



2022 Sustainability Report

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Introduction

Western Midstream Partners, LP (Western Midstream™ or WES) helps deliver essential energy across the globe through our midstream services, including transporting and processing energy resources. Environmental, social, and governance (ESG) performance is central to our organization and daily operations, from the board room to our operations in the field.

We seek to deliver best-in-class performance and transparent reporting on sustainability topics. We are committed to strengthening our performance and expanding our reporting as we further our sustainability efforts.

2022 Sustainability Highlights



Supporting Sustainable Environments

- ▶ Received the GPA Midstream Association's Environmental Award for our work on crankcase emissions to reduce methane emissions from natural gas-fired internal combustion engines
- ▶ Signed Letter of Intent with Occidental to explore carbon capture, utilization, and storage opportunities
- ▶ Reached our goal of completing emissions-related projects that resulted in an annualized 5% reduction in methane intensity between 2020 and 2022
- ▶ Launched new greenhouse gas (GHG) tracking and reporting processes
- ▶ Completed 302 pre-construction natural resource surveys
- ▶ Recycled 126,216 gallons of hydrostatic test water



Focusing on People

- ▶ 44% of our senior leadership team members and 31% of other managers are female or racial/ethnic minorities
- ▶ 100% of new and existing field-based Health, Safety, Security, and Environment (HSSE) contractors were assessed on safety performance
- ▶ 13,239 volunteer hours and \$422,205 in total donations to our communities, a 25% and 12% increase relative to 2021, respectively.



Operating Responsibly

- ▶ Established a Board Compensation Committee to set our compensation philosophy and objectives and design our executive compensation program
- ▶ Expanded 2022 executive and employee annual compensation incentive program to include goals related to methane reduction and GHG emissions management, and continued to include goals for safety and volunteering performance
- ▶ 753,060 checks conducted on cathodic protection linear point systems (close interval survey) on buried steel pipelines
- ▶ 50,390 total hours of safety training for employees and independent supplemental contractors

Message From Our CEO

The entire WES team has worked diligently to strengthen our culture of sustainability.

As one of our foundational principles, we believe it's our responsibility to minimize our environmental footprint – in particular reducing our GHG emissions profile – while protecting and supporting our workforce and communities.

We made great strides in those focus areas in 2022, from conducting more than 50,000 hours of safety training to expanding our diversity, equity, and inclusion (DEI) efforts. We also added environmental target metrics to our employee bonus compensation, enhanced our GHG tracking and reporting process, and reached our methane intensity reduction goal against our 2020 performance.

I'm extremely proud of our work to reduce emissions across our operations. Notably, our work to reduce engine crankcase emissions through a collaboration with Colorado State University yielded WES our first Environmental Excellence Award from GPA Midstream Association.

I'm also grateful for our employees' commitment to give back to our communities. We saw 63% of our employees donate their time in 2022 to non-profit organizations across our operational areas – the best in the program's history – donating more than 13,000 hours and raising more than \$422,000 through our volunteer rewards programs, which multiplied the effect of their generosity.

As you'll read in this report, our commitment to address issues like methane intensity, DEI, safety, asset integrity, and community investment is engrained in our daily work at WES.

While there is still much work to do in these areas, our achievements in sustainability since becoming a stand-alone organization have positioned WES to be a best-in-class midstream operator for years to come.

Michael Ure
President and CEO



Our Approach to Sustainability

At WES, we are committed to gathering, processing, and delivering oil and gas products and gathering and disposing produced water responsibly, while minimizing our environmental footprint and contributing positively to our workforce and local communities.

We continually reinforce our strong culture of responsibility and rigorous management of ESG topics focused on three strategic pillars: supporting sustainable environments, focusing on people, and operating responsibly. These pillars, and the focus areas within each pillar, are supported by an assessment of the most important ESG topics for our organization and our stakeholders. We undertook this assessment to inform our ESG strategy and the content of this report.



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 GHG emissions
- Non-GHG emissions
- Biodiversity and surface impacts
- Release prevention and response
- Water management

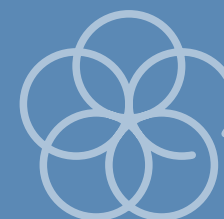


Focusing on People

We are focused on supporting our workforce and communities. When they succeed, our organization succeeds.

Focus areas:

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



Operating Responsibly

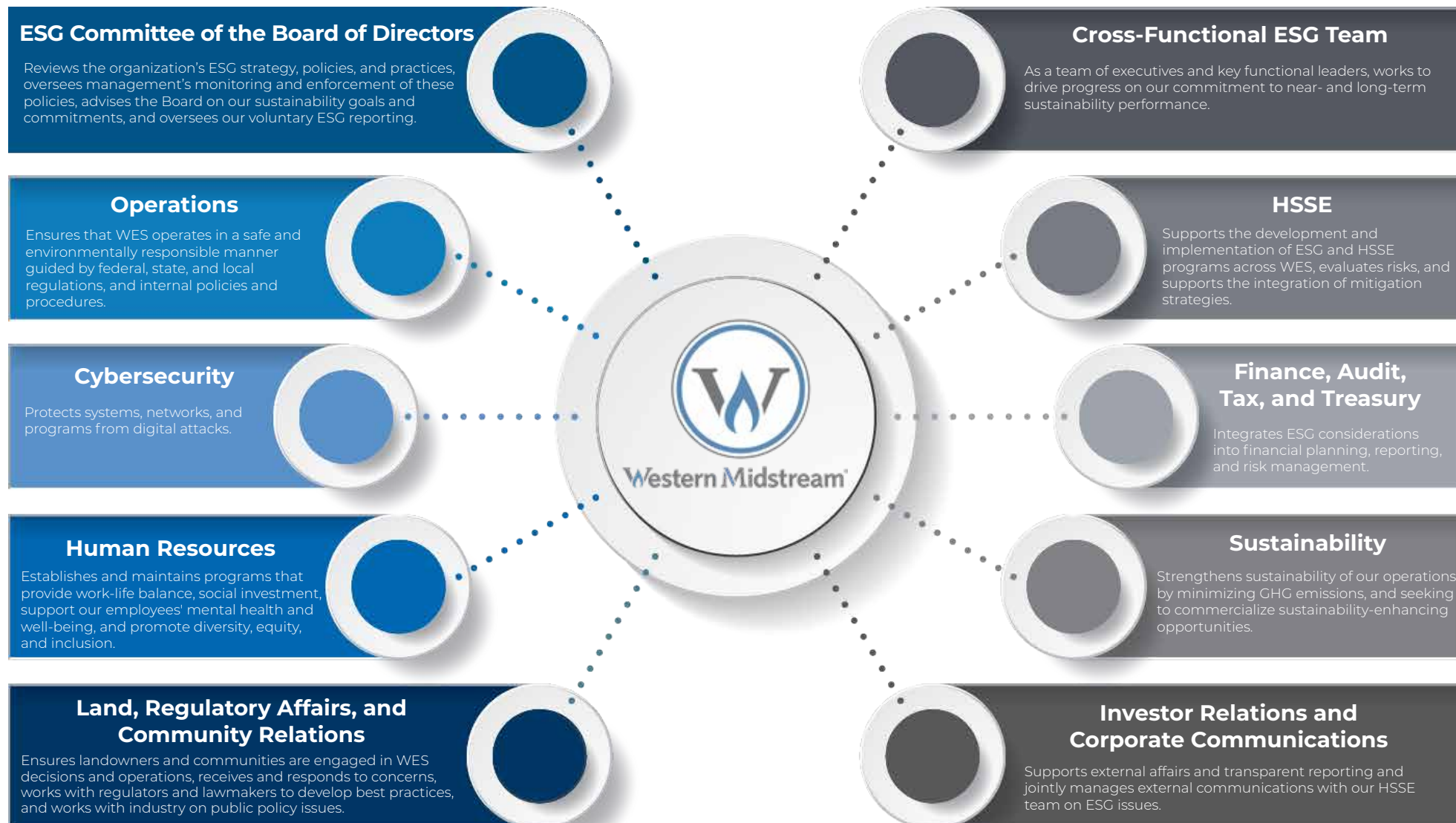
We are committed to operating responsibly. We're developing intentional and robust governance systems that support our promise to keep our workforce, community, and the environment safe.

Focus areas:

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

Integrated ESG Management

We take a coordinated approach to managing ESG topics across the organization, with multiple functions supporting our efforts. Accountability for ESG management and performance starts at the top of our organization, as the ESG Committee of our Board of Directors is kept current on key operational and ESG matters, including trending sustainability issues, regulatory activity, HSSE risk management, and performance metrics. Additionally, operational, financial, and ESG performance results achieved during the year impact annual executive and employee compensation.

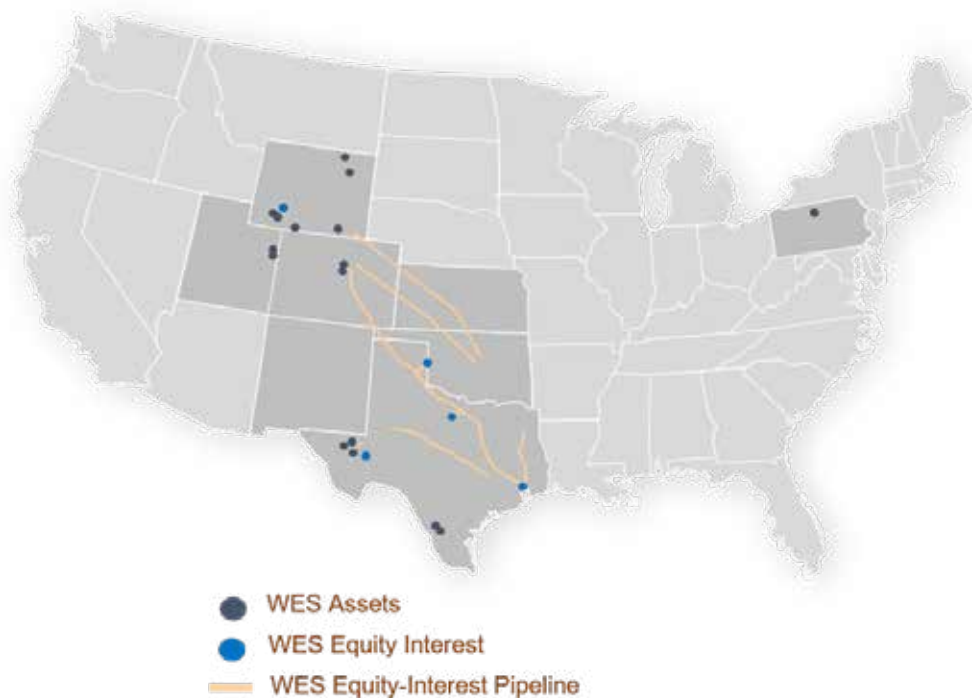


About Western Midstream

WES 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, and crude oil; and gathering, transporting, and disposing of produced water for our customers.

Our assets and equity interests are located in Colorado, Texas, Utah, Wyoming, New Mexico, and Pennsylvania and include approximately 14,700 miles of petroleum and natural gas pipelines and about 100 gathering, treating, and / or processing facilities.

We transport energy and important industrial feedstocks that improve the quality of life across the globe. We focus on ensuring the reliability and performance of our systems, creating sustainable cost efficiencies, enhancing our safety culture, and protecting the environment.



More on WES

Our Mission

Improving lives through safe, sustainable, and efficient energy delivery

Our Vision

Leading the North American midstream sector in cost, safety, and minimizing impact to the environment through improvements in technology and innovation



1,217
Employees*



23
Gathering systems*



71
Processing & treating facilities*



14,712
Pipeline miles*

* As of December 31, 2022.

WES Way

At WES, we're proud to deliver the energy that our world needs to improve our way of life. Our talented workforce strives to achieve this mission and vision through our WES Way operating philosophy – living our values and following our foundational principles of operational excellence, superior customer service, and sustainable operations.

Components of the WES Way

Core Values

Our core values continue to provide a crucial foundation that guides our actions. Our performance review process takes into account an employee's demonstration of these values in their annual performance rating.

To emphasize the importance of our values to the company's success, we recognize up to 16 nominated employees each year for their extraordinary demonstration of our values through our Core Value Awards.



Foundational Principles

Our three foundational principles assist with decision making and encourage long-term thinking:

Operational Excellence – We're committed to safe and efficient operations based on innovation and technology to maximize value for our stakeholders.

Superior Customer Service – We're committed to working with and listening to our customers to address their needs.

Sustainable Operations – We're committed to the safety of our people, minimizing our environmental footprint, and improving our communities.

About Our Report

In developing our third ESG report, we assessed the ESG matters 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 the Global Reporting Initiative (GRI), the Sustainability Accounting Standards Board (SASB), and the Task Force on Climate-related Financial Disclosures (TCFD). Additionally, we follow the Energy Infrastructure Council (EIC) ESG Reporting Template. Our EIC template report is posted on our website. We provide an index of our reporting against these standards and guidelines in the [Appendix](#).

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. This report covers performance and initiatives from the 2022 calendar year, unless stated otherwise.

Transformation

To further promote our operational efficiency and enhance our tools and systems, in 2022 we worked on a multi-phased, operational Transformation Project. The objective of this project was to expand and upgrade multiple management, planning, data collection, communication, and reporting systems into a centralized, integrated enterprise resource planning and enterprise data management program. This Transformation Project, which we launched in April 2023, delivers a best-in-class operating framework that reforms and streamlines our maintenance, operating, and procurement processes, improves the employee experience, and enables our employees to access accurate, actionable data. These tools, along with a culture and mindset shift toward empowering our people, will enable our staff to make faster, more data-driven decisions to realize the WES Vision – to lead the North American midstream sector in cost, safety, and minimizing impact to the environment through improvements in technology and innovation.

The ESG benefits of the Transformation Project are described further in the relevant sections of this report.

Functional areas and systems incorporated in the Transformation effort include:

- Asset integrity
- Occupational safety
- Equipment management
- Supplier and contractor management
- Water, waste, and biodiversity / surface impact management
- Human capital management

Benefits of Transformation



Connected Assets

Align assets across operational technology / information technology systems, giving WES consistency to build best-in-class supply chain, operations and maintenance, and safety processes

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Platform for the Future

Build a cross-organization technology, data, people, and process platform to drive profitability, increase throughput, and reduce environmental footprint

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Maintenance of the Future

Improve reliability and longevity of critical assets with reduced lifecycle maintenance costs

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Predictive Finance

Improve transparency and visibility to financial commitments and build driver-based budgeting and forecasting

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Elevate the Employee Experience

Enable mobile capability for employees via web-based, modern system interfaces

Supporting Sustainable Environments

Western Midstream (WES) is committed to responsible environmental stewardship throughout the lifecycle of our operations. We uphold this commitment through the application of industry-leading environmental protection practices and technologies, our efforts to drive continuous performance improvements, and by holding ourselves accountable through transparent reporting on our progress. Potential impacts on the environment, as well as human health and safety, are defined as top priorities in our formal Health, Safety, Security, and Environment (HSSE) Risk Management Program.

In this section:

- ▶ Environmental Management
- ▶ Climate Change and Emissions
- ▶ Biodiversity and Surface Impacts
- ▶ Waste Management
- ▶ Release Prevention and Response
- ▶ Water Management

2022 Highlights:

- ▶ Received GPA Midstream Association's Environmental Award for our work to reduce methane emissions from the crankcase of natural-gas fired internal combustion engines
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Environmental Management

Our approach to environmental management is governed by our [Health, Safety, Security, and Environmental \(HSSE\) Policy](#). This policy outlines our commitment to compliance with internal plans and programs, external regulations, and industry best practices for avoiding, minimizing, and mitigating environmental impacts.

We support compliance through a comprehensive environmental management system (EMS), which is informed by ISO 14001, that includes programs on Air Quality, Air Monitoring, Avian Protection, Biodiversity, Emergency Response, Incident Management, Methane and GHG Inventory Management, Naturally Occurring Radioactive Materials, Site Reclamation, Soil and Groundwater Remediation, Spill Prevention, Storm Water Management, and Waste Management. Our EMS defines the roles, responsibilities, and ultimate work authority for each area, as well as the specific job responsibilities for workers at different levels and functional teams and the specific requirements and processes for each of our operating areas. Our executive team oversees our environmental performance, which is a coordinated effort among our employees.

Our EMS provides a framework for implementation. Key elements of our EMS include:

- Consideration of environmental risk assessment as part of the existing risk management process.
- Defining our processes for developing, tracking, and reporting environmental objectives and key performance indicators.
- Describing a process for regular audits of compliance with internal and external environmental processes and requirements, including a review of our air quality and environmental programs at least every three years.
- Outlining training requirements for employees and contractors, including a training matrix that defines safety training based on job responsibilities; requirements for communicating lessons learned across the organization and incorporating them into current and future training courses; and the inclusion of environmental competency in performance reviews for relevant employees.
- Detailing requirements for communicating environmental issues to external audiences including residents, landowners, public officials, regulators, emergency responders, and others; this includes working with regulators on rule developments and [engagements with landowners](#) on new developments.

Our operational [Transformation Project](#), which kicked off in 2022 and launched in early 2023, has advanced our environmental management processes and practices. For example, our new enterprise resource planning system will improve the effectiveness of and accountability for asset integrity and emissions-related equipment maintenance programs, among other environmental management efforts, thus helping us prevent incidents before they occur.



Climate Change and Emissions

At WES, we believe that climate change is one of the most critical challenges of our time. We are committed to taking action to reduce our carbon footprint while exploring the opportunities that come from the global energy transition.

Our Board's Audit and ESG Committees together with our senior management oversee climate-related issues, including risk management, goal setting, and emissions reduction efforts. To embed this responsibility across our business, we updated our 2022 incentive program to incorporate goals to reduce our methane emissions intensity by 5% compared to 2020 and to develop enhanced GHG tracking and reporting processes.

In early 2022, we identified a number of projects intended to help us reduce methane emissions in our existing operations and activities. At the same time, we implemented a number of improvements that enabled us to increase the accuracy of our emissions quantification capabilities, such as implementing emissions monitoring technology and incorporating more sources and site-specific data into our emissions calculations. These efforts improved our ability to identify and make decisions about potential emissions reduction opportunities. Thanks to these improvements, we were not only able to successfully implement the projects initially identified, but also realize an absolute methane emissions reduction of over 1,400 metric tons. With this reduction, we exceeded our methane emissions intensity goal.

By the end of 2022, we had also formalized, enhanced, and expanded our GHG Management System to incorporate new GHG tracking and reporting processes, reaching both of our corporate emissions-related goals for the year.

GHG Management System

In 2022, we upgraded our existing GHG Management System and associated processes to allow for more rigorous GHG tracking and reporting to drive accountability, innovation, and performance improvements. Key elements of the new system include:



GHG Reduction Strategy

Guides our emissions reduction efforts



GHG Emissions Reduction Plan

Identifies and defines the necessary action items and actionable projects to implement WES's GHG Reduction Strategy



GHG Inventory Management Plan

Serves as WES's GHG accounting and reporting protocol, supporting the GHG Emissions Reduction Plan



GHG Emissions Database

Improves transparency and visibility into emissions trends

The system also strengthens organizational support, including allocating roles and responsibilities, coordinating reduction efforts, and establishing training guidelines. Further, the system design will allow us to incorporate additional tools and processes in the future, such as enhanced emissions forecasting and new monitoring and verification mechanisms to help mature the system over time.

Identifying and Managing Climate-Related Risks and Opportunities

Mitigating the impacts of climate change, further reducing our emissions, operating more efficiently, and assisting in the transition to a lower-carbon economy are key priorities for WES. 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 renewable power generation 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 global GHG emissions and climate change, we are reducing emissions from our own operations throughout the [oil and gas value chain](#) to help mitigate climate-related risks and capitalize on climate-related opportunities.

We also recognize the potential risks that climate change poses to our operations. As discussed in our most recent financial statements, we have identified several potential risks facing WES, including climate-related regulations, increased compliance costs, and potential shifts in access to capital.

We continue to refine our approach to managing climate-related risks and opportunities. At the Board level, our ESG Committee maintains oversight

of our climate and emissions minimization and reduction efforts. This committee receives updates on and discusses climate issues at least quarterly. In 2022, climate topics discussed with the ESG Committee included climate-related risks and efforts to establish our GHG Management System. The ESG Committee is actively engaged in understanding climate-related topics and regularly shares information and questions for our management team to consider.

Our climate efforts are overseen by senior leaders including our Vice President (VP) of Corporate Development and VP, Operations Services and Sustainability, who pursue commercial opportunities that focus on offsetting and minimizing our carbon footprint. These efforts are also overseen and bolstered by an internal cross-functional ESG team comprised of senior leadership from across the organization, including individuals from our environment, safety, operations, engineering, and legal teams. This team is tasked with reviewing and approving our GHG reduction plans and helping to ensure these efforts are cross-functional and integrated across our business. We are also more formally incorporating reviews of potential emissions reductions opportunities and technologies as part of our standard operations planning and budgeting process.

Governance of Climate-Related Risks, Opportunities, and Strategy





Minimizing Emissions and Energy Use

Reducing emissions in our operations is central to our commitment to protecting the environment and operating safely and efficiently. Our HSSE Policy establishes a clear approach for maintaining environmentally responsible operations. This approach is embedded across our organization through our EMS, including through specific guidance for our Climate and Sustainability and Air Quality Programs.

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

Since 2012, WES has worked to be a leader in our industry in minimizing and eliminating emissions. We do this by implementing forward-looking operational designs. The following pages detail some of the efforts we take to curtail GHG emissions in our operations.

Reducing Direct Emissions

Our efforts to reduce direct emissions from our operations, or Scope 1 emissions, are centered on a range of process and technology improvements. Our primary Scope 1 GHG emissions are CO₂ – generated from fuel combustion to run engines, compressors, and other equipment – and methane emissions, which stem primarily from venting of natural gas, leaks, and other fugitive emissions. The technologies and process described below are used widely across our operations. We are also piloting a range of innovative emissions reductions technologies and assessing feasibility for wider-scale implementation. See more on these pilots [here](#).

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. For example, we inspect compressor stations and processing facilities with optical gas imaging cameras at least quarterly to identify potential leaks. We also regularly inspect pipelines using leak detection equipment as well as visual and aerial inspections and have voluntarily participated in third-party aerial methane leak surveys at many of our gathering and boosting and processing facilities in both the DJ Basin in Colorado and Delaware Basin in Texas. At gas processing plants, we utilize photoionization detectors and audio, visual, and olfactory assessment to identify potential leaks. When a leak is identified, we make the repair then verify the effectiveness of the repairs.

Reducing emissions from oil storage – Before transporting to market, we stabilize oil to remove entrained gases 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 then piped to our natural gas processing facilities prior to being moved to market via pipeline. These practices significantly reduce emissions associated with the oil storage process.



Zero-emission pneumatic devices – We are moving to zero-emission pneumatics across our facilities where practicable. These devices are actuated with instrument air instead of natural gas, eliminating natural gas venting associated with actuating. As of year-end 2022, 57% of our sites have zero-emission pneumatic devices, including all of our facilities in the DJ Basin and Utah.

