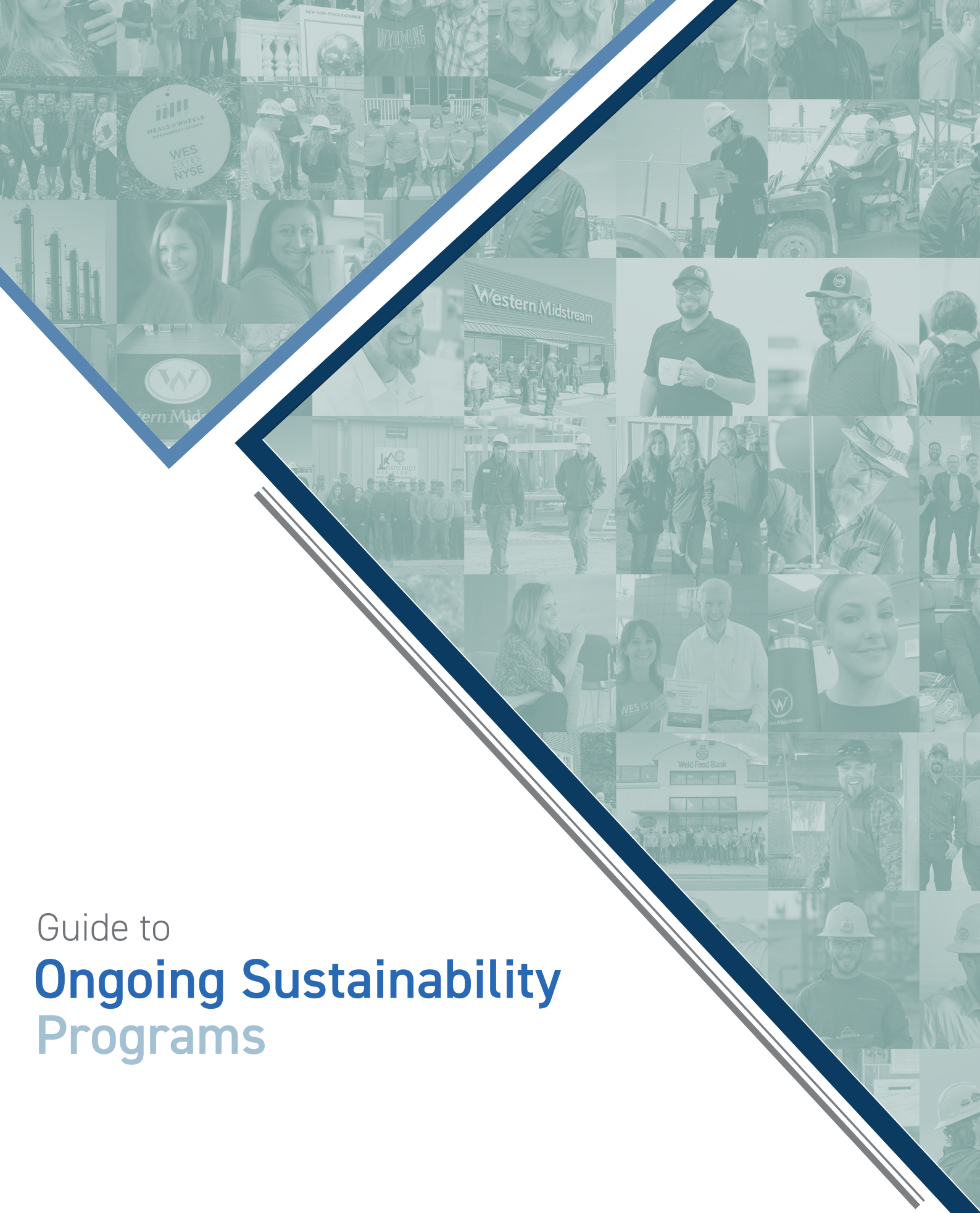




Guide to

Ongoing Sustainability Programs

Welcome

Western Midstream Partners, LP (Western Midstream® or WES) helps deliver essential energy across the globe through our midstream services. We're engaged in the business of gathering, compressing, treating, processing, and transporting natural gas; gathering, stabilizing, and transporting condensate, natural gas liquids (NGLs), and crude oil; and gathering and disposing of produced water for our customers, including transporting and processing energy resources. Sustainability performance is central to our organization and daily operations, from the board room to our operations in the field.

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

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Introduction

About This Guide to Ongoing Sustainability Programs

This document details WES's sustainability-related policies, management approach, and ongoing programs. It should be read in conjunction with WES's annual [Sustainability Summary Report](#).

The topics covered in this Guide are based on our assessment of the sustainability-related topics and impacts that are most important to our business and stakeholders. The assessment incorporated perspectives from a range of stakeholders, including investors and community members. We will continue to update our analysis in the future as needed.

The content of this Guide 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). We follow the recommendations underlying the Energy Infrastructure Council's (EIC) EIC/GPA Midstream ESG Reporting Template and our EIC Template report is posted on our website. We provide an index of our reporting against these standards and guidelines in the [Sustainability Summary Report](#).

About the Materials in the Guide

This report uses qualitative descriptions and quantitative metrics to describe our policies, programs, and practices. 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.

Our Approach to Sustainability

At WES, we are committed to gathering, processing, stabilizing, and delivering oil and gas products, and gathering and disposing of produced water responsibly, while minimizing our environmental footprint and contributing positively to our workforce and local communities. We continually reinforce our strong culture of responsibility and rigorous management of sustainability topics focused on three strategic pillars: supporting sustainable environments, focusing on people, and operating responsibly. These pillars, and the focus areas within each pillar, are supported by an assessment of the most important sustainability topics for our organization and our stakeholders. We undertook this assessment to inform our sustainability strategy and the content of this report.

Supporting Sustainable Environments



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

Focus areas:

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

Focusing on People



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

Focus areas:

- Our employees
- Employee development, training, and engagement
- Contractor and supplier management
- Community and landowner engagement
- Tribal engagement
- Community investment

Operating Responsibly



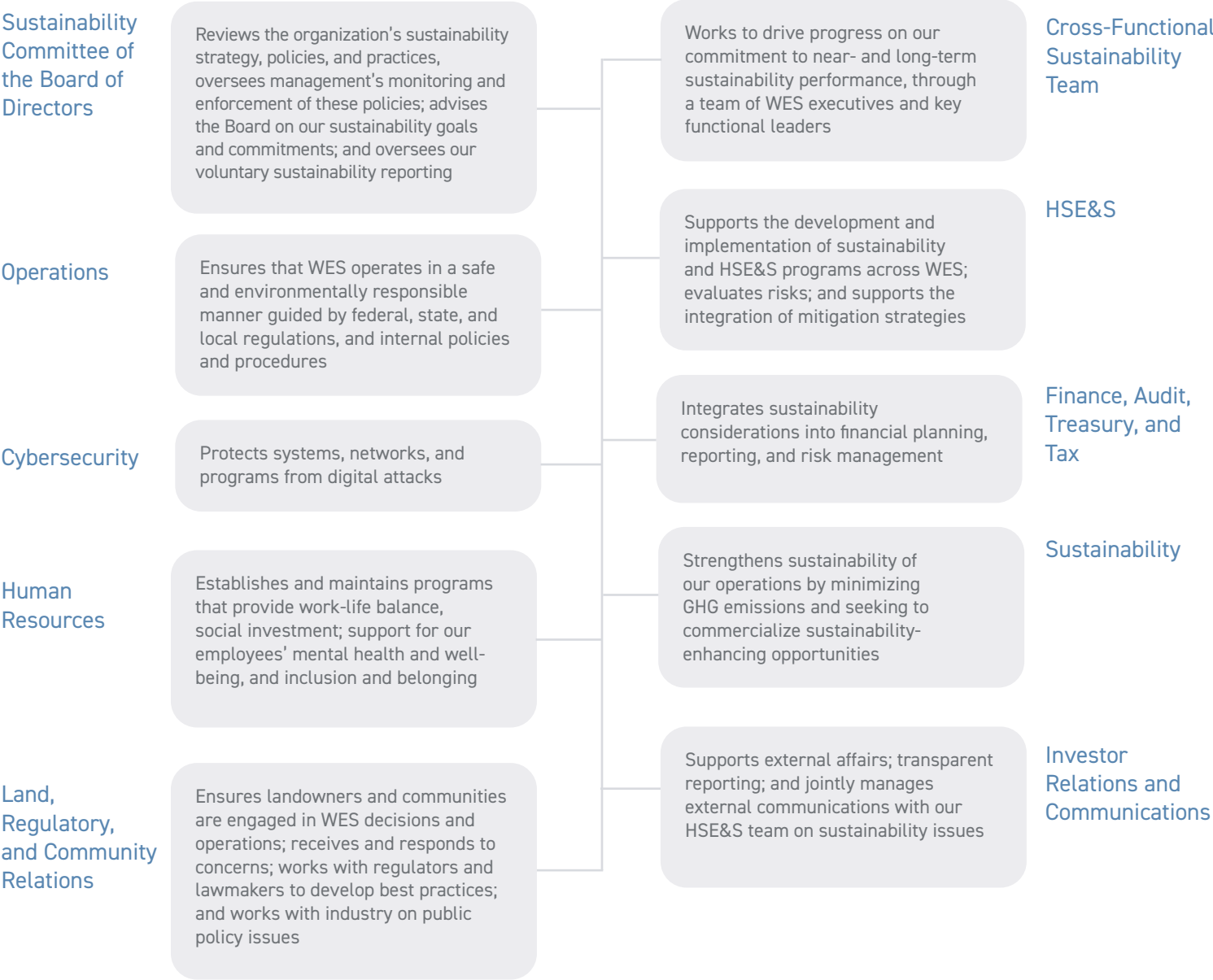
We are committed to operating responsibly, by developing intentional and robust governance systems that support our promise to keep our workforce, community, and the environment safe.

Focus areas:

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

Integrated Sustainability Management

We take a coordinated approach to managing sustainability topics across the organization, with multiple functions supporting our efforts. Accountability for sustainability management and performance starts at the top of our organization, as the Sustainability Committee of our Board of Directors is kept apprised on key operational and sustainability matters, including trending sustainability issues, regulatory activity, Health, Safety, Environment, and Security (HSE&S) risk management, and performance metrics. Additionally, operational, financial, and sustainability performance achieved during the year impact annual executive and employee compensation.



Introduction

About Western Midstream

What We Do

WES is a master limited partnership formed to develop, acquire, own, and operate midstream assets. With midstream assets located in Texas, New Mexico, Colorado, Utah, and Wyoming, WES is engaged in the business of gathering, compressing, treating, processing, and transporting natural gas; gathering, stabilizing, and transporting condensate, natural-gas liquids, and crude oil; and gathering and disposing of produced water for its customers. In its capacity as a natural-gas processor, WES also buys and sells residue, natural-gas liquids, and condensate on behalf of itself and its customers under certain gas processing contracts.

Our Mission

Improving lives through safe, sustainable, and efficient energy delivery.

Our Core Values

Partnership

We act with humility and integrity to build trust through collaboration and achieve shared goals.

Customer Focus

We prioritize customer needs and communicate proactively to deliver innovative, cost-effective solutions.

Resourcefulness

We challenge the status quo to develop creative solutions, optimize resource use, and adapt swiftly to change.

Performance

We deliver cost-competitive, high-return results by enhancing productivity and efficiency, while operating safely and sustainably.

