 2019 occurred on our former Wamsutter pipeline in Wyoming. The line has since been decommissioned, and the area has been remediated.

¹⁹ The one significant reportable pipeline incident in 2019 related to our former Wamsutter pipeline in Wyoming. The line has since been decommissioned, and the area has been remediated.

²⁰ Includes in-line inspections (geometry and magnetic flux leakage) performed on DOT regulated pipelines in the Greater Wattenberg Area, Greater Natural Buttes, West Texas and South Texas operating regions.

²¹ WES Integrity Management Program currently contains 309 miles of natural gas and hazardous liquid pipelines that may directly or indirectly affect a high consequence area.

	Units	2018	2019	2020
Employee diversity				
Total racial or ethnic minority	#	Not reported	253	276
Percent racial or ethnic minority	%	Not reported	25%	27%
Total racial or ethnic minority not recorded	#	Not reported	21	0
Percent racial or ethnic minority not recorded	%	Not reported	2%	0%
Total female	#	Not reported	174	184
Percent female	%	Not reported	17%	18%
Total male	#	Not reported	832	839
Percent male	%	Not reported	83%	82%
Total management male	#	Not reported	199	204
Percent management men	%	Not reported	83%	82%
Total management female	#	Not reported	40	46
Percent management female	%	Not reported	17%	18%
Total non-management racial or ethnic minority	%	Not reported	220	234
Percent non-management racial or ethnic minority	%	Not reported	29%	30%

	Units	2018	2019	2020
Senior Leadership team: male	%	Not reported	Not reported	66%
Senior leadership team: female	%	Not reported	Not reported	33%
Senior leadership team: minority	%	Not reported	Not reported	22%
Senior leadership team: minority or female	%	Not reported	Not reported	56%
Under 30 years old	%	Not reported	11%	12%
30-50 years old	%	Not reported	70%	70%
Over 50 years old	%	Not reported	18%	18%
Board diversity				
Male Directors	%	Not reported	75%	75%
Female Directors	%	Not reported	25%	25%
Employee training				
Total hours of safety training	Hours	37,756	37,214	22,449
Number of employees participating in safety training	#	1,151	1,076	1,227
Hours of safety training per participating employee per year	Hours/Year	33	35	18
Contractor screening				
Percent of suppliers screened based on environmental and social criteria	%	Not reported	100%	100%



LR Independent Assurance Statement

Relating to Western Midstream’s GHG Assertion for the Calendar Year 2020

This Assurance Statement has been prepared for Western Midstream Partners, LP (WES) in accordance with our contract.

Terms of Engagement

Lloyd’s Register Quality Assurance, Inc. (LR) was commissioned by WES to provide independent assurance of its greenhouse gas (GHG) emissions inventory (“the Report”) for the calendar year 2020 against the assurance criteria below to a limited level of assurance and materiality of the professional judgement of the verifier using LR’s verification procedure and ISO 14064 - Part 3 for greenhouse gas emissions. LR’s verification procedure is based on current best practise and is in accordance with ISAE 3000 and ISAE 3410.

Our assurance engagement covered WES’s operations and activities in the United States and specifically the following requirements:

- Verifying conformance with:
 - WES’s internal reporting procedures for the selected datasets;
 - World Resources Institute / World Business Council for Sustainable Development Greenhouse Gas Protocol: A corporate accounting and reporting standard, revised edition (otherwise referred to as the WRI/WBCSD GHG Protocol) for the GHG data¹.
- Evaluating the accuracy and reliability of data and information for the selected indicators listed below:
 - Direct (Scope 1) and Energy Indirect (Scope 2) GHG emissions;
 - Safety Metrics
- WES’s GHG Assertion excludes the following GHG emissions sources:
 - Scope 1 and Scope 2 GHG emissions from offices, and
 - Scope 1 emissions not within the reporting boundary of the EPA Mandatory Reporting Rule (MRR).

LR’s responsibility is only to WES. LR disclaims any liability or responsibility to others as explained in the end footnote. WES’s responsibility is for collecting, aggregating, analysing and presenting all the data and information within the Report and for maintaining effective internal controls over the systems from which the Report is derived. Ultimately, the Report has been approved by, and remains the responsibility of WES.

