



## 2023 HIGHLIGHTS

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

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



### Landowner Engagement

Reclaimed 534 acres of land



### Employee and Contractor Safety

Recorded 74,308 safety training hours, an average of 53 hours per worker



### Diversity, Equity, and Inclusion

44% of our Executive Leadership Team members and 33% of other managers are female or racial / ethnic minorities

### Employee and Contractor Safety

**Increased preventative safety efforts, with a 144% increase in Good Catches reported and a 338% increase in stop-work use vs. 2022**



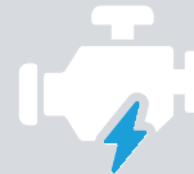
Climate Change and Emissions  
**Implemented qualitative emissions-management goals**



Community Investment  
**Contributed more than 17,200 volunteer hours to more than 590 causes in our communities**

### Asset Integrity

Conducted more than 765,700 checks on cathodic protection linear point systems (close interval survey) on buried steel pipe



### Climate Change and Emissions

Reduced engine crankcase emissions by more than 1,300 metric tons per year by implementing technology to recapture these emissions and recycle them for beneficial use

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## ABOUT THE REPORT

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

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

Throughout the report, we have indicated the scope and time frame of reported data. All performance data and initiatives discussed are from the 2023 calendar year, unless stated otherwise. WES acquired Meritage Midstream in October 2023 (read more about this acquisition in [About Western Midstream](#).) We include Meritage's Scope 1 and Scope 2 greenhouse gas (GHG) emissions from the full year of 2023 in the emissions data included in this report. Asset and pipeline integrity, biodiversity, waste, and water disposal data does not include Meritage data. Workforce data includes any Meritage employees that remained in WES's employment as of December 31, 2023. Community investment data and employee volunteering data include Meritage personnel for 2023. Safety incident data for Total Recordable Incident Rates (TRIR), Days Away, Lost, and Transferred (DART rates), Lost Time Incident Rates (LTIR), and fatalities for employees and contractors includes Meritage for the fourth quarter of 2023. Further, safety training data for employees and contractors, life-saving rules training, and safety huddle participation rates include Meritage for the fourth quarter of 2023. Environmental release data does not include Meritage for 2023.

KPMG conducted an examination on certain of our Scope 1 and Scope 2 emissions data and safety and health data for 2023. See the [Statements](#) of Scope 1 and Scope 2 Greenhouse Gas (GHG) Emissions and Workplace Safety and Health and accompanying notes for the year ended December 31, 2023 (with independent accountants' examination report thereon), which is defined hereafter as the "[Statements](#)," for more information.

## About the Material in Our Report

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

## Forward-Looking Statement

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

## 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 ESG topics focused on three strategic

pillars: supporting sustainable environments, focusing on people, and operating responsibly. These pillars, and the focus areas within each pillar, are supported by an assessment of the most important ESG topics for our organization and our stakeholders. We undertook this assessment to inform our 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 GHG emissions
- 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
- Diversity, equity, and inclusion
- Contractor and supplier management
- Community and landowner engagement
- Tribal engagement
- Community investment



### Operating Responsibly

We are committed to operating responsibly. We are 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

MESSAGE FROM  
OUR CEO

## The entire WES team made great strides to strengthen our culture of sustainability in 2023

Our continued focus on sustainable operations – which includes protecting our people, minimizing our environmental footprint, and improving our communities – is one of WES’s foundational principles. In 2023, we made notable achievements in our efforts toward becoming a more sustainable organization.

Our top priority has always been, and will continue to be, the safety of our people and maintaining the highest ethical standards within the communities that we serve. In 2023, we continued to advance our safety culture and performance. Our teams recorded significant improvements in the use of our safety programs, namely our Good Catch safety observation program and the use of stop-work authority, which has greatly assisted in the reduction of our Total Recordable Incident Rates for our employees and total workforce.

We have also remained diligent in our approach to reducing emissions across our operations. Throughout our organization, our teams have focused on enhancing the transparency and accuracy of emissions tracking and reporting by implementing new monitoring technologies and piloting forecasting tools, all of which will help us more effectively target future emissions reductions efforts. Additionally, we included and achieved a qualitative greenhouse gas emissions goal as part of our company-wide incentive program.

Finally, our employees’ hearts were again on full display in our communities. Together, 75% of our employees participated in our social investment program – the highest in our four-year history – volunteering more than 17,200 hours for more than 590 causes. Our people and their passion for improving WES and the communities where we live and work, along with the collective talents they bring to these efforts, are what make WES a special place to work, and I am truly thankful for their contributions.

The WES Leadership team and I have great confidence that the accomplishments our employees achieved in 2023 will yield even more meaningful results in the years to come.

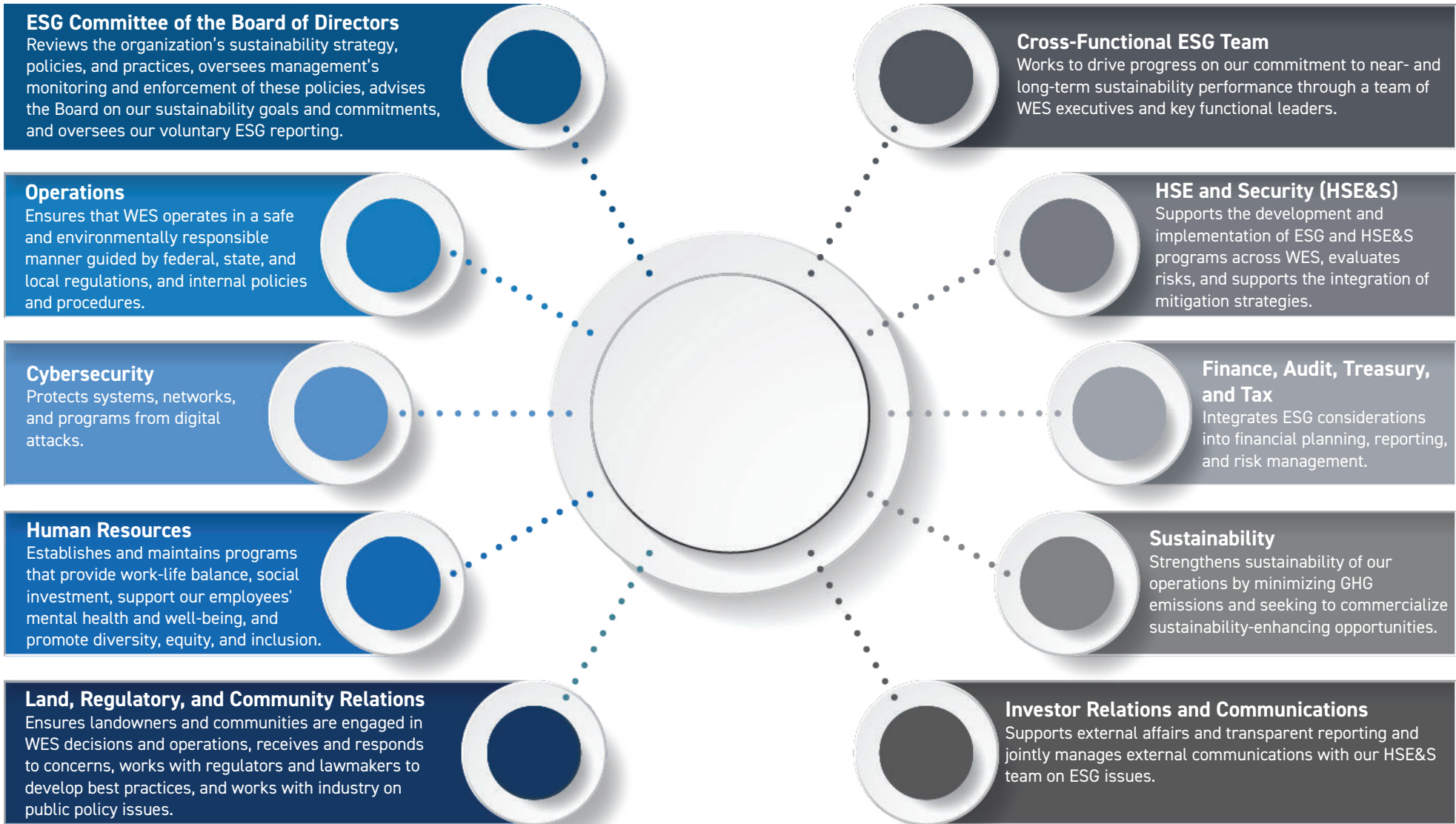
Oscar Brown  
President and CEO



# INTEGRATED ESG MANAGEMENT

We take a coordinated approach to managing ESG topics across the organization, with multiple functions supporting our efforts. Accountability for ESG management and performance starts at the top of our organization, as the ESG Committee of our Board of Directors is kept current on key operational and ESG matters,

including trending sustainability issues, regulatory activity, Health, Safety, Environment, and Security (HSE&S) risk management, and performance metrics. Additionally, operational, financial, and ESG performance results achieved during the year impact annual executive and employee compensation.



# ABOUT WESTERN MIDSTREAM

## Our Mission

Improving lives through safe, sustainable, and efficient energy delivery

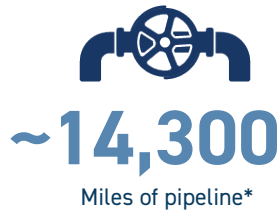
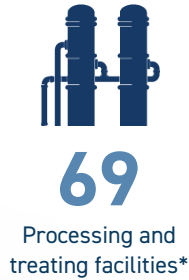
## Our Vision

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

## What We Do

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

## Operational Facts



## The WES Way: Our Core Values and Foundational Principles



Servant Leadership



Empowerment



Customer Focus



Belief in Each Other



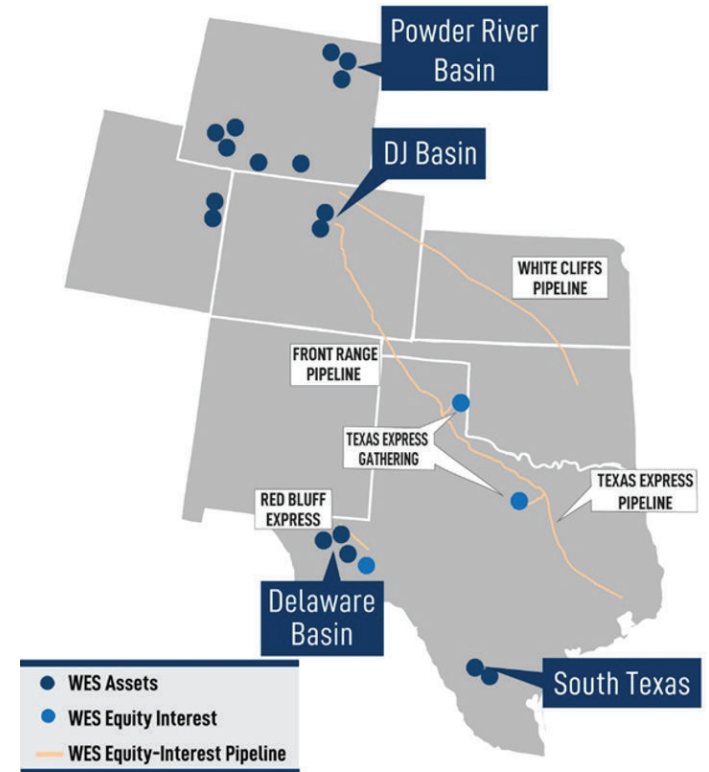
Positive Work Environment



Integrity

- Operational Excellence
- Superior Customer Service
- Sustainable Operations

## Where We Operate\*



\* All data as of Dec. 31, 2023, pro forma for asset sales that closed in 1Q24 and 2Q24.



## ABOUT WESTERN MIDSTREAM

### Expanding Our Operational Capacity and Commitment to Responsible Operations

In October 2023, WES announced the acquisition of Meritage Midstream (Meritage), a leading midstream operator in the Powder River Basin of Wyoming. Through this acquisition, we significantly expanded our operational capacity in a growing basin and further diversified our customer portfolio. Alongside the strategic and operational advantages that this acquisition provides, it has also brought forth the opportunity for WES to extend our responsible management practices to the Meritage assets, including our sustainability approach.

Incorporating Meritage into our sustainability approach is an important element of our overall efforts to integrate the new acquisition into our operations. Key actions we are taking include:

- Integrating data systems to track and drive performance across the unified entity
- Reviewing Meritage contractors for alignment with WES's standards and incorporating new contractors into WES requirements, screening, and ongoing audit processes
- Proactively reaching out to landowners and other local stakeholders to build relationships and extend a collaborative approach to community engagement to new areas
- Incorporating Meritage's emissions data into WES's GHG Inventory and Management System

Given that Meritage was already implementing a number of ESG practices prior to the acquisition, we have also identified how best practices in place at these assets could possibly enhance our approach.

We are excited about the new opportunities that this acquisition offers and remain focused on continuous improvement across our operations. We will continue to uphold our commitments to environmental stewardship, supporting our workforce and communities, and operating responsibly as we pursue our mission to improve lives through safe, sustainable, and efficient energy delivery.

