

2024 Sustainability Report

KINETIK

Energy for **Change**

KINETIK

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Additional Resources:

Kinetik's publicly available documents supplement the information in this Report and are accessible via the links below.

Code of Business Conduct
Human Rights Policy
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Corporate Governance Guidelines
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Charter of the Governance and Sustainability Committee
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"Every decision we make is an opportunity to lead with purpose. At Kinetik, we embrace innovation, forge strong partnerships, and act with intention to drive meaningful progress toward a more sustainable, resilient energy future."

Dawn Coufal
VP of Sustainability

About This Report

Kinetik Holdings Inc. (Kinetik or the Company) is proud to publish our 2024 Sustainability Report (Report), highlighting our commitment to sustainability and responsible corporate practices.

As stewards of a better energy future, we integrate environmental, safety, governance, and community considerations into our business decisions to create long-term value for our stakeholders.

On June 24, 2024, Kinetik acquired Durango Permian LLC (Durango). In accordance with our Sustainability-Linked Financing (SLF) Framework, the acquisition triggered a recalculation of our 2021 baseline emissions to incorporate the newly acquired assets. For SLF-related emissions intensity metrics - including methane and greenhouse gas (GHG) - full-year 2024 performance reflects the combined Kinetik and Durango operations.

Unless otherwise noted, other data in this report reflects information for the combined entity from the date of acquisition. Information prior to June 24, 2024, pertains only to Kinetik's legacy operations.

This Report aims to provide a transparent, comprehensive overview of our **sustainability initiatives, progress, and achievements throughout 2024**. By leading with action, we strive to set an example and be the driving force behind ***Energy for Change***.

Our Approach to Sustainability Reporting

Transparency is the foundation of our sustainability reporting approach. We are committed to providing clear, accurate, and meaningful disclosures to inform stakeholders about our sustainability performance. By sharing our progress, we aim to foster trust, accountability, and continuous improvement.

Our Materiality Assessment helps guide both our sustainability strategy and the content of our disclosures. This Report is developed by our team of subject matter experts and reviewed by the Board of Directors of Kinetik (Board or Directors) to help ensure credibility and alignment with our broader corporate strategy.

- **Reporting Period:** January 1, 2024 – December 31, 2024, unless otherwise noted
- **Publication Date:** July 2025
- **Reporting Cycle:** Annual
- **Report Boundaries:** This Report covers all activities under **direct operational control of Kinetik.** We do not report on our joint venture activities that fall under the direct operational control of other parties, unless otherwise noted.
- **Reporting Methodologies and Frameworks:** This Report is informed by industry best practices, stakeholder expectations, and key sustainability priorities. We report in reference to Global Reporting Initiative (GRI) Standards, the Sustainability Accounting Standards Board (SASB), and the EIC/GPA Midstream ESG Reporting Framework.

Third Party Assurance and Review

Although our 2024 Sustainability Report is not comprehensively assured by a third-party, **certain disclosures undergo limited assurance annually.** An independent third-party auditor certifies specific sustainability Key Performance Indicators (KPIs) as required by our SLF Framework.

We have **conducted annual limited assurance reviews of our SLF KPI performance data since 2023.** The first review covered our 2022 performance data and original 2021 baseline. Following the Durango acquisition in 2024, we revised and re-assured our 2021 baselines to verify accuracy.

Additional Information

For access to the reports, policies, filings, and governance materials referenced in this Report, please refer to *Additional Resources* in the Table of Contents or visit www.kinetik.com.

We value transparency and welcome questions or feedback about our sustainability journey. Please contact us at info@kinetik.com.

> We believe that integrating sustainability and responsible corporate practices into our business decisions is key to creating long-term value for our stakeholders



2024 Report Highlights

Kinetik's 2024 performance reflects continued progress in building a more resilient, sustainable midstream business. Our balanced approach integrates strong governance, environmental stewardship, employee safety and well-being, and responsible corporate citizenship into our core strategies.

We are proud to be a leader in sustainable midstream practices - consistently reducing our adverse environmental impact, advancing safety and operational excellence, and positively contributing to the communities where we live and work. This year's highlights demonstrate meaningful progress - reinforcing our role in the energy transition and our commitment to responsibly supplying essential resources to help meet the world's growing and evolving energy needs.



49.6%
Reduction in Methane Emissions Intensity Since 2021

14.4%
Reduction in GHG Emissions Intensity Since 2021

30%
Electricity Usage from Renewable Sources

100%
of Gas Plants and Compressor Stations Voluntarily Monitored for Methane with Advanced Aerial OGI Technology

18,000+
Environmental, Health & Safety (EHS) Training Hours

90%
Reduction in Lost Time Incident Rate (LTIR) Since 2022

81%
Reduction in Total Recordable Incident Rate (TRIR) Since 2022

46
Average Hours of EHS Training Completed by Field Employees

421
Employee Volunteer Hours

$1.9MM+
in Donations and Charitable Contributions

158
Children Sponsored by Employees Through Our Annual Holiday Toy Drives

$500,000
Donated to Emergency Response Organizations Across the Permian Basin Since 2022

90%
of Board Directors are Independent

99.8%
Support for Say on Pay

100%
of Board Committee Members are Independent

>50%
Debt Capital Structure Directly Linked to Sustainability Performance Targets

Letter from Our CEO

Dear Stakeholders,

2024 was a pivotal year for Kinetik, marked by strategic growth, disciplined execution, and continued progress toward our long-term sustainability and financial goals. We significantly expanded our operational footprint and delivered record volume and earnings growth - all while advancing our long-term commitments to environmental stewardship, employee well-being, community impact, and responsible governance.

We believe that long-term value is created by aligning performance with purpose. Our focus on sustainable growth and a customer-first approach positions Kinetik to deliver reliable, lower-carbon energy solutions across the Delaware Basin while driving meaningful returns for our stakeholders.

Key Highlights in 2024 include:

Driving Sustainable Growth

We maintained a strong focus on aligning our organic and inorganic growth across our system with our sustainability initiatives.

> Achieved record natural gas throughput and processed volumes, growing 17% and 13% year-over-year, while continuing to reduce emissions intensities
> Delivered record Adjusted EBITDA, up 16% year-over-year - a measure of financial resilience that supports continued investment across the areas in which we operate
> Closed $1 billion in strategic transactions, including the acquisition of Durango Permian, LLC and a 15-year gas gathering and processing agreement in Eddy County, NM - enhancing our reach and ability to serve producers with lower-emission midstream solutions
> Announced the acquisition of the Barilla Draw crude and gas gathering system in Reeves County, which closed in early 2025, further expanding our system capacity and operational efficiency
> Progressed construction of the 220 MMcf/d Kings Landing Complex in New Mexico to meet growing demand with high-integrity infrastructure
> Announced construction of a strategic connector pipeline between Kinetik's Delaware North and Delaware South systems to improve system flexibility and optimize future growth

Leading in Environmental Stewardship

We continued to make measurable progress toward our emission reduction targets while advancing innovative low-carbon solutions - even as our operations scaled.

> Reduced combined Scope 1 and Scope 2 GHG and methane emissions intensities by 14% and 50%, respectively, from our 2021 baseline
> Continued to outperform our 2030 methane intensity reduction target of 30%, which we surpassed ahead of schedule in 2023
> Achieved a 44% reduction in methane emissions from pneumatics by continuing to convert natural gas-driven pneumatic devices and pumps to instrument air
> Realized a 50% reduction in methane emissions from fuel gas and compressor blowdowns through targeted system upgrades



"We have a demonstrated track record of strong operational execution, and our commitment to safe and reliable operations is driving sustainable growth and reinforcing Kinetik's position as a premier midstream leader in the Delaware Basin."

- Sustained a robust leak detection and repair program and voluntarily deployed advanced emissions monitoring technologies, driving a 60% reduction in methane emissions from equipment leaks
- Sourced 30% of total electricity use from renewable sources
- Advanced low-carbon solutions and business opportunities:
  - Entered into a long-term agreement with Infinium to supply CO_2 from our operations as feedstock for ultra-low carbon electrofuels at their Project Roadrunner facility, currently under construction
  - Received EPA approval for three Class II Acid Gas Injection wells, enabling the safe, permanent sequestration of CO_2 from our processes and generating potential economic value from emissions reductions

Investing in Our People and Safety

We strengthened our safety culture and embedded accountability across the organization.

- Achieved a 90% reduction in Lost Time Incident Rate and an 81% reduction in Total Recordable Incident Rate since 2022
- Received three GPA Midstream Safety Awards, including recognition for 1 million workhours without a lost time incident
- Reduced Motor Vehicle Incident Rate by 37% year-over-year
- Continued to embed safety, operational discipline, and accountability at every level
- Tied 20% of all salaried employees' incentive pay to defined sustainability and safety goals
- Fostered a supportive, high-performance culture by prioritizing employee well-being, offering professional development opportunities and promoting work-life balance through flexible policies and benefits

Supporting Our Communities

We proudly gave back to the communities where we live and work.

- Contributed over $1.9 million to nonprofit organizations and charitable causes, including the Permian Strategic Partnership and BEAR - Be a Resource for CPS Kids
- Donated $200,000 to Permian Basin first responders in 2024, reaching a $500,000 milestone in total donations since launching our Holes for Heroes charity golf tournament
- Logged 421 employee volunteer hours across West Texas, Southeast New Mexico, and Houston, representing nearly $15,000 in community impact

Upholding Governance and Accountability

We continued to embed sustainability into our business strategy and reinforced a culture of responsible leadership.

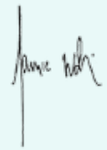
- Linked over 50% of debt instruments to Sustainability Performance Targets
- Continued strong oversight of sustainability risks and opportunities through our Governance and Sustainability Committee
- Incorporated sustainability metrics into compensation structure for leadership and employees

Looking Ahead

I am extremely proud of what our team accomplished in 2024. We are building a resilient midstream business that not only performs - but leads. Kinetik's focus on operational excellence, sustainability, and stakeholder alignment is reinforcing our position as a best-in-class operator in the Delaware Basin.

Together, we are shaping the future of energy – responsibly, reliably, and with purpose – **our energy future is Kinetik.**

Sincerely,



Jamie Welch

President & Chief Executive Officer

> Our commitment to being a responsible, reliable midstream operator is backed by meaningful, measurable action. Our efforts are fueling sustainable growth and helping meet the world's evolving energy needs. At Kinetik, we help keep energy – *and opportunity* – flowing. **Kinetik. Energy for Change.**

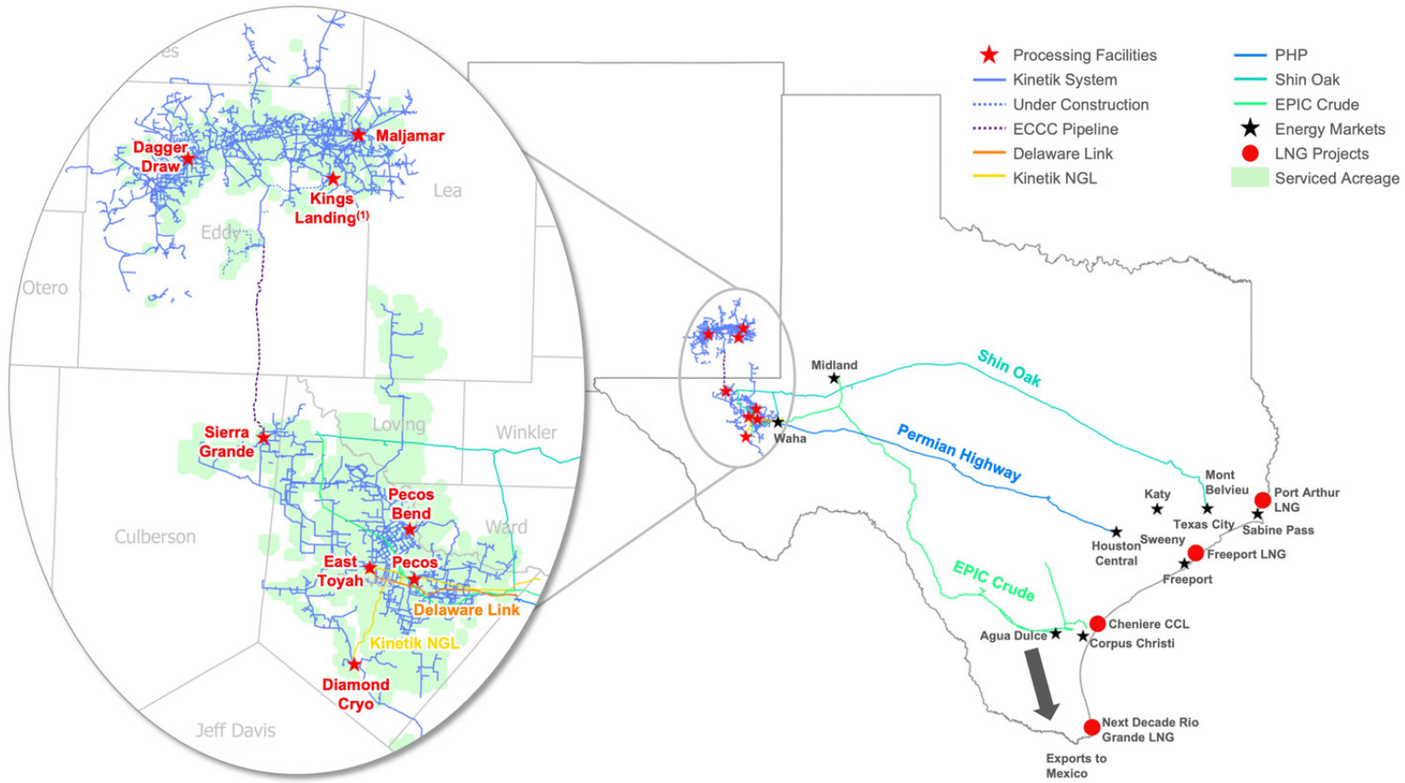
About Kinetik

Kinetik Holdings Inc. (NYSE: KNTK) is a fully integrated, pure-play, Permian-to-Gulf Coast midstream C-corporation operating in the Delaware Basin. We provide **comprehensive midstream solutions** to producers of natural gas, natural gas liquids (NGLs), crude oil, and produced water.

With over **500 dedicated employees**, we are committed to delivering environmentally responsible and financially sustainable results while providing best-in-class services. Our operations enable the safe and efficient transportation of natural gas, NGLs, and crude oil to downstream markets, where they support electricity generation, manufacturing, residential and commercial energy use, industrial operations, and transportation.

We see natural gas as a fundamental component to meeting the world's growing energy needs - it is abundant, reliable, efficient, affordable, and less carbon intensive than traditional hydrocarbon-based fuels - and we believe that natural gas is not only part of the energy transition, but also a critical component of the future of cleaner, more secure energy.

Strategically positioned in the heart of the Delaware Basin, a sub-basin of the Permian, Kinetik's operations span West Texas and Southeast New Mexico. With over **2.4 billion cubic feet per day (Bcfpd) of natural gas processing capacity**, **Kinetik is one of the largest natural gas processors in the Delaware Basin**[1]. We also hold non-operated interests in three major long-haul pipelines, transporting natural gas, NGLs, and crude oil from the Permian Basin to the Gulf Coast.[2]



The name, **Kinetik**, is exactly how we see ourselves.
We are Energy for Change.

[1] As measured by processing capacity as of July 2025 and following completion of the 220 Mmcfpd Kings Landing Processing Complex estimated in 3Q25
[2] About Kinetik reflects Company data as of July 2025

Kinetik at a Glance

Over
500
Employees

Operates
8 Major Complexes
Across Eight Counties in Texas and New Mexico

Approximately
90
Customers

Approximately
1,400,000
Serviced Acres

Has a Capacity of
90,000
Barrels of Crude Storage Capacity

Permitted for
579,000
Barrels Per Day of Produced Water Injection Capacity

Delivers Approximately
2.4 Bcfpd
of Natural Gas Processing Capacity

Owns & Operates
1.0 Bcfpd
Intrabasin Delaware Link Residue Pipeline

Owns & Operates
580 Mbpd
Intrabasin Kinetik NGL Pipeline

Interests in
2.7 Bcfpd
Residue Gas Takeaway to U.S. Gulf Coast Markets

Interests in
600 Mbpd
Crude Takeaway Capacity to U.S. Gulf Coast Markets

Interests in
550 Mbpd
NGL Takeaway to U.S. Gulf Coast Markets

Operates Over
4,800
Miles of Pipeline Consisting of 3,600+ Miles of Gas Gathering Pipelines and 775,000 HP of Compression

One of the
Largest
Midstream Companies in the Delaware Basin with Corporate Offices in Midland and Houston, TX

Equity Interests in
3 Long-Haul Pipelines
55.5% of PHP, 33% of Shin Oak, 27.5% of EPIC Crude

[3] Kinetik at a Glance data reflected as of July 2025 and following in-service of the 220 Mmcfpd Kings Landing Processing Complex estimated in 3Q25

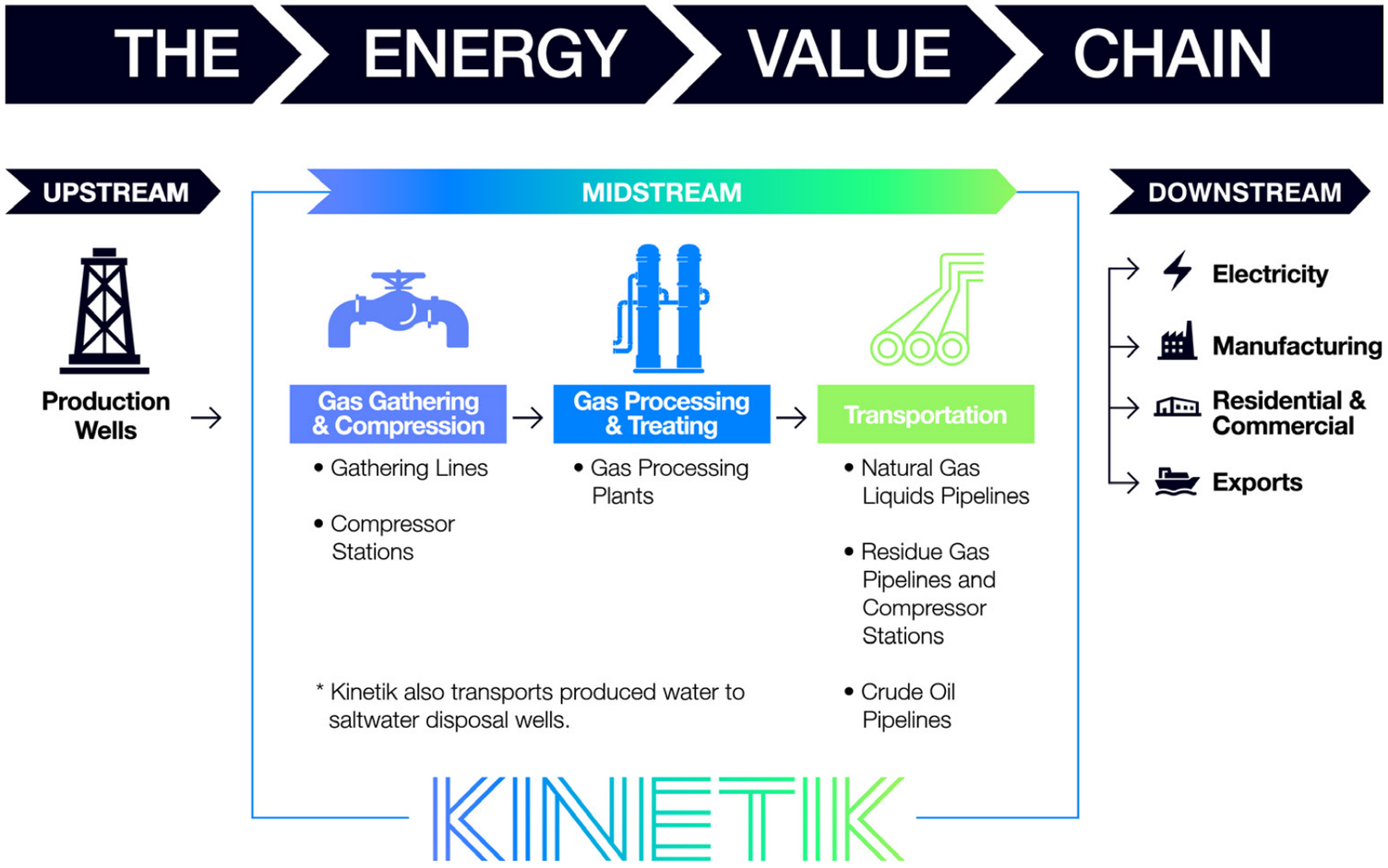
Our Value Chain

Kinetik delivers energy and resources that power modern life. Oil and natural gas are essential to global energy security, providing the fuel, electricity, and raw materials that drive economic growth, industrial operations, and everyday living. These resources sustain modern society and are vital to meeting the world's growing energy demand.

The oil and natural gas value chain consists of three major segments: **upstream, midstream, and downstream**. As a midstream operator, Kinetik owns and operates the critical infrastructure needed to gather, treat, process, and transport natural gas, NGLs, and crude oil. We serve as the essential link between upstream producers - who extract these resources from the ground - and downstream markets, where they are refined, distributed, and used to power industries, homes, and businesses.

Kinetik delivers efficient, reliable, and safe logistics solutions to upstream producers in the Permian Basin and downstream customers along the U.S. Gulf Coast. As the vital link in the energy value chain, we seamlessly connect supply to demand, helping ensure a stable, secure, and sustainable energy supply - powering communities, strengthening industries, and supporting long-term economic resilience.

Watch ViewPoint featuring Kinetik's industry-leading sustainability initiatives



Natural Gas in Our Daily Lives

Natural gas is the backbone of our energy infrastructure - powering homes, businesses, and transportation systems while providing fuel for heating, cooking, and electricity generation.

It also serves as a critical feedstock for manufacturing, agriculture, and countless industries that support daily life. From plastics and pharmaceuticals to transportation and clean electricity, natural gas is essential for our economy and quality of life.

Natural gas is not only **abundant, affordable, and reliable - it's the least carbon-intensive hydrocarbon fuel** available. It has been instrumental in **reducing U.S. greenhouse gas emissions by 16% since 2007**[4], even as energy demand and economic output have grown.

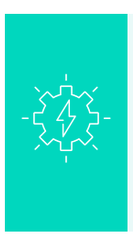
As the world's largest liquified natural gas (LNG) exporter, the U.S. plays a vital role in strengthening global energy security and accelerating the shift to a lower-carbon future worldwide.

- **Abundant** – In 2024, the U.S. produced ~100 Bcfpd of natural gas, exceeding domestic demand of ~90 Bcfpd[5]. This surplus has bolstered U.S. energy security and strengthened global energy markets.
- **Reliable** – Natural gas supplies energy 24/7, unlike wind and solar which depend on weather conditions. Its secure infrastructure makes it highly dependable, especially during emergencies.
- **Affordable** – Domestically sourced natural gas, combined with a reliable and extensive infrastructure, helps ensure stable, low-cost energy that is not dependent on foreign supply.
- **Less Carbon Intensive** – Natural gas is the least carbon intensive hydrocarbon-based fuel, generating nearly 60% fewer CO_2 emissions than coal or petroleum products to generate an equivalent amount of electricity.[6]

Natural gas is the untold success story of U.S. decarbonization. While renewables have grown, it is natural gas – processed and delivered by the midstream sector – that has made the largest contribution to breaking the link between economic growth and carbon emissions.

At Kinetik, we see natural gas as more than part of the energy transition - it is the foundation of a cleaner energy future. Our midstream infrastructure plays a vital role in safely, efficiently, and responsibly supplying natural gas to power communities, industries, and everyday life.

We stand at the intersection of energy security and sustainability - delivering lower-carbon, affordable energy today while helping build the resilient energy systems of tomorrow.



Electricity Generation

Natural gas generates 43% of U.S. electricity - more than any other source - helping ensure grid reliability and a cleaner energy mix.[7]



Residential Use

Natural gas provides efficient, affordable, and reliable energy to 60% of U.S. homes, fueling essential needs like heating, cooking, and hot water.[8]



Manufacturing

Natural gas is an essential feedstock and energy source for producing plastics, chemicals, steel, fertilizers, and nearly everything in between.



Transportation

Natural gas plays a key role in decarbonizing transportation - fueling public transit, trucks, and trains with significantly fewer emissions.

[4] Data Source: U.S. EPA, Climate Change Indicators
[5] Data Source: U.S. EIA, Natural Gas Monthly, February 2025
[6] Data source: U.S. EIA, Today in Energy
[7] Data source: U.S. EIA, Electric Power Monthly, February 2024
[8] Data source: U.S. EIA, Monthly Energy Review, April 2023

Our Vision, Mission, and Values

Kinetik's Vision, Mission, and Values form the foundation of our success, guiding every decision we make and shaping our future.

These guiding principles drive our commitment to operational excellence, environmental responsibility, and meaningful stakeholder engagement while helping ensure our long-term financial strength and business resilience.



At Kinetik, we live our values daily. Our culture of success is driven by:

Our People Are Our Greatest Asset

We invest in our people, fostering professional growth and recognizing their performance and contributions.

Customer-First Approach

We maintain a culture of success centered on a customer first approach, developing relationships and delivering solutions that drive success and create value.

We Have High Standards

We uphold uncompromising standards in safety, performance, and integrity to drive operational excellence.

We Believe in Open and Transparent Communication

We build trust and accountability across all stakeholders through honest, direct, and transparent communication.

We Are Good Stewards of the Environment

We follow applicable regulations and proactively implement sustainable practices to protect our environment.

We Are a Good Neighbor

We strive to make a positive, lasting impact in the communities where we live and work through responsible operations and active engagement.

We Believe in Great Teamwork

We work together across boundaries to drive innovation, solve complex challenges, and create value for our stakeholders.

Our people and their performance fuel our success. By fostering a culture of **excellence**, **innovation**, and **integrity**, we seek to ensure sustainable growth and industry leadership.

Materiality Analysis

Kinetik's materiality analysis identifies and prioritizes key environmental, social, and governance topics that are most relevant to our business and stakeholders. This assessment helps guide our sustainability strategy and the content of our disclosures.

