

2025

Sustainability Summary Report



Introduction

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2025 Sustainability Highlights

Environment

- » 1 MBbls/d produced water treatment capacity, with an average 400K Bbls/d produced water recycling per day

Safety

- » 9,300+ good catch observations and 5,600+ stop-work occurrences, important indicators of safety awareness and engagement
- » 71,900+ hours of safety training, an average of nearly 37 hours per worker

People

- » 80% participation rate in employee engagement survey

Community Investment

- » Nearly 16,000 volunteer hours contributed to 500+ causes



Introduction

About Western Midstream

Western Midstream Partners, LP (Western Midstream® or WES) helps deliver essential energy across the globe through our midstream services that transport and process energy resources, including natural gas, natural gas liquids (NGLs), crude oil, and condensate. Our operations also include water-management services that support our customers' production activities. As a natural gas processor, we also buy and sell natural gas, NGLs, and condensate on behalf of both ourselves and our customers.

Sustainability is a foundational element of our organization and daily operations—from board-level oversight to field-level execution, we strive to deliver reliable operational performance and transparent reporting on sustainability topics.

In 2025, we advanced our water-management capabilities through the acquisition of Aris Water Solutions, Inc. ("Aris"). The integration of Aris enhances our leading position in the Permian Basin by expanding our ability to deliver comprehensive produced-water solutions, including beneficial reuse, creating additional value and resiliency for customers across Texas and New Mexico.

Operational Highlights

~16K Miles of Pipeline¹

1,704 Employees

16 Gathering Systems

77 Processing and Treating Facilities

8 Produced-Water, Gathering, Treating, Recycling, and Disposal Systems

¹ As of June 30, 2026. Includes wholly owned and operated assets, operated interests, and equity interests. Reflects the Brazos Delaware II, LLC ("Brazos") acquisition, which closed in Q2 2026.

Where We Operate

Uinta Basin



DJ Basin



Permian Basin



Powder River Basin



South Texas



- WES Assets
- WES Equity Interest
- WES Equity-Interest Pipeline

About Our Summary Report

This report highlights our 2025 performance on key sustainability topics including emissions, water reuse and recycling, safety, and community engagement and investment, as well as performance data for our sustainability priorities. Aris data is included for select metrics in calendar year 2025 and has been indicated where applicable.

The contents of this report are 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 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, our mission to improve lives through safe, sustainable, and efficient energy delivery remains central to how we operate and grow our business. In 2025, we built on this foundation by continuing to enhance accountability for operational excellence, including environmental performance, and deepening engagement with employees and communities—while continuing to deliver reliable service for our customers.

A defining milestone of the year was the acquisition of Aris, which added approximately 1 million barrels per day of produced water treatment capacity, with average recycling volumes of 400,000 barrels per day. WES also announced the Pathfinder pipeline, a first-of-its-kind 42-mile produced water pipeline, capable of transporting more than 800 thousand barrels per day of produced water. These two efforts substantially increase our ability to support responsible produced water management, relieve disposal constraints, and reduce water-management risk for our customers. These strategic investments expanded WES's capabilities in produced-water gathering, treatment, recycling, and beneficial reuse, positioning us as a leading midstream water solutions provider in the Permian Basin. Through Aris's expertise in water recycling, we are better equipped to help customers manage produced water responsibly and reduce reliance on freshwater resources. We are also increasing our investment in desalination solutions. Building on work that began at Aris, this effort will further enhance our water reuse capabilities and support the long-term sustainability of our operations.

Operational excellence and accountability remained central priorities, supported by an organization-wide initiative focused on performance improvement, efficiency, and disciplined execution. This initiative strengthened oversight, streamlined processes, and supported continuous improvement while maintaining the health and safety, environmental stewardship, and integrity that underpin our long-term success.

We also made meaningful progress in strengthening our emissions management governance across our field operations. In 2025, we enhanced our Operations Management System, improved consistency in emissions tracking and

reporting, and continued upgrading natural gas-driven engines to more efficient technologies. We also expanded efforts to better measure and reduce methane emissions, reflecting our continued commitment to responsible growth.

Our people remain at the heart of WES. An enhanced employee engagement survey achieved an 80% participation rate and highlighted safety and a supportive culture as strengths, while identifying opportunities for improvement that are guiding ongoing action.

We continued investing in the communities where we operate through employee volunteerism, corporate giving, and strong partnerships, reinforcing our belief that responsible operations and strong communities go hand in hand. Safety remains our highest priority, and we continued advancing serious-injury and fatality prevention through focused attention on high-energy hazards and stronger field-level dialogue.

Looking back on 2025, I am proud of our employees' accomplishments and confident in the foundation we are building to create long-term value for our stakeholders.



Oscar K. Brown
President & CEO





Supporting Sustainable Environments

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

This report highlights 2025 achievements in managing our emissions and advancing water reuse and recycling, as well as performance data for all our priority environmental 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
- » Water Recycling and Beneficial Reuse

Managing Emissions

Managing and minimizing emissions in our operations is a key part of our commitment to protecting the environment and maintaining safe and efficient operations. At WES, we are primarily focused on minimizing emissions from our own operations. Beyond that, key elements of our business model and operational approach have been designed to enable our customers to operate more efficiently, minimizing both upstream and downstream value chain emissions. We continue to work collaboratively with state and federal regulatory agencies, environmental groups, producers, and industry partners to manage emissions in our operations.

This report highlights our emissions management efforts in 2025. For more details on our overall approach to managing climate risks and emissions, see WES's [Guide to Ongoing Sustainability Programs](#).

Minimizing Operational Emissions

WES has implemented 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-emission dehydration units that recycle waste gas back into processing and evaluating this technology for other similar processes
- ✓ 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, recycling, and emission controls
- ✓ Implementing electric-powered compression
- ✓ Installing heat exchange technology in processing plants in lieu of adding additional heaters
- ✓ 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-driven engines with advanced combustion technology

Read more about these efforts in WES's [Guide to Ongoing Sustainability Programs](#).



2025 Emissions Management Highlights

Improving Emissions Management Governance

In 2025, we strengthened management and governance across our field-based operations to support compliance objectives and enhance risk mitigation. Key actions included clarifying oversight responsibilities; strengthening our Operations Management System (OMS) to consolidate regulatory requirements, standards, and best practices through a single, accessible framework; streamlining compliance activities; and building more consistent emissions tracking and reporting mechanisms. This work further formalized requirements and best practices into leadership-approved standards and procedures, providing greater clarity on required actions and expectations. Together, these efforts support more effective emissions management by improving oversight, reducing operational challenges, and enhancing the accuracy and completeness of emissions data used for decision-making and reporting.

Reducing Combustion Emissions

Combustion emissions from engines and heaters are one of the largest sources of greenhouse gas (GHG) emissions for midstream operators. In 2025, we continued upgrading natural gas-driven engines to more efficient technology as part of our routine engine overhaul maintenance process to help reduce these emissions. Based on manufacturer estimates for the upgraded technology, the upgrades are expected to reduce methane and volatile organic compound (VOC) emissions by up to ~40%, carbon monoxide (CO) emissions by up to ~15%, and formaldehyde emissions by up to ~24%, under specified operating assumptions. These reductions are achieved primarily by minimizing "methane slip," or the release of uncombusted methane from the engine, and more efficient and complete fuel combustion. In 2025, we upgraded 50 natural gas-driven engines to this lower-emission technology. This effort illustrates how we seek to advance deploying lower-emitting, cost-effective technologies across our operations.