### WES and Meritage: An Aligned Approach to Responsible Operations

Examples of Meritage's ESG practices and initiatives that were aligned with WES's commitment to responsible operations include:



#### Supporting Sustainable Environments

- Using air-actuated pneumatics to eliminate a source of methane emissions
- Implementing an auto-pigging process to reduce the need for venting and blowdown emissions
- Undertaking a similar approach to WES on biodiversity and surface impacts that is focused on pre-activity assessments of potential impacts and prioritizes avoiding impacts, including a commitment to restoring surfaces to pre-construction quality



#### Focusing on People

- Establishing safety management processes
- Committing to providing an inclusive workplace with equal opportunities and maintaining the highest standards of ethical conduct
- Offering a wide range of formal and informal learning and development opportunities for employee growth
- Building relationships with landowners, communities, the public, regulators, and state officials
- Employing local residents and sourcing local service providers and contractors
- Supporting and volunteering with local charities



#### Operating Responsibly

- Conducting Board and executive oversight of sustainability risks and initiatives, including climate-related risks and opportunities

# Supporting Sustainable Environments

## 2023 HIGHLIGHTS:



Introduced new qualitative emissions management goals



Reduced engine crankcase emissions by more than 1,300 metric tons per year by implementing technology to recapture these emissions and recycle them for beneficial use



Reclaimed 534 acres of land

## IN THIS SECTION:

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- ▶ [Climate Change and Emissions](#)
- ▶ [Biodiversity and Surface Impacts](#)
- ▶ [Waste Management](#)
- ▶ [Release Prevention and Response](#)
- ▶ [Water Management](#)

## 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 regulations



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



Requiring the communication of lessons learned internally across the organization and incorporating them into current and future training



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 [working with regulators](#) on rule developments and [engagements with landowners](#) on new developments

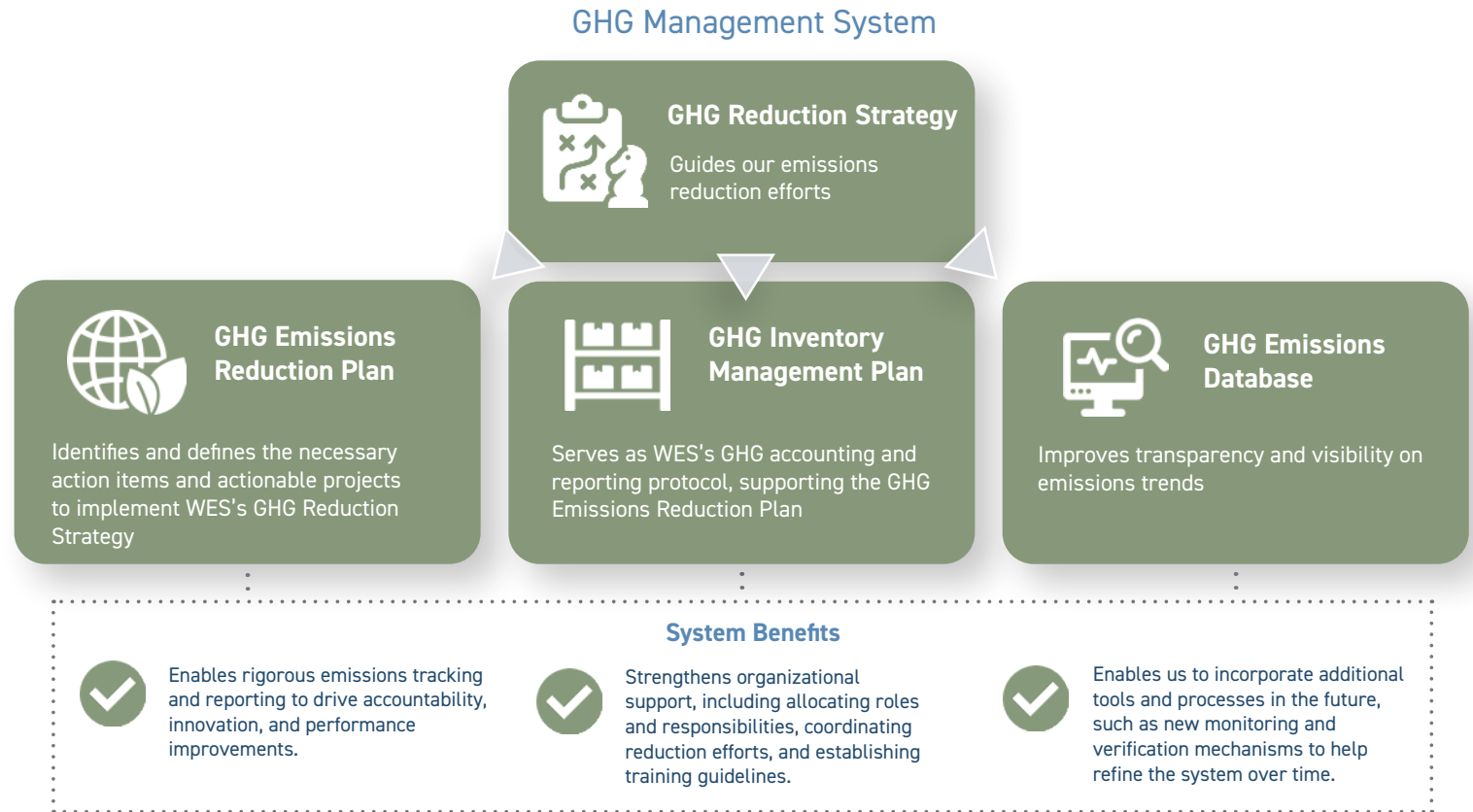
# CLIMATE CHANGE AND EMISSIONS

At WES, we recognize the importance of identifying, understanding, and managing climate-related risks and opportunities. As we work to address climate risks, we remain committed to reducing our carbon footprint, while exploring opportunities associated with the global energy transition. We are focusing our efforts on implementing practices and technologies that will improve our overall emissions performance over time, as well as adapting to an evolving regulatory landscape.

Our Board's Audit and ESG 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. To embed this responsibility across our business, we updated our 2023 incentive program to incorporate a qualitative metric regarding the implementation of certain

initiatives related to GHG emissions. We will continue to include sustainability goals in our incentive program in 2024.

We have already identified and implemented a number of projects to help reduce emissions in our existing operations and activities. We have also introduced improvements to enhance the accuracy and transparency of our emissions reporting. For example, we are working to implement emissions monitoring technology, including aircraft- and ground-based technologies, and increasing the use of source- and site-specific data in our emissions calculations. Moving forward, we are developing forecasting tools that will help us model climate risks, emissions, and emissions reduction opportunities. This modeling will improve our ability to identify the most impactful emissions reduction strategies and better inform our decisions as we pursue more efficient, less emissions-intensive operations.



# CLIMATE CHANGE AND EMISSIONS

## Governance of Climate-Related Risks, Opportunities, and Strategy



### Board-Level ESG Committee

Oversees climate and emissions efforts



### ESG 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, Business Services; SVP and Chief Accounting Officer; SVPs, Operations; SVP, Human Capital Management and DEI

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

## Identifying and Managing Climate-Related Risks and Opportunities

Mitigating climate change impacts, reducing our emissions, operating more efficiently, and contributing to the transition to a lower-carbon economy are key priorities for WES. Natural gas, which is one of the primary products we transport, plays a vital role in the global transition to cleaner energy sources. Natural gas not only serves as a lower-emission bridge fuel for generating electricity and powering industry, but it also supports renewable power generation by providing a versatile, quick-to-ramp-up fuel source for 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 to lower emissions from our own operations and helping to advance emissions reductions across the oil and gas value chain.

We recognize the potential risks that climate change poses to our operations. As discussed in our most recent [Annual Report](#) on Form 10-K, we have identified potential climate-related risks that we may face, including climate-related regulations, increased compliance costs, and potential shifts in access to capital. As such,

we continue to refine our approach to managing climate-related risks and opportunities.

Our Board's ESG Committee maintains oversight of our climate initiatives and emissions reduction efforts. This committee receives updates on and discusses our climate-related initiatives at least quarterly. In 2023, topics discussed included climate-related risks and efforts to build on our existing GHG Management System. Our ESG Committee remains actively engaged in understanding climate-related topics and regularly shares information and questions for our management team to consider.

Our climate efforts are overseen by a cross-functional ESG Steering Committee comprised of senior leadership across WES, including our executive officers and individuals from our HSE&S, Operations, Engineering, Investor Relations, and Legal teams. This team is tasked with assessing and managing climate-related risks and opportunities, reviewing and approving our GHG reduction plans, and helping to ensure these efforts are integrated across our business. We are also more formally incorporating reviews of potential emissions reductions opportunities and technologies as part of our standard operations planning and budgeting process.

## Potential Climate-Related Risks and Mitigation Opportunities

Potential Climate-Related Risks	Potential Financial Impact	Potential Mitigation Opportunities*
Weather and natural disasters (e.g., hurricanes, storm surge, 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 and modeling; property damage and business interruption insurance
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	Investing in measures to avoid, reduce, and offset emissions, including by improving efficiency and GHG management activities; industry collaboration and partnerships; engagement with domestic policymakers, regulators, and industry organizations; continuous monitoring of regulatory developments
Increased scrutiny from institutional investors	Reduced access to capital	Investing in measures to avoid, reduce, 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 could be employed. WES has not necessarily undertaken these activities, nor is it committed to doing so.

# CLIMATE CHANGE AND EMISSIONS

## Reducing Emissions and Energy Use

Reducing emissions in our operations is central to 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 EMS](#), including through specific guidance for our Climate and Sustainability and Air Quality Programs.

We are primarily focused on reducing 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 Reduction Strategy



### REDUCING DIRECT EMISSIONS

We are primarily focused on reducing direct emissions from our operations, or Scope 1 emissions. To do so, we are assessing and implementing a range of process and technology improvements to reduce emissions from combustion, venting, flaring, and fugitive emissions, which are described in more detail starting on [the following page](#).



### REDUCING INDIRECT EMISSIONS

We have also taken steps to reduce our indirect, or Scope 2, emissions that 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.



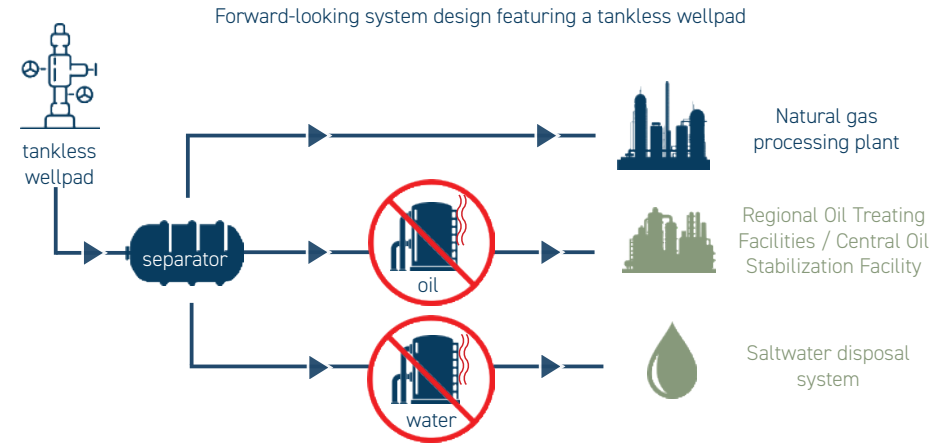
### REDUCING VALUE CHAIN EMISSIONS

We design our facilities and operations to help reduce value chain emissions from upstream producers. In particular, our direct-to-producer pipeline connections, such as our Centralized Oil Stabilization Facility in the 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 enable 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 reducing truck transport.

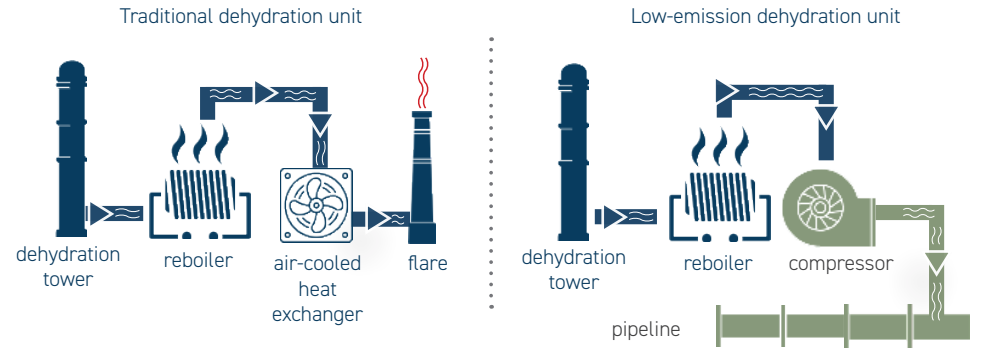
**CLIMATE CHANGE AND EMISSIONS**

**Reducing Direct Emissions From Our Operations**

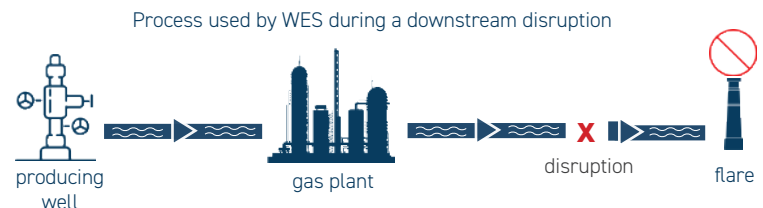
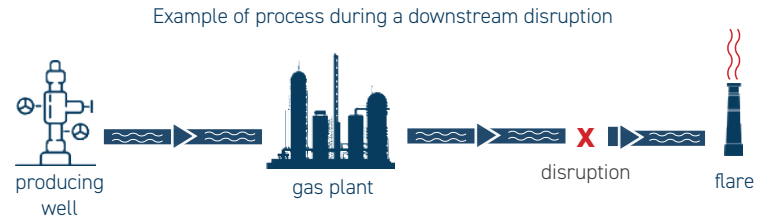
**Reducing emissions from oil storage** – Before transporting to market, we stabilize oil to remove entrained gases and either pump the oil directly into a pipeline or store it in floating-roof tanks until it can be pumped into a pipeline. The gas removed from these facilities is then piped to our natural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



**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 reduce 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.



**Reducing flaring** – If there is a processing or capacity issue, 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.

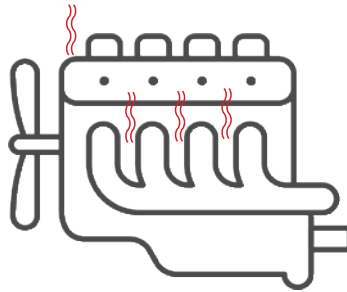


● process changes    } captured gas    } emissions

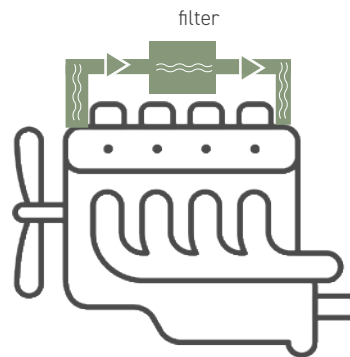
# CLIMATE CHANGE AND EMISSIONS

**Engine crankcase emissions capture** – We are implementing technology to recapture compressor engine crankcase emissions and recycle them for beneficial use rather than venting. Thanks to this technology, we reduced our overall methane emissions by more than 1,300 metric tons in 2023. Based on this success, we are continuing to evaluate the use of this technology at additional facilities as appropriate. 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

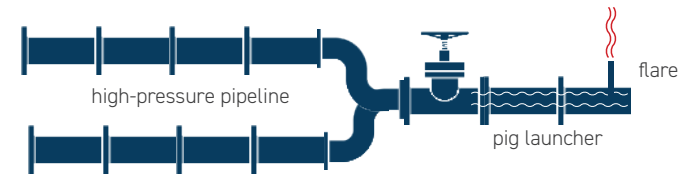


● process changes    } captured gas    } emissions

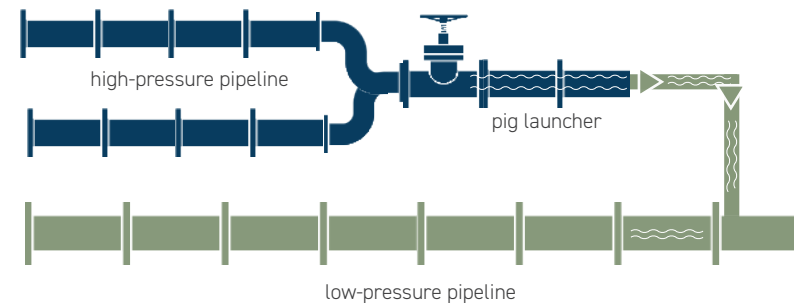
**Reducing venting** – We periodically shut down pipelines, compressors, and other equipment to safely perform maintenance or other mechanical work. To further reduce our emissions footprint during the depressurization and maintenance preparation process, we employ best practices where technologically, 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 whenever possible 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





## CLIMATE CHANGE AND EMISSIONS



**Electric-powered compression and gas processing** – WES's predecessor entities began installing electric-driven compression as early as 2006. Today, 39% of our operated compression (by horsepower) is electric driven, including 50% of our compression in the Rockies.