1 **Identify Key Topics**

2 **Prioritize Key Topics**

3 **Guide Sustainability Strategy**

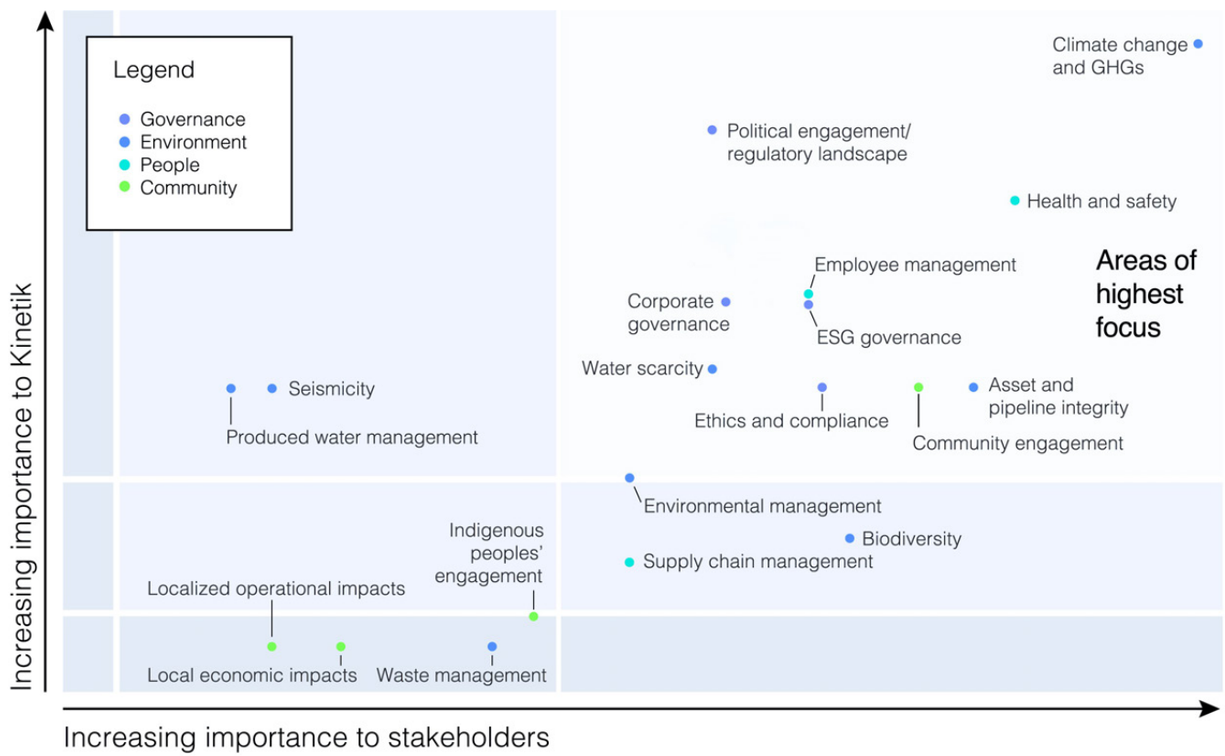
To **identify key topics**, Kinetik engaged a third-party to conduct a thorough, multi-stakeholder materiality analysis. This process involved in-depth interviews with nearly 30 internal and external stakeholders, including customers, suppliers, landowners, industry associations, non-profits, as well as Kinetik employees and Board members. The analysis also included broad document-based research reflecting the perspectives of investors, lenders, peer companies, regulatory agencies, activist groups, and industry-specific reporting frameworks, alongside a review of Kinetik's internal policies and practices.

Prioritization of key topics was based on the frequency with which they were mentioned across sources, supported by qualitative insights from industry-specific materiality interviews and analysis of emerging sustainability trends.

The results of the materiality analysis were reviewed by Kinetik's Board, Executive Steering Committee, and Sustainability Working Committee to validate priorities and help ensure strategic alignment. These priorities play a direct role in **guiding our sustainability strategy**, informing report content, and influencing decision-making across the organization. To remain aligned with evolving stakeholder expectations, we regularly evaluate the need for updated assessments.

In 2024, Kinetik's key sustainability topics remained largely consistent with previous years; the strongest emphasis was placed on climate change, GHG emissions, and health and safety. Regulatory landscape, corporate governance, employee management, asset and pipeline integrity, and community engagement also remained high-priority focus areas.

This report details Kinetik's sustainability efforts and performance toward addressing these key topics. By aligning our actions with stakeholder expectations and integrating resilience into our strategy, we strengthen our ability to adapt to evolving challenges, mitigate risks, and capitalize on new opportunities integral to our long-term success.





Governance

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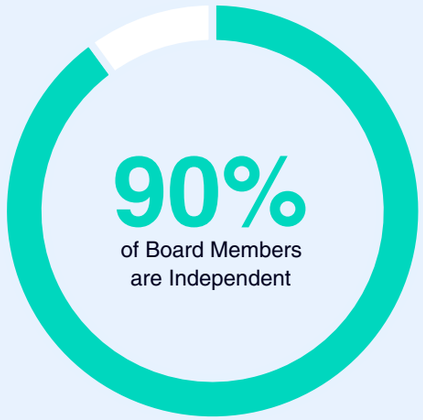
> "Kinetik's success and reputation are driven by the actions and behaviors of our team. Through strong governance and responsible leadership, we build trust with our stakeholders and position Kinetik for long-term, sustainable value creation."
>
> **Lindsay Ellis**
> General Counsel

2024 Governance Performance Highlights

At **Kinetik**, strong corporate governance is fundamental to our long-term success. We hold ourselves to the highest standards of ethical conduct, integrity, and accountability – guided by a governance framework that enables sound decision-making and responsible leadership.

Our values define who we are - ethics, trust, transparency, and responsibility. These principles guide how we lead, operate, and engage with our stakeholders. We are committed to fostering a culture of accountability at every level of the organization and ensuring that sustainability and integrity are embedded in our governance practices. Through this commitment, we aim to build lasting trust and deliver long-term value for our employees, customers, investors, and communities.









10
Board Members

99.8%
Support for Say on Pay

100%
Met Each of Our Annual Sustainability-Related Targets

20%
of Executive and Employee At-Risk Pay Linked to Sustainability Performance

>50%
of Debt Instruments Linked to Sustainability Performance Targets

100%
Member Attendance at Governance and Sustainability Committee Meetings

Letter from the Chair of the Governance & Sustainability Committee

2024 was a year of continued progress and strategic growth for Kinetik, reflecting our long-term commitment to responsible, sustainable operations. Since the transformative merger of BCP Raptor and Altus Midstream Company in 2022, we've seen our team fully embrace the ***One Kinetik*** culture - leveraging our collective strengths to deliver results that align with both our business strategy and our sustainability ambitions.

The 2024 acquisition of Durango, the 2025 acquisition of the Barilla Draw assets, and the forthcoming startup of our Kings Landing Processing Complex this summer significantly expands our operational footprint and capabilities. As we integrate these assets into our system, we remain focused on maintaining our high standards for environmental stewardship, safety, and governance - reinforcing our position as a premier midstream operator and enabling responsible growth.

Throughout 2024 and into early 2025, we have continued to navigate evolving stakeholder expectations and a dynamic regulatory environment. In the face of complexity and change, Kinetik has remained focused and consistent in delivering environmentally responsible and financially sound performance. The Governance and Sustainability Committee plays a key role in overseeing the Company's strategy, risks, and policies related to sustainability matters, recognizing the critical importance of governance in creating long-term value.

This past year, Kinetik made measurable progress on its sustainability journey. **We not only met all of our short-term sustainability-linked compensation and financial goals but also significantly outperformed our 2030 methane intensity reduction target of 30% - achieving a nearly 50% reduction six years ahead of schedule.** This milestone reflects the strength of our operational execution and our dedication to continuous improvement in reducing greenhouse gas emissions and building a resilient business. As a responsible midstream operator, we are proud to help advance natural gas as a reliable, lower-carbon fuel that supports both decarbonization goals and the world's growing need for secure, affordable energy.

The actions taken in 2024 further strengthened Kinetik's foundation for sustainable growth and long-term resilience. On behalf of the entire Board of Directors, I am proud of Kinetik's achievements and remain dedicated to advancing the Company's sustainability strategy in a way that aligns with our business objectives, stakeholder expectations, and our broader societal responsibilities.

We are delivering on our promise of ***Energy for Change*** - with purpose, with integrity, and with a clear vision for the future.

Sincerely,

Laura A. Sugg

Laura A. Sugg
Chair, Governance and Sustainability Committee



"Outperforming our 2030 methane emissions goal early reflects our accountability and the strategic discipline behind Kinetik's responsible, sustainable operations."

Governance Framework and Oversight

At Kinetik, we believe that trust, accountability, and ethical leadership are the cornerstones of strong governance.

Our Board of Directors and leadership team are committed to a resilient governance framework that supports strategic execution and reinforces our long-standing reputation as a responsible operator. In a dynamic energy landscape, this commitment helps ensure we remain responsive to stakeholder expectations, regulatory developments, and long-term risks and opportunities.

Governance Model

Kinetik's governance model is built on transparency, resilience, and a performance-driven culture. It combines top-down strategic oversight with bottom-up employee engagement to support sound decision-making at every level of the organization. Our approach helps align individual contributions with corporate resilience and long-term value creation, allowing us to consistently deliver operational excellence and adapt to changing market conditions.

Our framework is designed to comply with Sarbanes-Oxley (SOX) and aligns with the rules and regulations of the U.S. Securities and Exchange Commission (SEC) and the New York Stock Exchange (NYSE), helping ensure we uphold the highest standards of corporate responsibility, ethics, and sustainable business performance.

Corporate Governance Guidelines

Our Corporate Governance Guidelines form the foundation of our framework. These guidelines define the roles, responsibilities, and selection processes for Board members and are reviewed and updated regularly by the Board to reflect evolving regulatory standards, stakeholder expectations, and responsible business practices, enabling our governance practices to remain adaptive, forward-looking, and aligned with long-term value creation.

Learn more about Kinetik's corporate governance

Board of Directors Oversight

Kinetik's Board of Directors plays a critical role in executing the company's strategy and overseeing its business, operations, risk management, and governance functions. The Board's structure includes both a Chairman and a Lead Independent Director, supporting balanced and effective oversight.

The Board has ultimate oversight of Kinetik's risk profile and delegates specific oversight duties to three standing Committees - Audit, Compensation, and Governance and Sustainability - based on their respective areas of responsibility and expertise. Each committee is composed entirely of independent directors, helping ensure objectivity and accountability. They regularly report to the full Board, offering insights and recommendations on key risks. This structure strengthens our ability to proactively identify, monitor, and manage risk across the organization.

Audit Committee

> Oversees the accounting and financial reporting process and related disclosure matters
> Oversees audits and the integrity of financial statements
> Oversees the qualification, independence, and performance of the registered public accounting firm and internal audit function
> Reviews and provides guidance on risk oversight matters, including cybersecurity

Compensation Committee

> Reviews and approves all compensation plans, including employment and severance agreements for executive officers, to discourage excessive risk-taking
> Oversees human capital management initiatives
> Evaluates the relationship between risk management policies, corporate strategy, and sustainability priorities and the company's compensation practices
> Oversees and where required by law, administers benefit plans and incentive based compensation plans

Governance and Sustainability Committee

> Oversees Director evaluation and refreshment to promote appropriate skills, experience, and perspectives - especially related to risk management and sustainability practices
> Recommends updates to our Corporate Governance Guidelines and Code of Conduct
> Oversees risks related to strategy, initiatives, policies, sustainability, corporate governance practices, and related matters.
> Conducts an annual evaluation of Director independence



Board Composition and Evaluation

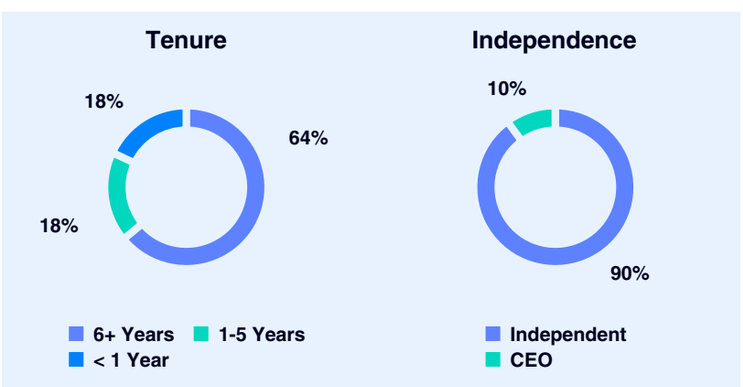
We believe that a strong and effective Board requires Directors who bring a wide range of skills, perspectives, and experiences. The Governance and Sustainability Committee carefully evaluates candidates based on a range of factors including, without limitation:

> Judgment and leadership experience
> Diversity of backgrounds, experience, and skills
> Independence under applicable standards[9]
> Industry and organizational experience
> Strategic insight and cultural fit

These considerations help ensure our Board is equipped to anticipate challenges, oversee risk, and guide Kinetik through change and opportunity.

Board Experience and Metrics

Our Director's skills, experience, and committee membership highlight the diverse capabilities and expertise that inform Kinetik's governance and strategic direction.



Board of Directors as of May 2025	Deborah Byers	David Foley	Michael Kumar	Mark Leland	Kevin McCarthy	JP Munfa	William Ordemann	Karen Putterman	Laura Sugg	Jamie Welch
Knowledge, Skills and Experience										
Age & Gender	63 / F	57 / M	57 / M	63 / M	65 / M	43 / M	66 / M	45 / F	64 / F	58 / M
Independent Directors	●	●	●	●	●	●	●	●	●	
Public Company Board Experience / Governance	●	●		●	●	●	●		●	●
Senior Leadership Experience	●	●	●	●	●	●	●	●	●	●
M&A / Business Development	●	●	●	●	●	●	●		●	●
Finance / Capital Management	●	●	●	●	●	●	●	●	●	●
Accounting	●	●	●	●	●	●				●
Risk Management	●	●	●	●	●	●	●	●	●	●
Environmental / Sustainability	●	●	●			●	●	●	●	●
Industry Experience	●	●	●	●	●	●	●		●	●
Operations / Engineering						●	●	●	●	●
Human Capital	●	●	●	●	●	●	●	●	●	●
Investor Relations	●	●		●	●	●	●		●	●
Government Relations / Regulatory	●	●	●	●		●	●		●	●
Technology / Cybersecurity	●								●	
Board Committees										
Governance and Sustainability	●			●			●		◆	
Audit	◆			●	●		●			
Compensation		◆			●				●	

● Knowledge, Skill or Experience ● Committee Member ◆ Chairperson ● Chairman of the Board ● Lead Independent Director

[9] Independent or Independence as it relates to our Board members throughout this report is pursuant to applicable NYSE and SEC standards

Sustainability Governance and Structure

Kinetik's sustainability strategy is built on four pillars: People, Priorities, Purpose, and Performance.

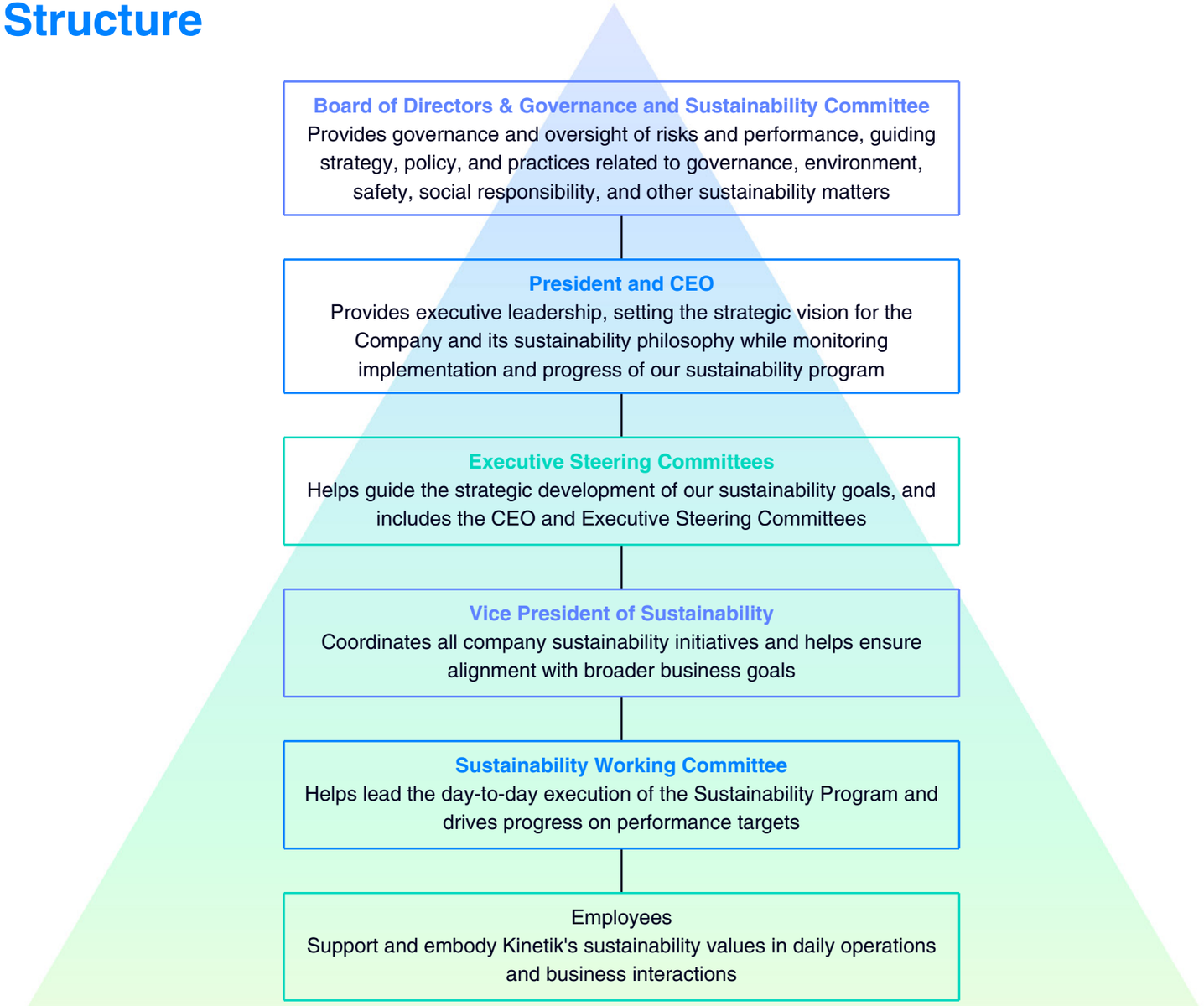
These guiding principles shape how we operate, make decisions, and deliver long-term value to all stakeholders - including investors, lenders, customers, employees, partners, regulators, and the communities where we live and work:

- **People:** Building strong relationships inside and outside the company
- **Priorities:** Staying focused on continuous sustainability improvement
- **Purpose:** Doing our part to help address the impacts of climate change
- **Performance:** Consistently achieving environmental, safety, social and financial objectives - and reporting with transparency

Integrating sustainability, safety, and community considerations into our business strategy is key to building a resilient, future-ready organization. This approach drives strong performance and strengthens our ability to manage evolving risks and opportunities.

Our Sustainability Policy outlines our long-term objectives and embeds sustainability throughout our organization - serving as a roadmap to align business objectives with responsible practices. We take a distributed governance approach, promoting ownership and accountability at all levels.

> Every employee shares responsibility for advancing Kinetik's **sustainability goals and overall success.**



Sustainability-Linked Compensation

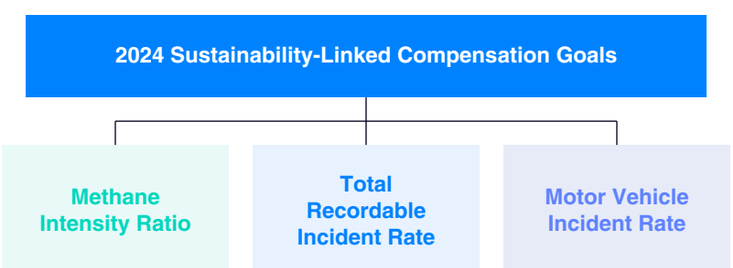
At Kinetik, every employee plays a critical role in advancing our sustainability strategy. To reinforce this shared responsibility, since 2022, we have linked a portion of all full-time employees' at-risk compensation - including executives - to the achievement of defined sustainability and safety goals.

In 2024, **20% of annual at-risk pay** was tied to measurable performance in three key areas:

> Methane intensity ratio
> Total recordable incident rate (TRIR)
> Motor vehicle incident rate (MVIR)

These metrics reflect our operational priorities and risk profile, promoting a culture of accountability, safety, and environmental stewardship across the organization. **We met each of our 2024 annual sustainability performance targets, which were designed to be ambitious yet achievable**, demonstrating strong alignment between compensation and performance.

This approach continues into 2025, with performance targets set annually to align compensation with the Company's broader sustainability objectives. The Governance and Sustainability Committee supports the Compensation Committee in defining these goals to help ensure they are rigorous and aligned with the Company's long-term performance and risk priorities.



Sustainability-Linked Financing

At Kinetik, we believe accountability drives progress. **Linking a substantial amount of our debt capital to sustainability performance is a clear demonstration of our commitment to being a responsible operator** and distinguishes us as a leader in the midstream sector.

As part of our comprehensive 2022 refinancing, we established a sustainability-linked financing framework and issued a $1 billion sustainability-linked bond. Since then, we've issued an additional $1.05 billion in sustainability-linked bonds and a $250 million sustainability-linked accounts receivable securitization facility.

These financial instruments are designed to drive measurable, forward-looking sustainability outcomes and provide access to sustainability-focused capital. These instruments are linked to specific GHG emissions reduction KPIs, including:

> Defined periodic reductions to Kinetik's Scope 1 and Scope 2 GHG emissions intensity ratio from 2021 to 2030
> Defined periodic reductions to Kinetik's Scope 1 and Scope 2 methane emissions intensity ratio from 2021 to 2030

Each KPI undergoes third-party verification through an annual limited assurance engagement to validate performance and promote transparency with creditors and investors.

Fiscal year 2024 marked the third measurement period for our sustainability-linked loans and receivables facility. **We achieved all defined KPI targets in 2024, including a 49.6% reduction in methane emissions intensity from 2021 levels**, exceeding our annual target in our financing agreements by approximately 40 percentage points and reinforcing the alignment between performance and financial impact.



Kinetik links both employee compensation and financing to measurable sustainability goals - reinforcing accountability at every level. **In 2024, we achieved 100% of our annual sustainability targets, demonstrating alignment between performance, compensation, and financial impact.**



Learn more about our Sustainability-Linked Financing Framework

Enterprise Risk Management

Kinetik's Enterprise Risk Management (ERM) program is designed to proactively identify, assess, and mitigate risks that could impact our operations, reputation, financial performance, or long-term strategic objectives.

Our ERM program is embedded across all functional areas of the organization and integrates both top-down oversight and bottom-up input. We regularly evaluate enterprise-wide risks - considering their potential operational, financial, and reputational impacts - and prioritize mitigation efforts based on this ongoing assessment. This helps ensure our risk response is informed, adaptive, and aligned with our strategic goals.

Kinetik's ERM Framework supports organizational resilience by:

> Promoting informed decision-making in an evolving risk landscape
> Identifying potential disruptions to operations, safety, or financial health
> Guiding proactive measures to reduce exposure and enhance readiness

Risk factors are detailed in our Annual Report (Form 10-K) and include areas such as operational reliability, infrastructure, commercial volumes, customer performance, capital investment, regulatory compliance, climate-related impacts, cybersecurity, human capital, and reputational considerations. Defined tools, dedicated teams, and structured processes support our ability to monitor, manage, and respond to these risks in the short, medium, and long term.

Oversight and Accountability

The Audit Committee has primary oversight of the ERM program and regularly reviews the effectiveness of our internal controls and risk management processes. Day-to-day functional oversight is provided by our Executive Vice President and Chief Accounting and Administrative Officer, with internal audit supporting the process by conducting independent evaluations of key risk areas. Through this structured and transparent approach, we seek to strengthen organizational agility, safeguard stakeholder interests, and support Kinetik's long-term performance and resilience.

ERM Governance

> Oversight by Audit Committee
> Functional oversight by EVP, Chief Administrative Officer and Chief Accounting Officer
> Internal Audit supports the oversight process by performing audits of key areas to validate management processes

Risk Categories

> Business & Operational Risks
> Environmental & Regulatory Risks
> Ownership of Our Common Stock Risks
> General Risks

Risk Factors

> Operations
> Customers
> Infrastructure
> Volumes & Processing
> Capital Expenditures
> Financial Condition
> Regulatory Risk
> Emergency Events
> Climate Change
> Human Capital
> Reputational Risk
> IT & Cybersecurity

Learn more about Kinetik's Risk Factors in our Annual Report on Form 10-K

Cybersecurity

As an operator of critical infrastructure for the energy sector, Kinetik recognizes that strong cybersecurity is essential to operational continuity, stakeholder trust, and national security. We are committed to protecting our assets, data, and systems from cyber threats that could impact our operations, reputation, or financial stability.

Cybersecurity is integrated into our broader risk management framework. We proactively assess threats and implement layered, robust controls to help ensure a secure, resilient digital environment. We have made strategic investments to strengthen our cyber posture, including:

> Enhanced access management and identity controls
> Advanced managed detection and response capabilities
> Updated Business Continuity Disaster Recovery, and Incident Response plans
> Implementation of updated endpoint and network protection solutions
> A formal AI Tool Policy to manage emerging risks related to artificial intelligence use

We adhere to leading industry frameworks - including the NIST Cybersecurity Framework and ISO standards - and maintain SOX-aligned controls for our accounting systems. To validate the strength of our defenses, we conduct regular third-party audits, internal and external penetration tests, and security assessments across our hybrid IT environment.

While Kinetik and its service providers have experienced cybersecurity events, **we are not aware of any incidents that materially affected our business in 2024.**

Cybersecurity Governance and Oversight

Our cybersecurity oversight structure reflects our commitment to accountability. Cyber risk oversight is delegated by the Board to the Audit Committee, which receives regular updates on cybersecurity trends, incident response, and program effectiveness.

Internally, our cybersecurity efforts are led by the Senior IT Director, reporting to the EVP, Chief Administrative and Accounting Officer. This leadership team participates in our Cybersecurity Governance and Cybersecurity Risk Committees, which:

> Coordinate IT and cybersecurity functions
> Oversee incident response planning and execution
> Provide quarterly updates to the Audit Committee
> Meet quarterly and as needed to address emerging threats

This governance structure and our team's knowledge helps ensure alignment between our cybersecurity strategy and business goals, reinforcing our ability to navigate a dynamic threat landscape.