Our Vision

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

Our Foundational Principles

- ✓ **Operational Excellence**
- ✓ **Superior Customer Service**
- ✓ **Sustainable Operations**

Where We Operate

Uinta Basin



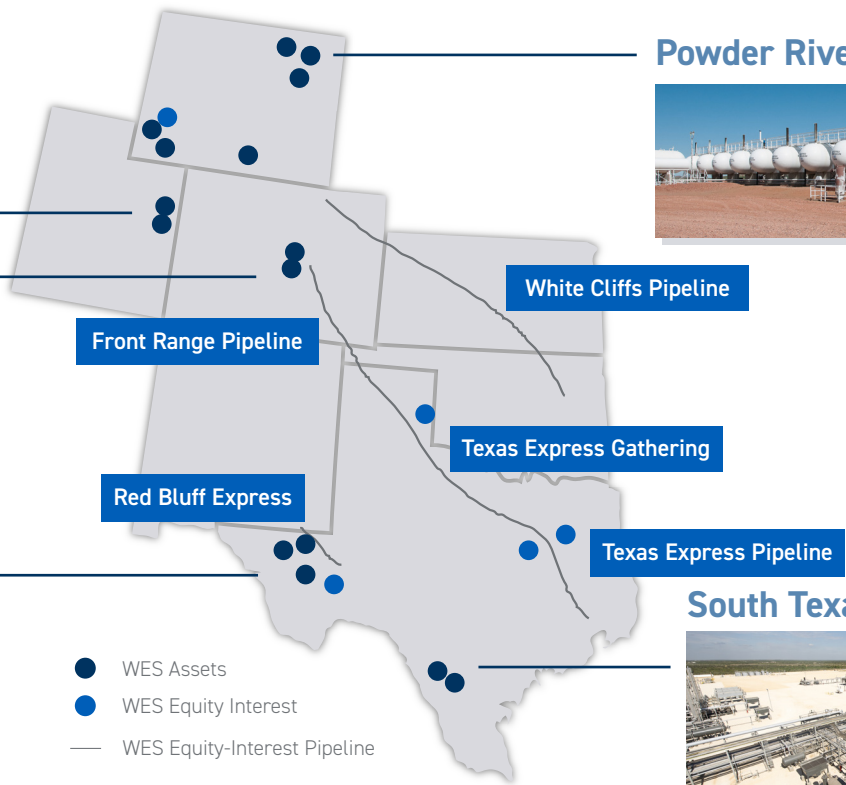
DJ Basin



Delaware Basin



Powder River Basin



South Texas



Supporting Sustainable Environments

In this section:

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



Supporting Sustainable Environments

Environmental Management

Our approach to environmental management is governed by our Health, Safety, Environment, and Security (HSE&S) Policy. This policy outlines our commitment to compliance with internal plans and programs, external regulations, and industry best practices for avoiding, minimizing, and mitigating environmental impacts. Our executive team oversees environmental performance, which is a coordinated effort among our employees.

We support compliance through a comprehensive environmental management system (EMS), which is informed by ISO 14001, and includes programs on Air Quality, Biodiversity, Greenhouse Gas (GHG) Inventory Management, Naturally Occurring Radioactive Materials, Site Reclamation, Soil and Groundwater Remediation, Spill Prevention, Storm Water Management, and Waste Management, among others. Our EMS defines the roles, responsibilities, and work authority for each area, as well as the specific job responsibilities for workers at different levels and on functional teams. Further, our EMS outlines the specific requirements and processes for each of our operating areas and provides a framework for implementation.



Key Elements of Our Environmental Management System

- ✓ Considering environmental risk as part of our existing risk management process
- ✓ Defining processes for developing, tracking, and reporting environmental objectives and key performance indicators to help facilitate continuous improvement
- ✓ Complying with environmental regulation
- ✓ Including competency on key environmental topics, standards, and programs in performance reviews for relevant employees
- ✓ Detailing requirements for communicating environmental issues to external audiences, including residents, landowners, public officials, regulators, emergency responders, and others; this includes engaging with regulators on rule developments and engagements with landowners on new developments
- ✓ Describing procedures for regular environmental audits to assess compliance with internal and external processes and requirements, including a review of our air quality and environmental programs at least every three years
- ✓ Outlining training requirements for employees and contractors, including a training matrix that defines safety training based on job responsibilities
- ✓ Promoting the communication of lessons learned internally across the organization and incorporating them into current and future training



Climate Change and Emissions

At WES, we recognize the importance of identifying, understanding, and managing climate-related risks and opportunities. We remain committed to compliance, managing our emissions, and adapting to the evolving regulatory landscape, while continuing to support secure and affordable energy and to explore opportunities associated with the global energy transition.

Our Board's Audit and Sustainability Committees, together with our senior management, oversee our response to climate change risks at WES, including risk management, goal setting, and our emissions reduction efforts. Our annual incentive program incorporates sustainability metrics on implementing initiatives for managing GHG emissions.

Governance of Climate-Related Risks, Opportunities, and Strategy



Board-Level Sustainability Committee

Oversees climate and emissions efforts

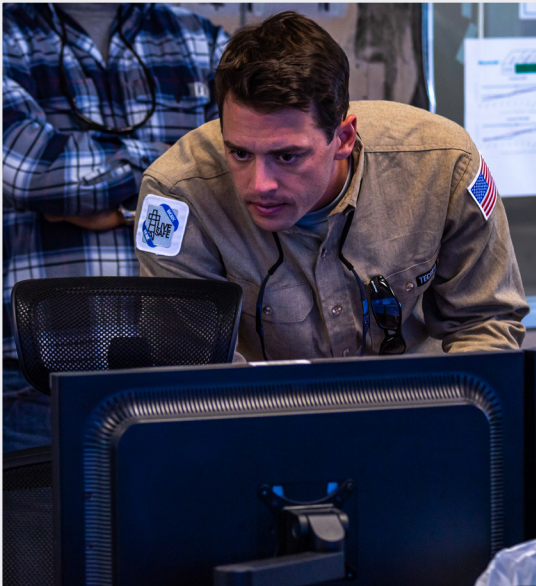


Sustainability Steering Committee

Guides integrated climate approach and includes:

Executive Officers: President and Chief Executive Officer; Senior Vice President (SVP) and Chief Financial Officer; SVP and Chief Commercial Officer; SVP, General Counsel and Secretary; SVP and Chief Operating Officer; SVP, Business Services; SVP and Chief Accounting Officer; and SVP and Chief Human Resources Officer

Support Functions: HSE&S, Operations, Engineering and Construction, Commercial, Investor Relations, Finance, and Legal



Identifying and Managing Climate-Related Risks and Opportunities

Managing our emissions and operating efficiently are key priorities for WES. Natural gas, one of the primary products we transport, plays a vital role in meeting the growing demand for energy securely and affordably, while supporting the global transition to lower-carbon energy sources. As a lower-emission fuel, it can back up renewable power generation by providing a versatile, quick-to-ramp-up fuel source at times when wind, solar, or other alternative fuels are not available or cannot meet peak demand. In addition to supporting the expanded use of natural gas, we are taking steps both to minimize emissions from our own operations and to aid emissions reductions across the oil and gas value chain.

We recognize the potential risks climate change may pose, and we identify and implement economically viable approaches to avoid and mitigate risks. We identify climate-related risks that our operations may be exposed to in the future in our Securities and Exchange Commission (SEC) filings. These include weather and natural disasters, environmental liabilities, climate-related regulations, increased compliance costs,

and potential shifts in access to capital. Through our risk management processes, WES monitors potential changes to our material climate-related risks and opportunities.

Our Board’s Sustainability Committee maintains oversight of our climate initiatives and emissions reduction efforts, receiving updates on and discussing our climate-related initiatives several times per year. Our climate efforts are overseen by a cross-functional Sustainability Steering Committee comprised of senior leadership across WES, including our executive officers and individuals from our HSE&S, Operations, Engineering, Investor Relations, Legal, and Corporate Development & New Business Ventures teams. This team is tasked with assessing and managing climate-related risks and opportunities, reviewing our emissions management efforts, and helping to ensure these efforts are integrated across our business. We also incorporate reviews of potential emissions reductions opportunities and technologies, as part of our standard operations planning and budgeting process.

Potential Climate-Related Risks and Mitigation Opportunities

Potential Climate-Related Risks	Potential Financial Impact	Potential Mitigation Opportunities*
Weather and natural disasters (e.g., hurricanes and temperature volatility)	Interruption of operations; damage to assets; delays in the completion of construction projects; increased insurance premiums	Business continuity and emergency response planning; physical risk assessment; property damage and business interruption insurance; proactive changes to equipment design and operation
More stringent state and federal regulations, including adoption of new or stricter climate change or other air emissions legislation or regulations restricting emissions of GHGs or other air pollutants, increased reporting obligations, and more stringent permit approval processes; policies restricting or banning hydraulic fracturing	Increased costs; operating restrictions; reduced demand for services provided; delays in permitting and / or the completion of construction projects; reduced access to capital	Evaluating and, if economically feasible, investing in measures to avoid, minimize, and offset emissions, including by improving efficiency and GHG management activities; industry collaboration and partnerships; engagement with domestic policymakers, regulators, and industry organizations; timely permitting; and continuous monitoring of regulatory developments
Increased scrutiny from institutional investors	Reduced access to capital	Evaluating and, if economically feasible, investing in measures to avoid, minimize, and offset emissions, including by improving efficiency and GHG management activities; transparent disclosure and reporting; stakeholder engagement

* This column refers to potential mitigation opportunities that WES currently employs, has employed in the past, or could employ in the future. This list of mitigation strategies is not exhaustive and may change over time as climate-related risks evolve.

Supporting Sustainable Environments

Managing Emissions and Energy Use

Managing and minimizing emissions in our operations is a key part of our commitment to protecting the environment and operating safely and efficiently. Our HSE&S Policy establishes a clear approach for maintaining environmentally responsible operations. This approach is embedded in our organization through our Environmental Management System (EMS), including through specific guidance for our Climate and Sustainability and Air Quality Programs.

We are primarily focused on managing emissions from our own operations, although key elements of our business model and operational approach have been designed to reduce overall value chain emissions by helping our upstream and downstream customers operate more efficiently.

Our Emissions Management Strategy



DIRECT EMISSIONS

We are primarily focused on direct emissions from our operations, or Scope 1 emissions. We have implemented a range of process and technology improvements to minimize emissions from combustion, venting, flaring, and fugitive emissions, which are described in more detail starting on the following page.



INDIRECT EMISSIONS

We have taken steps to reduce our indirect, or Scope 2, emissions, which result from purchased electricity, steam, heat, or cooling. For example, we use solar panels to power auxiliary equipment in many locations throughout our operations. In many of our operations, we also use cleaner, pipeline-quality gas instead of unprocessed field gas to help our equipment run more efficiently and with fewer emissions, when possible.



VALUE CHAIN EMISSIONS

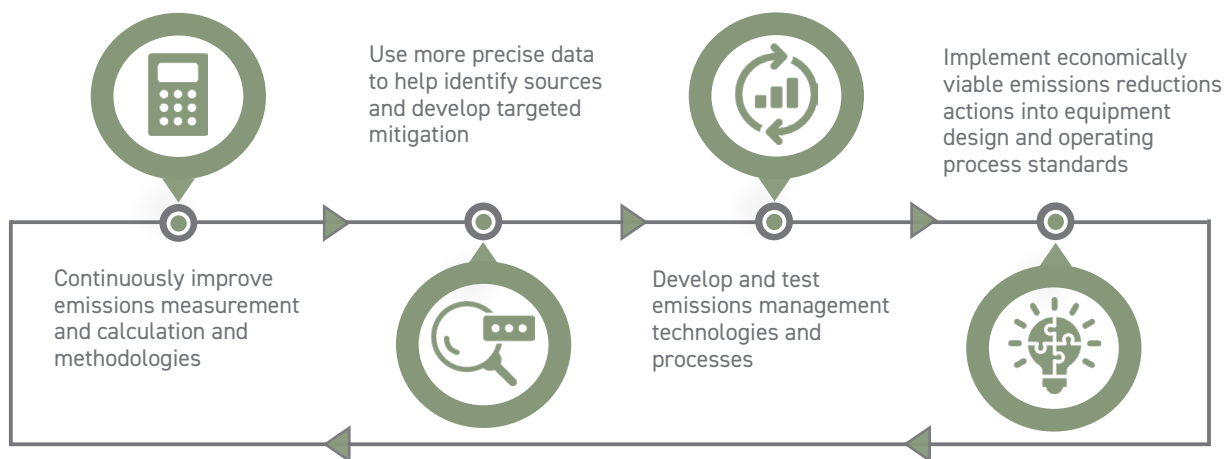
We design our facilities and operations to help avoid value chain emissions from upstream producers. In particular, our direct-to-producer pipeline connections, such as our Centralized Oil Stabilization Facility in the Denver Julesburg (DJ) Basin in Colorado, eliminate the need for our customers to install oil storage tanks and to flare associated hydrocarbon vapor. The design of our gathering systems enables producers to eliminate the need to install wellhead flares at new wells, aiding in the reduction of flaring across our value chain. Further, our comprehensive oil and water pipeline infrastructure helps reduce value chain emissions by decreasing truck transport.