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

Engine crankcase emissions capture – We are implementing technology to recapture compressor engine crankcase emissions and recycle them back into the turbocharger for beneficial use rather than venting. By the end of 2022, we had introduced this technology at all of our units in operation in Wyoming and nearly 50% of our units in the DJ Basin, and we began implementation at two of our facilities in the Delaware Basin. Through these efforts, we reduced engine crankcase emissions by over 1,000 metric tons in 2022. Based on this success, we are continuing to evaluate implementing this technology at additional facilities as appropriate. Further, we are continuing to work closely with Colorado State University (CSU) on [crankcase technology development and field testing](#). WES was recognized for our accomplishments on reducing engine crankcase emissions in 2022, winning GPA Midstream Association's 2022 Environmental Excellence Award.

Reducing Direct Emissions (cont.)

Reducing venting – We periodically shut down pipelines, compressors, and other equipment to safely perform maintenance or other mechanical work. To further minimize our emissions footprint during the depressurization and maintenance preparation process, we employ best practices where technologically, operationally, and financially feasible, including the following:

- 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. For example, we have implemented high-to-low-pressure transfers to minimize venting during routine pipeline pigging maintenance at locations in our DJ Basin operations.
- Use hot taps and bypasses instead of blowdowns whenever possible for pipeline maintenance work.
- Purge pipelines with nitrogen before performing blowdowns, which allows us to vent nitrogen rather than hydrocarbons, significantly reducing blowdown-related GHG emissions.
- Route gas to a combustion device if there is no feasible or safe vapor-return process.

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Minimizing flaring – If there is a processing or capacity issue in our facilities, we reduce gas intake to balance the system to avoid flaring. In addition, when feasible, we install closed-loop process vessels and systems to retain gas so that it can be transported to market rather than flared.

“ **Reducing operational emissions is one of our main objectives, and something all of us contribute to. Achieving our goals requires collaboration across teams, innovation in our processes, and the application of new technologies – all while ensuring the safety of our people.** ”

Rudy Mendoza
Senior Pipeline Foreman

Electric-powered compressor stations and gas processing plants – WES's predecessor entities began installing electric-driven compression as early as 2006. Today, we operate more than 364,000 horsepower of electric-driven compression, avoiding more than 1.2 million metric tons of CO₂e combustion emissions and returning more than 22 billion cubic feet of gas to the market each year that would otherwise be combusted in natural-gas-driven compression.

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Heat exchange technology – Our facilities use a significant amount of energy when processing gas and stabilizing oil. We install heat exchangers throughout our processing plants to efficiently reuse previously generated heat, as well as refrigeration, which reduces overall energy use.

WES Signs Letter of Intent to Explore Carbon Capture, Transportation, Sequestration, and Utilization Opportunities

In October 2022, WES signed a letter of intent (LOI) with a subsidiary of Occidental to pursue opportunities to produce and deliver low-carbon intensity oil and gas products to market through the development of CO₂ capture, transportation, utilization, and sequestration opportunities in and around our existing asset bases in the Delaware Basin in Texas and the DJ Basin in Colorado.

Under the terms of the LOI, Occidental will explore installing carbon capture facilities on its upstream oil and gas activities, and WES will explore installing carbon capture facilities on its natural gas plants and other major gathering and treating facilities. WES would explore providing CO₂ transportation services from the WES and Occidental carbon capture facilities to Occidental's CO₂ offtake delivery locations. Occidental would design, own, and operate new and existing CO₂ offtake facilities for sequestration, enhanced oil recovery, or other utilization activities.

Additionally, Occidental and WES intend to consider opportunities to provide these carbon management services to other point source emitters that are also interested in reducing their carbon emissions.



Reducing Indirect Emissions

We are also working to reduce indirect, or Scope 2, emissions that result from purchased electricity, steam, heat, or cooling.

Solar-powered operations – We use solar panels to power our auxiliary equipment in many locations throughout our operations. We are continuing to explore opportunities to expand our use of renewable energy.

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



Reducing Value Chain Emissions

We also continue to support emissions reductions for our industry, as well as our own operations. Several key elements of our business model are designed to reduce overall value chain emissions by helping our downstream customers operate more efficiently.

Direct-to-producer pipeline connections – Our Centralized Oil Stabilization Facility in the DJ Basin and our two Regional Oil Treating Facilities in the Delaware Basin enable us to gather high vapor pressure oil directly from producer sites. This design reduces emissions across the upstream sector by eliminating the need for our customers to install oil storage tanks and to flare associated hydrocarbon vapor.

Our comprehensive oil and water pipeline infrastructure also replaces trucking 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. In 2022, our pipeline infrastructure in the DJ and Delaware basins facilitated the elimination of more than 26,000 metric tons of CO₂e emissions, 300 short tons of volatile organic compounds (VOCs), 900 short tons of NO_x, and 3,700 short tons of CO that would have otherwise been emitted by trucking.

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Minimized flaring – We take proactive efforts to aid in the reduction of flaring across our value chain. For example, the design of our gathering system enables producers to eliminate the need to install wellhead flares at new wells. It also ensures 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.

Piloting Technologies to Measure and Reduce Methane

Although methane represents a relatively lower percentage of our total Scope 1 GHG emissions profile, it remains an important focus of our near-term emissions reduction efforts. Methane is the primary component of natural gas, so avoiding loss and leakage means we are processing and transporting more of our customers' product to market. We are collaborating with academics and industry partners to test, pilot, advance, and ultimately help to scale new and innovative approaches to reducing methane emissions.

These technologies and processes include:

Improving methane measurement and detection – We are piloting continuous methane monitoring technologies using remote sensing equipment to detect emissions from our facilities. Additionally, in conjunction with researchers at CSU, we're advancing methane measurement and detection through a variety of projects. For example, one project is comparing three measurement approaches – a modeling simulation technique, a ground-level measurement technology, and aircraft-based measurements – to help better understand the role of large emitters of methane and identify opportunities to construct better inventory models of basin-wide emissions. Our partnership is also helping to assess reliable, repeatable testing methods for leak detection and quantification with the goal of developing industry-wide testing standards that can be adopted by regulators and oil and gas operators. We are also supporting projects to develop advanced pipeline leak detection technologies.

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Reducing compressor rod packing-related emissions – In 2022, we continued to pilot a technology aimed at minimizing rod packing-related fugitive emissions from our compressors. Our first pilot test unit is expected to be completed and put into service in 2023. Once initiated, we will monitor the performance and evaluate opportunities to implement this technology on other compressor packages in our fleet.

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Reducing engine crankcase venting emissions – With CSU, we're supporting the assessment of new technology to capture methane emissions that build



up in compressor engine crankcases for recirculation to avoid venting. As part of this project, CSU has access to our facilities to test equipment designed to mitigate sources of engine crankcase emissions. Last year, we also donated an engine designated for retirement from our fleet, so that CSU researchers could conduct testing inside their lab. These results enable us to better quantify actual crankcase emissions across our operations and understand the real-world emission reduction potential of implementing this recapture technology. In addition, we have performed our own measurements on several engine types across our various basins to determine the estimated crankcase emissions for each of the engines in our fleet and to further validate CSU's findings on units with the new technology.

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Advancing use of site level, flyover methane emissions measurement technologies

– In 2022, we participated in a study conducted by The Environmental Partnership to observe methane emissions profiles of different oil and gas operations. As part of this study, a third-party methane technology specialist conducted flyovers of our operations to analyze potential sources of methane stemming from our operations. The results provided insight on sources of methane from a range of equipment. Using this information, we collected additional data from these methane sources to better understand emissions generated under different conditions, for example if they were intermittent or persistent and planned versus unplanned. This information has helped us identify projects to mitigate methane emissions sources through enhancements in our facility design.

WES Wins Environmental Excellence Award for Crankcase Emissions Work

In another testament to our work to reduce emissions, WES received GPA Midstream Association's Environmental Excellence Award for our work to install engine crankcase ventilator systems in 2022.

Our work to understand the magnitude of engine crankcase emissions began in 2019, with a collaborative project with CSU that measured and quantified methane emissions in our sector. After collaborative planning across WES, we initiated a trial study on crankcase vent capture systems at two facilities in the DJ Basin. These systems rerouted crankcase vent gas on 13 compressor engines, which would otherwise vent to the atmosphere, back to the engine air intake.

The trial showed substantial methane reduction benefits. Based on this success, WES expanded the program in Colorado and Texas and will evaluate the feasibility of implementing it across other asset areas as the opportunities present themselves.

While we continue to expand use of this technology in our operations, we are also continuing our work with CSU, as it conducts direct measurements of engine crankcase venting to generate more accurate emissions estimates.



Air Quality Manager Joel Kenyon, above, presented at GPA Midstream Association's annual conference on our emissions reduction efforts. These projects included the installation of engine crankcase ventilator systems, one of which is shown below, which was recognized through the Environmental Excellence Award.



Partnerships on Emissions Reduction

We have committed to additional emissions reduction goals through partnerships with two industry organizations.

ONE Future



WES is a member of 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. We have already achieved ONE Future's 2025 methane intensity target for the processing segment.

Segment	ONE Future Intensity 2025 Target	WES 2022 Methane Intensity
Gathering and Boosting	0.08%	0.104%
Processing	0.11%	0.046%

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 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 on the right.

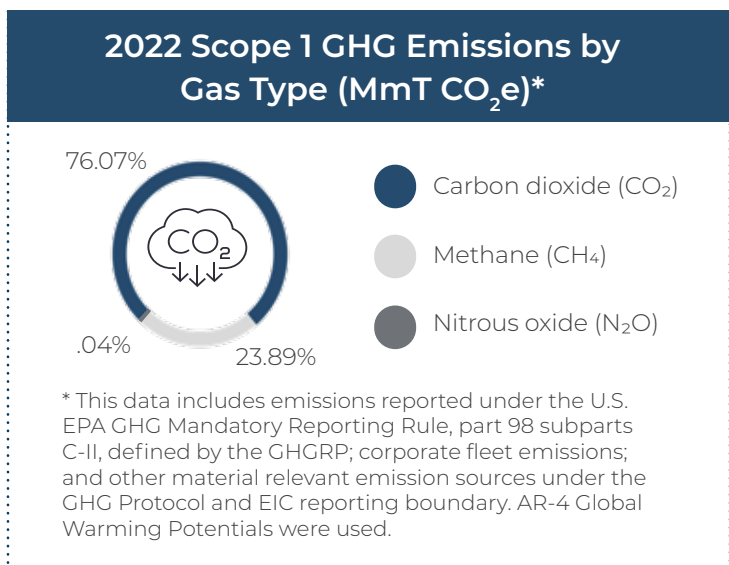
The Environmental Partnership Goals ¹	Our Progress
Implement non-gas plant leak detection and repair programs at all sites by 2022 and follow up leak detection with timely repair	Goal accomplished: 100% of relevant WES sites have LDAR in place; in 2022, 99.82% of our assets were found to be free of leaks during LDAR surveys

¹ In previous years, we voluntarily reported the percentage of high-bleed pneumatic controllers replaced, removed, or retrofitted with intermittent, low-, or zero-emitting devices, as well as the percentage of our sites with zero-emission pneumatics. Replacing, removing, and retrofitting high-bleed pneumatic controllers is now part of a regulatory framework and no longer a part of this voluntary initiative.

GHG Emissions Performance

In 2022, we implemented a number of improvements that enabled us to increase the accuracy of our emissions measurement and reporting capabilities, including implementing emissions monitoring technology and incorporating more equipment and site-specific data into our emissions calculations. As a result, we are now reporting emissions data for a larger scope of equipment than is required by U.S. EPA emissions requirements and Greenhouse Gas Reporting Protocol (GHGRP), including corporate fleet emissions and other materially relevant emission sources under the GHG Protocol and Energy Infrastructure Council (EIC) reporting boundary. We are also calculating emissions from compressors using a company-specific compressor ratio adjustment, which is more accurate than generic emissions factors. We continue to report GHGRP emissions data, as well as this expanded boundary GHG emissions data, in our [Performance Data Table](#). Data for 2020 and 2021 in the table below has been restated using the expanded emissions boundary.

Lloyd's Register Quality Assurance Ltd. provided reasonable assurance of our Scope 1 and Scope 2 emissions data for 2021 and 2022. See the [Assurance Statement](#) in the Appendix.



GHG Emissions and Energy Use

	Units	2020	2021	2022
Scope 1				
Gross GHG emissions ¹	MmT CO ₂ e ²	3.87	3.80	3.89
Gross CO ₂ ³	MmT CO ₂ e	2.94	2.90	2.96
Gross CH ₄ ³	MmT CO ₂ e	0.92	0.90	0.93
Gross N ₂ O ³	MmT CO ₂ e	0.002	0.002	0.002
Flared, vented, and fugitive emissions ⁴	MmT CO ₂ e	1.02	0.98	0.99
Fleet emissions ⁵	MmT CO ₂ e	0.00926	0.01004	0.01392
Scope 2				
Gross GHG emissions ⁶	MmT CO ₂ e	1.08	0.95	0.98
Total Scope 2 Energy Consumption ⁷	Million MWh	2.54	2.17	2.17

¹ Includes Scope 1 GHG emissions: emissions reported under the U.S. EPA GHG Mandatory Reporting Rule, part 98 subparts C-II, defined by the GHGRP; corporate fleet emissions; and other material relevant emission sources under the GHG Protocol and EIC reporting boundary. AR-4 Global Warming Potentials were used.

² Million metric tons of carbon dioxide equivalent (MmT CO₂e).

³ Includes Scope 1 GHG emissions: emissions reported under the U.S. EPA GHG Mandatory Reporting Rule, part 98 subparts C-II, defined by the GHGRP; corporate fleet emissions; and other material relevant emission sources under the GHG Protocol and EIC reporting boundary. AR-4 Global Warming Potentials were used.

⁴ Includes Scope 1 GHG emissions: emissions reported under the U.S. EPA GHG Mandatory Reporting Rule, part 98 subparts C-II, defined by the GHGRP; corporate fleet emissions; and other material relevant emission sources under the GHG Protocol and EIC reporting boundary. AR-4 Global Warming Potentials were used. The calculations exclude combustion and acid gas removal.

⁵ Calculated from fleet fuel and mileage data the EPA Simplified GHG Emissions Calculator (SGEC).

⁶ Calculated using EPA e-GRID emission factors based on electricity usage location and includes electricity consumption only.

⁷ Includes electricity consumption only.

GHG Emissions Performance (cont.)

GHG Emissions and Energy Use

	Units	2020	2021	2022
GHG Intensity				
Scope 1 GHG Intensity ¹	mt CO ₂ e / MMSCF ²	1.56	1.69	1.69
Scope 1 Gathering and Boosting GHG Intensity ³	mt CO ₂ e / MMSCF	2.12	2.34	2.32
Scope 1 Natural Gas Processing GHG Intensity ³	mt CO ₂ e / MMSCF	0.97	0.99	1.03
Scope 1 + Scope 2 Gross GHG Intensity ⁴	mt CO ₂ e / kilo BOE	8.94	9.53	9.44
ONE Future Methane Intensity – Gathering and Boosting Segment (2025 target of 0.08%) ⁵				
Old methodology	CH ₄ emitted / WES gathering and boosting sector throughput (%)	0.050%	0.042%	N/A
New methodology	CH ₄ emitted / WES gathering and boosting sector throughput (%)	N/A	0.134%	0.104%
ONE Future Methane Intensity – Processing Segment (2025 target of 0.11%) ⁵				
Old methodology	CH ₄ emitted / WES processing sector throughput (%)	0.015%	0.020%	N/A
New methodology	CH ₄ emitted / WES processing sector throughput (%)	N/A	0.041%	0.046%

¹ Includes Scope 1 GHG emissions; emissions reported under the U.S. EPA GHG Mandatory Reporting Rule, part 98 subparts C-II, defined by the GHGRP; corporate fleet emissions; and other materially relevant emission sources under the GHG Protocol and EIC reporting boundary. 2020 and 2021 date are restated from prior reports due to change in reporting boundary. AR-4 Global Warming Potentials were used. The calculations exclude combustion and acid gas removal.

² Million tons CO₂e per million standard cubic feet (mt CO₂e / MMSCF).

³ Includes Scope 1 GHG emissions; emissions reported under the U.S. EPA GHG Mandatory Reporting Rule, part 98 subparts C-II, defined by the GHGRP; corporate fleet emissions; and other materially relevant emission sources under the GHG Protocol and EIC reporting boundary. 2020 and 2021 date are restated from prior reports due to change in reporting boundary. AR-4 Global Warming Potentials were used. The calculations exclude combustion and acid gas removal.

⁴ Includes Scope 1 GHG emissions; emissions reported under the U.S. EPA GHG Mandatory Reporting Rule, part 98 subparts C-II, defined by the GHGRP; corporate fleet emissions; and other materially relevant emission sources under the GHG Protocol and EIC reporting boundary. 2020 and 2021 date are restated from prior reports due to change in reporting boundary. AR-4 Global Warming Potentials were used. The calculations exclude combustion and acid gas removal. The barrel of oil equivalent (BOE) calculation is based on the EIC and GPA Midstream ESG Reporting Template guidance.

⁵ We updated our 2021 ONE Future methane intensity data to reflect changes in ONE Future's calculation methodology. We report our 2021 ONE Future methane intensity data using both the updated and prior methodology to provide comparability with previously reported data.

Non-GHG Emissions

Annual Natural Gas Processing Plant Emissions (thousand short tons) ¹	2020	2021	2022
Nitrogen oxides (NO _x)	1.63	1.40	1.31
Sulfur oxides (SO _x)	0.18	0.13	0.16
Carbon monoxide (CO)	0.81	0.73	0.89
Volatile organic compounds (VOCs)	0.88	0.68	0.88
Particulate matter (PM)	0.06	0.06	0.04
Hazardous air pollutants (HAPs)	0.08	0.07	0.08

¹ 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.

Biodiversity and Surface Impacts

We work to conserve biodiversity and protect sensitive habitats and ecosystems including rivers, wetlands, and nesting areas for raptors across our operating areas. We aim to avoid – rather than mitigate – impacts to the environment throughout the entire project lifecycle. Prior to beginning a new project, we assess sites for the presence of natural and cultural resources that could potentially become affected by our operations. In addition, we hire third-party, independent biologists to monitor activities at each major stage for our new and major maintenance projects. These experts also offer consultation on how to best minimize our impacts on sensitive species within our project boundary, which may include stopping work on the project if necessary. Any work that may potentially impact sensitive species or land must be approved by a VP or higher-level executive before activities commence.

We operate in several areas where endangered or other sensitive species, such as migratory birds, may reside. Some examples from our operational areas include the Preble's meadow jumping mouse in Colorado, the Texas hornshell mussel in New Mexico, the Uinta Basin hookless cactus in Utah, and sage grouse in Wyoming. We seek to avoid impacts to endangered and sensitive species and their habitats. We regularly evaluate how our infrastructure may impact sensitive species and take appropriate mitigation activities as needed. In addition, we collaborate with local landowners and government agencies on conservation agreements and engage state and federal wildlife management agencies to ensure that we meet or exceed applicable regulations. In 2022, we also began evaluating opportunities to enhance existing habitat in and near our operations.

Employees and contractors are required to stop work and report the location of any sensitive species they discover to our HSSE team, which will take near-immediate action 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 regulatory and permitting requirements.

WES's operations are not located in, or adjacent to, any areas of protected conservation status or areas designated as endangered species habitat for species classified as Critically Endangered or Endangered by the International Union for the Conservation of Nature (IUCN) Red List of Threatened Species.



Sage Grouse

Lifecycle Approach to Safeguard Endangered and Sensitive Species and Lands

Planning and Design Phase

Prior to conducting any greenfield construction projects or significant maintenance activity, we undertake internal and third-party assessments to identify potential environmental and cultural impacts within the vicinity of the proposed activity. These surveys, which exceed regulatory requirements in most of our operating locations, evaluate for the following:

- 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

- Initiate 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) where practicable to avoid wetlands, water courses, and other sensitive habitats while installing pipelines and buried electrical lines

330+ acres of land reclaimed in 2022, including over 214,000 linear feet of pipelines removed and more than 685,000 linear feet of pipelines permanently decommissioned.

Pre-construction Natural Resource Surveys*

2020	123
2021	182
2022	302

*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 is dependent on our level of construction activity each year.

- Implement erosion and sediment control throughout construction to prevent degradation of water quality near the project

Operations Phase

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

Decommissioning Phase

- Follow industry best practices and regulations for end-of-life pipeline and facility integrity
- Remove above-ground equipment and remediate 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

Collaborative Conservation Efforts to Protect the Lesser Prairie-Chicken

At the end of 2022, WES signed voluntary, cooperative agreements to help reduce and / or eliminate threats to the Lesser Prairie-Chicken, a vulnerable species native to the southern Great Plains of the United States. The Candidate Conservation Agreement (CCA) and the Candidate Conservation Agreement with Assurances (CCAA) for the Lesser Prairie-Chicken provide a mechanism to conserve habitats on federal and nonfederal lands, respectively. These agreements are executed between Bureau of Land Management, the U.S. Fish and Wildlife Service, and Center of Excellence for Hazardous Materials (CEHMM), a 501(c)3 environmental nonprofit that oversees the associated conservation projects and programs.

Under the CCA and CCAA, we will take part in collaborative conservation measures aimed at:

- Promoting collaborative conservation for existing populations
- Developing, coordinating, and implementing conservation actions on federal, state, and private surface and minerals
- Supporting ongoing efforts to re-establish and maintain species viability
- Providing funding for projects to achieve desired conservation goals



Waste Management

We strive to minimize the generation of hazardous and nonhazardous waste from our operations by implementing programs to increase reuse and recycling across our supply chain. When our operations generate waste, we follow plans outlined in our HSSE Policy to properly manage waste for disposal. The waste disposal and recycling facilities that we work with are audited by a third party prior to use and / or are periodically inspected by WES HSSE personnel. When recycling or reuse is not feasible, we categorize our waste to meet state and federal requirements before it is sent out for disposal. Our Waste Management Program is reviewed during our periodic internal HSSE audits, which assess performance against requirements and whether our current standards and processes need to be updated to better align with industry best practices. Whenever possible, we recycle materials used in our operations, including, for example, engine exhaust catalysts, scrap metal, and used engine 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 waste generation
- We return 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
- We take used engine oil to recycling facilities for processing and reuse

We recycled more than 126,000 gallons of water used for hydrostatic testing in the DJ Basin in 2022.



Minimizing Liquid Waste

We continue to use a third-party liquid recycling facility in our DJ Basin operations to help reduce the amount of liquid waste that would otherwise be sent to a landfill. The recycling facility extracts and recycles water recovered from our liquid waste streams and sends the remaining solids to a landfill. This process reduces the total quantity of waste going to the landfill, reduces the need for costly solidification of liquid waste, and eliminates the risk of liquid waste leaching in landfills. The facility is also centrally located to WES's operations, reducing the trucking miles required for transport.

In 2022, we also recycled 126,216 gallons of hydrostatic test water from our DJ Basin operations. This is water used to assess line integrity before a new line is placed into service. The recycling vendor uses a four-phase treatment process that removes impurities from the water and then discharges the water to a municipal water treatment system for further processing. Recycling this water instead of disposing of it helps us conserve water in a semi-arid area that is experiencing drought.



