2024

Sustainability Summary Report

Western Midstream®

Advancing Energy

Ver. 0925.2

Table of Contents

2024 Sustainability Highlights

Safety

- **42%** increase in stop-work usage, which is an important indicator of safety awareness and engagement
- **21%** reduction in Total Vehicle Incident Rate
- **29%** reduction in Preventable Vehicle Incident Rate
- **89,900+ hours** of safety training, an average of nearly 50 hours per worker.

Asset Integrity

- **100%** of Department of Transportation (DOT) required gas / liquid pipelines inspected
- **0** significant reportable pipeline incidents

Community Investment

- **~21,000** volunteer hours contributed to **600+** causes

About Western Midstream

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. Sustainability is an important element of our organization and daily operations, from the board room to our operations in the field. We seek to deliver reputable performance and transparent reporting on sustainability topics, and are committed to strengthening our reporting as we further our efforts.

Operational Highlights

14,371 Miles of Pipeline[1]

77 Processing and Treating Facilities[2]

21 Gathering Systems[2]

1,511 Employees[1]

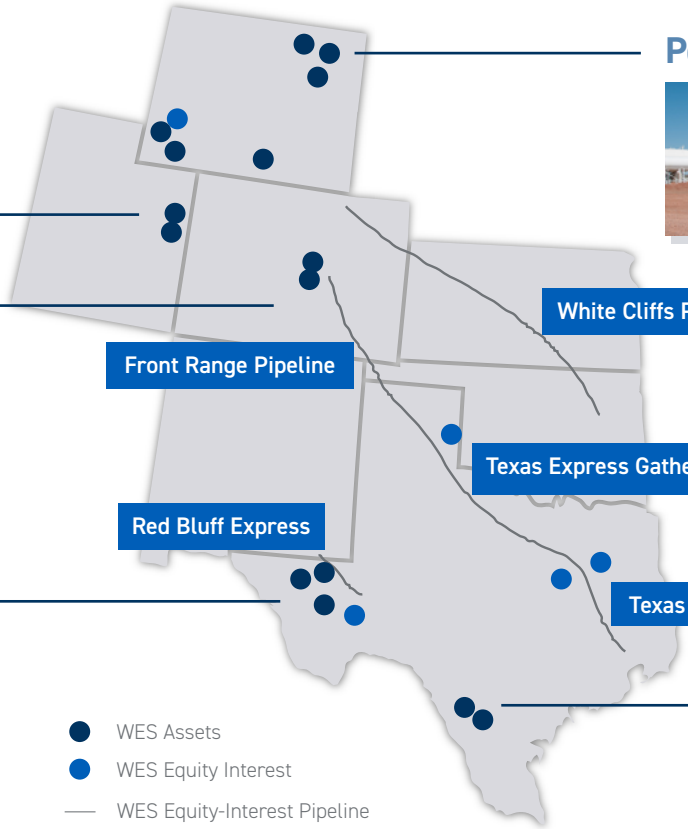
[1] As of December 31, 2024.
[2] As of March 31, 2025.

Where We Operate

Uinta Basin

DJ Basin

Delaware Basin



Powder River Basin

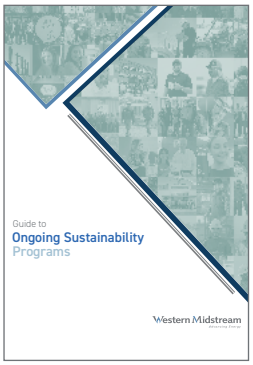
South Texas

About Our Summary Report

This report highlights our 2024 performance on key sustainability topics including emissions, safety, and community engagement and investment, as well as performance data for our sustainability priorities.

The content of this report is based on leading sustainability 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 report on 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 of this report.

Read More in WES's Guide to Ongoing Sustainability Programs



This report should be read in conjunction with our Guide to Ongoing Sustainability Programs, which details our ongoing sustainability policies, management, and ongoing programs for all of our priority sustainability topics.

About the Materials in the Report

This report uses qualitative descriptions and quantitative metrics to describe our policies, programs, practices, and performance. Many of the standards and metrics used in preparing this report continue to evolve; certain metrics are based on management assumptions believed to be reasonable at the time of preparation.

Forward-Looking Statements

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

Message From Our CEO

At WES, sustainability and responsible operations are built into our corporate mission: to improve lives through safe, sustainable, and efficient energy delivery. In 2024, we continued to implement a coordinated approach to managing sustainability topics across the organization, with a focus on protecting our people, minimizing our environmental footprint, and improving our communities.

We also continue to focus on managing and minimizing our emissions, illustrating that, even as we grow our company and increase throughput, our emissions management efforts are helping us operate more efficiently and responsibly. We also conducted aerial flyovers over a portion of our assets to assess emissions leaks. During this effort, which was an element of our sustainability-linked corporate goals for the year, we found no new significant emissions sources.

I am especially proud of the WES employees' focus on supporting and investing in our local communities. In 2024, we had another record year of employee participation in our social investment program, with 80% of our employees volunteering approximately 21,000 hours for more than 600 causes. In Texas, we also organized an inaugural golf tournament to support Meals on Wheels Montgomery County. This event brought together WES employees, local and industry businesses, and community members to raise over $700,000 for that charitable organization, nearly doubling our initial fundraising goal. This was just one of many efforts our people engaged in to support their local communities across our operating areas.

Looking back on 2024, I am filled with gratitude and pride by the accomplishments of our employees, and I am excited to continue our momentum on key sustainability and strategic priorities in 2025, to help us continue creating value for all of our stakeholders.

Oscar Brown
President & CEO

Supporting Sustainable Environments

WES is committed to responsible environmental stewardship in all facets of our operations. We uphold this commitment through the application of industry-leading environmental protection practices and technologies, our drive for continuous performance improvements, and by holding ourselves accountable through transparent reporting on our progress.

This report highlights 2024 achievements on managing our emissions, as well as performance data for all our environmental priority topics.

Visit Our Guide to Ongoing Sustainability Programs for more on:

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

Managing Emissions

Managing and minimizing emissions in our operations is a key part of our commitment to protecting the environment and operating safely and efficiently. We are primarily focused on minimizing emissions from our own operations. However, key elements of our business model and operational approach have been designed to avoid overall value chain emissions, by helping our upstream and downstream customers operate more efficiently. We strive to minimize emissions by the thoughtful design, construction, and operation of our assets. We also collaborate with state and federal regulatory agencies and environmental groups, producers, and industry partners to reduce or offset emissions in our operations.

This report highlights our emissions management efforts in 2024. For more detail on our overall approach to managing climate risks and emissions, see WES's Guide to Ongoing Sustainability Programs.

Minimizing Emissions From Our Operations

We have implemented a range of processes and technology improvements to minimize emissions from combustion, venting, and flaring, as well as fugitive emissions. Key efforts include:

- Minimizing emissions from oil storage operations, by removing entrained gases and reducing the need for wellpad storage tanks
- Using low emissions dehydration units that recycle waste gas back into processing
- Minimizing leaks and fugitive emissions
- Capturing engine crankcase emissions
- Minimizing gas intake rather than flaring when capacity issues arise
- Minimizing venting through improved maintenance practices
- Implementing electric-powered compression
- Installing heat exchange technology in processing plants
- Transitioning to zero-emission pneumatic devices
- Minimizing compressor rod packing-related emissions
- Advancing methane measurement technologies to improve emissions reduction efforts
- Integrating emissions reduction performance into employee and management compensation as applicable
- Upgrading natural gas engines with advanced combustion technology

2024 Emissions Management Highlights

Reducing Combustion Emissions

Combustion emissions from engines, compressors, heaters, and other equipment are one of the largest sources of GHG emissions for midstream operators. In 2024, to help reduce these emissions, we began upgrading our engines to more efficient technology as part of the routine engine overhaul maintenance process. The upgraded engines will provide significant reductions in emissions, including a reduction of approximately 40% in methane emissions, as well as 40% less volatile organic compound (VOC) emissions, 24% less carbon monoxide (CO) emissions, and 25% less formaldehyde emissions. These reductions are achieved primarily by minimizing "methane slip," or the release of unburned methane from the engine. In 2024, we upgraded 20 engines to this lower-emission technology. This more efficient engine technology is now standard for new engines, and we will continue upgrading engines as part of our ongoing engine overhaul maintenance program. This effort provides an example of how we are driving operational efficiency and emissions reductions by evaluating and implementing cost-effective, lower-emitting technologies across our operations.