LR’s Opinion

Based on LR’s approach, except for the effect of the matters described in the Basis for Qualified Opinion, nothing has come to our attention that would cause us to believe that WES has not, in all material respects:

- Met the requirements of the criteria listed above; and
- Disclosed accurate and reliable performance data and information as summarized in Table 1 below.

The opinion expressed is formed on the basis of a limited level of assurance² and at the materiality of the professional judgement of the verifier.

Basis for Qualified Opinion

While WES addressed the majority of the findings identified during the verification activities, the following item remains open:

- WES has not developed a base year recalculation policy. This is not material.

¹. <http://www.ghgprotocol.org/>
². The extent of evidence-gathering for a limited assurance engagement is less than for a reasonable assurance engagement. Limited assurance engagements focus on aggregated data rather than physically checking source data at sites. Consequently, the level of assurance obtained in a limited assurance engagement is lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.



Table 1. Summary of WES Key Data for Calendar Year 2020

Scope of GHG emissions	Quantity (Metric Tons CO ₂ e)
Scope 1 GHG emissions	3,573,754
Scope 2 GHG emissions (Location-based) ¹	1,284,133
Scope 2 GHG emissions (Market-based) ¹	1,284,133
Note 1: Scope 2, Location-based and Scope 2, Market-based are defined in the WRI/WBCSD GHG Protocol Scope 2 Guidance, 2015	
Safety Metrics ²	Quantity
Total Recordable Incident Rate (TRIR) - employees	0.18
Total Recordable Incident Rate (TRIR) – contractors	0.48
Total Recordable Incident Rate (TRIR) – employees and contractors	0.38
Lost Time Incident Rates (LTIR) – employees	0.18
Lost Time Incident Rates (LTIR) – contractors	0.00
Lost Time Incident Rates (LTIR) – employees and contractors	0.06
Note 2: All Safety Metrics are calculated per 200,000 hours worked	

LR’s Approach

LR’s assurance engagements are carried out in accordance with our verification procedure. The following tasks were undertaken as part of the evidence gathering process:

- interviewing air quality representatives responsible for managing GHG emissions data and records;
- interviewing other employees of the organization responsible for safety and electric utility data management;
- assessing WES’s data management systems to confirm they are designed to prevent significant errors, omissions or mis-statements in the Report;
- verifying historical GHG emissions data records at an aggregated level for the calendar year 2020; and
- analysing incident management procedures and injury and illness data at an aggregated level for the calendar year 2020.

LR’s Standards, Competence and Independence

LR implements and maintains a comprehensive management system that meets accreditation requirements for ISO 14065 *Greenhouse gases – Requirements for greenhouse gas validation and verification bodies for use in accreditation or other forms of recognition* and ISO/IEC 17021 *Conformity assessment – Requirements for bodies providing audit and certification of management systems* that are at least as demanding as the requirements of the International Standard on Quality Control 1 and comply with the *Code of Ethics for Professional Accountants* issued by the International Ethics Standards Board for Accountants.

LR ensures the selection of appropriately qualified individuals based on their qualifications, training and experience. The outcome of all verification and certification assessments is then internally reviewed by senior management to ensure that the approach applied is rigorous and transparent.

Signed

Dated: 19 October 2021

Heather Moore, P.E.
LR Lead Verifier
On behalf of Lloyd's Register Quality Assurance, Inc., 1330 Enclave Parkway, Suite 200 Houston, TX 77077
LR reference: UQA00001881 / 4528924

GRI Content Index

We referenced the GRI Standards in developing the content for this report. Specific Standards referenced and disclosures reported are listed in the GRI Content Index below.