An aerial photograph of an industrial facility, likely a gas processing plant, with various structures, pipes, and storage tanks. A semi-transparent green rectangular box is overlaid on the left side of the image, containing white text.

In 2025, we upgraded 50 natural gas-driven engines to more efficient technology, which is estimated to reduce methane and VOC emissions by up to ~40%.

Advancing Methane Measurement and Emissions Reductions

We remain focused on managing and reducing methane emissions. For example, we are continuing to incorporate zero-emission, air-actuated pneumatic controllers when installing new pneumatic controllers and converting existing pneumatic controllers to this technology where feasible. All of our gas plants and compressor stations in Colorado and Utah already have zero-emission pneumatic devices.

In 2025, we enhanced our ongoing leak detection and repair (LDAR) program for gas processing plants. We have long used optical gas imaging technologies to scan equipment in these facilities for potential leaks at least annually. In 2025, we enhanced our ongoing leak detection and repair (LDAR) program for gas processing plants by conducting more frequent scans and including a greater number of operating equipment.

We continue building on our multiyear efforts to test, pilot, advance, and help scale new and innovative approaches to measuring methane emissions. In 2025, we piloted the use of aerial flyovers as a more efficient alternative to traditional ground-based regulatory surveys. This approach enabled broader and more timely identification of potential methane emissions events, complemented existing LDAR activities, and results in associated cost reductions.

We are also continuing efforts to measure and reduce methane emissions from different sources within our facilities, expanding to consider even more challenging sources. For example, in 2025, we began assessing opportunities to reduce compressor rod packing emissions. In 2026, we are installing and commissioning systems in the DJ Basin to capture rod packing emissions from compressors.

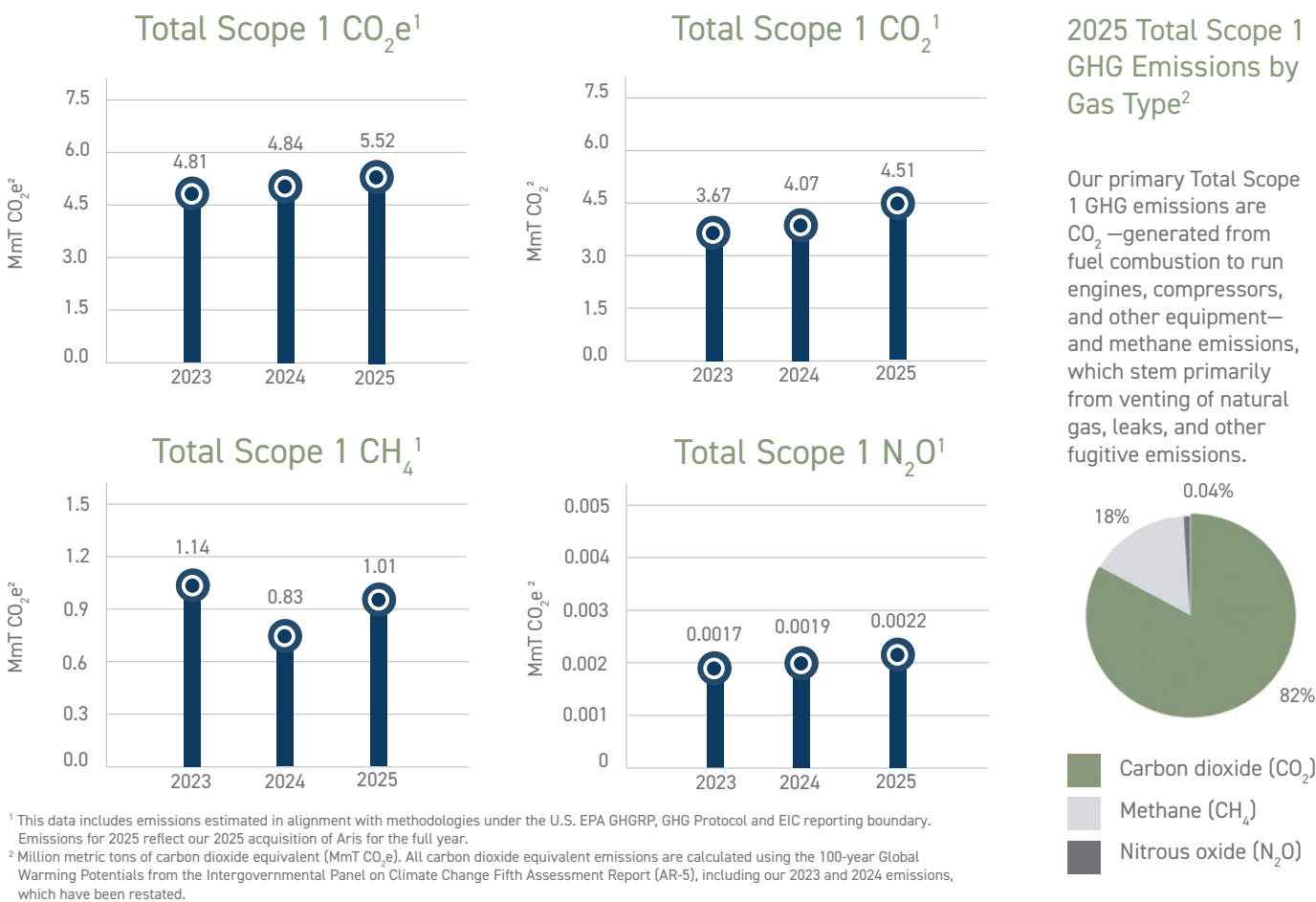
Emissions Performance

We incorporate operational data alongside equipment- and site-specific data into our emissions calculations to enhance the accuracy of our emissions estimates. As a result, we report Total Scope 1 emissions data for a larger scope of equipment than was previously required by the EPA's Greenhouse Gas Reporting Program (GHGRP), including corporate fleet emissions and other significant emission sources. The EPA GHGRP has historically been the required emissions reporting standard used by WES and others across the industry for regulatory reporting. While this standard is no longer expected to be required, WES has elected to continue tracking and reporting emissions using EPA GHGRP-established methodologies. This approach maintains transparency for stakeholders and enables consistent, ongoing emissions management efforts.

We use a financial control approach to set the organizational reporting boundary for GHG emissions inventory reporting and calculate

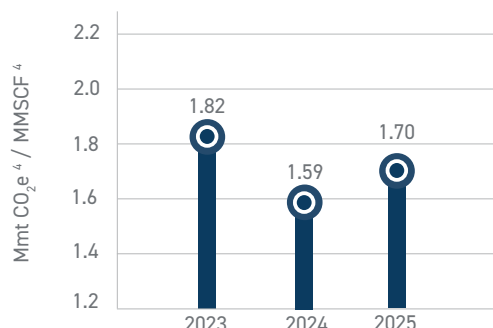
emissions in alignment with the Global Reporting Initiative's (GRI) 305 Emissions Standard. Our approach is also informed by the GHG Protocol and the Midstream ESG Template of the Energy Infrastructure Council (EIC)/GPA Midstream Association (GPA). We quantify Scope 2 emissions based on purchased electricity using the location-based method; purchased heat is used only in offices and is not a significant source of emissions. All carbon dioxide equivalent emissions are calculated using the 100-year Global Warming Potentials from the Intergovernmental Panel on Climate Change Fifth Assessment Report (AR-5). We report our emissions data in our [Performance Data Table](#) and also provide additional information about intensity calculation methodologies as footnotes.