We are also working to incorporate zero-emission, air-actuated pneumatics into our base design standards for new facilities that have existing access to utility power, and we are converting existing pneumatics to this technology where possible. All our existing facilities in the DJ Basin and Utah already have zero-emission pneumatic devices. While this technology addresses a different source of emissions – methane venting rather than combustion-related emissions – it is another example of how we are upgrading our design standards and specifications to incorporate efficiency and emissions reductions.

In 2024, we upgraded 20 engines to more efficient technology, which is estimated to reduce methane emissions and volatile organic compound (VOC) emissions by up to 40%.

Advancing Methane Measurement and Emissions Reductions

We partner with academic and industry partners to test, pilot, advance, and ultimately scale innovative approaches to measuring methane emissions, which will support improved methane reduction efforts across our operations and our industry. Read more about this work in our WES's Guide to Ongoing Sustainability Programs.

To advance these efforts, we set a company-wide goal in 2024 to assess the use of top-down, aerial flyovers to identify greenhouse gas (GHG) emissions events. To achieve this goal, we completed an advanced aerial survey of a representative sample of our pipelines focused on identifying methane leaks, and in particular, larger sources and / or events. This work supplements our ongoing leak detection and repair (LDAR) efforts, which use optical gas imaging technologies to scan equipment at the ground level, by providing a top-down review of additional sources. The aerial flyover approach allowed us to dramatically expand the types and geographic range of sources we assess to include longer-distance pipelines, which are difficult to assess using ground-level detection methods. As a positive outcome of this assessment, we found no new, significant emissions sources across our assets. The data and information collected helps us assess a wider range of our operations for potential methane leaks, supporting our operational efficiency and emissions reduction efforts.

> **"WES's history of designing, building, and operating with a focus on emissions reduction and avoidance is what has made WES an industry leader in advocacy for common sense solutions."**
>
> Joel Kenyon
> Air Quality Manager

Proactive Emissions Reduction and Measurement Efforts Support WES in Meeting Stringent Regulations

For many years, WES has proactively designed our facilities to minimize emissions, helping us meet increasingly stringent emissions regulations in certain operating areas. In 2024, the Colorado Air Quality Control Commission (AQCC) adopted a new emissions rule requiring an approximately 20% reduction in combustion-related GHG emissions from the midstream sector by 2030 from a 2015 baseline. The rule also assigns an emissions "cap" to each midstream operator and provides a mechanism for operators to generate emissions credits that can be traded with other operators to comply with the emissions cap. As a result of our proactive efforts to build and operate electric drive compression, WES has a significantly lower GHG emissions intensity than other Colorado operators.

During 2024, the U.S. Environmental Protection Agency (EPA) finalized several updates to GHG emissions regulations, including an expansion of emissions reporting requirements to incorporate additional emissions sources and new measurement and calculation methodologies. These changes are intended to provide a better picture of a company's emissions footprint. For several years, WES has been working proactively to improve our own emissions measurements and calculation methodologies, recognizing that a better understanding of our emissions helps us develop more targeted, strategic, and effective reduction efforts. Read more about these efforts in other 2024 highlights as well as in WES's Guide to Ongoing Sustainability Programs.

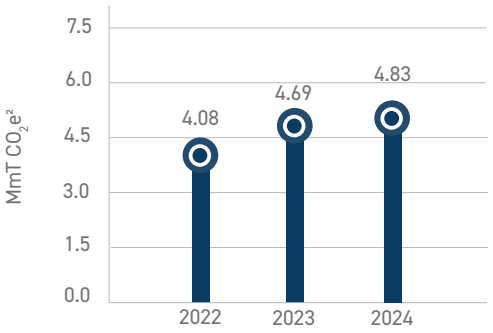
As part of these proactive efforts, WES explored methodologies to comply with EPA's new Subpart OOOOb requirements for control device monitoring at affected tank batteries. To meet initial compliance requirements and to ensure proper control device operation, WES implemented the 14-day net heat value (NHV) sampling program using a mobile gas analyzer and EPA-approved non-dispersive infrared (NDIR) technology. Through this work, we implemented an approach new to our industry sector that meets the EPA's expanded emissions and monitoring requirements. This work not only helps us better measure our emissions, but also gives us an advantage in complying with upcoming regulations.

Emissions Performance

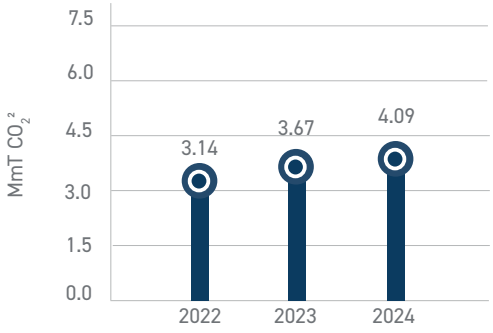
We implement emissions monitoring technology and incorporate equipment- and site-specific data into our emissions calculations to increase the accuracy of our emissions data. As a result, we report Total Scope 1 emissions data for a larger scope of equipment than is required by the EPA's Greenhouse Gas Reporting Protocol (GHGRP), including corporate fleet emissions and other materially relevant emission sources. We use a financial control approach to set the organizational reporting boundary for GHG emissions inventory reporting and calculate emissions in alignment with GRI's 305 Emissions standard. Our approach is also informed by the GHG Protocol and the Midstream ESG Template of the Energy Infrastructure Council (EIC) / GPA Midstream Association (GPA). We quantify Scope 2 emissions based on purchased electricity using the location-based method; purchased heat is used only in offices and is not a material source of emissions. All carbon dioxide equivalent emissions are calculated using the 100-year Global Warming Potentials from the Intergovernmental Panel on Climate Change Fourth Assessment Report (AR-4). For more detail on GHG data calculation methodologies, see the Note on Methodology. We report EPA GHGRP emissions data, as well as the expanded boundary, Total Scope 1 GHG emissions data, in our Performance Data Table.

We also report our year-over-year natural gas processing plant emissions of nitrogen oxides, sulfur oxides, carbon monoxide, volatile organic compounds, particulate matter, and hazardous air pollutants. To see our non-GHG emissions data, see our Performance Data Table. Additional information about intensity calculation methodologies is provided as footnotes to the Performance Data Table.

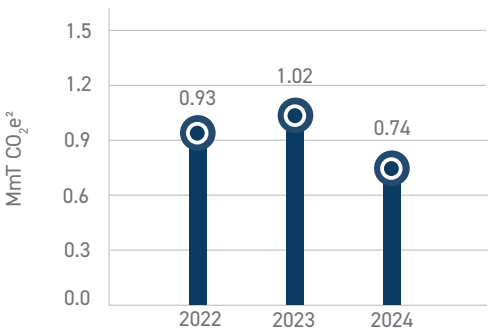
Total Scope 1 CO_2e[1]



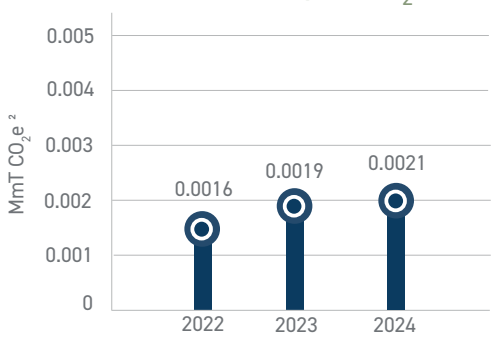
Total Scope 1 CO_2[1]



Total Scope 1 CH_4[1]



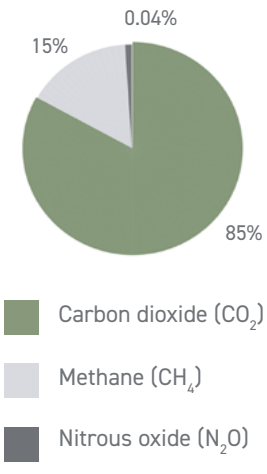
Total Scope 1 N_2O[1]



[1] This data includes emissions reported under the U.S. EPA GHGRP (Subpart W and C); corporate fleet emissions; and other materially relevant emission sources.
[2] Million metric tons of carbon dioxide equivalent (MmT CO_2e). All carbon dioxide equivalent emissions are calculated using the 100-year Global Warming Potentials from the Intergovernmental Panel on Climate Change Fourth Assessment Report (AR-4).

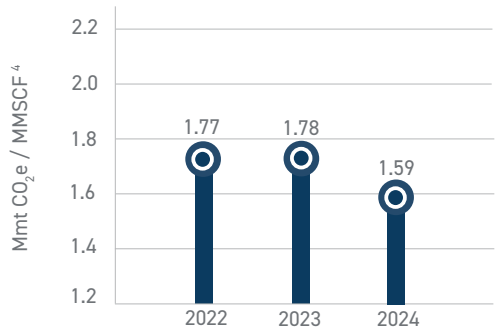
2024 Total Scope 1 GHG Emissions by Gas Type

Our primary Total Scope 1 GHG emissions are CO_2 – generated from fuel combustion to run engines, compressors, and other equipment – and methane emissions, which stem primarily from natural gas venting, leaks, and other fugitive emissions.