Supporting Sustainable Environments

Managing Direct Emissions From Our Operations

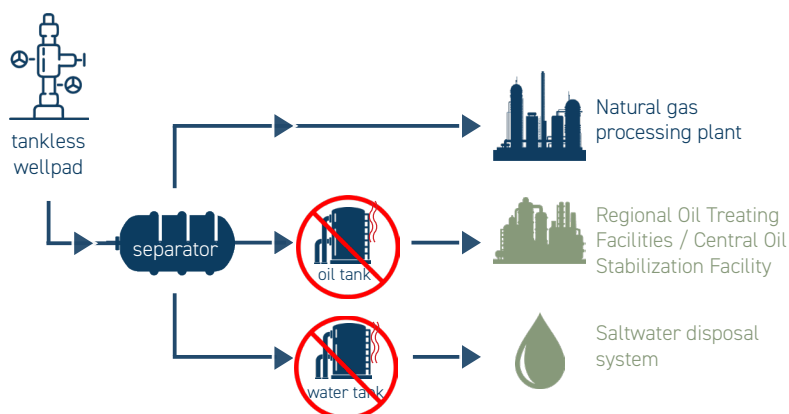
At WES, managing our emissions footprint starts with improving the accuracy of our emissions measurements and calculations. This, in turn, helps us to identify, test, and implement more targeted and effective emissions reduction and management actions. We have already identified and scaled a range of effective and economically viable emissions reduction technologies and processes throughout our operations. We have integrated many of these solutions into our base design standards, which helps us operate efficiently and minimize our emissions as we grow our business. This approach will continue to guide our emissions management efforts supporting innovation and adaptability, while also helping us maximize efficiency.



Minimizing emissions from oil storage –

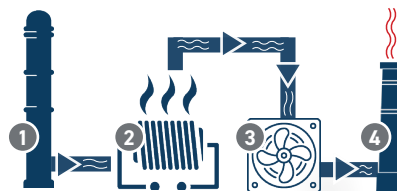
Before transporting to market, we stabilize oil to remove entrained gases and either pump the oil directly into a pipeline, or store it in floating-roof tanks until it can be pumped into a pipeline. The gas removed from these facilities is then piped to our natural gas processing facilities prior to being moved to the market via pipeline. Our infrastructure design also helps producers eliminate the need for storage tanks on their wellpads, reducing tank-related emissions. These practices significantly reduce emissions associated with the oil storage process in our own operations and across the value chain.

Forward-looking system design featuring a tankless wellpad

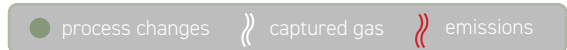


Low-emission dehydration units – In certain parts of our operations, we commonly recycle waste gas from gas dehydration units back into the process to further minimize emissions. This technology has multiple emissions benefits, as it limits the amount of GHG and criteria air pollutant emissions reaching the atmosphere by reducing the need to flare gas and by capturing gas and returning it to the process.

Traditional dehydration unit



Low-emission dehydration unit

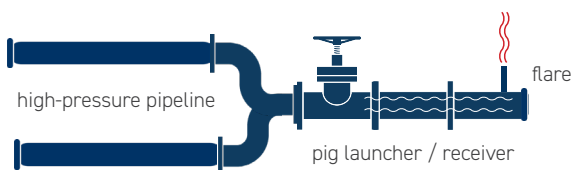


Supporting Sustainable Environments

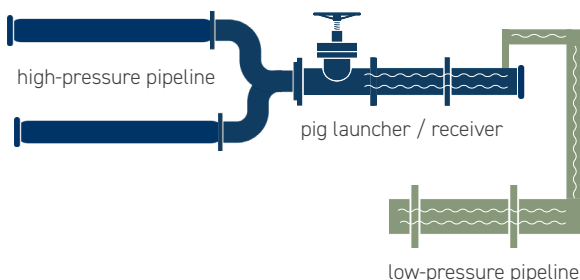
Minimizing venting – We periodically shut down pipelines, compressors, and other equipment to safely perform maintenance or other mechanical work. To minimize our emissions footprint during the depressurization and maintenance preparation process, we employ best practices where technologically, operationally,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

- Coordinating maintenance schedules to simultaneously service as many pieces of equipment as possible
- Returning high-pressure process gas to low-pressure process systems to reduce or eliminate the need to release gas to the atmosphere or flare
- Using hot taps and bypasses instead of blowdowns for pipeline maintenance work
- Purging pipelines with nitrogen before performing blowdowns, which allows us to vent nitrogen rather than hydrocarbons, significantly reducing blowdown-related GHG emissions
- Routing gas to a combustion device if there is no feasible or safe vapor-return process

Traditional depressurization and maintenance preparation process

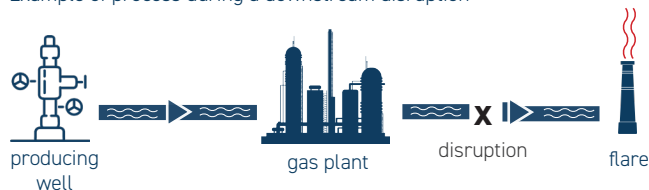


WES's ability to return high-pressure process gas to low-pressure process systems

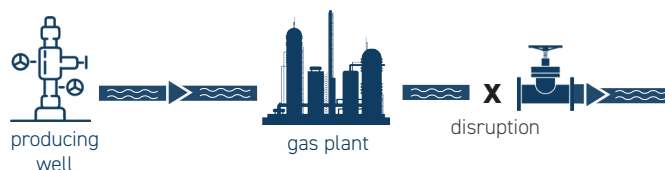


Minimizing flaring – If there is a processing issue or downstream disruption (e.g., limited takeaway capacity or downstream maintenance), we reduce gas intake to balance the system, to avoid flaring. In addition, when feasible, we install process vessels and systems to retain gas so that it can be transported to market rather than flared.

Example of process during a downstream disruption

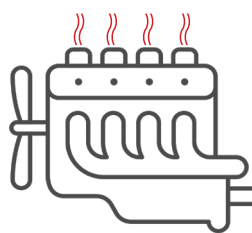


Process used by WES during a downstream disruption

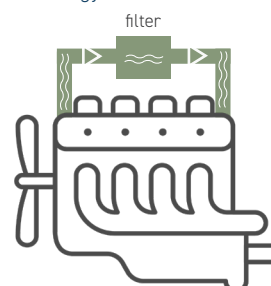


Engine crankcase emissions capture – We are implementing technology to recapture compressor engine crankcase emissions and recycle them for beneficial use rather than venting. We are also continuing our work with Colorado State University (CSU) to improve measurement and further reduction of crankcase emissions.

Traditional engine crankcase emissions



Crankcase emissions recapture technology



● process changes >> captured gas >>> emissions

Supporting Sustainable Environments

Electric-powered compression and gas processing – WES's predecessor entities began installing electric-driven compression as early as 2006, and we have continued to expand their use to minimize operational emissions.

Zero-emission pneumatic devices – We are moving to zero-emission pneumatics across our facilities where practicable. These devices use instrument air instead of natural gas, eliminating natural gas venting associated with actuating. All our facilities in the DJ Basin and Utah have zero-emission pneumatic devices.

Reducing compressor rod packing-related emissions – We are monitoring the performance of a pilot program to minimize rod packing-related fugitive emissions from our compressors. We continue to evaluate opportunities to implement this technology on other compressor packages in our fleet.

Heat exchange technology – We install heat exchangers throughout our processing plants to increase thermal efficiency, which reduces our overall energy use.

Reducing leaks and fugitive emissions – We follow stringent, infrastructure-specific leak detection and repair (LDAR) processes for our pipelines, compressor stations, and processing facilities that either meet or exceed regulatory and industry standards. For example, we inspect compressor stations and processing facilities with optical gas imaging cameras at least quarterly. In addition, we regularly inspect pipelines using leak detection equipment and through visual and aerial inspections. We have undertaken aerial methane leak detection surveys to help identify additional methane sources. At gas processing plants, we utilize vapor analyzers and audio, visual, and olfactory assessment to identify potential leaks. When a leak is identified, we make the repair, then verify the effectiveness of the repairs.



**COLORADO STATE
UNIVERSITY**



Advancing Methane Measurement Technologies to Support Improved Emissions Reductions

We continue to collaborate with academics and industry partners to test, pilot, advance, and ultimately help scale new and innovative approaches to measuring methane emissions, which will support improved methane reduction efforts across our own operations and our industry. Although methane represents a relatively low percentage of our total Scope 1 GHG emissions, it remains an important focus of our near-term emissions reduction efforts. Methane is the primary component of natural gas, so avoiding loss and leakage means we are processing and transporting more of our customers' products to market. Key activities include:

- Piloting continuous methane monitoring technologies, using remote sensing equipment to detect emissions from our facilities
- Collaborating with CSU to assess reliable,

repeatable testing methods for leak detection and quantification, with the goal of developing industrywide testing standards that can be adopted by regulators and oil and gas operators

- Supporting projects to develop advanced pipeline leak detection technologies
- Committing to implement environmental best practices designed to minimize methane and criteria pollutant emissions using proven, cost-effective technologies, as a founding member of The Environmental Partnership, which is a voluntary oil and natural gas industry initiative focused on continuously improving the industry's environmental performance
- Maintaining The Environmental Partnership's goal of having LDAR at all relevant sites

Biodiversity and Surface Impacts

We work to conserve biodiversity and protect sensitive habitats, including rivers, wetlands, and nesting sites, across our operating areas. We aim to avoid – rather than mitigate – biodiversity and surface impacts throughout the entire project lifecycle. Before starting a new project, we assess sites for natural and cultural resources that could potentially become affected by our operations. Any work that may potentially impact sensitive species or land must be approved by a VP or higher-level executive before activities commence. Further, WES conducts restoration and reclamation activities at all sites as appropriate during relevant project phases, including construction and decommissioning.

We operate in several areas where endangered or other sensitive species, such as migratory birds, may reside. We seek to avoid impacts to endangered and sensitive species and their habitats by regularly evaluating how our infrastructure may affect them and taking appropriate mitigation activities as needed. In addition, we collaborate with local landowners and government agencies on conservation agreements and engage state and federal wildlife management agencies to ensure that we meet or exceed applicable regulations.

We also hire third-party, independent biologists to monitor activities at each major stage of our

new and major maintenance projects. These experts provide guidance on how best to minimize impacts within our project boundary, which may include stopping work if necessary. Employees and contractors are required to stop work and report the location of any sensitive species they discover to our HSE&S team, which will take prompt action to avoid impacts. If an impact cannot be avoided, we work with our third-party biologists and regulatory agencies to develop mitigation plans that meet or exceed regulatory and permitting requirements.

In addition to our efforts to avoid and mitigate biodiversity and surface impacts, we begin planning for restoration even before we break ground on new projects. For example, we work with the U.S. Bureau of Land Management (BLM) on detailed Site-Specific Reclamation Plans (SSRPs) and gain the agency's approval prior to surface disturbance. SSRPs include site-specific plans based on local soils and habitat for erosion control, native vegetation, and other restoration activities.