Release Prevention and Response

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

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

Preventing Releases

Preventing the release of potentially harmful substances to the environment is a top priority for WES, and we implement a number of key practices to address this risk across our operations.

We use a comprehensive monitoring and avoidance system to identify and stop potential releases from occurring. Employees at our Tactical Operations Center and local operations control centers remotely monitor equipment, including tank levels and pipeline pressures, and have the ability to shut down much of our infrastructure remotely if alarms are triggered.

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

Where feasible, we establish additional engineering controls and processes that reduce the potential for releases to occur. At our DJ Basin, Delaware Basin, Maverick Basin in Texas, and Southwest Wyoming assets, we have installed pipeline systems to transport oil instead of using trucks. These pipeline systems reduce the potential for spills or releases that may be caused by human error while manually transferring oil from one vessel to another. Using fewer trucks also reduces the overall traffic on our roadways, effectively eliminating millions of miles that would have otherwise been driven, and further minimizes the potential for incidents during transport.

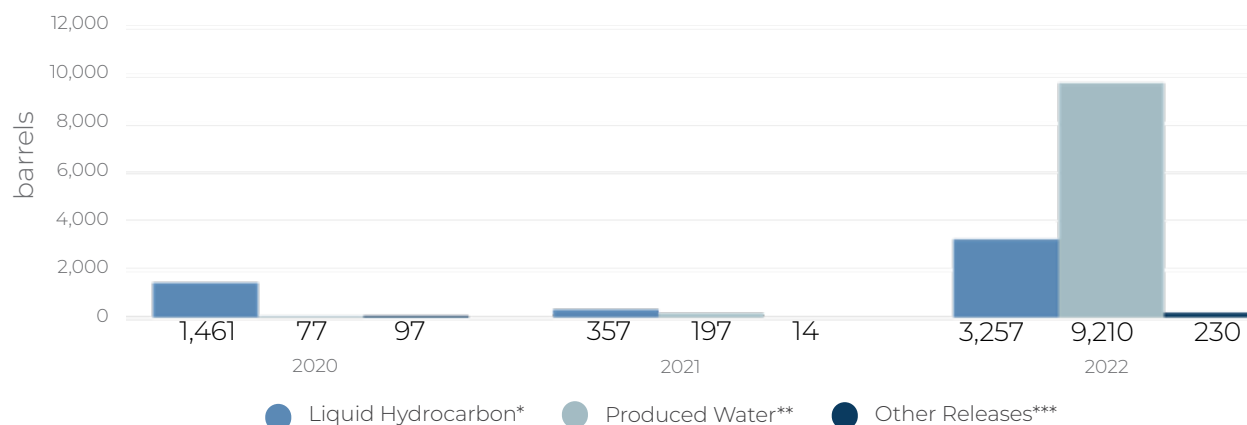
Release Response

WES's Incident Management Program outlines our response efforts in the event a release should occur. If a release occurs, steps are taken to report and control the release, remove released material, and remediate impacted soils or groundwater. 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 a variety of 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 Emergency Preparedness and Response Program includes response plans that detail the use of specialized [release-response support services](#) that can be activated when we are notified of a release.

In 2022, the volume of our liquid hydrocarbon spills and other releases increased compared to 2021. The volume of produced water releases from our gathering and boosting and processing segments also increased. A component of this increase resulted from a single incident that occurred at one of our facilities involving one of our vendors' subcontractors. This event resulted in the release of 5,110 barrels of produced water and 1,277 barrels of crude oil. After investigating this incident, WES used lessons learned to enhance its policies and operations to better prevent these types of incidents from occurring in the future. See full releases data in the [Performance Data tables](#).

Releases by Volume From Gathering and Boosting and Processing Segments



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 [here](#).

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

Water Management

We recognize the critical importance of water to the communities and ecosystems where we operate and work, and of minimizing impacts on and responsibly managing this essential resource throughout the lifecycle of our 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 saltwater disposal wells. Thus, freshwater consumption is not a significant environmental impact of our operations. If we plan on returning this water back to the environment, we obtain discharge permits from the appropriate state regulatory body to ensure that the water discharged to the ground either meets or exceeds state requirements and is restored to the water cycle. We also recycle hydrostatic testing water, reducing our discharge and landfill requirements.

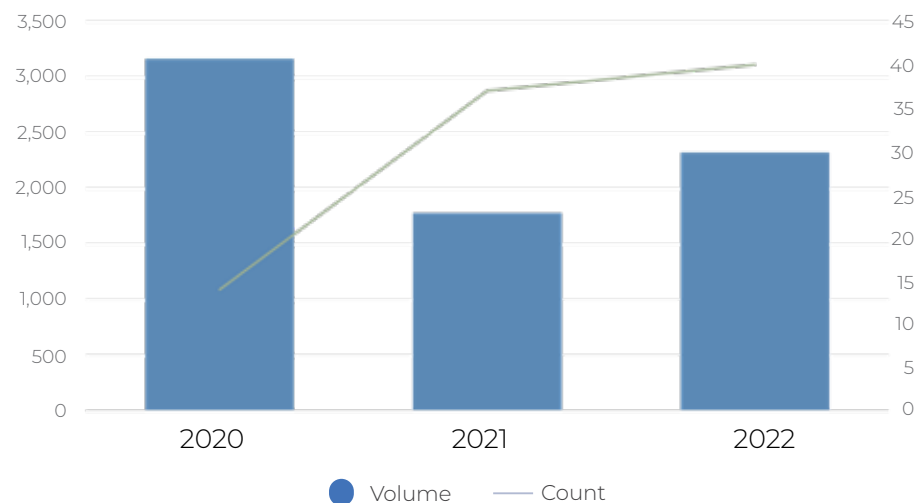
Our primary potential water impact stems from the disposal of produced water, which we gather and dispose of for oil and gas production customers. Produced-water disposal pipelines and facilities transport and remove hydrocarbon products and other sediments from the produced water and reinject the produced water through permitted disposal wells, in compliance with applicable regulations.

Managing Our Saltwater Disposal System Responsibly

Our customers' produced water is transported and disposed of through a saltwater disposal system, which represents our primary source of water-related risks. Produced water is a natural byproduct of oil and natural gas production that must be recycled or disposed of to maintain production. Produced water disposal systems remove hydrocarbon products and other sediments from produced water and re-inject it into designated geologic zones utilizing permitted disposal wells, in compliance with applicable regulations.

WES owns and operates 835 miles of produced-water pipeline, 43 disposal wells, and associated water treatment facilities, with a system capacity of 1.4 million barrels of water per day in the Delaware Basin. We also operate one produced water separation site in the DJ Basin. We understand the risks associated with

Saltwater Disposal System Releases



* 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 the previous page.

the volume and corrosivity of the water we transport. To mitigate these risks, we follow industry-leading engineering, design, and operational best practices for produced water transportation and disposal.

In 2022, we drilled four new disposal wells, exceeding 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 prior to selecting a location
- Enlisted geologists and other technical experts to help plan the specific well-injection zones and ensure proper well control
- Added an extra layer in our casing design for well integrity and zonal isolation, by using a three-string casing design, a practice that is traditionally only used for production wells; most other operators use a two-string design, further demonstrating our commitment to risk mitigation

Managing Our Saltwater Disposal System Responsibly (cont.)

- Minimized our drilling pad footprint to reduce surface impacts to the surrounding area
- Employed high-quality drilling crews, of whom 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 by employing a 24 / 7 on-site safety supervisor
- Used water-based mud for drilling the wells
- Continuously monitored real-time casing pressure data to ensure we remained within permitted values and prevented cross-contamination

We also transport our customers' produced water to disposal wells. In most cases, this transport occurs via pipeline as opposed to trucks. Our extensive network of 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 non-regulated oil and gas pipelines. Prior to 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.

Release prevention is a top priority for managing our saltwater disposal system. In the event [a release occurs](#), we follow the same Incident Management Program that we would for our oil and gas pipelines to report and control the release, remove released material, and remediate impacted soils or groundwater.

Despite growing our saltwater disposal system by four wells and approximately 100,000 barrels of water per day, the number and volume of releases from these systems remained relatively flat on a per barrel basis in 2022.

In 2021, we began implementing booster pump systems on our saltwater pipeline system to help us move water more efficiently and maximize system capacity to help reduce the need for infrastructure expansions.



We recently began installing new equipment on our saltwater disposal system that allows us to clean out filtration tanks more frequently, reducing the need for water-hauling trucks to move water between storage tanks. Eliminating trucking enhances safety while reducing emissions, traffic, and other road impacts. This effort also allows us to serve a broader region while drilling fewer wells, further reducing our environmental footprint.

We have also implemented booster pump systems on our saltwater pipeline system to help us move water more efficiently. This helps us maximize system capacity and reduce the need for infrastructure expansions, such as adding additional pipelines or disposal wells, reducing our surface footprint and risk of releases while maximizing safety and cost efficiency.



Avoiding Induced Seismicity

Over the past few years, there has been an increase in seismic activity across the Permian Basin. We share the public's concerns about the potential for induced seismicity from oil and gas activity, including water disposal activities, and take a number of precautions to ensure the safety of our operations and surrounding communities.

We follow robust risk assessment processes during the disposal well-planning phase to minimize risk associated with seismic hazards. Our screening and planning processes include:

- Mapping known faults and assessing other surface and subsurface constraints
- Identifying offset wells
- Reviewing current and historical TexNet seismic activity data
- Avoiding areas with a history of seismic activity
- Evaluating proximity to population centers or significant infrastructure
- Prioritizing sites based on assessments of potential seismic risk

We continue to monitor seismic activity on an ongoing basis and determine mitigation actions as needed. In addition, through our participation in research and information sharing, we directly engage with industry partners, regulators, and academics to better understand and respond to this issue.

In 2022, we entered into a voluntary agreement with the Texas Railroad Commission and the Bureau of Economic Geology to install a private seismic monitoring station at one of our saltwater disposal locations. The monitoring station will contribute data to the TexNet seismic array and aid industry and the regulatory community in making scientifically sound, responsible decisions regarding management of induced seismicity risk in West Texas.

Focusing on People

At Western Midstream (WES), we know that our business succeeds when our people succeed. Our employees and contractors provide their talents and time to deliver our products and services while keeping one another, our communities, and our environment safe. We support our employees by providing comprehensive pay-for-performance compensation, top-tier benefits, work-life balance, professional development opportunities, and recognition programs, through an environment that values diversity and inclusion. We work with our contractors to help them understand and meet our expectations and standards. We also serve our communities by 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
- ▶ Community and Landowner Engagement
- ▶ Community Investment

2022 highlights:

- ▶ 44% of our senior leadership team members and 31% of other managers are female or racial / ethnic minorities
- ▶ 100% of new and existing field-based Health, Safety, Security, and Environment (HSSE) contractors were assessed on safety performance
- ▶ 13,239 volunteer hours and \$422,205 total donations to our communities, a 25% and 12% increase relative to 2021, respectively

Our Employees

Our employees underpin WES's ability to advance energy, improve lives, and deliver value for all stakeholders. We support our employees at all levels with growth opportunities, comprehensive benefits, and an inclusive and fulfilling work environment in which everyone is valued and recognized as integral to the success of the organization.

Supporting Our Employees

We provide competitive compensation packages, including base pay, merit increases, annual bonus programs, and incentive-based awards. We also offer comprehensive benefits including a range of health insurance options, as well as matching retirement and health savings account contributions. Regular employees working more than 20 hours per week are eligible for benefits.

In addition, we have implemented a wide range of programs to help foster work-life balance and support working families. We offer a flexible work schedule to many of our employees, dependent on their role and location, including:

- 9-hour days Monday through Thursday, with a half workday on Friday
- 7-day on / 7-day off or 14-day on / 14-day off schedules
- Hybrid in-office and remote work schedules

In addition, employees benefit from a generous paid time-off program based on life experience rather than tenure in the organization. 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
- Military leave
- Backup child care solutions
- Financial support for adoptions



2022 Employee Turnover

Voluntary	11.4%
Involuntary	1.9%
Total	13.3%

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

- 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
- A wellness program that provides tools and incentives related to fitness, weight management, smoking cessation, and healthy lifestyles



Attracting and Recruiting Top-Tier Talent

We continue to strengthen our recruitment efforts to attract the best people and expand the pipeline of top talent interested in our business. Key enhancements we made in 2022 included:

- Hired our first full-time recruiter dedicated solely to attracting top-level talent
- Initiated a new employee referral bonus program that financially rewards employees who recruit talented people into our organization with up to a \$1,500 bonus; the program resulted in 40 referrals in 2022 after launching in October

As part of our commitment to better the communities in which we operate, we make it a priority to hire locally. In 2022, we emphasized local employment by attending job and career fairs in communities where we operate and by developing relationships with local colleges and technical schools, particularly in West Texas and Wyoming.

Attracting people with diverse backgrounds is also an important focus of our recruitment efforts. We are expanding our job posting channels and partners to help reach a more diverse talent pool. We also regularly assess our job postings and the way we present our company to potential employees to make sure they reflect our core values and what candidates value in an organization, including a commitment to diversity, equity, and inclusion (DEI).

In 2022, we worked to boost recruitment among those completing their service with the military. As part of this work, one of our recruitment professionals serves as a mentor and advisor to retiring military personnel.

“ I wanted to be part of a new company that has an earnest desire to build a healthy culture and has company values I can stand behind. WES’s reputation and growth potential are why I chose to work at WES. ”

Curtis Wright
Senior Emergency Response Advisor

Developing Our Employees

At WES, we provide our employees with the support and growth opportunities they need to reach their full potential and make meaningful contributions to the organization, their teams, and their communities. In line with our core value of empowerment, we facilitate and promote professional development at all levels of the organization. We believe continually improving our approach to employee development is central to both building and retaining top-tier talent. In 2022, we continued to enhance and expand our employee development and talent management processes by integrating and formalizing our processes for succession planning, employee development planning, goal setting, performance reviews, and incentive compensation.

Leadership Training

We believe that having great leaders at all levels maximizes the success and satisfaction of every employee and our organization as a whole. A key part of our leaders' job is working to inspire new levels of employee performance by encouraging innovation and amplifying employees' knowledge, skills, and untapped capabilities. We encourage our leaders to deploy their teams' strengths and connect talent with development opportunities to deliver the stronger results that come from supporting employee growth.

To support leadership excellence, we have developed a set of leadership competencies aligned with our core values to help drive the culture that we want at WES. Among other key skills, these competencies focus on supporting employee development, maximizing contributions of all team members, and building a culture of inclusion. We also began developing an executive coaching program that pairs WES leaders with third-party expert coaches to help them advance these core competencies. A key focus of this coaching program is building our leaders' skills and tools to help each individual on their team identify and apply their best skills and passions on the job.

As part of these efforts, in 2022, we asked leaders to understand and apply the "Multipliers effect" to further promote our core value of empowerment. Our Senior Leadership team and over 20 department leaders completed training based on the book *Multipliers: How the Best Leaders Make Everyone Smarter* by Liz Wiseman. We are expanding this training to managers for 2023 and beyond.



Employee Development and Training

To promote internal advancement and promotion, leaders engage in active talent planning by identifying and supporting employees who are positioned to pursue higher opportunities. Our performance review process, introduced in late 2021, fosters a culture of development and feedback by promoting frequent and consistent conversations between employees and their supervisor on performance against their individual goals. These check-ins throughout the year provide a clear process for performance reviews and bonus compensation based on individual goals and specific performance metrics.

In addition to our mandatory [safety training program](#) and [compliance and ethics training program](#), we provide a range of optional training on topics including cybersecurity, leadership and management skills, as well as DEI. We build continuous improvement into our trainings by integrating incident investigations, risk assessments, and lessons learned across the organization.

Employees have access to a comprehensive and wide-ranging library of development resources including articles, webinars, and self-assessments, which we are continually expanding with new modules. In 2022, we expanded our work style and behavior assessment and training program to help employees recognize, understand, and appreciate different behavioral styles and strengthen their interpersonal and team-building abilities.

Beyond in-house training, WES has a Tuition Reimbursement Program to support our employees' continuing education. Over the course of 2022, 19 employees participated in the program.

“ **Our Training and Competency program aims to help all our operations personnel get better at their jobs by enhancing core competencies across WES, which helps ensure we're all safe.** ”

Jerry Park
Senior Training Foreman



In 2022, we began two projects to enhance standardization and consistency across our organization to further promote employee development:

Standardizing job expectations – We initiated an organization-wide effort, working with subject matter experts, to strengthen and standardize job descriptions, requirements, and expectations for positions at all levels of the organization. This project, which will be completed in 2023, aims to clarify career development pathways, increase transparency, enhance recruitment efforts, and support internal growth and promotion opportunities.

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Competency training program – With the leadership of a dedicated Training and Competency team, we are implementing an operations competency training program for field-based employees to support safe operations, reduce operational risk, and increase employee productivity. The training process starts with on-the-job observations, recognizing that many of our employees better demonstrate their skills and abilities when assessed on the ground performing their daily responsibilities, as opposed to written tests. Based on these observations, we will develop individualized training plans tailored to each employee's existing skills, strengths, and areas for improvement. WES will then assign training to address identified competency development needs using computer-based courses or our in-person training, hosted by our dedicated operations training staff.

To develop the curriculum for these courses, in 2022, we partnered with WES subject-matter experts, as well as third-party consultants, to develop training guides for key field-based roles.

Employee Engagement, Recognition, and Incentive Programs

Fostering employee engagement and recognizing and rewarding excellence helps us drive continuous improvement and strengthen employee retention and satisfaction. We facilitate open communication across levels and functions of the company to understand and respond to employee needs, foster engagement, and empower problem solving and innovation. For example, members of our senior leadership team regularly visit with field-level employees in their operating areas to understand needs, gather feedback, and work collaboratively toward solutions. We also host two Employee Town Halls per year, with time allotted for interactive discussions between employees and our Senior Leadership team.

We have also implemented programs to recognize our employees' contributions to the organization and honor outstanding achievement, which we believe fosters engagement, retention, and performance. In 2022, we enhanced these efforts by introducing three new award programs:

- A new President's Award, which rewards employees whose actions provided a significant financial benefit to WES.
- A quarterly bonus program for field-based employees who directly support day-to-day operations, as a complement to our existing environmental and social metrics in our [annual performance compensation incentive program](#). This new incentive recognizes and rewards field-based staff for outperformance against quarterly goals across three key priorities: safety, environmental performance, and earnings results. The bonus rewards provide additional compensation to the team, based on the metrics achieved. In our first award period, each of the four asset teams received a bonus of at least \$600 per employee.
- Our new safety incentive program, called Incident Free Into 2023, a score-based team recognition based on five leading indicators, including safety huddle participation, safety observations, and use of stop-work authority.

These new recognition programs add to an already existing slate of recognition opportunities established in 2020-2021:

- WESy Awards Program (a thank-you points award program), which enables leaders and other colleagues to provide award points for exhibiting core values or exceptional work performance. Points can then be cashed in for gift cards or merchandise.
- Our Core Value Awards, which celebrate employees who demonstrate extraordinary initiative in one or more of our values – Servant Leadership, Empowerment, Customer Focus, Belief in Each Other, Integrity, and Positive Work Environment. Employees are nominated by their peers for actions that went above and beyond their daily responsibilities and had tangible positive effects on the business or corporate culture. Winners receive significant cash awards and are recognized by our senior leadership team in periodic Town Halls and via our internal website.
- Volunteer rewards matching programs (see the [Community Investment section](#)), which support employees in their passions for giving back to our communities. These rewards help guide our company-sponsored volunteering and community giving efforts. Our employees' annual incentive compensation includes a goal for employee volunteering (see the [Corporate Governance section](#)).

Core Value Award: Supporting Safety, Efficiency, and Environmental Quality

Plant Foremen Jeremy Stone and Sean Hall came up with a new solution for relieving pressure at their plant that improved safety and cost efficiency while reducing emissions. Their solution enabled WES to capture and reroute gas to sales rather than flaring, increasing sales and eliminating flaring.



Diversity, Equity, and Inclusion

At WES, we value the diversity of backgrounds and life experiences that employees bring to our organization. We believe that a diverse workforce contributes to more open communication, innovative thinking, and enhanced problem-solving, which ultimately leads to better decisions and performance. We are committed to actively advancing DEI through our [recruiting](#), hiring, employee development, compensation, and promotion activities.

Our DEI efforts are led by our Senior Vice President of Human Capital Management and Diversity, Equity, and Inclusion and are supported by a cross-functional DEI team that meets regularly to develop, plan, and execute new and ongoing programs and events.

In 2022, we completed a DEI roadmap, which we will continue to develop, expand, and implement going forward. As part of this effort, we introduced

formal employee DEI training across the organization. We provide mandatory DEI training on key topics like inclusivity and unconscious bias in both English and Spanish. These trainings have been completed by 99% of leaders, 95% of employees, and 100% of new hires. We also continue to expand our library of training materials and tools that teams can use to increase sensitivity and awareness.

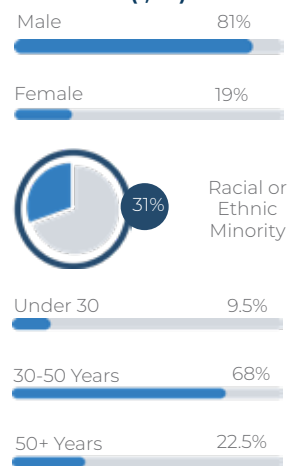
We are also focused on building awareness and engagement on DEI. In 2022, we expanded efforts to create a sense of belonging and inclusion at all levels of the organization and to celebrate our company's rich diversity through our internal website and external social media channels. We spotlighted diversity themes throughout the year, including Black history, women's history, Hispanic heritage, and mental health, among other topics.

Diversity at WES

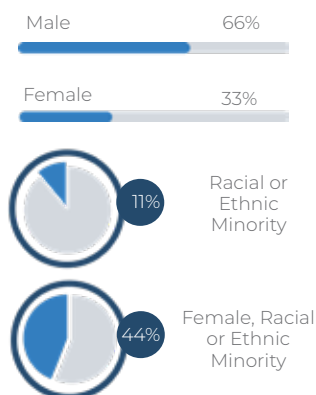


44% of our senior leadership team members and 31% of other managers are female or racial / ethnic minorities

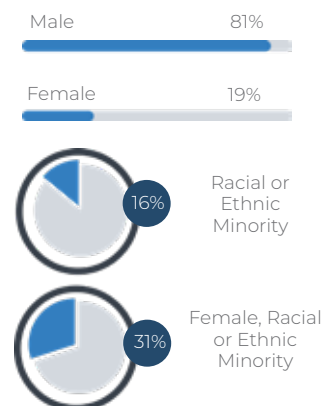
All Employees* (1,127)



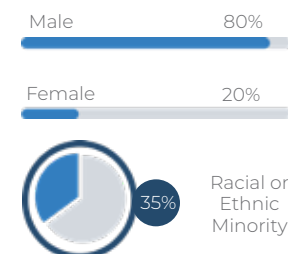
Senior Leadership



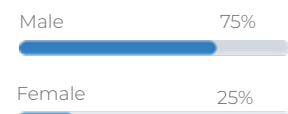
Management



Non-Management



Board of Directors



* As of year-end 2022. Employee diversity data includes both office- and field-based direct employees.