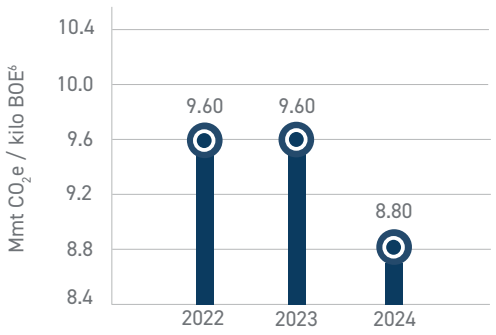


Emissions Performance

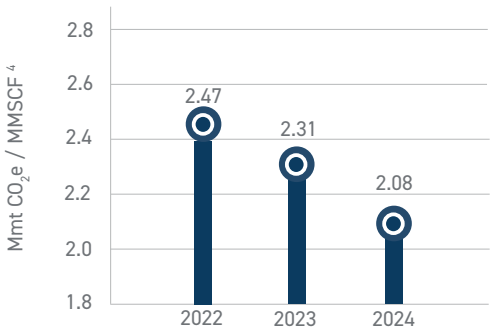
Total Scope 1 GHG Intensity[3]



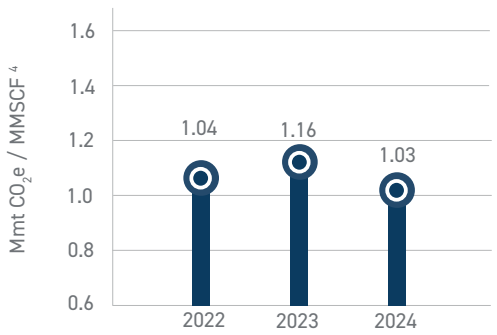
Total Scope 1[3] + Scope 2[5] GHG Intensity



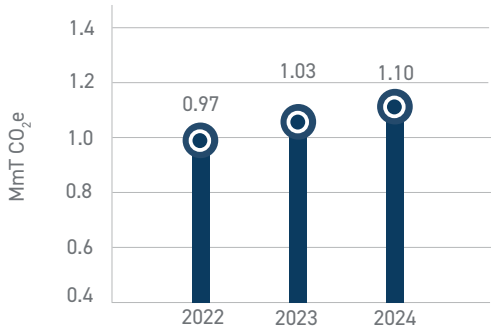
Total Scope 1 GHG Intensity: Gathering and Boosting[3]



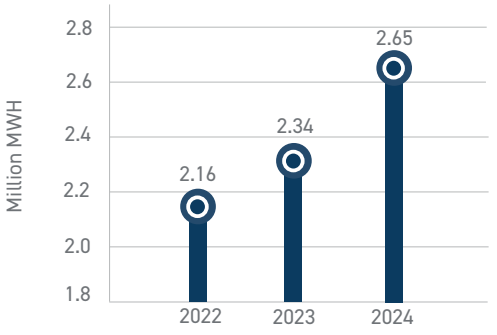
Total Scope 1 GHG Intensity: Natural Gas Processing[3]



Scope 2 GHG Emissions[5]



Scope 2 Energy Consumption[7]



[3] Includes Scope 1 GHG emissions: emissions reported under the U.S. EPA GHGRP (Subpart W and C); corporate fleet emissions; and other materially relevant emission sources.
[4] Million metric tons of CO_2e per million standard feet of gas throughput received.
[5] Calculated using EPA e-GRID emission factors based on electricity usage location and includes electricity consumption only.
[6] Total Scope 1 + Scope 2 GHG emissions intensity is calculated as total Scope 1 and Scope 2 GHG emissions divided by throughput received of oil and natural gas in thousand barrels of oil equivalent (Kilo BOE). For liquid products, throughput is the volume of products received to an end point. All energy throughputs are converted to BOE as defined by the United States Internal Revenue Service (5.8 x 10^6 BTU of fuel is equal to a single BOE, using a heating value of 1,026 btu / scf, and reported in thousands of BOE).
[7] Includes electricity consumption only. WES does not purchase steam, and purchased heat is used only in offices and is not a material source of emissions.

Focusing on People

At WES, we know that our business succeeds when our people succeed. Our employees and contractors commit their time and talents 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, flexible work-life balance, professional development opportunities, and recognition programs, in an environment that values inclusion and belonging. 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 through collaboration and investing in community needs.

This report focuses on the 2024 highlights of our community engagement and investment efforts, which are central to how we support the communities in which we live and operate. We foster employee inclusion and engagement, and support leaders across the company to develop and engage their teams while delivering on our company mission and strategy.

Visit Our Guide to Ongoing Sustainability Programs for more on:

- Our Employees
- Contractor and Supplier Management
- Community and Landowner Engagement
- Community Investment

2024 Employee Development Highlights

Supporting Safety With Field-Based Competency Training

To support safety and operational efficiency, we are continuing to enhance technical competencies for our field-based employees. As part of this effort, in 2024, we held collaborative field-based sessions to develop electrical and instrumentation training materials. These two-day, in-person workshops gathered experts from all over the company to focus on enhancing training materials for 18 identified competencies, ensuring that each one was field-tested, reviewed, and updated. Participants also held a mock training session to test the materials and developed "knowledge check" questions to assess training effectiveness.

These training materials feed into our individual competency training program for field-based employees to support safe operations, reduce operational risk, and increase productivity. The training process includes employee self-assessments and on-the-job observations, followed up by a training plan tailored to each employee's existing skills, strengths, and areas for improvement. These efforts to build out a structured training framework highlight WES's commitment to excellence and to empowering our workforce with the knowledge they need to operate safely and efficiently.

Building Leaders and Shared Strategic Vision Across WES

We believe that having great leaders at every level maximizes the success and satisfaction of every employee and our organization as a whole. To support leadership excellence and build a shared vision for our strategic goals, in 2024 we introduced the first annual WES Leadership Summit, which gathered over 60 leaders from across the company and discussed best practices to implement WES's mission and vision and on developing shared strategic goals and actions for the year.

In response to feedback from this summit, we also enhanced our leadership training and support through a program called Ignite Leadership (Ignite). Ignite provides training on four key areas of leadership: inspiring trust; providing feedback

and having difficult conversations; creating shared vision and plans to execute on strategic priorities; and building leaders' ability to be effective coaches for their teams. In addition to instructor-led courses and online resources, all leaders have access to one-on-one leadership coaching sessions to advance their personal growth opportunities.

2024 Community Investment Highlights

Golf Tournament Supports Meals on Wheels Montgomery County

In 2024, WES organized its first *WES is More Golf Classic*, a community event developed to help address food insecurity in Montgomery County, Texas, by bringing together WES employees, local and industry businesses, and community members to raise money for the local Meals on Wheels chapter. The tournament and associated silent auction exceeded our fundraising goal of $400,000, providing over $700,000 to Meals on Wheels Montgomery County for meals and support to those in need. This was the largest single corporate donation the Montgomery County organization has received to date.

To make this event a success, WES collaborated with various industry partners to sponsor and participate in the event, expanding financial impact, community engagement, and awareness of local food insecurity.

WES is More Golf Classic Community Impact

$720,000+ raised for Meals on Wheels Montgomery County

412 seniors can be fed for a year on this amount

90+ WES employees volunteered to support the tournament

Community Investment: By the Numbers

80% employee participation

~21,000 volunteer hours recorded

$1.2 million donated

Supporting Our West Texas Communities

WES worked to support West Texas communities throughout 2024, including through two major events that combined corporate funding and employee volunteer power. For the fourth year in a row, WES supported outdoor recreation and healthy habits for youth in our West Texas communities through an Annual Bike Build event. In partnership with other local energy companies, we provided funding and labor to build nearly 150 bikes and supply helmets for kids in the Texas communities of Kermit, Wink, Pecos, and in Carlsbad, New Mexico. In addition, 280 WES employees worked to address local food insecurity by supporting the West Texas Food Bank with over 770 hours of volunteer time and over $60,800 in donations.