We also report emissions of nitrogen oxides, sulfur oxides, carbon monoxide, VOCs, particulate matter, and hazardous air pollutants from our natural gas processing plants in the [Performance Data Table](#).

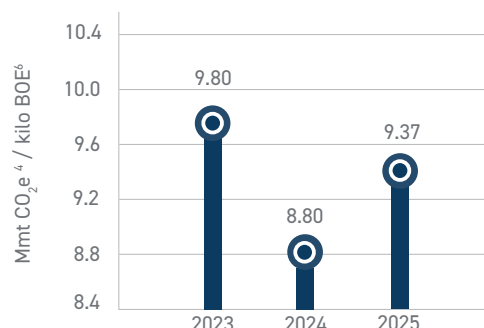


Emissions Performance

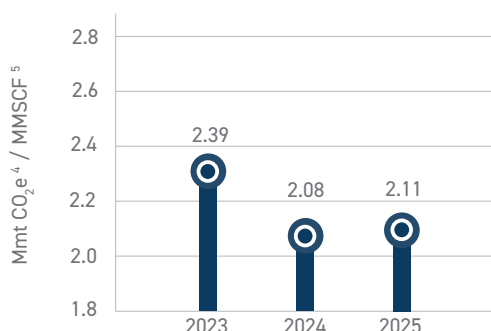
Total Scope 1 GHG Intensity³



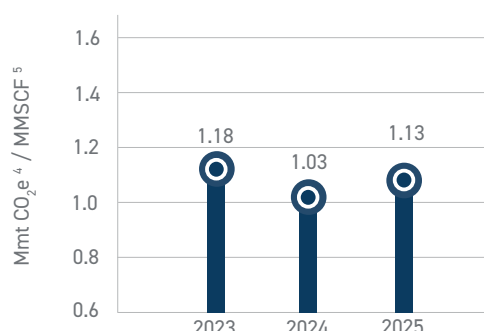
Total Scope 1 + Scope 2 GHG Intensity^{3,6,7}



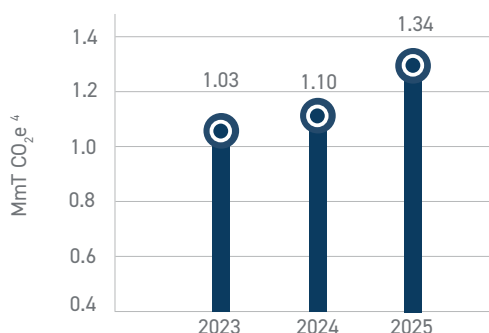
Total Scope 1 GHG Intensity: Gathering and Boosting³



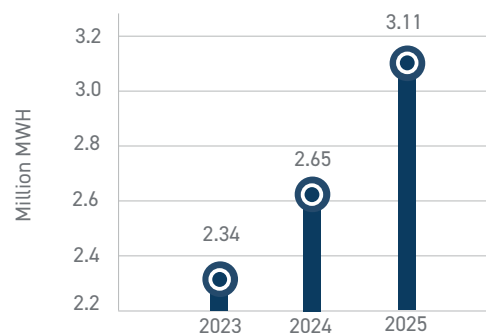
Total Scope 1 GHG Intensity: Natural Gas Processing³



Scope 2 GHG Emissions⁶



Scope 2 Energy Consumption⁸



³This data includes emissions estimated in alignment with methodologies under the U.S. EPA GHGRP, GHG Protocol and EIC reporting boundary. Emissions for 2025 reflect our 2025 acquisition of Aris Water Solutions for the full year.

⁴Million metric tons of carbon dioxide equivalent (Mmt CO₂e). All carbon dioxide equivalent emissions are calculated using the 100-year Global Warming Potentials from the Intergovernmental Panel on Climate Change Fifth Assessment Report (AR-5), including our 2023 and 2024 emissions, which have been restated.

⁵Million metric tons of CO₂e per million standard feet of gas throughput received.

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

⁷Total 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 10⁶ BTU of fuel is equal to a single BOE, using a heating value of 1,026 btu/scf, and reported in thousands of BOE).

⁸Includes electricity consumption only. WES does not purchase steam, and purchased heat is used only in offices and is not a significant source of emissions.

Water Recycling and Beneficial Reuse

West Texas faces increasing water resource challenges, such as long-term drought, population growth, and expanding industrial activity. These issues place greater strain on limited water supplies. At the same time, operations in the Permian Basin generate significant volumes of produced water that must be responsibly managed. In addition, produced water, or water that is released from wells during the extraction of oil and gas, represents a disposal challenge, but also a resource opportunity for communities and industry. Produced water volumes in the Permian Basin often exceed oil production volumes, placing pressure on disposal infrastructure and highlighting the need for alternative management approaches.

Produced water from the Delaware Basin unconventional oil and gas production is typically four times saltier than seawater and can contain naturally occurring salts and minerals, organic compounds, and trace constituents—making it challenging to treat for reuse. At the same time, produced water is fundamentally an industrial byproduct, and many of the technologies and standards used in municipal and industrial wastewater sectors provide a strong foundation for safe, reliable treatment, recycling, and evaluation of beneficial reuse opportunities.

In October 2025, WES closed on the acquisition of Aris, a leader in environmental infrastructure development providing produced-water gathering, disposal, recycling, and beneficial reuse solutions for major oil and gas operators in the Permian Basin. Through this acquisition, WES has further strengthened its position as a leading midstream water solutions provider, enhancing its ability to meet the water disposal and recycling needs of our customers. Aris brings valuable expertise in beneficial reuse, desalination, and water recycling, supporting WES's efforts to help operators productively manage produced water while reducing reliance on existing water resources.

In 2025, WES also began construction on the Pathfinder pipeline, a 42-mile pipeline with the capacity to transport over 800 thousand Bbls/d of produced water. This first-of-its-kind approach to produced-water transportation enables WES to move produced-water volumes away from high-activity areas with increasing disposal constraints in the Delaware Basin to areas with greater available disposal capacity. Pathfinder, combined with the associated gathering and other produced-water infrastructure, enhances flow assurance for customers while reducing risks associated with water disposal in areas experiencing increasing pore pressure.

The addition of Aris and the Pathfinder pipeline enhance WES' capabilities in water treatment, recycling, and beneficial reuse, positioning the company to further expand produced water recycling capabilities, evaluate opportunities to reduce produced water disposal and freshwater demand, and support long-term regional water sustainability in our operating areas.



Water Recycling

WES employs industry-leading recycling technologies to treat and recycle produced water for reuse across energy-industry operations. This process utilizes basic pretreatment to remove hydrocarbons, solids, and other impurities to make the water suitable for recycling across a range of oil and gas industry processes. This provides an important alternative water source to help oil and gas producers reduce freshwater use and minimizes reliance on produced water disposal. By reducing reliance on disposal, water recycling can also help mitigate localized environmental and operational risks associated with shallow and deep water injection.

Water Recycling Process

- On average, WES recycles 400,000 barrels of produced water per day, with a peak treatment of over 1,000,000 barrels per day.
- In 2025, approximately 150,000,000 barrels of fresh water were saved through produced water recycling.
- In 2025, 88% of WES's total water supplied to customers was recycled produced water.

Beneficial Reuse

WES is advancing an industry-leading, science-based approach to economically viable beneficial reuse—the treatment and evaluation of produced water for potential applications outside traditional oil and gas operations, such as non-consumptive agriculture, industrial processes, or surface discharge. This emerging opportunity has the potential to reduce water disposal needs, support regional water resilience, and create long-term environmental and commercial benefits.