We implement these plans during and after construction, as relevant, and undertake extensive monitoring to ensure restoration efforts are effective. We also assess opportunities to enhance existing habitat within and near our operations.



Supporting Sustainable Environments

Lifecycle Approach to Safeguard Biodiversity and Sensitive Lands

1 | PLANNING AND DESIGN PHASE

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

- Endangered species and their habitats
- Migratory birds and mammal corridors
- Sensitive lands including vegetation, wetlands, water crossings, and current or historical tribal lands
- Other culturally sensitive sites, historic viewsheds, and paleontological resources

We also design our projects to avoid and minimize impacts, including:

- Rerouting or revising project plans and / or timing to avoid or mitigate impacts identified in planning assessments
- Minimizing our impact footprint by right-sizing facilities and co-locating with other infrastructure

2 | CONSTRUCTION PHASE

During construction activities, we undertake a variety of efforts to safeguard biodiversity, cultural resources, and other surface impacts, including:

- Initiating third-party inspections if operating near sensitive environmental resources
- Planning the location and timing of construction and other operations, to avoid impacts to endangered or sensitive species such as migratory mammals and birds
- Surveying for potential impacts to endangered species or habitats
- Halting projects if changes arise regarding endangered species or habitats, such as discovering nesting birds
- Using horizontal directional drilling (HDD) where practicable to avoid wetlands, water courses, and other sensitive habitats while installing pipelines and buried electrical lines
- Implementing erosion and sediment control to prevent degradation of nearby water quality

3 | OPERATIONS PHASE

We apply a range of practices and procedures throughout our operations to avoid and / or mitigate impacts. This includes:

- Reclaiming lands disturbed during construction or operations, including soil stabilization and re-establishing vegetation, with a priority to use native plants where possible
- Monitoring reclamation activities to confirm sites are reaching goals, and correcting issues such as noxious weeds or erosion
- Resurveying for potential impacts to endangered species or their habitats during maintenance activities

4 | DECOMMISSIONING PHASE

We seek to return lands to pre-construction conditions or better, or to meet landowner requirements. Our reclamation processes include:

- Following industry best practices and regulations for end-of-life pipeline and facility integrity
- Removing above-ground equipment and remediating impacts to soil or groundwater, if needed
- Reclaiming disturbed lands, including soil stabilization, and replanting to pre-construction conditions or landowner specifications
- Resurveying land reclamation activities to confirm the completion of revegetation goals



Waste Management

We strive to reduce the generation of hazardous and nonhazardous waste from our operations by implementing programs to increase reuse and recycling across our supply chain. We follow a range of best practices to reduce the production of waste, including:

- Planning material ordering to reduce waste generation
- Returning unused product or material to vendors, when possible, to facilitate reuse
- Relocating and reusing equipment between assets when reuse complies with internal and external requirements and standards
- Recycling materials used in our operations whenever possible, including, for example, engine exhaust catalysts, scrap metal, and used engine oil

When recycling or reuse is not feasible, we categorize our waste to meet state and federal requirements before sending it for disposal. Our HSE&S Policy outlines plans to properly manage waste for disposal, and the waste disposal and recycling facilities that we work with are audited by a third party prior to use and / or periodically inspected by WES HSE&S personnel. Our Waste Management Program is reviewed during our HSE&S audits to assess our performance against requirements and alignment with current industry best practices.

Minimizing Liquid Waste

We continue to work with a third-party liquid recycling facility in the DJ Basin to extract and recycle water recovered from our liquid waste streams. This process reduces the total quantity of waste going to the landfill, limits the need for costly solidification of liquid waste, and eliminates the risk of liquid waste leaching into landfills.

Release Prevention and Response

We have designed and implemented rigorous Spill Prevention and Response and Incident Management Programs throughout our operations, as required by our HSE&S Policy. These programs include stringent protocols, policies, and engineering controls to prevent releases and enable quick and effective response to releases that occur. All our applicable facilities have Spill Prevention, Control, and Countermeasure (SPCC) plans in place. These plans are reviewed at least annually and updated as necessary.

Preventing Releases

Preventing the release of potentially harmful substances into the environment is a top priority for WES, and we implement several practices to address this risk across our operations, including:

- Implementing a comprehensive monitoring and avoidance system to identify and stop potential releases from occurring
- Remotely monitoring equipment, including tank levels and pipeline pressures, through our Tactical Operations Center (TOC) and local operations control centers, which can shut down infrastructure remotely if needed
- Installing secondary containment around containers that hold 55 gallons or more of chemicals or process fluids
- Conducting periodic third-party inspections to confirm that our SPCC plans accurately reflect on-site equipment and to ensure oil storage containers are in proper working order

Where feasible, we establish additional engineering controls and processes that reduce the potential for releases to occur. For example, we have installed pipeline systems to transport oil, instead of using trucks, at many of our assets. These systems reduce the potential for releases that may be caused by human error while manually transferring oil from one vessel to another.

Release Response

WES's Incident Management Program outlines our response efforts in the event a release should occur. This includes steps to report and control the release, remove released material, and remediate impacted soils or groundwater. Releases are tracked in our Incident Management System and reported to the appropriate regulatory agency as required.

Incidents are investigated on several levels, determined by incident severity, to identify a root cause. We analyze incident trends and communicate investigation findings, corrective actions, and lessons learned to our management team. Our Emergency Preparedness and Response Program includes response plans that detail the use of specialized release-response support services that can be activated in the case of a release.



Water Management

We recognize the critical importance of water as a resource to the communities and ecosystems where we work, and we strive to reduce our impacts throughout the project lifecycle.

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

Freshwater consumption is not a significant environmental impact of our operations. We only use a limited amount of fresh water for hydrostatic testing of pipelines and equipment, amine-treatment in processing plants, cooling in facility operations, and drilling and completion of saltwater disposal wells. If we plan on returning this water back to the environment after use, we obtain discharge permits from the appropriate state regulatory body to ensure that the water discharged to the ground either meets or exceeds state requirements.

Managing Our Saltwater Disposal System Responsibly

We understand the risks associated with the volume and corrosivity of the water we transport. To mitigate these risks, we follow industry-leading

engineering, design, and operational best practices for produced water transportation and disposal.

Release prevention is a top priority for managing our saltwater disposal system. To reduce the risk of releases, we require our water-gathering systems to abide by the same stringent pipeline integrity requirements that we mandate for our non-regulated oil and gas pipelines.

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

In the event a release occurs, we follow the same Incident Management Program that we would for our oil and gas pipelines, to report and control the release, remove released material, and remediate impacted soils or groundwater.

As part of our water management protocols, we drill water disposal wells to safely dispose of any water extracted alongside oil and gas during transportation. In doing so, we exceed standard well drilling and engineering practices. We also transport our customers' produced water to disposal wells. In most cases, this transport occurs via pipeline as opposed to trucks. Our extensive network of underground water pipelines significantly reduces release risks and enables us to reduce trucking-related emissions, improve road safety, and reduce road degradation.



Supporting Sustainable Environments

Avoiding Induced Seismicity

Over the past decade, there has been an increase in seismic activity across the Permian Basin. We share the public's concerns about the potential for induced seismicity from oil and gas activities, including water disposal activities, and take precautions to ensure the safety of our operations and surrounding communities. WES's water disposal takes place in shallower zones that are less frequently associated with seismic activity. Our wells are designed, drilled and operated to prevent any potential impacts to groundwater.

We follow robust risk assessment processes during the well planning phase, to reduce the risk associated with seismic hazards.

Our screening and planning processes include:

- Mapping known faults and assessing other surface and subsurface constraints
- Identifying offset wells
- Reviewing current and historical seismic activity data from Texas Seismological Network and Seismology Research (TexNet)

- Avoiding areas with a history of seismic activity
- Evaluating proximity to population centers or significant infrastructure
- Prioritizing sites based on assessments of potential seismic risk

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

We also work with the Railroad Commission of Texas (RRC), which regulates our industry in Texas, to understand and identify possible solutions to this and other issues. For example, we have voluntarily installed a private seismic monitoring array at several of our saltwater disposal locations as part of a project with the Texas RRC and Bureau of Economic Geology.

Exceeding Standard Well Drilling and Engineering Practices

✓ **Location Selection**
Performing extensive well siting and location reviews, including reviewing existing active and inactive wells prior to selecting a location

✓ **Expert Planning**
Enlisting geologists and other technical experts to help plan the specific well-injection zones and ensure proper well control

✓ **Three-Layer Casing Design**
Adding an extra layer in our casing design for well integrity and zonal isolation, also known as a three-string casing design, a practice traditionally only used for production wells, and a further demonstration of our commitment to risk mitigation; most operators use a two-string design

✓ **Water-Based Mud**
Using water-based mud for drilling the wells, which reduces potential safety, health, and environmental impacts

✓ **Minimized Footprint**
Minimizing our drilling pad footprint to reduce surface impacts to the surrounding area

✓ **Real-Time Monitoring**
Continuously monitoring real-time casing pressure data to ensure we remain within permitted values and prevent cross-contamination

✓ **24 / 7 Onsite Supervision**
Having a 24 / 7 on-site safety supervisor oversee the entire drilling operations process

✓ **High-Quality Drilling Crew**
Employing high-quality drilling crews, each of which has passed our HSE&S screening process prior to selection and is well-control certified; in addition, each crew member is certified for hydrogen sulfide (H₂S) safety

✓ **Production Logs**
Frequently running production logs to verify that injection fluid is contained in the permitted injection interval

Focusing on People

In this section:

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



Our Employees

Our employees underpin WES’s ability to advance energy, improve lives, and deliver value for our stakeholders. We know our business can only succeed when our people succeed, so we support our employees with growth opportunities, comprehensive benefits, and an inclusive and fulfilling work environment in which everyone is valued and recognized as an integral part of the WES team.

Supporting Our Employees

We provide competitive compensation packages, including base pay, merit increases, annual bonus programs, and incentive-based awards. We also offer comprehensive benefits to employees working more than 20 hours per week. We have a wide range of programs to help foster work-life balance and support working families. To support inclusion across our workforce, we provide our employees with a floating holiday that they may use at their discretion to celebrate religious holidays and other days of significance that are important to them. See our [careers website](#) for additional detail on our compensation and benefits programs and other ways we support our employees.

Attracting and Recruiting Top-Tier Talent

We continue to strengthen our recruitment efforts to attract the best people and expand the pipeline of top talent interested in working for WES. We offer training to managers across the company on how they can better attract the best talent and play a more effective role in the candidate review process. We also maintain an employee referral program, which provides a bonus of up to \$1,500 to employees who bring talented people into our organization.

As part of our commitment to enhance the communities in which we operate, WES makes it a priority to hire locally. We emphasize local employment by attending job and career fairs in our communities and by developing relationships with local colleges and technical schools, particularly in West Texas and Wyoming. We’re also focused on using our recruiting efforts to attract people with diverse backgrounds, including former military personnel.

We regularly assess our job postings and the way we present WES to potential employees, to make sure they reflect our core values and what candidates value in an organization.





Developing Our Employees

At WES, we provide our employees with the support and growth opportunities they need to reach their full potential and to make meaningful contributions to the organization, their teams, and their communities. In line with our core value of empowerment, we facilitate and promote professional development at all levels of the organization.

Leadership Training

We believe that having great leaders at every level maximizes the success and satisfaction of every employee and of our organization as a whole. A key part of our leaders' job is working to inspire new levels of employee performance by encouraging innovation and amplifying employees' knowledge, skills, and untapped capabilities.

To support leadership excellence, we have developed a set of leadership competencies aligned with our core values. Among other key skills, these competencies focus on supporting employee development and maximizing contributions of all team members.

We offer our Managing at WES training program for all newly promoted leaders or new employees joining WES in a leadership role. The training covers how leaders can and should promote the WES culture and core values; key policies, procedures, expectations, and regulations all managers should know and be able to implement; as well as select leadership and management skills.