**Heat exchange technology** – We install heat exchangers throughout our processing plants to efficiently reuse previously generated heat, as well as refrigeration, which reduces our overall energy use.

**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. As of year-end 2023, 100% of our facilities in the DJ Basin and Utah have zero-emission pneumatic devices.

**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 voluntarily participated in third-party aerial methane leak detection surveys at our gathering and boosting and processing facilities in the DJ Basin in Colorado and Delaware Basin in Texas, with plans to conduct new and expanded surveys in 2024. 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.

**Reducing compressor rod packing-related emissions** – In 2023, we continued to pilot a technology aimed at reducing rod packing-related fugitive emissions from our compressors. Our first pilot test unit was put into service in 2024. Once initiated, we will monitor the performance and evaluate opportunities to implement this technology on other compressor packages in our fleet.

## Advancing Methane Measurement Technologies to Support Improved Emissions Reductions

We are collaborating 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' product to market. Key activities include:

- **Piloting continuous methane monitoring technologies** using remote sensing equipment to detect emissions from our facilities
- Working jointly with CSU to **compare three methane measurement approaches** – a modeling simulation technique, a ground-level measurement technology, and aircraft-based measurements – to help better understand the role of larger emitting sources of methane and identify opportunities to construct better inventory models of basin-wide emissions
- Collaborating with CSU to **assess reliable, repeatable testing methods for leak detection and quantification**, with the goal of developing industry-wide testing standards that can be adopted by regulators and oil and gas operators
- Teaming up with CSU to better **quantify actual crankcase emissions** across our operations and understand the real-world emissions reduction potential of implementing recapture technology
- Supporting projects to **develop advanced pipeline leak detection technologies**
- **Advancing the use of site-level, flyover methane emissions measurement technologies**, including by participating in third-party flyovers of our operations to analyze potential sources of methane stemming from our operations
- **Using the data from these flyovers to better understand the emissions generated under different conditions** – for example, if they were intermittent or persistent and planned versus unplanned – and to identify projects to mitigate methane emissions sources
- Committing to **implement environmental best practices designed to reduce methane and criteria pollutant emissions** using proven, cost-effective technologies, as a founding member of The Environmental Partnership. The Partnership is a voluntary oil and natural gas industry initiative focused on continuously improving the industry's environmental performance.
- Completing The Environmental Partnership's goal of **having LDAR at all sites**, with 99% of relevant WES sites having LDAR in place. Further, 99.8% of our assets were found to be free of leaks during LDAR surveys in 2023.



## GHG Emissions Performance

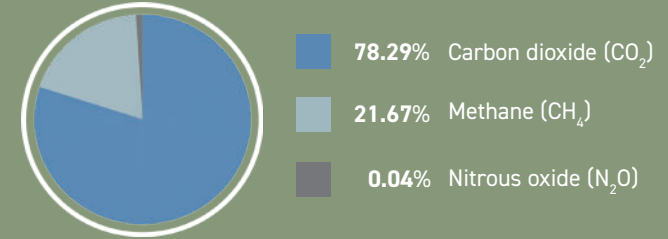
We implement emissions monitoring technology and incorporate equipment- and site-specific data into our emissions calculations to increase the accuracy of our emissions data. As a result, we report Total Scope 1 emissions data for a larger scope of equipment than is required by the U.S. Environmental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

Our emissions increased year-over-year primarily as a result of our acquisition of Meritage Midstream. While we acquired Meritage Midstream in October of 2023, our 2023 Scope 1 and Scope 2 GHG emissions calculations include Meritage Midstream's data for the full 2023 calendar year. We illustrate the impact of integrating Meritage Midstream's full year of emissions data into our emissions inventory in the graphics presented on this page.

KPMG conducted an examination on certain of our Scope 1 and Scope 2 emissions data for 2023. See the [Statements](#) for more detail.

## 2023 Total Scope 1 GHG Emissions by Gas Type<sup>1</sup>

Our primary Total Scope 1 GHG emissions are CO<sub>2</sub> – generated from fuel combustion to run engines, compressors, and other equipment – and methane emissions, which stem primarily from venting of natural gas, leaks, and other fugitive emissions.



### Total Scope 1 CO<sub>2</sub>e<sup>1,3</sup>



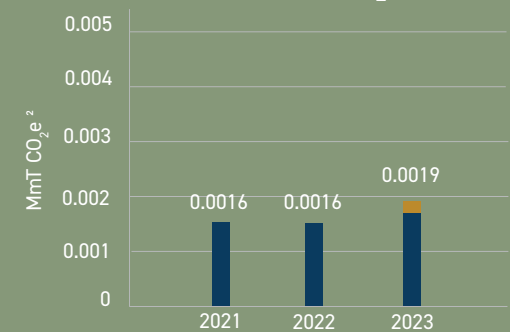
### Total Scope 1 CO<sub>2</sub><sup>1,3</sup>



### Total Scope 1 CH<sub>4</sub><sup>1</sup>



### Total Scope 1 N<sub>2</sub>O<sup>1,3</sup>



<sup>1</sup> This data includes emissions reported under the U.S. EPA GHGRP (Subpart W & C); corporate fleet emissions; and other materially relevant emission sources.

<sup>2</sup> Million metric tons of carbon dioxide equivalent (MmT CO<sub>2</sub>e).

<sup>3</sup> Certain 2021 and 2022 numbers were restated based on updates in our internal data collection processes.

■ Denotes full-year WES performance without Meritage contributions (values above the bars represent full-year WES + Meritage data)  
 ■ Denotes full-year performance of Meritage assets

**Total Scope 1 GHG Intensity<sup>4,5</sup>**



**Total Scope 1 + Scope 2 GHG Intensity<sup>5</sup>**



**Scope 2 GHG Emissions<sup>7</sup>**



**Total Scope 1 GHG Intensity: Gathering and Boosting<sup>4,5</sup>**



**Total Scope 1 GHG Intensity: Natural Gas Processing<sup>4</sup>**




**Scope 2 Energy Consumption<sup>8</sup>**



**More Data Available**

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

 Denotes full-year WES performance with Meritage contributions

<sup>4</sup> Includes Scope 1 GHG emissions: emissions reported under the U.S. EPA GHGRP (Subpart W & C); corporate fleet emissions; and other materially relevant emission sources.  
<sup>5</sup> Certain 2021 and 2022 numbers were restated based on updates in our internal data collection processes.  
<sup>6</sup> Metric tons of CO<sub>2</sub>e per million standard feet of gas throughput.  
<sup>7</sup> Calculated using EPA e-GRID emission factors based on electricity usage location and includes electricity consumption only. 2022 data is restated from prior years due to a rounding error.  
<sup>8</sup> Includes electricity consumption only. WES does not purchase steam and purchased heat is used only in offices and is not a material source of emissions. 2022 data is restated from prior years due to a rounding error.

## 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 to best 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 near-immediate 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.



Sage Grouse

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. For details on our reclamation and relinquishment work with BLM, see the [Community and Landowner Engagement section](#).

## Lifecycle Approach to Safeguard Biodiversity and Sensitive Lands

### BIODIVERSITY AND SURFACE IMPACTS



#### Reclamation Efforts

In 2023, we conducted 305 pre-construction natural resource surveys<sup>1</sup> and reclaimed 534 acres of land, including the removal of more than 308,000 linear feet of pipelines and the permanent decommissioning of more than 860,000 linear feet of pipelines.

<sup>1</sup> Pre-construction Natural Resource Surveys include surveys for endangered species, crucial wildlife habitat, nesting raptors, birds protected under the Migratory Bird Treaty Act, cultural and archaeological resources, and paleontological resources.

#### 01 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, 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

#### 02 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

#### 04 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

#### 03 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

## 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.

We recycled 440,909 gallons of hydrostatic test water from our DJ Basin operations in 2023. This is water used to assess line integrity before a new line is placed into service. This is an example of how we are working to reduce water use impacts in a semi-arid area experiencing drought.



# 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 of 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 to the environment is a top priority for WES, and we implement several practices to address this risk across our operations, including:

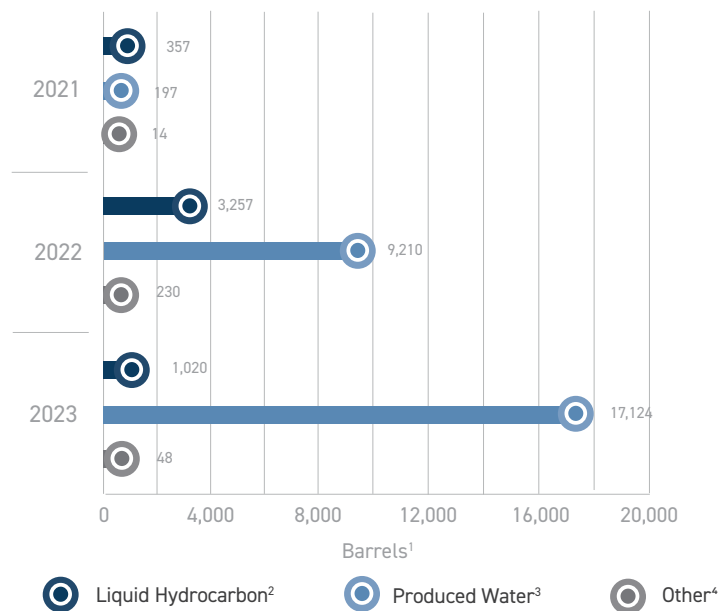
- Implementing a comprehensive monitoring and avoidance system to identify and stop potential releases from occurring
- Remotely monitoring equipment, including tank levels and pipeline pressures, through our Tactical Operations Center and local operations control centers, which can shut down infrastructure 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.

## Releases by Volume From Gathering and Boosting and Processing Activities



<sup>1</sup> Releases greater than 1 barrel (bbl), not including release volumes that are contained in impermeable secondary containment.  
<sup>2</sup> Hydrocarbon includes crude oil, condensate, natural gas liquids (NGLs), and natural gas products.  
<sup>3</sup> Produced water releases from the Gathering and Boosting and Processing segments. The saltwater disposal system produced water releases are reported on [the following page](#).  
<sup>4</sup> "Other" includes releases for all other materials than categorized as hydrocarbon or produced water that are required to be reported to an agency.

Incidents are investigated on several levels, determined by incident severity, to identify a root cause. We analyze incident trends on a monthly basis and communicate investigation findings, corrective actions, and lessons learned to our management 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.

In 2023, the volume of our liquid hydrocarbon spills and other releases decreased compared to 2022. The volume of produced water releases from both our gathering and boosting and our saltwater disposal systems increased in 2023. The large majority of these increases resulted from two incidents caused by contractors doing work on our sites. We have reviewed lessons learned and proper procedures with these contractors and across our operations to avoid future incidents. See full release data in the [Performance Data Tables](#).



## 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

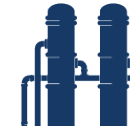
We understand the risks associated with the volume and corrosivity of the water we transport. To mitigate these risks, we follow industry-leading engineering, design, and operational best practices for produced water transportation and disposal.

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.

### About WES's Produced Water Business



**54**

Disposal wells



**799**

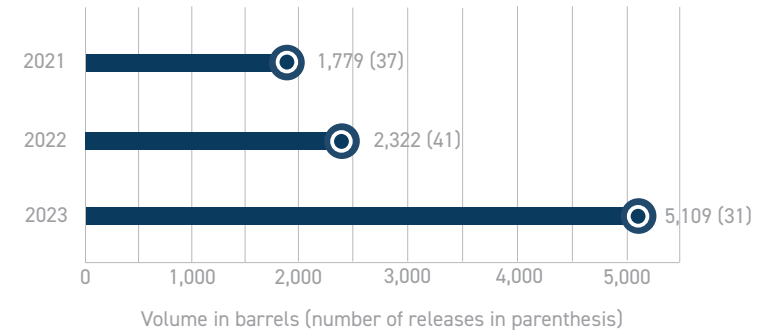
Pipeline miles



**1.825**  
MILLION\*

Barrels of water per day  
of system capacity

### Produced Water Releases by Number and Volume From Saltwater Disposal System\*\*



\* As of Dec. 31, 2023

\*\* Releases greater than 1 barrel (bbl), not including release volumes that are contained in impermeable secondary containment. Produced water releases from saltwater disposal pipelines and associated facilities. Produced water releases from Gathering and Boosting and Processing segments are reported on the [Release Prevention and Response section](#) and in the [Performance Data Tables](#).

## WATER MANAGEMENT

In 2023, we drilled 11 new produced water disposal wells. In doing so, we exceeded standard well drilling and engineering practices, through practices seen on the right. 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.

### Avoiding Induced Seismicity

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

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

We 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 Texas Railroad Commission (RRC), which regulates our industry in Texas, to understand and identify possible solutions to this and other issues. For example, as part of a voluntary agreement with the Texas RRC and the Bureau of Economic Geology, we installed a private seismic monitoring station at one of our saltwater disposal locations.

## Exceeding Standard Well Drilling & 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



### 3-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; most operators use a two-string design, further demonstrating our commitment to risk mitigation



### Minimized Footprint

Minimizing our drilling pad footprint to reduce surface impacts to the surrounding area



### Water-Based Mud

Using water-based mud for drilling the wells, which reduces potential safety, health and environmental impacts



### 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 passed our HSE&S screening process prior to selection and was well-control certified; in addition, each crew member was certified for hydrogen sulfide (H<sub>2</sub>S) safety



### Production Logs

Frequently run production logs to verify that injection fluid is contained in the permitted injection interval

# Focusing on People



## 2023 HIGHLIGHTS:



44% of our Executive Leadership Team members and 33% of other managers are female or racial / ethnic minorities



Contributed over 17,200 volunteer hours and more than \$1.3 million in total value to our communities

## IN THIS SECTION:

- ▶ [Our Employees](#)
- ▶ [Diversity, Equity, and Inclusion](#)
- ▶ [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 implemented a wide range of programs to help foster work-life balance and support working families. 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. In 2023, we expanded our dedicated recruiting staff and enhanced our recruiting process to improve candidate experience. This included streamlining the recruiting process to progress from candidate identification and interviews to offers more quickly. We also trained 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 continued our 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.



## OUR EMPLOYEES

Attracting people with diverse backgrounds is also an important focus of our recruitment efforts, and, in 2023, we worked with diversity-focused job posting channels and partners to help diversify our talent pool. We continued our efforts to recruit military personnel, including attending military-focused recruiting events and hiring a military veteran onto our recruiting staff, who helps us better understand how to attract and meet the needs of veterans.

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, including a commitment to [diversity, equity, and inclusion \(DEI\)](#).