WES is applying well-established water industry principles to advance a responsible path to beneficial reuse, leveraging rigorous science, comprehensive safety and feasibility analyses, and experienced water-treatment professionals to responsibly evaluate potential opportunities. We are focused on verifying results, reliability, and long-term viability, including:



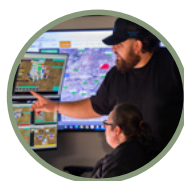
Extensive Water-Quality Testing and Analysis

During pilot operations, WES has conducted rigorous testing on our produced water, including the direct testing of over 700 constituents, Whole Effluent Toxicity (WET) testing, and additional advanced assessments for produced water characterization. The program has generated more than 50,000 data points to support treatment evaluation and water-quality analysis.



In-house Industry Expertise

Our team includes water industry experts with thermal desalination and membrane-treatment backgrounds, bringing decades of water-industry experience to the evaluation of treatment approaches.



Alignment With Water-Industry Standards

We utilize established best practices in water treatment, including multiple barriers of protection, to provide confidence that the technologies we test are grounded in proven, broadly used methods for producing reclaimed freshwater that can be evaluated against project objectives and potential reuse applications.

Advancing Responsible Reuse Through Collaboration and Rigorous Pilots

We believe that collaborating with a broad range of external stakeholders is fundamental to responsibly advancing beneficial reuse in ways that can positively impact communities and ecosystems where we operate. We are actively partnering with regulators, engaging community stakeholders, and developing best practices alongside research consortia, academia, and other members of our industry. This engagement helps ensure that reuse approaches are informed by regional priorities, stakeholder perspectives, and community needs.

For example, we are engaging the Texas Commission on Environmental Quality (TCEQ) to support the development of technical standards for produced water management and beneficial reuse that support responsible surface discharge and non-consumptive agricultural irrigation. We are also sharing our learnings with relevant nongovernmental organizations (NGOs) and seeking their feedback as we enhance our reuse efforts.

A key part of our approach is leading a rigorous pilot program that incorporates expertise from a range of stakeholders. This work is fundamental to developing approaches that are safe, effective, and scalable.

Science-Based Treatment and Reuse Pilots

WES is collaborating with industry peers—including ConocoPhillips Company, Chevron Corporation, ExxonMobil Corporation, and Devon Energy Corporation—on a Joint Industry Project (JIP) to rigorously test and evaluate produced-water treatment technologies and non-consumptive agricultural reuse opportunities.

In 2023, the JIP partners launched a comprehensive pilot program ("JIP 1") to test four different desalination technologies under real-world conditions using produced water pulled directly from produced-water collection pipelines. Throughout the pilot, the team conducted comprehensive water-quality and techno-economic assessments, collecting more than 50,000 water quality data points. The results showed that multiple technologies consistently produced reclaimed fresh water that met target quality benchmarks.

Building on the findings from this technology testing in JIP 1, WES and the other JIP members have moved into a demonstration phase ("JIP 2"), during which we will assess the performance, long-term operational impacts, and scalability of beneficial-reuse technologies, helping the industry evaluate pathways toward practical, commercially viable solutions. JIP 2 represents a tenfold scale-up of the previous JIP 1 phase and was commissioned in Q2 2026. The demonstration plant will include all necessary pretreatment, desalination, and post-treatment steps to produce reclaimed fresh water and will be fully integrated and automated to simulate commercial-scale operations. JIP 2

will also continue the rigorous water quality testing conducted in the previous phase using produced water sourced directly from the pipeline, consistent with the JIP 1 phase.

In addition, JIP 2 will include a non-consumptive agricultural field study in which approximately seven acres of various crops, such as cotton, will be grown using both treated produced water and control water. The study will evaluate plant uptake, yields, soil health, and potential toxicity to determine whether treated produced water could be safely used for agriculture. This phase of the project is being conducted in partnership with the U.S. Department of Energy, the Texas Produced Water Consortium, Texas Tech University, and Texas A&M University, helping to ensure scientific rigor and independent evaluation.



Piloting Reuse to Support Ecosystem Recovery

WES is working with the Texas Commission on Environmental Quality (TCEQ) and other regulators to acquire a surface discharge permit that would allow reclaimed fresh water to be used to replenish and restore the inflow rate to the Pecos River in West Texas, an ecosystem that has been heavily impacted by long-term drought and declining water quality. This effort is intended to not only support ecosystem health, but also return water to productive use in a manner that protects existing surface and groundwater resources relied upon by communities, the environment, and industry. Securing this permit requires meeting stringent TCEQ water-quality standards designed specifically to protect aquatic life, downstream users, and existing water resources.

As part of this highly technical, multistep review process, we must demonstrate—through repeated sampling, third-party laboratory analysis, and continuous performance monitoring—that our produced-water treatment train can reliably meet limits for salinity, metals, hydrocarbons, and other water-quality parameters. Our pilot system near the Red Bluff Reservoir, along the stateline between Texas and New Mexico, has demonstrated consistent performance, while operating through extreme weather, and variable produced water inflow conditions, including water-quality fluctuations.

This process underscores the rigor of regulatory oversight for beneficial reuse and the demonstrated safety and reliability of our treatment technology. More broadly, it highlights how converting produced water into a usable resource can help protect existing freshwater resources for communities and the local environment, reduce reliance on disposal, and provide an additional, dependable water source to support ongoing industrial activity and regional economic growth.

Extracting and Recovering Minerals

The dissolved minerals in produced water represent another emerging opportunity for resource recovery. With the right technology, minerals such as iodine, lithium, magnesium, and ammonia can be cost-effectively extracted, creating potential new value streams while reducing waste.

In 2025, WES entered into an agreement with Iofina, a leading iodine producer, to use Iofina's WET® IOsorb® technology to extract commercially saleable iodine from produced water handled by WES. The facility, which is the first of its kind in the Permian Basin and expected to become operational in 2026, is designed to process 50,000 barrels per day of produced water and produce 170-220 metric tons of crystalline iodine annually. This initiative supports a circular-resource approach by recovering valuable materials from wastewater streams while helping reduce environmental impacts.



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 the environment safe. We support our employees through the provision of top-tier benefits, pay-for-performance compensation, flexible work-life balance, professional development opportunities, and recognition programs. We work closely with our contractors to help them understand and meet our expectations and standards. We also serve the communities in which we operate by working to understand and address concerns through collaboration and investing in community needs.

This report focuses on the 2025 highlights of our community engagement and investment efforts, as well as initiatives to foster employee inclusion and engagement, and to help leaders develop and engage their teams to deliver on our company mission and strategy.