> Cybersecurity is key to our preparedness from cyber threats – protecting our people, operations, and the critical infrastructure that powers our economy and daily life.

The Human Firewall

Employees and contractors are a critical line of defense in our cybersecurity posture. We seek to ensure our users are aware of the dangers of phishing, social engineering, and other sophisticated cyberattack methods. We regularly test user awareness through simulated phishing campaigns and adjust our training approach based on results. This "human firewall" helps embed vigilance, accountability, and shared responsibility across the organization.

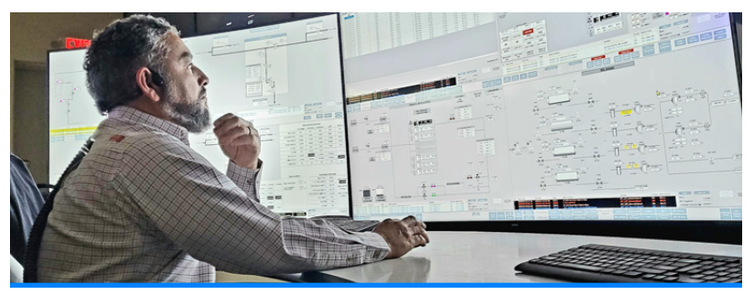
Learn more about our cybersecurity practices in our Form 10-K

In 2024, 100% of Kinetik employees and internal contractors completed annual cybersecurity training, including:

> Security Awareness modules
> Phishing simulations
> Education on current threats and IT policies

IT Policies

> Acceptable Use Policy
> AI Tool Policy
> Awareness & Training
> Business Continuity & Disaster Recovery Policy
> Information Security Policy
> Incident Management Policy
> IT Backup Policy
> IT Change Management Policy
> Third Party Risk Management Policy



Ethics and Compliance

At Kinetik, we believe that ethical conduct is the foundation of trust, accountability, and long-term success.

We are committed to operating with integrity and transparency, and we expect that every individual representing Kinetik - whether an employee, officer, Director, or contractor - adhere to the highest standards of ethical and legal behavior.

Our Code of Business Conduct

Our Code of Business Conduct (Code) sets expectations for ethical decision-making and responsible behavior across our organization. The Code outlines our commitments related to, among other things:

- Anti-corruption and antitrust
- Insider trading
- Conflicts of interest
- Gifts and entertainment
- Accuracy of financial reporting
- Fair and lawful business practices

All Kinetik employees, officers, and Directors annually certify that they have read, understood, and complied with the Code. The Audit Committee oversees business ethics issues, while day-to-day implementation and oversight are led by our General Counsel.

These expectations are not limited to our employees. Our Supplier Code of Conduct, detailed in the Contractor and Supply Chain Management section, applies to third parties who represent or do business with Kinetik.

Strong ethics drive strong performance. At Kinetik, compliance and integrity are essential to sustainable business success.

Reporting Concerns

We maintain a strong culture of accountability through various reporting channels and non-retaliation policies. The **Kinetik Ethics Hotline** - a third-party hosted, confidential and anonymous platform - is available to all stakeholders for reporting concerns or seeking guidance on potential ethics or compliance violations.

All reports are monitored by Kinetik's Legal and Human Resources departments, as well as the Chair of the Audit Committee. Critical concerns are escalated to the full Board immediately, while other matters are reported quarterly or as necessary. **In 2024, no critical concerns related to ethics violations were reported through our formal grievance channels.**

Visit our Ethics Hotline webpage for more information



Policies and Training

We maintain a robust suite of policies and training programs that reinforce ethical behavior and compliance across our operations:

- **Employee Handbook:** Includes key policies related to Equal Employment Opportunity, Accommodation of Individuals with Disabilities, Employment Eligibility Verification, Discrimination and Harassment, Anti-Bullying, Standards of Conduct, Conflict Resolution, Complaint Procedures, and various HR, IT, and safety-related policies
- **Whistleblower Policy:** Establishes procedures for receiving, retaining, and addressing complaints regarding accounting and compliance matters, while strictly prohibiting retaliation against employees who submit complaints in good faith.
- **Insider Trading Policy:** Provides guidelines for Directors, officers, employees, and consultants regarding transactions in the Company's securities and derivative securities, requiring strict compliance with the policy.

All Kinetik employees and Board members are required to complete mandatory annual compliance **training on key topics including insider trading, anti-bribery and anti-corruption, workplace harassment, and discrimination.** These trainings help ensure awareness and reinforce a culture of ethical conduct at every level.

In 2024, the Company did not identify any confirmed incidents of corruption or legal actions for anti-corruption or anti-competitive behavior.

View Kinetik's Code of Business Conduct

Political Engagement

With rapidly evolving federal, state, and local policies, staying informed and engaged in the latest developments is essential to protecting our business interests and advancing our business objectives. Kinetik prioritizes transparency, ethical conduct, and strategic alignment in all political engagement activities.

We engage with policymakers, regulators, and industry leaders primarily through industry trade associations, focus groups, seminars, and other collaborative forums. These interactions allow us to share informed perspectives on pending legislation and regulatory issues that impact our business. Our subject matter experts may represent Kinetik in these efforts to help ensure our vision and goals are clearly communicated.

To maintain a consistent message, Kinetik has internal guidelines that govern our participation in industry associations and external organizations. These guidelines help ensure our engagement aligns with our long-term strategy and broader business priorities. For more information, see the "Awards and Membership" section for our industry affiliations and the "Stakeholder Engagement" section for topics addressed through these platforms.

As part of our commitment to responsible governance, Kinetik does not have a corporate sponsored Political Action Committee (PAC), and we do not contribute to political parties nor individual candidates. Our Stakeholder Engagement Policy, Code of Business Conduct, and Employee Handbook provide direction on political activity and interactions with public officials, reinforcing our values of transparency, integrity, and accountability in all stakeholder relationships.



Stakeholder Engagement

At Kinetik, meaningful stakeholder engagement is key to driving operational excellence and building trust with the communities and industries we serve.

Our engagement efforts are structured to build strong relationships, gather valuable feedback, and facilitate open dialogue with stakeholders whose input helps inform how we operate. We tailor our communications and outreach to each stakeholder group, aiming to ensure relevant and effective communication.

Through these ongoing engagements, we share important updates, address emerging issues, and collaborate on topics that matter to both our stakeholders and our business.



Stakeholder Group	How We Engage	Topics We Engage On
Employees	• Town hall meetings • Virtual communications • Direct meetings (1:1 and team meetings) • Engagement surveys • Focus groups • Training and development	• Employee engagement and performance • Environmental, health, and safety • Business operations, priorities, and performance
Government Officials and Regulators	• We engage with elected officials to provide operational updates and solicit feedback regarding current community issues and priorities and to provide input about regulations relevant to our business. • We frequently invite local officials to plant tours and community organized events.	• Permits • Local issues and concerns • Regulations • Road safety • Asset and pipeline integrity • Seismicity
Industry and Trade Associations	• We actively participate at the board and committee levels of industry groups and trade associations to contribute to the development and deployment of best practices and to learn about and share issues of concern for new regulations.	• Occupational health and safety • Environmental compliance and climate change • Critical infrastructure • Asset and pipeline integrity • Produced water management • Regulations
Customers and Suppliers	• Business development meetings • Calls, correspondence, and other communications • Conferences and industry events • Public Awareness Campaign	• Asset and pipeline integrity and safety • Environmental/ Regulatory compliance • Health and Safety • Projects • Sustainability • Contractor performance • Operational performance • Bids and contracts
Community Leaders, NGOs, and Business Groups	• Community events • Invitations to new facilities/tours • Donations and Sponsorships • Partnerships • Public Awareness Campaign • Employee volunteerism	• Community donations and volunteering towards various causes • Community concerns • Pipeline Safety
Investors	• Business development meetings • Annual shareholder meeting • Disclosures and reporting • Conferences and investor events • Meetings, calls and correspondence	• Company and financial performance • Corporate governance • Sustainability performance and initiatives – health and safety, environment, etc.
Landowners	• Hotline calls • In person engagement • Public Awareness Campaign	• Right of way • Pipeline maintenance • Pipeline Safety • Sustainability • Other land matters
Emergency Responders	• Direct engagement • Fundraising • Emergency response drills • Public Awareness Campaign	• Health and safety • Driver safety • Pipeline safety • Community engagement • Emergency response

Memberships and Awards

At Kinetik, we value engagement with industry trade associations, business alliances, and community partnerships to advance operational excellence and contribute to broader industry progress.

Through active participation, we share best practices, stay informed on emerging trends and regulatory developments, and help shape industry standards and policies. These relationships foster innovation and advocacy, while providing access to expertise and resources that enhance our performance and sustainability efforts.

While we value these partnerships, participation does not imply full alignment with all positions. We may offer our perspective when views diverge or distance ourselves when necessary to remain aligned with our values and strategy.

We actively engage with the following organizations - reflecting our ongoing commitment to industry leadership, responsible business practices, and continuous improvement.

Kinetik is proud to be recognized with three GPA Midstream Safety Awards in 2024:

> A **Perfect Record Award** for achieving 1,000,000 workhours without a lost-time accident
> Two **facility-level safety awards**, recognizing each site for reaching five years without a lost-time accident

Learn more about our partnerships



Environment

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> "Environmental Responsibility is everyone's job. By fostering a culture of accountability, we aim to make responsible decisions that drive sustainable practices."

Wesley Carter
VP, Operations Risk Management and Reliability

2024 Environmental Performance Highlights

At **Kinetik**, we believe environmental performance is a key driver of long-term business resilience and responsible growth. In 2024, we continued to make meaningful progress in reducing our emissions, improving operational efficiency, and investing in lower-carbon solutions.

Our results reflect a multi-year commitment to environmental improvement - grounded in innovation and disciplined execution - and are delivering real, measurable impact. We remain focused on continuous improvement and building a midstream business that is efficient, resilient, and aligned with the world's evolving energy and climate needs.



14.4%
Reduction in GHG Intensity Since Our Baseline Year

49.6%
Reduction in Methane Intensity Since Our Baseline Year

30%
Electricity Sourced from Renewable Energy in 2024

59%
Reduction in Methane Emissions from Equipment Leaks Since 2021

50%
Reduction in Methane Emissions from Blowdown Vent Stacks Since 2021

44%
Reduction in Methane Emissions from Pneumatics Since 2021

100%
of Gas Plants and Compressor Stations Voluntarily Monitored for Methane Emissions with Advanced Aerial OGI Technology

150,000+
Electric HP Installed Across Our Assets - Reducing Emissions Through Electrified Compression and Refrigeration

NTIG Grant
New Technology Implementation Grant Project to Reduce Emissions Successfully Commissioned

Environmental, Health, and Safety Management

At Kinetik, responsible operations are fundamental to our success. We prioritize environmental stewardship and the health and safety of our employees, contractors, and communities while delivering reliable energy infrastructure. Our Environmental, Health, and Safety (EHS) strategy is rooted in our commitment to long-term resilience, operational excellence, and continuous improvement.

Our EHS goals are clear: protect the environment, safeguard people, and uphold the integrity of our operations. Our EHS program helps ensure these priorities are embedded in our EHS policies and procedures and implemented through a robust management system designed to meet and exceed regulatory requirements, advance sustainability performance, and support our long-term business objectives.

We integrate environmental and safety principles across key areas such as environmental management, process safety, asset integrity, and health and safety management. These efforts are essential to minimizing operational risk, enhancing reliability, and building a resilient organization equipped to adapt in a dynamic operating environment.

> Our EHS goals are clear: to **protect the environment**, **uphold the safety and well-being of our employees and contractors**, and **safeguard the public** in the areas where we operate.

EHS Leadership and Management Structure

Our EHS function is led by a team of subject matter experts across Environmental, Health and Safety, and Pipeline and Asset Integrity. Each of these key areas is managed by a dedicated program director who oversees program execution, regulatory compliance, and continuous improvement initiatives within their discipline. These directors report to the Vice President of Operations Risk Management and Reliability, who in turn reports to the Chief Operating Officer.

Our Vice President of Sustainability works in close partnership with the EHS Department to help ensure alignment with our broader sustainability and business strategies.

This leadership structure enables coordinated and accountable risk management across the company, helping ensure that environmental stewardship, safety, and asset integrity are embedded in our operations and decision-making. Together, this experienced team plays a critical role in protecting people and the environment while building a more resilient and reliable organization.





EHS Management System

Kinetik's EHS Management System provides a systematic framework for managing environmental and safety risks, promoting continuous improvement, and driving regulatory compliance. The system focuses on four key pillars that guide performance throughout the lifecycle of our operations:

- **Management Commitment:** Kinetik management actively reinforces all aspects of the EHS Management System to help maintain regulatory compliance, achieve EHS goals, and foster a positive EHS culture. This commitment is documented in company policies, reinforced through dedicated EHS roles and responsibilities, and regularly communicated to all employees to sustain a shared understanding of our EHS culture and goals. We recognize that we could not reach our goals without our employees, valued contractors, and key stakeholder involvement; therefore, we continuously engage these groups to promote and improve our EHS performance.
- **Risk Analysis:** Risk Analysis is integral to our EHS Management System, helping us identify threats and adapt to our dynamic industry. We proactively assess hazards and analyze risks to validate our procedures, policies, tools, controls, and other risk reduction measures to mitigate risks to acceptable levels, or, where possible, eliminate such risks.
- **Risk Management:** Building on Management Commitment and Risk Analysis, our EHS Management System focuses on key aspects that help us operate responsibly. We emphasize personal safety, environmental protection, and incident minimization through ongoing training on regulatory requirements, standard operating procedures, company policies, and safe work practices. Ultimately, our Risk Management efforts are focused on protecting people and the environment.
- **Continually Learning from Experience:** We understand the importance of Continually Learning from Experience, whether from near misses, incidents, regulatory inspections, internal audits, or key performance indicators. These collective learnings help us identify and implement best practices, continually improving our EHS Management System and our overall EHS and process safety and risk management operations.

Our EHS Management System framework is guided by industry-recognized standards and best practices to guide our Environmental, Occupational Health & Safety, Process Safety, and Pipeline Integrity systems. This approach helps enhance the reliability of our operations and contribute to our long-term sustainability goals.



Environmental Management System

Our EHS Management Framework is informed and guided by principles from ISO 14001: Environmental Management System. This framework helps us minimize our adverse environmental impact, support our environmental objectives, and continuously improve upon our environmental

Process Safety and Pipeline Integrity Management System

Our EHS Management Framework is informed and guided by principles identified in API RP 1173: Pipeline Safety Management Systems and the Center for Chemical Process Safety (CCPS): Guidelines for Risk Based Process Safety. These frameworks helps us to protect the operational integrity and safety of our plants and pipelines.

Health & Safety Management System

Our EHS Management System framework is guided by OSHA regulations and industry standards and best practices. This framework provides clear requirements, processes, and guidelines aiming to ensure the safety and well-being of our employees, contractors, and neighbors.

> Our EHS Management System provides the foundation for safe, reliable, and responsible operations – driven by leadership, informed by risk, and continually strengthened through learning.

Environmental Stewardship

Environmental responsibility is a core value at Kinetik.

Our Approach to Environmental Management

Our approach to environmental management goes beyond regulatory compliance to help drive measurable performance and long-term adverse impact reduction. Our environmental strategy focuses on reducing GHG emissions, conserving energy and water, minimizing waste, protecting biodiversity, and promoting sustainable procurement. These priorities are aligned with our broader corporate responsibility and resilience objectives.

By making informed, data-driven decisions and setting clear improvement targets, we aim to build a cleaner, more sustainable future for our company, our communities, and the industry.

Environmental Training and Awareness

We believe that a well-informed workforce is essential to achieving our sustainability goals. Our environmental team leads training and awareness programs across operations to promote shared responsibility and informed decision-making while carrying out their duties.

Operations personnel receive annual training on various topics, including Spill Prevention, Control and Countermeasure (SPCC) protocols, permit compliance, Leak Detection and Repair (LDAR) procedures, and emissions event and control device training. Additional training is provided as needed based on role, location, or regulatory updates.

These initiatives reinforce the connection between daily activities and environmental performance, empowering employees to make decisions that support emission reduction, regulatory compliance, and continuous improvement. Through training and accountability, we foster a culture of environmental ownership that contributes to both operational excellence and long-term company resilience.

> **By embracing new ideas and innovative technologies, and educating our workforce** about the environmental impact of their decisions and daily activities, we are dedicated to reducing our carbon footprint and driving positive, sustainable change.





Climate Change and GHG Emissions

Kinetik takes a practical, forward-looking approach to managing GHG emissions and climate-related risks and opportunities. We recognize that reducing both GHG and criteria air pollutant emissions are important to environmental responsibility, energy reliability, and long-term business resilience. Our strategy focuses on feasible, economically sound solutions that support sustainable growth while maintaining safe and reliable energy delivery. Through targeted, data-driven actions, we are working to reduce our adverse environmental impact and contribute to a lower-carbon future - without compromising energy security or economic progress.



Our Commitment and Approach

At the heart of our climate strategy is a commitment to continuous improvement, innovation, and transparent progress. Our approach goes beyond compliance - we aim to lead through action and measurable results - supported by long-term ambitions and near-term accountability.

We have established 2030 targets to reduce combined Scope I and Scope 2 methane and GHG emissions intensities by 30% and 35%, respectively, from a 2021 baseline. These targets are embedded in our Sustainability-Linked Financing framework, tying climate-related emissions performance directly to financial outcomes. The SLF debt instruments include annual emissions reduction milestones that we must meet to remain on track. In addition, our Board - through the Compensation Committee and the Governance and Sustainability Committee - sets separate, and often more stringent, annual emissions reduction goals. These internal goals are tied directly to employee and executive incentive compensation. This dual accountability structure reinforces our commitment to meaningful, measurable progress.[10]

> We have undertaken numerous initiatives to meet our emissions reduction targets, resulting in an **impressive 50% reduction** in our methane emissions intensity since 2021.

To continue delivering energy responsibly and reliably, we pursue new technologies and implement new engineering controls, operational efficiencies, advanced monitoring, and employee training to reduce our emissions footprint and strengthen system integrity. Our emissions management strategy continues to evolve alongside advances in technology, best practices, regulatory developments, and partnerships that help enhance integrity and reduce emissions across our system.

We continue to recalibrate our approach in line with evolving standards and guidance from regulators, peers, and industry initiatives such as ONE Future and The Environmental Partnership - strengthening our ability to deliver resilient and sustainable outcomes over the long term.

30 by 30

Aim to Reduce Methane Emission Intensity by **30% by 2030**

35 by 30

Aim to Reduce Greenhouse Gas Emission Intensity by **35% by 2030**

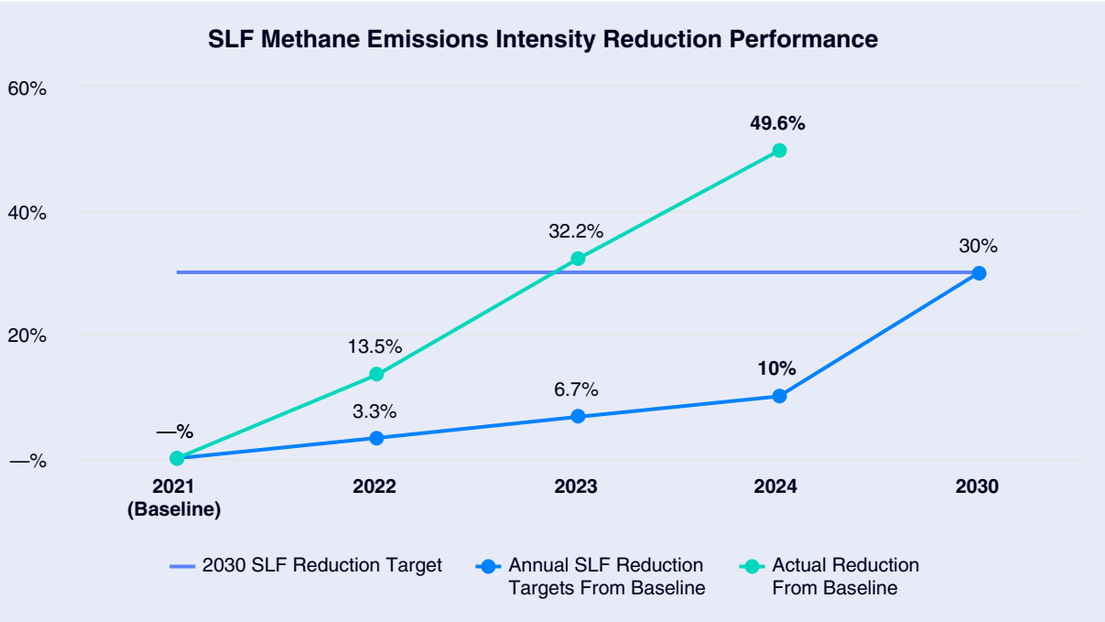
[10] Throughout this report, Kinetik's Methane Emissions Intensity and GHG Emissions Intensity targets are limited to Scope 1 and Scope 2 GHG emissions and are compared to 2021 baseline year, unless otherwise noted.

Our Targets and Performance

Kinetik has established both Sustainability-Linked Financing emissions targets and annual compensation-linked goals to drive accountability and continuous improvement. Our SLF framework includes 2030 emissions intensity reduction targets, supported by defined annual targets that align our capital structure with sustainability performance. Separately, we set annual emissions reduction goals tied to employee at-risk pay, reinforcing short-term accountability across the organization.

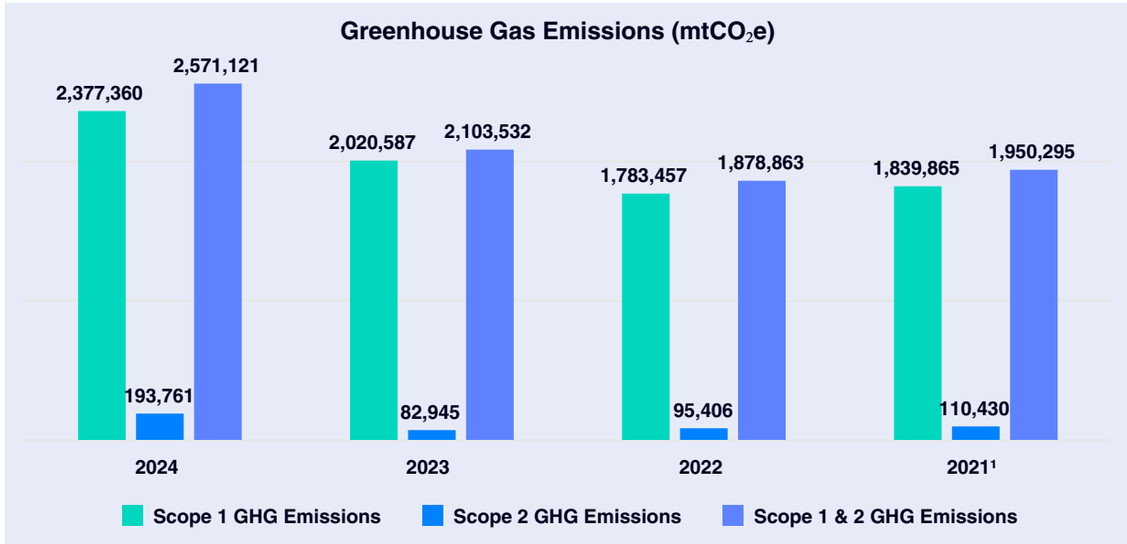
In 2024, we achieved each of our annual SLF and compensation-linked emissions targets, demonstrating alignment between performance, incentive compensation, and financial outcomes.

Building on our 2023 achievement of surpassing our 30% methane intensity reduction target from our baseline, we continued to significantly outperform in 2024 - **achieving a total reduction of 49.6% since our baseline year**. This sustained performance reflects the effectiveness of our emissions management efforts and represents a meaningful early milestone in our broader sustainability strategy.



Mid-Term 2030 Targets	
30% Methane Emissions Intensity Reduction from 2021 Baseline	**35%** GHG Emissions Intensity Reduction from 2021 Baseline
Progress as of 2024	
49.6% Reduction in Methane Emissions Intensity since 2021	**14.4%** Reduction in GHG Emissions Intensity since 2021

Greenhouse Gas Emissions Performance	2024	2023	2022	2021 [1]
Methane in Total GHG (%)	4.532%	4.657%	5.592%	7.831%
Methane Intensity (%)	0.042%	0.041%	0.052%	0.084%
Methane Emissions Intensity Performance YoBL	-49.6%	-32.2%	-13.5%	baseline year
GHG Emissions Intensity Ratio (mtons/mscf)	0.00346	0.00330	0.00350	0.00404
GHG Emissions Intensity Performance YoBL	-14.4%	-13.7%	-8.7%	baseline year



[1] In line with our SLF framework, 2021 baseline values were recalculated in 2024 following the acquisition of Durango. Performance data for 2022 and 2023 is presented as it was originally calculated and reported at the time, based on the applicable baseline and asset configuration for each respective year. As such, year-over-baseline comparisons may not directly align with the updated baseline values.

In 2024, Kinetik continued to also **reduce criteria air pollutant emissions** across most categories, even as operational throughput and system demands increased. Compared to 2023, we saw **measurable declines in NO_X, VOC, SO_2, PM, and HAPs**, reflecting the impact of equipment upgrades, operational improvements, and ongoing emissions controls. For example, **NO_x emissions decreased 20%, SO_2 fell by more than 80%, and VOC emissions dropped 11% year-over-year**. These reductions demonstrate our ability to scale operations while minimizing adverse environmental impacts.

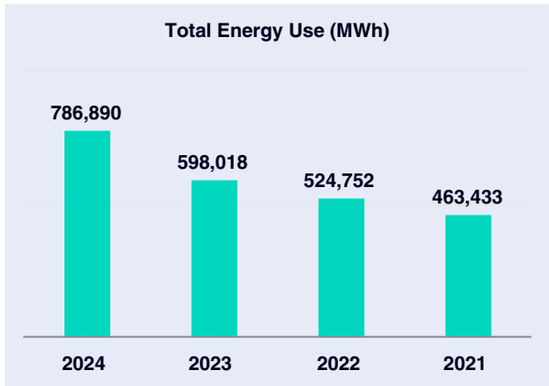
We also maintained strong air compliance, undergoing 19 regulatory compliance inspections and receiving **no regulatory penalties** in 2024. While year-over-year comparisons of purchased electricity data are influenced by operational growth and shifting energy needs, we continue to prioritize energy efficiency and renewable sourcing where feasible. In 2024, we increased total energy use to support expanded operations, while sourcing **30% renewable energy** usage—and we remain committed to optimizing energy use intensity as we grow.