### Developing Our Employees

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

#### Leadership Training

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

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, maximizing contributions of all team members, and driving the culture of inclusion we strive for at WES. In 2023, we advanced a number of development programs, highlighted below:

- **Multiplier Leadership Training** - Based on the principles from the book *Multipliers*, by Liz Wiseman, we provided additional leadership training to promote using empowerment, accountability, and coaching (rather than influence or



top-down management) to help leaders support their team's individual and collective development and focus on collaborative problem solving. In 2023, 270 employees completed the training, and we are expanding participation to new leaders in 2024.

- **"Managing at WES"** - a 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; and select leadership and management skills. In 2024, we will enhance leadership training offerings to incorporate an increased focus on Multiplier-based leadership 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. In 2023, we enhanced this process to include an assessment of key leadership skills, which was followed up with training resources on employees' areas 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.

## OUR EMPLOYEES

We provide employees with a range of training and development programs to support job competency and professional development. For example in 2023, we completed an organization-wide effort to strengthen and standardize job descriptions, requirements, and expectations for positions at all levels of the organization. This project enhances recruitment efforts, clarifies career development pathways, increases transparency, and supports internal growth and promotion opportunities.

We launched 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. The results of these self-assessments will lead directly to training or on-the-job observations, recognizing that many of our employees demonstrate their job skills and abilities better when assessed on the ground, as opposed to through written tests. Based on these observations, an employee is either deemed competent to work with the equipment or is provided gap closure training using resources and material built by subject matter experts. The training is tailored to each employee's existing skills, strengths, and areas for improvement. The program self-assessments, observations, and training are led by internal field trainers with deep knowledge of our field operations and on-the-ground skills our people need to succeed. All training and competency data is tracked through our learning management system (LMS).

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, and DEI.

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. Beyond in-house training, WES has a tuition reimbursement program to support our employees' continuing education.

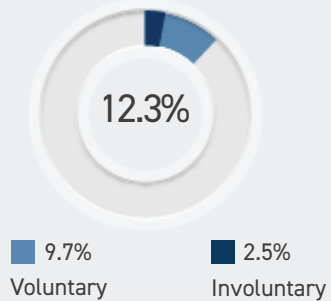
### Employee Engagement, Recognition, and Incentive Programs

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.

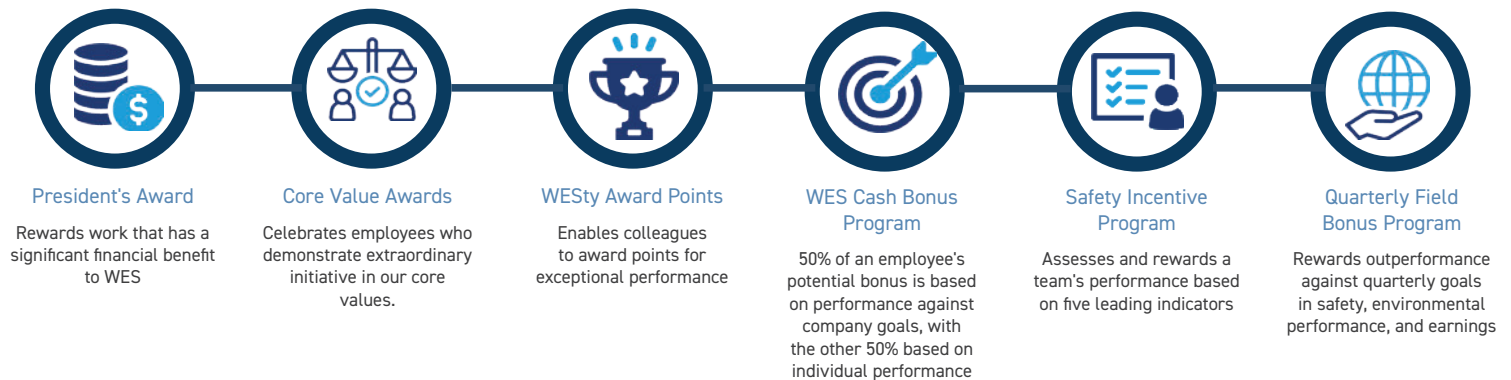
We have implemented programs to recognize our employees' contributions to the organization and honor outstanding achievement, to promote engagement, performance, and retention. These awards are pictured below.

### 2023 Employee Turnover



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

### WES's Bonus and Recognition Programs



# DIVERSITY, EQUITY, AND INCLUSION



## Diversity in Leadership

44% of our Executive Leadership Team members and 33% of other managers are female or racial / ethnic minorities.

At WES, we believe a more diverse workforce makes us a better organization. Diverse backgrounds, experiences, and perspectives contribute to more open communication, innovative thinking, and enhanced problem-solving, which ultimately leads to better decision-making and performance. We are committed to actively advancing DEI through our recruiting, hiring, employee development, compensation, and promotion activities.

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

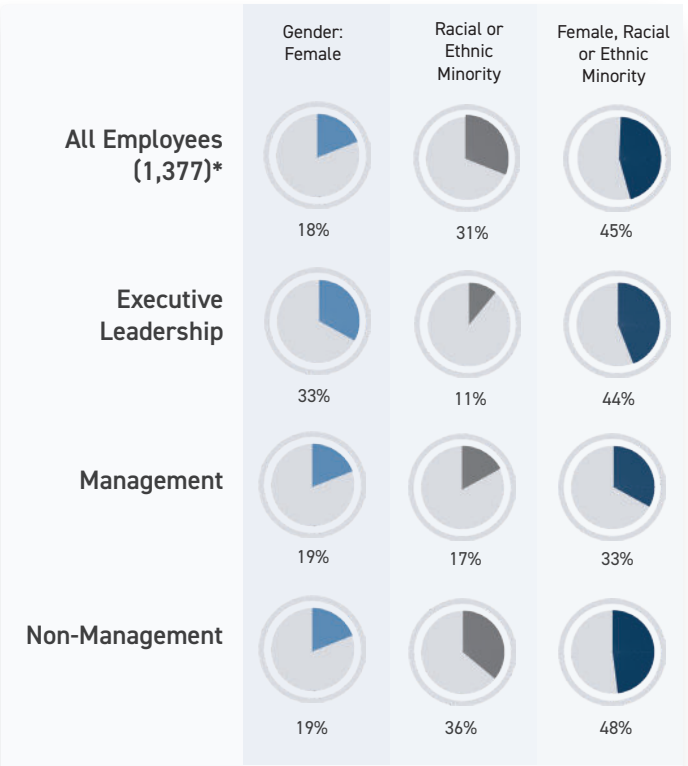
To support our DEI roadmap, we provide mandatory DEI training on key topics like inclusivity and unconscious bias, both of which are provided in both English and Spanish. In 2023, we continued to assign the training to newly onboarded leaders and employees.

We are also building awareness and engagement on DEI by fostering a sense of belonging and inclusion at all levels of the organization and celebrating WES's rich diversity. We do this through regular, ongoing communications on our internal website and external social media channels. In 2023, we spotlighted diversity themes throughout the year, including Black history, Native American history, women's history, Hispanic heritage, and mental health, among other topics.

At the foundation of our DEI efforts is our commitment that employment decisions are made without regard to sex, race, color, religion, national origin, citizenship, age, disability, marital or veteran status, sexual orientation, gender identity or expression, pregnancy, genetic information, or any other legally protected categories. This includes providing reasonable accommodation for employees' disabilities or religious beliefs and practices. In addition, we do not tolerate harassment in the workplace, including verbal, physical, or sexual harassment. Employees who experience or witness this behavior are encouraged to report incidents to their supervisors or through our anonymous hotline.

At WES, one of our DEI principles is fair treatment for all and equal access to opportunities and rewards. WES utilizes a third

## Our Diversity at a Glance



For more employee diversity data, see the [Performance Data Tables](#).

party to undertake an annual pay equity analysis to identify possible pay discrepancies based on gender, race, and ethnicity.

We also conduct training to help Human Resources team members and leaders across WES better understand how the compensation cycle uses compensation studies to ensure competitive and equitable pay. See the [Contractor and Supplier Management](#) section for more on our supplier diversity efforts.

\* as of year-end 2023



**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 environmental, social, and governance (ESG) standards, including HSE&S and fair labor. We recognize that contractors and suppliers are key partners in achieving our ESG goals. For example, we are currently working with a supplier that utilizes innovative technology to monitor emissions, and we have begun evaluating that technology for broader use in our operations as a result. We continue to expand our collaborative efforts to identify opportunities to improve performance, including to reduce emissions.

Our Vice President of Supply Chain Management oversees our contractor management activities, which include screening of contractors based on ESG criteria. Depending on the type of work being performed on-site, ESG screening criteria can include safety and environmental training, and management programs. Further, our Vice President of HSE and Security 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 of 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 ESG 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 HSE&S policies.





## CONTRACTOR AND SUPPLIER MANAGEMENT

Our Partner Code of Conduct provides our partners, suppliers, vendors, and contractors with guidance on the ethical practices, ESG, 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. In 2023, we began requiring 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, and 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 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 ISNetworld on ESG and other criteria at least every three years. Audit criteria include completion of required safety and environmental training and compliance with required internal procedures. If necessary, we can terminate contracts with contractors who are unable to meet our standards for ESG or other topics.

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



## COMMUNITY AND LANDOWNER ENGAGEMENT



### Returning Unneeded Rights-of-Way to Landowners

Whenever possible, we seek to relinquish unneeded rights-of-way to the landowner after fully reclaiming any surface or below ground impacts. In 2023, a major focus of our community teams in southwest Wyoming was assessing opportunities to relinquish rights-of-way on lands owned by the Bureau of Land Management (BLM). This expands the BLM's ability to use the land for conservation and public use purposes, while eliminating an administrative burden for WES. See the [Biodiversity section](#) for more on our overall approach to surface reclamation during and after our operations.

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 that 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.

## 01 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.

## 02 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.

## 03 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.

## 04 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.

## 05 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 AND LANDOWNER ENGAGEMENT



### Community Grievance Reporting

In 2023, we received 35 inquiries through our community grievance reporting mechanism, all of which were addressed.

### 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-based community inquiry and grievance reporting mechanism is monitored during business hours to collect and process community grievances and questions. We inform community members of this mechanism as part of our pre-project outreach 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. In 2023, we received 35 inquiries through our community grievance reporting mechanism, all of which were resolved.



## Addressing Community Concerns

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

### 1 LIGHTS

- 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





COMMUNITY AND  
LANDOWNER ENGAGEMENT



811 Line Location  
Program Response

In 2023, we received and responded to more than 290,000 calls to the 811 line.

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. In 2023, we received and responded to more than 290,000 calls to the 811 line.

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. We strive for accessibility, providing a variety of methods and opportunities for interested stakeholders to participate, and follow up to reinforce safety updates.

Addressing encroachments into our pipeline rights-of-way is another important element of our efforts to protect the safety of our communities and operations. Encroachments like landscaping, sidewalk installation, road crossings, and other permanent infrastructure can impact our ability to access and maintain our pipelines. This leads to higher potential for pipeline strikes, encumbers our ability to access our infrastructure, and creates potential hazards. These kinds of encroachments are particularly common where we operate in more urban areas, like the DJ Basin.

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



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, such that our operations are increasingly near residential areas. We work with local officials, developers, and other landowners to understand developments planned near our operations to proactively address potential issues, such as encroachments on our rights-of-way.

For example, WES’s Land and Regulatory teams work directly with planners and land developers through the Development Notice Process to review proposed development activities. This process allows us to identify issues or risks to our infrastructure and easements prior to development. WES periodically meets with municipalities in which we operate to discuss issues or risks and collaborate on potential solutions. This enables us to share information and work together from the beginning of the planning process. Additionally, we send courtesy notifications to local government officials and community members when upcoming projects are near their property.

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 its development plans and maintains our required safety standards.

## COMMUNITY AND LANDOWNER ENGAGEMENT

### Tribal Engagement

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

#### Partnering With the Ute Tribe of Uintah and Ouray Reservation

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

In 2023, we completed implementation of an enhanced approach to engaging with the Ute tribe, bringing in a larger team of WES employees from a wider range of relevant functional areas including community engagement, land management, operations, and supply chain. In 2022, we expanded our engagement efforts and amended our business practices to enhance our compliance with the rules set out by the Ute Tribe Employment Rights Office (UTERO) and the partial Surface Use Agreement through which WES operates on tribal lands. UTERO promotes the self-sufficiency of the tribe and its members through an ordinance supporting their employment needs.

To ensure we remain in good standing with our surface use agreement, WES uses local and tribal-owned businesses whenever possible and is proactive in expanding relationships with Ute Tribal Enterprises (UTE) and its 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. See the [Diversity, Equity, and Inclusion section](#) for more information.



### 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.

# 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 built several homes with Habitat for Humanity and are long-time supporters of the Montgomery County Food Bank.

## 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 the 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, Human Capital Management and DEI



#### Community Investment Representative

Oversees all community investment programs at the corporate level



#### Area Focus Groups

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 \$80 per hour to the nonprofit organization, up to \$1,600 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.

### 2023 "WES is More" Community Investment by the Numbers\*



**75%**  
Total Employee Participation



**17,200+**

Volunteer Hours Recorded



**\$1.3 million**

Value of Volunteer Hours\*\*



**~590**

Causes



#### Record Participation

75% of our employees recorded at least one volunteer hour in our tracking system, greatly surpassing our goal of 50% employee participation.



#### Ranked Among the Best

WES was above the average of the top-performing clients of our philanthropy and volunteer tracking tool, Benevity.



#### Recognizing Nonprofit Board Leadership

WES began a program that donates \$2,500 to each eligible nonprofit organization for which a WES employee serves in a leadership role. In 2023, WES donated more than \$40,000 to this effort.

\* Includes Meritage personnel for 2023

\*\* Average hourly rate multiplied by volunteer hours



### Wish for Wheels

Our Colorado team spent a great day with Wish for Wheels building bikes for second-grade students at Pete Mirich Elementary School. Students received the gift of a brand new bike and helmet to encourage healthy habits at a young age, while increasing attendance and creating a lifelong love of bikes.



### West Texas Food Drive

Our staff in West Texas raised \$6,800 in volunteer rewards and donated more than 1,100 pounds of food to benefit the West Texas Food Bank. The drive also recorded 150+ volunteer hours, increasing our volunteer participation by more than 16%.

# Operating Responsibly

## 2023 HIGHLIGHTS:



Recorded 74,308 safety training hours, an average of 53 hours per worker



Increased preventative safety efforts, with a 144% increase in Good Catches reported and a 338% increase in stop-work uses



Conducted 765,734 checks on cathodic-protection linear point systems (close interval survey) on buried steel pipe

## IN THIS SECTION:

- ▶ [Governance](#)
- ▶ [Employee and Contractor Safety](#)
- ▶ [Emergency Preparedness](#)
- ▶ [Asset and Pipeline Integrity](#)
- ▶ [Security](#)
- ▶ [Cybersecurity](#)



## GOVERNANCE



### ESG 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



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

### 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, ESG, operational, and financial goals.

Key compensation-related initiatives in 2023 included:

- Safety and community volunteering
- The addition of qualitative climate goals regarding the implementation of initiatives related to Greenhouse Gas (GHG) emissions management (see page 158 of our [2023 10-K](#) for more information)

- 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 "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

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 performance. These audits meet or exceed Occupational Safety and Health Administration's (OSHA) Process Safety Management (PSM), U.S. Environmental Protection Agency's (EPA) Risk Management Plan (RMP), and the U.S. Department of Transportation's (DOT) Pipeline and Hazardous Materials Safety Administration (PHMSA) requirements.