Employee Development and Training

To promote internal advancement and promotion, our leaders engage in active talent planning, identifying and supporting employees who are positioned to pursue higher opportunities. We include an assessment of key leadership skills and offer training resources for ongoing growth.

Additionally, our annual performance review process fosters a culture of development and feedback, by providing a clear process for frequent conversations between employees and their supervisor on performance toward their individual goals. We provide employees with a range of training and development programs to support job competency and professional development during their career progression.

We maintain a competency training program for field-based employees to support safe operations, reduce operational risk, and increase productivity. The training process starts with self-assessments, giving employees the chance to self-identify their strengths and gaps, followed up by on-the-job observations. If needed based on self-assessment and observations, gap closure training is provided, tailored to each employee's existing skills, strengths, and areas for improvement. All training and competency data is tracked through our learning management system (LMS).

Focusing on People

In addition to our mandatory safety training program and compliance and ethics training program, we provide a range of optional training to all employees on topics including cybersecurity, leadership, and management skills.

Employees also have access to a comprehensive library of development resources including articles, webinars, and self-assessments, which we expand each year with new modules. In addition to in-house training, WES has a tuition reimbursement program to support our employees' continuing education.

Employee Engagement

Fostering employee engagement by recognizing and rewarding excellence helps us drive continuous improvement and strengthen employee retention and satisfaction.

We facilitate open communication across all levels and functions of the company, to understand and respond to employee needs, foster engagement, and empower problem-solving and innovation. We also host two Employee Town Halls per year, with time allotted for interactive discussions between employees and our Executive Leadership Team.

At WES, we believe that enabling an inclusive culture is an important element of engaging and supporting our employees, contributing to the overall success of our organization. An environment that encourages different perspectives and experiences helps to facilitate open communication, innovative thinking, and enhanced problem-solving, which ultimately

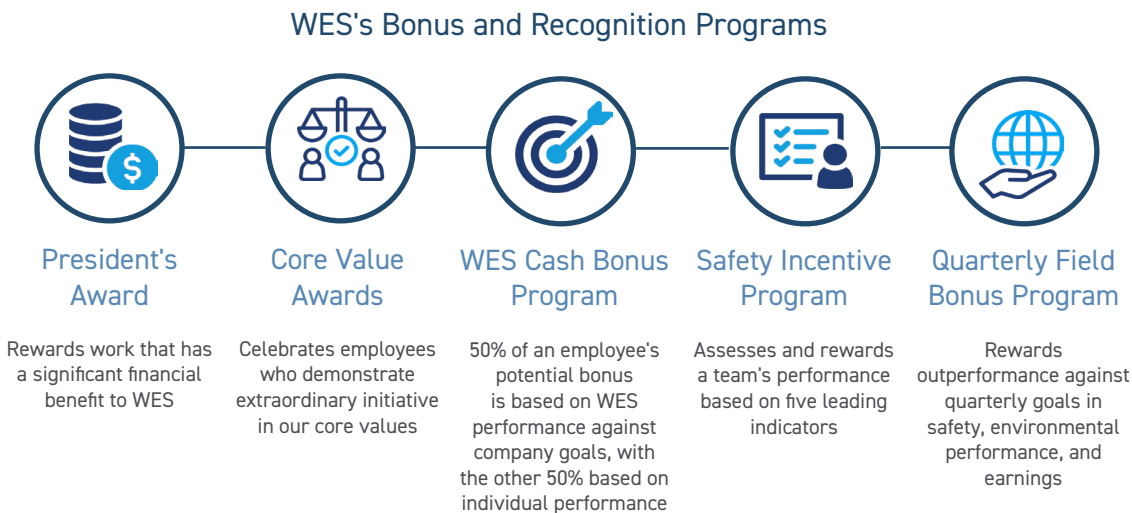
leads to better decision-making and performance throughout the business.

Our SVP and Chief Human Resources Officer leads our inclusion and belonging efforts and leads a cross-functional team that meets regularly to develop, plan, and execute new and ongoing programs and events.

We are committed to making employment decisions without regard to sex, race, color, religion, national origin, citizenship, age, disability, marital or veteran status, sexual orientation, gender identity or expression, pregnancy, genetic information, or any other legally protected categories. This includes providing reasonable accommodation for our employees' disabilities or religious beliefs and practices. WES does not tolerate harassment in the workplace, including verbal, physical, or sexual harassment, and any employees who experience or witness such behavior are encouraged to report incidents to their supervisors or through our anonymous hotline. At WES, we provide fair treatment and equal access to opportunities and rewards for all our employees. WES utilizes a third party to undertake pay equity analysis to identify possible pay discrepancies based on gender, race, and ethnicity.

Employee Recognition

We have implemented programs to recognize our employees' contributions to the organization and honor outstanding achievement, as well as to promote engagement, performance, and retention. These awards are pictured below.





Contractor and Supplier Management

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

As part of our commitment to responsible and ethical operations and practices, we expect our contractors to adhere to our sustainability standards, including HSE&S and fair labor. We recognize that contractors and suppliers are key partners in achieving our sustainability goals.

Our SVP, Business Services, oversees our contractor management activities, which include screening of contractors based on sustainability criteria. Depending on the type of work being performed on-site, sustainability screening criteria can include safety and environmental training, as well as management programs. Further, our VP of HSE&S oversees our contractor safety qualification process, which includes both records review and on-site audits based on industry best practices, including the use of a third-party screening provider.

Before beginning work on our sites, our Supply Chain, HSE&S, Risk, Legal, and Operations teams undertake holistic, coordinated reviews of new contractors to help them meet our standards, and we also require contractors to participate in a pre-qualification alignment process to help ensure they understand and can meet our expectations. We use ISNetworld, an industry-wide, third-party database, for these assessments. We also conduct worksite verification visits to ensure that contractor practices meet our requirements, and separately verify critical training, qualifications, and certifications.

As part of our Master Services Contracts (MSCs), we require that contractors ensure all their personnel operate in full compliance with Occupational Safety and Health Administration (OSHA) and industry standards and provide relevant training to their personnel. Additionally, we continue to expand our contractor screening, review, and auditing procedures to include additional sustainability criteria in our verification, validation, and evaluation processes.

Our MSCs explicitly require contractors to comply with all applicable laws related to anti-discrimination and anti-corruption. Additionally, contractors are required to have HSE&S policies, programs, and procedures that meet or exceed our standards and to be able to demonstrate that their employees and subcontractors are trained and competent to follow these policies.

Focusing on People

Our Partner Code of Conduct provides our partners, suppliers, vendors, and contractors with guidance on the ethical practices, sustainability, and HSE&S standards we expect from those working with us. The Partner Code of Conduct addresses minimum living wages, maximum working hours, and non-discrimination. It also emphasizes our commitment to human rights, including zero tolerance for contractors, suppliers, and vendors involved in any type of forced labor, child labor, or corporal punishment. Adherence to the principles of the Partner Code of Conduct is a requirement for contractors in our MSCs. We require suppliers and contractors to acknowledge and sign off on our Partner Code of Conduct as part of their onboarding process.

We grant contractors the same stop-work authority as our employees, and they are protected by our no-retaliation policy when reporting incidents or concerns. We familiarize our contractors with our anonymous compliance and ethics hotline via the WES intranet, orientation meetings, and posters at each work location, and we encourage them to use it to report any concerns or violations regarding safety, ethics, labor, or other topics. We have a variety of systems available to ensure ongoing alignment with our standards. Our operations teams work in the field with contractors and communicate expectations regarding adherence to best

practices. If a contractor is not meeting our expectations, our HSE&S group and Operations teams work together with the contractor to facilitate safety improvement. We monitor contractors' performance to track the correction of deficiencies. We also hold quarterly safety summits with contractors to provide the most up-to-date information, go over relevant issues, and develop solutions.

We audit existing contractors that are connected to ISNetwork on sustainability and other criteria at least every three years. Audit criteria include completion of required safety and environmental training and compliance with required internal procedures. If necessary, we can terminate contracts with contractors who are unable to meet our standards for sustainability or other topics.

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



Community and Landowner Engagement

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

We make it a priority to understand and address the concerns and interests of local communities and to be respectful and responsive throughout the lifecycle of our projects, from pre-project planning through to remediation. Employees across WES share responsibility for our community engagement efforts including members of our Land, Regulatory, Operations, Engineering, and HSE&S teams.

Proactive Engagement Across the Project Lifecycle

We follow a comprehensive community and landowner engagement process for new developments – including pipelines, compressor stations, and plants – and maintain an open dialogue throughout the lifecycle of our operations. We tailor our engagement strategies to the situation, taking into account the location, activity, duration, potential social impact, and other specifics of each project. To guide our engagement efforts, we have developed formal processes for identifying local stakeholders who could be impacted by our operations. These processes incorporate, and frequently exceed, relevant local, state, and federal regulations. For example, we often go beyond mandated requirements by increasing the number of community members we engage and the geographic radius we use to determine notification and community engagement efforts. Further, we proactively undertake desktop reviews to minimize impacts to landowners and those who may potentially be affected in adjacent areas.

1 CONDUCT PRE-PROJECT ASSESSMENT

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

2 ENGAGE COMMUNITIES

We engage directly with community members and local officials, including: notifying nearby residents about planned location, operating times, equipment usage, and other impacts; hosting community meetings and / or one-on-one discussions to understand concerns, obtain feedback, and answer questions; and conducting liaison meetings with public officials, emergency responders, and excavation and construction teams that are also open to the public.

3 INCORPORATE FEEDBACK

We refine our impact avoidance and mitigation plans, project plans, and permit applications based on community feedback where feasible, including considering and negotiating optimal pipeline routing and surface needs for impacted landowners.

4 MAINTAIN COMMUNICATION

We interact regularly with local communities and landowners throughout project lifecycles, including during planning, construction, operations, and decommissioning. We actively communicate operational changes and respond to questions and concerns, including those received via our community hotline in the DJ Basin in Colorado.

5 EVALUATE AND REFINE APPROACH

We assess the effectiveness of our efforts annually down to the county level, by evaluating compliance with our own requirements and local municipality rules, guidance, and policies, as well as by reviewing the success of our engagements. We update our approach and share best practices across WES, based on lessons learned through these reviews.



Community Inquiry Reporting and Response

We seek to maintain open and ongoing communication to help us understand and address community concerns. In most of our operating areas, our infrastructure sits in rural regions, where farming, ranching, grazing, and wildlife management are the primary land uses, and the number of local stakeholders is relatively small. We engage directly with right-of-way landowners on communications or concerns and work collaboratively with local farmers, ranchers, and government officials so our operations do not impact these important lands.

In the DJ Basin, our infrastructure is located in more urban areas, which provides opportunities to engage with more stakeholders who have a wider variety of interests and concerns. We have adapted our community engagement efforts in the DJ Basin to address these differences, including a dedicated community concern-reporting mechanism.

Our email- and phone-based community inquiry and grievance reporting mechanisms are monitored during business hours to collect and process community grievances and questions. We

inform community members of this mechanism as part of our pre-project outreach and throughout ongoing engagement. We seek to respond to complaints within two business days or sooner. Our around-the-clock operations centers address after-hours or emergency calls.

Whether concerns are received through this mechanism or directly from local stakeholders, details of each complaint are immediately forwarded to the responsible individual, such as the foreman or superintendent. Relevant and responsible teams communicate directly with the local stakeholder, as needed, and we quickly dispatch personnel to resolve the issue, providing an immediate response for urgent issues. We record complaints and responses to identify trends and proactively change operating procedures to avoid future impacts, when possible. Significant complaints, such as those that require long-term engagement or capital investment to resolve, are escalated to senior management. Most community concerns and complaints occur during planning and construction, which is a relatively short period of time compared to ongoing operations.