Disclosure Number	Disclosure Title	Reporting Location/Direct Response
GRI 102: General Disclosures (2016)		
102-1	Name of the organization	About Western Midstream, (p. 10)
102-2	Activities, brands, products, and services	About Western Midstream, (p. 10) 2020 10-K, (p. 19-35)
102-3	Location of headquarters	2020 10-K, (p. 10)
102-4	Location of operations	About Western Midstream, (p. 10)
102-5	Ownership and legal form	2020 10-K, (p. 10)
102-6	Markets served	2020 10-K, (p. 10-35)
102-7	Scale of the organization	2020 10-K, p. 10-35, 45, 78-82
102-8	Information on employees and other workers	Our Employees, (p. 32-35)
102-9	Supply chain	About Western Midstream, (p. 10) Contractor and Supplier Management, (p. 38-39)
102-10	Significant changes to the organization and its supply chain	Corporate Governance, (p. 53-55) 2020 10-K, (p. 134)
102-12	External initiatives	Environmental Management, (p. 14) Climate Change and Emissions (p. 18)
102-13	Membership of associations	Environmental Management, (p. 14) Climate Change and Emissions (p. 18) Emergency Preparedness, (p. 68)
102-14	Statement from senior decision-maker	Message from Our CEO, (p. 5)
102-15	Key impacts, risks, and opportunities	Integrated ESG Management (p. 8) Climate Change and Emissions, (p. 15) Risk Management, (p. 56-57)
102-16	Values, principles, standards, and norms of behavior	Core Values, (p. 11) Ethics & Integrity, (p. 55) Operational and HSSE Governance, (p. 52)
102-17	Mechanisms for advice and concerns about ethics	Operational and HSSE Governance, (p. 52) WES Compliance Hotline (global) at 1.844.916.2773, or report online at www.westernmidstream.ethicspoint.com .
102-18	Governance structure	www.westernmidstream.com/Governance Corporate Governance, (p. 53-55)
102-20	Executive-level responsibility for economic, environmental, and social topics	Operational and HSSE Governance, (p. 52)
102-22	Composition of the highest governance body and its committees	Corporate Governance, (p. 53) Diversity, Equity, and Inclusion, (p. 29)
102-23	Chair of the highest governance body	http://www.westernmidstream.com/Governance/Board-of-Directors/
102-25	Conflicts of interest	2020 10-K, (p. 201)
102-26	Role of highest governance body in setting purpose, values, and strategy	Our Approach to ESG, (p. 6-7) Operational and HSSE Governance, (p. 52)
102-31	Review of economic, environmental, and social topics	Corporate Governance, (p. 52-53)
102-32	Highest governance body's role in sustainability reporting	This report was reviewed by Western Midstream's executive leadership team and Board of Directors
102-33	Communicating critical concerns	Corporate Governance Guidelines (p. 6)
102-35	Remuneration policies	2020 10-K, (p. 171-192)
102-36	Process for determining remuneration	2020 10-K, (p. 173)



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102-38	Annual total compensation ratio	2020 10-K, (p. 190)
102-40	List of stakeholder groups	We regularly engage with a wide range of stakeholders including landowners; local community members; local, state, and federal regulators, government agencies and environmental non-government organizations; investors, industry groups, nonprofit organizations, and employees. Community and Landowner Engagement, (p. 40-41)
102-41	Collective bargaining agreements	Performance Data Table, (p. 77)
102-43	Approach to stakeholder engagement	Community and Landowner Engagement, (p. 40-46) Tribal Engagement (p. 47) Public Policy Engagement (p. 56)
102-44	Key topics and concerns raised	Community Inquiry Reporting and Response, (p. 54) Public Policy Engagement, (p. 56)

Disclosure Number	Disclosure Title	Reporting Location/Direct Response
102-45	Entities included in the consolidated financial statements	2020 10-K, (p. 10-35)
102-46	Defining report content and topic boundaries	About this Report, (p. 11)
102-48	Restatements of information	See footnotes for details about data that has been restated.
102-50	Reporting period	About this Report, (p. 11)
102-51	Date of most recent report	November 2020
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	Kamal Govender
102-54	Claims of reporting in accordance with the GRI Standards	This is a GRI referenced report. The material in this report references the GRI Standards and disclosures identified in this GRI Content Index
102-55	GRI content index	GRI Content Index, (p. 83)

GRI 201: Economic Performance (2016)		
103-2	The management approach and its components	2020 10-K, (p. 10)
201-1	Direct economic value generated and distributed	2020 10-K, (p. 10)
201-2	Financial implications and other risks and opportunities due to climate change	Climate Change and Emissions, (p. 15) 2020 10-K, (p. 42-43, 54-55)

GRI 205: Anti-corruption (2016)		
103-2	The management approach and its components	Code of Ethics and Business Conduct
205-2	Communication and training about anti-corruption policies and procedures	Ethics & Integrity, (p. 55) Code of Ethics and Business Conduct