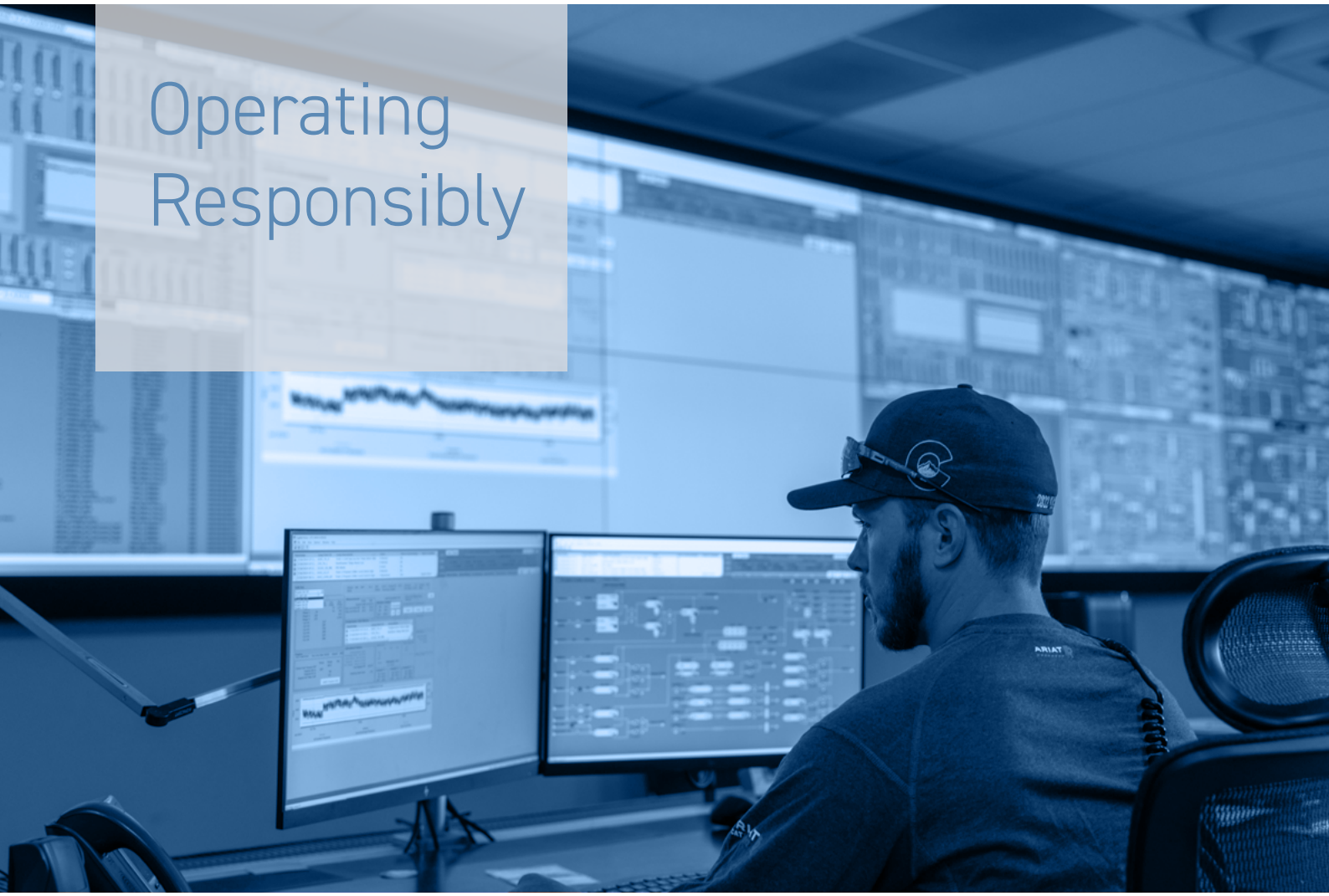
Fighting Food Insecurity in Weld County, Colorado

WES employees participated in the Weld County Food Bank's "Compete to Beat Hunger" competition, which collects food and monetary donations to provide food for local residents in need and raises awareness of food insecurity in the community. We received third place in the food-can sculpture competition, where WES employees collected nonperishable food items and built them into a delivery truck sculpture. Overall, WES employees donated over 740 volunteer hours and $56,000 in donations, representing more than 170,000 meals.

Enhancing Freshwater Conservation in Wyoming

Working with Trout Unlimited, a nonprofit organization focused on the conservation of native trout and salmon populations in Wyoming, WES employees dedicated over 200 volunteer hours and approximately $15,500 to safeguarding and restoring freshwater ecosystems in 2024. This contributed to efforts to combat shore erosion along the Green River at FMC Park in Green River, Wyoming.

Operating Responsibly



Protecting the safety and health of our employees, contractors, communities, and the environments in which we operate is our highest priority. We proactively manage workforce safety, asset and pipeline integrity, emergency preparedness, and community safety through comprehensive risk management processes and Health, Safety, Environment, and Security (HSE&S) management systems, to support our commitment to keep our workforce, communities, and the environment safe.

Visit Our Guide to Ongoing Sustainability Programs for more on:

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

Focused on Safety

Through our company-wide safety initiatives, WES is committed to the safe and efficient delivery of energy for our customers, with an emphasis on true care and concern for each other, a standardized safety training program, and significant investments in asset integrity.

We build a culture of safety through the following efforts, discussed in more detail in WES's Guide to Ongoing Sustainability Programs:

- Coordinated oversight and management of safety from the Board, executive management, regional, and field-level employees and contractors
- Organization-wide hazard and risk assessments and associated training
- Safety observations and near-miss reporting is required and rewarded for all employees and contractors, to identify and address potential safety issues before incidents occur
- Life-saving rules developed and shared across the organization to address high-risk activity
- Job Safety Analyses that bring employees and contractors together to assess and address safety hazards before every job
- Stop-work authority for all employees and contractors to speak up when any safety concern arises
- Incident root-cause analysis for near misses and incidents, to identify, track, and address safety hazards

2024 Safety Highlights

Expanding Safety-Related Compensation Metrics

In 2024, we continued to expand and refine safety metrics that are a part of field employee compensation, adding metrics related to closure of investigations and action items, as well as Job Safety Analyses audits completed. We believe that measuring and rewarding actions that facilitate proactive safety awareness will lead to improved safety performance.

Our refined safety metrics include:

- Use of stop-work authority
- Completion of HSE&S training
- Completion of performance improvement action items
- Improved safety investigation closure rate and timing
- Number of job safety analysis audits completed
- Good catches
- Percentage of good catches closed
- Percentage of good catches resulting in stop work
- Percentage of training completed
- Participation in safety huddles

Advancing Safety Through High-Potential Incident Tracking

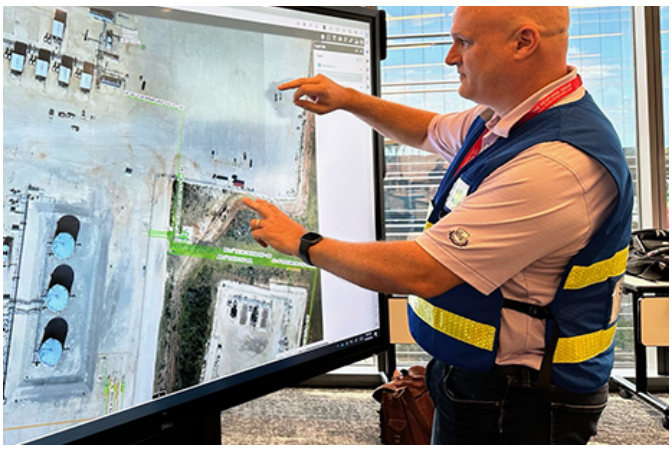
In 2024, WES continued to advance our approach to identify, track, report, and raise awareness of high-potential incidents (HPI). HPIs include potential incidents that were avoided and minor incidents that could have led to severe injuries. The increase of tracking and awareness of such incidents helps us identify and eliminate hazards before high-severity incidents occur. Our key efforts in 2024 included:

- Adding real-time daily monitoring and discussion of incidents that meet HPI criteria
- Conducting weekly meetings with HSE&S managers on HPIs, to review and update progress on investigations and action item implementation status
- Monitoring HPIs for any negative trends and discussing those trends and concerns with relevant employees and contractors
- Highlighting and integrating HPIs into the monthly HSE&S bulletins that are sent to all employees

Continuous Improvement in Emergency Response

To enhance WES's already strong emergency procedures, in 2024 we continued to improve emergency response training. As in previous years, all employees with designated roles in emergency response receive annual training consistent with the responsibilities of their positions. These individuals 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.

WES conducted cross-functional emergency response exercises and specialized training events based on real scenarios designed to improve our team's skills. Over 100 employees received various levels of Incident Command System (ICS) training, a training that met the stringent Federal Emergency Management Administration standards. This improved our response capability by both increasing



the number of people trained to support incident management, and upgrading the skills of everyone on the company's Incident Management Team.