Focusing on People

Addressing Community Concerns

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

1 LIGHT POLLUTION

- Comply with “Dark Sky” best practices designed to reduce light pollution
- Evaluate and reorient lights regularly to reduce impacts on residents and wildlife

2 VISUAL IMPACTS

- Use the natural grade of the land to conceal equipment
- Install berms or walls, as needed
- Use landscaping to screen facilities
- Remediate areas to pre-disturbance conditions or better

3 NOISE AND VIBRATION

- Orient facilities and place equipment strategically to reduce noise impact on local residents
- Conduct sound engineering and decibel studies, including third-party expert reviews, on an as-needed basis, to assess and address potential impacts
- Add noise-reducing equipment to the operations
- Add sound walls and berms, as needed
- Upgrade or modify equipment

4 LAND USE IMPACTS

- Plan optimal route for pipelines that balances surface impact with other factors, such as landowner needs
- Coordinate construction, operations, and maintenance with landowner activities such as farming, ranching, and hunting
- Establish development notice process to review new construction within existing / future infrastructure

5 TRAFFIC, DUST, AND ROAD DAMAGE

- Use water or magnesium chloride to suppress dust
- Regrade roads
- Avoid high traffic, commuting hours, and school bus hours
- Use pipelines instead of trucks to carry products during ongoing operations, to reduce road impact

6 ENVIRONMENTAL CONCERNS

- See the [Supporting Sustainable Environments section](#) of this report for examples of responses

7 COMMUNITY SAFETY

- See the [Employee and Contractor Safety section](#) of this report for examples of responses



Focusing on People

Engaging With Local Communities on Pipeline Safety

Ensuring the safety of the communities in which we work is an important element of our safety and operational efforts. This includes maintaining asset integrity, avoiding and responding effectively to emergencies, and addressing road safety. The leading cause of pipeline accidents is damage that occurs when people unintentionally strike a pipeline while digging. We educate community members about pipeline safety, including the importance of using the free “811” line location program to verify line locations at least two days prior to the start of excavation. To keep communities safe, we retain dedicated teams to respond to 811 calls we receive and to locate and mark pipelines on an ongoing basis.

We regularly share accurate, timely, and relevant safety information with community members who live or work near our pipelines, including residents, public officials, emergency responders, and construction professionals. We learn from feedback and consider the needs and circumstances of stakeholders in our decision-making.

Addressing encroachments on our pipelines' rights-of-way is another important element of our efforts to protect the safety of our communities

and operations. Encroachments like landscaping, sidewalk installation, road crossings, and other permanent infrastructure can impact our ability to access and maintain our pipelines. This leads to higher potential for pipeline strikes, encumbers our ability to access our infrastructure, and creates potential hazards. Such encroachments are particularly common where we operate in more urban areas, like the DJ Basin.

Our locate teams continually monitor activities around WES's pipelines to identify development activities and other potential issues. Any issues identified are elevated to the Land team, which develops solutions by researching easements and working with landowners. We proactively participate in the planning process whenever possible, working with community planners, developers, other stakeholders, and the community in general, to raise awareness, receive input, and prevent future issues. When a potential encroachment is identified, we strive to work collaboratively with the applicable third party or parties, to find a mutually agreeable solution that accommodates their development plans and maintains our required safety standards.

Working With Suburban Landowners to Protect the Safety of Our Operations and Communities

In some of our operating areas – particularly the DJ Basin – suburban development has moved into traditionally rural regions, which means that our operations are increasingly closer to residential areas. We work with local officials, developers, and other landowners to understand developments planned in proximity to our operations, to proactively address potential issues, such as encroachments on our rights-of-way.

For example, WES's Land and Regulatory teams work directly with planners and land developers through the Development Notice Process to review proposed development activities. This process allows us to identify issues or risks to our infrastructure and easements prior to



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

Focusing on People

Tribal Engagement

At WES, we aim to build strong, long-term, and mutually beneficial relationships with Indigenous tribes in the areas where we operate. We believe in creating economic and social opportunities for tribes and their members, while recognizing and respecting the importance of tribal history and culture. We consult with the federally recognized tribes on federal and tribal lands as part of our project planning and operations processes.

Partnering With the Ute Tribe of Uintah and Ouray Reservation

In 2008, we formed the Chipeta Joint Venture with the Ute Indian Tribes of the Uintah and Ouray Reservation. WES operates the facility and holds a 75% ownership interest in the complex, while the remaining 25% interest is held by Ute Energy, an affiliate of the Ute Indian Tribe. The facility, located in Uintah County in northeast Utah, includes one refrigeration processing plant and two cryogenic processing plants. As part of our collaboration, we focus on expanding economic and job opportunities for tribe members.

A cross-functional team of WES employees, including representatives from community engagement, land management, operations, and supply chain, support our engagement with the Ute tribe. This includes supporting compliance with the rules set out by the Ute Tribe Employment Rights Office (UTERO) and the partial Surface Use Agreement through which WES operates on tribal lands. UTERO promotes the self-sufficiency of the tribe and its members through an ordinance supporting their employment needs.

To ensure we remain in good standing with our surface use agreement, WES uses local and tribal-owned businesses whenever possible and is proactive in expanding relationships with Ute Tribal Enterprises (UTE) and its tribally owned subsidiaries. Several members of the Ute Tribe currently work at the facility, and we encourage our teams to integrate local talent and remove obstacles that may impede UTE businesses from obtaining contracts.

Helping to Protect Cultural Resources

We work to protect cultural and historical resources – including tribal resources – everywhere we operate. We undertake detailed cultural surveys as part of our regular planning process for new construction and major maintenance activities that cause surface disturbance. We revise pipeline routes or use other avoidance measures if we find any cultural resources in our planned operational areas. In addition, employees and contractors working on our sites are required to stop work if any unexpected discoveries of potential cultural resources occur during construction.

Where we operate on BLM Lands in the Permian Basin, we participate in the BLM's Permian Basin Programmatic Agreement (PA), which supports compliance with Section 106 of the National Historic Preservation Act for energy-related projects. The PA allows energy providers to buy into an off-site mitigation project to support much-needed historical and cultural research for an understudied portion of southeastern New



Mexico, rather than performing redundant site-specific surveys. Funds received from the Permian Basin PA are used to conduct archaeological research and outreach in southeastern New Mexico, including archaeological excavation of significant sites, predictive modeling, targeted research activities, and professional and public presentations on the results of the research.

Focusing on People

Community Investment

Our Commitment to the Community

At WES, we are committed to social investment through our core value of Servant Leadership. We have implemented a Social Involvement and Volunteering Program to facilitate this commitment. We align our community investments with local needs and build connections with stakeholders to support community development. Many of our community contributions represent multiyear commitments, further strengthening relationships and positive impacts. For example, we have contributed to the building of several homes with Habitat for Humanity in Colorado and are long-time supporters of the Montgomery County Food Bank and Meals on Wheels Montgomery County in Texas.

Our Philosophy

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



Our Structure



Executive-Level Oversight of Community Investment

Led by the Senior VP and Chief Human Resources Officer



Community Investment Representative

Oversees all community investment programs at the corporate level



Area Focus Groups

Include teams of employees in each of our areas that organize local volunteer opportunities

Our Giving Programs



Volunteer Matching

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



Company Matching

WES matches 50% of employee contributions to eligible nonprofit organizations, up to \$1,000 annually, made through our internal system. WES also contributes \$2,500 annually to nonprofit organizations where employees hold board positions

Operating Responsibly

In this section:

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



Governance

At WES, we are committed to conducting our business the right way, by establishing intentional and robust governance systems, and promoting transparent communications and reporting. We continue to refine our comprehensive, coordinated, and proactive approach to sustainability issues, which we believe underpins ongoing performance improvements. Our departments are accountable for, and play an active role in, supporting our sustainability efforts, including upholding our high standards for ethical and responsible business. Our Board Sustainability Committee actively engages with management on efforts to identify tangible sustainability solutions and receives updates on our progress and performance at least three times per year.

Operational and HSE&S Governance

WES has comprehensive operational and HSE&S management systems that outline the roles and responsibilities for employees across the organization – including senior leaders – and foster a coordinated effort among multiple teams.

To drive continuous improvement, we link a portion of employee and executive compensation opportunities to the successful attainment of the organization's HSE&S, sustainability, operational, and financial goals. Key compensation-related initiatives have and could include:

- Safety and community volunteering
- GHG emissions and other environmental initiatives
- A quarterly bonus opportunity for field-based employees who directly support the execution of our day-to-day operations, demonstrating our compensation program's flexibility to reward extraordinary individual and team performance related to these areas. This program rewards teams for meeting key milestones related to our proactive emissions and safety programs, including leak detection and repair (LDAR) and participation in safety meetings and the "Good Catch" program
- A safety recognition and incentive competition for field-based teams that incorporates recorded safety observations, safety huddle participation, and appropriate use of stop-work authority, as well as percent of good catches closed, and participation in training completed

For more information, please see this report's section on compensation incentives based on WES performance.

We conduct comprehensive internal audits at least once every three years to help ensure the implementation and effectiveness of our HSE&S management system, programs, and



Topics Covered by Management and Operations Systems

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

performance. These audits meet or exceed the Occupational Safety and Health Administration's (OSHA) Process Safety Management (PSM) and the Environmental Protection Agency's (EPA) Risk Management Plan (RMP).

Audits also help us provide a safe work environment, maintain compliance, and promote continuous improvement. Facility audits include reviewing documentation, interviewing employees, and, at applicable sites, verifying PSM and RMP implementation and performance for direct employees and field-based contractors. Our safety and operations teams review audit results, identify issues, and address findings by implementing corrective actions.

Corporate Governance

WES is a master limited partnership formed in September 2012. Since 2019, we have made important changes to our governance and employment structures, to realign incentives to enhance unitholder rights and management's accountability to unitholders and other stakeholders. Examples of our governance enhancements include:

Board composition – At year-end 2024, our Board of Directors was composed of seven members, including our CEO, three directors meeting the independence requirements of the New York Stock Exchange, and three directors who are employees of the owner of our General Partner, Occidental Petroleum Corporation (Occidental).

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

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

Sustainability Committee – Our Sustainability Committee is responsible for steering our forward-looking strategy on pivotal issues such as sustainability and climate change. This committee helps to ensure that we devote appropriate attention to these topics and provide an effective response to stakeholder concerns on these matters.

Compensation Committee of the Board of Directors – Our Compensation Committee, one of whose members is an independent director, sets our compensation philosophy and objectives and designs our executive compensation program. Among other responsibilities, this committee

Board of Directors' Risk Oversight



Full Board of Directors

Overall enterprise risk management process



Audit Committee

Practices related to assessing, managing, and mitigating risk including operational, financial, information technology, HSE&S risks, and reviewing company risk registers



Sustainability Committee

Sustainability risks including those related to climate change, community and tribal engagement, government relations, reputational risks, and related topics, including our sustainability reporting



Compensation Committee

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

annually reviews, and, as relevant, revises the design and structure of WES's executive compensation programs to promote alignment with the organization's short-term and long-term strategies and business objectives.

Internal accountability – Our Corporate Audit team reports to our Chief Accounting Officer and the Board Audit Committee. The Corporate Audit team is responsible for examining and evaluating the adequacy and effectiveness of WES's system of financial and operational controls, using a risk-based approach, while adhering to the Institute of Internal Auditors' standards. WES's Board Audit Committee routinely reviews and discusses WES's risk management processes and specific organizational risks with management, in accordance with its charter. Our internal Risk Management Committee (RMC) also manages our formal stand-alone risk management process.