GRI 206: Anti-competitive Behavior (2016)		
103-2	The management approach and its components	Code of Ethics and Business Conduct
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Financially material legal proceedings and fines or non-compliance are reported in our annual 10-K. 2020 10-K, (p. 62, 163)

GRI 302: Energy (2016)		
103-2	The management approach and its components	Minimizing Emissions and Energy Use, (p. 16-18) Operational and HSSE Governance, (p. 52)
103-3	Evaluation of the management approach	Operational and HSSE Governance, (p. 52)
302-1	Energy consumption within the organization	Performance Data Table, (p. 75)

GRI 303: Water and Effluents (2018)		
103-2	The management approach and its components	Water Management, (p. 27) Operational and HSSE Governance, (p. 52)
103-3	Evaluation of the management approach	Operational and HSSE Governance, (p. 52)
303-1	Interactions with water as a shared resource	Water Management, (p. 27)
303-2	Management of water discharge-related impacts	Water Management, (p. 27)
303-4	Water discharge	Water Management, (p. 27)

GRI 304: Biodiversity (2016)		
103-2	The management approach and its components	Biodiversity and Surface Impacts, (p. 22-23) Operational and HSSE Governance, (p. 52)
103-3	Evaluation of the management approach	Operational and HSSE Governance, (p. 52)
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high bio-diversity value outside protected areas	Biodiversity and Surface Impacts, (p. 22)

GRI 305: Emissions (2016)		
103-2	The management approach and its components	Climate Change and GHG Emissions, (p. 15-21) Operational and HSSE Governance, (p. 52)
103-3	Evaluation of the management approach	Operational and HSSE Governance, (p. 52)
305-1	Direct (Scope 1) GHG emissions	GHG Emissions Performance, (p. 20-21) Performance Data Table, (p. 75)
305-2	Energy indirect (Scope 2) GHG emissions	Performance Data Table, (p. 75) GHG Emissions Performance, (p. 20-21)
305-4	GHG emissions intensity	Performance Data Table, (p. 75) GHG Emissions Performance, (p. 20-21)
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Non-GHG Emissions Performance, (p. 21) Performance Data Table, (p. 76)

Disclosure Number	Disclosure Title	Reporting Location/Direct Response
GRI 306: Effluents and Waste (2016)		
103-2	The management approach and its components	Release Prevention and Response, (p. 23) Operational and HSSE Governance, (p. 52) Waste Management, (p. 24)
103-3	Evaluation of the management approach	Release Prevention and Response, (p. 25-26) Operational and HSSE Governance, (p. 52)
306-3	Significant spills	Release Prevention and Response, (p. 25-26) Performance Data Table, (p. 73-74)

GRI 306: Waste (2018)		
103-2	The management approach and its components	Waste Management, (p. 24)
103-3	Evaluation of the management approach	Waste Management, (p. 24)
306-1	Waste generation and significant waste-related impacts	Waste Management, (p. 24)
306-2	Management of significant waste-related impacts	Waste Management, (p. 24)

GRI 307: Environmental Compliance (2016)		
103-2	The management approach and its components	Operational and HSSE Governance, (p. 52)
103-3	Evaluation of the management approach	Operational and HSSE Governance, (p. 52)
307-1	Non-compliance with environmental laws and regulations	Financially material legal proceedings and fines or non-compliance are reported in our annual 10-K. 2020 10-K, (p. 62, 163)

GRI 308: Supplier Environmental Assessment (2016)		
103-2	The management approach and its components	Contractor and Supplier Management, (p. 38-39)
308-1	New suppliers that were screened using environmental criteria	Contractor and Supplier Management, (p. 38-39)

GRI 401: Employment (2016)		
103-2	The management approach and its components	Our Employees, (p. 32-33)
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Our Employees, (p. 32-33)

GRI 403: Occupational Health and Safety (2018)		
103-2	The management approach and its components	Operational and HSSE Governance, (p. 52) Employee and Contractor Safety, (p. 58-63) Asset and Pipeline Integrity, (p. 64-66)