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

# GOVERNANCE



## Board of Directors Diversity

25% of our Board of Directors are female.

## 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:

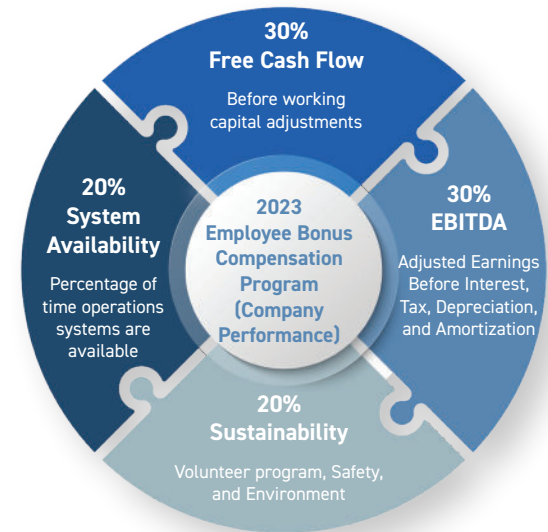
**Board independence** – Our Board of Directors is composed of our CEO, three directors meeting the independence requirements of the New York Stock Exchange, and three directors who are employees of the owner of our General Partner, Occidental.

**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.

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

**Compensation Committee of the Board of Directors** – Our Compensation Committee, one member of which is an independent director, set our compensation philosophy and objectives and design our executive compensation program. Among other responsibilities, this committee annually reviews, and, as relevant, revises the design and structure of WES’s executive compensation programs to promote alignment with the organization’s short-term and long-term strategies and business objectives.



**Compensation incentives based on WES performance** – We use metrics based on financial, operational, and safety performance in our determination of various compensation components for employees. Our Board of Directors continues to refine our compensation structure to better align our executive compensation program with WES’s overall strategy and unitholders’ interests, drive achievement of performance goals, attract and retain talent, and foster the creation of sustainable, long-term value for WES and our stakeholders. This includes revising compensation to better support strategic priorities. Specifically, in 2023, our executive and employee bonus compensation program included:

- Safety performance through a Total Recordable Incident Rate (TRIR) goal
- Qualitative GHG management goals
- Financial and operations goals
- Community investment, through a goal for employee participation in the WES volunteer program (employees only)
- Individual ratings based on performance as 50% of the total bonus compensation (employees only)

Additionally, we have Board and Officer Equity Ownership Guidelines and follow a range of other pay best practices (see page 158 of our [2023 10-K](#) for more).

## GOVERNANCE



### Code of Conduct Workshops

In 2023, in addition to our Code of Conduct training required annually for all employees, we conducted in-person workshops across the company to reinforce how we apply our Code in our daily work.

**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.

**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.

**Financial policy and enhanced distribution framework** – The Board oversees WES’s financial policies. This includes, for example, overseeing WES’s adoption of a financial policy and distribution framework with the goal of returning substantial value to WES unitholders. The Enhanced Distribution framework provides for an additional distribution (“Enhanced Distribution”) to potentially be paid in conjunction with the regular first-quarter distribution of the following year, in a target amount equal to Free Cash Flow generated in the prior year, after subtracting Free Cash Flow used for regular quarterly distributions and unit repurchases. The Enhanced Distribution is subject to review and approval by the Board.

**Expanded 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.



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

### Ethics and Integrity

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

New and existing employees are required to review, understand, and follow our Code. Our annual compliance training program certifies that our employees understand and agree to abide by our Code, and in 2023, we achieved a 99.9% training and certification completion rate for this training. In addition, in 2023, we held a series of workshops with employees to reinforce our commitment to ethics and integrity. Through these sessions we sought to raise awareness of how our Code of Ethics applies in our daily work, share our policies and values, and provide guidance on whom employees could reach out to with any questions or concerns.

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.

# GOVERNANCE



## WES's Leadership Roles in Industry Organizations

- Board of Directors, American Petroleum Institute
- Board of Directors, Energy Infrastructure Council
- Executive Board, GPA Midstream Association
- Board of Directors, Texas Pipeline Association
- Advisory Board, Colorado Oil & Gas Association

## 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 ESG 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 at right, 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 has also been a very active participant in the Colorado Department of Public Health & Environment's Midstream Steering Committee, which is developing guidance and plans to achieve statewide reductions in greenhouse gas (GHG) emissions from oil and gas midstream fuel combustion equipment.

WES plays a leadership role within several trade associations, which helps us to advance industry best practices and effective

## Engagement Through Industry Organizations

We engage on issues in part through these industry organizations:



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. In 2023, we engaged on various policies and rules, including providing public comment to support effective and consistent climate disclosure regulations and providing subject matter expertise for the development of emissions regulations in Colorado.

## GOVERNANCE

### Board of Directors' Risk Oversight



#### Full Board of Directors

Oversees overall enterprise risk management process and review of company risk registers



#### Audit Committee

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



#### ESG Committee

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



#### Compensation Committee

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

## 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 ESG-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 for 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 the Board Audit Committee review risk registers annually.

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

### HSE&S Risk Management

To protect our workers and 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 control 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.

In 2023, we implemented a new Enterprise Resource Planning (ERP) system that 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 [Asset and Pipeline Integrity](#) and [Identifying and Managing Climate-Related Risks and Opportunities](#).

## HSE&S Risk Assessment Process



### Risk Identification

Identifying activities that potentially pose HSE&S risks to WES using formal risk assessment and hazard identification methods.

### Risk Analysis and Evaluation

Analyzing hazardous scenarios, understanding the potential outcome, and considering the effectiveness of potential controls. Evaluating level of risk and prioritizing activities for risk reduction based on potential type and severity of impacts.



### Risk Treatment

Providing options for eliminating or reducing risks and implementing those options in a manner that is proportionate, reliable, and cost-effective to the managed level of risk.

### Monitor and Review

Reviewing risk registers and other key performance indicators to assess process safety performance, including leading and lagging indicators based on the American Petroleum Institute's Recommended Practice (RP) 754-tiered approach.

### Communication and Consultation at each step

Distinguishing and communicating responsibilities and accountability for overseeing risk-treatment options and for key risks at a facility or in an asset area.

## 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.

We maintain Safety Regional Leadership Teams (RLT), comprised of individuals from Operations, Engineering, and HSE&S, that partner with field operators to identify and resolve obstacles that may limit the advancement of our safety culture. These RLTs conduct listening tours across WES operations to better understand the safety challenges our people face and to help evaluate and implement potential solutions.

Employees and contractors are required to report unsafe behaviors and hazards 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.



## EMPLOYEE AND CONTRACTOR SAFETY

### Safety Policies and Programs

Consistent and robust safety policies and programs are the foundation of our Process Safety, Risk Management, 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 assessments and orientations to help properly identify and communicate potential hazards and risks. These JSAs include daily check-ins on an individual's well-being, recognizing the role that mental and physical health plays in our personal safety. 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. Our 2023 increase illustrates improved use of the program, helping us keep our people safer. Further, we introduced a formal feedback loop to provide each observation recorded by an employee or contractor with feedback from a supervisor.

**11,754**

Good Catches in 2023

**144%**

Increase vs. 2022

#### Stop-Work Use

When a safety issue or concern is observed, we implement a stop-work order until the issue is resolved. Stop-work use rose substantially in 2023, which we view as an important measure of the success of our safety culture, preventative safety efforts, and programs to reward safe behaviors.



**5,598**

Stop-work uses in 2023

**338%**

Increase vs. 2022

#### 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. In 2023, we completed a two-year study of noise exposure and, as a result, developed hearing risk exposure groups as well as a noise-monitoring program. We also began collecting 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, and we trained 96% of relevant employees on these rules in 2023:



Driving safely



Working at height



Confined space entry



Bypassing safety critical equipment



Suspended loads



Ground disturbance



Energy isolation



Hot work

## EMPLOYEE AND CONTRACTOR SAFETY



### 2023 Safety Training By the Numbers\*

**1,542** Workers Trained

**74,308** Hours of Safety Training

**53** Average Training Hours per Worker

\* Includes employees and supplemental contractors

### Safety Training

Before starting work at a WES facility, employees and contractors attend 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 behaviors, improve performance, and meet key strategic objectives. In 2023, we achieved an average attendance of 778 personnel at our monthly safety huddles.

### 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 Total Recordable Incident Rate (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:

- **The Incident Free Into '23 program**, a team-based competition with scores based on leading indicators like Good Catch submissions, Good Catches addressed, the use of stop-work authority, near misses addressed, safety huddle attendance, and performance on high-potential incidents, preventable vehicle incidents, first-aid incidents, and recordable incidents. This program will continue in 2024.
- **A Quarterly Field Bonus Program**, which includes criteria identified each quarter to strengthen safety behaviors, like use of stop-work authority.

### 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 who 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, and supports teams in identifying factors that directly or indirectly contribute to the incident, and in addressing each one with preventative action.

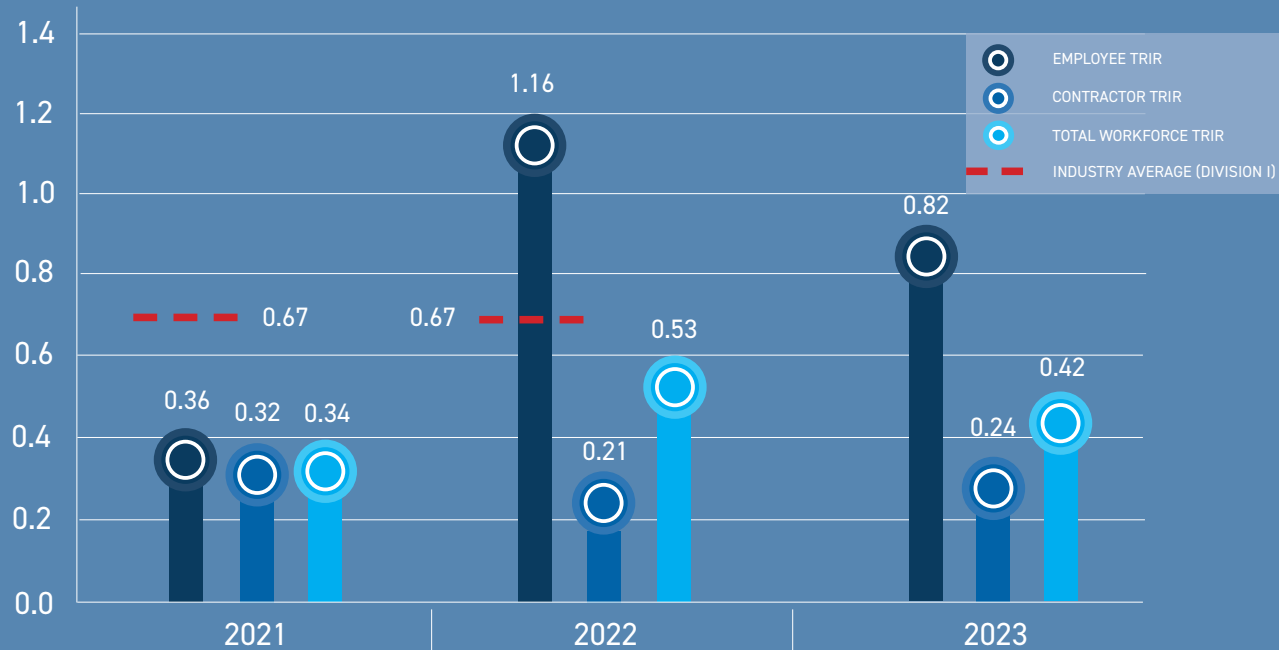


## Safety Performance

Our TRIR performance was in line with our internal total workforce (defined as employees + contractors) TRIR target of 0.43, which is a metric in our employee and executive bonus compensation. We actively work to evaluate and implement changes to our existing processes using both our Incident Management Program and Good Catch observation platform, which saw significant increases in use compared to previous years. Other examples of our efforts to strengthen our safety performance include new safety huddles, an expanded safety incentive bonus program, and an enhanced incident and root cause-analysis and response efforts. For contractor TRIR, our performance of 0.24 marked another year of consistent performance, reflecting our multiyear efforts to educate and assess contractors on safety standards.

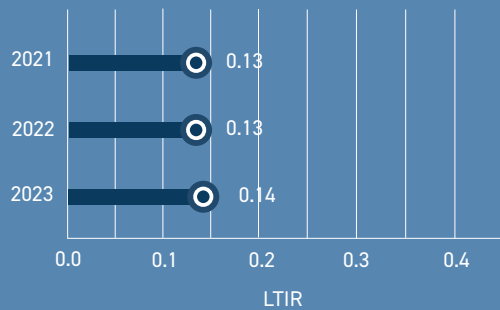
Our Lost-Time Incident Rate (LTIR) increased slightly and our workforce Days Away, Restricted, or Transferred (DART) decreased in 2023 vs. 2022. We continue to look for ways to reduce safety incidents and improve our performance on these metrics. In 2023, our Total Vehicle Incident Rate (TVIR) increased to 4.14, compared to 3.60 in 2022. Though these were due to low-severity incidents, we are taking action to reverse the increase. To better understand root causes and trends, we expanded incident reporting to include bumps, taps, and hits – even if no damage occurred. We also held multiple safety stand-downs and awareness meetings focused on driving safety and reiterated our 360-degree walk-around requirement, which requires drivers to walk around their vehicle and assess potential hazards before operating their vehicle.

## TRIR Total Recordable Incident Rate

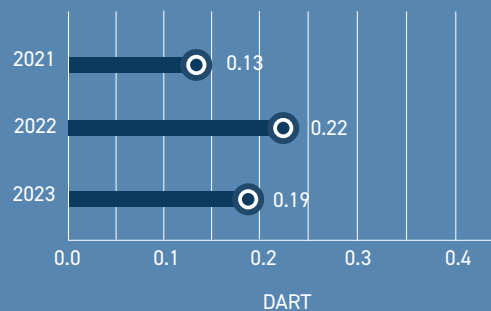


\* TRIR is a standard industry safety metric based on 100 employees working 200,000 hours (full-time for one year).