Diversity, Equity, and Inclusion (cont.)

At the foundation of our DEI efforts is our commitment that 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. In addition, we do not tolerate harassment in the workplace, including verbal, physical, or sexual harassment. Employees who experience or witness this behavior are encouraged to report incidents to their supervisors or through our anonymous hotline.

At WES, one of our DEI principles is fair treatment for all and equal access to opportunities and rewards. WES utilizes a third party to conduct an annual pay equity analysis to identify possible pay discrepancies based on gender, race, and ethnicity. We have also initiated training to help human resource team members better understand how the compensation cycle utilizes compensation studies to ensure competitive and equitable pay.

See the [Contractor and Supplier Management section](#) for more on our supplier diversity efforts.

“The diversity of our people at WES provides us a range of cultures and experiences to draw from that enhances and expands our mindsets and decision-making.”

Carla Loe
Human Resources Training Supervisor



Diversity of WES Team Based on Birthplace

In 2022, as part of our DEI engagement and awareness efforts, we developed a visual way of displaying the diversity of our workforce based on their place of birth. We found that even though our asset portfolio is entirely within the U.S., the people who bring value to our assets are quite an international mix, with birthplaces in 22 countries across six continents.



22
Nations



32
States



1
Tribal Land

WES Employee, Ute Tribal Member Helps Build the Talent Pipeline for Our Industry

Kelly Reyos, an enrolled member of the Ute Indian Tribe, has risen through the ranks of the WES Land and Community Engagement team and now facilitates our land-related engagement with the Ute tribe and other community members around the Chipeta Gas Plant in Utah. Kelly also plays an important role supporting the educational and career advancement of tribal youth. By encouraging young people from the Ute Tribe to take advantage of the opportunities available in the oil and gas industry, Reyos inspires young people to advance their education and professional opportunities, while helping to build the pipeline of diverse potential talent for WES and the greater oil and gas industry.

For example, in May 2022, Reyos was invited by the Ute Tribe Education Department to speak at the 2022 Native American Student Career Day. As part of this event, she addressed students on the opportunities, successes, and challenges she has faced as an Indigenous woman working in the oil and gas industry, as well as the personal and professional goals she has achieved.

Drawing on her own background and experience to talk about the challenges, stereotypes, and stigma Ute students experience coming from the reservation, Reyos used a hands-on demonstration to show the students how setting aside negative thoughts can help them to overcome the barriers holding them back and to achieve a bright future.

Reyos started her career as a Tribal Right-of-Way Coordinator and has more than 16 years of experience researching and negotiating easements, right-of-way agreements, and other land management transactions.

She serves as a board member of the Rocky Mountain Indian Chamber of Commerce and exemplifies the vision of partnership between the Ute Tribe and the oil and gas industry. She's proud of her work facilitating relationships between WES and tribal-affiliated and Indian-owned businesses.



“As a member of the Ute Tribe and an industry that benefits us, I have such a unique responsibility to share my experiences in the energy industry with our youth and encourage them to overcome challenges in whatever they do.”

Kelly Reyos
Landman

Contractor and Supplier Management

Our industry relies on the diligent, important work of third-party contractors and suppliers. We manage these relationships carefully to make sure they align with our vision of being the best-in-class midstream operator. We primarily utilize contract workers for the design and construction of new infrastructure, although our contractors remain essential partners throughout the operational lifecycle. We define contractors as the companies and their employees who perform services at WES sites. We define suppliers as companies from whom we purchase equipment and other supplies or services that are not performed on our sites.

As part of our commitment to responsible and ethical operations and practices, we expect our contractors to adhere to our environmental, social, and governance (ESG) standards, including safety, fair labor, environmental, and governance. As part of this effort, we are continuing to expand our collaborative efforts with key suppliers to identify opportunities to minimize emissions and reduce our carbon footprint.

Our Vice President of HSSE oversees our contractor management activities, which include screening of contractors based on ESG criteria. Depending on the type of work being performed on-site, ESG screening criteria can include safety and environmental training, and management programs.

Before beginning work on our sites, our HSSE, Risk, Legal, and Operations teams undertake holistic, coordinated reviews of new contractors to help them meet our standards, and we require contractors to participate in a pre-qualification alignment process to help ensure they understand and can meet our expectations. As part of this process, we require contractors to conduct internal training on Occupational Safety and Health Administration (OSHA) and industry standards.

We use an industry-wide, third-party database (ISNetworld) for these assessments and separately verify critical criteria, including training, qualifications, and certifications. We continue to expand our contractor screening, review, and auditing procedures to include additional ESG criteria in our verification, validation, and evaluation processes. In 2022, we increased

100%

In 2022, all 431 of our new and existing field-based HSSE contractors were assessed on safety performance and on the scope of work provided for WES.

our worksite verification visits to ensure that contractor practices match their HSE profiles on ISNetworld and meets our requirements.

In 2022, we began transitioning our contractor and supplier management platform to a new system that enables us to identify contractors and suppliers as minority-, veteran-, or woman-owned and improves our ability to track the diversity of our contractors and supplier base. Integrating our contractors and suppliers into this database also provides better visibility and measurement of key performance indicators. Moving forward, our Supply Chain Management team will continue working to enhance our commitment to DEI initiatives and local economic development through our bid, procurement, and relationship management processes with contractors and suppliers. See the [Diversity, Equity, and Inclusion section](#) for details on our employee-focused diversity efforts.

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 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.

Our Partner Code of Conduct provides our partners, suppliers, vendors, and contractors with guidance on the ethical practices and ESG and HSSE standards we expect from those working with us. The Partner Code of Conduct addresses minimum living wages, maximum working hours, and non-discrimination.

Contractor and Supplier Management (cont.)

It also emphasizes our 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 our MSCs, and we provide training to help third-party operators understand and meet our standards.

We grant contractors the same stop-work authority as our employees, and they are protected by our no-retaliation policy when reporting incidents or concerns. We familiarize our contractors with our anonymous compliance and ethics hotline via the WES intranet, in orientation meetings, and on posters at each work location, and we encourage them to use it to report any concerns or violations regarding safety, ethics, labor, or other topics.

We have a variety of systems available to ensure ongoing alignment with our standards and take a collaborative, hands-on approach to safety and development. Our operations teams work in the field with contractors and communicate expectations regarding adherence to best practices. If a contractor is not meeting our expectations, our HSSE group and Operations teams work together with the contractor to facilitate safety improvement. We monitor contractors' performance to track the correction of deficiencies. We hold quarterly safety summits with contractors to provide the most up-to-date information, go over relevant issues, and develop solutions.

We audit existing contractors on ESG and other criteria at least every three years. Audit criteria include completion of required safety and environmental training and compliance with required internal procedures.

If necessary, we can terminate contracts with contractors who are unable to meet our standards for ESG or other topics.

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

We focus on buying products that are manufactured in the United States to support our national economy and the security of our supply base when feasible. About 99% of our suppliers are based in the United States.





Community and Landowner Engagement

Developing and maintaining productive relationships with local community members is important to our success as an organization and our ability to deliver value for all our stakeholders. We focus on building relationships and earning the trust of the communities in which we operate by conducting our business responsibly and engaging proactively and regularly with community members when executing projects that have the potential to affect them.

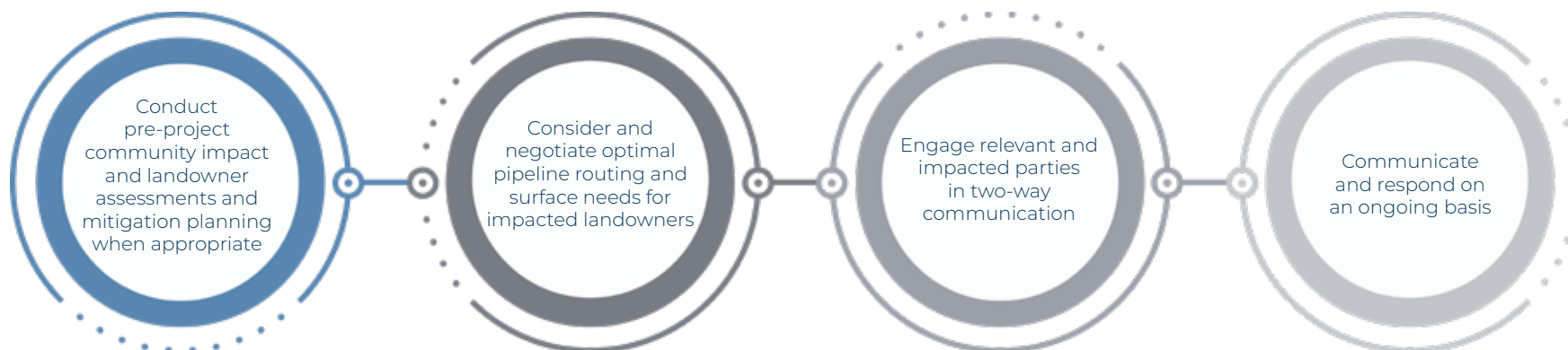
We make it a priority to understand and address the concerns and interests of local communities and to be respectful and responsive throughout the lifecycle of our projects. Our relationships with landowners extend from pre-project planning through to remediation and can involve intricate, nuanced land agreements to meet the unique nature of their respective land usage. Staff from Land, Operations, Engineering, and HSSE participates in our ongoing community engagement efforts.

Proactive Engagement Across the Project Lifecycle

We follow our comprehensive community and landowner engagement process (described on the next page) for new developments – including pipelines, compressor stations, and plants – and maintain an open dialogue throughout the lifecycle of our operations. We tailor our engagement strategies to the situation, taking into account the location, activity, duration, potential social impact, and other specifics of each project.

In most of our operating areas, our infrastructure is located in rural areas, where farming, ranching, grazing, and wildlife management are the primary land uses, and the number of local stakeholders is relatively small. Our DJ Basin assets in Colorado are the exception to this. Here, our infrastructure is located in more urban areas, which means we have the potential to impact and engage with more stakeholders who may have a wider variety of interests and concerns. We have adapted our community engagement efforts in the DJ Basin to address these differences, including implementing a dedicated community concern reporting mechanism and coordinating with landowners on new developments near our operations.

Although regulatory requirements dictate some community engagement, our efforts generally exceed these requirements. As part of our commitment to responsive, two-way communication, we frequently go beyond mandated requirements in regard to the number of community members we engage in dialogue, the geographic radius we use to determine notification and community engagement efforts, and our responses to community complaints.



Proactive Engagement Across the Project Lifecycle (cont.)

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.

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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 residents within a mile's radius of proposed sites regarding planned location, operating times, equipment usage, and other impacts and are responsive to questions and concerns. We host community meetings and, if requested, conduct one-on-one discussions. We use the information gained from these community interactions to refine our impact avoidance and mitigation plans, project plans, and permit applications. By taking a proactive approach and soliciting community feedback from the outset, we seek to address concerns through education and mitigate them through design and engineering changes. We conduct liaison meetings with public officials, emergency responders, and excavation and construction teams that are also open to the public.

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Ongoing community engagement – We interact 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 evaluate the effectiveness of these efforts annually down to the county level, by assessing our compliance with WES and local municipality rules, guidance, and policies, and by reviewing the success of our engagements. We update our approach and share best practices across WES, based on lessons learned through these reviews.

Community Inquiry Reporting and Response

In our operational areas, 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. This is of particular importance in the DJ Basin, where our operations are located in more urban areas, and we have implemented a dedicated community concern reporting and response process to better respond to the greater number and variety of local stakeholders. Our email-based community inquiry and grievance reporting mechanism is monitored during business hours to collect and process community grievances and questions. We inform community members of this mechanism as part of our pre-project outreach efforts and during ongoing community engagement. We seek to respond to complaints within two business days or sooner. Our around-the-clock operations centers address after-hours or emergency calls. Across our operations, we also engage directly on communications or concerns from right-of-way landowners.

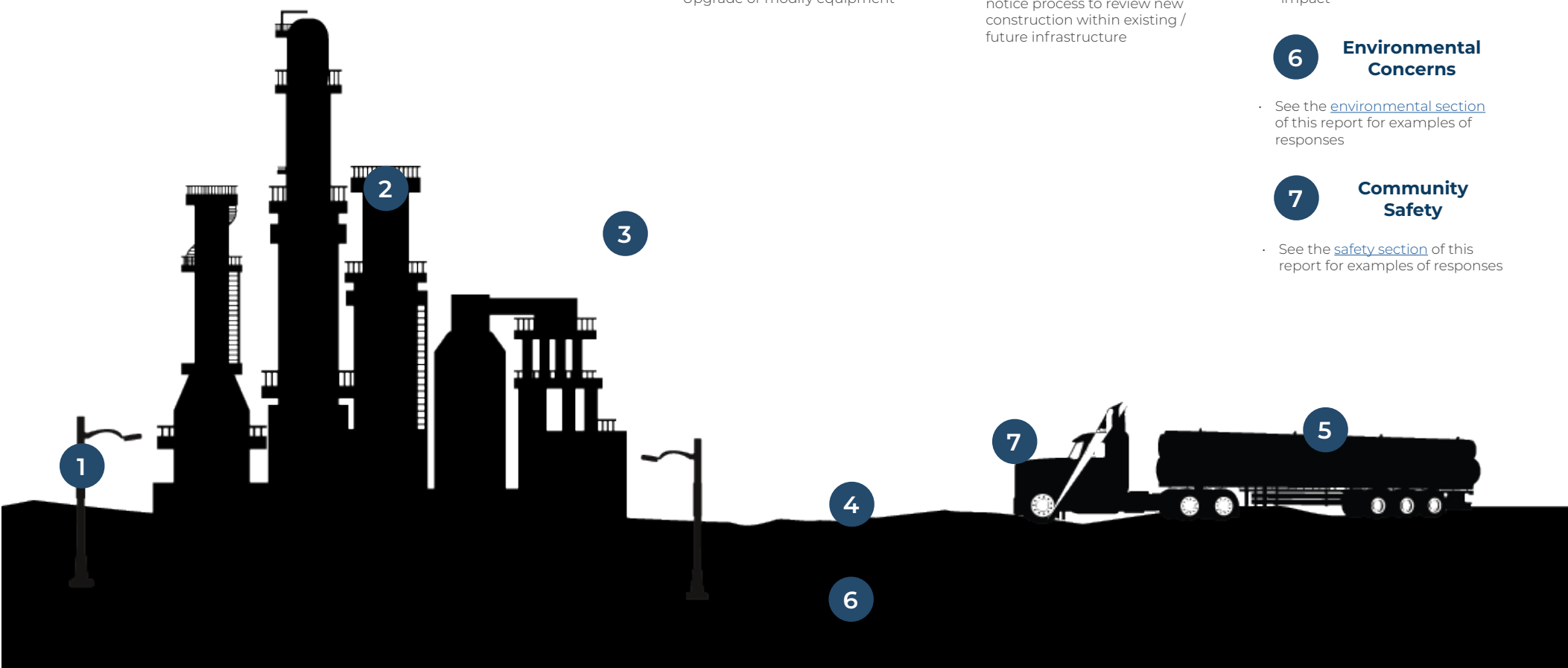
Details of each complaint are immediately forwarded to the responsible individual, such as the foreman or superintendent. Relevant and responsible teams communicate directly with the caller, as needed, and we quickly dispatch personnel to resolve the issue, providing an immediate response for urgent issues. We record complaints and responses to identify trends and proactively change operating procedures to avoid future impacts, when 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. In 2022, we received 39 inquiries through our community grievance reporting mechanism, all of which were resolved.



Addressing Community Concerns

The following outlines the most common concerns voiced by community members regarding our operations and our actions to mitigate those potential impacts on an as-needed basis.

- | | | | | |
|--|---|--|---|---|
| <p>1 Lights</p> <ul style="list-style-type: none"> Comply with “Dark Sky” best practices, designed to minimize light pollution Evaluate and reorient lights regularly to minimize impacts on residents and wildlife | <p>2 Visual Impacts</p> <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 | <p>3 Noise and Vibration</p> <ul style="list-style-type: none"> Orient facilities and place equipment strategically to reduce noise impact on local residents Add noise-reducing equipment to the operations Add sound walls and berms, as needed Upgrade or modify equipment | <p>4 Land Use Impacts</p> <ul style="list-style-type: none"> Plan optimal route for pipelines that balances surface impact with other factors, such as landowner needs Coordinate construction / operation / maintenance with landowner activities such as farming, ranching, and hunting Establish development notice process to review new construction within existing / future infrastructure | <p>5 Traffic, Dust, and Road Damage</p> <ul style="list-style-type: none"> Use water 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 impact |
|--|---|--|---|---|
-
- | | |
|---|--|
| <p>6 Environmental Concerns</p> <ul style="list-style-type: none"> See the environmental section of this report for examples of responses | <p>7 Community Safety</p> <ul style="list-style-type: none"> See the safety section of this report for examples of responses |
|---|--|



Collaborating With Landowners

We partner with a wide range of landowners – from residents, farmers, and ranchers to businesses, hunting clubs, and state and federal agencies – all of which have varying interests and needs. The vast majority of our large-scale landowners have established long-term land management goals and priorities 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. In New Mexico and Wyoming, the U.S. Bureau of Land Management (BLM) and state land offices are key landowners with whom we collaborate on joint goals. In Colorado, we work with both suburban and rural landowners to find collaborative solutions to avoid impacts and maintain safe operations in different land use conditions.

Supporting Land Management Agency Goals

We work extensively with land management agencies to help meet our joint goals of preserving biodiversity and cultural heritage, and to support specific agency priorities. We collaborate with the BLM and state land offices to minimize our impact footprint by right-sizing facilities and co-locating with other infrastructure. We are focused on minimizing impacts when they cannot be avoided completely, particularly on sensitive resources such as rivers, wildlife habitats, and / or cultural resources. In 2022, we worked with the BLM on 18 projects in the Permian Basin.

As part of this collaboration, we administer a voluntary third-party program for projects on state and federal lands to support compliance with 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

In 2022 WES worked with the BLM on 18 projects in the Permian Basin.

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 Wyoming, we work proactively with the BLM to assess biodiversity priority areas and other sensitive habitats and avoid impacts on these areas, and we strive to be a leader in our industry for our collaborative approach. For example, we plan the locations and schedule of construction and other operations to support the BLM's conservation priorities for habitats and species of concern, including Ungulate Winter Range, sage grouse, raptors, burrowing owls, and many more. We support the BLM's cultural preservation efforts by conducting detailed cultural surveys ahead of surface disturbance, providing reports to the BLM, and planning our projects to avoid impacts.

We also collaborate with the BLM on reclamation and restoration efforts. We begin planning for restoration before we even break ground on new projects. For example, we work with the BLM on detailed Site-Specific Reclamation Plans (SSRPs), and gain the agency's approval prior to surface disturbance. SSRPs include site-specific plans based on local soils and habitat for erosion control, native vegetation, and other restoration activities. We implement these plans during and after construction as relevant, and undertake extensive monitoring to ensure restoration efforts are effective.

After pipeline reclamation is complete, we relinquish easements so the land is no longer encumbered and eliminates an administrative burden for both WES and the BLM. It also eliminates the BLM's need to track the easement or monitor the area for weeds and other invasive species, erosion, and other problems, and it reduces traffic and potential surface damage from monitoring. In 2022, the Rockies team evaluated existing easements and identified more than 180 easements on BLM lands that could be relinquished.

Working With Rural and Suburban Land Owners

In several regions, our operations are in close proximity to farming and ranch lands. We work collaboratively with local farmers, ranchers, and municipal officials so our operations do not impact these important land uses. We recognize that the quality of their land is both important to their business and a point of pride, so we take great care when working on private property.

In some of our operating areas – particularly the DJ Basin – suburban development has moved into traditional rural areas, so that our operations are increasingly near residential areas. We work with local officials, developers, and other landowners to understand developments planned near our operations to proactively address potential issues, such as [encroachments on our rights-of-way](#).

For example, 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 identify issues or risks to our infrastructure and easements prior to development. WES periodically meets with municipalities in which we operate to discuss issues or risks and collaborate on potential solutions. This enables us to share information and work together from the beginning of the planning process. Additionally, we send out courtesy notifications to local government officials and community members when upcoming projects are near their property.

In 2022, WES sent out over 6,990 community mailers / postcards to provide transparent and open communication with the community.



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. This includes maintaining asset integrity, avoiding and responding effectively to emergencies, and [addressing road safety](#).

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, informing them about the free “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 2022, we received and responded to 248,237 calls to the 811 line.

We regularly engage with community members to share accurate, timely, and relevant safety information with community members who live or work near our pipelines, including residents, public officials, emergency responders, and construction professionals. We learn from feedback and consider the needs and circumstances of stakeholders in our decision-making. We strive for accessibility, providing a variety of methods and opportunities for interested stakeholders to participate, and follow up to reinforce safety updates.

In 2022, we sent out more than 45,826 safety brochures to local community members. In addition, WES pipeline safety groups sponsored or attended 19 in-person, multi-stakeholder, county-specific liaison meetings, and two virtual meetings. We also sponsored an Excavation Safety Day in Monahans, Texas, and we conducted a site tour to which various members of the regulatory community were invited. The main goal of these events is to increase public awareness about our operations and encourage community interaction. With our culture of social involvement, we consider these events engagement opportunities where we welcome interaction on safety issues.

Addressing encroachments into our pipeline rights-of-way is another important element of our efforts to protect the safety of our communities and operations. Encroachments like landscaping, sidewalk installation, road crossings, and other permanent infrastructure can impact our ability to access and maintain our pipelines. This leads to higher potential for pipeline strikes,



248,237 calls responded to by the 811 “Call Before You Dig” line in 2022.

encumbers our ability to access our infrastructure, and creates potential hazards. These kinds of encroachments are particularly common where we operate in more urban areas, like the DJ Basin.

Our locate teams continually monitor activities around WES's pipelines to identify development activities and other potential issues. Any issues identified are elevated to the Land team, which develops solutions by researching easements and working with landowners. We proactively participate in the planning process whenever possible, working with community planners, developers, other stakeholders, and the community in general to raise awareness, receive input, and prevent future issues.

The specifics of our rights-of-way, such as allowable activities and setbacks, are usually detailed in our easements. When a potential encroachment is identified, we strive to work collaboratively with the applicable third party or parties to find a mutually agreeable solution that accommodates its development plans and maintains our required safety standards.

“ **It’s our responsibility to ensure our communities are safe. That’s why WES makes a significant investment each year on pipeline safety, employing more than two dozen line locators across our areas.** ”



Jasmine Hymes
Field Foreman

Tribal Engagement

At WES, 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 and their members while recognizing and respecting the importance of tribal history and culture. 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 Indian Tribes of the Uintah and Ouray Reservation. WES 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. The facility, located in Uintah County in northeast Utah, includes one refrigeration processing plant and two cryogenic processing plants. As part of our collaboration with local tribe members, we focus on expanding economic and job opportunities for tribal members.