103-3	Evaluation of the management approach	Operational and HSSE Governance, (p. 52) Employee and Contractor Safety, (p. 58-63) Asset and Pipeline Integrity, (p. 64-66)
403-1	Occupational health and safety management system	Operational and HSSE Governance, (p. 52) Employee and Contractor Safety, (p. 58-63) Asset and Pipeline Integrity, (p. 64-66)
403-2	Hazard identification, risk assessment, and incident investigation	Operational and HSSE Governance, (p. 52) Employee and Contractor Safety, (p. 58-63) Asset and Pipeline Integrity, (p. 64-66)
403-4	Worker participation, consultation, and communication on occupational health and safety	Employee and Contractor Safety, (p. 58-63)
403-5	Worker training on occupational health and safety	Employee and Contractor Safety, (p. 58-63) Performance Data Table, (p. 79)
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Employee and Contractor Safety, (p. 58-63) Contractor and Supplier Management, (p. 38-39)
403-8	Workers covered by an occupational health and safety management system	Employee and Contractor Safety, (p. 58-63) Contractor and Supplier Management, (p. 38-39)
403-9	Work-related injuries	Employee and Contractor Safety, (p. 58) Performance Data Table, (p. 76)

Disclosure Number	Disclosure Title	Reporting Location/Direct Response
GRI 404: Training and Education (2016)		
103-2	The management approach and its components	Our Employees, (p. 32-33) Operational and HSSE Governance, (p. 52) Employee and Contractor Safety, (p. 58-63)
404-1	Average hours of training per year per employee	Employee and Contractor Safety, (p. 58-63) Performance Data Table, (p. 79)
404-2	Programs for upgrading employee skills and transition assistance programs	Developing Our Employees, (p. 33)
GRI 405: Diversity and Equal Opportunity (2016)		
103-2	The management approach and its components	Diversity, Equity, and Inclusion, (p. 34-35)
405-1	Diversity of governance bodies and employees	Diversity, Equity, and Inclusion, (p. 34-35)
GRI 406: Non-discrimination (2016)		
103-2	The management approach and its components	Diversity, Equity, and Inclusion, (p. 34-35) Code of Ethics and Business Conduct
GRI 411: Rights of Indigenous Peoples (2016)		
103-2	The management approach and its components	Tribal Engagement, (p. 47)
GRI 413: Local Communities (2016)		
103-2	The management approach and its components	Landowner and Community Engagement, (p. 40-44)
413-1	Operations with local community engagement, impact assessments, and development programs	Landowner and Community Engagement, (p. 40-44)
GRI 414: Supplier Social Assessment (2016)		
103-2	The management approach and its components	Contractor and Supplier Management, (p. 38-39)
414-1	New suppliers that were screened using social criteria	Contractor and Supplier Management, (p. 38-39)
GRI 415: Public Policy (2016)		
103-2	The management approach and its components	Public Policy Engagement, (p. 56) Code of Ethics and Business Conduct
415-1	Political contributions	Public Policy Engagement, (p. 56)
GRI 419: Socioeconomic Compliance (2016)		
103-2	The management approach and its components	Operational and HSSE Governance, (p. 52) Employee and Contractor Safety, (p. 58-63)
419-1	Non-compliance with laws and regulations in the social and economic area	Financially material legal proceedings and fines or non-compliance are reported in our annual 10-K. 2020 10-K, (p. 62, 163)

Sustainability Accounting Standards Board (SASB) Index

We referenced the SASB Sustainability Accounting Standard for Oil and Gas - Refining and Marketing in developing the content for this report. Specific disclosures reported are listed in the SASB Index below.