Visit Our [Guide to Ongoing Sustainability Programs](#) for more on:

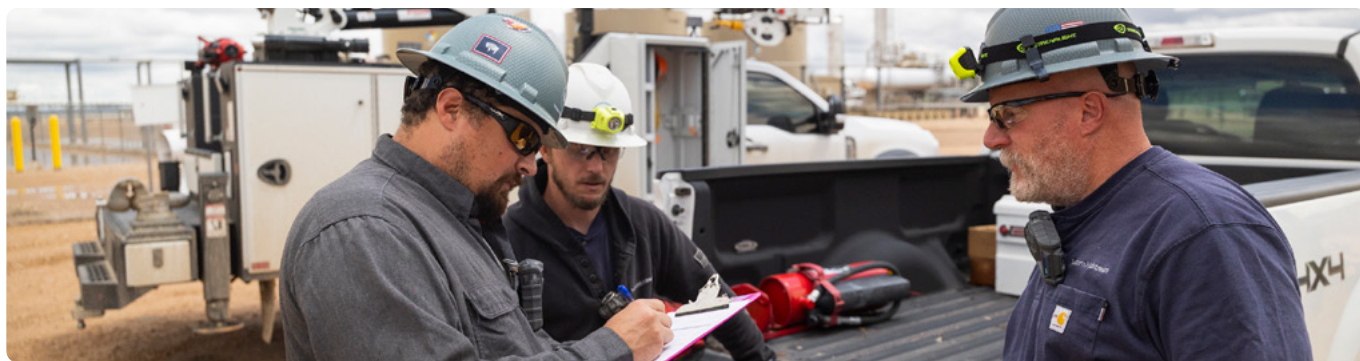
- » Our Employees
- » Contractor and Supplier Management
- » Community and Landowner Engagement
- » Community Investment

Focusing on People | Building Leaders & Employee Engagement

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 underpins our organization as a whole. To support leadership excellence and build a shared vision for our strategic goals, we held our second annual WES Leadership Summit in June 2025. This summit gathered 58 leaders from across the company to discuss best practices to implement WES's mission and vision and develop shared strategic goals and actions for the year ahead. The 2025 summit discussions included alignment on business and operational priorities and a review of our most recent employee engagement survey results.

We also enhanced leadership training through our Ignite Leadership program (Ignite). Ignite provides training in 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. All leaders in Ignite have access to instructor-led courses and online resources as well as one-on-one executive coaching sessions to advance their personal growth opportunities. In 2025, we further scaled the Ignite program with the addition of a Coaching Potential module. We also created a separate three-month coaching option for employees, designed to develop targeted skills and strengthen leadership competencies, informed by feedback from a 360-degree assessment tool.



Focusing on Employee Engagement

In 2025, we launched an enhanced annual Employee Engagement Survey. With an 80% response rate, the survey offered WES leaders meaningful visibility into strengths across the organization, as well as areas where employees identified opportunities for improvement. Employees noted an emphasis on safety in the workplace and a caring and supportive culture as strengths at WES. WES leadership has incorporated survey results into team discussions, identified areas for improvement, and developed action plans aligned with employee feedback, including initiatives designed to address key focus areas. Actions already implemented include an increased focus on goal clarity and alignment, expanded learning resources and tools, additional communication channels, and regular leadership “catch-ups.” We are also implementing simplification efforts to support efficiency across teams.

We initiated a Top 5 Things CEO communication and Executive Corner blog posts in 2025. In the Top 5 Things initiative, employees communicate directly with our CEO each week to provide ideas, experiences, pain points, and other feedback. Our CEO personally reviews and responds to each employee who participates. The goal of this initiative is to establish a direct link between the CEO and employees, providing insights into the day-to-day operations at WES. The Executive Corner blog posts are a platform for executives to share insights and updates on business strategies, successes, and challenges to help strengthen the connection between the executive leadership team and employees. This initiative also shares insights from the Top 5 Things CEO communications across the organization.



Focusing on People | Community Investments

2025 Community Investment Highlights

WES's approach to community investment is rooted in building long-term, trust-based relationships with the communities where we operate. Through a combination of employee volunteerism, corporate giving, and strong local partnerships, we work to address regional needs, strengthen community resilience, and create meaningful, lasting impact.

Strengthening Community Partnerships in Montgomery County

WES has been a long-time partner of [Meals on Wheels Montgomery County](#). In 2025, we continued to demonstrate our commitment by serving as the title sponsor for the annual Meals on Wheels Golf Tournament and mobilizing a strong team of employee volunteers to support the event. These efforts helped increase community engagement and amplify the tournament's fundraising impact to support vulnerable seniors, through the delivery of hot, nutritious meals, safety checks, and transportation to homebound seniors in Montgomery County.

WES was also honored by [Inspiration Ranch](#) for outstanding corporate citizenship and exceptional dedication to its mission of bringing healing and hope through equine-assisted services. Through company-wide volunteer workdays and generous financial contributions, WES helped expand and enhance therapeutic programs that serve individuals and families across Montgomery County.



Turning Barbecue Skills Into Food Security Support in West Texas

In West Texas, an integrated team of legacy WES and new Aris employees came together to participate in the [Daniel Energy Partners Permian Basin BBQ Cook-Off](#), where WES won Grand Champion. WES donated the prize, resulting in contributions of up to \$50,000 to the [West Texas Food Bank](#) during a period when Supplemental Nutrition Assistance Program (SNAP) benefits were temporarily paused, helping sustain essential food distribution services for families facing food insecurity.



Focusing on People | Community Investments

Advancing Youth Recreation Opportunities in Colorado Communities

In Colorado, 35 WES employees teamed up with [Wish for Wheels](#) to build more than 70 bicycles for children from underserved communities. This effort provided new opportunities for healthy recreation and mobility while strengthening WES's partnerships with local organizations committed to youth development.



Cooking Up Community Impact in Wyoming

WES employees in Wyoming participated in the Campbell County Charity Chili Cook-Off, earning second place among 31 competing teams. The event raised over \$50,000 to support the [Youth Emergency Services Foundation](#), expanding access to shelter, food assistance, and essential resources for individuals and families in need.



Expanding Community Engagement to New Operations in New Mexico

As WES's operational footprint grows in New Mexico, we are expanding our community engagement efforts by building new relationships, supporting local initiatives, and identifying additional organizations and stakeholders to partner with across the state. These efforts reflect our commitment to responsible, collaborative community engagement in the regions where we operate.

Community Investment: By the Numbers



15,900+

Volunteer hours recorded



60%

Employee participation



~\$895,000

Donated



Operating Responsibly

Strong governance provides the foundation for how WES manages health, safety, environmental performance, and broader sustainability responsibilities. The Board, executive leadership, and cross-functional committees—such as the Sustainability Steering Committee—oversee the management of these topics. Through these governance structures, we prioritize the safety and health of our employees, contractors, and the communities where we operate. Our comprehensive risk-management processes and Health, Safety, Environment, and Security (HSE&S) management systems help us proactively manage workforce safety, asset and pipeline integrity, emergency preparedness, and community safety to help ensure safe and reliable operations.

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

WES's safety culture centers on prevention, accountability, and continuous learning. We focus on standardizing practices across our footprint, empowering every worker to identify and eliminate hazards, and reinforcing safe work through training, communication, and data-driven insights.

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

- ✓ Companywide safety initiatives that emphasize true care and concern for one another and the safe, efficient delivery of energy for our customers
- ✓ Coordinated oversight and management of safety from the Board and executive leadership to regional- and field-level employees and contractors
- ✓ Organization-wide hazard and risk assessments and associated training
- ✓ Safety observations and near-miss reporting are required and rewarded for all employees and contractors, to identify and address potential safety issues before incidents occur
- ✓ Job safety analyses before every job that bring employees and contractors together to assess and address safety hazards
- ✓ Stop-work authority for all employees and contractors to speak up when any safety concern arises
- ✓ Incident and near-miss root-cause analysis to identify, track, and address safety hazards
- ✓ Life-saving rules developed and shared across the organization to address high-risk activities



2025 Safety Highlights

Strengthening Hand Safety Practices

Protecting our employees and contractors from injury is a core commitment at WES. In 2025, we intensified our focus on addressing hand and finger injuries—one of the most prevalent injury types across our operations. Through analysis of historical incident data and frontline work conditions, we identified opportunities to strengthen preventive controls, build workforce capability, and standardize expectations. These efforts were designed to reduce both the frequency and severity of injuries by integrating clearer standards, better tools, and hazard-specific protections into everyday work practices. Key actions included:

- **Developed and implemented a comprehensive Hand Injury Prevention management system**, including a new standard and supporting procedure
- **Established minimum glove performance specifications** aligned to specific job hazards, including facility operations, mechanical maintenance, chemical handling, and pipeline pigging
- **Sourced and deployed high-quality gloves** that meet defined performance specifications
- **Built foundational knowledge across our workforce and safety teams** on glove performance, hand hazard recognition, and injury prevention practices, including high-hazard and no-hand-placement zones
- **Introduced structured tools** to strengthen how employees assess and manage hand and finger exposure before and during work
- **Improved consistency and rigor in hand safety practices**, reinforcing our commitment to addressing root causes and preventing injuries systematically

Preventing Serious Incidents

In 2025, WES strengthened serious-injury and fatality (SIF) prevention by sharpening our focus on high-energy hazards and preventive controls. Key actions included:

- **Established a SIF Prevention Team** to identify, prioritize, and reduce SIF risks across our operations
- **Advanced evaluation of critical risk areas**, including our energy-isolation program and driving-related risks, with plans developed for targeted program improvements
- **Began developing an energy-based methodology** that controls hazardous energy at its source, enabling more precise reporting, clearer event identification, and stronger control verification
- **Aligned practices with widely recognized external organizations** to improve benchmarking and help ensure that our controls meet or exceed prevailing industry expectations



Enhancing Safety Communication in the Field

To deepen engagement and improve real-time learning, WES launched WES Safe Weekly—a series of structured, point-of-work conversations led by supervisors, including:

- **52 weekly dialogues** designed to replace one-way trainings with two-way conversations that identify and address hazards and strengthen accountability
- **Leader conversation guides/templates** to support direct, sometimes challenging, discussions tailored to current field conditions
- **More dialogue, less monologue**, increasing personal feedback, practical coaching, and worker ownership of safety

Safety Performance

In 2025, WES’s combined employee and contractor Total Recordable Incident Rate (TRIR) was 0.50, compared with 0.41 in 2024. Despite a slight year-over-year increase, this performance reflects a continued emphasis on improving communication around safety issues and encouraging the reporting of incidents and near misses. WES continues to rely on established incident investigation and root-cause analysis processes to assess trends, identify areas for improvement, and support ongoing enhancements to safety practices across operations.

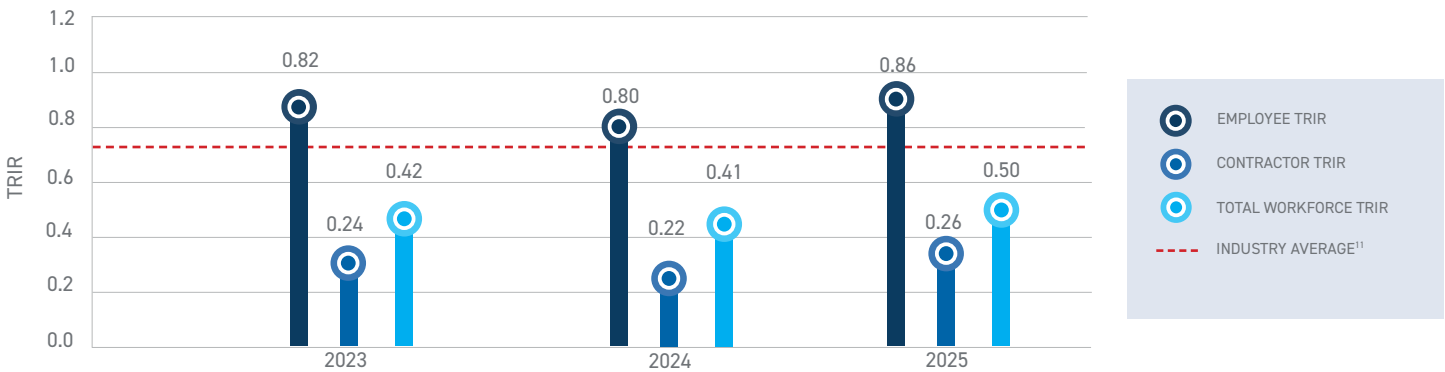
Our combined employee and contractor Lost Time Incident Rate (LTIR) increased to 0.20 in 2025 from 0.13 in 2024, while our combined Days Away, Restricted, or Transferred (DART) remained flat at 0.30 year over year. WES continues to promote a culture where employees and contractors feel safe reporting incidents and seeking treatment, recognizing that increased reporting can result in

higher incident frequency rates while supporting long-term severity reduction.

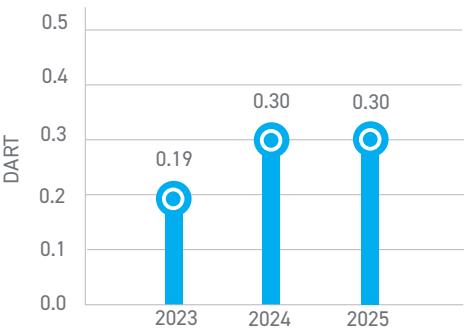
Both our Total Vehicle Incident Rate (TVIR) and Preventable Vehicle Incident Rate (PVIR) increased in 2025. WES continues to work to better understand vehicle-related trends and underlying causes through focused reviews, targeted communications, and reinforcement of existing driving-safety requirements.



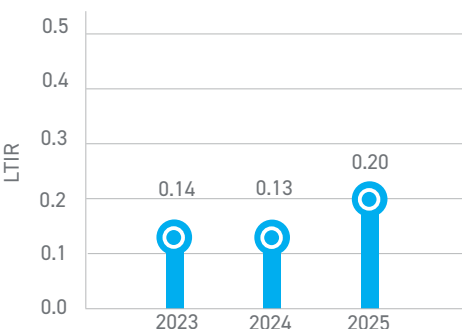
Total Recordable Incident Rate (TRIR)^{9,10}



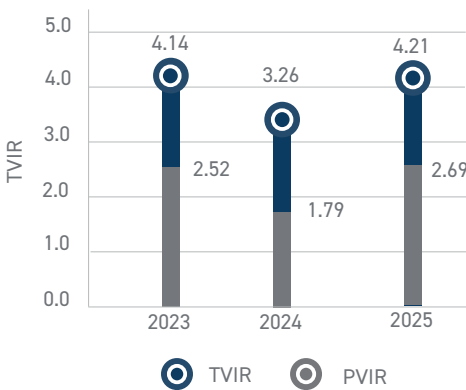
Days Away, Restricted, or Transferred (DART)¹⁰



Lost-Time Incident Rate (LTIR)¹⁰



TVIR Total and Preventable Vehicle Incident Rates¹⁰



⁹ TRIR is a standard industry safety metric based on 100 employees working 200,000 hours (full-time for one year).
¹⁰ Safety incident data for TRIR, DART, LTIR, and TVIR in 2025 includes Aris for the post-acquisition period in the fourth quarter of 2025.
¹¹ 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.

Maintaining Effective Sustainability Governance

WES leverages established governance structures to guide our sustainability strategy and performance. Cross-functional oversight and coordination support the integration of sustainability considerations into day-to-day decision-making, risk management, and long-term business planning.

The Sustainability Steering Committee serves as WES's primary forum for setting sustainability direction, aligning organizational priorities, and maintaining enterprise-level accountability. The committee meets three times per year and includes members of the Executive Leadership Team and the Senior Leadership Team (SLT), and leaders responsible for key sustainability functions. This group brings together diverse operational, financial, environmental, and safety perspectives to support cohesive and informed decision-making. Meetings focus on strategic decision making, emerging risks and opportunities, long term planning, and strengthening organizational resilience.