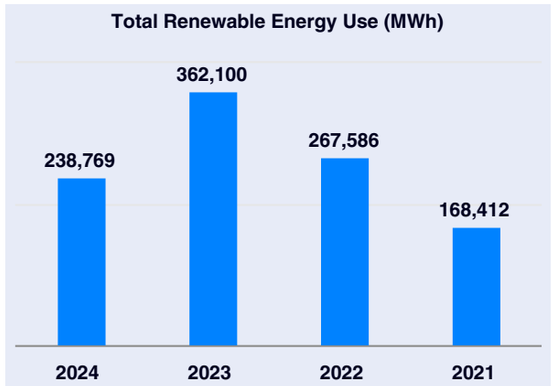
Criteria Air Emissions (tpy)	2024	2023	2022	2021*
VOC	946	1,068	1,127	3,612
NO_x	1837	1,436	1,907	3,896
CO	943	683	NR	NR
SO_2	105	587	550	718
PM	165	141	220*	220
HAPs	382	408	NR	NR

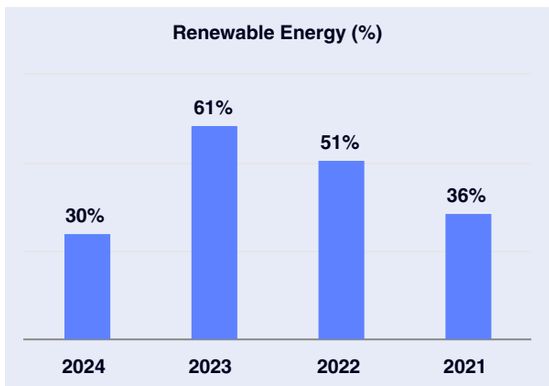
* 2021 data and 2022 PM data represent the combined permitted limits

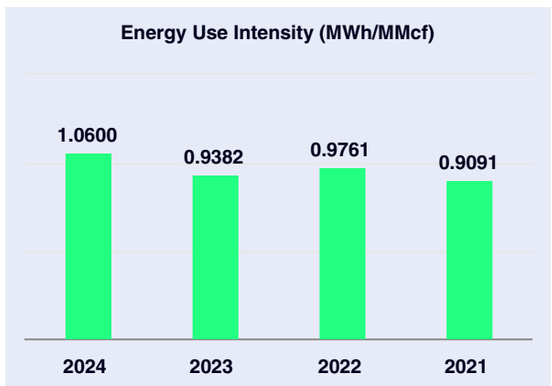


Purchased Electricity Usage









Environmental Regulatory Inspections and Violations (Air Compliance)	2024	2023	2022	2021[1]
Regulatory Inquiries & Inspections (#)	19	12	17	--
Written Violations (#)	10	5	1	--
Regulatory Penalties (#)[2]	0	1	0	0
Regulatory Penalties ($)	$ 0	$ 206,000	$ 0	$ 0

[1] Proforma data for 2021 is not available

Emissions Management

Kinetik recognizes the essential role of natural gas in meeting global energy needs, driving economic development, and ensuring energy reliability. We also believe that natural gas must be produced and delivered as responsibly and efficiently as possible. Our emissions management strategy reflects this commitment - balancing energy security and affordability with the need to reduce environmental impact and support long-term business resilience.

We aim to comply with all applicable federal, state, and local regulations, but we also proactively implement **voluntary measures to further reduce GHG and criteria air emissions**. Since beginning our sustainability journey, we have significantly expanded our emissions management capabilities through a wide range of initiatives designed to reduce, monitor, and report operational emissions. These include a robust Leak Detection and Repair program, deployment of advanced technologies, energy-efficient equipment upgrades, real-time monitoring technologies, and targeted employee training that fosters a culture of accountability.



Kinetik's Emissions Reduction Initiatives

- Pneumatics Upgrades
- Electrified Compression
- Leak Prevention
- Advanced Emissions Detection
- New Energy Ventures and Carbon Capture, Utilization, and Storage
- Advanced GHG Emissions Monitoring and Management
- Renewable Energy
- Operational Improvements & Efficiencies

Upgrading Pneumatics to Instrument Air

Early in our emissions reduction journey, we identified natural gas-driven pneumatics and pumps as one of the largest sources of methane emissions across our operations. In response, we began systematically evaluating and prioritizing the conversion of these systems to instrument air - an emissions-free alternative.

In 2024, we continued this initiative, and today, **over 70%** of our natural gas facilities operate on instrument air - a significant increase from 47% in 2022. This initiative has **reduced our methane emissions from pneumatics by 44%** since 2021.

44%

reduction in methane emissions from pneumatics since 2021

Instrument air is now standard practice in the engineering design of new facilities, and we continue to evaluate and prioritize additional conversions across our remaining assets where technically and economically feasible.

Installation of Electric Compression

Natural gas-driven compressor engines are Kinetik's largest source of GHG emissions, primarily due to the combustion of natural gas to fuel the engines. To address this, we have implemented operational improvements and efficiencies across our operations, including fuel efficiency upgrades and installation of electric compression where practical.

In 2024, we expanded our electric compression fleet by replacing a natural gas-fired compressor engine with a **5,000 HP electric motor,** an emissions reduction project supported by a New Technology Implementation Grant (NTIG) under TCEQ's Texas Emissions Reduction Plan (TERP). Converting this compressor **avoids ~18,500 metric tons of CO2e per year and eliminates all criteria air pollutants** formerly emitted by the engine.

5,000 HP

of natural gas-fired compression converted to electric-driven in 2024

This brings our total compression and refrigeration capacity to approximately 817,000 HP, with **approximately 152,000 HP, or about 19%, now powered by electricity**. As part of our ongoing efforts to reduce our emissions footprint, we will continue to assess the technical and economic feasibility of additional electrification and other engine upgrades across our operations as part of our broader strategy to reduce GHG emissions.

Leak Detection and Repair

We continue to prioritize operational integrity and efficiency through proactive leak detection and repair measures across our gathering systems and processing plants. Regular surveys are conducted by third-party LDAR specialists to ensure comprehensive leak detection. Going beyond regulatory compliance and to enhance responsiveness, we established an internal LDAR SWAT team that accelerates repairs ahead of regulatory deadlines, helping minimize emissions and prevent recurrence.

59%

reduction in our GHG emissions from leaks since 2021

In addition to repairing leaks, we investigate root causes and implement corrective actions to prevent future issues. Our robust LDAR program enables timely identification and mitigation of methane and volatile organic compound (VOC) emissions quickly, optimizing operational performance while minimizing adverse environmental impact. This initiative has helped **reduce our Scope 1 GHG emissions from leaks by 59%** since 2021.

Advanced Emissions Detection Technology

Leveraging advanced methane detection technologies remains key to our emissions reduction strategy and broader commitment to safety and environmental responsibility. In 2024, we continued voluntarily expanding our use of innovative monitoring solutions to enhance leak detection, quantification, and response capabilities.

Kinetik's operations and support teams are trained and equipped with handheld leak detection **Optical Gas Imaging (OGI) cameras**, which enable real-time visualization of emissions not otherwise visible during both routine and nonroutine inspections. Based on their proven effectiveness, we expanded our fleet of devices with the **addition of two AURA OGI devices in early 2024** to improve coverage and detection precision.

We also operate **continuous emissions monitoring systems - both camera** and **sensor-based** at strategic field locations.



Rebellion Gas Cloud Imaging Camera, **Pecos Bend Plant**

In 2024, we expanded this program by **installing 14 additional sensor-based systems** across our facilities. These technologies provide valuable monitoring data, including real-time detection, identification, and quantification of gas leaks, delivering instant alerts and live video displays that support timely corrective actions.

This voluntary deployment significantly enhances our internal emissions monitoring capabilities, enabling a more proactive and data-driven approach to emissions management. As technology continues to evolve, we will continue to evaluate and integrate the most effective solutions that align with our operational profile and support our long-term emissions reduction goals.

Aerial Emissions Monitoring

In 2024, we continued conducting regular aerial surveys using advanced OGI technology mounted on helicopters across 100% of our gas plants and compressor stations. This approach provides high-resolution, real-time visualization of methane and VOC emissions.

100%

of our gas processing plants and compressor stations were voluntarily surveyed by aerial OGI surveys in 2024

These voluntary aerial surveys offer a valuable additional layer of emissions monitoring, enabling broad coverage and early detection of potential issues that may not be captured through ground-based inspections alone. The insights gained through these surveys support proactive emissions management and help guide our ongoing emission reduction strategies.

New Energy Ventures

Kinetik's New Energy Ventures (NEV) team focuses on advancing emissions reduction through innovative low-carbon technologies such as Carbon Capture, Utilization, and Storage (CCUS), carbon-neutral power generation, eFuels, and other clean energy solutions. These efforts promote sustainability while unlocking new business opportunities and supporting long-term economic growth rooted in the transition to more sustainable energy solutions.



In 2024:

> We entered into a long-term agreement with Infinium's Project Roadrunner to supply CO_2 from our Permian Basin operations for reuse in the production of ultra-low carbon eFuels.

> We received EPA approval of a Monitoring, Reporting and Verification plan which encompasses three Kinetik Class II Acid Gas Injection wells, enabling the safe and permanent sequestration of CO_2 and generating potential economic value from emissions reductions.

> We initiated geologic evaluations for additional Class II Acid Gas Injection well sites proximate to the Kinetik system, supporting future expansion of our CO_2 sequestration capabilities.

These efforts represent important progress in our strategy to enable a lower-carbon energy future through innovation and collaboration.

Learn more about Kinetik's participation in Project Roadrunner

Emissions Calculation Methodology Improvements

Aligned with our commitment to transparency and accuracy, we continually refine our emissions calculation methodologies. Through improved data collection, new equipment installations, and advanced software and measurement technologies, we are increasingly replacing EPA-approved emission factors and engineering estimates with more accurate operational data. Additionally, as part of our Sustainability Linked-Financing framework, certain events, such as the acquisition of new assets, may trigger the need to recalculate our 2021 baseline emissions.

As a result, emissions data presented in this report for prior years may differ from figures previously reported.

Advanced GHG Emissions Accounting and Management

Advanced GHG accounting and emissions management are key components of our sustainability strategy. Real-time monitoring and scenario based emissions forecasting enable us to make informed operational and strategic decisions that align with our business objectives and GHG emissions reduction goals.

Since 2023, we have fully integrated advanced GHG emissions management software into our operations. This platform provides comprehensive operational data analytics and insights into our emissions footprint, supporting more accurate, transparent, and auditable reporting. Key capabilities include:

> **Continuous Monitoring** - Real-time of automated monitoring of GHG emissions from various sources.

> **Forecasting and Scenario Modeling** - Ability to model emissions under different operational plans and projects to inform effective emissions reduction strategies.

> **Streamlined Data Integration** - Seamless connection of internal data sources for automated, continuous emissions estimation and monitoring.

> **Emissions Accounting & Reporting** - Generation of detailed, customizable reports to support emissions performance, trend analysis, and to aid in internal and regulatory reporting.

By integrating this software, Kinetik is improving emissions data quality, simplifying reporting processes, and enhancing our ability to track performance against emission targets. This investment strengthens our internal accountability, supports transparent disclosure, and drives measurable progress toward our climate goals.



Renewable Energy Initiatives and Energy Efficiency

As part of our broader sustainability strategy, we focus on reducing our Scope 2 GHG emissions through two key approaches: implementing **energy efficiency** measures and **sourcing renewable energy**.

While energy efficiency remains the most sustainable long-term solution to reducing our Scope 2 GHG emissions, our total electricity usage has increased - primarily due to the continued expansion of our operational footprint and the replacement of natural gas-driven equipment with electric-driven alternatives, such as electric motors and instrument air systems.

Our energy optimization strategy includes replacing aging, less-efficient equipment with energy-efficient models, performing regular maintenance to help ensure optimal performance, installing high-efficiency lighting and control systems, and encouraging energy-saving practices across our workforce. We work closely with our vendors and operations teams to identify and implement practical, scalable solutions across our assets.

In addition to efficiency efforts, we continue to source renewable electricity to further reduce our carbon footprint. We believe that cleaner natural gas and renewables must work hand in hand to support a reliable and sustainable energy future.

30%

of total electricity use sourced from renewable energy in 2024

In 2021, we became the first major gathering and processing company in the Permian Basin to secure an agreement to power 100% of operations with renewable energy. While that agreement remained in effect in 2024, the renewable energy benchmark it established now represents less than half of Kinetik's total electricity needs following our 2022 merger and continued company growth.



To supplement this, we actively explore various approaches to feasibly increase the proportion of renewable energy used throughout our operations, including the purchase and retirement of renewable energy certificates (RECs) in addition to self-generated renewable power. With over 1,500 solar panels deployed across our assets, the majority of our gas measurement and sampling processes are powered by solar energy, allowing this equipment to operate efficiently and independently of the power grid.

> Kinetik's 2024 renewable energy usage avoided the greenhouse gas emissions equivalent to those produced by **20,532** gasoline powered passenger vehicles driven for one year.[11]

In 2024, we sourced 30% of our purchased electricity - equivalent to 238,769 megawatt hours (MWh) - from renewable energy through the retirement of RECs.

By prioritizing energy efficiency and renewable energy, Kinetik continues to reduce its Scope 2 GHG emissions performance while strengthening energy reliability, environmental stewardship, and operational performance.

Purchased Electricity Usage	2024	2023	2022	2021
Total Energy Use (MWh)	786,890	598,018	524,752	463,433
Renewable Energy (MWh)	238,769	362,100	267,586	168,412
Renewable Energy (%)	30 %	61%	51%	36%
Energy Use Intensity	1.0600	0.9382	0.9766	0.9091

[11] Greenhouse Gas Equivalencies Calculator sourced at epa.gov

Industry Collaboration

We proudly collaborate with like-minded oil and gas producers, suppliers, technology providers, and institutions to drive innovation, develop scalable solutions, and support a more sustainable energy future. By working together, we help accelerate the energy transition while maintaining energy reliability and economic growth.

Kinetik actively participates in several industry-led initiatives focused on reducing GHG emissions, improving environmental performance, and strengthening industry accountability, including:

The Environmental Partnership

A coalition of U.S. oil and natural gas companies focused on improving the industry's environmental performance through collaborative action. As a member, we engage in voluntary emissions reduction programs, share best practices and technologies, and work to develop essential natural gas and oil resources in an environmentally responsible manner.

ONE Future

A coalition of companies dedicated to supporting the nation's energy needs and climate goals by accelerating action to reduce emissions across the energy value chain. As a member, we have voluntarily committed to meeting the lowest methane intensity targets set by ONE Future and report our methane emissions intensity annually, reinforcing our commitment to innovation and transparency.

GPA Midstream Association

A leading organization representing the midstream energy sector, advancing sustainability, safety, and advocacy through shared expertise and collaboration. Our involvement provides opportunities to work alongside industry peers to exchange knowledge, influence policy, and support continued environmental progress within the natural gas midstream industry.

These partnerships provide access to valuable expertise, data, benchmarking, and best practices that support our own emissions reduction goals and advance broader industry standards.

Collaborating with peers, innovators, and technical experts plays a pivotal role in enhancing our environmental performance and helping ensure we remain aligned with evolving stakeholder expectations and regulatory frameworks.



We are proud to partner with **ONE Future and The Environmental Partnership, engaging in voluntary emissions reduction programs** to advance a more sustainable and lower-carbon energy future.

Climate Risks and Opportunities

Kinetik recognizes the challenges of meeting growing global energy demand while reducing GHG emissions and building a resilient company. As the energy transition progresses, we believe our midstream operations play a vital role in enabling lower-emission energy solutions, enhancing energy reliability, and embedding resilience into our operations and the broader energy system.

While renewable energy continues to grow as an incremental supply source, the demand for petroleum products will extend into the future as global population and economic output continues to grow.[12] Supporting U.S. energy production enhances national resilience and reinforces the country's leadership in global energy security and stability.

We proactively identify and manage climate-related risks and opportunities across our business to inform strategic planning, support operational excellence, and deliver long-term value. Our approach considers both **transition and physical risks**, as well as **opportunities** to reduce emissions, improve efficiency, and expand business capabilities. These risks and opportunities are integrated into our Enterprise Risk Management and capital planning processes.

At regular meetings, our Board and leadership team evaluate climate-related factors alongside financial objectives, capital expenditures, and operational priorities. We recognize that climate considerations are not standalone - they are directly tied to business growth, financial resilience, and stakeholder trust.

The midstream industry is uniquely positioned to support the energy transition through infrastructure adaptation, emissions reduction, and integration of innovative technologies. As a responsible midstream operator, we embrace our role in this transformation and remain committed to providing the energy and feedstocks needed to support global economic development.

Climate Risks

While we believe that fossil fuels and their derivatives will continue to play a significant role in the global energy mix throughout the energy transition, we recognize that meaningful risks persist. We categorize these risks in five categories: **Policy and Legal, Technology, Market, Reputational, and Physical.**

> **Kinetik is actively managing climate risks** while capturing opportunities to strengthen our resilience, lower emissions, and support a more reliable energy future.

Policy and Legal Risks: We face potential financial and operational impacts from regulatory uncertainty and evolving climate-related policies. These may include:

- Adoption of new or more stringent legislation, executive orders, or rule makings related to GHG emissions
- Increased scrutiny or delays in environmental permitting
- Restrictions on oil and gas development
- Mandatory climate-related disclosures that may expose strategic information or increase compliance burden
- Legal actions alleging historical or ongoing contributions to global emissions

These developments may reduce demand for hydrocarbons and midstream services, increase operating, capital, and compliance costs, delay projects, or adversely impact our operations, competitive position, or financial condition.

Our Approach:

- Proactively monitoring regulatory trends and engaging in industry working groups to stay ahead of emerging rules
- Strengthening compliance management systems to align with evolving climate and environmental requirements
- Enhancing climate-related disclosures to meet investor and regulatory expectations
- Utilizing GHG accounting software to improve emissions tracking and scenario modeling for strategic planning

Technology Risks: We face potential operational and strategic impacts from technological advancements toward alternative or low-emitting energy sources. Emerging technologies - such as renewables, electric vehicles, hydrogen, and carbon capture - are transforming the energy landscape. Companies that fail to adapt may fall short of decarbonization goals, become less competitive, or fail to meet stakeholder expectations and regulatory requirements.



[12] Data Source: U.S. EIA, Today in Energy

These shifts may reduce demand for hydrocarbons and midstream services over time, reduce asset utilization, accelerate obsolescence, or require significant capital investment to maintain operations and regulatory compliance.

Our Approach:

> Investing in automation, monitoring, and emissions-reduction technologies, including methane leak detection and process optimization
> Evaluating CCUS and e-Fuels infrastructure and partnerships, such as initiatives led by our NEV team
> Prioritizing upgrades that reduce emissions or enable low-carbon alternatives, (e.g. electric compression, instrument air)
> Incorporating climate technology trends into strategic planning



Market Risks: We face potential commercial impacts as decarbonization efforts may shift energy consumption patterns toward lower-carbon alternatives, affecting commodity pricing and capital access. Investors, financial institutions, and other stakeholders are placing greater emphasis on climate performance, influencing financing terms and shareholder expectations.

These pressures could reduce future demand for midstream services, introduce volatility, impact investor sentiment, and increase financial and operational pressure on our capital structure and growth strategy.

Our Approach:

> Strengthening our financial resilience through diversified customer relationships and flexible commercial contracts
> Proactively engaging with investors and financial partners to align with sustainability-related expectations, including through our SLF instruments
> Evaluating market trends and customer needs to position infrastructure for long-term relevance in the evolving energy system
> Demonstrating strong sustainability performance through transparent reporting to maintain investor confidence and access to capital

Reputational Risks: We face potential reputational exposure as scrutiny around climate change and sustainability continues to increase. Rising expectations around environmental performance, climate commitments, and transparency may lead to reputational damage if disclosures are viewed as inconsistent or misaligned with broader societal expectations.

These dynamics could impact our brand, reduce stakeholder support, impact talent acquisition, and affect ESG Ratings and ultimately our financial condition.

Our Approach:

> Aligning climate and sustainability disclosures with leading voluntary frameworks and clearly communicating our long-term targets and performance progress
> Regularly reviewing and refining sustainability targets and strategies to align with stakeholders and business objectives
> Embedding climate oversight into Board and executive governance
> Building trust through community engagement, environmental stewardship, and responsible communications

Physical Risks: We face potential operational and financial risks from both chronic and acute physical effects of climate change. These include extreme weather events - such as drought, wildfires, floods, and freezes - as well as longer-term shifts in temperature and precipitation patterns that may affect infrastructure integrity, reliability, and operating conditions.

Such events may lead to service disruptions, increased costs, damaged assets, delayed projects, or the need for costly repairs and retrofits.

Our Approach:

> Conducting risk assessments to identify site-specific vulnerabilities and inform infrastructure adaptation
> Implementing infrastructure and resilience measures such as elevation, fire protection, weatherization, and system redundancy
> Enhancing emergency preparedness and business continuity planning
> Diversifying gathering, processing, and delivery capabilities to increase system resilience

Learn more about our Climate Risks in our Annual Report on Form 10-K



Opportunities

The energy transition presents opportunities to increase efficiency, enhance business resilience, and position Kinetik as a preferred partner in a lower-emission future. Our initiatives span operations, technology, partnerships, and stakeholder engagement - reinforcing our commitment to long-term growth.

Growing Global Demand for Natural Gas: According to the U.S. Energy Information Administration, in its *International Energy Outlook 2023*, global demand for natural gas may increase by up to 57% through 2050. This reinforces our belief in natural gas and LNG as a cornerstone of the global energy mix.

Opportunity:

> Enable producers to reduce flaring and responsibly monetize gas
> Expand access to natural gas through safe, scalable infrastructure
> Capture growth in domestic and international LNG markets

This positions our infrastructure to support a lower-emission future.

Technology-Driven Emissions Reduction: We are adapting to and modernizing our operations through innovative technologies and best practices, such as electrification, advanced leak detection, automation, and methane reduction.

Opportunity:

> Reduce emissions and improve compliance with regulators
> Improve operational efficiency, reduce O&M costs, and minimize gas loss
> Reinforce our reputation for innovation and operational excellence

These efforts help reduce adverse environmental impacts, align with customer and investor expectations, and strengthen competitiveness.

New Energy Ventures and Strategic Innovation: Our NEV team leads forward-looking projects and partnerships focused on decarbonization and economic growth, including initiatives such as CCUS, e-fuels, carbon-neutral power generation, and other clean energy opportunities.

Opportunity:

> Expand service offerings beyond traditional hydrocarbons
> Develop new revenue streams in clean energy and low-carbon infrastructure
> Assess new markets, government incentives, and climate-aligned capital

These initiatives help ensure we can adapt to changing energy dynamics while creating long-term growth potential.

Customer and Investor Alignment: We proactively collaborate with customers and partners who are pursuing emissions reductions and sustainability.

Opportunity:

> Deepen long-term commercial relationships through shared values and responsible, reliable business operations
> Differentiate Kinetik as a preferred Midstream partner
> Maintain access to climate-focused capital and favorable financing (e.g. SLF debt instruments)

Alignment with stakeholders supports growth and strengthens market position.

Employee Engagement and Culture: We encourage a company-wide culture of ownership and accountability for sustainability goals. Our employees are motivated by a strong commitment to environmental performance and safety, contributing to long-term success and talent attraction.

Opportunity:

> Improve performance through innovation and operational ownership
> Attract and retain top talent in a competitive labor market
> Align daily operations with sustainability strategy and goals

A motivated workforce supports resilient growth and sustained performance.

> **At Kinetik, innovation is action.** New Energy Ventures is focused on accelerating energy solutions that decarbonize operations, generate long-term value, and support our commitment to responsible energy development.

Supplier and Stakeholder Collaboration: We seek to work with suppliers who align with our sustainability and operational priorities.

Opportunity:

> Strengthen our supply chain by embedding sustainability expectations across partners
> Contribute to reduced emissions along the supply chain
> Build trust with local communities and other stakeholders

Collaboration amplifies our influence and helps manage external risks constructively.

Policy Dialogue and Advocacy: Through active participation in policy discussions, we represent the midstream sector's role in enabling reliable, lower-emission energy.