In 2022, we enhanced our approach to engaging with the Ute tribe, bringing in a larger team of WES employees from a wider range of relevant functional areas including community engagement, land management, operations, and supply chain. In 2022, we also expanded our engagement efforts and amended our business practices to enhance our compliance with the rules set out by the Ute Tribe Employment Rights Office (UTERO) and the partial Surface Use Agreement through which WES operates on tribal lands. UTERO promotes the self-sufficiency of the tribe and its members through an ordinance supporting their employment needs. To ensure we remain in good standing with our surface use agreement, WES uses local and tribal-owned businesses whenever possible and is proactive in expanding relationships with Ute Tribal Enterprises (UTE) and its Indian-owned subsidiaries. Several members of the Ute Indian Tribe currently work at the facility, and we encourage our teams to integrate local talent and remove obstacles that may impede UTE businesses from obtaining contracts. See the [Diversity, Equity, and Inclusion section](#) for more information.



Community Investment

At WES, we are committed to social investment through our core value of Servant Leadership. We have implemented a Social Involvement and Volunteering Program to facilitate this commitment. This program is guided by our Community Betterment Task Force, comprised of several members of our leadership team and eight local focus groups. Across our various offices, these groups select local nonprofit organizations to support and coordinate volunteer events that share the giving priorities in their communities.

Giving Programs

WES encourages and incentivizes volunteerism and monetary donations through two giving programs:

Volunteer Rewards Program – Employees can record their eligible volunteer hours, and WES donates \$40 per hour to the nonprofit organization, up to \$800 annually, per employee.

Corporate Matching Program – WES matches 50% of employee contributions to eligible nonprofit organizations, up to \$1,000 annually, made through our internal system.

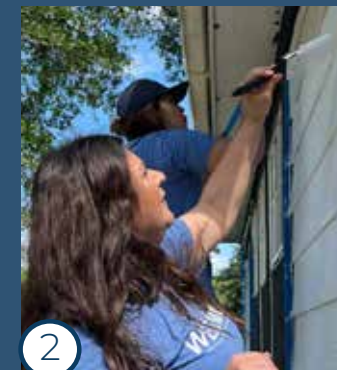
Employees value the flexibility and individualization of the program, which allows them to focus their volunteer efforts on the concerns most important to them. This provides an additional benefit of spreading WES's community support widely throughout local communities. Our culture of volunteerism and community giving, as well as the unique rewards program, are driving factors in attracting and retaining our workforce.

To underscore the importance of social investment, WES incorporates employees' participation in our volunteer program as an element of our bonus compensation program.

Local Community Development Projects



1



2



3

- 1 Building Beaver Dams** – Southwest Wyoming employees built man-made beaver dams in a local creek in May 2022. With nearly 60 total personnel hours, the group's work helped to reestablish beaver habitat in Trout Creek, which suffered from high water erosion due to rapid creek flow.
- 2 Spending a Day at the Ranch** – In May 2022, our Woodlands, Texas, staff enjoyed a day at Inspiration Ranch, where we helped to improve the facilities there. Inspiration Ranch provides equine therapy to special needs youth and clients who have suffered severe emotional trauma.
- 3 Raising Funds for Uvalde** – With surrounding communities coming together to help those in Uvalde, Texas, who were impacted by the May 2022 school tragedy, our employees were eager for a chance to support their efforts and helped to serve barbecue plates. Together with other community members, we raised more than \$150,000 for the Robb School Memorial Fund.

2022 Community Investment Performance

WES saw a record performance in volunteer participation through more than two years in the program's history:

Record employee volunteering participation – More than 63% of our employees recorded at least one volunteer hour in our tracking system, greatly surpassing our goal of 50% employee participation. This included three offices of 88 total employees who recorded 100% participation.

Ranked best among companies – The organization-wide performance was 9% above the average of the top-performing clients from our tracking tool, Benevity, as well as three times higher than the average rates among its clients, which spans more than 940 brands encompassing 21 million employees.

Received awards for volunteerism – The Food Bank of the Rockies (Colorado) and the Montgomery County Food Bank (Texas) each recognized WES with Group Volunteer and Volunteer of the Year awards, respectively. A third honor from Meals on Wheels of Montgomery County (Texas) was awarded in 2022 for presentation in April 2023.

Hosted WES is More month – Our employees worked more than 3,300 volunteer hours during our second WES is More volunteer month in October. The volunteer month featured competitions on employee participation between like-sized locations and incentives for those who volunteered in October. We also reopened the Rewards Program for those individuals who had exceeded volunteer hours eligible for a reward before October of 2022, providing additional incentives for our active employees to continue volunteering in October.

Held special donation period with higher match amount – We periodically run special donation drives to support WES employees in need or other urgent causes. For example, in June 2022, WES provided a special dollar-for-dollar match for donations to the Robb School Memorial Fund after the Uvalde school tragedy.

2022 WES is More Program Results



13,239
Hours Volunteered



\$706,541
Value of Volunteer Hours*



447
Causes



Recognitions

Volunteer of the Year – Montgomery County Food Bank (Texas)
Group Volunteer Award – Food Bank of the Rockies (Colorado)
Finalist – 2022 Goodie Awards (Benevity "NewB" Award)

“When a large group comes in with a targeted project, they can accomplish in one day what it might take our small staff months to do. Our friends at Western Midstream understand this and partner with us to achieve big goals.”

MG Tindall
President & CEO, Inspiration Ranch

* Multiplies volunteer hours by average hourly employee rate, including bonus.

Operating Responsibly

We have implemented intentional and robust governance systems to support our environmental, social, and governance (ESG) efforts and our commitment to keeping our workforce, communities, and the environment safe. Protecting the safety and health of our employees, contractors, communities, and environments in which we operate is our highest priority. We proactively manage workforce safety, asset and pipeline integrity, emergency preparedness, and community safety through a comprehensive [risk management process](#) and [Health, Safety, Security, and Environment \(HSSE\) management system](#).

In this section:

- ▶ Governance
- ▶ Employee and Contractor Safety
- ▶ Emergency Preparedness
- ▶ Asset and Pipeline Integrity
- ▶ Security
- ▶ Cybersecurity

2022 highlights:

- ▶ Established a Board Compensation Committee to set our compensation philosophy and objectives and design our executive compensation program
- ▶ Expanded the 2022 executive and employee annual compensation incentive program to include goals related to methane reduction and GHG emissions management, and continued to include goals for safety and volunteering performance
- ▶ Conducted 753,060 checks on cathodic protection linear point systems (close interval survey) on buried steel pipelines
- ▶ Provided 50,390 total hours of safety training for employees and independent supplemental contractors

Governance

At WES, we are committed to conducting our business the right way, by establishing intentional and robust governance systems, and promoting transparent communications and reporting. We continue to refine our comprehensive, coordinated, and proactive approach to ESG issues, which we believe underpins ongoing performance improvements. Our departments are accountable for, and play an active role in supporting [our ESG efforts](#), including upholding our high standards for ethical and responsible business. Our Board of Directors' ESG Committee is actively engaged with management on efforts to identify tangible ESG solutions and receives at least quarterly updates on our ESG progress and performance.

Operational and HSSE Governance

WES 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 employees involved in each aspect of the process and foster 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 the organization's HSSE, ESG, operational, and financial goals. Key initiatives we developed and / or implemented in 2022 include:

- Continued to include safety performance and community volunteering
- Added goals related to methane intensity reduction and GHG emissions management (see page 14 of our [2022 10-K / A](#) for more information)



- Added a new quarterly bonus opportunity for field-based employees who directly support the execution of our day-to-day operations, demonstrating our compensation program's flexibility to reward extraordinary individual and team performance related to these areas. This program rewards teams for meeting key milestones related to our proactive emissions and safety programs, including [leak detection and repair \(LDAR\)](#) and participation in safety meetings and ["Good Catch" programs](#).
- Added a safety recognition and incentive competition for field-based teams that incorporates recorded safety observations, safety huddle participation, and appropriate use of stop-work authority

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 the U.S. Department of Transportation's (DOT) Pipeline and Hazardous Materials 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 safety and operations teams review audit results, identify issues, and address findings by implementing corrective actions.

Corporate Governance

WES is a master limited partnership formed in September 2012. Since 2019, we have made important changes to our governance and employment structures to appropriately realign incentives to benefit WES and its stakeholders, while enhancing unitholder rights and management accountability to unitholders and other stakeholders.

Examples of our governance improvements include:

Board independence – Our Board of Directors is composed of our CEO, four directors meeting the independence requirements of the New York Stock Exchange, and three directors who are employees of the owner of our General Partner.

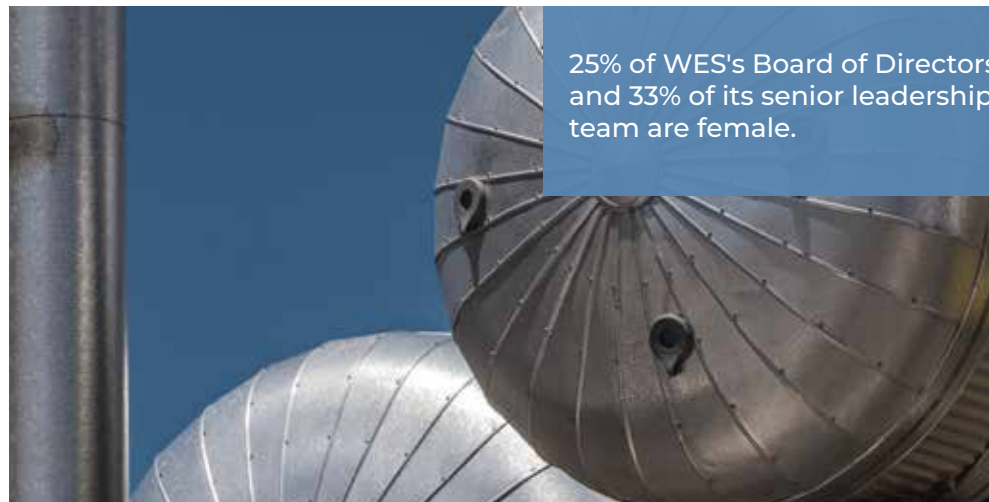
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Independent Board committees – Our Board has established two committees comprised of entirely independent directors:

- 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 WES.

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ESG Committee of the Board of Directors – Our ESG Committee is responsible for overseeing ESG efforts and steering our forward-looking strategy on pivotal issues such as climate change and diversity, equity, and inclusion (DEI). This committee helps to ensure that we devote appropriate attention to ESG topics and provide an effective response to stakeholder concerns on these matters.



25% of WES's Board of Directors and 33% of its senior leadership team are female.

Compensation Committee of the Board of Directors – In 2022, we established a Compensation Committee, two members of which are independent directors, to set our compensation philosophy and objectives and design our executive compensation program. Among other responsibilities, this Committee annually reviews, and, as relevant, revises the design and structure of WES's executive compensation programs to promote alignment with the organization's short-term and long-term strategies and business objectives.

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Compensation incentives based on WES performance – We continue to use metrics based on financial, operational, and safety performance in our determination of various compensation components for employees. In 2022, our Board of Directors took additional steps to refine our compensation structure to better align our executive compensation program with WES's overall strategy and unitholders' interests, drive achievement of performance goals, attract and retain talent, and foster the creation of sustainable, long-term value for WES and our stakeholders. This included establishing a Board Compensation Committee (described above) and revising compensation to better support strategic priorities.

Corporate Governance (cont.)

Specifically, in 2022, our executive and employee bonus compensation program:

- Continued to incorporate safety performance through a Total Recordable Incident Rate (TRIR) goal
- Added new methane intensity reduction and GHG management goals
- Included financial and operations goals
- Emphasized community investment through a goal for employee participation in the WES volunteer program (employee program only)
- Incorporated individual ratings based on performance as 50% of the total bonus compensation (employee program only)

Additionally, we have Board and Officer Equity Ownership Guidelines and follow a range of other pay best practices (see page 14 of our [2022 10-K / A](#) for more).

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Internal accountability – Our Corporate Audit team 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. WES's Audit Committee reviews and routinely discusses with management WES's risk management processes and specific organizational risks in accordance with its charter. Our internal Risk Management Committee (RMC) also manages our formal stand-alone risk management process.

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Policy review cycle – The Board periodically reviews WES's policies – including the Code of Ethics and Business Conduct – and modifies them as deemed necessary. The process for creating and updating WES's policies has also been centralized under the supervision of [WES's RMC](#), which considers applicable risk exposures in adopting new or revised policies.

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Financial policy and enhanced distribution framework – In February 2022, WES adopted a financial policy and distribution framework with the goal of returning substantial value to WES stakeholders. WES now provides for an additional



distribution ("Enhanced Distribution") to be paid in conjunction with the regular first-quarter distribution of the following year (beginning in 2023), in a target amount equal to Free cash flow generated in the prior year after subtracting Free cash flow used for the prior year's debt repayments, regular-quarter distributions, and unit repurchases.

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Expanded unitholders' rights – At the beginning of 2020, we expanded unitholder voting rights under our limited partnership agreement:

- Limited partners collectively owning 20% or more of WES's unaffiliated common units may call a special meeting of unitholders.
- Our General Partner may be removed by a majority vote of our unaffiliated unitholders.
- Certain vote-blocking features for unitholders owning more than 20% of our common units, which are common for partnerships like ours, have been eliminated.

Taken together, these expanded voting rights provide an important mechanism to ensure that Occidental, as General Partner, is aligned with our public unitholders' interests.

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



Ethics and Integrity

We expect our employees and members of our Board of Directors to uphold high ethical standards, and we ask them to demonstrate our core 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 Ethics and Business Conduct \(Code\)](#) – provide clear direction to our Board of Directors, management, and all employees on ethical conduct.

New and existing employees are required to review, understand, and follow our Code. Our annual compliance training program certifies that our employees recognize, understand, and agree to abide by our Code by requiring employees to complete annual Code training. In 2022, we achieved a 99.9% training and certification completion rate for our annual Code of Ethics and Business Conduct training.

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 WES 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 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.

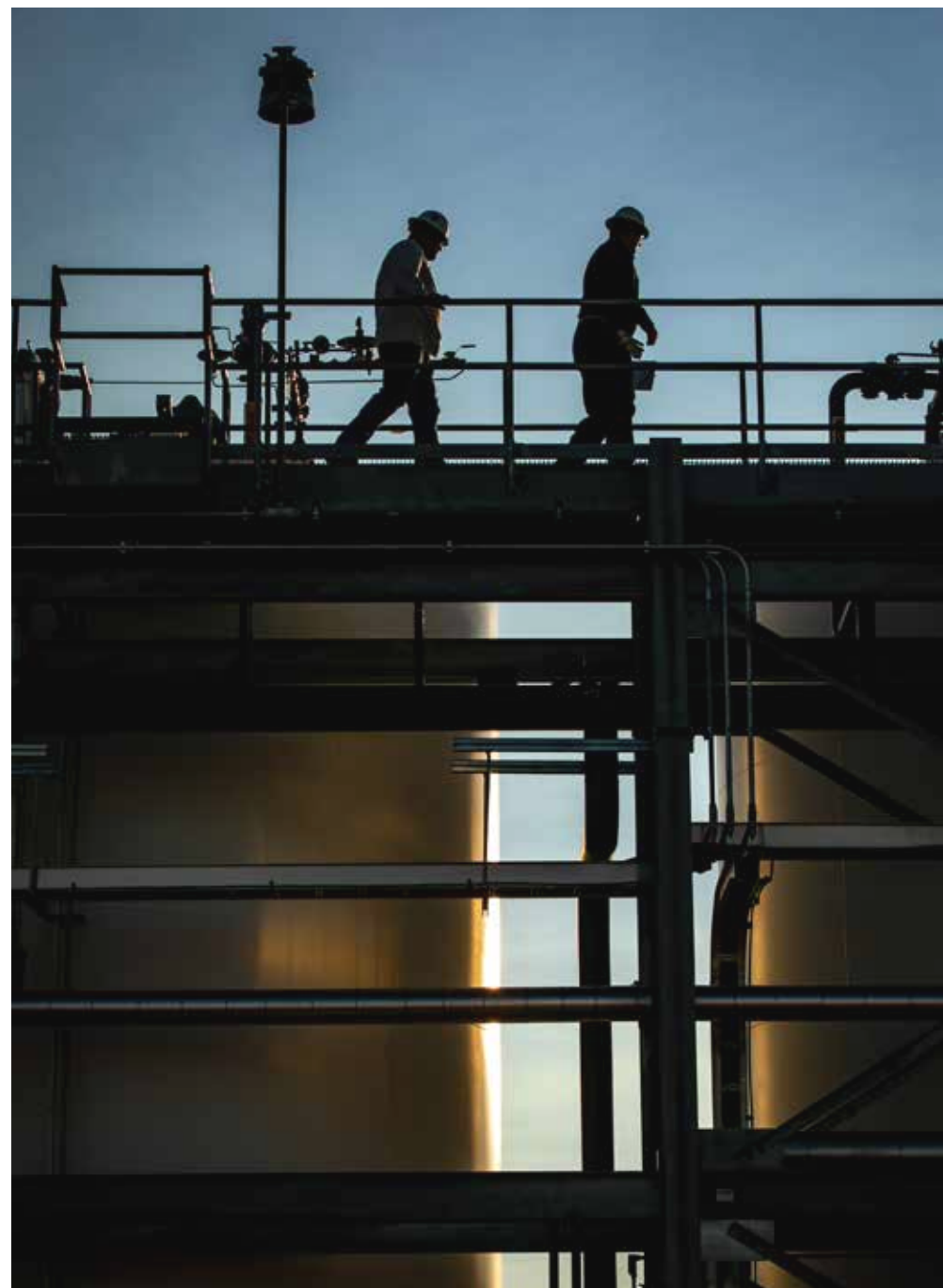
Public Policy Engagement

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 American Petroleum Institute (API), GPA Midstream Association, Energy Infrastructure Council (EIC), Colorado Oil and Gas Association, Texas Oil and Gas Association, New Mexico Oil and Gas Association, Texas Pipeline Association, Permian Basin Petroleum Association, and the Petroleum Association of Wyoming.

Our Code allows us to make financial contributions and lobby according to federal and state election laws, rules, and regulations.

Our legislative affairs focus group meets periodically to discuss key topics of engagement, including pipeline safety, waste, emissions, electricity, economic development, and taxes / fees. The group also focuses on scenario planning and potential impacts of proposed state regulations on both our business and stakeholders.



Risk Management

WES has implemented a comprehensive approach to enterprise risk management (ERM) through its RMC, which includes functions and disciplines from across the organization. We recognize that effective risk management – including identifying, prioritizing, and mitigating key organizational risks – is foundational to our business. This includes identifying and managing ESG-related risks across our operations.

Our RMC's ERM process helps us to be aware of and prepare for potential risks that could impact our business. The RMC evaluates a variety of data points and incorporate inputs from leaders across WES to create a risk register of our existing and potential emerging risks. This risk register is developed based on cross-functional discussions to identify risks, including assessing the likelihood and magnitude of impact for each potential risk. We also review mitigation and management plans for identified risks. The results of these risk assessments and reviews are compiled into a risk register that describes existing and new risks and indicates changes in risk importance and mitigation approaches. We re-evaluate risks and mitigation plans and update risk registers at least quarterly. The RMC and the Board's Audit Committee review the final risk registers.

Our Board is actively engaged in reviewing key risks and mitigation strategies across the organization. The specific risk topics overseen by each Board Committee are outlined in the graphic on the right.

Board of Directors' Risk Oversight



Audit Committee

Practices related to assessing, managing, and mitigating risk including operational risks, financial risks, information technology risks, and HSSE risks

ESG Committee

ESG risks including climate-related risks, community and tribal engagement, government relations, reputational risks, and other ESG topics, including our ESG reporting

Compensation Committee

Human capital-related risks including compensation, retention, and succession

HSSE Risk Management

At WES, we utilize fundamentals of process safety to control process risks and mitigate serious events in the field.

To protect the health, safety, and security of our workers and the communities and lands we operate in, we have built a comprehensive HSSE-focused Risk Management Program based on the ISO 31000 risk management framework of hard identification, assessment, treatment and mitigation, and reporting. Our risk management philosophy is based on collaborative, cross-functional decision-making that enables relevant teams from across WES to participate in evaluating and addressing risks in support of our projects or operations.

In 2022, we began a project to improve our ability to monitor and evaluate HSSE risks with the addition of a new Enterprise Resource Planning (ERP) system – implemented in early 2023 as part of our Transformation Project – which provides more effective data management and tracking capabilities.

Our HSSE Risk Management Program includes:

Risk identification – Identify activities that potentially pose HSSE risks to WES using formal risk assessment and hazard identification methods or during operational toolbox talks and job safety analyses.

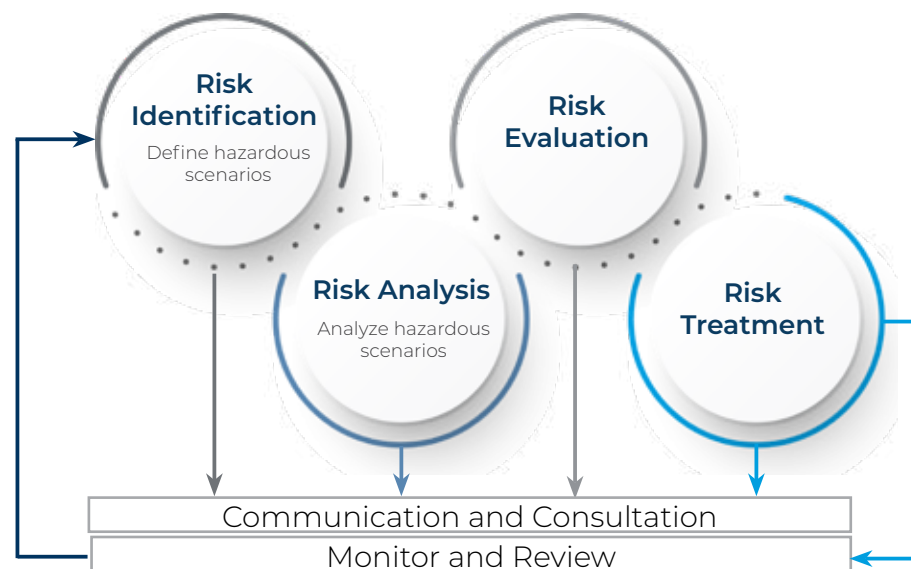
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Risk analysis and evaluation – Analyze hazardous scenarios, understand the potential outcome, and consider the effectiveness of potential controls. Evaluate level of risk and prioritize activities for risk reduction based on the hazard scenarios with the potential to pose significant risk to our workers, the community, or the environment, as well as risk of damage to WES's property or revenues.

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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.

Risk Assessment Process



Communication and consultation – Identify responsibilities and accountability for overseeing risk-treatment options and for understanding key risks for a facility or asset area, and communicate the identified controls and solutions.

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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 Recommended Practice (RP)-754 tiered approach. For additional detail, see [Asset Integrity](#) and [Identifying and Managing Climate-Related Risks and Opportunities](#).