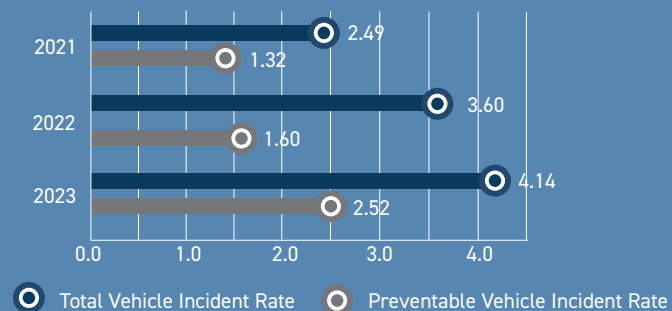
## LTIR Workforce Lost-Time Incident Rate



## DART Workforce Days Away, Restricted, or Transferred



## TVIR Vehicle Incident Rates\*



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

## EMPLOYEE AND CONTRACTOR SAFETY

### Contractor Safety

Safety is a key consideration we use 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 ESG topics.

We include relevant contractors in our on-site job safety assessments, safety stand-downs, and our safety orientation program, 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:

- Requiring 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 our oil and produced water by pipeline, reducing the potential for transport-related safety incidents, emissions, and associated community impacts



### Fostering Collaborative Learning and Improvement Through WES Safety Summits

We strive to provide our employees and contractors with opportunities to learn and improve collaboratively alongside each other to enhance our safety culture. For example, we host quarterly safety summits across our operating areas to bring together our construction and engineering employees and our operations contractors.

In 2023, these summits included guest speakers sharing real-life survival stories related to their experiences on the job, highlighting the critical importance of safety awareness. We also convened live demonstrations from suppliers on equipment inspections and opportunities for hands-on practice to facilitate engaging, memorable, and impactful skill building and training. Over 1,300 contractors attended our safety summits in 2023, up from 400 in 2022.

## 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. In 2023, we enhanced our process for identifying key incident management leaders before events occur, as well as our 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.

For example, in 2023, we conducted cross-functional emergency response training drills that included regulatory and industry stakeholders – key partners we would work with during actual emergencies. This training met 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 logistics operations center monitors key equipment parameters in real time and coordinates with field staff to quickly shut in affected equipment to reduce or eliminate the potential for a release.



# ASSET AND PIPELINE INTEGRITY

## 2023 Asset Integrity Inspections and Maintenance

**292** miles  
Jurisdictional gas / liquid pipelines in Integrity Management Program (IMP)\*

**7,069**  
Product samples analyzed for internal corrosion threats

**100%** IMP gas / liquid pipeline inspected

**4,817** miles  
Jurisdictional gas / liquid pipelines



**321** Cathodic protection systems under continuous monitoring\*\*

**513** miles Linear systems checks (close interval survey) conducted

**22,298** Cathodic point location system checks

**765,734** Checks conducted on cathodic protection linear point systems (close interval survey) on buried steel pipe

\* Gas / liquid pipelines required for inspection are those included in WES's DOT-required IMP.  
\*\* Pipelines included in WES's IMP are determined based on DOT requirements for pipelines in potentially high-consequence areas.

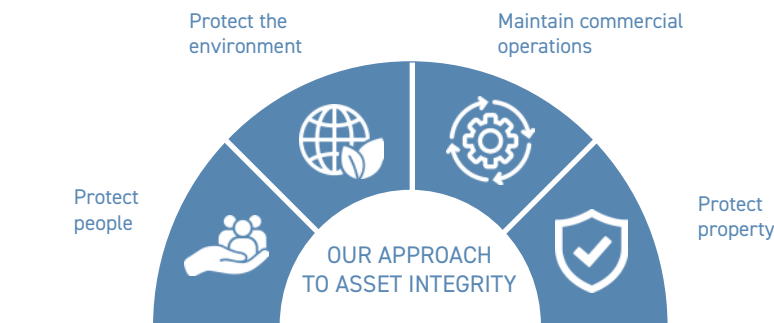
Asset integrity encompasses engineering, operation, inspection, and repair of pipelines and facilities to ensure effective and safe performance throughout their lifetimes. Maintaining asset integrity is an important part of our commitment to protect our workforce, communities, and the environment.

We strive to regularly exceed regulatory requirements for facilities and pipeline integrity planning and maintenance to help ensure we implement consistent best practices across our infrastructure. We also comply 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. Senior executives are accountable for asset integrity and review a dashboard of key performance indicators (KPIs) weekly and monthly.

Our centralized Tactical Operations Center at our headquarters in The Woodlands, Texas, and our Integrated Operations Center 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. These operations centers are aimed at fostering cross-functional collaboration to improve our overall performance and customer service. They bring together a wide range of operational experts – asset integrity, engineering, operations, HSE&S, customer relations, and others – in one location to work collaboratively on information analysis, proactive management, and incident response. Employees at these operating centers work with employees in the field to maximize the benefits of both centralized and field-based operations capabilities.



### Asset Integrity Risk Management

We perform regular pipeline integrity risk assessments that meet or exceed regulatory requirements, to identify and proactively manage and mitigate potential integrity issues. We prioritize risks based on the type of potential impact, the location involved (e.g., river crossings, near rivers, in more populated areas), and the level of impact. We incorporate these risk assessments in our design, construction, and ongoing maintenance processes. We also regularly review inspection, maintenance, and incident data to better understand potential and actual integrity risks and update our processes to reduce the likelihood of an incident. We follow industry-recognized procedures that bring together asset integrity and other WES teams to understand the causes and scope of potential issues, then manage risk accordingly.

We 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 equipment that process gas and liquids before contaminants are removed, due to the higher risk for potential integrity issues. We have completed baseline assessments for our DOT PHMSA-relevant pipelines and for certain facilities including tanks and vessels, which provide a key input for our risk-based approach to maintenance scheduling. We also undertake regular information analysis processes on relevant pipelines, following the DOT's PHMSA protocols. Through these assessments we review key integrity data as part of our ongoing risk assessment, inspection, and preventative and mitigative processes.



# ASSET AND PIPELINE INTEGRITY

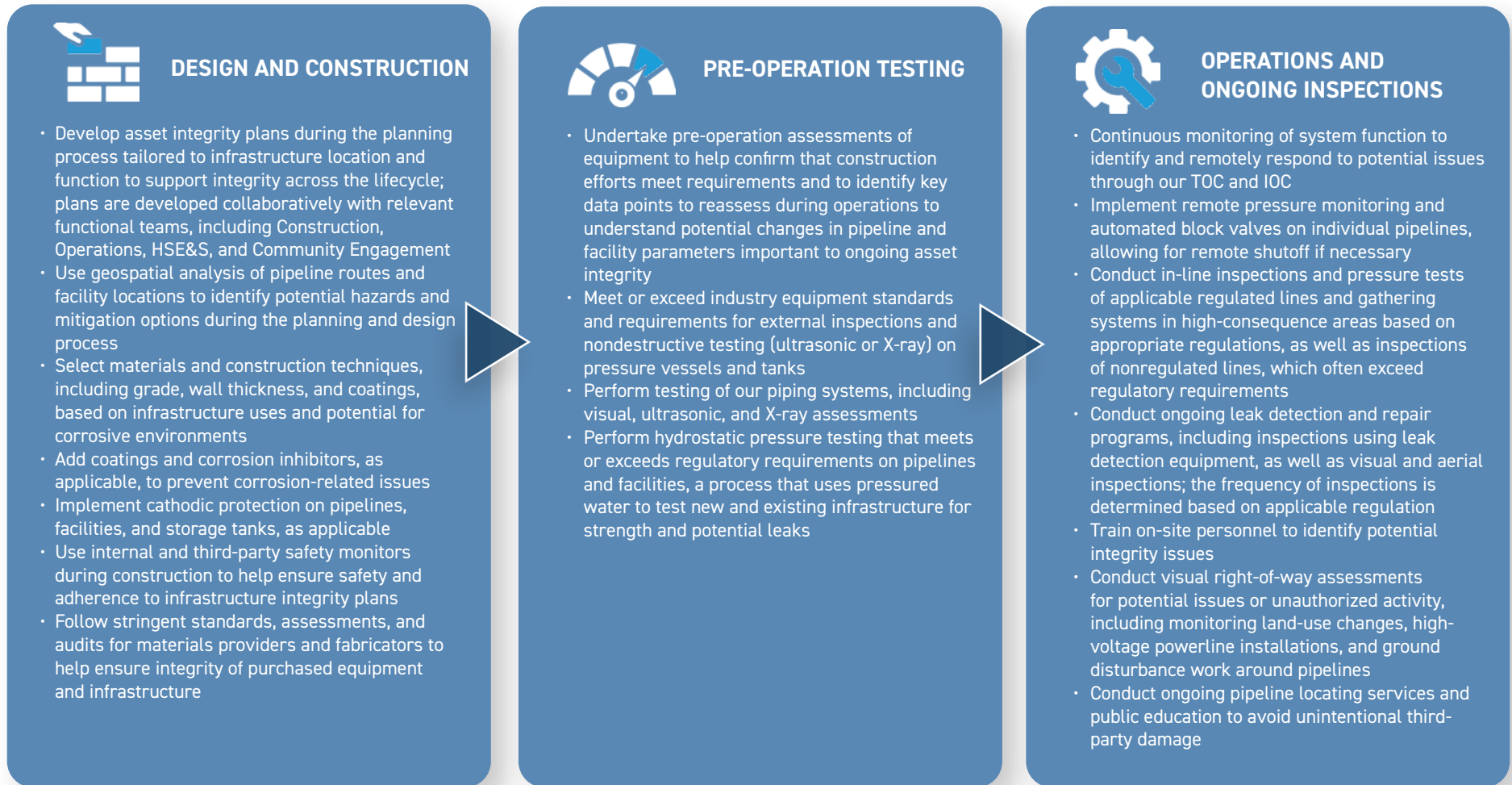
## Ensuring Asset Integrity Across the Infrastructure Lifecycle

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

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

We continue to build more formal feedback mechanisms between operations and maintenance personnel and design teams. This enables us to instill lessons learned from ongoing operations into the design and construction of new facilities and facility expansions.

Below are key elements of our lifecycle approach:



## 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** – 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 Agency Pipeline Security Guidelines of the U.S. Department of Homeland Security (DHS) and the DHS's Chemical Facility Anti-Terrorism Standards program recommendations for anti-terrorism planning and prevention processes.

**Security screening** – We 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.

**Security protection** – We conduct daily security protection activities and continually add and improve upon existing security countermeasures to protect our people and assets. We monitor an expansive camera and access control system to protect against unauthorized access and to detect and investigate thefts. In 2023, we significantly expanded our camera system to cover more remote sites with a successful pilot of fully remote, solar-powered cameras.

**Security planning** – We develop detailed plans for potential security threats and incidents. Every staffed and regulated facility has a current and comprehensive Facility Security Plan, which employs security countermeasures recommended by the American Society of Industrial Security (ASIS). In 2023, we updated all of our Security Plans for staffed or regulated facilities to incorporate policy and procedure changes as well as upgrades to security countermeasures.

**Security training** – We train employees and contractors on security awareness and procedures relevant to their responsibilities. In 2023, we conducted employee training on security policies and procedures, security countermeasures, and emergency response procedures, including how to respond in an incident involving an armed assailant.



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

**Security investigations** – Security staff work with other internal teams to investigate reported security-related incidents, and we also assist law enforcement in any investigations of suspected violations of local, state, or federal law involving company assets.

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

## CYBERSECURITY

We understand the threat that cyberattacks present to our industry and the stability of the nation's energy supply, and as such, we have implemented a comprehensive and 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:

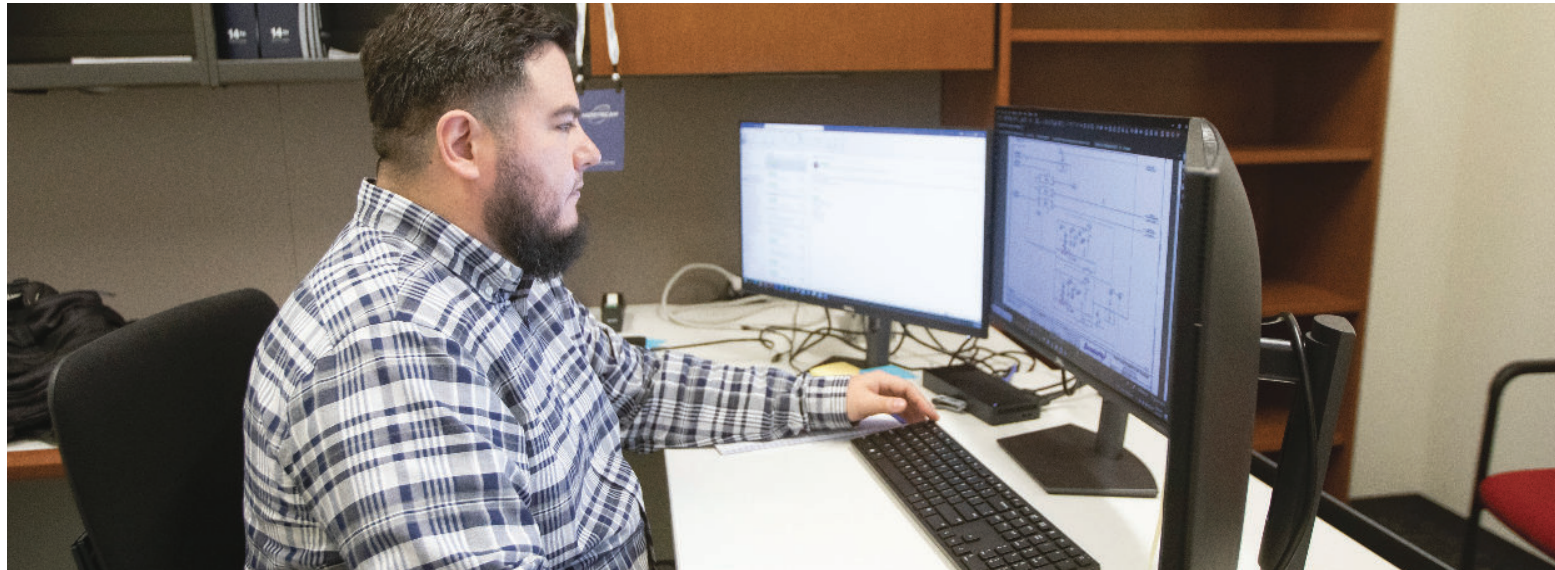
**Senior management and Board oversight** – Information security is overseen by our Vice President, Chief Information Officer (CIO), who also serves as our Chief Information Security Officer, a seasoned expert in the field. A Cybersecurity Council comprised of WES leadership also meets every two months 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. In 2023, a well-recognized cybersecurity vendor conducted an independent penetration test of both our IT and OT environments. Documented improvements have been added to our existing cybersecurity roadmap.

**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-sector dialogue, including sharing lessons learned. Further, we conduct mandatory training to educate and engage our workforce on cybersecurity.



# Appendix

## IN THIS SECTION:

- ▶ [Performance Data Tables](#)
- ▶ [Global Reporting Initiative \(GRI\) Context Index](#)
- ▶ [Sustainability Accounting Standards Board \(SASB\)](#)
- ▶ [Task Force on Climate-related Financial Disclosures \(TCFD\) Index](#)



## PERFORMANCE DATA TABLES

Our emissions increased year-over-year primarily as a result of our acquisition of Meritage Midstream and growth in other operating areas. While we acquired Meritage Midstream in October of 2023, our 2023 GHG emissions calculations include Meritage Midstream's data for the full 2023 calendar year. We illustrate the impact of integrating Meritage Midstream's full year of emissions data into our emissions inventory in the graphics presented on [page 19](#) of this report.