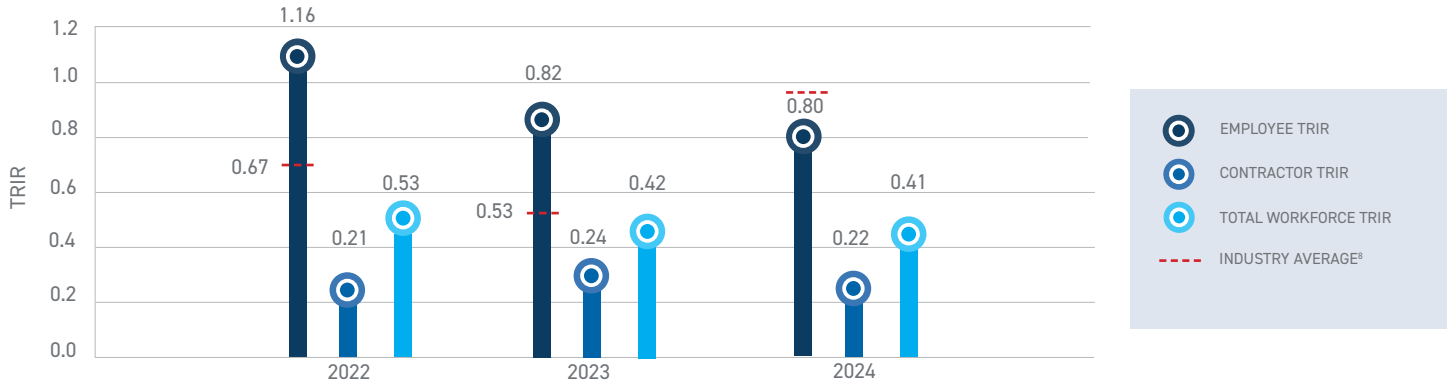
Hazardous Waste Operations and Emergency Response (HAZWOPER) training is provided for key personnel across the organization, meeting the U.S. federal government's Occupational Health and Safety Administration requirements and reinforcing our dedication to protecting our personnel and responders.

Safety Performance

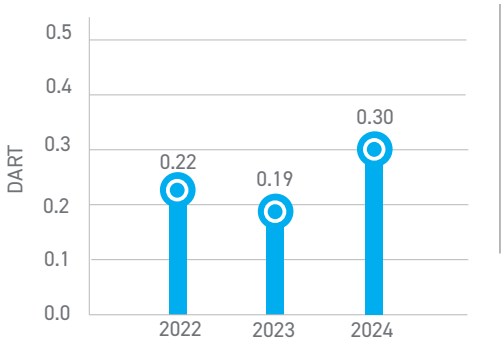
In 2024, we maintained strong performance on both Total Recordable Incident Rate (TRIR) and Lost-Time Incident Rate (LTIR). WES's Days Away, Restricted, or Transferred (DART) performance in 2024 compared unfavorably to 2023, due to an increase in restricted work cases. We improved our performance on driving safety compared to 2023, with a 21% reduction in total vehicle incident rate and a 29% reduction in Preventable Vehicle Incident Rate (PVIR). This improvement in driving safety is due in part to our efforts over the past year to better understand root causes and trends. We also expanded incident reporting to include bumps, taps, and hits – even if no damage occurred. In addition, we held multiple safety stand-downs and awareness meetings focused on driving safety and reiterated our 360-degree walk-around requirement, which requires drivers of company vehicles to walk around their vehicle and assess potential hazards before operating their vehicle. Further, we continued to provide training on defensive driving.

Identifying opportunities to reduce safety incidents is an important daily focus. We continue to evaluate and implement changes to our existing processes, using both our Incident Management Program and Good Catch observation platform. Other examples of our efforts to strengthen our safety performance include safety huddles, a safety incentive bonus program, incident and root-cause analysis, and response efforts.

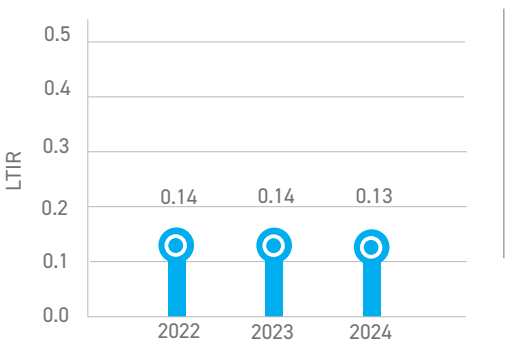
Total Recordable Incident Rate (TRIR)[7]



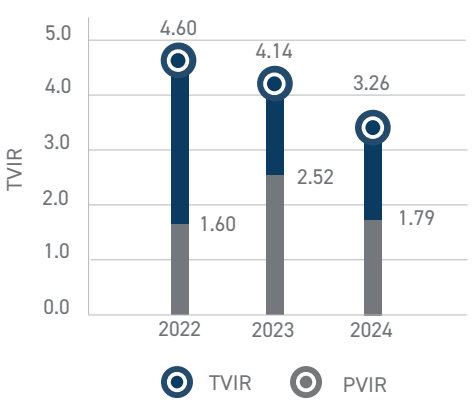
Days Away, Restricted, or Transferred (DART)



Lost-Time Incident Rate (LTIR)



Total Vehicle Incident Rates (TVIR)



[7] TRIR is a standard industry safety metric based on 100 employees working 200,000 hours (full-time for one year).
[8] Industry average TRIR data is from the GPA Midstream Association; Division 1 peers are defined as companies with 1 million or more midstream operational work hours in the year.

Appendix

Appendix

Performance Data Table

Supporting Sustainable Environments	2022	2023	2024
Number of hydrocarbon releases outside of containment[1]	74	47	53
Volume of hydrocarbon releases outside of containment[2] (bbls)	3,257	1,020	1,276
Number of produced water releases in Midstream Operations (Gathering and Boosting and Processing) outside of containment[3]	54	57	47
Volume of produced water releases outside of containment (bbls)[2]	9,210	17,124	1,417
Number of other releases outside of containment (agency reportable)[4]	13	19	7
Volume of other releases outside of containment (agency reportable)[2] (bbls)	230	48	7
Number of produced water releases in saltwater disposal (SWD) system (pipelines and associated disposal facilities) outside of containment[3,5]	41	31	18
Volume of produced water releases in SWD system outside of containment (bbls)[2]	2,322	5,109	401
Direct greenhouse gas (GHG) emissions (GHG Protocol) (MmT CO_2e[7])			
Total Scope 1 GHG emissions[6]	4.08	4.69	4.83
Total Scope 1 carbon dioxide (CO_2)[6]	3.14	3.67	4.09
Total Scope 1 methane (CH_4)[6]	0.93	1.02	0.74
Total Scope 1 nitrous oxide (N_2O)[6]	0.0016	0.0019	0.0021
Total Scope 1 flared, vented, and fugitive emissions[6,8]	0.99	1.11	0.84
Total Scope 1 fleet emissions[9]	0.01392	0.01148	0.01268
Direct GHG emissions (U.S. EPA GHGRP 40 CFR part 98 required emissions only) (MmT CO_2e)			
Scope 1 CO_2e[10]	3.37	3.94	4.31
Scope 1 CO_2[10]	3.13	3.66	4.08
Scope 1 CH_4[10]	0.25	0.28	0.23
Scope 1 N_2O[10]	0.0016	0.0019	0.0021
Indirect GHG emissions			
Scope 2 emissions[11] (MmT CO_2e)	0.97	1.03	1.10
Scope 2 energy consumption[12] (Million MWh)	2.16	2.34	2.65
GHG emissions intensity			
Total Scope 1 GHG intensity[6,13,14] (MmT CO_2e / MMSCF)	1.77	1.78	1.59
Total Scope 1 gathering and boosting GHG intensity[14,15] (MmT CO_2e / MMSCF)	2.47	2.31	2.08
Total Scope 1 natural gas processing GHG intensity[14,16] (MmT CO_2e / MMSCF)	1.04	1.16	1.03
Total Scope 1 + Scope 2 GHG intensity[6,17] (MmT CO_2e / kilo BOE)	9.60	9.60	8.80

Appendix

Supporting Sustainable Environments (cont.)	2022	2023	2024
Non-GHG emissions[18] (Thousand short tons)			
Nitrogen oxides (NO_x)	1.31	0.95	1.11
Sulfur oxides (SO_x)	0.16	0.18	0.22
Carbon monoxide (CO)	0.89	0.80	0.89
Volatile organic compounds (VOCs)	0.88	1.01	1.08
Particulate matter (PM)	0.04	0.08	0.07
Hazardous air pollutants (HAPs)	0.08	0.12	0.13