Employee and Contractor Safety

Our approach to safety is based in our LiveSAFE culture, which promotes collaborative accountability for safety based on true concern for each other, while adhering to policies and programs that help ensure that each of our stakeholders goes home safely every day. In accordance with our formal [HSSE Policy](#), we proactively design, implement, and evaluate programs that strengthen our LiveSAFE culture, drive continuous improvement, and help us meet our safety goals.

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 preventable. LiveSAFE requires personnel at our worksites to accept responsibility for their safety and the safety of those around them.



Our LiveSAFE Regional Leadership Teams (RLT), which are comprised of Operations, Engineering, and HSSE personnel, partner with field operations to identify and resolve barriers that may limit the advancement of our LiveSAFE culture. To achieve this goal, each RLT conducts structured listening tours in field offices across WES to understand safety challenges and to help evaluate and implement potential solutions. These teams also promote individuals who demonstrate our culture through mentions on our internal website and safety meetings.

We ask 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 WES 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 HSSE issues. 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 use stop-work authority, which means that any job or activity must immediately stop 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 and ethics hotline and strictly enforce a no-retaliation policy for voicing concerns.



Safety Policies and Programs

Consistent and robust safety policies and procedures are the foundation of our Process Safety, Risk Management, and LiveSAFE commitments. These include:

Organization-wide hazard and risk assessments – As part of our [hazard and risk management process](#), 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 protect our workforce, communities, and the environment.

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Life-saving rules – We have developed life-saving rules for eight categories of activities, and, through the end of 2022, we have trained 94% of employees on these rules:

- Energy isolation
- Ground disturbance
- Hot work
- Bypassing safety critical equipment
- Driving safety
- Confined space entry
- Mechanical lifting
- Working at height

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Job safety analyses (JSAs) – Before starting a new project or activity, relevant personnel participate in detailed safety assessments and orientations to help properly identify and communicate potential hazards and risks before they begin work. These JSAs include daily check-ins on each individual's well-being, in recognition of the role that an employee's mental and physical health plays in the overall safety of our workforce. Our Engineering and Construction group and some operations groups have implemented JSA inspection teams, including both WES employees, contractors, and third-party inspectors who receive special training to properly conduct safety, hazard, and well-being assessments. We also conduct weekly audits of the JSA process and provide feedback on successes and improvement areas as relevant. When required, we provide additional coaching to make sure future assessments remain effective.



Safety Policies and Programs (cont.)

Safety observations and near-miss reporting – We require employees and contractors to report any potentially unsafe situation on the job. We track these observations and near misses to identify and prevent future incidents. In 2022, we advanced these efforts with a new reporting app for our “Good Catch” program.

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Incident root-cause analysis – We investigate and analyze the cause of incidents and near misses using a systematic method that captures, tracks, and measures significant aspects of an incident investigation. After identifying the factors that directly or indirectly contributed to the incident, we implement corrective actions to address root causes and help prevent recurrence; we also share relevant lessons learned across the organization. In 2022, we enhanced these efforts with an updated software system for [conducting root-cause analyses and tracking follow-ups](#).

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Safety stand-downs – We schedule periodic safety stand-downs, during which everyone on a worksite or across the organization stops work to review and discuss pertinent safety issues.

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Stop work – When an incident investigation reveals a safety issue that requires attention, we implement a stop-work order until the issue is resolved. Stop-work use rose from 735 in 2021 to 1,279 in 2022 – a 74% increase – which we view as an important measure of the success of our safety culture and preventative safety efforts.

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Occupational health – In 2022, we enhanced our Occupational Health and Industrial Hygiene programs. This included adding a new Industrial Hygienist position and expanding efforts to track and address occupational health risks across the company. We also added enhanced trainings focused on issues that affect the health of our workforce, such as ergonomics and heat and cold stress.



Addressing Potential Incidents Through the WES 'Good Catch' Program

We continue to expand our robust safety observation reporting program, which empowers employees and contractors to identify, report, and help remedy hazards and potentially unsafe conditions or behaviors and highlights safe behaviors.

In 2022, we launched a “Good Catch” reporting app, which enables staff to easily report hazards and unsafe conditions while in the field. The app integrates with our incident tracking and reporting system and facilitates seamless data collection, reporting, and trend analysis. The number of Good Catches reported in 2022 was 4,812, a 118% increase from 2021. We view increased reporting as an important indicator of the success of this program and our ability to proactively address potential issues before they happen. Our RLTs also highlight the best observations received from field personnel to encourage and incentivize effective reporting.

Safety Training

Before commencing work at a WES facility, employees attend orientation and learn our safety values and expectations. Initial training focuses on our eight life-saving rules, and workers receive ongoing training based on their specific job requirements and risks. Our onboarding process includes field and office-based employees, and we continue to build on the topics covered, which now include expanded training on driving safety and defensive driving. This driving safety and defensive driving training is specifically tailored to best meet the needs of our workforce based on a review of previous driving incidents and their resulting investigations. We revise or develop additional HSSE-related training programs to address gaps identified in the incident management process or other updates to our practices, when necessary.

In 2022, we initiated monthly safety huddles to provide additional opportunities for discussing hazards, safe practices, and to provide coaching

and mentoring relevant to ongoing work. Topics covered in safety huddles included electrical safety, heat stress, fire safety, permit-to-work, winterization, and mental health. To illustrate the importance of participation in these new safety meetings, we included safety huddle attendance in a [new quarterly field employee bonus program](#) implemented to drive behavior, improve performance, and meet key strategic objectives, which include safety. By early 2023, we had achieved a 95% average attendance rate at our safety huddles.

We continue to expand our safety training programs with additional topics and learning options, including online courses, audio and video lessons, and in-person training and assignments. We are also increasing opportunities to share lessons learned and best practices across teams and regions. We will continue to leverage this highly successful training approach moving forward.

2022 Safety Training by the Numbers*



1,542

Workers Trained



50,390

Total Hours of
Safety Training



32

Average Training Hours
Per Worker

* Includes employees and supplemental contractors.

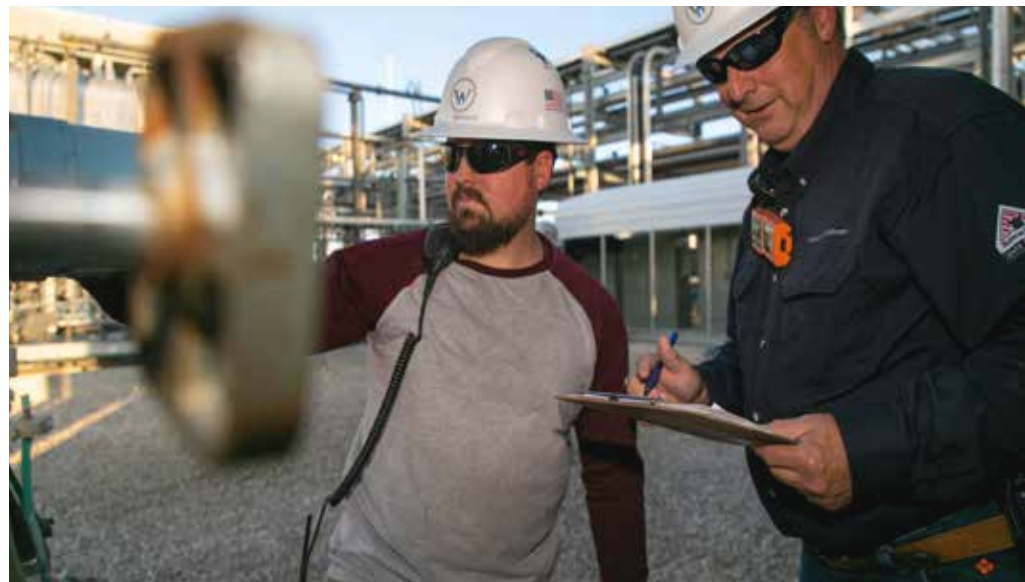
Accountability for Safety

We foster a culture in which safety underpins decision-making throughout the organization, including at the executive and board levels. To maintain awareness and drive accountability, we review safety performance indicators with senior management at least weekly and with the Board of Directors at least quarterly. These groups review both leading indicators – potential safety concern observations, near misses, and high-potential incidents – and lagging indicators – low- and high-severity incidents, recordable incidents, Days Away, Restricted, or Transferred (DART) metrics, and fatalities. We use these reviews to identify trends, eliminate hazards, and prevent the occurrence of incidents.

We establish annual safety performance targets to promote and improve our safety-first culture. Executive and employee compensation is based in part on meeting safety performance goals. We include a target for Total Recordable Incident Rate (TRIR) in our compensation analyses and tie this target to bonus programs.

To further underscore the importance of focusing on safety, we added two new safety-related incentive opportunities in 2022.

- The Incident Free Into 2023 program, launched in mid-2022, included goals for Good Catch submissions, Good Catches addressed, the use of stop-work authority, near misses addressed, safety huddle attendance, and performance on high-potential incidents, preventable vehicle incidents, first-aid incidents, and recordable incidents. Employees were rewarded based on the combined performance of their team to reinforce that safety is a team effort.
- We also developed a Quarterly Field Bonus Program, which includes criteria identified each quarter to strengthen safety behaviors, like Good Catch submissions.



Incident Tracking and Reporting

Our safety incident management system is designed to help us track and learn from incidents, near misses, and observations. It provides a clear and formalized investigation framework that defines processes for incident review and root-cause assessments. It also outlines personnel and teams who must be involved based on the type of incident and clarifies executive review responsibilities. We continue to improve access to data and trends across the organization for both management and field employees, with the addition of live, asset-specific dashboards. Data from these dashboards provides opportunities to advance our HSSE focus.

In 2022, we introduced a new software program and app to support investigating and analyzing the root causes of incidents and near misses. The new system provides a consistent methodology for capturing, tracking, and measuring significant aspects of an incident investigation, and supports teams in identifying factors that directly or indirectly contributed to the incident, and addressing each one with preventative action. We trained over 100 employees to be able to use this new tool, including more extensive training for some employees to help them lead and facilitate incident investigations.

Safety Performance

In 2022, our total workforce TRIR was 0.53. Specifically, employee TRIR was 1.16, an increase in 2022 as compared to 2021. This performance fell short of meeting our internal TRIR target of 0.30, which is a metric in employee and executive bonus compensation. We actively work to evaluate and implement changes to our existing processes using both our Incident Management Program and Good Catch observation platform, which saw an increase in use in the second half of the year.

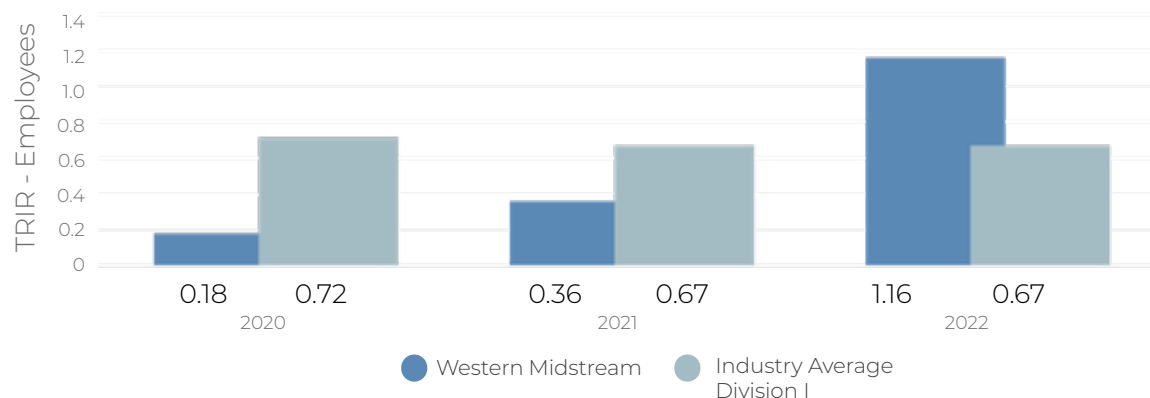
For contractor TRIR, our performance of 0.21 marked another year-over-year improvement, decreasing from 0.32 in 2021. This reflects our multiyear efforts to educate and assess contractors on safety standards.

In 2022, our DART rates were 0.496 for employees, 0.084 for contractors, and 0.22 for the total workforce, and Lost Time Incident Rates (LTIR) were 0.25 for employees, 0.08 for contractors, and 0.14 for total workforce.

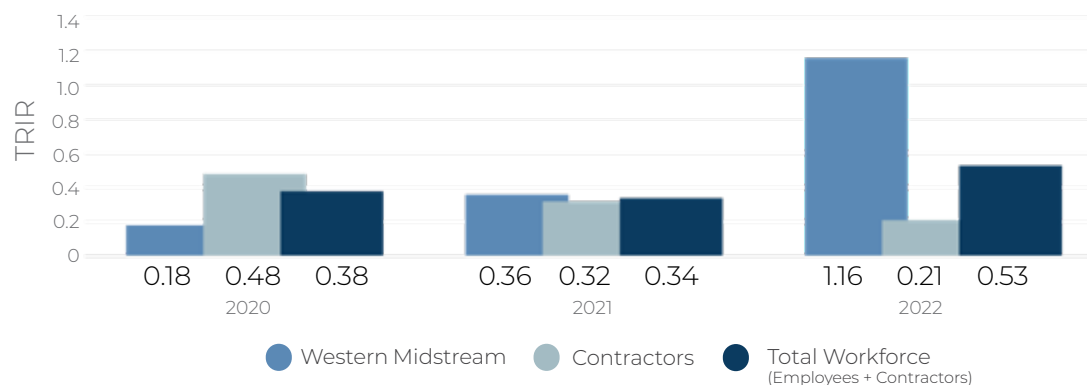
Both DART and LTIR increased in 2022 compared to 2021. We continue to look for ways to reduce safety incidents and improve our performance on these metrics. Our updated “Good Catch” program, new safety huddles, expanded safety incentive bonus programs, and enhanced incident and root-cause analysis and response efforts are just some examples of our ongoing efforts to strengthen our safety performance.

See our [Performance Data table](#) for detailed safety results.

**Total Recordable Incident Rate * – Employees
Western Midstream vs. Industry Average**



Total Recordable Incident Rate *



* 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](#).



Contractor Safety

Safety is an important criterion we use when selecting contractors, along with cost and other factors. As such, we maintain a rigorous selection and oversight process to ensure contractors adhere to our safety and operational requirements. We assess the safety standards of our contractors, including the safety components of their management and performance systems, and verify that they have completed safety training relevant to their jobs. We perform additional audits of contractor safety procedures and performance as needed. See the [Contractor and Supplier Management section](#) 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, relevant contractors participate in on-site 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. In 2022, we resumed hosting our quarterly contractor safety summits in person (rather than virtually) at our assets and have expanded them to include engineering and construction contractors, in addition to our operations contractors. Approximately 400 contractors attended these summits in 2022.

Transportation Safety

We work hard to reduce the transportation-related impacts of our operations to protect our employees, contractors, and community members, particularly during the construction phase, when heavy trucks and large equipment can increase traffic on local roadways. Key elements of our approach include:

- Require training for employees operating a WES vehicle
- Use in-vehicle monitoring systems to encourage and enforce safe driving practices within our workforce
- Provide behind-the-wheel defensive driving training for employees who use WES vehicles
- Schedule construction activities to avoid school bus and commuting times whenever possible
- Transport the majority of our oil and produced water by pipeline, reducing the potential for transport-related safety incidents, transport-related emissions, and associated community impacts

In 2022, our Total Vehicle Incident Rate (TVIR) increased to 3.60, up from 2.49 in 2021. Though these were due to low-severity incidents, we are taking action to reverse the increase. To better understand root causes and trends, we expanded incident reporting to include bumps, taps, and hits – even if no damage occurred. We also held multiple safety stand-downs and awareness meetings focused on driving safety and reiterated our 360-degree walk-around requirement, which requires drivers to walk around their vehicle and assess potential hazards before operating their vehicle.

As part of our LiveSAFE commitment to safety at work and at home, WES hosted two teen driving schools for our employees' families in Colorado and Texas. The lessons provided behind-the-wheel practice sessions to master techniques and taught young drivers how to handle real-world scenarios such as tailgating, wheels off the road, and accident avoidance.

Vehicle Incident Rates*

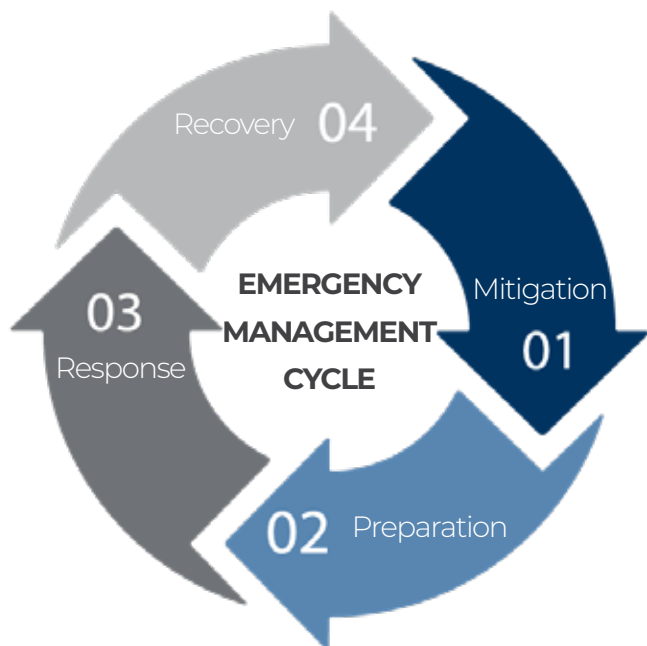
	2020	2021	2022
Total Vehicle Incident Rate	2.32	2.49	3.60
Preventable Vehicle Incident Rate	0.89	1.32	1.60

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

Emergency Preparedness

We use the latest resources, technology, and planning to prepare for and respond to emergencies including potential operational issues, natural disasters, terrorist attacks, and cyberattacks. Our Crisis and Emergency Management (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 below) 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.



Training and Exercises

Emergency response training and exercises are critical within the oil and gas industry. All applicable employees receive emergency response training, and many participate in emergency exercises, including simulated releases, explosions, tank failures, loss of communications, severe weather, and security incidents. To build and maintain strategic partnerships and bolster our training practices, we also participate in joint training exercises with industry partners; peer companies; oil spill response organizations (OSRO); local, state, and federal governmental agencies; and local first responders. We continue to build out our education and training resources, including an extensive library of online courses, presentations, books, and other materials.

Oil Spill Removal Organization Membership

WES maintains membership with the Marine Spill Response Corporation (MSRC), the largest nonprofit OSRO in the United States, which provides spill response services for onshore, nearshore, and offshore environments. As part of our membership, we have access to immediate response capabilities, including specialized personnel, equipment, and training resources.

MSRC maintains a network of specially trained contractors called the Spill Team Area Responders (STARs). STARs are stationed at approximately 250 locations nationwide and trained in the specific techniques and strategies relevant to their surrounding environments. The STARs contractor network supplements MSRC's response capabilities and reduces the contractor management burden on the operators they serve. See [Release Prevention and Response](#) for more information.

Severe Weather Incidents

We deploy a wide variety of preparedness measures to respond to severe weather incidents. We monitor events based on the threat level and the projected storm path in relation to our assets. We also take measures to prepare in advance for severe weather, such as installing freeze-mitigation equipment on our water pipeline systems to significantly reduce the number of frozen valves and pipelines. Our logistics operations center monitors key equipment parameters in real time and coordinates with field staff to quickly shut in affected equipment to reduce or eliminate the potential for a release.

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.

Asset and Pipeline Integrity

Asset integrity encompasses engineering, operation, and inspection and repair of pipelines and facilities to ensure effective and safe performance throughout their lifetimes. Maintaining asset integrity is an important part of our commitment to protect our workforce, communities, and the environment.

Our approach to asset integrity is based on the following principles:

- People first: We prioritize the safety of our people and the communities in which we operate.
- Protect the environment: We take steps to minimize our environmental impact.
- Protect property: We safeguard our assets from damage.
- Maintain commercial operations: We continue to operate our assets safely and efficiently.

Employees are accountable for asset integrity, including senior executives. Our Asset Integrity teams review a dashboard of key performance indicators (KPIs) with senior executives weekly and monthly.

We strive to 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 relevant functional teams, including Construction, Operations, HSSE, and Community Engagement.

We have developed nearly 60 standards and procedures to help us ensure compliance with external regulations and internal requirements. In 2022, we advanced our asset integrity management approach to include two teams, one focused on pipeline integrity and one on facilities integrity. This approach helps us effectively dedicate resources and focus on key areas of midstream integrity management across WES.

Our centralized Tactical Operations Center (TOC) at our headquarters in The Woodlands, Texas, and Integrated Operations Center in Platteville, Colorado,



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. These operations centers are aimed at fostering cross-functional collaboration to improve our overall performance and customer service. They bring 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 these operating centers work with employees 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 strive to follow the U.S. DOT's 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 OSHA PSM requirements, where applicable, and apply risk management elements of PSM to our facilities.

Asset Integrity Risk Management

We perform regular pipeline integrity risk assessments that meet or exceed regulatory requirements, 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, construction, 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 procedures that bring together asset integrity and other WES teams to understand the causes and scope of potential issues, then manage risk accordingly.

We work to meet or exceed regulations for initial and ongoing pipeline and equipment inspections, and we are continuing 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 2022, we completed baseline assessments for our DOT PHMSA-relevant pipelines and are finalizing baseline assessments for certain facilities including tanks and vessels. These baseline assessments, which we will conduct on an ongoing basis as we expand our operations, provide a key input to our risk-based approach to maintenance scheduling. We also undertake regular information analysis processes on relevant pipelines following the DOT's PHMSA protocols. These processes assess and review key integrity data as part of our ongoing risk assessment, inspection, and preventative and mitigative processes.

2022 Asset Integrity Inspections & Maintenance



362

miles of jurisdictional gas / liquid pipelines in Integrity Management Program (IMP)*

7,944

miles of jurisdictional gas / liquid pipelines

100%

jurisdictional gas / liquid pipelines inspected in 2022*



5,643

product samples analyzed for internal corrosion threats

Assessing Cathodic Protection

305

systems under continuous monitoring**



325

miles of linear systems checks (close interval survey) conducted

21,597

point location system checks

753,060

checks conducted on cathodic protection linear point systems (close interval survey) on buried steel pipe

* Gas / liquid pipelines required for inspection are those included in WES's DOT-required IMP.

** Pipelines included in WES's IMP are determined based on DOT requirements for pipelines in potentially high-consequence areas.

Ensuring Asset Integrity Across the Infrastructure Lifecycle

We have developed detailed asset integrity standards for different equipment types. These plans are based on industry standard practices. They include requirements for asset integrity across the equipment lifecycle – including design, construction, pre-operations inspections, ongoing inspections and maintenance – and training and certification requirements for personnel involved in asset integrity at all stages. We continue to enhance our lifecycle approach by building more formal feedback mechanisms between operations and maintenance personnel and design teams. This enables us to instill lessons learned from ongoing operations into the design and construction of future new facilities and facility expansions. We also undertake baseline, pre-operation assessments of equipment. This helps to confirm that construction efforts meet requirements and to develop the key data points we will reassess during operations to understand potential changes in pipeline and facility parameters important to ongoing asset integrity.