During the year, the committee's agenda focused on the following core sustainability topics:

- **Emissions Measurement and Mitigation:** Measuring and minimizing emissions, advancing operational efficiency through enhanced methane management, and technology deployment.
- **Integration of Environmental and Safety Performance:** Reinforced coordination between environmental management and safety outcomes, recognizing the strong connection between environmental stewardship, workforce protection, and community well-being. This integrated approach supports operational excellence and more holistic performance management.

Appendix



Performance Data Table

Supporting Sustainable Environments	2023	2024	2025
Number of hydrocarbon releases outside of containment ¹	47	53	66
Volume of hydrocarbon releases outside of containment ² (bbls)	1,020	1,276	409
Number of produced water releases in Midstream Operations (Gathering and Boosting and Processing) outside of containment ³	57	47	46
Volume of produced water releases outside of containment ² (bbls)	17,124	1,417	9,438
Number of produced water releases in saltwater disposal (SWD) system (pipelines and associated disposal facilities) outside of containment ⁴	31	18	32
Volume of produced water releases in SWD system outside of containment ² (bbls)	5,109	401	1,201
Direct greenhouse gas (GHG) emissions (GHG Protocol) (MmT CO₂e)⁶			
Total Scope 1 GHG emissions ⁵	4.81	4.84	5.52
Total Scope 1 carbon dioxide (CO ₂) ⁵	3.67	4.07	4.51
Total Scope 1 methane (CH ₄) ⁵	1.14	0.83	1.01
Total Scope 1 nitrous oxide (N ₂ O) ⁵	0.0017	0.0019	0.0022
Total Scope 1 flared, vented, and fugitive emissions ^{5,7}	1.22	0.84	1.27
Total Scope 1 fleet emissions ⁸	0.01148	0.01268	0.01546
Direct GHG emissions (U.S. EPA GHGRP emissions only) (MmT CO₂e)⁶			
Scope 1 CO ₂ e ⁹	3.98	4.32	5.33
Scope 1 CO ₂ ⁹	3.66	4.05	4.37
Scope 1 CH ₄ ⁹	0.32	0.26	0.96
Scope 1 N ₂ O ⁹	0.0017	0.0019	0.0020
Indirect GHG emissions			
Scope 2 emissions (MmT CO ₂ e) ^{6,10}	1.03	1.10	1.34
Scope 2 energy consumption (Million MWh) ¹¹	2.34	2.65	3.11
GHG emissions intensity			
Total Scope 1 GHG intensity (MmT CO ₂ e / MMSCF) ^{5,6,12,13}	1.82	1.59	1.70
Total Scope 1 gathering and boosting GHG intensity (MmT CO ₂ e / MMSCF) ^{6,13,14}	2.39	2.08	2.11
Total Scope 1 natural gas processing GHG intensity (MmT CO ₂ e / MMSCF) ^{6,13,15}	1.18	1.03	1.13
Total Scope 1 + Scope 2 GHG intensity (MmT CO ₂ e / kilo BOE) ^{5,6,16}	9.80	8.80	9.37

Appendix

Supporting Sustainable Environments (cont.)	2023	2024	2025
Non-GHG emissions¹⁷ (Thousand short tons)			
Nitrogen oxides (NO _x)	0.95	1.11	1.10
Sulfur oxides (SO _x)	0.18	0.22	0.16
Carbon monoxide (CO)	0.80	0.89	0.91
Volatile organic compounds (VOCs)	1.01	1.08	1.17
Particulate matter (PM)	0.08	0.07	0.09
Hazardous air pollutants (HAPs)	0.12	0.13	0.13
Focusing on Our People			
Workforce¹⁸			
Total employees	1,377	1,511	1,704
Voluntary turnover ¹⁹	9.7%	6.8%	8.96%
Involuntary turnover ¹⁹	2.5%	5.6%	5.35%
Employees covered by collective bargaining agreements	0	0	0
Demographics			
Racial or ethnic minority	428 (31%)	579 (38%)	593 (35%)
Female	254 (18%)	273 (18%)	297 (17%)
Male	1,116 (82%)	1,238 (82%)	1,407 (83%)
Management: male	275 (81%)	283 (82.5%)	300 (81%)
Management: female	63 (19%)	60 (17.5%)	70 (19%)
Management: racial or ethnic minority	59 (17.5%)	72 (21%)	80 (22%)
Percent Executive Leadership Team: male / female	67% / 33%	67% / 33%	62% / 38%
Percent Executive Leadership Team: racial or ethnic minority	11%	0%	0%
Percent Executive Leadership Team: racial or ethnic minority or female	44%	33%	38%
Under 30 Years Old	10%	10%	12%
30-50 Years Old	67%	66%	65%
Over 50 Years Old	23%	24%	23%
Board Demographics			
Male / female directors	75% / 25%	71% / 29%	75% / 25%

Appendix

Operating Responsibly	2023	2024	2025
Personal Safety²⁰ (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 ²¹	0.82	0.80	0.86
TRIR – Contractors ²¹	0.24	0.22	0.26
TRIR – Contractors (major growth projects) ^{21,22}	0.32	0.00	0.00
TRIR – Total Workforce (employees + contractors) ²¹	0.42	0.41	0.50
Lost Time Incident Rate (LTIR) – Employees	0.37	0.33	0.43
LTIR – Contractors	0.03	0.03	0.04
LTIR – Contractors (major growth projects) ²²	0.00	0.00	0.00
LTIR – Total Workforce (employees + contractors)	0.14	0.13	0.20
Days Away, Restricted, or Transferred (DART) – Employees	0.52	0.73	0.61
DART – Contractors	0.03	0.09	0.09
DART – Contractors (major growth projects) ²²	0.00	0.00	0.00
DART – Total Workforce (employees + contractors)	0.19	0.30	0.30
Total Vehicle Incident Rate ²³ (per 1 million hours driven)	4.14	3.26	4.21
Preventable Vehicle Incident Rate ²³ (per 1 million hours driven)	2.52	1.79	2.69
Safety training²⁴			
Total hours of safety training	81,410	89,905	71,952
Number of workers participating in safety training	1,542	1,878	1,956
Hours of safety training per participating worker per year	53	48	37
Pipeline safety and asset integrity			
Noncompliance with Department of Transportation (DOT) pipeline regulations – Incidents of noncompliance (number of federal and state inspections) ²⁵	0 (4)	0 (10)	0 (10)
Reportable pipeline incidents	4	5	25
Significant reportable pipeline incidents	0	0	0
DOT pipeline inspections			
DOT audits conducted (Pipeline and Hazardous Materials and Safety Administration) ²⁶	4	10	10
Miles of natural gas and hazardous liquid pipelines inspected ²⁷	258	546	189
Percent of natural gas and hazardous liquid pipelines inspected	7.4%	16.3%	14.5%

Footnotes

¹ Hydrocarbon spills include crude oil, condensate, and natural gas liquids (NGLs). A hydrocarbon release includes releases beyond impermeable secondary containment. Spills data for 2025 includes our 2025 acquisition, Aris, for the full year.

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 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.

⁵ Total Scope 1 GHG emissions data includes emissions estimated in alignment with methodologies under the U.S. EPA GHGRP; corporate fleet emissions; and other significant 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 2025 includes our 2025 acquisition, Aris, for the full year.