Focusing on Our People	2022	2023	2024
Workforce[19]			
Total employees	1,217	1,377	1,511
Voluntary turnover[20]	11.4%	9.7%	6.8%
Involuntary turnover[20]	1.9%	2.5%	5.6%
Employees covered by collective bargaining agreements	0	0	0
Demographics			
Racial or ethnic minority	371 (30%)	428 (31%)	579 (38%)
Female	236 (19%)	254 (18%)	273 (18%)
Male	981 (81%)	1,116 (82%)	1,238 (82%)
Management: male	227 (81%)	275 (81%)	283 (82.5%)
Management: female	52 (19%)	63 (19%)	60 (17.5%)
Management: racial or ethnic minority	44 (15.8%)	59 (17.5%)	72 (21%)
Percent Executive Leadership Team: male / female	67% / 33%	67% / 33%	67% / 33%
Percent Executive Leadership Team: racial or ethnic minority	11%	11%	0%
Percent Executive Leadership Team: racial or ethnic minority or female	44%	44%	33%
Under 30 Years Old	10%	10%	10%
30-50 Years Old	68%	67%	66%
Over 50 Years Old	23%	23%	24%
Board Demographics			
Male / female directors	75% / 25%	75% / 25%	71% / 29%

Appendix

Operating Responsibly	2022	2023	2024
Personal Safety[21] (Per 200,000 hours worked unless noted)			
Work-related fatalities – Employees	0	0	0
Work-related fatalities – Contractors	0	0	0
Total Recordable Incident Rate (TRIR) – Employees[22]	1.16	0.82	0.80
TRIR – Contractors[22]	0.21	0.24	0.22
TRIR – Contractors (major growth projects)[22,23]	0.52	0.32	0.00
TRIR – Total Workforce (employees + contractors)[22]	0.53	0.42	0.41
Lost Time Incident Rate (LTIR) – Employees	0.25	0.37	0.33
LTIR – Contractors	0.08	0.03	0.03
LTIR – Contractors (major growth projects)[23]	0.00	0.00	0.00
LTIR – Total Workforce (employees + contractors)	0.14	0.14	0.13
Days Away, Restricted, or Transferred (DART) – Employees	0.50	0.52	0.73
DART – Contractors	0.08	0.03	0.09
DART – Contractors (major growth projects)[23]	0.00	0.00	0.00
DART – Total Workforce (employees + contractors)	0.22	0.19	0.30
Total Vehicle Incident Rate[24] (per 1 million hours driven)	4.60	4.14	3.26
Preventable Vehicle Incident Rate[24] (per 1 million hours driven)	1.60	2.52	1.79
Safety training[25]			
Total hours of safety training	50,390	81,410	89,905
Number of workers participating in safety training	1,540	1,542	1,878
Hours of safety training per participating worker per year	33	53	48
Pipeline safety and asset integrity			
Noncompliance with Department of Transportation (DOT) pipeline regulations – Incidents of noncompliance (number of federal and state inspections)[26]	2 (14)	0 (4)	0 (10)
Reportable pipeline incidents	0	4	5
Significant reportable pipeline incidents	0	0	0
DOT pipeline inspections			
DOT audits conducted (Pipeline and Hazardous Materials and Safety Administration)[27]	14	4	10
Miles of natural gas and hazardous liquid pipelines inspected[28]	121	258	546
Percent of natural gas and hazardous liquid pipelines inspected[29]	10.4%	7.4%	16.3%

Appendix

Footnotes

1 Hydrocarbon spills include crude oil, condensate, and natural gas liquids (NGLs). A hydrocarbon release includes releases greater than one barrel (bbl) that are released beyond impermeable secondary containment.

2 The volume of hydrocarbon, produced water, and refined chemicals released is defined as volumes released beyond impermeable secondary containment.

3 A produced water release includes releases greater than one barrel (bbl), not including releases that are contained completely in impermeable secondary containment.

4 "Other releases" include releases of Refined Chemicals greater than 1 gallon that are released beyond impermeable secondary containment.

5 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.

6 Total Scope 1 GHG emissions data includes emissions reported under the U.S. EPA GHGRP (Subparts W and C); corporate fleet emissions; and other material relevant emission sources. We use a financial control approach to set the organizational reporting boundary for GHG emissions inventory reporting and calculate emissions in alignment with GRI's 305 Emissions standard. Our approach is also informed by the GHG Protocol and the EIC / GPA Midstream ESG Template. Scope 1 GHG emissions for 2023 include our 2023 acquisition, Meritage Midstream, for the full year.

7 Million metric tons of carbon dioxide equivalent (MmT CO_2e). All carbon dioxide equivalent emissions are calculated using the 100-year Global Warming Potentials from the Intergovernmental Panel on Climate Change Fourth Assessment Report (AR-4).

8 The calculations exclude combustion and acid gas removal.

9 Calculated from fleet fuel and mileage data using the EPA Simplified GHG Emissions Calculator (SGEC), which uses emission factors from the U.S. EPA Emission Factors Hub.

10 Includes Scope 1 GHG emissions reported under the U.S. EPA GHG Mandatory Reporting Rule, Part 98 Subparts C and W, defined by the GHGRP. Scope 1 GHG emissions for 2023 include our 2023 acquisition, Meritage Midstream, for the full year.

11 Calculated using EPA e-GRID emission factors based on electricity usage location and includes electricity consumption only. WES does not purchase steam, and purchased heat is used only in offices and is not a material source of emissions.

12 Includes electricity consumption only.

13 Total Scope 1 GHG emissions intensity metric is calculated as total Scope 1 GHG emissions in million metric tons (MmT) CO_2e divided by million standard cubic feet (MMSCF) of natural gas throughput received. Total natural gas throughput is the sum of gathering and boosting throughput received and gas processing throughput received, as described in footnotes 15 and 16.

14 Million metric tons CO_2e per million standard cubic feet of throughput received. (MmT CO_2e / MMSCF).

15 Total Scope 1 gathering and boosting GHG emissions intensity comprises only gathering and boosting emissions and throughput received. Gathering and boosting is defined using the definition of onshore petroleum and natural gas gathering and boosting in US EPA GHGRP standard 40 CFR 98.230(a)(9) (see Chapter I, Subchapter C, Part 98, Subpart W).

16 Total Scope 1 natural gas processing GHG emissions intensity comprises only natural gas processing emissions and throughput received. Natural gas processing is defined using the definition of onshore natural gas processing in US EPA GHGRP standard 40 CFR 98.230(a)(3) (see Chapter I, Subchapter C, Part 98, Subpart W).

17 Total Scope 1 + Scope 2 GHG emissions intensity is calculated as total Scope 1 and Scope 2 GHG emissions divided by throughput received of oil and natural gas in thousand barrels of oil equivalent (Kilo BOE). For liquid products, throughput is the volume of products received to an end point. All energy throughputs are converted to BOE as defined by the United States Internal Revenue Service (5.8 x 10^6 BTU of fuel is equal to a single BOE, using a heating value of 1,026 btu / scf, and reported in thousands of BOE).

18 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.

19 Workforce data is as of December 31, 2024.

20 Turnover is calculated using the 2024 average employee count of 1,440.

21 Safety incident data for TRIR, DART, LTIR, and fatalities for employees and contractors in 2023 includes Meritage for the post-acquisition period in the fourth quarter of 2023.

22 TRIR is the number of Occupational Safety and Health Administration (OSHA)-recordable injuries and illnesses per 200,000 work hours. TRIR for 2023 includes our 2023 acquisition, Meritage Midstream, for the post-acquisition period in the fourth quarter of 2023.

23 WES defines major growth projects as engineering and construction projects with spend over $3.5 million.

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

25 Workers are defined as employees and supplemental contractors. Safety training data for 2023 for employees and contractors includes Meritage for the post-acquisition period in the fourth quarter of 2023.

26 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.

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

28 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.

29 The WES Integrity Management Program currently contains 295 miles of natural gas and hazardous liquid pipelines that may directly or indirectly affect a high-consequence area.