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 the planning and design process
- Develop asset integrity plans during the planning process tailored to infrastructure location and function, to support integrity across the lifecycle
- Select materials and construction techniques, including grade, wall thickness, and coatings, based on infrastructure uses and potential for corrosive environments
- Add coatings and corrosion inhibitors, as applicable, to prevent corrosion-related issues
- Implement cathodic protection on pipelines, facilities, and storage tanks, as applicable



Tactical Operations Center Spearheads Freeze Response

Dealing with three freezes in the past few years, WES has continued to enhance our ability to maintain safe operations and best-in-class customer service by leveraging our unique production and midstream experience.

As the forecast again called for a hard freeze in December 2022, members of our Tactical Operations Center (TOC) began coordinating with our South Texas operations team on plans to protect our midstream assets, using freeze mitigation measures like placing pumps on known hydrate spots, pre-heating lines, and tarping areas around air compressors, to reduce the effect of cold winds. Our TOC also reached out to our largest customer in the area to discuss freeze prevention and develop a road map for returning to normal operations after the freeze. As the customer worked to keep wells flowing during the freeze and its Central Processing Facilities hot and running, WES kept our Central Gathering Facilities online to dramatically reduce the time needed to restore normal operations.

"We're a service-based company, and that means keeping our facilities online and ensuring the safety of our assets," said Emmett Salinas, TOC Board Operator. "By keeping clear lines of communication open with our customer, we better understood their plans and ensured our system remained available."

Ensuring Asset Integrity Across the Infrastructure Lifecycle (cont.)

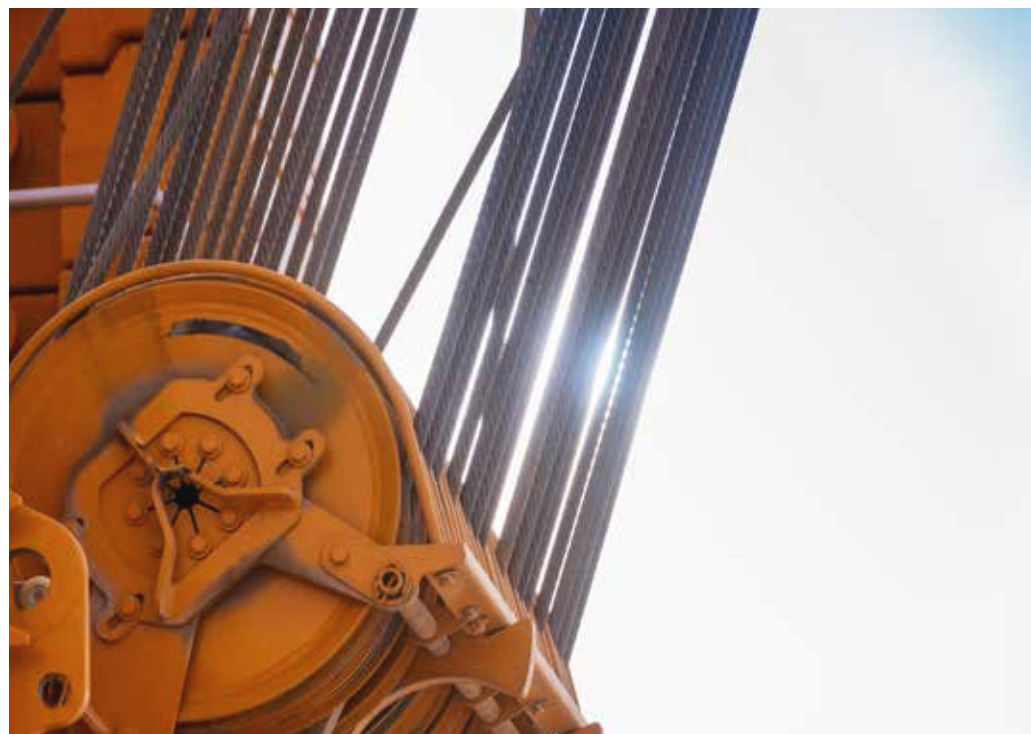
- Use internal and third-party safety monitors during construction to help ensure safety and adherence to infrastructure integrity plans
- Follow stringent standards, assessments, and audits for materials providers and fabricators to help ensure integrity of purchased equipment and infrastructure

Pre-operation Testing

- Meet or exceed industry equipment standards and requirements for external inspections and nondestructive testing (ultrasonic or X-ray) on pressure vessels and tanks
- Perform testing of our piping systems, including visual, ultrasonic, and X-ray assessments
- Perform hydrostatic pressure testing that meets or exceeds regulatory requirements on pipelines and facilities, a process that uses pressured water to test new and existing infrastructure for strength and potential leaks

Operations and Ongoing Inspections

- Operate remote logistics and operations centers that provide continuous monitoring of system function to identify and remotely respond to 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 based on appropriate regulations, as well as inspections of nonregulated lines, which often exceed regulatory requirements



- Conduct ongoing leak detection and repair programs, including inspections using leak detection equipment, as well as visual and aerial inspections; the frequency of inspections is determined based on applicable regulations
- Train on-site personnel to identify potential integrity issues
- Conduct visual right-of-way assessments for potential issues or unauthorized activity, including monitoring land-use changes, high-voltage powerline installations, and ground disturbance work around pipelines
- Conduct ongoing pipeline locating services and public education to avoid unintentional third-party damage

Security

Ensuring the security of our personnel, facilities, and operations 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 continually assess facilities by conducting frequent site visits to identify potential security risks and vulnerabilities and take appropriate mitigating actions. We also conduct formal, comprehensive Security Vulnerability Assessments that fully align with U.S. Department of Homeland Security (DHS) Transportation Security Agency Pipeline Security Guidelines and the DHS Chemical Facility Anti-Terrorism Standards (CFATS) program recommendations for anti-terrorism planning and prevention processes.

Security screening – We conduct pre-employment, random and post-incident drug and alcohol screenings to identify and mitigate risks associated with substance abuse and comply fully with DOT regulations. WES is among the first companies to include screening for fentanyl abuse in our drug screening program.

Security protection – We conduct daily security protection activities as well as continually add and improve upon existing security countermeasures to protect our people and assets. We monitor an expansive camera and access control system to protect against unauthorized access and detect and investigate thefts. This past year, we have significantly expanded our camera system to include coverage of more remote sites.

Security planning – We develop detailed plans for potential security threats and incidents. Every staffed and regulated facility has a current and comprehensive Facility Security Plan, which employs security countermeasures recommended by the American Society of Industrial Security (ASIS).

Security training – We train employees and contractors on security awareness and procedures relevant to their responsibilities. In 2022, we trained our personnel on how to respond during an armed assailant incident.

Security incident response – Security staff coordinate with relevant teams across WES and with our law enforcement partners to develop appropriate procedures, equipment, and systems, and to respond to security incidents.

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

Security reporting – Security related incidents are documented, and activities are reported through the appropriate chain of command.



Cybersecurity

We understand the threat that cyberattacks present to our industry and the stability of the nation's energy supply. We have undertaken ongoing efforts to strengthen our comprehensive and rigorous approach to protecting enterprise information technology (IT) and operational technology (OT) systems. We have also implemented an Architecture Review Board to review the cybersecurity posture of new IT projects. Key elements of our program include:

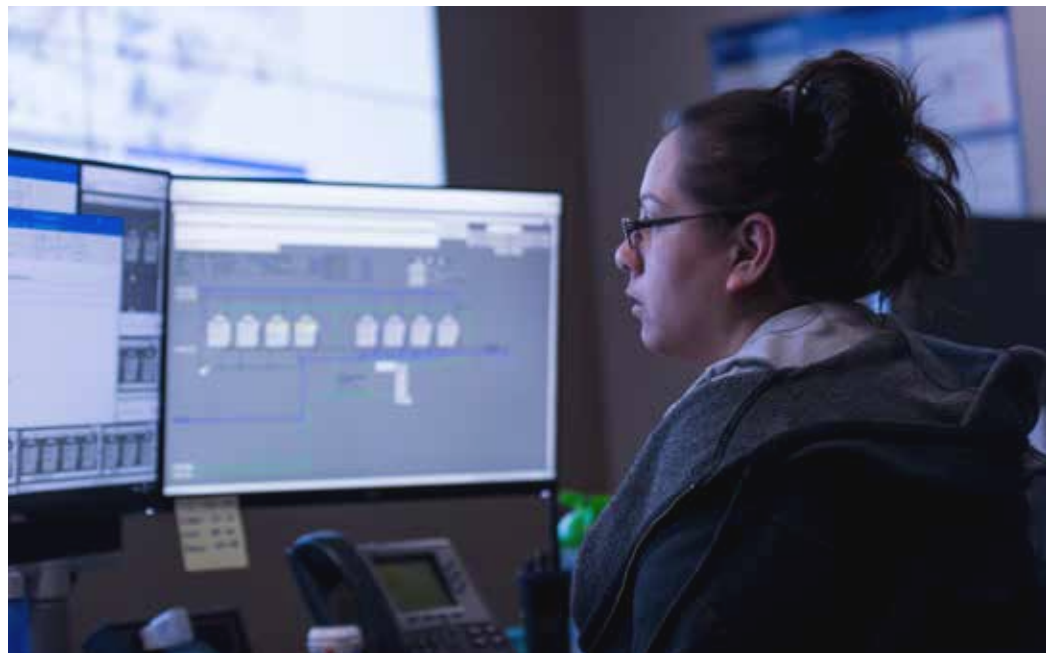
Senior management and Board oversight – Information security is overseen by our Vice President, Chief Information Officer, who serves as our Chief Information Security Officer (VP, CIO), a seasoned expert in the field. A Cybersecurity Council comprised of WES leadership team members also meets every two months to discuss cyber issues. To enhance awareness and accountability, we continue to expand communications to the full management team on information security and cybersecurity, including vulnerabilities, incidents, and data loss prevention. In addition, our VP, CIO reports regularly to the Board's Audit Committee on our cybersecurity health, potential threats, and mitigation efforts.

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Risk based approach – We use a risk-based approach to identify and evaluate the greatest threats to our essential applications and data security systems. Cybersecurity is integrated into our enterprise risk assessment process, and our VP, CIO is a member of our Enterprise Risk Management Council to help ensure we analyze enterprise risks with a cybersecurity lens. We also consider cybersecurity and information security risks in new project development.

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Audits and continuous improvement – Cybersecurity needs evolve rapidly, so we undertake regular internal reviews to help us stay ahead of the ever-changing security landscape. In 2022, we used the results of a third-party security audit to develop a roadmap for enhancing our information and cybersecurity systems, to address changing security requirements and build on best practices already in place. In early 2023, a well-recognized



cybersecurity vendor conducted an independent penetration test of both our IT and OT environments. Documented improvements will be added to our existing cybersecurity roadmap.

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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.

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Cross-sector collaboration – We proactively engage in cross-sector dialogue, including sharing lessons learned.

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Mandatory employee training – We conduct mandatory training to educate and engage our workforce on cybersecurity.

Appendix



Performance Data Table

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	Units	2020	2021	2022
Environment				
Biodiversity				
IUCN Red List and national conservation list species with habitats in areas affected by operations	#	0	0	0
Releases				
Number of hydrocarbon releases ¹				
Agency reportable	#	12	21	32
Non-agency reportable	#	14	26	42
Total number of hydrocarbon releases	#	26	47	74
Volume of hydrocarbon releases ²				
Agency reportable	bbls	1,398	311	3,186
Non-agency reportable	bbls	62	45	71
Total volume of hydrocarbon releases	bbls	1,461	357	3,257
Number of produced water releases in Midstream Operations (Gathering & Boosting and Processing) ¹				
Agency reportable	#	0	1	10
Non-agency reportable	#	5	19	44
Total number of produced water releases	#	5	20	54

	Units	2020	2021	2022
Volume of produced water releases				
Agency reportable	bbls	0	9	8,530
Non-agency reportable	bbls	77	188	680
Total volume of produced water releases	bbls	77	197	9,210
Other releases ²				
Number of other releases (agency reportable)	#	8	6	13
Volume of other releases (agency reportable)	bbls	97	14	230
Number of produced water releases in salt-water disposal (SWD) system (pipelines and associated disposal facilities) ³				
Agency reportable	#	1	1	4
Non-agency reportable	#	13	36	37
Total number of produced water releases	#	14	37	41

¹ Hydrocarbon spills include crude oil, condensate, and natural gas liquids. A hydrocarbon release includes releases greater than one 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.

³ Western Midstream (WES) operates disposal wells and pipeline systems to dispose of third-party companies' produced water. A produced-water release includes releases greater than a barrel, not including releases that are contained completely in impermeable secondary containment and volumes released in impermeable secondary containment.

	Units	2020	2021	2022
Volume of produced water releases in SWD system				
Agency reportable	bbls	2,925	615	1,521
Non-agency reportable	bbls	241	1,163	801
Total volume of produced water releases	bbls	3,166	1,779	2,322
Greenhouse gas (GHG) emissions and energy use (expanded emissions boundary)				
Scope 1 gross GHG total emissions ⁴	MmT CO ₂ e ⁵	3.87	3.80	3.89
Scope 1 gross carbon dioxide (CO ₂) ⁴	MmT CO ₂ e	2.94	2.90	2.96
Scope 1 gross methane (CH ₄) ⁴	MmT CO ₂ e	0.92	0.90	0.93
Scope 1 gross nitrous oxide (N ₂ O) ⁴	MmT CO ₂ e	0.002	0.002	0.002
Scope 1 flared, vented, and fugitive emissions ⁶	MmT CO ₂ e	1.02	0.98	0.99
Scope 1 fleet emissions ⁷	MmT CO ₂ e	0.00926	0.01004	0.01392
GHG emissions and energy use (U.S. EPA GHGRP)				
Scope 1 gross GHG total emissions ⁸	MmT CO ₂ e	3.17	3.13	3.19
Scope 1 gross CO ₂ ⁸	MmT CO ₂ e	2.93	2.89	2.95
Scope 1 gross CH ₄ ⁸	MmT CO ₂ e	0.23	0.24	0.24
Scope 1 gross N ₂ O ⁸	MmT CO ₂ e	0.002	0.002	0.002

⁴ Includes Scope 1 GHG emissions: emissions reported under the U.S. EPA GHG Mandatory Reporting Rule, part 98 subparts C-II, defined by the Greenhouse Gas Reporting Protocol (GHGRP); corporate fleet emissions; and other materially relevant emission sources under the GHG Protocol and Energy Infrastructure Council (EIC) reporting boundary. AR-4 Global Warming Potentials were used. The calculations exclude combustion and acid gas removal.

⁵ Million metric tons of carbon dioxide equivalent (MmT CO₂e).

	Units	2020	2021	2022
Scope 2 GHG emissions				
Scope 2 gross emissions ⁹	MmT CO ₂ e	1.08	0.95	0.98
Total Scope 2 energy consumption ¹⁰	Million MWh	2.54	2.17	2.17
GHG emissions intensity and targets				
Scope 1 GHG intensity ¹¹	mT CO ₂ e / MMSCF ¹²	1.56	1.69	1.69
Scope 1 gathering and boosting GHG intensity ¹³	mT CO ₂ e / MMSCF	2.12	2.34	2.32
Scope 1 natural gas processing GHG intensity ¹⁴	mT CO ₂ e / MMSCF	0.97	0.99	1.03
Scope 1 + Scope 2 gross GHG intensity ¹⁵	mT CO ₂ e / kilo BOE	8.94	9.53	9.44

⁶ Includes Scope 1 GHG emissions: emissions reported under the U.S. EPA GHG Mandatory Reporting Rule, part 98 subparts C-II, defined by the GHGRP; corporate fleet emissions; and other materially relevant emission sources under the GHG Protocol and EIC reporting boundary. AR-4 Global Warming Potentials were used. The calculations exclude combustion and acid gas removal.

⁷ Calculated from fleet fuel and mileage data with the EPA Simplified GHG Emissions Calculator (SGEC).

⁸ Includes Scope 1 GHG emissions reported under the U.S. EPA GHG Mandatory Reporting Rule, part 98 subparts C-II, defined by the GHGRP. 2020 and 2021 data are restated from prior reports.

⁹ Calculated using EPA e-GRID emission factors based on electricity usage location and includes electricity consumption only.

¹⁰ Includes electricity consumption only.

¹¹ Includes Scope 1 GHG emissions: emissions reported under the U.S. EPA GHG Mandatory Reporting Rule, part 98 subparts C-II, defined by the GHGRP; corporate fleet emissions; and other materially relevant emission sources under the GHG Protocol and EIC reporting boundary. 2020 and 2021 data are restated from prior reports due to change in reporting boundary. AR-4 Global Warming Potentials were used. The calculations exclude combustion and acid gas removal.

¹² Million tons CO₂e per million standard cubic feet (mt CO₂e / MMSCF).

¹³ Includes Scope 1 GHG emissions: emissions reported under the U.S. EPA GHG Mandatory Reporting Rule, part 98 subparts C-II, defined by the GHGRP; corporate fleet emissions; and other materially relevant emission sources under the GHG Protocol and EIC reporting boundary. 2020 and 2021 data are restated from prior reports due to change in reporting boundary. AR-4 Global Warming Potentials were used. The calculations exclude combustion and acid gas removal.

¹⁴ Includes Scope 1 GHG emissions: emissions reported under the U.S. EPA GHG Mandatory Reporting Rule, part 98 subparts C-II, defined by the GHGRP; corporate fleet emissions; and other materially relevant emission sources under the GHG Protocol and EIC reporting boundary. 2020 and 2021 data are restated from prior reports due to change in reporting boundary. AR-4 Global Warming Potentials were used. The calculations exclude combustion and acid gas removal.

¹⁵ Includes Scope 1 GHG emissions: emissions reported under the U.S. EPA GHG Mandatory Reporting Rule, part 98 subparts C-II, defined by the GHGRP; corporate fleet emissions; and other materially relevant emission sources under the GHG Protocol and EIC reporting boundary. 2020 and 2021 data are restated from prior reports due to change in reporting boundary. AR-4 Global Warming Potentials were used. The calculations exclude combustion and acid gas removal. Barrel of oil equivalent (BOE) calculation based on the EIC and GPA Midstream ESG Reporting Template guidance.

	Units	2020	2021	2022
ONE Future Methane Intensity – Gathering and Boosting Segment (2025 target of 0.08%)¹⁶				
Old methodology	CH4 emitted / WES gathering and boosting sector throughput (%)	0.050%	0.042%	N/A
New methodology	CH4 emitted / WES gathering and boosting sector throughput (%)	N/A	0.134%	0.104%
ONE Future Methane Intensity – Processing Segment (2025 target of 0.11%)¹⁶				
Old methodology	CH4 emitted / WES processing sector throughput (%)	0.015%	0.020%	N/A
New methodology	CH4 emitted / WES processing sector throughput (%)	N/A	0.041%	0.046%

¹⁶ We updated our 2021 ONE Future methane intensity data to reflect changes in ONE Future's calculation methodology. We report our 2021 ONE Future methane intensity data using both the updated and prior methodology to provide comparability with previously reported data.

	Units	2020	2021	2022
Non-GHG emissions¹⁷				
Nitrogen oxides (NO _x)	Thousand short tons	1.63	1.40	1.31
Sulfur oxides (SO _x)	Thousand short tons	0.18	0.13	0.16
Carbon monoxide (CO)	Thousand short tons	0.81	0.73	0.89
Volatile organic compounds (VOCs)	Thousand short tons	0.88	0.68	0.88
Particulate matter (PM)	Thousand short tons	0.06	0.06	0.04
Hazardous air pollutants (HAPs)	Thousand short tons	0.08	0.07	0.08

¹⁷ 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.

	Units	2020	2021	2022
Safety				
Personal safety				
Work-related fatalities – Employees	#	0	0	0
Work-related fatalities – Contractors	#	1	0	0
Total Recordable Incident Rate (TRIR) – Employees ¹⁸	Per 200,000 hours worked	0.18	0.36	1.16
TRIR – Contractors ¹⁸	Per 200,000 hours worked	0.48	0.32	0.21
TRIR – Total Workforce (employees + contractors) ¹⁸	Per 200,000 hours worked	0.38	0.34	0.53
Lost Time Incident Rate (LTIR) – Employees	Per 200,000 hours worked	0.18	0.09	0.25
LTIR – Contractors	Per 200,000 hours worked	0.00	0.16	0.08
LTIR – Total Workforce (employees + contractors)	Per 200,000 hours worked	0.06	0.13	0.14
Days Away, Restricted, or Transferred (DART) – employees	Per 200,000 hours worked	0.18	0.09	0.50
DART – Contractors	Per 200,000 hours worked	0.00	0.16	0.08
DART – Total Workforce (employees + contractors)	Per 200,000 hours worked	0.06	0.13	0.22

	Units	2020	2021	2022
Total Vehicle Incident Rate ¹⁸	Per 1 million miles	2.32	2.49	3.60
Preventable Vehicle Incident Rate ¹⁹	Per 1 million miles	0.89	1.32	1.60
Pipeline safety and asset integrity				
Noncompliance with Department of Transportation (DOT) pipeline regulations ²⁰	Incidents of non-compliance (# of federal and state inspections)	7 (4)	0 (6)	2 (14)
Reportable pipeline incidents	#	0	0	0
Significant reportable pipeline incidents	#	0	0	0
Department of Transportation (DOT) pipeline inspections				
DOT audits conducted (Pipeline and Hazardous Materials and Safety Administration) ²¹	#	4	6	14
Miles of natural gas and hazardous liquid pipelines inspected ²²	Miles inspected	89.71	289.38	121.47
Percent of natural gas and hazardous liquid pipelines inspected ²³	%	29.00%	24.67%	10.36%

¹⁸ TRIR is the number of Occupational Safety and Health Administration (OSHA)-recordable injuries and illnesses per 200,000 work hours.

¹⁹ Calculated as vehicle incidents multiplied by 1,000,000 then divided by annual company vehicle miles.

²⁰ Each inspection includes a review of over 100 compliance issues. Incidents of noncompliance reported were each just one out of well over 100 compliance issues reviewed in each examination. Inspections may result in a formal notice of noncompliance and / or the issuance of fines – when this occurs WES records it as an incident of noncompliance. In some cases, inspections identify gaps, not considered to be severe enough to warrant a noncompliance or a fine as long as WES addresses the gap. As long as WES addresses the gap, or agrees with the agency on how the gap will be closed, it is not recorded as a noncompliance.

²¹ These are audits performed by a pipeline safety DOT regulatory authority.

²² 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.

²³ The WES Integrity Management Program currently contains 362 miles of natural gas and hazardous liquid pipelines that may directly or indirectly affect a high-consequence area.