Our 2023 non-GHG emissions data also includes Meritage Midstream's data for the full 2023 calendar year.

KPMG conducted an examination on certain of our Scope 1 and Scope 2 emissions data and safety and health data for 2023. See the [Statements](#) of Scope 1 and Scope 2 Greenhouse Gas (GHG) Emissions and Workplace Safety and Health and accompanying notes for the year ended December 31, 2023 (with independent accountants' examination report thereon) for more information.

	Units	2021	2022	2023
<b>Environment</b>				
<b>Releases</b>				
Number of hydrocarbon releases <sup>1</sup>	#	47	74	47
Volume of hydrocarbon releases <sup>2</sup>	bbls	357	3,257	1,020
Number of produced water releases in Midstream Operations (Gathering and Boosting and Processing) <sup>1</sup>	#	20	54	57
Volume of produced water releases	bbls	197	9,210	17,124
Number of other releases (agency reportable) <sup>1</sup>	#	6	13	19
Volume of other releases (agency reportable) <sup>1</sup>	bbls	14	230	48
Number of produced water releases in saltwater disposal (SWD) system (pipelines and associated disposal facilities) <sup>3</sup>	#	37	41	31
Volume of produced water releases in SWD system	bbls	1,779	2,322	5,109
<b>Greenhouse gas (GHG) emissions and energy use</b>				
Total Scope 1 GHG emissions <sup>4,5</sup>	MmT CO <sub>2</sub> e <sup>6</sup>	3.94	4.08	4.69
Total Scope 1 carbon dioxide (CO <sub>2</sub> ) <sup>4,5</sup>	MmT CO <sub>2</sub> e	3.03	3.14	3.67
Total Scope 1 methane (CH <sub>4</sub> ) <sup>4</sup>	MmT CO <sub>2</sub> e	0.90	0.93	1.02
Total Scope 1 nitrous oxide (N <sub>2</sub> O) <sup>4,5</sup>	MmT CO <sub>2</sub> e	0.0016	0.0016	0.0019
Total Scope 1 flared, vented, and fugitive emissions <sup>4,7</sup>	MmT CO <sub>2</sub> e	0.98	0.99	1.11
Total Scope 1 fleet emissions <sup>8</sup>	MmT CO <sub>2</sub> e	0.01004	0.01392	0.01148

PERFORMANCE  
DATA TABLES

	Units	2021	2022	2023
<b>GHG emissions and energy use (U.S. EPA GHGRP 40 CFR part 98 required emissions only)</b>				
Scope 1 GHG total emissions <sup>5,9</sup>	MmT CO <sub>2</sub> e	3.27	3.37	3.94
Scope 1 CO <sub>2</sub> <sup>5,9</sup>	MmT CO <sub>2</sub> e	3.02	3.13	3.66
Scope 1 CH <sub>4</sub> <sup>9,10</sup>	MmT CO <sub>2</sub> e	0.25	0.25	0.28
Scope 1 N <sub>2</sub> O <sup>5,9</sup>	MmT CO <sub>2</sub> e	0.0016	0.0016	0.0019
<b>Scope 2 GHG emissions</b>				
Scope 2 emissions <sup>10,11</sup>	MmT CO <sub>2</sub> e	0.95	0.97	1.03
Scope 2 energy consumption <sup>10,12</sup>	Million MWh	2.17	2.16	2.34
<b>GHG emissions intensity</b>				
Total Scope 1 GHG intensity <sup>4,5,13</sup>	mT CO <sub>2</sub> e / MMSCF <sup>14</sup>	1.75	1.77	1.77
Total Scope 1 gathering and boosting GHG intensity <sup>4,5,15</sup>	mT CO <sub>2</sub> e / MMSCF	2.46	2.47	2.31
Total Scope 1 natural gas processing GHG intensity <sup>4,5,10,16</sup>	mT CO <sub>2</sub> e / MMSCF	0.99	1.04	1.16
Total Scope 1 + Scope 2 GHG intensity <sup>4,5,17</sup>	mT CO <sub>2</sub> e / kilo BOE	9.61	9.60	9.60
<b>Non-GHG emissions<sup>18</sup></b>				
Nitrogen oxides (NO <sub>x</sub> )	Thousand short tons	1.40	1.31	0.95
Sulfur oxides (SO <sub>x</sub> )	Thousand short tons	0.13	0.16	0.18
Carbon monoxide (CO) <sup>10</sup>	Thousand short tons	0.74	0.89	0.80
Volatile organic compounds (VOCs)	Thousand short tons	0.68	0.88	1.01
Particulate matter (PM)	Thousand short tons	0.06	0.04	0.08
Hazardous air pollutants (HAPs)	Thousand short tons	0.07	0.08	0.12

## PERFORMANCE DATA TABLES

	Units	2021	2022	2023
<b>Safety <sup>19</sup></b>				
<b>Personal safety</b>				
Work-related fatalities – Employees	#	0	0	0
Work-related fatalities – Contractors	#	0	0	0
Total Recordable Incident Rate (TRIR) – Employees <sup>20</sup>	Per 200,000 hours worked	0.36	1.16	0.82
TRIR – Contractors <sup>20</sup>	Per 200,000 hours worked	0.32	0.21	0.24
TRIR – Contractors (major growth projects) <sup>21</sup>	Per 200,000 hours worked	0.69	0.52	0.32
TRIR – Total Workforce (employees + contractors) <sup>20</sup>	Per 200,000 hours worked	0.34	0.53	0.42
Lost Time Incident Rate (LTIR) – Employees	Per 200,000 hours worked	0.09	0.25	0.37
LTIR – Contractors	Per 200,000 hours worked	0.16	0.08	0.03
LTIR – Contractors (major growth projects) <sup>21</sup>	Per 200,000 hours worked	0.34	0.00	0.00
LTIR – Total Workforce (employees + contractors)	Per 200,000 hours worked	0.13	0.14	0.14
Days Away, Restricted, or Transferred (DART) – Employees	Per 200,000 hours worked	0.09	0.50	0.52
DART – Contractors	Per 200,000 hours worked	0.16	0.08	0.03
DART – Contractors (major growth projects) <sup>21</sup>	Per 200,000 hours worked	0.34	0.00	0.00
DART – Total Workforce (employees + contractors)	Per 200,000 hours worked	0.13	0.22	0.19
Total Vehicle Incident Rate <sup>22</sup>	Per 1 million hours driven	2.49	4.60	4.14
Preventable Vehicle Incident Rate <sup>22</sup>	Per 1 million hours driven	1.32	1.60	2.52

PERFORMANCE  
DATA TABLES

	Units	2020	2021	2022	2023
<b>Pipeline safety and asset integrity</b>					
Noncompliance with Department of Transportation (DOT) pipeline regulations <sup>23</sup>	Incidents of non-compliance (# of federal and state inspections)	7 (4)	0 (6)	2 (14)	0 (4)
Reportable pipeline incidents	#	0	0	0	4
Significant reportable pipeline incidents	#	0	0	0	0
<b>DOT pipeline inspections</b>					
DOT audits conducted (Pipeline and Hazardous Materials and Safety Administration) <sup>24</sup>	#	4	6	14	4
Miles of natural gas and hazardous liquid pipelines inspected <sup>25</sup>	Miles inspected	89.71	289.38	121.47	257.70
Percent of natural gas and hazardous liquid pipelines inspected <sup>26</sup>	%	29.00%	24.67%	10.36%	7.4%
<b>Workforce <sup>27</sup></b>					
Total employees	#	1,023	1,129	1,217	1,377
Voluntary turnover <sup>28</sup>	%	4.7%	6.6%	11.4%	9.7%
Involuntary turnover <sup>28</sup>	%	1.1%	3.2%	1.9%	2.5%
Employees covered by collective bargaining agreements	#	0	0	0	0
<b>Employee diversity</b>					
Total racial or ethnic minority	#	276	338	371	428
Percent racial or ethnic minority	%	27%	30%	30%	31%
Total racial or ethnic minority not recorded	#	0	26	21	77
Percent racial or ethnic minority not recorded	%	0%	2.3%	1.7%	5.6%
Total female	#	184	208	236	254
Percent female	%	18%	18%	19%	18%
Total male	#	839	921	981	1,116

## PERFORMANCE DATA TABLES

	Units	2020	2021	2022	2023
Percent male	%	82%	82%	81%	82%
Total management male	#	204	222	227	275
Percent management male	%	82%	82%	81%	81%
Total management female	#	46	51	52	63
Percent management female	%	18%	19%	19%	19%
Total non-management racial or ethnic minority	#	234	288	327	369
Percent non-management racial or ethnic minority	%	30%	26%	35%	36%
Percent Executive Leadership Team: male	%	66%	66%	67%	67%
Percent Executive Leadership Team: female	%	33%	33%	33%	33%
Percent Executive Leadership Team: racial or ethnic minority	%	22%	22%	11%	11%
Percent Executive Leadership Team: racial or ethnic minority or female	%	56%	56%	44%	44%
Under 30 Years Old	%	12%	10%	10%	10%
30-50 Years Old	%	70%	72%	68%	67%
Over 50 Years Old	%	18%	19%	23%	23%
<b>Board diversity</b>					
Male Directors	%	75%	75%	75%	75%
Female Directors	%	25%	25%	25%	25%
<b>Worker training <sup>29</sup></b>					
Total hours of safety training	Hours	22,449	38,427	50,390	74,308
Number of workers participating in safety training	#	1,227	1,458	1,540	1,542
Hours of safety training per participating worker per year	Hours / year	18	26	33	53

## PERFORMANCE DATA TABLES

### Footnotes

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

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

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

4 Total Scope 1 GHG emissions data includes emissions reported under the U.S. EPA GHGRP (Subpart W & C); corporate fleet emissions; and other material relevant emission sources. We use a financial control approach to set the organizational reporting boundary for GHG emissions inventory reporting and calculate emissions in alignment with GRI's 305 Emissions standard. Our approach is also informed by the GHG Protocol and the EIC/GPA Midstream ESG Template. All carbon dioxide equivalent emissions are calculated using the 100-year Global Warming Potentials from the Intergovernmental Panel on Climate Change Fourth Assessment Report (AR-4). Scope 1 GHG emissions include our 2023 acquisition, Meritage Midstream, for the full year.

5 Certain 2021 and 2022 numbers were restated based on updates in our internal data collection processes.

6 Million metric tons of carbon dioxide equivalent (MmT CO<sub>2</sub>e).

7 The calculations exclude combustion and acid gas removal.

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

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

10 Data is restated from prior years due to a rounding error.

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

12 Includes electricity consumption only.

13 Total scope 1 GHG emissions intensity metric is calculated as total scope 1 GHG emissions in metric tons (mT) CO<sub>2</sub>e divided by million standard cubic feet (MMSCF) of natural gas throughput. Total natural gas throughput is the sum of gathering and boosting throughput and gas processing throughput as described in footnotes 15 and 16.

14 Million tons CO<sub>2</sub>e per million standard cubic feet (mt CO<sub>2</sub>e / MMSCF).

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

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

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

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

19 Safety incident data for Total Recordable Incident Rates (TRIR), Days Away, Lost, and Transferred (DART rates), Lost Time Incident Rates (LTIR), and fatalities for employees and contractors includes Meritage for the post-acquisition period in the fourth quarter of 2023.

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

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

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

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

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

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

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

27 Workforce data includes any Meritage employees that remained in WES employment as of December 31, 2023.

28 Turnover is calculated using the 2023 average employee count of 1,370.

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

## GLOBAL REPORTING INITIATIVE (GRI) CONTENT INDEX

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

Topic	Disclosure Number	Disclosure Title	Reporting Location / Direct Response
GRI 2: General Disclosures 2021	2-1	Organizational details	<a href="#">About Western Midstream 2023 10-K, pp. 8-28</a>
	2-2	Entities included in the organization's sustainability reporting	<a href="#">2023 10-K, pp. 8-28</a>
	2-3	Reporting period, frequency and contact point	Reporting period: 2023 calendar year. Frequency: Annual Contact: <a href="#">Investor Relations</a>
	2-4	Restatements of information	Information on restatements is provided in footnotes to data tables and charts as relevant.
	2-5	External assurance	<a href="#">Statements of Scope 1 and Scope 2 GHG Emissions and Workplace Safety and Health and accompanying notes for the year ended December 31, 2023 (with independent accountants' examination report thereon)</a>
	2-6	Activities, value chain and other business relationships	<a href="#">About Western Midstream Contractor and Supplier Management Governance 2023 10-K, pp. 8-28, 36, 62-67, 118</a>
	2-7	Employees	<a href="#">Performance Data Table 2023 10-K, pp. 8-28, 36, 62-67</a>
	2-8	Workers who are not employees	<a href="#">Contractor and Supplier Management</a>
	2-9	Governance structure and composition	<a href="#">Diversity, Equity, and Inclusion Governance Governance page</a> on company website
	2-10	Nomination and selection of the highest governance body	<a href="#">2023 10-K, p. 141</a>
	2-11	Chair of the highest governance body	<a href="#">Board of Directors page</a> on company website
	2-12	Role of the highest governance body in overseeing the management of impacts	<a href="#">Our Approach to Sustainability Operational and HSSE Governance Governance Risk Management</a>
	2-13	Delegation of responsibility for managing impacts	<a href="#">Integrated ESG Management Operational and HSSE Governance Governance Risk Management</a>
	2-14	Role of the highest governance body in sustainability reporting	This report was reviewed by WES's executive leadership team and Board of Directors.
	2-15	Conflicts of interest	<a href="#">Governance 2023 10-K, pp. 38-39, 49, 146, 182 Code of Ethics and Business Conduct</a>

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INITIATIVE (GRI)  
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Topic	Disclosure Number	Disclosure Title	Reporting Location / Direct Response
GRI 2: General Disclosures 2021 (con'd)	2-16	Communication of critical concerns	<a href="#">Proactive Engagement Across the Project Lifecycle</a> <a href="#">Community Inquiry Reporting and Response</a> <a href="#">Governance</a> <a href="#">Ethics and Integrity</a>
	2-17	Collective knowledge of the highest governance body	<a href="#">2023 10-K, pp. 142-145</a>
	2-18	Evaluation of the performance of the highest governance body	<a href="#">Integrated ESG Management Governance</a> <a href="#">2023 10-K, pp. 148-153, 164</a>
	2-19	Remuneration policies	<a href="#">2023 10-K, pp. 148-174</a>
	2-20	Process to determine remuneration	<a href="#">2023 10-K, pp. 148-174</a>
	2-21	Annual total compensation ratio	<a href="#">2023 10-K, p. 174</a>
	2-22	Statement on sustainable development strategy	<a href="#">Message From Our CEO</a>
	2-23	Policy commitments	<a href="#">WES Way Operational and HSSE Governance</a> <a href="#">Ethics and Integrity</a> <a href="#">Code of Ethics and Business Conduct</a>
	2-24	Embedding policy commitments	<a href="#">WES Way Operational and HSSE Governance</a> <a href="#">Governance</a> <a href="#">Ethics and Integrity</a>
	2-25	Processes to remediate negative impacts	<a href="#">Community Inquiry Reporting and Response</a>
	2-26	Mechanisms for seeking advice and raising concerns	<a href="#">Operational and HSSE Governance</a> <a href="#">Ethics and Integrity</a> WES Compliance Hotline (global) at 1-844-916-2773, or report online at <a href="http://www.westernmidstream.ethicspoint.com">www.westernmidstream.ethicspoint.com</a>
	2-27	Compliance with laws and regulations	Financially material legal proceedings and fines or noncompliance are reported in our annual 10-K. <a href="#">2023 10-K, pp. 54, 138</a>
	2-28	Membership associations	<a href="#">Partnerships on Emissions Reduction</a> <a href="#">Public Policy Engagement</a>