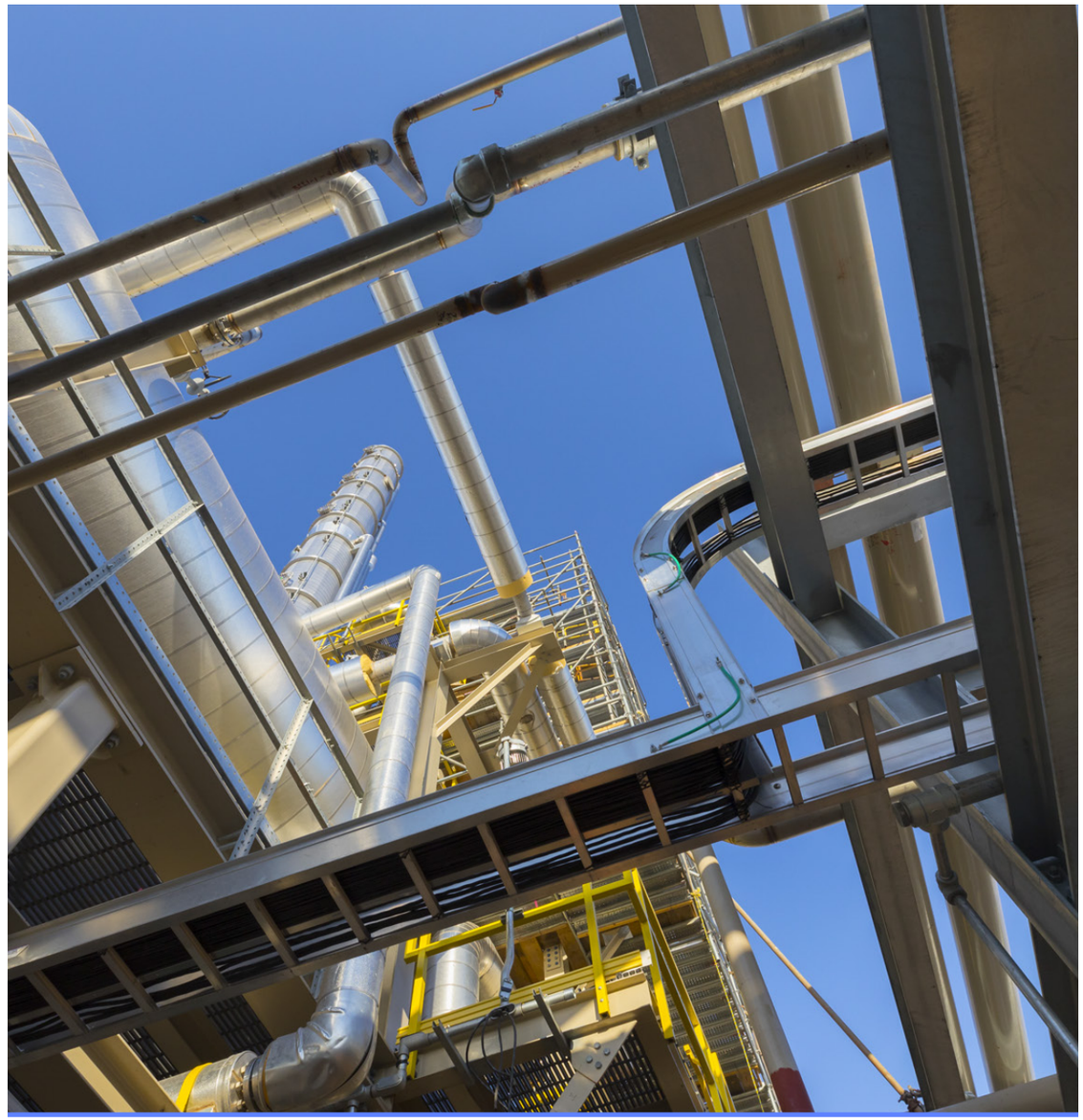
Opportunity:

> Shape regulations that are effective, practical, and economically viable
> Build credibility with policymakers and stakeholders as a transparent, solutions-focused operator
> Stay ahead of regulatory developments that could affect asset planning and compliance

Effective advocacy supports regulatory stability and long-term performance.

We continue to evaluate and leverage climate related opportunities to minimize risks, strengthen our resilience, improve strategic planning, and support emissions reductions and innovation in the midstream sector. By embedding climate considerations across our leadership, workforce, and value chain, we aim to deliver reliable energy, protect the environment, and generate long-term benefits for our stakeholders.

As a responsible operator, we embrace our role in the energy transition and the long-lasting value we aim to create for our customers, investors, communities, and employees.



Responsible Water Management

At Kinetik, we are committed to responsible water management practices that support environmental stewardship, regulatory compliance, and operational resilience.

As both a user and provider of water management services, we understand the responsibility that comes with safeguarding this essential resource across our operations. While our direct water use is relatively low compared to the other industries and sectors of the oil and gas value chain, produced water management remains a priority due to its regulatory relevance, operational importance, and potential adverse environmental impact. Our approach focuses on minimizing water-related risks while supporting more sustainable outcomes for our customers and communities we serve.

Our primary potential water-related impacts stem from our produced water transportation and disposal operations, which provide essential services to upstream oil and gas producers. Produced water - generated as a byproduct of oil and gas extraction - is non-potable due to its increased levels of salt, organic compounds, and trace hydrocarbons. It cannot be discharged into the environment or used for irrigation or other common potable-water purposes, and thus requires careful management during transport and reuse or disposal.

Our produced water gathering system is designed to transport volumes from our customers for reuse where feasible. Produced water not directed for reuse is safely injected into our network of saltwater disposal wells (SWDs), in accordance with stringent regulations established by the Texas Railroad Commission (TRRC).

Our produced water gathering and disposal system includes 21 active SWDs and approximately 370 miles of produced water pipelines. In 2024, this system enabled the safe transport of over 91 million barrels of produced water by pipeline - reducing reliance on trucking and significantly lowering the associated emissions, road wear, and risk of accidents or spills that could impact nearby communities and ecosystems.

We also assess and manage potential water-related risks and evolving regulatory requirements. Our investment in pipeline-based transport and permitted disposal capacity enhances the resilience of our operations and provides reliable water solutions to our customers under changing environmental and regulatory conditions.

Beyond risk mitigation, our water systems contribute to operational efficiency and environmental performance. Looking ahead, our team continues to evaluate additional opportunities to enhance our water management business.

Oilfield Water Stewardship Council

As a founding member of the Oilfield Water Stewardship Council (OWSC) we are committed to advancing water stewardship in the oil and gas industry. Through our partnership with OWSC, we work with a community of peers to establish and standardize relevant performance metrics that support responsible water management and stewardship.

Our Performance

We strive to meet or exceed our regulatory requirements, and in 2024 we had no violations or penalties related to our water management operations.

	2024	2023	2022	2021
Produced Water Management				
Operational SWDs (#)	21	22	12	12
Produced Water Transported (bbl)	91,136,266	89,269,514	52,777,121	>55,000,000
Operational Water Consumption[1]				
Ground Water (bbl)	54,000	53,877	—	—
Purchased Water (bbl)	53,040	20,595	—	—

1 Groundwater usage is estimated based on facility management estimates, measured volumes, and occupancy estimates per 30 TAC 285.91(3). Purchased water includes water obtained from third-party vendors for operations (excluding hydros) and is estimated based on invoices and occupancy data.

ZERO

violations or penalties related to our Water Management program in 2024

Seismicity



Kinetik is committed to proactively addressing seismicity risks associated with produced water disposal in the Permian Basin. As seismic activity in the region has increased in recent years, we recognize the importance of supporting scientific research, enhancing monitoring capabilities, and adapting operational practices to help mitigate potential impacts to communities, infrastructure, and the environment.

Our approach centers on collaboration, transparency, and operational responsibility. We actively support seismic research by contributing data, funding, and expertise to regulatory and academic initiatives. This includes close engagement with the TRRC, the Texas Seismological Network (TexNet), and the Center for Injection and Seismicity Research (CISR) at the University of Texas.

In response to seismic trends in the region, the TRRC designated the Northern Culberson-Reeves (NCR) Seismic Response Area (SRA) and implemented a coordinated, operator-led response plan in 2022. Kinetik is a participant in this plan and has taken the recommended steps to reduce potential seismic risks. These include operating selected SWDs within the NCR SRA below permitted injection volumes and providing additional subsurface and operational data to TexNet and TRRC for ongoing research.

> Recognizing the importance of contributing to and staying abreast of the latest seismic research and developments, **we engage in collaborative efforts** with industry peers, regulators, and researchers.

In 2022, we contributed $60,000 to the TexNet Infrastructure Fund to facilitate the installation of a seismometer station strategically located near two of our SWDs located in the NCR SRA. This installation enhances monitoring capabilities and provides valuable seismic data for further research and analysis.

We understand that induced seismicity is a complex and evolving issue, and we remain committed to continuous learning and adaptation. Our engagement in scientific partnerships helps ensure our operations are informed by the latest seismic research and that we remain responsible to emerging trends and regulatory expectations.

Through these efforts, Kinetik aims to strengthen operational resilience, contribute to regional risk mitigation, and uphold our commitment to responsible environmental stewardship in the communities where we operate.



Responsible Waste Management

At Kinetik, we seek to apply sustainable, compliant waste management practices that protect human health, minimize adverse environmental impacts, and support regulatory compliance.

Our proactive approach emphasizes responsible waste handling, including waste reduction, recycling, and proper disposal. Waste generated from our operations is closely monitored and managed in accordance with our Waste Management Plans (WMPs) and applicable regulatory requirements.

Our WMPs - tailored to both gathering and processing operations and produced water management - outline procedures for waste identification, characterization, disposition, reporting, and recordkeeping. These plans address various waste streams generated during routine operations, office and administrative tasks, facility maintenance, onsite remediation, and excavation or construction activities.

Wastes are evaluated for regulatory classification as hazardous or non-hazardous, industrial, RCRA-exempt, or universal. Each classification is governed by applicable regulations, requiring specific handling and disposal processes. Common examples of our routine exploration and production (E&P) wastes include equipment filters, used motor oil, slop oil, oily rags, pigging wastes, produced water, batteries, and municipal solid waste.

Our operations generate only low volumes of hazardous waste and we maintain strict controls to help ensure proper management. Under Environmental Protection Agency (EPA) guidelines, our facilities are categorized as Very Small Quantity Generators (VSQGs) based on the small volume of hazardous waste we produce. We aim to comply with all applicable VSQG requirements through documented policies and procedures.

One key initiative supporting waste reduction is our oil sampling program, implemented across both rental and owned compression fleets. By testing engine oil at specified intervals and only changing it when necessary, we extend oil life, reduce new oil usage, and minimize used oil generation. We also routinely recycle used oil, batteries, and filters where feasible, contributing to waste minimization.

Our waste management practices not only help ensure compliance, but also support broader environmental goals by reducing landfill volumes, preventing improper disposal, and promoting resource efficiency. We regularly assess performance across our operations and seek new opportunities to reduce waste through operational innovation and technology.



Our Performance

We strive to meet our regulatory requirements, and in 2024 we had no violations or penalties related to our Waste Management program.

Operational Waste	2024	2023	2022	2021
Total Hazardous Waste Generated (lbs)	0	0	—	—
Lead Acid Batteries Recycled (lbs)	4,825	9,597	—	200
Used Oil Recycled (gal)	12,711	3,179	1,085	1,629
Natural gas filters (yd^3)	592	108	213	106
Total non-hazardous waste (yd)	1,099	150	—	—

ZERO

violations or penalties related to our Waste Management program in 2024

Biodiversity

At Kinetik, we recognize conserving biodiversity to maintain healthy ecosystems is an important component to environmental sustainability.

Our approach to preserving biodiversity emphasizes responsible practices that protect and conserve native habitats. Throughout project planning and construction, we employ techniques and mitigation measures aimed at minimizing adverse environmental impacts. These measures may include utilizing existing pipeline corridors, stringent planning and design, habitat protection, minimizing disturbance, erosion and sediment control, restoration and rehabilitation efforts, and additional monitoring.

Our strategy is guided by the following principles:

- **Integrated Decision-Making:** We incorporate biodiversity considerations into our project planning and management processes. By utilizing third-party experts, internal GIS mapping tools, and collaborating with various stakeholders, we aim to ensure a comprehensive understanding of habitats and species within our operational areas. As we expand into new areas, we conduct studies - such as environmental impact assessments - to gain a thorough understanding of local biodiversity.
- **Protecting Sensitive Biodiversity:** Understanding that our activities can potentially impact sensitive and valuable biodiversity, we actively strive to promote conservation and avoid or minimize adverse effects on sensitive biological resources. This involves identifying and protecting areas that support high biodiversity value and implementing measures to mitigate any potential impacts.
- **Regulatory Compliance and Mitigation:** We seek to adhere to all applicable regulatory requirements and implement appropriate methods to mitigate our impact on biodiversity. Through compliance with local, state, and federal regulations, we aim to ensure our operations contribute to the conservation of biodiversity and the protection of natural habitats.
- **Additional Measures for Sensitive Areas:** When constructing or expanding projects near identified environmentally sensitive areas, we coordinate with regulatory agencies and apply additional necessary mitigation measures to protect sensitive habitats, conservation areas for threatened or endangered species, and areas of high biodiversity value.
- **Open Dialogue and Stakeholder Engagement:** We continually monitor regulatory developments and strive to maintain open communication with stakeholders. By engaging with regulatory bodies, local communities, and environmental groups, we strive to address concerns, identify opportunities to minimize environmental impacts, and foster a collaborative approach to biodiversity conservation.

Through these principles, we aim to contribute to the preservation of biodiversity and the promotion of sustainable conservation practices.



Spotlight: Diamond Cryogenic Processing Plant - A Dark Skies-Friendly Design

As part of our commitment to protecting biodiversity, Kinetik implemented Dark Skies-Friendly Lighting Practices at our Diamond Cryogenic Processing Plant. Excessive nighttime lighting can disrupt the natural behaviors of wildlife, particularly migratory birds, bats, and nocturnal species that rely on natural light cycles.

In collaboration with Texan by Nature, we adopted their Recommended Lighting Practices, which included:

- Installing downward facing light fixtures to reduce sky glow
- Using warm-colored LED bulbs to minimize blue light exposure
- Directing light only where needed to limit environmental disturbance

By designing with nature in mind, we reduce light pollution, protect regional ecosystems, and set a standard for biodiversity-conscious infrastructure in the Permian Basin.

Process Safety and Asset Integrity

At Kinetik, we are committed to the safe construction, operation, and maintenance of our infrastructure.

Our **Process Safety and Risk Management Program** and **Pipeline Integrity Management Program** are designed to uphold high standards of safety and reliability throughout the asset lifecycle. These programs support our broader commitment to being a responsible operator, helping ensure our operations protect people, the environment, and the communities where we operate.

Our Commitment and Approach to Process Safety and Pipeline Integrity Management

Process safety and asset integrity are key to Kinetik's operational performance and long-term business resilience. These practices reduce the likelihood of incidents, minimize environmental and reputational risk, and protect the safety of our employees, contractors, and neighbors.

Our approach extends beyond regulatory compliance. From design and construction to operations and decommissioning, our facilities and pipelines are integrated into a comprehensive Integrity Management Program. This program is aligned with regulatory requirements, industry standards, and recognized best practices to help ensure equipment is safe, reliable, and well maintained.

We implement **Change Management and Training** across both programs. We proactively manage changes to our equipment and processes to help ensure procedures, training, and process safety information remain accurate and up to date. Operations personnel are trained and equipped with information and tools necessary for safe, efficient operations. Our contractor selection process reflects our commitment to shared safety values and risk management performance. We also maintain Emergency Action Plans, conduct comprehensive training and emergency response drills, and coordinate with local emergency responders to help ensure effective response in the event of an incident.

We are subject to process safety management (PSM), pipeline safety and integrity management audits by various agencies, including: Occupational Safety and Health Administration (OSHA), Pipeline and Hazardous Materials Safety Administration (PHMSA), Texas Railroad Commission, and New Mexico's Oil Conservation Division (OCD). These audits help us uphold strong standards for asset integrity, safety, and compliance.

> **Strong process safety and asset integrity are essential** to building a resilient, responsible business – protecting people and the environment, earning community trust, and driving operational excellence.



Construction Practices

During construction and expansion of our infrastructure, we take a proactive approach to minimizing adverse environmental impacts and maintaining strong relationships with regulators, landowners, and local communities.

Our approach includes:

> Conducting environmental impact assessments
> Developing restoration and reclamation plans to support ecological recovery
> Implementing project-specific spill prevention and response procedures
> Collaborating with landowners to determine optimal pipeline routing

Our Operations and Construction Management teams work closely with engineering to help ensure that facilities and pipeline assets are designed and constructed with minimal ecological and social disruption. Compliance with regulatory and permitting requirements is fully integrated into project planning and execution.

A computer-based EHS management system is used to track, assign, and monitor any concerns during or after construction, enabling timely remediation and communication with stakeholders.



Restoration of Rights-of-Way

After completing new construction or maintenance, we prioritize returning impacted areas to their original condition - or better - through restoration efforts aligned with regulatory standards and landowner expectations.

Restoration practices include:

> Grading rights-of-way to original elevations
> Soil conditioning to support vegetation growth
> Erosion control measures to stabilize drainage areas, slopes, and waterways
> Revegetation using native seed mixes that support regional ecology and landowner preferences

These efforts are key to our broader environmental stewardship strategy, helping ensure ecological recovery and trust-based relationships with landowners and local communities.

Pipeline and Facility Inspections

Kinetik's pipeline network spans over **4,800 miles** and is managed through both risk-based and prescriptive inspection schedules. Prescriptive schedules are based on regulatory requirements, internal procedures, and industry best practices, while risk-based schedules take into consideration factors such as corrosion, erosion, adverse weather, and third-party activity.

Our inspection and monitoring practices include:

> Remote Operating Center (ROC) and SCADA systems for real-time pressure, flow, and leak detection monitoring
> Routine ground patrols to identify leaks, exposures, and encroachments
> Biweekly aerial patrols and additional targeted flyovers of pipelines and facilities
> Optical gas imaging cameras and sensor based monitors for advanced leak detection

Open communication with landowners and other third-parties is a key component of our monitoring strategy. We encourage and support reporting of potential damage, spills, or threats to pipeline integrity.

Our gas processing facilities are staffed 24/7 and supported by a Computerized Maintenance Management System (CMMS). This system enables scheduled inspections, preventative maintenance, repairs and documentation in accordance with OEM recommendations and recognized best practices, such as Recognized and Generally Accepted Good Engineering Practices (RAGAGEP).



Spill Prevention

Kinetik transports and stores natural gas liquids, crude oil, and produced water, making spill prevention a critical aspect of our environmental and operational risk management strategies. Our comprehensive hazard assessments guide the implementation of secondary containment features and other physical safeguards.

Key elements of our spill prevention program include:

> Spill Prevention, Control, and Countermeasure (SPCC) Plans at applicable sites
> Emergency Response Plans (ERPs) outlining response protocols
> Routine site-specific inspections, employee training, and physical controls

These plans detail monitoring, inspection, and prevention protocols along with guidelines to safely and quickly mitigate adverse impacts of potential spills.

In the event of a spill, we prioritize:

> Immediate protection of personnel and the public
> Rapid containment and identification of the substance
> Regulatory notification, where required
> Containment, cleanup, and remediation, followed by root cause investigation

Spills are logged in our EHS management system to track performance, maintain accurate records, and identify improvement opportunities. This helps drive training, infrastructure improvements, and preventative actions as part of our continuous improvement commitment.

Our Performance

In 2024, Kinetik underwent 11 Pipeline Integrity and Safety audits conducted under PHMSA and applicable state regulators - resulting in zero regulatory violations. We also underwent 2 OSHA Process Safety Management (PSM) inspections, with one resulting in a $10,000 penalty. We also experienced an increase in reportable spills during the year, which we addressed though immediate response actions and thorough investigations. We are leveraging lessons learned to strengthen our prevention and mitigation strategies.

Inspections and Violations	2024	2023	2022	2021
Regulatory Inquiries & Inspections (#)	13	26	37	NR
Regulatory Penalties (#)	1	0	1	0
Regulatory Penalties ($)	$10,000	$0	$4,500	$0

2024 PSM violation for failure to ensure unused openings were closed; specifically, there was a missing conduit seal found during an audit. The seal was replaced the same day the violation was discovered.

Spills	2024	2023	2022	2021
Reportable Hydrocarbon Spills (#)	7	2	1	2
Aggregate Volume of Spills (bbls)	117	2.64	160	11,050
Hydrocarbon Liquid Release Intensity (bbl/mile)	0.0256	0.0012	0.09	7.3







People

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"Our people are our greatest asset and the driving force behind everything we do. We are committed to their safety and well-being, empowering a culture where every employee can thrive – professionally and personally."

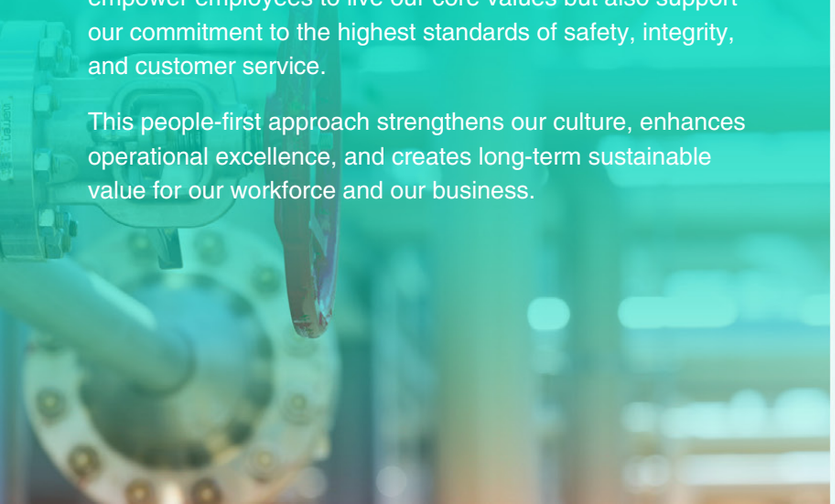
Alex Hernandez
VP, Human Resources

2024 Safety and People Performance Highlights

At **Kinetik**, our approach to sustainability is built on the pillars of people, priorities, purpose, and performance – grounded in the belief that our people drive our success.

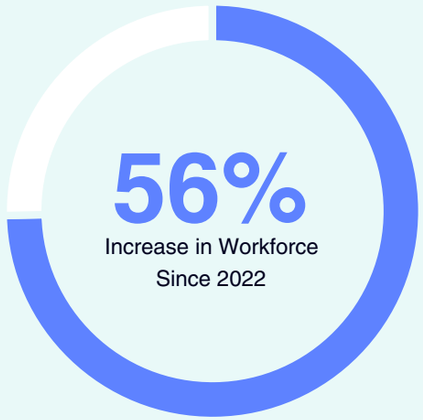
Our employees are our greatest asset, and we prioritize their well-being, engagement, and professional growth. We work to retain top talent by fostering a culture that values health and safety, inclusion, and continuous development. By creating a positive and high-performing work environment, we not only empower employees to live our core values but also support our commitment to the highest standards of safety, integrity, and customer service.

This people-first approach strengthens our culture, enhances operational excellence, and creates long-term sustainable value for our workforce and our business.









462
Employees

37%
Reduction in Motor Vehicle Incident Rate Year-Over-Year

3
GPA Midstream Safety Awards Received

171
New Hires

0.75
Total Recordable Incident Rate - Below Our Peer Average of 0.83

18,000+
Hours of EHS Training - Averaging 46 Hours Per Field Employee

5%
Automatic Employer Contribution Into Employees' 401K

0
Contractor Recordable Incidents

365
Safety Observations Logged Resulting in 229 Action Items Completed

Health and Safety

At Kinetik, safety is the foundation upon which we operate - and a driving force behind every decision we make.

The well-being of our people, our neighbors, and our communities is deeply ingrained in our core values. Through innovative safety measures, training, and a deep-rooted culture of strong performance, we aim to deliver safe, reliable energy across the Permian Basin.

Our Commitment and Approach

A strong safety program is essential to maintaining a safe work environment, minimizing risks, and supporting operational excellence and long-term success.

Our focus on achieving zero incidents has driven the development of a robust health and safety program that goes beyond compliance, cultivating a culture where safety is driven by motivation and embraced.



We recognize that that a robust health and safety program reduces workplace accidents, boosts engagement, and drives performance and productivity. Our approach to developing and maintaining an effective safety program includes the following core elements:

- Strong leadership and management commitment
- Active employee participation
- Thorough hazard identification and risk assessments
- Implementation of preventative measures
- Clear communication, documentation, and reporting
- Incident investigation, root cause analysis, and corrective actions
- Lessons learned across teams
- A focus on continuous improvement

To support our structured approach, we employ computer-based tools to track environmental and safety performance, manage safety and risks, and monitor key metrics. These systems also support training, change management, incident reporting, and investigation processes - helping ensure consistency and accountability across our operations.

The safety and well-being of our people, our neighbors, and our communities is deeply ingrained in our core values. A strong safety program is essential to maintaining a safe work environment, minimizing risks, and supporting operational excellence and long-term success.





Safety Targets and Performance

We continue to benchmark our performance against industry peers and set ambitious, measurable safety targets, with the ultimate goal of zero incidents. Safety is a core value and shared responsibility across the organization. **In 2024, we achieved each of our annual compensation-linked safety targets** - demonstrating alignment between performance and compensation.

2024 Metric	2024 Targets	2024 Performance
Total Recordable Incident Rate (TRIR)	<1.15	0.75
Motor Vehicle Incident Rate (MVIR)	<1.5	1.36

In 2024, we achieved a **TRIR of 0.75**. Although slightly higher than the previous year, this performance outperforms the the GPA Midstream Peer average and reflects our ongoing focus on safety excellence.

Kinetik is a proud recipient of **three 2024 GPA Midstream Safety Awards**:

> A **Perfect Record Award** for achieving 1,000,000 workhours without a lost-time accident
> And two **facility-level Safety Awards**, recognizing each site for reaching five years without a lost-time accident

These milestones speak to the dedication of our workforce, who take pride in creating a safe and resilient workplace.

Safety	2024	2023	2022	2021
Number of Employees	462	334	296	203
Hours Worked (#)	799,881	627,320	540,825	507,521
Recordable Incidents (#)	3	2	10	1
TRIR	0.75	0.64	3.7	0.39
DART Incidents (#)	1	0	NR	NR
Days Away, Restricted, or Transferred (#)	55	0	426	35
DART	0.25	0	NR	NR
Lost Time Incidents (#)	1	0	7	0
LTIR	0.25	0	2.59	0
Fatalities (#)	0	0	0	0
Total Miles Driven	7,349,076	5,570,842	5,050,357	4,788,112
Motor Vehicle Incidents (#)	10	12	10	6
MVIR	1.36	2.15	1.98	1.25
EHS Training Hours	18,059	9,828	NR	NR
EHS Training Hours - Field Employees	16,332	8,731	6,814	NR
Avg EHS Training Hours - Field Employees	46	33	25	NR

As a recipient of multiple GPA Midstream Safety Awards, we're proud to lead the industry in protecting what matters most. At Kinetik, **people are our priority.**

Kinetik Employee Engagement Program

At Kinetik, we believe that engaging our people is essential to building a safe and resilient organization. When employees are actively involved in shaping our safety programs, we not only improve performance but also foster a deeper sense of ownership and accountability at every level.

We take pride in a workforce that actively contributes to our safety culture by speaking up, taking initiative, and embracing our commitment to the highest safety standards. Recognition and incentive programs play a key role in reinforcing these behaviors - motivating employees and strengthening their connection to our shared goals. Through meaningful engagement and continuous improvement, we aim to cultivate a culture of excellence that drives both safety and productivity.

KEEP Cards

The **Kinetik Employee Engagement Program (KEEP)** offers a simple and direct way for employees to report hazards, recognize safe behaviors, and suggest operational improvements. Based on the “See Something, Say Something” principle, KEEP promotes proactive safety practices and shared learning across teams.