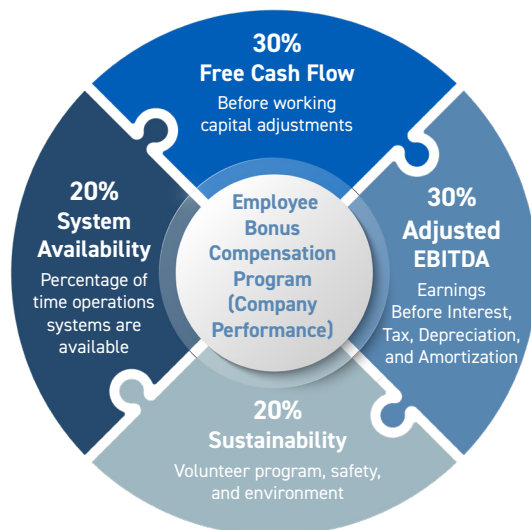
Operating Responsibly

Compensation incentives based on WES

performance – We use financial, operational, and safety performance metrics to determine the various components of our compensation structure for employees. Our Board of Directors refines our executive compensation structure as needed to better align it with WES's unitholder interests by driving the achievement of performance goals, attracting and retaining talent, and enhancing the creation of sustainable, long-term value for our stakeholders. This includes revising compensation to better support strategic priorities. We update our executive and employee bonus compensation program annually to reflect priorities that have and could include:

- Safety performance through a Total Recordable Incident Rate (TRIR) goal
- Various environmental initiatives
- Financial and operations goals
- Community investment, through a goal for employee participation in the WES volunteer program (non-executive employees only)
- Individual ratings based on performance, as 50% of the total bonus compensation (non-executive employees only)
- Additionally, we have Board and Officer Equity Ownership Guidelines and follow a range of other pay best practices (see our [latest 10-K](#) for more)

Policy review cycle – The Board periodically reviews WES's policies – including our Code of Ethics and Business Conduct – and modifies them as deemed necessary. The process for creating and updating WES's policies has been centralized under the supervision of WES's RMC, which considers applicable



risk exposures in adopting new or revised policies.

Unitholders' rights – WES has expanded unitholder voting rights under our limited partnership agreement:

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

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

Ethics and Integrity

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

New and existing employees are required to review, understand, and follow our Code. Our compliance training program certifies that our employees understand and agree to abide by our Code.

WES provides an anonymous and confidential compliance and ethics hotline available 24 / 7 for reporting violations or concerns related to the Code or other WES policies or procedures. We encourage employees and contractors to report any concerns or violations through this hotline, which is promoted through prominent worksite postings, and via our intranet, new hire orientation meetings, and annual Code training for employees. Reported incidents are tracked and reported to the Board Audit Committee as appropriate.

Public Policy Engagement

We engage in public policy processes to help stakeholders understand our business and make informed decisions as they set new policies. Through engagement, we promote the creation of effective regulations, legislation, and policies that will protect and benefit our workers, customers, unitholders, communities, and the environments where we live and operate. Currently, we engage on topics including consistent sustainability disclosures, public health, pipeline and employee safety, environmental protection, stationary source emissions, tax policy, wildlife resources, and road and infrastructure maintenance.

Along with engaging with industry organizations mentioned below, we also engage in organizations outside of traditional trade organizations that promote a variety of different policy goals relevant to our business and industry. These include the Permian Strategic Partnership, which supports the health and well-being of employees and their families living in the Permian Basin; the Texas Produced Water Consortium, which is developing alternatives to disposal of produced water; and the Colorado Energy Consumers, which advocates

in rate-making for affordable and reliable access to electricity. WES was an active participant in the Colorado Department of Public Health & Environment's Midstream Steering Committee, which developed guidance and a plan to achieve statewide reductions in GHG emissions from oil and gas midstream fuel combustion equipment.

WES plays a leadership role in several trade associations, which helps us to advance industry best practices and effective policy. We assess alignment between our views and those of the trade associations to which we belong and use our role in these organizations to share our positions.

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

Engagement Through Industry Organizations

We engage on issues in part through these industry organizations:



WES Leadership Roles in Industry Organizations

- Energy Infrastructure Council Board of Directors
- GPA Midstream Association Board of Directors
- Texas Pipeline Association Board of Directors
- Texas Independent Produced Water Association Board of Directors
- Colorado Oil & Gas Association Advisory Board

Risk Management

At WES, we recognize that effective risk management – including identifying, prioritizing, and mitigating key organizational risks – is foundational to our business. This includes identifying and managing sustainability-related risks across our operations.

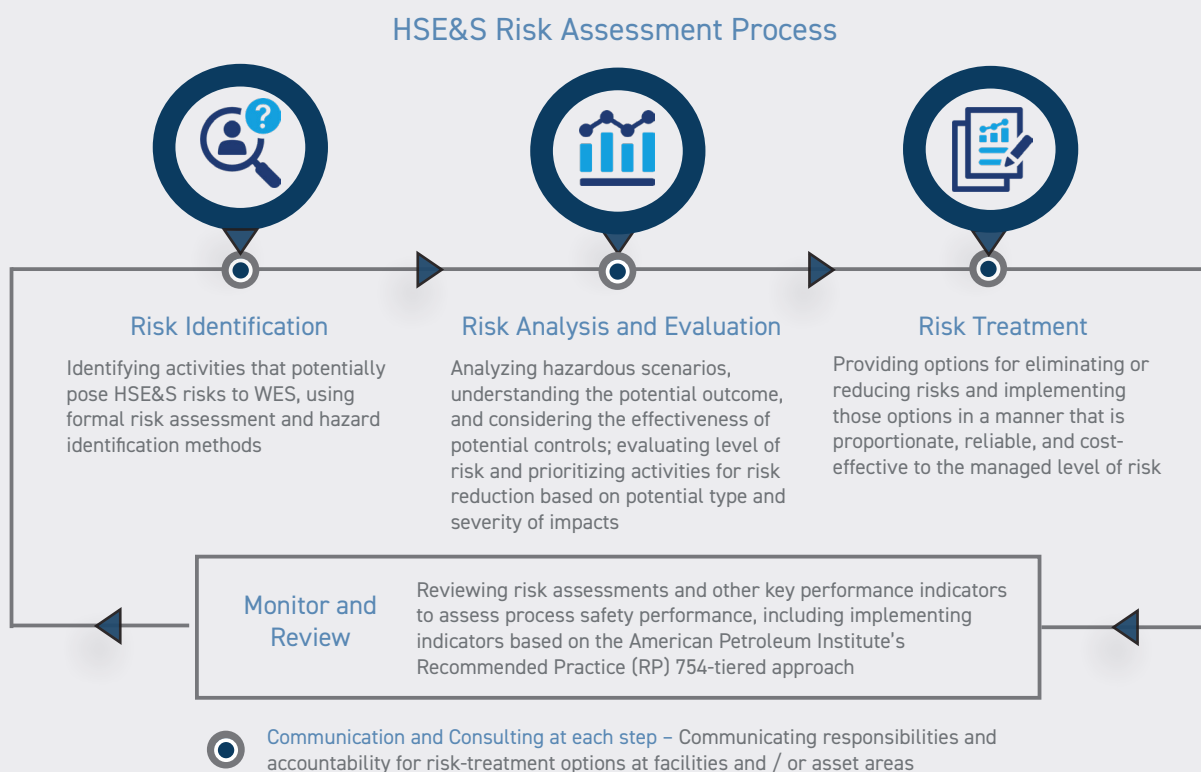
WES has implemented a comprehensive approach to enterprise risk management (ERM) through its RMC, which helps us to be aware of and prepare for potential risks that could impact our business. The RMC assesses existing and potential emerging risks based on a range of data points and cross-functional discussions with leaders from across the company. This process includes evaluating the likelihood and magnitude of impact of each potential risk and reviewing mitigation and management plans for identified risks. The results of these risk assessments are compiled into a risk register that describes existing and new risks and indicates changes in risk importance and mitigation approaches. We re-evaluate risks and mitigation plans and update risk registers at least quarterly. The RMC and Board Audit Committee review the risk registers quarterly, and they are reviewed by the full Board annually.

Our Board is actively engaged in reviewing key risks and mitigation strategies across the organization.

HSE&S Risk Management

To protect our workers, as well as the communities and lands in which we operate, we have built a comprehensive HSE&S-focused Risk Management Program based on the ISO 31000 risk management framework for hazard identification, assessment, treatment and mitigation, and reporting. We also incorporate fundamentals of process safety to manage process risks and mitigate serious events in the field. Our risk management philosophy is based on collaborative, cross-functional decision-making that enables relevant teams from across WES to participate in evaluating and addressing risks in support of our projects or operations.

Our Enterprise Resource Planning (ERP) system provides data management and tracking capabilities to improve our ability to monitor and evaluate HSE&S risks. For more detail on HSE&S related risk management activities, see sections on [Asset and Pipeline Integrity](#) and [Identifying and Managing Climate-Related Risks and](#)





Employee and Contractor Safety

Our approach to employee and contractor safety is based in our safety culture, which promotes collaborative accountability for safety based on true care and concern for one another. In accordance with our formal HSE&S Policy, we proactively design, implement, and evaluate practices and programs to strengthen our culture, drive continuous improvement, and meet our safety goals.

Our Safety Commitment

Our safety philosophy promotes personal and corporate discipline to help ensure that each of our employees and contractors returns home safely every day. This culture encompasses our belief that every incident or injury is preventable and requires personnel at our sites to accept responsibility for their own safety as well as the safety of those around them.

Employees and contractors are required to report safe and unsafe behaviors and conditions through our Good Catch program, which we use to identify trends, eliminate hazards, and prevent incidents from occurring. Everyone on a WES site has stop-work authority, regardless of seniority or role, and we expect anyone on-site to stop work if they have safety concerns. For example, if a contractor or employee needs clarity on a process, lacks experience with an assigned task, or sees a potentially unsafe situation, they are expected to use stop-work authority, meaning that any job or activity must immediately stop for all affected staff to discuss the concern and take action as appropriate. Employees, contractors, and site visitors also have access to our anonymous compliance and ethics hotline, and we strictly enforce a no-retaliation policy for voicing concerns.

Safety Policies and Programs

Consistent and robust safety policies and programs are the foundation of our employee safety, process safety, and safety risk management efforts and our safety commitments. These include:

Job Safety Analyses (JSAs) – Before starting a new project or activity, relevant personnel, including WES employees, contractors, and third-party inspectors, participate in detailed risk assessments and safety orientations to help properly identify and communicate potential hazards and risks. We also conduct weekly audits of the JSA process and provide feedback on success and improvement areas as needed.

Organization-wide hazard and risk assessments – As part of our hazard and risk management process, we regularly identify behaviors and activities that pose significant safety risks. We prioritize training and programs to address high-risk actions and develop mitigation strategies that reduce risk as much as reasonably practicable to protect our workforce, communities, and the environment.

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

Safety observations and near-miss reporting – We require employees and contractors to report any potentially unsafe situation on the job. We track these observations and near misses to identify and prevent future incidents. Our Good Catch reporting app enables staff to easily report hazards and unsafe conditions while in the field. The app integrates with our incident tracking and reporting system and facilitates seamless data collection, reporting, and trend analysis. We also emphasize a formal feedback loop to provide each observation recorded by an employee or contractor with feedback from a supervisor.

Stop-work use – When a safety issue or concern is observed, we implement a stop-work order until the issue is resolved. Stop-work is an important measure of the success of our safety culture, preventative safety efforts, and programs to reward safe behavior.

Incident root-cause analysis – We investigate and analyze the cause of incidents and near misses using a systematic method that captures, tracks, and measures significant aspects of an incident investigation. Once we have identified the factors



that either directly or indirectly contributed to a near miss or an incident, we implement corrective actions to address root causes and help prevent recurrence.

Occupational health – We continue to enhance our occupational health and industrial hygiene program, which helps us track and address occupational health risks across WES. We have hearing risk exposure groups as well as a noise-monitoring program. We collect baseline data to conduct broader health risk assessments, which will help us develop a risk-based approach to addressing occupational health across WES.