GLOBAL REPORTING  
INITIATIVE (GRI)  
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Topic	Disclosure Number	Disclosure Title	Reporting Location / Direct Response
GRI 2: General Disclosures 2021 (con'd)	2-29	Approach to stakeholder engagement	We regularly engage with a wide range of stakeholders including landowners; local community members; local, state, and federal regulators, government agencies and environmental non-government organizations; investors, industry groups, nonprofit organizations, and employees. <a href="#">Community and Landowner Engagement</a> <a href="#">Tribal Engagement</a> <a href="#">Public Policy Engagement</a>
	2-30	Collective bargaining agreements	<a href="#">Performance Data Table</a>
GRI 3: Material Topics 2021	3-1	Process to determine material topics	<a href="#">About the Material in Our Report</a>
	3-2	List of material topics	<a href="#">Our Approach to Sustainability</a> Material Topics: <ul style="list-style-type: none"> <li>• Indirect Economic Impacts</li> <li>• Anti-corruption</li> <li>• Anti-competitive Behavior</li> <li>• Energy</li> <li>• Water and Effluents</li> <li>• Biodiversity</li> <li>• Emissions</li> <li>• Waste</li> <li>• Supplier Environmental Assessment</li> <li>• Employment</li> <li>• Occupational Health and Safety</li> <li>• Training and Education</li> <li>• Diversity and Equal Opportunity</li> <li>• Rights of Indigenous Peoples</li> <li>• Local Communities</li> <li>• Supplier Social Assessment</li> </ul> There have been no significant changes from previous reporting periods to the list of material topics.
	3-3	Management of material topics	References for management of each material topic are included in the related topical standards below.
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	<a href="#">2023 10-K, pp. 72-76</a>
	201-2	Financial implications and other risks and opportunities due to climate change	<a href="#">Identifying and Managing Climate-Related Risks and Opportunities</a> <a href="#">2023 10-K, pp. 32-33, 45</a>
	201-3	Defined benefit plan obligations and other retirement plans	<a href="#">2023 10-K, p. 170</a>

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INITIATIVE (GRI)  
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Topic	Disclosure Number	Disclosure Title	Reporting Location / Direct Response
<b>GRI 203: Indirect Economic Performance 2016</b>	3-3	Management of material topics	<a href="#">Contractor and Supplier Management</a> <a href="#">Community Investment</a> <a href="#">Operational and HSSE Governance</a> <a href="#">Risk Management</a>
	203-1	Infrastructure investments and services supported	<a href="#">Community Investment</a>
	203-2	Significant indirect economic impacts	<a href="#">Community Investment</a>
<b>GRI 205: Anti-corruption 2016</b>	3-3	Management of material topics	<a href="#">Contractor and Supplier Management</a> <a href="#">Operational and HSSE Governance</a> <a href="#">Ethics and Integrity</a> <a href="#">Risk Management</a> <a href="#">Code of Ethics and Business Conduct</a>
	205-2	Communication and training about anti-corruption policies and procedures	<a href="#">Ethics and Integrity</a>
<b>GRI 206: Anti-competitive Behavior 2016</b>	3-3	Management of material topics	<a href="#">Contractor and Supplier Management</a> <a href="#">Operational and HSSE Governance</a> <a href="#">Ethics and Integrity</a> <a href="#">Risk Management</a> <a href="#">Code of Ethics and Business Conduct</a>
	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Financially material legal proceedings and fines or noncompliance are reported in our annual 10-K. <a href="#">2023 10-K, pp. 54, 138</a>
<b>GRI 302: Energy 2016</b>	3-3	Management of material topics	<a href="#">Environmental Management</a> <a href="#">Climate Change and Emissions</a> <a href="#">Operational and HSSE Governance</a> <a href="#">Risk Management</a>
	302-1	Energy consumption within the organization	<a href="#">Performance Data Table</a>
<b>GRI 303: Water and Effluents 2018</b>	3-3	Management of material topics	<a href="#">Environmental Management</a> <a href="#">Water Management</a> <a href="#">Operational and HSSE Governance</a> <a href="#">Risk Management</a>
	303-1	Interactions with water as a shared resource	<a href="#">Water Management</a>
	303-2	Management of water discharge-related impacts	<a href="#">Water Management</a>
	303-3	Water withdrawal	<a href="#">Water Management</a>
	303-4	Water discharge	<a href="#">Water Management</a>
	303-5	Water consumption	<a href="#">Water Management</a>

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Topic	Disclosure Number	Disclosure Title	Reporting Location / Direct Response
<b>GRI 304: Biodiversity 2016</b>	3-3	Management of material topics	<a href="#">Environmental Management</a> <a href="#">Biodiversity and Surface Impacts</a> <a href="#">Operational and HSSE Governance</a> <a href="#">Risk Management</a>
	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	<a href="#">Biodiversity and Surface Impacts</a>
<b>GRI 305: Emissions 2016</b>	3-3	Management of material topics	<a href="#">Environmental Management</a> <a href="#">Climate Change and Emissions</a> <a href="#">Operational and HSSE Governance</a> <a href="#">Risk Management</a>
	305-1	Direct (Scope 1) GHG emissions	<a href="#">GHG Emissions Performance</a> <a href="#">Performance Data Table</a>
	305-2	Energy indirect (Scope 2) GHG emissions	<a href="#">GHG Emissions Performance</a> <a href="#">Performance Data Table</a>
	305-4	GHG emissions intensity	<a href="#">GHG Emissions Performance</a> <a href="#">Performance Data Table</a>
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	<a href="#">GHG Emissions Performance</a> <a href="#">Performance Data Table</a>
<b>GRI 306: Effluents and Waste 2016</b>	306-3	Significant spills	<a href="#">Environmental Management</a> <a href="#">Release Prevention and Response</a> <a href="#">Performance Data Table</a>
<b>GRI 306: Waste 2020</b>	3-3	Management of material topics	<a href="#">Environmental Management</a> <a href="#">Waste Management</a> <a href="#">Operational and HSSE Governance</a> <a href="#">Risk Management</a>
	306-1	Waste generation and significant waste-related impacts	<a href="#">Waste Management</a>
	306-2	Management of significant waste-related impacts	<a href="#">Waste Management</a>
<b>GRI 308: Supplier Environmental Assessment 2016</b>	3-3	Management of material topics	<a href="#">Environmental Management</a> <a href="#">Contractor and Supplier Management</a> <a href="#">Operational and HSSE Governance</a> <a href="#">Risk Management</a>
	308-1	New suppliers that were screened using environmental criteria	<a href="#">Contractor and Supplier Management</a>

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Topic	Disclosure Number	Disclosure Title	Reporting Location / Direct Response
<b>GRI 401: Employment 2016</b>	3-3	Management of material topics	<a href="#">Our Employees</a> <a href="#">Operational and HSSE Governance</a> <a href="#">Risk Management</a>
	401-1	New employee hires and employee turnover	<a href="#">Our Employees</a> <a href="#">Performance Data Tables</a>
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<a href="#">Our Employees</a> See our <a href="#">careers website</a> for additional detail on our compensation and benefits programs and other ways we support our employees.
<b>GRI 403: Occupational Health and Safety 2018</b>	3-3	Management of material topics	<a href="#">Our Employees</a> <a href="#">Operational and HSSE Governance</a> <a href="#">Risk Management</a> <a href="#">Employee and Contractor Safety</a> <a href="#">Asset and Pipeline Integrity</a>
	403-1	Occupational health and safety management system	<a href="#">Operational and HSSE Governance</a> <a href="#">Risk Management</a> <a href="#">Employee and Contractor Safety</a> <a href="#">Asset and Pipeline Integrity</a>
	403-2	Hazard identification, risk assessment, and incident investigation	<a href="#">Operational and HSSE Governance</a> <a href="#">Employee and Contractor Safety</a> <a href="#">Asset and Pipeline Integrity</a>
	403-4	Worker participation, consultation, and communication on occupational health and safety	<a href="#">Employee and Contractor Safety</a>
	403-5	Worker training on occupational health and safety	<a href="#">Employee and Contractor Safety</a> <a href="#">Performance Data Table</a>
	403-6	Promotion of worker health	<a href="#">Our Employees</a> <a href="#">Employee and Contractor Safety</a>
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<a href="#">Contractor and Supplier Management</a> <a href="#">Employee and Contractor Safety</a>
	403-8	Workers covered by an occupational health and safety management system	<a href="#">Contractor and Supplier Management</a> <a href="#">Operational and HSSE Governance</a> <a href="#">Employee and Contractor Safety</a>
	403-9	Work-related injuries	<a href="#">Employee and Contractor Safety</a> <a href="#">Performance Data Table</a>

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

**SUSTAINABILITY  
ACCOUNTING  
STANDARDS BOARD  
(SASB) INDEX**

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

Topic	Disclosure Code	Disclosure Requirements	Reporting Location / Direct Response
<b>GHG Emissions</b>	EM-MD-110a.1	Gross global Scope 1 emissions	<a href="#">GHG Emissions Performance Performance Data Tables</a>
		Percentage of gross global Scope 1 emissions that are methane	<a href="#">GHG Emissions Performance</a>
		Percentage of gross global Scope 1 emissions covered under emissions-limiting regulations	<a href="#">GHG Emissions Performance 2023 10-K, p. 34</a>
	EM-MD-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	<a href="#">Climate Change and Emissions</a>
<b>Air Quality</b>	EM-MD-120a.1	Air emissions of the following pollutants: (1) NOx (excluding N <sub>2</sub> O) (2) SOx (3) Volatile organic compounds (VOCs) (4) Particulate matter (PM10)	<a href="#">Performance Data Tables</a>
<b>Ecological Impacts</b>	EM-MD-160a.1	Description of environmental management policies and practices for active operations	<a href="#">Biodiversity and Surface Impacts</a>
	EM-MD-160a.2	Percentage of land owned, leased, or operated within areas of protected conservation status or endangered species habitat	<a href="#">Biodiversity and Surface Impacts</a>
	EM-MD-160a.3	(1) Terrestrial land disturbed	<a href="#">Biodiversity and Surface Impacts</a>
		(2) Percentage of impacted area restored	<a href="#">Biodiversity and Surface Impacts</a>
	EM-MD-160a.4 2-14	(1) Number of hydrocarbon spills	<a href="#">Release Prevention and Response Performance Data Tables</a>
		(2) Aggregate volume of hydrocarbon spills	<a href="#">Release Prevention and Response Performance Data Tables</a>
		(3) volume of hydrocarbon spills in Arctic	WES does not operate in the Arctic as identified by the National Pipeline Mapping System (NPMS) of the Office of Pipeline Safety.
		(4) volume of hydrocarbon spills in Unusually Sensitive Areas (USAs)	WES does not operate in in any USAs as identified by the NPMS.
(5) volume recovered		WES does not currently report volume recovered.	

**SUSTAINABILITY  
ACCOUNTING  
STANDARDS BOARD  
(SASB) INDEX**

Topic	Disclosure Code	Disclosure Requirements	Reporting Location / Direct Response
<b>Competitive Behavior</b>	EM-MD-520a.1	Total amount of monetary losses as a result of legal proceedings associated with pipeline and storage regulations	Financially material legal proceedings and fines or noncompliance are reported in our annual 10-K. <a href="#">2023 10-K, pp. 54, 138</a>
<b>Operational Safety, Emergency Preparedness &amp; Response</b>	EM-MD-540a.1	(1) Number of reportable pipeline incidents	<a href="#">Performance Data Tables</a>
		(2) Percentage significant	<a href="#">Performance Data Tables</a>
	EM-MD-540a.2	(1) Percentage of natural gas pipelines inspected	<a href="#">Asset Integrity Risk Management Performance Data Tables</a>
		(2) Percentage of hazardous liquid pipelines inspected	<a href="#">Asset Integrity Risk Management Performance Data Tables</a>
	EM-MD-540a.3	(1) Number of accident releases from rail transportation	This indicator is not relevant for WES.
		(2) Number of non-accident releases (NARs) from rail transportation	This indicator is not relevant for WES.
EM-MD-540a.4	Discussion of management systems used to integrate a culture of safety and emergency preparedness throughout the value chain and throughout project lifecycles	<a href="#">Operational and HSSE Governance</a> <a href="#">Employee and Contractor Safety</a> <a href="#">Emergency Preparedness</a> <a href="#">Asset and Pipeline Integrity</a>	
<b>Activity Metrics</b>	EM-MD-000.A	Total metric ton-kilometers transported, by mode of transport: (1) natural gas (2) crude oil (3) refined petroleum products	<a href="#">2023 10-K, p. 59</a>

## TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURE (TCFD) INDEX

We referenced the TCFD's reporting recommendations in developing the content for this report. We continue to expand our climate-related risk and opportunity identification and management systems. Our responses to the TCFD reporting recommendations are provided in the TCFD Index to the right.

	Disclosure Description	Reporting Location / Direct Response
<b>Governance</b>	Describe the board's oversight of climate-related risks and opportunities.	<a href="#">Climate Change and Emissions Corporate Governance Risk Management 2023 10-K, p. 146</a>
	Describe management's role in assessing and managing climate related risks and opportunities.	<a href="#">Identifying and Managing Climate-Related Risks and Opportunities Operational and HSSE Governance Risk Management</a>
<b>Strategy</b>	Describe the risks and opportunities the organization has identified over the short, medium, and long term.	<a href="#">Climate Change and Emissions Risk Management 2023 10-K, p. 32-35, 45</a>
	Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	<a href="#">Climate Change and Emissions Risk Management</a>
<b>Risk Management</b>	Describe the organization's processes for identifying and assessing risks.	<a href="#">Climate Change and Emissions Risk Management</a>
<b>Metrics and Targets</b>	Disclose the metrics used by the organization to assess climate related risks and opportunities in line with its strategy and risk management process.	<a href="#">Climate Change and Emissions Performance Data Table</a>
	Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 GHG emissions, and the related risks.	<a href="#">GHG Emissions Performance Performance Data Table</a>
	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	<a href="#">Climate Change and Emissions Partnerships on Emissions Reduction</a>