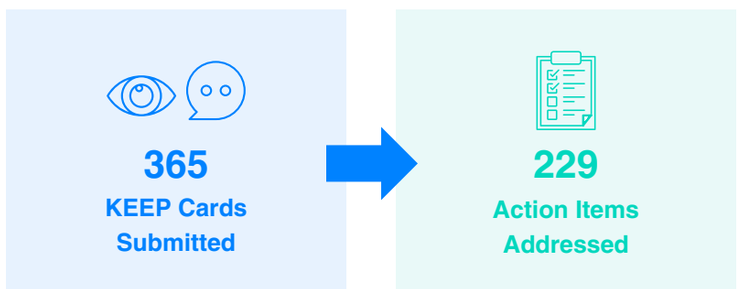
The core KEEP principles are:

- **KEEP** hydrocarbons in the pipe or process
- **KEEP** each other safe
- **KEEP** returning home safely each day
- **KEEP** engaged by suggesting improvements or cost-saving opportunities

KEEP
KINETIK EMPLOYEE ENGAGEMENT PROGRAM

Our EHS and operations leadership teams review KEEP submissions weekly, assign follow-up actions, and facilitate shared learning discussions during monthly safety meetings. **In 2024, employees submitted 365 KEEP Cards, resulting in 229 proactive risk mitigation actions -** making this initiative a vital part of our overall risk prevention strategy.

See something, Say something



KEEP Awards

To reinforce the value of employee contributions, outstanding KEEP submissions are recognized through the following awards:

- **Monthly KEEP Award:** Three employees are recognized at each monthly safety meeting for notable KEEP submissions and presented with an award for their proactive safety observations.
- **Quarterly KEEP Award:** Each quarter, a trending safety topic is chosen. Relevant KEEP Cards are entered into a drawing, and one employee is selected as the Quarterly KEEP Award winner.

Spot Award

The **Spot Award** enables managers and supervisors to recognize and reward employees “on the spot” for going above and beyond in promoting safety. This immediate recognition reinforces a culture where leadership in safety is visible, encouraged, and appreciated across all levels of the organization.

Employee Safety Committee

Our **employee safety committee**, comprised of dedicated field personnel, plays a key role in improving our safety program. Meeting regularly to review safety performance and recommend enhancements, the committee helps ensure employee insights and front-line experiences directly inform program improvements - further strengthening our safety culture and resilience.

> Empowering employees through engagement and recognition, we foster a culture of safety and excellence. **Our People are Kinetik.**

Safety Training and Communication

At Kinetik, we know that a well-trained workforce is key to fostering a strong safety culture and delivering high performance. That's why we invest significant time and resources into a comprehensive training program that continuously builds the knowledge and skills our employees need to help them make safe decisions and take proactive safety measures every day.

In 2024, our employees collectively completed over **18,000 hours of EHS-related training**, with field-based employees averaging **46 hours each**. Training topics include environmental compliance, company EHS policies, OSHA regulations, driver safety, and emergency response. Our approach includes both computer-based learning and instructor-led sessions, offering flexibility and depth to meet a wide range of operational needs.

Monthly in-person safety meetings, supported by virtual participation options, are a cornerstone of our safety program.



These meetings maximize employee involvement and focus on key safety topics, including recent incidents, lessons learned, policy or procedural updates, KEEP Card submissions, and EHS performance metrics. They also provide an opportunity to recognize individual and team contributions. In 2024, employees collectively dedicated more than **4,300 hours** to participating in these monthly safety meetings.

> In 2024, **employees completed over 18,000 hours of EHS training – an average of 46 hours per field employee –** demonstrating our shared commitment to building a proactive, knowledgeable, and safety-first workforce.

To reinforce safety communication and awareness across the organization, our safety team also publishes a **monthly KPI Poster** summarizing current performance metrics, recent incidents, safety reminders, and lessons learned. These visual tools help keep safety front of mind in daily operations.

In addition, regular meetings between EHS management, operations leadership, and the employee safety committee provide ongoing oversight. These sessions focus on recent incidents, trend analysis, and KEEP Card submissions, helping to ensure accountability, follow-through on corrective actions, and continuous improvement.

Through consistent training and clear, ongoing communication, we aim to equip our employees with knowledge, skills, and confidence to uphold our safety-first standards - empowering them to contribute meaningfully to Kinetik's overall success.



Driver Safety

At Kinetik, driver safety is a top priority - it is essential to protecting our people, our assets, and others on the road.

In 2024, employees drove over **7.3 million miles** across the Permian Basin, improving our MVIR - reducing it from **2.15 in 2023 to 1.36 in 2024** - and achieving our annual safety target. This improvement reflects our team's commitment and the effectiveness of consistent training, clear expectations, and rigorous oversight.

To reinforce safe driving behaviors and reduce risks on the road, we maintain a strong **Safe Driving Policy** supported by the following key programs and tools:

- **Smith System Training:** Instructor-led defensive driving training for field employees.
- **Dash Camera Monitoring:** Used for Short Service Employees and those involved in at-fault accidents to support coaching and accountability.
- **Distracted Driving Awareness:** Guest speaker John Feldman from End Distracted Driving (EndDD®) returned to share his impactful story and message at our January 2025 safety meetings.
- **GPS Data Recorders:** In-vehicle monitoring systems that to track driving behaviors and reinforce safe driving practices.
- **Monthly Safety Meeting Integration:** Safe driving topics are featured throughout the year at each monthly safety meeting.
- **Traffic Management Plans:** Tailored plans implemented at each gas processing facility to safely manage vehicle movement and reduce collision risks.
- **Bollard Obstacle Safety Solution (BOSS):** Helps ensure protective bollards are installed at high-risk locations to protect personnel and equipment.

Contractor Safety

At Kinetik, we hold our contractors to the same high standards of safety and performance that we expect of our own workforce. Through our Contractor Management Program, we extend our values across our operations by partnering with companies that prioritize safety, sustainability, and responsible business practices.

All contractors are required to connect with Kinetik through ISNetworld, a third-party platform that helps us proactively manage risks, streamline the qualification process, and verify compliance with our safety, sustainability, and administrative requirements. Additional expectations for suppliers and contractors are outlined in the "Contractor and Supply Chain Engagement" section.

Before accessing any of our sites, each individual contractor must complete site-specific safety training which must be refreshed annually, sign-in and check-out upon arrival and departure, and check in with site management. They are also required to follow established safety protocols, including Job Safety Analyses (JSAs), safe work permits, and other work-specific requirements. Our EHS team routinely monitors contractor performance, including evaluating EHS metrics and conducting field observations, to help ensure that our safety expectations are consistently met.

These safeguards reinforce our commitment to maintaining a safe work environment for everyone who supports our operations. As we continue to enhance contractor oversight and performance tracking, we remain focused on engaging partners who are committed to operating safely and responsibility.

> Whether behind the wheel or on-site, we're proud to lead the industry in protecting what matters most **– safety isn't just part of our culture –** ***it is our culture.***

Contractor Safety	2024	2023
OSHA Recordable Incidents	0	2
Lost Time Incidents	0	2
Fatalities	0	0
Motor Vehicle Incidents	0	0



Cultivating an Empowered Workforce

At Kinetik, our success is driven by our people. We begin by hiring and retaining top talent, fostering a culture built on integrity, respect, and collaboration. As a trusted employer, we are committed to building a resilient workforce - one where employees feel valued, supported, and motivated to deliver on our mission to be the premier provider of safe, reliable, and responsible midstream services in the Permian Basin.

Employee Engagement, Development, and Well-Being

Supporting our people is essential to Kinetik's success. Our family-like culture sets us apart, prioritizing employee well-being through competitive pay, exceptional benefits, recognition programs, comprehensive HR policies, and meaningful engagement and development opportunities. These elements are core to attracting, developing, and retaining top talent - and fostering a resilient and thriving workforce.

We recognize that mental health is a essential to overall well-being. Kinetik promotes mental wellness through open dialogue, visible leadership support, and confidential access to resources such as counseling, financial planning, and work-life balance programs, many of which are available through our Employee Assistance Program (EAP).



Employee Engagement

At Kinetik, employee engagement is essential to nurturing a strong and resilient *One Kinetik* culture. We strive to ensure our employees feel connected to their work, empowered in their roles, and supported in all aspects of their well-being. We foster a culture of teamwork, open communication, and visible leadership - creating an environment where employees are encouraged to share ideas, raise concerns, and help shape our evolving culture.

Beyond daily roles, we build connection and shared purpose through company-led initiatives including community volunteering, donation drives, and celebrations of holidays and special occasions. These experiences strengthen relationships, enrich our culture, and provide meaningful ways to engage beyond work itself.

Sustainable engagement also depends on manageable workloads and a healthy work-life balance. Our flexible leave policies, EAP services, and leadership focus on mental health, reflecting our commitment to helping employees succeed at work and at home.

Recognition

We foster a culture of appreciation that empowers employees and drives performance. Our recognition strategies combine formal and informal approaches, rewarding employee contributions across safety, compliance, innovation, and special achievements. These include service milestones and monetary and non-monetary incentives.

> We are building a workplace where employees feel valued, connected, and motivated to thrive *every day*. **That's the power of One Kinetik.**

Pay and Benefits

Kinetik is committed to supporting the total well-being of our employees. We offer competitive pay and a comprehensive benefits package designed to support our employee's financial security, physical and mental health, and work-life balance.

Our compensation is based on factors such as performance, role, experience, tenure, and market benchmarks. We conduct regular third-party benchmarking to help ensure pay remains competitive. In 2024, our Board approved market-aligned increases, reflecting our desire to retain top talent and offer fair and competitive pay.

Our comprehensive benefits include:

- **Medical, Dental, and Vision Insurance** - High-quality coverage for employees and their dependents. Employee premiums have not increased since a 50% reduction in 2022 - an achievement that stands out amid rising healthcare costs.
- **Health Savings Accounts (HSA) & Flexible Spending Accounts (FSA)** - Tax-advantaged savings options. For employees enrolled in the High Deductible Plan, Kinetik contributes 50% of the IRS maximum to their HSA.
- **Dependent Care FSA** - Supports employees' expenses for elderly or child dependent care on a pre-tax basis.
- **Employee Assistance Program** - Free, confidential support for **mental health, emotional well-being, and life balance.** Includes counseling, elder and childcare support, financial planning, professional development tools, and safe ride services. **Kinetik actively promotes mental health awareness and destigmatization across its workforce.**
- **Employer-Funded 401(k)** - Kinetik automatically contributes 5% of eligible earnings, supporting long-term financial wellness.



- **Life, Short-Term Disability, and Long-Term Disability Insurance** - Company-paid life and disability insurance, with optional supplemental coverage available.
- **Supplemental insurance options** - Additional voluntary coverage for greater financial flexibility.
- **Tuition Reimbursement** - Schedule flexibility and financial support for expenses such as tuition, registration, and books for employees pursuing continued education.
- **Incentive-Based Compensation Plans** - Includes short- and long-term incentives tied to individual and company performance, aligned with our key safety, sustainability, and financial goals.
- **Paid Time Off and Leave Programs** - Includes a broad suite of leave policies to **support work-life balance and personal well-being**, including paid holidays, vacation and personal time off, family and medical leave, parental leave, extended pregnancy-related benefits, military leave, bereavement, jury and witness duty, voting leave, personal time, and volunteer time off.

Training and Development

We invest in the ongoing development of our employees and continuously seek new ways to enhance training programs that support growth, performance, and leadership.

In 2024, employees averaged 4 hours of HR-related training, including:

- Workplace Harassment
- Insider Trading
- Discrimination-Free Workplace
- Anti-Bribery and Corruption

Performance and career development reviews are a key part of our employee engagement strategy. These regular conversations emphasize goal setting, progress tracking, and constructive feedback - strengthening motivation and engagement, and helping employees grow within the organization.

Since 2022, we have partnered with a third-party specialist to support executive alignment and team development. We continue to focus on building building high-performance teams and strengthening a values-driven, resilient culture.

> ***People and Performance Are Our Priorities.*** These six words capture our culture and define the principles and behaviors that guide our actions, fostering an environment where excellence thrives and our workforce feels empowered.

Engagement Surveys

We value employee feedback and actively listen to better understand needs, enhance culture, and strengthen the employee experience.

Since 2021, we have conducted annual employee engagement surveys across the company to assess workplace satisfaction, culture, communication, and leadership. We use year-over-year data to track progress and identify areas for improvement.

We also annually conduct focus group interviews across key locations. These face-to-face sessions, led by a third-party specialist, provide more detailed feedback beyond the employee engagement survey, offering rich, actionable input that helps guide organizational progress.

We will continue these initiatives in 2025 and beyond as part of our effort to foster strong and engaged workforce - and to support our commitment to building a best-in-class workplace.



We don't just collect feedback – *we act on it*. Our employee engagement efforts help shape a workplace that listens, adapts, and evolves with its people.



Respectful and Inclusive Work Environment

At Kinetik, we believe that that fostering a workplace where all individuals feel respected, supported, and valued is essential to building strong teams, enhancing decision making, and achieving high performance. When people feel safe to contribute and bring their full selves to work, it fosters better collaboration, innovation, and long-term success.

We are committed to maintaining a professional and inclusive environment - one where different perspectives are welcomed and all employees have the opportunity to thrive. Our policies, culture, and leadership expectations are designed to promote fairness, consistency, and equal opportunity across all areas of employment.

Kinetik provides equal employment opportunities to all employees and applicants and prohibits discrimination and harassment on the basis of race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, familial or spousal affiliation, or any other characteristic protected by applicable law. This commitment is reinforced through our Code of Business Conduct, Employee Handbook, and other company-wide policies.

Along with annually acknowledging our Code of Business Conduct, as part of our ongoing commitment to promote a respectful and inclusive workplace, all employees are required to complete Workplace Harassment Training and Discrimination Free Workplace training.



We've created a respectful safe workplace to bring people and energy together.
Together, we are Energy for Change.



Community

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Economic Contributions to the Local Community 66
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> "At Kinetik, we invest in more than energy – we invest in people, organizations, and partnerships to create lasting value and strengthen the communities where we live, work, and serve."

Misty Williams
Director of Operations Administration

2024 Community Performance Highlights

At **Kinetik**, we take pride in being a responsible neighbor and a positive presence in the communities where we live and operate.

Our employees are more than a part of the local workforce - they're deeply rooted in the communities we serve. From field operations in West Texas and Southeast New Mexico to our corporate team in Houston, we recognize that our success is closely tied to the health and resilience of our communities, and we actively invest our time, resources, and partnerships to help them thrive.

Through charitable giving, employee volunteerism, and direct engagement with landowners and local organizations, we aim to build lasting relationships, support economic and social development, and strengthen the communities we call home.



$1.9 MM
In Donations and Charitable Contributions

421
Employee Volunteer Hours

35+
Local Organizations and Campaigns Supported

$4,243
Per Employee Invested Into Communities Through Donations, Volunteering, and In-Kind Support

$500,000
Donated to Emergency Responders Through Kinetik's Holes for Heroes Charity Golf Tournament Since 2022

158
Children Sponsored by Employees Through Our Annual Holiday Toy Drives

$14,650
Estimated Value of Employee Volunteer Time

152
Bags of Trash Removed Along 146 Miles of Texas Highways

23
Permian Basin Emergency Response Organizations Supported via Monetary Donations

Community Investment

At Kinetik, we strive to be a positive influence in the communities where we live and work.



Kinetik presents donation to Pecos Police Department in support of our local emergency responders

We believe that building strong, resilient communities begins with active engagement and purposeful investment. Kinetik invests both time and resources in initiatives that drive meaningful impact, providing substantial financial contributions and direct volunteer support to charitable organizations and local causes.

We are proud to have a team of employees who are passionate not only about their work, but also about making a positive impact on the world around them. Their energy and dedication amplify the reach our our community efforts.

Throughout the year, Kinetik supports a wide range of charitable campaigns, volunteer initiatives, and donation drives. While many of our focus areas include education, environmental stewardship, and support for at-risk populations and emergency response organizations, we remain responsive to evolving community needs and opportunities for meaningful engagement.

Our employee-led Community Engagement Committee plays a vital role in identifying local needs, coordinating initiatives, and fostering strong community partnerships. We've seen firsthand the impact of these efforts - not only in our local communities, but also in the pride and sense of purpose they inspire within our team. The deep relationships we've built through our community investments continue to strengthen our culture and extend our positive influence well beyond the workplace.

In 2024, Kinetik invested nearly $2 million in communities through direct donations, employee giving, and volunteer contributions - equating to **$202 per $100,000 of adjusted EBITDA**. This level of investment is **2x higher** than the average recently disclosed by seven of our industry peers. This substantial level of investment reflects our belief that strong communities are essential to long-term success and sustainable business growth.

2024 Community Investment	Value
Financial Donations	$1,931,663
Employee Volunteer Value	$14,647
Employee In-Kind Donations	$14,000
TOTAL	**$1,960,310**
Invested Per $100,000 of Adjusted EBITDA	$202

Community investment makes a lasting difference – for our neighbors, our people, and our company. It strengthens our culture and extends our impact far beyond the workplace. **At Kinetik, we're proud to keep energy – *and opportunity* – flowing.**



Kinetik employees sponsored 158 children through holiday toy drives, spreading cheer across our communities

Donations and Sponsorships

In 2024, Kinetik contributed **over $1.9 million in donations** to various charitable organizations and local community initiatives. These investments help fuel long-term growth, resilience, and well-being in the areas where we live and work.

Holes for Heroes

Kinetik recognizes the essential role first responders play in our communities and is deeply committed to supporting them. Many of the areas where we operate are rural and rely on dedicated volunteers and volunteer fire departments (VFDs) with limited funding. Since 2022, Kinetik's Holes for Heroes Charity Golf Tournament has raised over $500,000 for police, fire, and EMS departments across the Permian Basin. This event reflects our and the community's appreciation for the selfless men and women who provide critical support during emergencies. We are proud to contribute to the well-being of the communities we serve by supporting our first responders. We extend our heartfelt gratitude to the generous sponsors who have helped make our annual charity tournament a success.

Permian Strategic Partnership (PSP)

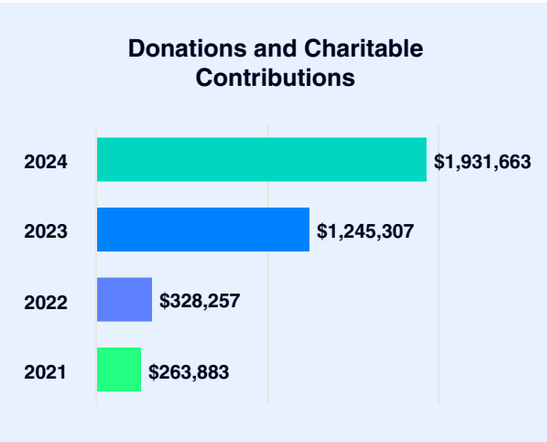
Kinetik is proud to partner with the Permian Strategic Partnership (PSP) with an annual pledge of up to $1 million, demonstrating our deep commitment to enhancing the well-being of our Permian Basin communities. By partnering with PSP, we actively contribute to strategic initiatives aimed at improving schools, roads, healthcare, housing, and workforce training. Our team members also reinforce this commitment by volunteering their time to serve on the PSP Board and various committees. We believe that investing in the communities where we work and live is our responsibility, and PSP provides a phenomenal platform for Kinetik to collaborate with local governments, community organizations, and citizens to address the region's most critical needs and fostering a better quality of life for all residents of the Permian Basin.

Sponsor a Highway Program

Kinetik is committed to cleaner, safer roads and is a proud sponsor of Texas's Sponsor a Highway program. By sponsoring four sections of interstate in Midland, Pecos, and Houston areas, we further support bettering the environment and communities where we live and work by helping keep our busiest interstates safe and beautiful. Having joined this impactful program in 2022, our sponsorship has contributed to 240 miles of highways cleaned, 260 bags of litter collected, and 2,340 pounds of trash removed from the highways. We are proud to make such significant, positive impacts on the environment along Texas Highways.

Be A Resource (BEAR)

Kinetik is proud to partner with BEAR, a charitable organization dedicated to improving lives by offering hope and help for at-risk and CPS-involved children in the greater Houston area. BEAR provides essential support by providing necessities and comfort items to children in crisis. We support BEAR because we believe in their commitment to making a difference in the lives of vulnerable children. Through both monetary contributions and volunteer activities, Kinetik helps ensure that BEAR can continue its vital work. By supporting BEAR, Kinetik demonstrates our dedication to strengthening our community and fostering a brighter future for its youngest members.





2024 Initiatives	Contribution
Permian Strategic Partnership	$1,634,535
Kinetik Cares Foundation - Company Matching Program	$17,460
Texas Sponsor a Highway	$28,001
BEAR: Be a Resource for CPS Kids Houston	$37,500
The Salvation Army	$2,500
Other Community Sponsorships	$4,000
Holes for Heroes Recipients:	
Fire Departments: Artesia FD, Balmorhea VFD, Eddy County Fire & Rescue, Fort Stockton VFD, Loving County VFD, Lovington FD, Midland FD, Monahans VFD, Van Horn VFD, Wink VFD	$95,667
Law Enforcement: Culberson Co SO, Fort Stockton PD, Kermit PD, Loving Co SO, Midland PD Community Development, Monahans PD, Pecos Co SO, Pecos PD Fallen Officer Foundation, Reeves Co SO, Texas Ranger Assoc Foundation, Ward County SO	$94,000
Emergency Services Districts: Reeves Co ESD #1 and ESD #2	$18,000
Total	$1,931,663

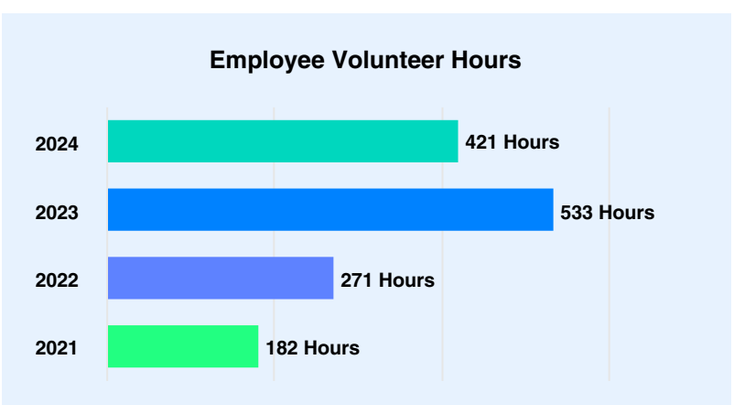
Employee Giving & Volunteering

At Kinetik, giving back is a shared value that unites our team and strengthens our communities. We support employee involvement by providing **eight hours of paid volunteer time** annually and by **matching employee donations** up to $2,500 per campaign.

In 2024, employees dedicated **421 volunteer hours** to local community projects - representing nearly **$15,000 in volunteer value**. In addition to giving their time, employees also gave generously from their own resources, contributing **~$14,650 in like-kind donations** to support our annual holiday toy drives. Thanks to their kindness, 158 children received gifts during the holidays.

Many of our team members also serve on boards and committees for key organizations such as PSP, BEAR, and OneFuture, further extending our impact.

These employee-led efforts exemplify the compassion and commitment of the Kinetik team. Together, we're creating a culture of service that amplifies our company's purpose and helps build stronger, more resilient communities.



Volunteer Initiatives	Hours
BEAR Back to School 11 volunteers packed school supplies for at-risk and CPS-involved children.	33
BEARing Gifts 21 volunteers sorted toy donations, packaged gifts, and loaded trucks for holiday deliveries.	60
BEAR Clays for Kids Fundraiser 12 volunteers staffed stations to support BEAR's annual fundraiser	55
Holes for Heroes 22 volunteers supported the annual golf fundraiser benefiting Permian Basin first responders.	182
Balloons Bands & Brews 9 volunteers helped Artesia MainStreet set up for the annual community event.	36
One Bite at a Time 12 volunteers served Thanksgiving meals at the Gobble Up Cancer community event.	48
Other Volunteers participated in various community activities throughout the year.	7
Total Hours	**421**
Volunteer Value[1]	**$14,647**

[1] Source: independentsector.org

Employee Giving	Estimated Value
BEARing Gifts Holiday Toy Drive For the fourth year, Houston employees partnered with BEAR and sponsored **104 at-risk and CPS-involved children** in the Houston area with new Christmas gifts. Kinetik also facilitated public donations by placing drop-off bins throughout shared office spaces.	$6,925
Midland Salvation Army Angel Tree For the seventh consecutive year, Midland employees provided gifts to approximately **20 children** from underserved local families through the Angel Tree program.	$3,700
DrowzzzyDrew's Toy Drive New Mexico employees partnered with DrowzzzyDrew for the first year and generously sponsored **34 local children** with holiday gifts.	$3,500
Total	**$14,125**

Kinetik Cares Foundation

The Kinetik Cares Foundation, a non-profit 501(c)(3), was established in 2021 and serves as the charitable arm of our company, dedicated to supporting our employees and the communities we call home.

It all began with a simple idea - to provide assistance to Kinetik employees impacted by unexpected tragic life events. We envisioned a way for both the company and employees to reach into their own pockets and provide support for their colleagues and immediate family members affected by extraordinary life events such as natural disasters, human tragedies, medical needs, and family crises. While our generous benefit package provides insurance coverage for many life events and accidents, there are situations that insurance doesn't fully cover. That's where the Kinetik Cares Foundation comes in.

Our Foundation is funded by employees, and Kinetik matches every dollar donated. Thanks to the kindness of our generous employees, the Foundation is able to help employees and their families when they need it most.

> We are proud of the philanthropic spirit of our employees – whose **generosity**, **compassion**, and **commitment** to service reflect a shared dedication to uplifting others and making a **meaningful impact in our communities and the world around them.**

KINETIK CARES





Community and Landowner Engagement

Strong relationships with local communities and landowners are essential to Kinetik's sustainable growth and long-term success in West Texas and Southeast New Mexico.

We are committed to operating safely and responsibly and strive to be a positive presence in the region - supporting local jobs and families, contributing to economic growth, and helping to build more resilient communities and a stronger regional economy.

We actively engage with local governments, elected officials, emergency responders, and other community stakeholders to support safe operations and maintain strong relationships. These interactions are critical for coordinating on permits, safety, construction activity, infrastructure planning, and safety. We also listen to community needs - such as requests for charitable support, volunteer initiatives, or input on public safety - so our efforts align with local priorities. Landowners are equally important to our success, particularly where our infrastructure crosses private property. We engage on matters such as rights-of-way, land use, and pipeline safety.