	Units	2020	2021	2022
Workforce				
Total employees	#	1,023	1,129	1,217
Voluntary turnover ²⁴	%	4.7%	6.6%	11.4%
Involuntary turnover ²⁴	%	1.1%	3.2%	1.9%
Employees covered by collective bargaining agreements	#	0	0	0
Employee diversity				
Total racial or ethnic minority	#	276	338	371
Percent racial or ethnic minority	%	27%	30%	31%
Total racial or ethnic minority not recorded	#	0	26	21
Percent racial or ethnic minority not recorded	%	0%	2.3%	1.7%
Total female	#	184	208	236
Percent female	%	18%	18%	19%
Total male	#	839	921	981
Percent male	%	82%	82%	81%
Total management male	#	204	222	227
Percent management men	%	82%	81%	81%
Total management female	#	46	51	52
Percent management female	%	18%	19%	19%
Total non-management racial or ethnic minority	%	234	288	327
Percent non-management racial or ethnic minority	%	30%	26%	35%

	Units	2020	2021	2022
Percent Senior Leadership team: male	%	66%	66%	67%
Percent Senior Leadership team: female	%	33%	33%	33%
Percent Senior Leadership team: racial or ethnic minority	%	22%	22%	11%
Percent: Senior Leadership team: racial or ethnic minority or female	%	56%	56%	44%
Under 30 years old	%	12%	10%	10%
30-50 years old	%	70%	72%	68%
Over 50 years old	%	18%	19%	23%
Board diversity				
Male Directors	%	75%	75%	75%
Female Directors	%	25%	25%	25%
Worker training ²⁵				
Total hours of safety training	Hours	22,449	38,427	50,390
Number of employees participating in safety training	#	1,227	1,458	1,540
Hours of safety training per participating employee per year	Hours / Year	18	26	33
Contractor screening				
Percent of suppliers screened based on environmental and social criteria	%	100%	100%	100%

²⁴ Turnover is calculated using the 2022 average employee count of 1,181.

²⁵ Worker is defined as employees and supplemental contractors.

Global Reporting Initiative (GRI) Context Index

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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 2: General Disclosures 2021		
2-1	Organizational details	About Western Midstream 2022 10-K, pp. 10-34
2-2	Entities included in the organization's sustainability reporting	2022 10-K, pp. 10-34
2-3	Reporting period, frequency and contact point	Reporting period: 2022 calendar year Frequency: Annual Contact: Kristen Shults
2-4	Restatements of information	Information on restatements is provided in footnotes to data tables and charts as relevant
2-5	External assurance	GHG Emissions Performance
2-6	Activities, value chain and other business relationships	About Western Midstream Contractor and Supplier Management Corporate Governance 2022 10-K, pp. 10-34, 43, 68, 69-73, 126
2-7	Employees	Performance Data Table 2022 10-K, pp. 10-34, 43, 68-73
2-9	Governance structure and composition	Diversity, Equity, and Inclusion Corporate Governance Governance page on company website
2-10	Nomination and selection of the highest governance body	2022 10-K, p. 149
2-11	Chair of the highest governance body	Board of Directors page on company website
2-12	Role of the highest governance body in overseeing the management of impacts	Our Approach to Sustainability Operational and HSSE Governance Corporate Governance Risk Management
2-13	Delegation of responsibility for managing impacts	Integrated ESG Management Operational and HSSE Governance Corporate Governance
2-14	Role of the highest governance body in sustainability reporting	This report was reviewed by Western Midstream's executive leadership team and Board of Directors.
2-15	Conflicts of interest	Corporate Governance 2022 10-K, pp. 46, 154, 190 Code of Ethics and Business Conduct

Disclosure Number	Disclosure Title	Reporting Location / Direct Response
2-16	Communication of critical concerns	Community Inquiry Reporting and Response Corporate Governance
2-17	Collective knowledge of the highest governance body	2022 10-K, pp. 150-153
2-18	Evaluation of the performance of the highest governance body	Integrated ESG Management Corporate Governance 2022 10-K, pp. 4-5, 19
2-19	Remuneration policies	2022 10-K, pp. 4-30
2-20	Process to determine remuneration	2022 10-K, pp. 4-5
2-21	Annual total compensation ratio	2022 10-K, p. 28
2-22	Statement on sustainable development strategy	Message From Our CEO
2-23	Policy commitments	WES Way Operational and HSSE Governance Ethics and Integrity Code of Ethics and Business Conduct
2-24	Embedding policy commitments	WES Way Operational and HSSE Governance Ethics and Integrity Corporate Governance
2-25	Processes to remediate negative impacts	Community Inquiry Reporting and Response
2-26	Mechanisms for seeking advice and raising concerns	Operational and HSSE Governance WES Compliance Hotline (global) at 1-844-916-2773, or report online at www.westernmidstream.ethicspoint.com
2-27	Compliance with laws and regulations	Financially material legal proceedings and fines or noncompliance are reported in our annual 10-K. 2022 10-K, pp. 60, 147
2-28	Membership associations	Environmental Management Climate Change and Emissions Risk Management

Disclosure Number	Disclosure Title	Reporting Location / Direct Response
GRI 2: General Disclosures 2021 (cont.)		
2-29	Approach to stakeholder engagement	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 Tribal Engagement Public Policy Engagement
2-30	Collective bargaining agreements	Performance Data Table
GRI 3: Material Topics 2021		
3-1	Process to determine material topics	About the Material in Our Report
3-2	List of material topics	Our Approach to Sustainability Material Topics: <ul style="list-style-type: none"> • Indirect Economic Impacts • Anti-corruption • Anti-competitive Behavior • Energy • Water and Effluents • Biodiversity • Emissions • Waste • Supplier Environmental Assessment • Employment • Occupational Health and Safety • Training and Education • Diversity and Equal Opportunity • Rights of Indigenous Peoples • Local Communities • Supplier Social Assessment There have been no significant changes from previous reporting periods to the list of material topics.
3-3	Management of material topics	References for each material topic are included in the following pages.
GRI 201: Economic Performance 2016		
201-1	Direct economic value generated and distributed	2022 10-K, pp. 82-85
201-2	Financial implications and other risks and opportunities due to climate change	Climate Change and Emissions 2022 10-K, pp. 39-40, 52
201-3	Defined benefit plan obligations and other retirement plans	2022 10-K, p. 176

Disclosure Number	Disclosure Title	Reporting Location / Direct Response
GRI 203: Indirect Economic Impacts 2016		
3-3	Management of material topics	Community Investment Operational and HSSE Governance Risk Management
203-1	Infrastructure investments and services supported	Community Investment
203-2	Significant indirect economic impacts	Community Investment
GRI 205: Anti-corruption 2016		
3-3	Management of material topics	Ethics and Integrity Contractor and Supplier Management Operational and HSSE Governance Risk Management Code of Ethics and Business Conduct
205-2	Communication and training about anti-corruption policies and procedures	Ethics and Integrity
GRI 206: Anti-competitive Behavior 2016		
3-3	Management of material topics	Ethics and Integrity Contractor and Supplier Management Operational and HSSE Governance Risk Management 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 noncompliance are reported in our annual 10-K. 2022 10-K, pp. 60, 147
GRI 302: Energy 2016		
3-3	Management of material topics	Environmental Management Minimizing Emissions and Energy Use Operational and HSSE Governance Risk Management
302-1	Energy consumption within the organization	Performance Data Table
GRI 303: Water and Effluents 2018		
3-3	Management of material topics	Water Management Operational and HSSE Governance Risk Management
303-1	Interactions with water as a shared resource	Water Management
303-2	Management of water discharge-related impacts	Water Management
303-3	Water withdrawal	Water Management
303-4	Water discharge	Water Management
303-5	Water consumption	Water Management

Disclosure Number	Disclosure Title	Reporting Location / Direct Response
GRI 304: Biodiversity 2016		
3-3	Management of material topics	Biodiversity and Surface Impacts Operational and HSSE Governance Risk Management
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Biodiversity and Surface Impacts
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Performance Data Table
GRI 305: Emissions 2016		
3-3	Management of material topics	Environmental Management Climate Change and Emissions Operational and HSSE Governance Risk Management
305-1	Direct (Scope 1) GHG emissions	GHG Emissions Performance Performance Data Table
305-2	Energy indirect (Scope 2) GHG emissions	GHG Emissions Performance Performance Data Table
305-4	GHG emissions intensity	GHG Emissions Performance Performance Data Table
305-7	Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	GHG Emissions Performance Performance Data Table
GRI 306: Effluents and Waste 2016		
306-3	Significant spills	Release Prevention and Response Performance Data Table
GRI 306: Waste 2020		
3-3	Management of material topics	Waste Management Operational and HSSE Governance Risk Management
306-1	Waste generation and significant waste-related impacts	Waste Management
306-2	Management of significant waste-related impacts	Waste Management
GRI 308: Supplier Environmental Assessment 2016		
3-3	Management of material topics	Contractor and Supplier Management Operational and HSSE Governance Risk Management
308-1	New suppliers that were screened using environmental criteria	Contractor and Supplier Management

Disclosure Number	Disclosure Title	Reporting Location / Direct Response
GRI 401: Employment 2016		
3-3	Management of material topics	Our Employees Operational and HSSE Governance Risk Management
401-1	New employee hires and employee turnover	Our Employees
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Our Employees
GRI 403: Occupational Health and Safety 2018		
3-3	Management of material topics	Our Employees Operational and HSSE Governance Risk Management Employee and Contractor Safety Asset and Pipeline Integrity
403-1	Occupational health and safety management system	Operational and HSSE Governance Employee and Contractor Safety Asset and Pipeline Integrity
403-2	Hazard identification, risk assessment, and incident investigation	Operational and HSSE Governance Employee and Contractor Safety Asset and Pipeline Integrity
403-4	Worker participation, consultation, and communication on occupational health and safety	Employee and Contractor Safety
403-5	Worker training on occupational health and safety	Employee and Contractor Safety Performance Data Table
403-6	Promotion of worker health	Our Employees
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Contractor and Supplier Management Employee and Contractor Safety
403-8	Workers covered by an occupational health and safety management system	Contractor and Supplier Management Operational and HSSE Governance Employee and Contractor Safety
403-9	Work-related injuries	Employee and Contractor Safety Performance Data Table

Disclosure Number	Disclosure Title	Reporting Location / Direct Response
GRI 404: Training and Education 2016		
3-3	Management of material topics	Our Employees Operational and HSSE Governance Risk Management Employee and Contractor Safety
404-1	Average hours of training per year per employee	Employee and Contractor Safety Performance Data Table
404-2	Programs for upgrading employee skills and transition assistance programs	Developing Our Employees
404-3	Percentage of employees receiving regular performance and career development reviews	Developing Our Employees
GRI 405: Diversity and Equal Opportunity 2016		
3-3	Management of material topics	Diversity, Equity, and Inclusion Operational and HSSE Governance Risk Management
405-1	Diversity of governance bodies and employees	Diversity, Equity, and Inclusion Performance Data Table
GRI 406: Non-discrimination 2016		
406 -1	Incidents of discrimination and corrective actions taken	There were no incidents of discrimination during the reporting period.
GRI 411: Rights of Indigenous Peoples 2016		
411 -1	Incidents of violations involving rights of indigenous peoples	There were no incidents of violations involving rights of indigenous peoples during the reporting period. Tribal Engagement
GRI 413: Local Communities 2016		
3-3	Management of material topics	Community and Landowner Engagement Operational and HSSE Governance Risk Management
413-1	Operations with local community engagement, impact assessments, and development programs	Community and Landowner Engagement
GRI 414: Supplier Social Assessment 2016		
3-3	Management of material topics	Contractor and Supplier Management Operational and HSSE Governance Risk Management
414-1	New suppliers that were screened using social criteria	Contractor and Supplier Management
GRI 415: Public Policy 2016		
415-1	Political contributions	Public Policy Engagement

Sustainability Accounting Standards Board (SASB) Index

We referenced the SASB Sustainability Accounting Standard for Oil and Gas – Midstream 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	GHG Emissions Performance Data Table
	Percentage of gross global Scope 1 emissions that are methane	GHG Emissions Performance
	Percentage of gross global Scope 1 emissions covered under emissions-limiting regulations	GHG Emissions Performance
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
Air Quality		
EM-MD-120a.1	Air emissions:	
	(1) NO _x (excluding N ₂ O)	Non-GHG Emissions Performance Data Table
	(2) SO _x	Non-GHG Emissions Performance Data Table
	(3) Volatile organic compounds (VOCs)	Non-GHG Emissions Performance Data Table
	(4) Particulate matter (PM ₁₀)	Non-GHG Emissions Performance Data Table
Ecological Impacts		
EM-MD-160a.1	Description of environmental management policies and practices for active operations	Biodiversity and Surface Impacts
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
EM-MD-160a.3	Terrestrial acreage disturbed, percentage of impacted area restored	Biodiversity and Surface Impacts

Disclosure Code	Disclosure Requirements	Reporting Location / Direct Response
EM-MD-160a.4	Number and aggregate volume of hydrocarbon spills; volume of hydrocarbon spills in Arctic; volume of hydrocarbon spills in Unusually Sensitive Areas (USAs), and volume recovered	Performance Data Table WES does not operate in the Arctic or in any 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, 2022 10-K, (p. 60, 147)
Operational Safety, Emergency Preparedness & Response		
EM-MD-540a.1	Number of reportable pipeline incidents	Performance Data Table
	Percentage of significant reportable pipeline incidents	Performance Data Table
EM-MD-540a.2	Percentage of (1) natural gas pipelines inspected	Asset and Pipeline Integrity Performance Data Table
	Percentage of (2) hazardous liquid pipelines inspected	Operational and HSSE Governance Employee and Contractor Safety Emergency Preparedness Asset and Pipeline Integrity
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	Operational and HSSE Governance Employee and Contractor Safety Emergency Preparedness Asset and Pipeline Integrity
Activity Metrics		
EM-MD-000.A	Total metric ton-kilometers of (1) natural gas; total metric ton-kilometers of (2) crude oil; total metric ton-kilometers of (3) refined petroleum products transported, by mode of transport	2022 10-K, (p. 64)

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

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We referenced the TCFD’s reporting recommendations in developing the content for this report. 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 Corporate Governance Risk Management 2022 10-K, (p. 154)
Describe management’s role in assessing and managing climate related risks and opportunities.	Operational and HSSE Governance Risk Management
Strategy	
Describe the risks and opportunities the organization has identified over the short, medium, and long term.	Climate Change and Emissions Corporate Governance 2022 10-K, (p. 40, 52)
Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning.	Climate Change and Emissions Risk Management
Risk Management	
Describe the organization’s processes for identifying and assessing risks.	Climate Change and Emissions Risk Management
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 Performance Data Table
Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 GHG emissions, and the related risks.	GHG Emissions Performance Performance Data Table
Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Climate Change and Emissions Partnerships on Emissions Reduction

Lloyd's Assurance Statement - 2022

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LRQA Independent Assurance Statement

Relating to WES's GHG and Safety Assertion for the Calendar Year 2022

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

Terms of Engagement

LRQA was commissioned by Western Midstream, LP (WES) to provide independent assurance of its greenhouse gas (GHG) emissions inventory and safety data ("the Inventory") for the calendar year (CY) 2022 against the assurance criteria below to a reasonable level of assurance and materiality 5% using ISO 14064 - Part 3 for greenhouse gas emissions and LRQA's verification procedure for intensity and safety metrics. LRQA'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 North America and specifically the following requirements:

- Verifying conformance with:
 - WES's reporting methodologies 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.
- Reviewing whether the report has taken account of:
 - The US EPA Mandatory Greenhouse Gas Reporting Rule (40 CFR Part 98).
- Evaluating the accuracy and reliability of data and information for only the selected indicators listed below:
 - Direct (Scope 1) and Energy Indirect (Scope 2) emissions;
 - Emissions Intensity; and
 - Safety Data.

WES's GHG Assertion excludes Scope 1 and Scope 2 emissions from corporate offices.

LRQA's responsibility is only to WES. LRQA 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 Inventory and for maintaining effective internal controls over the systems from which the Inventory is derived. Ultimately, the Inventory has been approved by, and remains the responsibility of WES.

LRQA's Opinion

Based on LRQA's approach, we believe that WES has, in all material respects:

- Met the requirements of 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 reasonable level of assurance and at the materiality of 5%.

¹ <http://www.ghgprotocol.org/>



Table 1. Summary of WES's Key Data for CY 2022:

Description	Quantity	Units
Scope 1 GHG emissions ¹	3.89	MMT CO ₂ e ⁵
Scope 2 GHG emissions (Location-based) ^{1,2}	0.98	MMT CO ₂ e ⁵
Scope 2 GHG emissions (Market-based) ^{1,2}	0.98	MMT CO ₂ e ⁵
Scope 1 GHG Emissions Intensity ³	1.69	MT CO ₂ e/MMscf
Scope 1 Gathering & Boosting GHG Emissions Intensity ⁴	2.32	MT CO ₂ e/MMscf
Scope 1 Natural Gas Processing GHG Emissions Intensity ⁴	1.03	MT CO ₂ e/MMscf
Scope 1 + Scope 2 Gross GHG Emissions Intensity ⁵	9.44	MT CO ₂ e/kBOE
Note 1: MMT CO ₂ e is million metric tons of carbon dioxide equivalent. Note 2: Scope 2, Location-based and Scope 2, Market-based are defined in the GHG Protocol Scope 2 Guidance, 2015. Note 3: Intensity rate is based on total Scope 1 emissions and natural gas throughput. Note 4: Intensity rate is based on total Scope 1 emissions and natural gas throughput by sector operated by WES. Note 5: Intensity rate is based on total Scope 1 & Scope 2 emissions and gross natural gas throughput in thousand Barrel Oil Equivalent (BOE).		

Table 2. Summary of WES's Safety Metrics for CY 2022:

Safety Metrics	Rate ⁶
Total Recordable Incident Rate (TRIR) - employees	1.16
Total Recordable Incident Rate (TRIR) for major growth projects - contractors	0.52
Days away, restricted or transferred (DART) - employees	0.5
Days away, restricted or transferred (DART) for major growth projects - contractors	0
Lost Time Incident Rate (LTIR) - employees	0.25
Lost Time Incident Rate (LTIR) for major growth projects - contractors	0
Fatalities - employees	0
Fatalities - contractors	0
Note 6: All Safety Metrics are calculated per 200,000 hours worked	

LRQA's Approach

LRQA's assurance engagements are carried out in accordance with our verification procedure. The following tasks were undertaken as part of the evidence gathering process for this assurance engagement:

- conducting site tours and reviewing processes related to the control of GHG emissions and safety data and records;
- interviewing relevant employees responsible for managing GHG emissions and safety data and records;
- assessing WES's data management systems to confirm they are designed to prevent significant errors, omissions or mis-statements in the Inventory by reviewing the effectiveness of data handling procedures, instructions and systems, including those for internal quality control;
- verifying historical GHG emissions and safety data and records at back to source for the calendar year 2022; and
- checking WES's conformance to their Base Year Recalculation Policy.



LRQA's Standards, Competence and Independence

LRQA 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.

LRQA 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: 06 October 2023

Kate Pagan

Kate Pagan
LRQA Lead Verifier
On behalf of LRQA
2101 CityWest Blvd, Houston, TX 77042
LRQA reference: UQA00001881/5999320

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Lloyd's Assurance Statement - Restated 2021

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LRQA Independent Assurance Statement

Relating to WES's Restated GHG Assertion for the Calendar Year 2021

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

Terms of Engagement

LRQA was commissioned by Western Midstream, LP (WES) to provide independent assurance of its greenhouse gas (GHG) emissions inventory ("the Inventory") for the calendar year (CY) 2021 against the assurance criteria below to a reasonable level of assurance and materiality 5% using ISO 14064 - Part 3 for greenhouse gas emissions and LRQA's verification procedure for intensity metrics. LRQA'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 North America and specifically the following requirements:

- Verifying conformance with:
 - WES's reporting methodologies for the selected datasets; and
 - 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.
- Reviewing whether the report has taken account of:
 - The US EPA Mandatory Greenhouse Gas Reporting Rule (40 CFR Part 98).
- Evaluating the accuracy and reliability of data and information for only the selected indicators listed below:
 - Direct (Scope 1) and Energy Indirect (Scope 2) GHG emissions; specifically the addition of the following sources to the previously verified Scope 1 and Scope 2 GHG emissions:
 - Lesser Scope 1 sources not within the reporting boundary of the EPA Mandatory Reporting Rule (MRR): natural gas driven engine blow-by and crankcase emissions, and natural gas driven compressor starter gas emissions; and
 - GHG emissions Intensity; specifically the addition of the above mentioned sources to the previously verified GHG emissions intensities.

WES's GHG Assertion excludes Scope 1 and Scope 2 emissions from corporate offices.

LRQA's responsibility is only to WES. LRQA 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 Inventory and for maintaining effective internal controls over the systems from which the Inventory is derived. Ultimately, the Inventory has been approved by, and remains the responsibility of WES.

LRQA's Opinion

Based on LRQA's approach, we believe that WES has, in all material respects:

- Met the requirements of 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 reasonable level of assurance and at the materiality of 5%.



Table 1. Summary of WES's Key Data for CY2021:

Description	Value	Units
Scope 1 GHG Emissions ¹	3.80	MMT CO ₂ e ⁵
Scope 2 GHG Emissions (Location-based) ^{1,2}	0.95	MMT CO ₂ e ⁵
Scope 2 GHG Emissions (Market-based) ^{1,2}	0.95	MMT CO ₂ e ⁵
Scope 1 GHG Emissions Intensity ³	1.69	MT CO ₂ e/MMscf
Scope 1 Gathering & Boosting GHG Emissions Intensity ⁴	2.34	MT CO ₂ e/MMscf
Scope 1 Natural Gas Processing GHG Emissions Intensity ⁴	0.99	MT CO ₂ e/MMscf
Scope 1 + Scope 2 Gross GHG Emissions Intensity ⁵	9.53	MT CO ₂ e/kBOE
Note 1: MMT CO ₂ e is million metric tons of carbon dioxide equivalent. Note 2: Scope 2, Location-based and Scope 2, Market-based are defined in the GHG Protocol Scope 2 Guidance, 2015. Note 3: Intensity rate is based on total Scope 1 emissions and natural gas throughput. Note 4: Intensity rate is based on total Scope 1 emissions and natural gas throughput by sector operated by WES. Note 5: Intensity rate is based on total Scope 1 & Scope 2 emissions and gross natural gas throughput in thousand Barrel Oil Equivalent (BOE).		

LRQA's Approach

LRQA's assurance engagements are carried out in accordance with our verification procedure. The following tasks were undertaken as part of the evidence gathering process for this assurance engagement:

- conducting site tours and reviewing processes related to the control of GHG emissions data and records;
- interviewing relevant employees responsible for managing GHG emissions data and records;
- assessing WES's data management systems to confirm they are designed to prevent significant errors, omissions or mis-statements in the Inventory by reviewing the effectiveness of data handling procedures, instructions and systems, including those for internal quality control;
- verifying historical GHG emissions data and records at back to source for the calendar year 2021; and
- checking WES's conformance to their Base Year Recalculation Policy.

LRQA's Standards, Competence and Independence

LRQA 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.



LRQA 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.

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Dated: 06 October 2023

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LRQA reference: UQA00001881/5999320

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¹ <http://www.ghgprotocol.org/>

About the Material in Our Report

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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 Statement

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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.