Life-saving rules – We have developed life-saving rules for eight categories of activities:

- Driving safely
- Working at height
- Confined space entry
- Bypassing safety critical equipment
- Energy isolation
- Suspended loads
- Ground disturbance
- Hot work



Safety Training

Before starting work at a WES facility, employees and contractors attend a facility safety orientation to learn our safety values and expectations. Initial training focuses on our eight life-saving rules, and workers receive ongoing training based on their specific job requirements and risks. We continue to expand and develop additional HSE&S-related training programs to address gaps identified through our incident management process. We also foster opportunities to share lessons learned and best practices across teams and regions.

We conduct monthly safety huddles to provide additional opportunities for discussing hazards, emphasizing safe practices, and to provide coaching and mentoring relevant to ongoing work. Topics covered in safety huddles include electrical safety, heat stress, fire safety, permit-to-work, winterization, and mental health, among others. To underscore the importance of participation in these meetings, we incorporate safety huddle attendance into our quarterly field employee bonus program, which is intended to drive safe behavior, improve performance, and meet key strategic objectives.

Accountability for Safety

Our safety culture underpins decision-making throughout the organization, including at the executive and board levels. To maintain awareness and drive accountability, we review key leading and lagging safety performance indicators with senior management at least weekly and with the Board of Directors at least quarterly. This includes reviewing data on potential safety concern observations, near misses and high-potential incidents, low- and high-severity incidents, recordable incidents, Days Away, Restricted, or

Transferred (DART) metrics, and fatalities. We use these reviews to identify trends, eliminate hazards, and prevent potential incidents.

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

To further underscore the importance of focusing on safety, we offer two safety-related incentive opportunities, including team-based competitions such as Good Catch and a Quarterly Field Bonus Program. For more information, please see the [Governance section](#).

Incident Tracking and Reporting

Our safety incident management system is designed to help us track and learn from incidents, near misses, and observations. It provides a clear and formalized investigation framework that defines processes for incident review and root-cause assessment, including the personnel and teams that must be involved based on the type of incident and executive review responsibilities.

We use a specific software program and associated app to support our investigation and analysis of the root causes of incidents and near misses. This system provides a consistent methodology for capturing, tracking, and measuring significant aspects of an incident investigation. It also helps teams identify factors that directly or indirectly contribute to the incident, and address each one with preventative action.



Contractor Safety

Safety is a key consideration for us when selecting contractors. We maintain a rigorous selection and oversight process to ensure contractors adhere to our safety and operational requirements. We assess the safety standards of our contractors, including the safety components of their management and performance systems, and verify that they have completed safety training relevant to their jobs. We also track contractor severe incidents and fatalities, even if they occurred when working for a different operator. We perform additional audits of contractor safety procedures and performance as needed. See the [Contractor and Supplier Management section](#) for more details on how we hold our contractors accountable on other sustainability topics.

We include relevant contractors in our safety orientation program, on-site job safety assessments, and safety stand-downs, to help them better understand our expectations and processes. We are also expanding our engagement with contractors, including through meetings between WES and contractor company leadership, and by increasing opportunities for joint discussions on safety trends and best practices.



Transportation Safety

We remain focused on reducing the transportation-related impacts of our operations to protect our employees, contractors, and community members. Key elements of our approach include:

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



Emergency Preparedness

We use the latest resources, technology, and planning to prepare for and respond to emergencies, including potential operational issues, natural disasters, terrorist attacks, and cyberattacks. Our Crisis and Emergency Management (CEM) team works closely with our HSE&S and Operations teams to reduce risk, provide operational consistency, and enhance regulatory compliance.

We follow a systematic preparedness planning process focused on continuous improvement across an ongoing cycle of planning, organizing, training, equipping, exercising, evaluating, and taking corrective action to support effective coordination during the response to an incident. Risk assessments, response plans, and training are conducted collaboratively across relevant business functions to help ensure a coordinated and effective response. We identify key incident management leaders before events occur to support seamless emergency communication capabilities.

Training and Exercises

All applicable employees receive emergency response training, and many participate in emergency exercises, including simulated releases, explosions, tank failures, loss of communications, severe weather, and security incidents. To build and maintain strategic partnerships and bolster our training practices, we also participate in joint training exercises with industry partners; peer companies; oil spill response organizations (OSRO); local, state, and federal governmental agencies; and local first responders.

This training meets the requirements of stringent Federal Emergency Management Administration standards. We also continue to build out our education and training resources, including an extensive library of online courses, presentations, books, and other materials.

Oil Spill Removal Organization Membership

WES is a member of the Marine Spill Response Corporation (MSRC), the largest nonprofit OSRO in the United States. MSRC provides spill response services for onshore, nearshore, and offshore environments, and access to a dedicated network of specially trained contractors called the Spill Team Area Responders. As part of our membership, we have access to immediate response capabilities, including specialized personnel, equipment, and training resources. See [Release Prevention and Response](#) for more information.

Natural Disasters

We deploy a range of preparedness measures to respond to severe weather incidents. We monitor events based on the threat level and the projected storm path in relation to our assets. Our operations center monitors key equipment parameters in real time and coordinates with field staff to quickly shut in affected equipment to reduce or eliminate the potential for a release.



Asset and Pipeline Integrity

Asset integrity encompasses engineering, operation, inspection, and repair of pipelines and facilities, to ensure effective and safe performance throughout their lifetimes. Maintaining asset integrity is an important part of our commitment to protect our workforce, communities, and the environment. We strive to meet or exceed regulatory requirements for facilities and pipeline integrity planning and maintenance, to ensure we implement consistent best practices across our infrastructure. We also align our approach with OSHA PSM requirements, where applicable, and apply risk management elements of PSM to our facilities.

Asset Integrity Management and Oversight

Our asset integrity efforts are managed by three expert teams, one focused on pipeline integrity, one focused on facilities integrity, and a third focused on corrosion prevention. This helps us effectively dedicate resources to the key areas of midstream integrity management across WES. Employees in multiple functional areas participate in our asset integrity efforts, and we have training and certification requirements for key personnel.

Our centralized Tactical Operations Center (TOC) at our headquarters in The Woodlands, Texas, and our Integrated Operations Center (IOC) in Colorado, play a central role in the 24 / 7 monitoring and control of our operations, ranging from asset integrity system monitoring, remote surveillance and control, and other operational parameters, to help optimize performance and to proactively identify and address potential issues. Employees at these operating centers work with employees in the field to maximize the benefits of both centralized and field-based operations capabilities.

We perform regular risk assessments that meet or exceed regulatory requirements, to identify



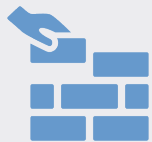
and proactively manage and mitigate potential integrity issues. We prioritize risks based on the type of potential impact, the location involved (e.g., river crossings, near rivers, in more populated areas), and the level of impact. We implement a risk-based approach for determining the frequency and timing of routine inspections and preventative maintenance. For example, we prioritize more frequent asset integrity inspections and maintenance for pipelines and fixed equipment that process gas and liquids before contaminants are removed, due to the higher risk of potential integrity issues.

Ensuring Asset Integrity Across the Infrastructure Lifecycle

We strive to manage asset integrity throughout the lifecycle of our infrastructure, including design, construction, operation, ongoing maintenance, and decommissioning.

We have developed detailed, standard-practice-based asset integrity standards and plans for different equipment types that incorporate requirements across the equipment lifecycle.

We utilize feedback mechanisms between operations and maintenance personnel and design teams in order to instill lessons learned from ongoing operations into the design and construction of new facilities and facility expansions. Below are key elements of our lifecycle approach:



DESIGN AND CONSTRUCTION

- ✓ Develop asset integrity plans during the planning process, tailored to infrastructure location and function, to support integrity across the lifecycle; plans are developed collaboratively with relevant functional teams, including Engineering, Construction, Operations, HSE&S, and Community Engagement
- ✓ Use geospatial analysis of pipeline routes and facility locations to identify potential hazards and mitigation options during the planning and design process
- ✓ Select materials and construction techniques, including grade, wall thickness, and coatings, based on infrastructure uses and potential for corrosive environments
- ✓ Add coatings and corrosion inhibitors, as applicable, to prevent corrosion-related issues
- ✓ Implement cathodic protection on pipelines, facilities, and storage tanks, as applicable
- ✓ Use internal and third-party safety monitors during construction to help ensure safety and adherence to infrastructure integrity plans
- ✓ Follow stringent standards, assessments, and audits for materials providers and fabricators, to help ensure integrity of purchased equipment and infrastructure



PRE-OPERATION TESTING

- ✓ Undertake pre-operation assessments of equipment, to help confirm that construction efforts meet requirements and to identify key data points to reassess during operations, to understand potential changes in pipeline and facility parameters important to ongoing asset integrity
- ✓ Meet or exceed industry equipment standards and requirements for external inspections and nondestructive testing (ultrasonic or X-ray) on pressure vessels and tanks
- ✓ Perform testing of our piping systems, including visual, ultrasonic, and X-ray assessments
- ✓ Perform hydrostatic pressure testing that meets or exceeds regulatory requirements on pipelines and facilities, a process that uses pressured water to test new and existing infrastructure for strength and potential leaks



OPERATIONS AND ONGOING INSPECTIONS

- ✓ Monitor system function continuously to identify and remotely respond to potential issues through our TOC and IOC
- ✓ Implement remote pressure monitoring and automated block valves on individual pipelines, allowing for remote shutoff if necessary
- ✓ Conduct in-line inspections and pressure tests of applicable regulated lines and gathering systems in high-consequence areas, based on appropriate regulations, as well as inspections of nonregulated lines, which often exceed regulatory requirements
- ✓ Train on-site personnel to identify potential integrity issues
- ✓ Conduct ongoing leak detection and repair programs, including inspections using leak detection equipment, as well as visual and aerial inspections; the frequency of inspections is determined based on applicable regulation and risk assessment
- ✓ Train on-site personnel to identify potential integrity issues
- ✓ Conduct visual right-of-way assessments for potential issues or unauthorized activity, including monitoring land-use changes, high-voltage powerline installations, and ground disturbance work around pipelines
- ✓ Conduct ongoing pipeline locating services and public education to avoid unintentional third-party damage



Security

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

Security Assessments and Planning – We conduct frequent site visits to identify potential security risks and vulnerabilities and take appropriate mitigating actions. We also perform formal, comprehensive Security Vulnerability Assessments that fully align with the Transportation Security Administration Pipeline Security Guidelines of the U.S. Department of Homeland Security (DHS) and the DHS Chemical Facility Anti-Terrorism Standards program recommendations for anti-terrorism planning and prevention processes.

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

Security Protection, Training, and Response – We conduct daily security protection activities and continually enhance existing security countermeasures to protect our people and assets. We monitor an expansive camera and access control system to protect against unauthorized access and to detect and investigate thefts. We also carry out pre-employment, random, and post-incident drug and alcohol screenings, now including fentanyl, to identify and mitigate risks associated with substance abuse and comply fully with DOT regulations.

Our employees and contractors are trained on security awareness and procedures relevant to their responsibilities, including security policies and procedures, security countermeasures, and emergency response procedures on how to respond in an incident involving an armed assailant. In addition, security staff coordinate with relevant teams across WES and with our law enforcement partners to develop appropriate procedures, equipment, and systems, and to respond to security incidents.



Cybersecurity

We understand the threat that cyberattacks present to our industry and the stability of the nation's energy supply, and as such, we have implemented a rigorous approach to protecting enterprise information technology (IT) and operational technology (OT) systems. We work to continuously strengthen these systems through an Architecture Review Board, which evaluates the cybersecurity posture of WES's new IT projects.

Key elements of our program include:

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

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

Audits and continuous improvement – We conduct regular internal reviews to help us stay ahead of the rapidly changing security landscape, as well as third-party security audits and tests to enhance our information and cybersecurity systems.

Leveraging best practices, cross-sector collaborations, and employee training – Our policies and practices are guided by established industry standards. We believe staying abreast of – and implementing – industry best practices is critical to maintaining the security of our information and operational systems. To that end, we also proactively engage in cross-sectoral dialogue, including sharing lessons learned. Further, we conduct mandatory training to educate and engage our workforce on cybersecurity.