⁶ Million metric tons of carbon dioxide equivalent (MmT CO₂e). All carbon dioxide equivalent emissions are calculated using the 100-year Global Warming Potentials from the Intergovernmental Panel on Climate Change Fifth Assessment Report (AR-5), including our 2023 and 2024 emissions, which have been restated.

⁷ The calculations exclude combustion and acid gas removal.

⁸ 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.

⁹ Includes Scope 1 GHG emissions estimated in alignment with methodologies under the U.S. EPA GHGRP. Scope 1 GHG emissions for 2025 include our 2025 acquisition, Aris, for the full year. This data includes emissions estimated in alignment with methodologies under the U.S. EPA GHGRP.

¹⁰ 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 significant source of emissions.

¹¹ Includes electricity consumption only.

¹² Total Scope 1 GHG emissions intensity metric is calculated as total Scope 1 GHG emissions in million metric tons (MmT) CO₂e 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 14 and 15.

¹³ Million metric tons CO₂e per million standard cubic feet of throughput received. (MmT CO₂e / MMSCF).

¹⁴ 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 U.S. EPA GHGRP standard 40 CFR 98.230(a)(9) (see Chapter I, Subchapter C, Part 98, Subpart W).

¹⁵ 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 U.S. EPA GHGRP standard 40 CFR 98.230(a)(3) (see Chapter I, Subchapter C, Part 98, Subpart W).

¹⁶ 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 10⁶ BTU of fuel is equal to a single BOE, using a heating value of 1,026 btu / scf, and reported in thousands of BOE).

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.

¹⁸ Workforce data is as of December 31, 2025. Employee data for 2025 includes our 2025 acquisition, Aris, for the full year.

¹⁹ Turnover is calculated using the 2025 average employee count of 1,440.

²⁰ Safety incident data for TRIR, DART, LTIR, and fatalities for employees and contractors in 2025 includes Aris for the post-acquisition period in the fourth quarter of 2025.

²¹ TRIR is the number of Occupational Safety and Health Administration (OSHA)-recordable injuries and illnesses per 200,000 work hours. TRIR for 2025 includes Aris for the post-acquisition period in the fourth quarter of 2025.

²² WES defines major growth projects as engineering and construction projects with spend over \$3.5 million.

²³ Calculated as vehicle incidents multiplied by 1,000,000, then divided by annual company vehicle miles.

²⁴ Workers are defined as employees and supplemental contractors. Safety training data for 2025 for employees and contractors includes Aris for the post-acquisition period in the fourth quarter of 2025.

²⁵ 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.

²⁶ These are audits performed by a pipeline safety DOT regulatory authority.

²⁷ 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.

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 2025 10-K , pp. 8-25
2-2	Entities included in the organization's sustainability reporting	2025 10-K , pp. 8-25
2-3	Reporting period, frequency and contact point	Reporting period: 2025 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 or 2025, 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 2025 10-K , pp. 8-25, 32, 56-61, 109
2-7	Employees	Sustainability Summary Report: Performance Data Table 2025 10-K : pp. 8-25, 32, 56-61
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	2025 10-K , p. 135
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 2025 10-K , pp. 35-36, 47, 140, 178

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	2025 10-K , pp. 136-139
2-18	Evaluation of the performance of the highest governance body	Integrated ESG Management Governance 2025 10-K , pp. 143-148, 164
2-19	Remuneration policies	2025 10-K , pp. 143-171
2-20	Process to determine remuneration	2025 10-K , pp. 143-171
2-21	Annual total compensation ratio	2025 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 as well as certain other legal proceedings and fines or noncompliance are reported in our annual 10-K. 2025 10-K , pp. 49, 129
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 ²⁸	Guide to Ongoing Sustainability Programs: Our Approach to Sustainability
3-2	List of material topics ²⁸	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 ²⁸	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	2025 10-K , pp. 62-73
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 2025 10-K, pp. 28-32, 41
201-3	Defined benefit plan obligations and other retirement plans	2025 10-K , pp. 161-166
GRI 203: Indirect Economic Performance 2016		
3-3	Management of material topics ²⁸	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 ²⁸	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 ²⁸	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 as well as certain other legal proceedings and fines or noncompliance are reported in our annual 10-K. 2025 10-K , pp. 53, 129
GRI 302: Energy 2016		
3-3	Management of material topics ²⁸	Guide to Ongoing Sustainability Programs: Environmental Management ; Climate Change and Emissions ; Operational and HSE&S 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 ²⁸	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 ²⁸	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 ²⁸	Guide to Ongoing Sustainability Programs: 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

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Disclosure Number	Disclosure Title	Reporting Location / Direct Response
<u>GRI 306: Effluents and Waste 2016</u>		
306-3	Significant spills	Sustainability Summary Report: Performance Data Table Guide to Ongoing Sustainability Programs: Environmental Management ; Release Prevention and Response
<u>GRI 306: Waste 2020</u>		
3-3	Management of material topics ²⁸	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
<u>GRI 308: Supplier Environmental Assessment 2016</u>		
3-3	Management of material topics ²⁸	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
<u>GRI 401: Employment 2016</u>		
3-3	Management of material topics ²⁸	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.
<u>GRI 403: Occupational Health and Safety 2018</u>		
3-3	Management of material topics ²⁸	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

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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 ²⁸	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 ²⁸	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.
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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
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GRI 413: Local Communities 2016

3-3	Management of material topics ²⁸	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

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Disclosure Number	Disclosure Title	Reporting Location / Direct Response
<u>GRI 414: Supplier Social Assessment 2016</u>		
3-3	Management of material topics ²⁸	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
<u>GRI 415: Public Policy 2016</u>		
415-1	Political contributions	Guide to Ongoing Sustainability Programs: Public Policy Engagement

²⁸ As a U.S. public company, WES's financial reporting is governed by U.S. securities laws and regulated by the U.S. Securities and Exchange Commission (SEC). These laws and regulations and associated court decisions define materiality for financial reporting in a manner that differs from the way that term is used in sustainability reporting standards, frameworks, and/or guidance from the organizations noted in this document. Identification of "material topics" and other inclusion of information in our sustainability reports, our website, or other public forums does not necessarily indicate such information is material to an investor in our securities.

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 2025 10-K, p. 32
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 ₂ O) (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 any USAs as identified by the NPMS.
	(5) volume recovered	WES does not currently report volume recovered.
<u>Competitive Behavior</u>		
EM-MD-520a.1	Total amount of monetary losses as a result of legal proceedings associated with pipeline and storage regulations	Financially material as well as certain other legal proceedings and fines for noncompliance are reported in our annual 10-K. 2025 10-K , pp. 53, 129
<u>Operational Safety, Emergency Preparedness and Response</u>		
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
<u>Activity Metrics</u>		
EM-MD-000.A	Total metric ton-kilometers transported, by mode of transport: (1) natural gas (2) crude oil (3) refined petroleum products	2025 10-K , p. 53

Task Force on Climate-related Financial Disclosures (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
<u>Governance</u>	
Describe the board's oversight of climate-related risks and opportunities.	Guide to Ongoing Sustainability Programs: Climate Change and Emissions ; Corporate Governance ; Risk Management 2025 10-K , pp. 140-141
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
<u>Strategy</u>	
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 2025 10-K , pp. 28-32, 41
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
<u>Risk Management</u>	
Describe the organization's processes for identifying and assessing risks.	Guide to Ongoing Sustainability Programs: Climate Change and Emissions ; Risk Management
<u>Metrics and Targets</u>	
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