Through active engagement with those who live and work near our infrastructure, we aim to build trust by being transparent, respectful, and responsive to concerns. Outreach efforts include in-person meetings, direct contact, and participation in community events. We also host site visits and emergency response drills with local officials and first responders to help ensure preparedness and familiarity with our operations.

Landowner Engagement

Landowners - whether individuals, businesses, or public entities - are key partners in enabling our operations by providing rights-of-way for our pipelines and facilities.

As of the end of 2024, we operated over 4,500 miles of pipeline across eight counties in Texas and New Mexico. Our engagement with landowners is rooted in clear, honest communication, and we aim to minimize disruptions and potential impacts wherever possible.

We strive to work collaboratively with landowners on matters such as pipeline maintenance, safety protocols, land restoration, and access. Our team is accessible through multiple channels - including direct contacts, our website, and our emergency hotline - to help ensure questions or concerns can be raised and addressed promptly.

By fostering respectful, transparent relationships and delivering on our commitments, we aim to build long-term trust and resilient partnerships with the landowners who help make our operations possible.

Indigenous Peoples and Communities

We recognize and respect the history, culture, and legal rights of Indigenous Peoples. While our operated assets are not located on Tribal lands, we remain committed to responsible engagement when Indigenous communities may be affected.

In 2018, we entered into a joint venture with Kinder Morgan Texas Pipeline to develop the Permian Highway Pipeline, which partially crosses lands associated with the Comanche Nation. As the operator of the pipeline, Kinder Morgan leads engagement with the Comanche Nation in line with its Indigenous Peoples Policy.

Should future projects involve Tribal lands, we are committed to adhering to our Indigenous Peoples Policy and all applicable regulations. We will strive to work with the community in order to identify, monitor, and effectively mitigate any potential cultural, social, economic, or environmental impacts.



Landowners are valued partners. Our commitment to transparent communication and mutual respect aims to ensure long-term accountability and collaboration.

Economic Contributions to the Local Community

The oil and gas industry is not only a foundation of Texas and New Mexico's economies - it plays a critical role in supporting America's energy security and economic resilience. Kinetik is proud to be a leader in this industry, supporting our local communities, state, and nation through responsible energy production, job creation, and fiscal contributions that fund essential services and long-term community well-being.

Local Economic Impact

The oil and gas industry significantly drives Texas and New Mexico's economic growth, creating substantial employment opportunities and generating critical tax revenue.

Texas's oil and gas industry directly employed approximately 498,000 people in 2024 and generated one million indirect jobs. The sector contributed a record $27.3 billion in state and local taxes and royalties during the fiscal year - equivalent to nearly $75 million every day - helping fund public education, infrastructure, emergency services, and other critical needs.

Kinetik operates in the heart of the Delaware Basin, one of the fastest-growing regions for oil and gas development in the world. In Reeves County, where a significant portion of our operations are located, the oil and gas industry contributed $304 million to the Pecos-Barstow-Toyah Independent School District and nearly $110 million to the county in oil and natural gas property taxes in FY2024. **Kinetik's operations contribute meaningfully to this impact, playing a significant role in enhancing educational resources and supporting essential community services.**[13]

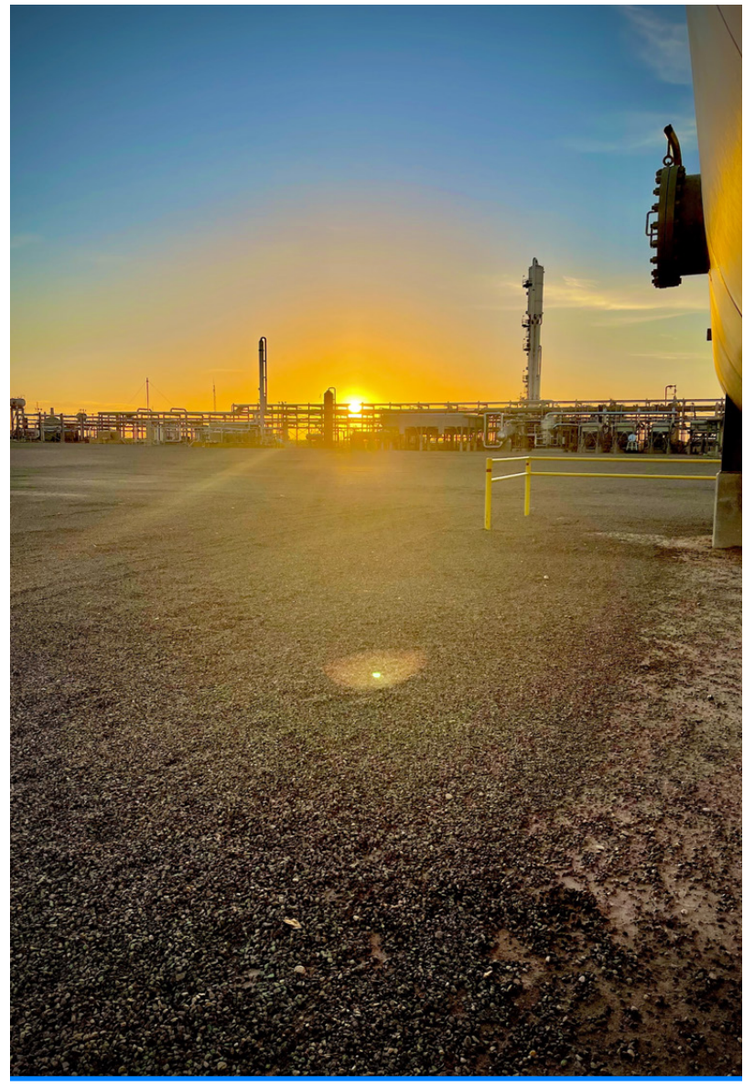
New Mexico's oil and gas sector also plays a vital economic role to the state, supporting more than 180,000 jobs statewide and contributing roughly $13 billion annually to the state's budget - accounting for nearly 49% of New Mexico's General Fund. **Kinetik's operations in Southeast New Mexico are part of this economic engine, advancing regional growth and stability through investment, infrastructure development, and job creation.**

As a responsible operator, taxpayer, and employer, Kinetik is committed to generating long-term value in our local communities.

Sourcing Locally

Kinetik supports the economic growth and sustainability of our communities by sourcing goods and services locally in Texas and New Mexico when feasible. This approach not only minimizes lead times, shipping, and storage costs but also fosters greater economic resilience within our communities. **In 2024, approximately 60% of our procurement spend was local, thereby supporting local businesses and contributing to the regional economy.**[14]

> We worked with nearly **1,100 suppliers**, employed **over 460 employees**, and were indirectly responsible for an estimated **900+ additional Texas jobs in 2024**.[15]



[13] Source: TXOGA 2024 Annual Energy & Economic Report
[14] Local spend is defined as payments made to addresses in Texas or New Mexico. However, we believe our local spend percentage is underestimated because many local vendors instruct us to send payments to their headquarters located in other states.
[15] According to TXOGA, every direct job in the Texas oil and natural gas industry creates an additional 2 indirect Texas jobs.

Contractor and Supply Chain Management

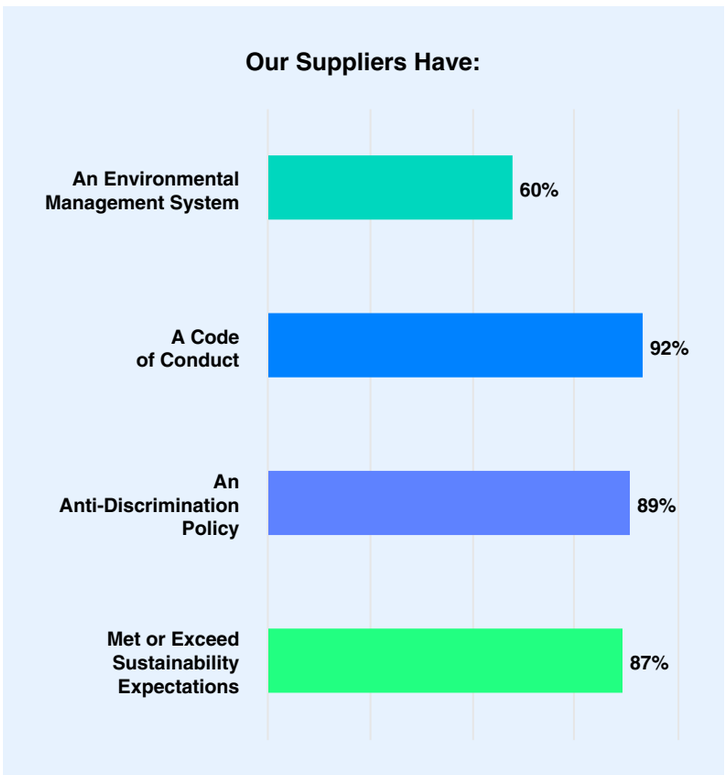
At Kinetik, we believe that effective supply chain management is important for supporting our sustainability objectives, reducing operational risks, optimizing efficiency, and upholding the high standards that define our business.

We maintain a disciplined Contractor Management Program that emphasizes accountability, collaboration, and continuous improvement. Our Supplier Code of Conduct sets clear expectations around ethics, legal compliance, environmental stewardship, human rights, and workplace safety. Our suppliers are required to acknowledge and adhere to this Code as a condition of doing business with Kinetik.

To measure our suppliers against our standards, we utilize ISNetworld to prequalify contractors and monitor performance across safety, compliance, and - importantly - sustainability. Beyond the standard health, safety, and other administrative qualifications, we have enhanced our supplier qualification process through sustainability-focused measures. Our enhanced process integrates a comprehensive sustainability questionnaire for all new and re-evaluated suppliers. This added layer of diligence allows us to assess supplier sustainability practices and identify areas for alignment and improvement.

Since adopting these sustainability focused measures into our Contractor Management Program, we have seen encouraging results - **87% of current suppliers meet or exceed** our expectations based on our sustainability questionnaire. However, we recognize that some suppliers may appear to fall short due to non-applicable questions or limitations in how certain responses are categorized. Where appropriate, we address these on a case-by-case basis and are exploring ways to differentiate such exceptions in future evaluations.

We also recognize the importance of promoting access and expanding business opportunities across our supply chain. Our management program helps ensure all qualified suppliers have a fair opportunity to compete for work, supporting a high-performing vendor network that is both diversely skilled and resilient.



In an increasingly complex and uncertain global trade environment, supply chain risk management remains a top priority. Volatility from tariffs, logistical constraints, and geopolitical dynamics can impact procurement timelines, costs, and project delivery. To build resilience, we continue to expand our supplier base, prioritize local sourcing when feasible, and maintain strong lines of communication with contractors and vendors.

Additional detail on supply chain and procurement risks can be found in our most recent Annual Report and Form 10-K.





Data

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"Transparency builds trust. Our data-driven disclosures reflect Kinetik's commitment to accountability, performance, and sustainable progress – providing stakeholders with clear, accurate, and meaningful insight into our business."

Alexandra Durkee
Director of Investor Relations

EIC/GPA Association Index

Metric		Unit	2024	2023	2022	2021	Comments, Links, Additional Information, and Notes
Activity							
1.1	EBITDA	US $	971,118,000	838,830,000	822,224,272	283,802,000	See Form 10-K
1.2	Gross Throughput	Thousand BOE	160,497	136,785	115,797	84,959	Formula: 1 BOE = 5.8 MMBtu
1.3	Miles of Pipeline (Total Pipeline)	Miles	4,564	2,209	1,710	1,522	Includes gas, liquids, crude, and water
1.4	Carbon Accounting Basis for Data	Operational/Equity/ Financial	Operational	Operational	Operational	N/A	
Environment [1, 2]							
Hydrocarbon Releases							
2.1	Number of hydrocarbon liquid releases beyond secondary containment > 5 bbl	#	7	2	1	3	
2.2	Volume of hydrocarbon liquid releases beyond secondary containment > 5 bbl	bbls	117	2.64	160	11,050	
2.3	Hydrocarbon Liquid Releases Intensity per Mile of Pipeline - Total	bbl/mile	35	0	0.09	7.26	
Emissions[1]							
2.4	Total GHG Emissions (Scope 1 + Scope 2) - Total	mt CO2e	2,571,121	2,103,532	1,878,863	1,950,295	
2.4.1	Scope 1 GHG Emissions - Total	mt CO2e	2,377,360	2,020,587	1,783,457	1,839,865	
2.4.1.1	Scope 1 CO2 Emissions - Total	mt CO2	2,260,182	1,921,733	1,677,662	1,722,670	
2.4.1.2	Scope 1 Methane Emissions - Total	mt CH4 (co2e)	116,241	97,829	104,917	116,260	
2.4.1.3	Scope 1 Nitrous Oxide Emissions - Total	mt N2O (co2e)	937	1,025	878	935	
2.4.1.4	Percent of Scope 1 emissions that are methane	%	4.9%	4.8%	5.9%	6.3%	
2.4.2	Scope 1 GHG Emissions - EPA	mt CO2e	1,764,874	1,998,865	1,800,683	1,835,373	
2.4.2.1	Scope 1 CO2 Emissions - EPA	mt CO2	1,641,270	1,900,094	1,688,554	1,720,190	
2.4.2.2	Scope 1 Methane Emissions - EPA	mt CH4	4,424	3,911	4,258	4,591	
2.4.2.3	Scope 1 Nitrous Oxide Emissions - EPA	mt N2O	2	3	19	3	
2.4.3	Scope 2 GHG Emissions	mt CO2e	193,761	82,945	99,757	104,295	
2.5	Total GHG Emissions (Scope 1 + Scope 2) Intensity per Thousand BOE- Total	mt CO2e/Thousand BOE	16.02	15.38	16.23	22.96	

Metric		Unit	2024	2023	2022	2021	Comments, Links, Additional Information, and Notes
2.6	Scope 1 & 2 Methane Emissions Intensity per ONE Future Methodology (See EIC Definitions tab for instructions)		0.0423%	0.0406%	0.0518%	0.0599%	Updated original metric to combine Scope 1 & Scope 2
2.7	Does the company participate in an external emissions reduction program?	Yes/No	Yes	Yes	Yes	Yes	ONE Future, The Environmental Partnership
2.8	Does the company have a greenhouse gas emissions reduction target?	Yes/No	Yes	Yes	Yes	Yes	
2.9	NOx Emissions	Tons/Year	1,837	1,436	1,907	3,896	2021 (and prior) figures represent permitted limits
2.1	SOx Emissions	Tons/Year	105	587	550	718	2021 (and prior) figures represent permitted limits
2.11	VOC Emissions	Tons/Year	946	1,068	1,127	3,612	2021 (and prior) figures represent permitted limits
2.12	% of electricity used that is renewable	%	30%	61%	51%	36%	
2.13	Did the company bank GHG reductions from Carbon Capture and Storage Projects?	Yes/No	No	No	No	No	
2.14	Does the company seek third party data verification for any environmental metrics?	Yes/No	Yes	Yes	Yes	Yes	
Asset Diversification and Biodiversity							
2.15	Does the company participate in any efforts to expand the share of alternative/ renewable energy sources in the company's portfolio? If yes, please provide links to ESG reports, webpages and other disclosures as support.	Yes/No	Yes	Yes	Yes	No	Refer to New Energy Ventures and Renewable Energy Initiatives discussions within the Sustainability Report
2.16	Does the company have a biodiversity policy or commitment for new and existing assets?	Yes/No	Yes	Yes	Yes	Yes	> 2024 Sustainability Report - Biodiversity
Social							
3.1	Total Recordable Incident Rate (TRIR) - employees	#	0.75	0.64	3.7	0.39	
3.2	Total Recordable Incident Rate (TRIR) for major growth projects - contractors	#	0	N/R	N/R	N/R	
3.3	Days away, restricted or transferred (DART) - employees	#	0.25	0	426	35	
3.4	Days away, restricted or transferred (DART) for major growth projects - contractors	#	0	N/R	N/R	N/R	
3.5	Lost Time Incident Rate (LTIR) - employees	#	0.25	0	2.59	0.39	
3.6	Lost Time Incident Rate (LTIR) for major growth projects - contractors	#	0	N/R	N/R	N/R	
3.7	Fatalities - employees	#	0	0	0	0	
3.8	Fatalities - contractors	#	0	0	0	0	
3.9	Does the company have an indigenous engagement policy or commitment for new and existing assets?	Yes/No	Yes	Yes	No - N/A*	No - N/A*	
3.1	% workforce that is female	%	16%	18%	18%	15%	

Metric		Unit	2024	2023	2022	2021	Comments, Links, Additional Information, and Notes
3.11	% workforce from minority groups (EEOC defined)	%	47%	44%	43%	39%	
3.12	% workforce covered under collective bargaining agreements	%	0%	0%	0%	0%	
3.13	Does the company seek third party data verification for any social metrics?	Yes/No	Yes	Yes	Yes	Yes	
3.14	$ invested in local communities per every $100,000 of adjusted EBITDA	US $	$200	$149.00	$40.00	$93.00	
Governance[2]							
Diversity							
4.1	% directors that are female	%	30%	27%	27%	20%	
4.2	% corporate officers (VP and up) that are female	%	18%	18%	18%	7%	
4.3	% directors from minority groups (EEOC defined)	%	80%	18%	9%	10%	
4.4	% corporate officers (VP and up) from minority groups (EEOC defined)	%	0%	0%	0%	0%	
4.5	Is any director under the age of 50?	Yes/No	Yes - 20%	Yes - 36%	Yes - 45%	Yes - 70%	
Directors							
4.6	% independent directors	%	90%	91%	81%	10%	
4.7	How many directors received less than 80% votes cast in favor when running unopposed in last 5 years?	#	0	0	0	N/A	
4.7.1	Does the company have a formal ESG oversight structure with associated accountability?	Yes/No	Yes	Yes	Yes	Yes	
4.8	Does the company have directors with risk management experience?	Yes/No	Yes	Yes	Yes	Yes	
Compensation							
4.9	Has the company received less than 70% support for Say On Pay in any of the last 5 years?	Yes/No	No	No	N/A	Confidential	
4.1	What % of CEO target pay is performance-based?	%	88% overall pay 100% bonus pay	70% overall pay 100% bonus pay	32% overall pay 100% bonus pay	Confidential	
4.11	What % of CEO target pay is equity-based?	%	100% bonus pay	100% bonus pay	0%	Confidential	
4.12	Are there any shareholder return metrics (total return, return on invested capital, etc.) in any NEO equity compensation plan?	Yes/No	No	No	No	No	
4.13	Is at least 10% of Named Executive Officer (NEO) short-term incentive (STI) or long-term incentive (LTI) linked to E or S metrics?	Yes/No	Yes	Yes	Yes	Yes	
4.14	Does the company tie any amount of pay for management and/or employees to ESG objectives?	Yes/No	Yes	Yes	Yes	Yes	

Metric		Unit	2024	2023	2022	2021	Comments, Links, Additional Information, and Notes
Share Ownership							
4.15	Have any corporate officers or directors made share purchases with personal funds in the last 5 years?	Yes/No	Yes	Yes	Yes	Confidential	
Board Oversight							
Which of these data sets are collected and shared with the Board?							
4.16.1	Voluntary employee turnover company-wide and by at least one additional level (e.g. business unit, location, or division)	Yes/No	Yes	Yes	Yes	Yes	
4.16.2	% of employees who participate in company sponsored matching gift programs and/or volunteer for corporate sponsored charitable events	Yes/No	Yes	Yes	Yes	Yes	
4.16.3	Gender Pay Ratio	Yes/No	No	No	No	No	
4.16.4	Underlying data from an employee satisfaction survey that is anonymous and at least annual	Yes/No	Yes	Yes	Yes	Yes	
Supply Chain							
4.17	Does the company require suppliers to sign off on a code of conduct or equivalent codes?	Yes/No	Yes	Yes	Yes	Yes	
Cybersecurity							
Does the company undertake any of the following to manage cybersecurity risk?							
4.18.1	Mandatory employee training	Yes/No	Yes	Yes	Yes	Yes	
4.18.2	Adherence to industry cybersecurity standards	Yes/No	Yes	Yes	Yes	No	
4.18.3	Ongoing evaluation of the threat landscape	Yes/No	Yes	Yes	Yes	Yes	
4.19	Does the company publish an annual proxy statement? If no, expand for more metrics (click "+" to the left)	Yes/No	Yes	Yes	Yes	Yes	

Notes:

† "N/A" Not Applicable to our business and "NR" Not Reported. For 2021 and 2022, proforma information is presented for both Altus Midstream and EagleClaw Midstream where available. EagleClaw Midstream only information is provided where only that information was available. "Confidential" responses were due to SEC emerging company status. Refer to 2021 and 2022 reports for comments, links, additional information, and notes. As we refine our emissions calculation methodologies, data presented in this report for prior years may vary from previously reported figures.

1. GHG emissions data here reflects originally reported values and does not include any baseline recalculations. Per our SLF Framework, Kinetik may revise baseline emissions following certain events, such as the material acquisition of new assets.
2. Director information reflects the composition as of the publication year of each report and may not align with the corresponding fiscal year.

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Code	Accounting Metric	Unit	Sustainability Report Section Reference	2024	2023	2022	2021	Notes
Greenhouse Gas								
EM-MD-110a.1	Gross global Scope 1 emissions	mt CO2e	Environment > Climate Change	2,377,360	2,020,587	1,816,152	1,838,373	
EM-MD-110a.1	Percentage of gross global Scope 1 emissions that are methane	%	Environment > Climate Change	4.9%	4.8%	5.9%	6.2%	
EM-MD-110a.1	Percentage of Gross global Scope 1 emissions covered under emissions-limiting regulations	%		0	0	0	0	
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		Environment > Climate Change					
Air Quality								
EM-MD-120a.1	(1) NOx (excluding N2O)	tons/yr	Environment > Climate Change	1,837	1,436	1,907	3,896	2021 figures represent permitted limits
EM-MD-120a.1	(2) SOx	tons/yr	Environment > Climate Change	105	587	550	718	2021 figures represent permitted limits
EM-MD-120a.1	(3) VOCs	tons/yr	Environment > Climate Change	946	1,068	1,127	3,612	2021 figures represent permitted limits
EM-MD-120a.1	(4) Particulate matter (PM)	tons/yr	Environment > Climate Change	165	141	220	220	2022/21 figures represent permitted limits
Ecological Impacts								
EM-MD-160a.1	Description of environmental management policies and practices for active operations		Environment					
EM-MD-160a.2	Percentage of land owned, leased, and/or operated within areas of protected conservation status or endangered species habitat	(%)	Environment > Biodiversity	1%	NR	0	0	
EM-MD-160a.3	Terrestrial acreage disturbed, percentage of impacted area restored	(#) %	Environment > Biodiversity	NR	NR	NR	NR	

Code	Accounting Metric	Unit	Sustainability Report Section Reference	2024	2023	2022	2021	Notes
EM-MD-160a.4	Number and aggregate volume of hydrocarbon spills	(# of spills) bbls	Environment > Process Safety and Asset Integrity > Spill Prevention and Our Performance	(7) 117	(0) 0	(1) 160	(3) 11,050	
EM-MD-160a.4	Volume of hydrocarbon spills in Arctic	bbls	0, not applicable	0, not applicable	0, not applicable	0, not applicable	0, not applicable	
EM-MD-160a.4	Volume of hydrocarbon spills in Unusually Sensitive Areas (USAs)	bbls		0	0	0	0	
EM-MD-160a.4	Volume of hydrocarbon spills recovered	bbls		35	0	0	2600	
Note: hydrocarbon spills as defined in EIC/GPA framework								
Competitive Behavior								
EM-MD-520a.1	Total amount of monetary losses as a result of legal proceedings associated with federal pipeline and storage regulations	($)	Environment > Process Safety and Asset Integrity	0	0	4500	0	
Operational Safety, Emergency Preparedness & Response								
EM-MD-540a.1	Number of reportable pipeline incidents	(#)	Environment > Process Safety and Asset Integrity	8	2	1	2	
EM-MD-540a.1	Percentage of significant reportable pipeline incidents	(%)	Environment > Process Safety and Asset Integrity	100%	100%	100%	100%	
EM-MD-540a.2	Percentage of (1) natural gas pipelines inspected	(%)	Environment > Process Safety and Asset Integrity	1% Regulated/Non-Regulated Combined	0	0	0	% reflects PHMSA inspection methods (smart pigging, hydro testing, direct assessments); excludes visual patrols, leak surveys, or other inspections, which cover 100% of our pipelines.
EM-MD-540a.2	Percentage of (2) hazardous liquid pipelines inspected		Environment > Process Safety and Asset Integrity	5.7% Regulated Only 8.9% Regulated/Non-Regulated Combined	26% Regulated Only 15% Regulated/Non-Regulated Combined	3.16% of HL and HVL combined 8.45% of HVL only	0	
EM-MD-540a.3	Number of (1) accident releases from rail transportation			0, not applicable	0, not applicable	0, not applicable	0, not applicable	
EM-MD-540a.3	Number of (2) non-accident releases (NARs) from rail transportation			0, not applicable	0, not applicable	0, not applicable	0, not applicable	

Code	Accounting Metric	Unit	Sustainability Report Section Reference	2024	2023	2022	2021	Notes
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		Environment > EHS Management System Environment > Process Safety and Asset Integrity People > Health and Safety					
Activity Metric								
EM-MD-000.A	Total metric ton-kilometers of (1) natural gas transported	mcf/yr		742,371,541	637,395,202	537,600,947	509,753,328	
EM-MD-000.A	Total metric ton-kilometers of (2) crude oil transported	bbl/year		21,277,756	23,228,933	25,017,597	24,031,631	Includes crude gathering and condensate sales
EM-MD-000.A	Total metric ton-kilometers of (3) refined petroleum products transported	bbl/year		N/A	N/A	N/A	N/A	

Notes:
1. 2024 Natural Gas and Crude Oil Transported is pro forma Kinetik and Durango.