Appendix

Global Reporting Initiative (GRI) Content Index

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

Disclosure Number	Disclosure Title	Reporting Location / Direct Response
GRI 2: General Disclosures 2021		
2-1	Organizational details	Sustainability Summary Report: About Western Midstream Guide to Ongoing Sustainability Programs: About Western Midstream 2024 10-K, pp. 8-25
2-2	Entities included in the organization's sustainability reporting	2024 10-K, pp. 8-25
2-3	Reporting period, frequency and contact point	Reporting period: 2024 calendar year. Frequency: Annual Contact: Investor Relations
2-4	Restatements of information	Information on restatements is provided in footnotes to data tables and charts as relevant.
2-5	External assurance	KPMG conducted an examination of certain of our Scope 1 and Scope 2 emissions data and safety and health data for 2023. While we did not seek reasonable assurance again for 2024, we maintained the same data methodology processes used for the 2023 assured data. See a Note on Methodology for Scope 1 and Scope 2 Greenhouse Gas (GHG) Emissions and Workplace Safety and Health for more information.
2-6	Activities, value chain and other business relationships	Sustainability Summary Report: About Western Midstream Guide to Ongoing Sustainability Programs: About Western Midstream; Contractor and Supplier Management 2024 10-K, pp. 8-25, 34, 58-64, 114
2-7	Employees	Sustainability Summary Report: Performance Data Table 2024 10-K: pp. 8-25, 34, 58-64
2-8	Workers who are not employees	Guide to Ongoing Sustainability Programs: Contractor and Supplier Management
2-9	Governance structure and composition	Guide to Ongoing Sustainability Programs: Governance Governance page on company website
2-10	Nomination and selection of the highest governance body	2024 10-K, p. 136
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	Guide to Ongoing Sustainability Programs: Our Approach to Sustainability; Operational and HSE&S Governance; Corporate Governance; Risk Management
2-13	Delegation of responsibility for managing impacts	Guide to Ongoing Sustainability Programs: Integrated Sustainability Management; Operational and HSE&S Governance; Corporate Governance; Risk Management
2-14	Role of the highest governance body in sustainability reporting	This report was reviewed by WES's executive leadership team and Board of Directors.
2-15	Conflicts of interest	Guide to Ongoing Sustainability Programs: Governance 2024 10-K, pp. 36-38, 47, 141, 179

Appendix

Disclosure Number	Disclosure Title	Reporting Location / Direct Response
GRI 2: General Disclosures 2021 (con'd)		
2-16	Communication of critical concerns	Guide to Ongoing Sustainability Programs: Proactive Engagement Across the Project Lifecycle; Community Inquiry Reporting and Response; Corporate Governance; Ethics and Integrity
2-17	Collective knowledge of the highest governance body	2024 10-K, pp. 137-140
2-18	Evaluation of the performance of the highest governance body	Integrated ESG Management Governance 2024 10-K, pp. 143-148, 164
2-19	Remuneration policies	2024 10-K, pp. 143-171
2-20	Process to determine remuneration	2024 10-K, pp. 143-171
2-21	Annual total compensation ratio	2024 10-K, p. 171
2-22	Statement on sustainable development strategy	Sustainability Summary Report: Message From Our CEO
2-23	Policy commitments	Sustainability Summary Report: About Western Midstream Guide to Ongoing Sustainability Programs: About Western Midstream; Operational and HSE&S Governance; Ethics and Integrity Code of Ethics and Business Conduct
2-24	Embedding policy commitments	Sustainability Summary Report: About Western Midstream Guide to Ongoing Sustainability Programs: About Western Midstream; Operational and HSE&S Governance; Corporate Governance; Ethics and Integrity
2-25	Processes to remediate negative impacts	Guide to Ongoing Sustainability Programs: Community Inquiry Reporting and Response
2-26	Mechanisms for seeking advice and raising concerns	Guide to Ongoing Sustainability Programs: Operational and HSE&S Governance; Ethics and Integrity 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. 2024 10-K, pp. 51, 133
2-28	Membership associations	Sustainability Summary Report: Advancing Methane Measurement and Emissions Reductions Guide to Ongoing Sustainability Programs: Advancing Methane Measurement Technologies to Support Improved Emissions Reductions; Public Policy Engagement
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. Guide to Ongoing Sustainability Programs: Community and Landowner Engagement; Engaging With Local Communities on Pipeline Safety; Tribal Engagement; Public Policy Engagement
2-30	Collective bargaining agreements	Sustainability Summary Report: Performance Data Table

Appendix

Disclosure Number	Disclosure Title	Reporting Location / Direct Response
GRI 3: Material Topics 2021		
3-1	Process to determine material topics	Guide to Ongoing Sustainability Programs: Our Approach to Sustainability
3-2	List of material topics	Guide to Ongoing Sustainability Programs: Our Approach to Sustainability Material Topics: • 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 management of each material topic are included in the related topical standards below.
GRI 201: Economic Performance 2016		
201-1	Direct economic value generated and distributed	2024 10-K, pp. 65-77
201-2	Financial implications and other risks and opportunities due to climate change	Guide to Ongoing Sustainability Programs: Identifying and Managing Climate-Related Risks and Opportunities 2024 10-K, pp. 29-32, 43
201-3	Defined benefit plan obligations and other retirement plans	2024 10-K, pp. 161-164
GRI 203: Indirect Economic Performance 2016		
3-3	Management of material topics	Guide to Ongoing Sustainability Programs: Contractor and Supplier Management; Community Investment; Operational and HSE&S Governance; Risk Management
203-1	Infrastructure investments and services supported	Guide to Ongoing Sustainability Programs: Community Investment
203-2	Significant indirect economic impacts	Guide to Ongoing Sustainability Programs: Community Investment
GRI 205: Anti-corruption 2016		
3-3	Management of material topics	Guide to Ongoing Sustainability Programs: Contractor and Supplier Management; Operational and HSE&S Governance; Ethics and Integrity; Risk Management Code of Ethics and Business Conduct
205-2	Communication and training about anti-corruption policies and procedures	Guide to Ongoing Sustainability Programs: Ethics and Integrity

Appendix

Disclosure Number	Disclosure Title	Reporting Location / Direct Response
GRI 206: Anti-competitive Behavior 2016		
3-3	Management of material topics	Guide to Ongoing Sustainability Programs: Contractor and Supplier Management; Operational and HSE&S Governance; Ethics and Integrity; 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. 2024 10-K, pp. 51, 133
GRI 302: Energy 2016		
3-3	Management of material topics	Guide to Ongoing Sustainability Programs: Environmental Management; Climate Change and Emissions; Operational and HSE&E Governance; Risk Management
302-1	Energy consumption within the organization	Sustainability Summary Report: Performance Data Table
GRI 303: Water and Effluents 2018		
3-3	Management of material topics	Guide to Ongoing Sustainability Programs: Environmental Management; Water Management; Operational and HSE&S Governance; Risk Management
303-1	Interactions with water as a shared resource	Guide to Ongoing Sustainability Programs: Water Management
303-2	Management of water discharge-related impacts	Guide to Ongoing Sustainability Programs: Water Management
303-3	Water withdrawal	Guide to Ongoing Sustainability Programs: Water Management
303-4	Water discharge	Guide to Ongoing Sustainability Programs: Water Management
303-5	Water consumption	Guide to Ongoing Sustainability Programs: Water Management
GRI 304: Biodiversity 2016		
3-3	Management of material topics	Guide to Ongoing Sustainability Programs: Environmental Management; Biodiversity and Surface Impacts; Operational and HSE&S 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
GRI 305: Emissions 2016		
3-3	Management of material topics	Environmental Management Climate Change and Emissions Operational and HSE&S Governance Risk Management
305-1	Direct (Scope 1) GHG emissions	Sustainability Summary Report: Performance Data Table
305-2	Energy indirect (Scope 2) GHG emissions	Sustainability Summary Report: Performance Data Table
305-4	GHG emissions intensity	Sustainability Summary Report: Performance Data Table
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Sustainability Summary Report: Performance Data Table

Appendix

Disclosure Number	Disclosure Title	Reporting Location / Direct Response
GRI 306: Effluents and Waste 2016		
306-3	Significant spills	Sustainability Summary Report: Performance Data Table Guide to Ongoing Sustainability Programs: Environmental Management; Release Prevention and Response
GRI 306: Waste 2020		
3-3	Management of material topics	Guide to Ongoing Sustainability Programs: Environmental Management; Waste Management; Operational and HSE&S Governance; Risk Management
306-1	Waste generation and significant waste-related impacts	Guide to Ongoing Sustainability Programs: Waste Management
306-2	Management of significant waste-related impacts	Guide to Ongoing Sustainability Programs: Waste Management
GRI 308: Supplier Environmental Assessment 2016		
3-3	Management of material topics	Guide to Ongoing Sustainability Programs: Environmental Management; Contractor and Supplier Management; Operational and HSE&S Governance; Risk Management
308-1	New suppliers that were screened using environmental criteria	Guide to Ongoing Sustainability Programs: Contractor and Supplier Management
GRI 401: Employment 2016		
3-3	Management of material topics	Guide to Ongoing Sustainability Programs: Our Employees; Operational and HSE&S Governance; Risk Management
401-1	New employee hires and employee turnover	Sustainability Summary Report: Performance Data Table Guide to Ongoing Sustainability Programs: Our Employees
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Guide to Ongoing Sustainability Programs: Our Employees See our careers website for additional detail on our compensation and benefits programs and other ways we support our employees.
GRI 403: Occupational Health and Safety 2018		
3-3	Management of material topics	Guide to Ongoing Sustainability Programs: Our Employees; Operational and HSE&S Governance; Employee and Contractor Safety; Asset and Pipeline Integrity
403-1	Occupational health and safety management system	Guide to Ongoing Sustainability Programs: Operational and HSE&S Governance; Risk Management; Employee and Contractor Safety; Asset and Pipeline Integrity
403-2	Hazard identification, risk assessment, and incident investigation	Guide to Ongoing Sustainability Programs: Operational and HSE&S Governance; Employee and Contractor Safety; Asset and Pipeline Integrity
403-4	Worker participation, consultation, and communication on occupational health and safety	Guide to Ongoing Sustainability Programs: Employee and Contractor Safety
403-5	Worker training on occupational health and safety	Sustainability Summary Report: Performance Data Table Guide to Ongoing Sustainability Programs: Employee and Contractor Safety