Disclosure Code	Disclosure Requirements	Reporting Location/Direct Response
GHG Emissions		
EM-MD-110a.1	Gross global Scope 1 emissions, percentage methane, percentage covered under emissions-limiting regulations	GHG Emissions Performance, (p. 20-21) Performance Data Table, (p. 75)
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	Climate Change and Emissions, (p. 15-21)
Air Quality		
EM-MD-120a.1	Air emissions of the following pollutants: (1) NO _x (excluding N ₂ O), (2) SO _x , (3) volatile organic compounds (VOCs), and (4) particulate matter (PM10)	Non-GHG Emissions Performance, (p. 21) Performance Data Table, (p. 76)
Ecological Impacts		
EM-MD-160a.1	Description of environmental management policies and practices for active operations	Biodiversity and Surface Impacts, (p. 22-23)
EM-MD-160a.2	Percentage of land owned, leased, and/or operated within areas of protected conservation status or endangered species habitat	Biodiversity and Surface Impacts, (p. 22-23) Operational and HSSE Governance, (p. 52)
EM-MD-160a.4	Number and aggregate volume of hydrocarbon spills, volume in Arctic, volume in Unusually Sensitive Areas (USAs), and volume recovered	Release Prevention and Response, (p. 25-26) Performance Data Table, (p. 73-74) WES does not operate in the Arctic or in any Unusually Sensitive Areas (USAs) as identified by the National Pipeline Mapping System of the Office of Pipeline Safety.
Competitive Behavior		
EM-MD-520a.1	Total amount of monetary losses as a result of legal proceedings associated with federal pipeline and storage regulations	Financially material legal proceedings and fines or non-compliance are reported in our annual 10-K. 2020 10-K, (p. 62, 163)
Operational Safety, Emergency Preparedness & Response		
EM-MD-540a.1	Number of reportable pipeline incidents, percentage significant	Asset and Pipeline Integrity, (p. 64-66) Performance Data Table, (p. 77)
EM-MD-540a.2	Percentage of (1) natural gas and (2) hazardous liquid pipelines inspected	Asset and Pipeline Integrity, (p. 65)
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	Employee and Contractor Safety, (p. 58-63) Asset and Pipeline Integrity, (p. 64-66) Emergency Preparedness, (p. 67-69) Operational and HSSE Governance, (p. 52)

Task Force for Climate-related Financial Disclosures (TCFD) Index

We referenced the TCFD’s reporting recommendations in developing the content for this report. We recognize that climate change is one of the most critical challenges of our time and presents significant risks for society and our business. We continue to expand our climate-related risk and opportunity identification and management systems. Our initial responses to the TCFD reporting recommendations are provided in the TCFD Index below.

Disclosure Description	Reporting Location/Direct Response
Governance	
Describe the board's oversight of climate-related risks and opportunities.	Climate Change and Emissions, (p. 15-21) Risk Management, (p. 56-57)
Describe management's role in assessing and managing climate related risks and opportunities.	Operational and HSSE Governance, (p. 52) Risk Management, (p. 56-57)
Strategy	
Describe the risks and opportunities the organization has identified over the short, medium, and long term.	Climate Change and Emissions, (p. 15) Operational and HSSE Governance, (p. 52) 2020 10-K, (p. 42-43, 54-55)
Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	Climate Change and Emissions, (p. 15-21) Risk Management, (p. 56-57)
Risk Management	
Describe the organization's processes for identifying and assessing risks.	Climate Change and Emissions, (p. 15) Risk Management, (p. 56-57)
Metrics and Targets	
Disclose the metrics used by the organization to assess climate related risks and opportunities in line with its strategy and risk management process.	Climate Change and Emissions, (p. 15-21) Performance Data Table, (p. 75)
Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 GHG semissions, and the related risks.	GHG Emissions Performance, (p. 21-22) Performance Data Table, (p. 75)
Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Achieving Emission Reductions Goals, (p. 19)

About this Report

This report uses qualitative descriptions and quantitative metrics to describe our policies, programs, practices, and performance. Many of the standards and metrics used in preparing this report continue to evolve and are based on management assumptions believed to be reasonable at the time of preparation, but should not be considered guarantees.

Forward-Looking Statements

This report contains forward-looking statements. These forward-looking statements include statements preceded by, followed by, or that otherwise include the words “believes,” “expects,” “anticipates,” “intends,” “estimates,” “projects,” “target,” “goal,” “plans,” “objective,” “should,” or similar expressions or variations on such expressions. These statements discuss future expectations, including regarding Western Midstream’s environmental and sustainability plans and targets, or include other “forward-looking” information. Western Midstream's management believes that its expectations are based on reasonable assumptions. No assurance, however, can be given that such expectations will prove correct. A number of factors could cause actual results to differ significantly from the projections, anticipated results, or other expectations expressed in this report. These factors include the factors described in the "Risk Factors" section of Western Midstream's most recent Form 10-K and Form 10-Q filed with the Securities and Exchange Commission and other public filings and press releases, as well as, with respect to our ESG targets, goals and commitments outlined in this reporting or elsewhere, the requirements of future laws or regulations pertaining to ESG matters, the ability to identify financially viable business opportunities that are compatible with our ESG goals, and the evolving nature of the standards and metrics used to evaluate ESG targets, goals and commitments. Western Midstream undertakes no obligation to publicly update or revise any forward-looking statements.



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