Appendix

Disclosure Number	Disclosure Title	Reporting Location / Direct Response
403-6	Promotion of worker health	Guide to Ongoing Sustainability Programs: Our Employees; Employee and Contractor Safety
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Guide to Ongoing Sustainability Programs: Contractor and Supplier Management; Employee and Contractor Safety
403-8	Workers covered by an occupational health and safety management system	Guide to Ongoing Sustainability Programs: Contractor and Supplier Management; Operational and HSE&S Governance; Employee and Contractor Safety
403-9	Work-related injuries	Sustainability Summary Report: Performance Data Table Guide to Ongoing Sustainability Programs: Employee and Contractor Safety
GRI 404: Training and Education 2016		
3-3	Management of material topics	Guide to Ongoing Sustainability Programs: Our Employees; Operational and HSE&S Governance; Employee and Contractor Safety
404-1	Average hours of training per year per employee	Sustainability Summary Report: Performance Data Table Guide to Ongoing Sustainability Programs: Safety Training
404-2	Programs for upgrading employee skills and transition assistance programs	Guide to Ongoing Sustainability Programs: Developing Our Employees
404-3	Percentage of employees receiving regular performance and career development reviews	Guide to Ongoing Sustainability Programs: Developing Our Employees
GRI 405: Diversity and Equal Opportunity 2016		
3-3	Management of material topics	Guide to Ongoing Sustainability Programs: Our Employees; Operational and HSE&S Governance
405-1	Diversity of governance bodies and employees	Sustainability Summary Report: 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. Guide to Ongoing Sustainability Programs: Tribal Engagement
GRI 413: Local Communities 2016		
3-3	Management of material topics	Guide to Ongoing Sustainability Programs: Community and Landowner Engagement; Operational and HSE&S Governance; Risk Management
413-1	Operations with local community engagement, impact assessments, and development programs	Guide to Ongoing Sustainability Programs: Community and Landowner Engagement

Appendix

Disclosure Number	Disclosure Title	Reporting Location / Direct Response
GRI 414: Supplier Social Assessment 2016		
3-3	Management of material topics	Guide to Ongoing Sustainability Programs: Contractor and Supplier Management; Operational and HSE&S Governance; Risk Management
414-1	New suppliers that were screened using social criteria	Guide to Ongoing Sustainability Programs: Contractor and Supplier Management
GRI 415: Public Policy 2016		
415-1	Political contributions	Guide to Ongoing Sustainability Programs: Public Policy Engagement

Appendix

Sustainability Accounting Standards Boards (SASB) Index

We referenced SASB's Oil and Gas – Midstream Sustainability Accounting Standard Version 2023-12 in developing the content for this report. Specific disclosures reported are listed in the SASB Index to the right.

Disclosure Code	Disclosure Requirements	Reporting Location / Direct Response
GHG Emissions		
EM-MD-110a.1	Gross global Scope 1 emissions	Sustainability Summary Report: Emissions Performance; Performance Data Table
	Percentage of gross global Scope 1 emissions that are methane	Sustainability Summary Report: Emissions Performance
	Percentage of gross global Scope 1 emissions covered under emissions-limiting regulations	Sustainability Summary Report: Emissions Performance 2024 10-K, p. 34
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	Guide to Ongoing Sustainability Programs: Climate Change and Emissions
Air Quality		
EM-MD-120a.1	Air emissions of the following pollutants: (1) NOx (excluding N_2O) (2) SOx (3) Volatile organic compounds (VOCs) (4) Particulate matter (PM10)	Sustainability Summary Report: Performance Data Table
Ecological Impacts		
EM-MD-160a.1	Description of environmental management policies and practices for active operations	Guide to Ongoing Sustainability Programs: Biodiversity and Surface Impacts
EM-MD-160a.2	Percentage of land owned, leased, or operated within areas of protected conservation status or endangered species habitat	Guide to Ongoing Sustainability Programs: Biodiversity and Surface Impacts
EM-MD-160a.3	(1) Terrestrial land disturbed	Guide to Ongoing Sustainability Programs: Biodiversity and Surface Impacts
	(2) Percentage of impacted area restored	Guide to Ongoing Sustainability Programs: Biodiversity and Surface Impacts

Appendix

Disclosure Code	Disclosure Requirements	Reporting Location / Direct Response
EM-MD-160a.4 2-14	(1) Number of hydrocarbon spills	Sustainability Summary Report: Performance Data Table Guide to Ongoing Sustainability Programs: Release Prevention and Response
	(2) Aggregate volume of hydrocarbon spills	Sustainability Summary Report: Performance Data Table Guide to Ongoing Sustainability Programs: Release Prevention and Response
	(3) volume of hydrocarbon spills in Arctic	WES does not operate in the Arctic as identified by the National Pipeline Mapping System (NPMS) of the Office of Pipeline Safety.
	(4) volume of hydrocarbon spills in Unusually Sensitive Areas (USAs)	WES does not operate in in any USAs as identified by the NPMS.
	(5) volume recovered	WES does not currently report volume recovered.
Competitive Behavior		
EM-MD-520a.1	Total amount of monetary losses as a result of legal proceedings associated with pipeline and storage regulations	Financially material legal proceedings and fines or noncompliance are reported in our annual 10-K. 2024 10-K, pp. 55, 133
Operational Safety, Emergency Preparedness & Response		
EM-MD-540a.1	(1) Number of reportable pipeline incidents	Sustainability Summary Report: Performance Data Table
	(2) Percentage significant	Sustainability Summary Report: Performance Data Table
EM-MD-540a.2	(1) Percentage of natural gas pipelines inspected	Sustainability Summary Report: Performance Data Table Guide to Ongoing Sustainability Programs: Asset Integrity Management and Oversight
	(2) Percentage of hazardous liquid pipelines inspected	Sustainability Summary Report: Performance Data Table Guide to Ongoing Sustainability Programs: Asset Integrity Management and Oversight
EM-MD-540a.3	(1) Number of accident releases from rail transportation	This indicator is not relevant for WES.
	(2) Number of non-accident releases (NARs) from rail transportation	This indicator is not relevant for WES.
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	Guide to Ongoing Sustainability Programs: Operational and HSE&S Governance; Employee and Contractor Safety; Emergency Preparedness; Asset Integrity Management and Oversight
Activity Metrics		
EM-MD-000.A	Total metric ton-kilometers transported, by mode of transport: (1) natural gas (2) crude oil (3) refined petroleum products	2024 10-K, p. 55

Appendix

Task Force on Climated-related Financial Disclosure (TCFD) Index

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 responses to the TCFD reporting recommendations are provided in the TCFD Index to the right.

Disclosure Description	Reporting Location / Direct Response
Governance	
Describe the board's oversight of climate-related risks and opportunities.	Guide to Ongoing Sustainability Programs: Climate Change and Emissions; Corporate Governance; Risk Management 2024 10-K, p. 141
Describe management's role in assessing and managing climate related risks and opportunities.	Guide to Ongoing Sustainability Programs: Identifying and Managing Climate-Related Risks and Opportunities; Operational and HSE&S Governance; Risk Management
Strategy	
Describe the risks and opportunities the organization has identified over the short, medium, and long term.	Guide to Ongoing Sustainability Programs: Climate Change and Emissions; Risk Management 2024 10-K, p. 29-33, 43
Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	Guide to Ongoing Sustainability Programs: Climate Change and Emissions; Risk Management
Risk Management	
Describe the organization's processes for identifying and assessing risks.	Guide to Ongoing Sustainability Programs: 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.	Sustainability Summary Report: Performance Data Table Guide to Ongoing Sustainability Programs: Climate Change and Emissions
Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 GHG emissions, and the related risks.	Sustainability Summary Report: Performance Data Table; Emissions Performance
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