GRI Content Index

GRI Standard	Disclosure	Location/Explanation
GRI 2: General Disclosures 2021	2-1 Organizational details	Form 10-K Proxy Quarterly Reports
	2-2 Entities included in the organization's sustainability reporting	Proxy Sustainability Report > About This Report
	2-3 Reporting period, frequency and contact point	Sustainability Report > About This Report Kinetik's financial reporting period is the same as its sustainability reporting period
	2-4 Restatements of information	Sustainability Report > About This Report
	2-5 External assurance	Sustainability Report > About This Report
	2-6 Activities, value chain and other business relationships	Sustainability Report > About Kinetik Sustainability Report > Quick Facts Sustainability Report > Our Value Chain
	2-7 Employees	Sustainability Report > About This Report Sustainability Report > Health and Safety Sustainability Report > Cultivating an Empowered Workforce Total Employees as of EOY 2024 = 462
	2-8 Workers who are not employees	We have agreements with numerous contracting organizations via ISNetworld, who are each responsible for hundreds of contractors who support our organization through various agreements, contracts, and projects. These contractors are not included in the metrics below. In 2024, Kinetik also utilized certain contractors on an as-needed basis. Total hours worked among these contractors equates to approximately 5.2 full-time equivalent employees. These included contractors for: • (2) Accounting • (1) HR • (1) Intern • (1) IT • (1) Legal • (5) Midstream Accounting

GRI Standard	Disclosure	Location/Explanation
GRI 2: General Disclosures 2021	2-9 Governance structure and composition	Proxy Governance Documents Board of Directors Committee Composition Sustainability Report > Governance Framework and Oversight
	2-10 Nomination and selection of the highest governance body	Proxy Charter of the Corporate Governance and Sustainability Committee
	2-11 Chair of the highest governance body	Proxy Board of Directors The Chairman of the Board is an Independent Director and not a senior executive in the organization
	2-12 Role of the highest governance body in overseeing the management of impacts	Proxy Charters of the Governance and Sustainability Committee, Audit Committee, and Compensation Committee Sustainability Report > Governance Framework and Oversight
	2-13 Delegation of responsibility for managing impacts	Proxy Charter of the Governance and Sustainability Committee Sustainability Report > Governance Framework and Oversight Sustainability Report > Sustainability Governance and Structure
	2-14 Role of the highest governance body in sustainability reporting	Proxy Charter of the Governance and Sustainability Committee Sustainability Report > Materiality Analysis
	2-15 Conflicts of interest	Proxy Form 10-K: Related Party Transactions Related Party Transactions Policies are governed by the Audit Committee - refer to Charter of the Audit Committee
	2-16 Communication of critical concerns	Sustainability Report > Ethics and Compliance
	2-17 Collective knowledge of the highest governance body	Proxy Kinetik website - Governance Sustainability Report > Governance Framework and Oversight

GRI Standard	Disclosure	Location/Explanation
GRI 2: General Disclosures 2021	2-18 Evaluation of the performance of the highest governance body	Proxy Corporate Governance Guidelines Charters of the Governance and Sustainability Committee, Audit Committee, and Compensation Committee Kinetik website - Governance Summary: The Governance and Sustainability Committee oversees the annual evaluation of the Board, its committees, and management and reports back to the full Board. Governance and Sustainability Committee is responsible for reviewing the Company's strategy, initiatives, policies, and practices on corporate governance, environmental, health and safety, corporate social responsibility, sustainability, and other related policy matters and reporting back to the full Board.
	2-19 Remuneration policies	Proxy
	2-20 Process to determine remuneration	Proxy Charter of the Compensation Committee
	2-21 Annual total compensation ratio	Proxy
	2-22 Statement on sustainable development strategy	Sustainability Report > Letter from CEO Sustainability Report > Letter from the Chair of the Governance and Sustainability Committee Sustainability Report > Sustainability Governance and Structure
	2-23 Policy commitments	Sustainability Policy Code of Conduct Supplier Code of Conduct Employee Handbook - made available to all employees Stakeholder Engagement Policy - made available to all employees
	2-24 Embedding policy commitments	Sustainability Report > Ethics and Compliance Sustainability Report > Contractor and Supply Chain Engagement Summary: Company policies are available to employees through the Company intranet, and training is provided and critical policies are reviewed and acknowledged by each employee at scheduled intervals. Our Contractor Management Program requires that our Suppliers meet specific requirements as well as annually acknowledge and commit to the Supplier Code of Conduct.
	2-25 Processes to remediate negative impacts	Proxy Form 10-K Sustainability Report (throughout)
	2-26 Mechanisms for seeking advice and raising concerns	Employee Code of Conduct Supplier Code of Conduct Employee Handbook Ethics Point

GRI Standard	Disclosure	Location/Explanation
GRI 2: General Disclosures 2021	2-27 Compliance with laws and regulations	Code of Conduct Employee Handbook Sustainability Report (throughout)
	2-28 Membership associations	Sustainability Report > Awards and Memberships
	2-29 Approach to stakeholder engagement	Sustainability Report > Materiality Analysis Sustainability Report > Stakeholder Engagement
	2-30 Collective bargaining agreements	Zero employees (0%) are covered by collective bargaining agreements
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Sustainability Report > Materiality Analysis
	3-2 List of material topics	Sustainability Report > Materiality Analysis
	3-3 Management of material topics	Form 10-K (Risk Factors) Sustainability Report (throughout)
GRI 201: Economic Performance 2016	103-1 Explanation of the material topic and its Boundary	Sustainability Report > Materiality Analysis Sustainability Report (throughout)
	103-2 The management approach and its components	Proxy Form 10-K Quarterly Reports
	103-3 Evaluation of the management approach	Proxy Form 10-K Quarterly Reports
	201-1 Direct economic value generated and distributed	Form 10-K (F-1 thru F-43 in Part IV) Quarterly Reports Sustainability Report > People Sustainability Report > Community
	201-2 Financial implications and other risks and opportunities due to climate change	Form 10-K (Risk Factors) Sustainability Report > Climate Change
	201-3 Defined benefit plan obligations and other retirement plans	Sustainability Report > Employee Engagement, Development, and Well-Being Kinetik does not have a defined benefit pension plan
	201-4 Financial assistance received from government	Industrial Revenue Bond with Eddy County, NM, available due to capital spent and jobs created related to our King's Landing Plant

GRI Standard	Disclosure	Location/Explanation
GRI 203: Indirect Economic Impacts 2016	102-3 The management approach and its components	Sustainability Report > Community Investment Sustainability Report > Economic Contributions to the Local Community Sustainability Report > Contractor and Supply Chain Engagement
	203-1 Infrastructure investments and services supported	Sustainability Report > Community Investment Sustainability Report > Economic Contributions to the Local Community Sustainability Report > Contractor and Supply Chain Engagement
	103-1 Explanation of the material topic and its Boundary	Sustainability Report > Materiality Analysis Sustainability Report > Community Investment Sustainability Report > Economic Contributions to the Local Community Sustainability Report > Contractor and Supply Chain Engagement
	103-2 The management approach and its components	Sustainability Report > Community Investment Sustainability Report > Economic Contributions to the Local Community Sustainability Report > Contractor and Supply Chain Engagement
	103-3 Evaluation of the management approach	Sustainability Report > Community Investment Sustainability Report > Economic Contributions to the Local Community Sustainability Report > Contractor and Supply Chain Engagement
	204-1 Proportion of spending on local suppliers	Sustainability Report > Economic Contributions to the Local Community
GRI 205: Anti-Corruption 2016	103-1 Explanation of the material topic and its Boundary	Sustainability Report > Materiality Analysis Sustainability Report > Ethics and Compliance Employee Code of Conduct Kinetik website - Governance
	103-2 The management approach and its components	Sustainability Report > Ethics and Compliance Employee Code of Conduct Kinetik website - Governance
	103-3 Evaluation of the management approach	Sustainability Report > Ethics and Compliance Employee Code of Conduct Kinetik website - Governance
	205-2 Communication and training about anti-corruption policies and procedures	Sustainability Report > Ethics and Compliance Employee Code of Conduct Kinetik website - Governance

GRI Standard	Disclosure	Location/Explanation
GRI 205: Anti-Corruption 2016	205-3 Confirmed incidents of corruption and actions taken	Sustainability Report > Ethics and Compliance Employee Code of Conduct Kinetik website - Governance
GRI 206: Anti-Competitive Behavior 2016	103-1 Explanation of the material topic and its Boundary	Sustainability Report > Materiality Analysis Sustainability Report > Ethics and Compliance Employee Code of Conduct Kinetik website - Governance
	103-2 The management approach and its components	Sustainability Report > Ethics and Compliance Employee Code of Conduct Kinetik website - Governance
	103-3 Evaluation of the management approach	Sustainability Report > Ethics and Compliance Employee Code of Conduct Kinetik website - Governance
	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Sustainability Report > Ethics and Compliance
GRI 302: Energy 2016	103-1 Explanation of the material topic and its Boundary	Sustainability Report > Materiality Analysis Sustainability Report > Our Environment Sustainability Report > Climate Change
	103-2 The management approach and its components	Sustainability Report > Our Environment Sustainability Report > Climate Change
	103-3 Evaluation of the management approach	Sustainability Report > Our Environment Sustainability Report > Climate Change
	302-1 Energy consumption within the organization	Sustainability Report > Climate Change
	302-4 Reduction of energy consumption	Sustainability Report > Climate Change
GRI 303: Water and Effluents 2018	103-1 Explanation of the material topic and its Boundary	Sustainability Report > Materiality Analysis Sustainability Report > Our Environment Sustainability Report > Responsible Water Management
	103-2 The management approach and its components	Sustainability Report > Our Environment Sustainability Report > Responsible Water Management

GRI Standard	Disclosure	Location/Explanation
GRI 303: Water and Effluents 2018	103-3 Evaluation of the management approach	Sustainability Report > Our Environment Sustainability Report > Responsible Water Management
	303-1 Interactions with water as a shared resource	Sustainability Report > Responsible Water Management
	303-2 Management of water discharge-related impacts	Sustainability Report > Responsible Water Management Sustainability Report > Seismic Activity
	303-3 Water withdrawal	Sustainability Report > Responsible Water Management
	303-4 Water discharge	Sustainability Report > Responsible Water Management Overall water usage is minimal. Water is not discharged to the ground, unless specifically authorized by a permit (ex. Hydrostatic Test Discharge Permit) in which case we adhere to regulatory hydrostatic test discharge requirements along with landowner consent. In some cases, we may discharge to an authorized 3rd party evaporation pit.
	303-5 Water consumption	Sustainability Report > Responsible Water Management
GRI 304: Biodiversity 2016	103-1 Explanation of the material topic and its Boundary	Sustainability Report > Materiality Analysis Sustainability Report > Our Environment Sustainability Report > Biodiversity
	103-2 The management approach and its components	Sustainability Report > Our Environment Sustainability Report > Biodiversity
	103-3 Evaluation of the management approach	Sustainability Report > Our Environment Sustainability Report > Biodiversity
GRI 305: Emissions 2016	103-1 Explanation of the material topic and its Boundary	Sustainability Report > Materiality Analysis Sustainability Report > Our Environment Sustainability Report > Climate Change
	103-2 The management approach and its components	Sustainability Report > Our Environment Sustainability Report > Climate Change
	103-3 Evaluation of the management approach	Sustainability Report > Our Environment Sustainability Report > Climate Change
	305-1 Direct (Scope 1) GHG emissions	Sustainability Report > Our Environment Sustainability Report > Climate Change
	305-2 Energy indirect (Scope 2) GHG emissions	Sustainability Report > Our Environment Sustainability Report > Climate Change

GRI Standard	Disclosure	Location/Explanation
GRI 305: Emissions 2016	305-5 Reduction of GHG emissions	Sustainability Report > Our Environment Sustainability Report > Climate Change
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Sustainability Report > Our Environment Sustainability Report > Climate Change
GRI 306: Waste 2020	103-1 Explanation of the material topic and its Boundary	Sustainability Report > Materiality Analysis Sustainability Report > Our Environment Sustainability Report > Responsible Waste Management
	103-2 The management approach and its components	Sustainability Report > Our Environment Sustainability Report > Responsible Waste Management
	103-3 Evaluation of the management approach	Sustainability Report > Our Environment Sustainability Report > Responsible Waste Management
	306-1 Waste generation and significant waste-related impacts	Sustainability Report > Responsible Waste Management
	306-3 Waste generated	Sustainability Report > Responsible Waste Management
	306-4 Waste diverted from disposal	Sustainability Report > Responsible Waste Management
	306-5 Waste directed to disposal	Sustainability Report > Responsible Waste Management
GRI 307: Environmental Compliance 2016	103-1 Explanation of the material topic and its Boundary	Sustainability Report > Materiality Analysis Sustainability Report > Our Environment
	103-2 The management approach and its components	Sustainability Report > Our Environment
	103-3 Evaluation of the management approach	Sustainability Report > Our Environment
	307-1 Non-compliance with environmental laws and regulations	Sustainability Report > Our Environment
GRI 308: Supplier Environmental Assessment 2016	103-1 Explanation of the material topic and its Boundary	Sustainability Report > Materiality Analysis Sustainability Report > Contractor and Supply Chain Engagement
	103-2 The management approach and its components	Sustainability Report > Contractor and Supply Chain Engagement
	103-3 Evaluation of the management approach	Sustainability Report > Contractor and Supply Chain Engagement
	308-1 New suppliers that were screened using environmental criteria	Sustainability Report > Contractor and Supply Chain Engagement
GRI 401: Employment 2016	103-1 Explanation of the material topic and its Boundary	Sustainability Report > Materiality Analysis Sustainability Report > Employee Engagement and Development
	103-2 The management approach and its components	Sustainability Report > Employee Engagement and Development

GRI Standard	Disclosure	Location/Explanation
GRI 401: Employment 2016	103-3 Evaluation of the management approach	Sustainability Report > Employee Engagement, Development, and Well-Being
	401-1 New employee hires and employee turnover - See Chart Below	Sustainability Report > Cultivating an Empowered Workforce Additional data provided in tables below
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Sustainability Report > Employee Engagement, Development, and Well-Being

New Hires	2024	2023	2022	2021
Number of new hires	171	85	91	31
% Female	12 %	19 %	21 %	13 %
% Male	88 %	81 %	79 %	87 %
% Not identified	0 %	0 %	0 %	0 %
% <30	15 %	24 %	16 %	16 %
% 30-50	61 %	66 %	74 %	68 %
% 50+	23 %	11 %	10 %	16 %
White	49 %	48 %	53 %	55 %
Hispanic	43 %	45 %	40 %	39 %
Black	3 %	4 %	5 %	0 %
Bi/Multi-Racial	2 %	0 %	1 %	0 %
American Indian or Alaska Native	2 %	1 %	1 %	3 %
Asian	2 %	2 %	0 %	3 %
Native Hawaiian or Other Pacific Islander	0 %	0 %	0 %	0 %

Note: 2024 New Hires includes 73 employees from the Durango acquisition.

Employee Turnover	2024	2023	2022	2021
Number or departures	24	32	39	19
Voluntary turnover rate	6 %	11 %	15 %	9 %
% Female	12 %	13 %	3 %	13 %
% Male	88 %	88 %	97 %	9 %
% Not identified	0 %	0 %	0 %	0 %
% <30	17 %	16 %	13 %	15 %
% 30-50	67 %	75 %	51 %	11 %
% 50+	17 %	9 %	36 %	5 %
White	54 %	58 %	69 %	11 %
Hispanic	38 %	35 %	28 %	4 %
Black	8 %	2 %	0 %	0 %
Bi/Multi-Racial	0 %	0 %	0 %	0 %
American Indian or Alaska Native	0 %	0 %	0 %	33 %
Asian	0 %	0 %	0 %	0 %
Native Hawaiian or Other Pacific Islander	0 %	0 %	3 %	50 %

GRI Standard	Disclosure	Location/Explanation
GRI 403: Occupational Health and Safety 2018	103-1 Explanation of the material topic and its Boundary	Sustainability Report > Materiality Analysis Sustainability Report > Environmental, Health, and Safety Management Sustainability Report > Health and Safety
	103-2 The management approach and its components	Sustainability Report > Environmental, Health, and Safety Management Sustainability Report > Health and Safety
	103-3 Evaluation of the management approach	Sustainability Report > Environmental, Health, and Safety Management Sustainability Report > Health and Safety
	403-1 Occupational health and safety management system	Sustainability Report > Environmental, Health, and Safety Management Sustainability Report > Health and Safety
	403-2 Hazard identification, risk assessment, and incident investigation	Sustainability Report > Environmental, Health, and Safety Management Sustainability Report > Health and Safety
	403-3 Occupational health services	Sustainability Report > Environmental, Health, and Safety Management Sustainability Report > Health and Safety
	403-4 Worker participation, consultation, and communication on occupational health and safety	Sustainability Report > Environmental, Health, and Safety Management Sustainability Report > Health and Safety
	403-5 Worker training on occupational health and safety	Sustainability Report > Environmental, Health, and Safety Management Sustainability Report > Health and Safety
	403-8 Workers covered by an occupational health and safety management system	Sustainability Report > Environmental, Health, and Safety Management Sustainability Report > Health and Safety
	403-9 Work-related injuries	Sustainability Report > Environmental, Health, and Safety Management Sustainability Report > Health and Safety
GRI 404: Training and Education 2016	103-1 Explanation of the material topic and its Boundary	Sustainability Report > Materiality Analysis Refer to individual sections throughout the report: Cybersecurity; Ethics and Compliance; Health and Safety; Employee Engagement, Development, and Well-Being; Respectful and Inclusive Work Environment
	103-2 The management approach and its components	Refer to individual sections throughout the report: Cybersecurity; Ethics and Compliance; Health and Safety; Employee Engagement, Development, and Well-Being; Respectful and Inclusive Work Environment
	103-3 Evaluation of the management approach	Refer to individual sections throughout the report: Cybersecurity; Ethics and Compliance; Health and Safety; Employee Engagement, Development, and Well-Being; Respectful and Inclusive Work Environment
	404-1 Average hours of training per year per employee	Refer to individual sections throughout the report: Cybersecurity; Ethics and Compliance; Health and Safety; Employee Engagement, Development, and Well-Being; Respectful and Inclusive Work Environment

GRI Standard	Disclosure	Location/Explanation
GRI 404: Training and Education 2016	404-3 Percentage of employees receiving regular performance and career development reviews	Sustainability Report > Employee Engagement, Development, and Well-Being 100% of Employees are eligible for annual performance reviews
GRI 405: Diversity and Equal Opportunity 2016	103-1 Explanation of the material topic and its Boundary	Sustainability Report > Cultivating an Empowered Workforce
	103-2 The management approach and its components	Sustainability Report > Cultivating an Empowered Workforce
	103-3 Evaluation of the management approach	Sustainability Report > Cultivating an Empowered Workforce
	405-1 Diversity of governance bodies and employees	Proxy Board of Directors Sustainability Report > Board Composition and Evaluation and Board Experience and Metrics Sustainability Report > Cultivating an Empowered Workforce

Gender	2024	2023	2022	2021
Employees				
% Male	84 %	82 %	82 %	85 %
% Female	16 %	18 %	18 %	15 %
% Not identified	0 %	0 %	0 %	0 %
Management				
% Male	80 %	NR	NR	NR
% Female	20 %	NR	NR	NR
% Not identified	0 %	NR	NR	NR
Senior Leadership				
% Male	82 %	82 %	82 %	93 %
% Female	18 %	18 %	18 %	7 %
% Not identified	0 %	0 %	0 %	0 %
Board				
% Male	70 %	73 %	73 %	80 %
% Female	30 %	27 %	27 %	20 %
% Not identified	0 %	0 %	0 %	0 %

Age	2024	2023	2022	2021
Employees				
Under 30	11 %	11 %	11 %	13 %
30-50	63 %	64 %	64 %	56 %
Over 50	26 %	25 %	25 %	32 %
Management				
Under 30	3 %	NR	NR	NR
30-50	64 %	NR	NR	NR
Over 50	33 %	NR	NR	NR
Senior Leadership				
Under 30	0 %	0 %	0 %	0 %
30-50	76 %	76 %	76 %	71 %
Over 50	24 %	24 %	24 %	29 %
Board				
Under 30	0 %	0 %	0 %	0 %
30-50	20 %	36 %	45 %	70 %
Over 50	80 %	64 %	55 %	30 %

Ethnicity/Race	2024	2023	2022	2021
Employees				
White	52 %	56 %	57 %	61 %
Hispanic	40 %	37 %	36 %	33 %
Black	0.03 %	0.04 %	0.04 %	0.02 %
Bi/Multi-Racial	0.01 %	0 %	0 %	0 %
American Indian or Alaska Native	0.02 %	0.02 %	0.02 %	0.01 %
Asian	0.01 %	0.01 %	0.01 %	0 %
Native Hawaiian or Other Pacific Islander	0 %	0 %	0 %	0 %
Minority (Total)	47 %	44 %	43 %	37 %
Management				
White	76 %	NR	NR	NR
Hispanic	15 %	NR	NR	NR
Black	0.02 %	NR	NR	NR
Bi/Multi-Racial	0.01 %	NR	NR	NR
American Indian or Alaska Native	0.03 %	NR	NR	NR
Asian	0.04 %	NR	NR	NR
Native Hawaiian or Other Pacific Islander	0 %	NR	NR	NR
Minority (Total)	25 %	NR	NR	NR

Ethnicity/Race	2024	2023	2022	2021
Senior Leadership				
White	100 %	100 %	100 %	90 %
Hispanic	0 %	0 %	0 %	10 %
Black	0 %	0 %	0 %	0 %
Bi/Multi-Racial	0 %	0 %	0 %	0 %
American Indian or Alaska Native	0 %	0 %	0 %	0 %
Asian	0 %	0 %	0 %	0 %
Native Hawaiian or Other Pacific Islander	0 %	0 %	0 %	0 %
Minority (Total)	0 %	0 %	0 %	10 %
Board				
White	80 %	82 %	91 %	90 %
Hispanic	0 %	0 %	0 %	0 %
Black	0 %	0 %	0 %	0 %
Bi/Multi-Racial	0 %	0 %	0 %	0 %
American Indian or Alaska Native	0 %	0 %	0 %	0 %
Asian	20 %	18 %	9 %	10 %
Native Hawaiian or Other Pacific Islander	0 %	0 %	0 %	0 %
Minority (Total)	20 %	18 %	9 %	10 %

GRI Standard	Disclosure	Location/Explanation
GRI 413: Local Communities 2016	103-1 Explanation of the material topic and its Boundary	Sustainability Report > Materiality Analysis
	103-2 The management approach and its components	Sustainability Report > Community Investment
	103-3 Evaluation of the management approach	Sustainability Report > Community Investment
	413-1 Operations with local community engagement, impact assessments, and development programs	Sustainability Report > Community Investment Sustainability Report > Community and Landowner Engagement
	413-2 Operations with significant actual and potential negative impacts on local communities	Sustainability Report > Our Environment Sustainability Report > Seismic Activity
GRI 414: Supplier Social Assessment 2016	103-1 Explanation of the material topic and its Boundary	Sustainability Report > Materiality Analysis
	103-2 The management approach and its components	Sustainability Report > Contractor and Supply Chain Engagement
	103-3 Evaluation of the management approach	Sustainability Report > Contractor and Supply Chain Engagement
	414-1 New suppliers that were screened using social criteria	Sustainability Report > Contractor and Supply Chain Engagement
GRI 415: Public Policy 2016	103-1 Explanation of the material topic and its Boundary	Sustainability Report > Materiality Analysis
	103-2 The management approach and its components	Sustainability Report > Stakeholder Engagement
	103-3 Evaluation of the management approach	Sustainability Report > Stakeholder Engagement
	415-1 Political contributions	Sustainability Report > Stakeholder Engagement
GRI 419: Socioeconomic Compliance 2016	103-1 Explanation of the material topic and its Boundary	Sustainability Report > Materiality Analysis
	103-2 The management approach and its components	Sustainability Report > Ethics and Compliance
	103-3 Evaluation of the management approach	Sustainability Report > Ethics and Compliance
GRI 419: Socioeconomic Compliance 2016	419-1 Non-compliance with laws and regulations in the social and economic area	Sustainability Report > Ethics and Compliance There were no alleged infractions in 2024

Forward Looking Statement

This report includes certain statements that may constitute "forward-looking statements" for purposes of the federal securities laws. Forward-looking statements include, but are not limited to, statements that refer to projections, forecasts or other characterizations of future events or circumstances, including any underlying assumptions. The words "anticipate," "assume," "believe," "budget," "continue," "could," "estimate," "expect," "foresee," "forecast," "guidance," "intends," "may," "might," "outlook," "plan," "possible," "potential," "predict," "project," "prospects," "seeks," "should," "would," "will," and similar expressions may identify forward-looking statements, but the absence of these words does not mean that a statement is not forward-looking. These statements include, but are not limited to, statements about the Company's future plans; expectations; objectives for the Company's operations, including statements about strategy, synergies, expansion projects, acquisitions and divestitures, future operations; sustainability-related goals, strategies and initiatives, including, among others, those relating our female representation targets, reducing greenhouse gas emissions (GHG), environmental management, renewable energy and energy efficiency, waste management, biodiversity, safety and asset integrity, health and safety, and community investment and engagement; our plans to achieve our sustainability-related goals and to monitor and report progress thereon; sustainability-related engagement, commitments, and disclosure; and other related items.

Many of the assumptions, standards, methodologies, metrics and measurements used in preparing this report continue to evolve and are based on management assumptions believed to be reasonable at the time of preparation but should not be considered guarantees. While forward-looking statements are based on assumptions and analyses made by us that we believe to be reasonable under the circumstances, whether actual results and developments will meet our expectations and predictions depend on a number of risks and uncertainties which could cause our actual results, performance, and financial condition to differ materially from our expectations. Therefore, the reader should not place undue reliance on these forward-looking statements. Such risks and uncertainties include, but are not limited to, our operating assets being located exclusively in the Permian Basin; customers' levels of development and completion activity on our dedicated acreage; potential difficulties in completing acquisitions or integrating new businesses and properties and potential inability to achieve expected benefits from future acquisitions; our current and future interests in joint ventures where our control of such entities may be limited; the possibility that third-party pipelines may be interconnected and we may not have control over the compatibility or safety of such other third party processes, material or infrastructure; the possibility that our customers may suspend, reduce, or terminate their obligations under our commercial agreements with them in certain circumstances; increased completion from other companies that provide midstream services, or from alternative fuel sources; our exposure to commodity price risk; use of derivative financial instruments; new or additional regulatory, environmental, political, contractual, legal, and economic risks to which our construction of new midstream assets may be subject to; the potential occurrence of a significant accident or event that is not fully insured; a shortage of equipment and skilled labor; the actions of governmental entities, changes to current laws or regulations, or failure to comply with laws or regulations; increased regulation of rates and services and greater regulatory scrutiny at the federal and state level; federal and state legislative and regulatory initiatives relating to pipeline safety; increased regulation of hydraulic fracturing; adoption of new or more stringent legal standards relating to induced seismic activity associated with produced-water disposal; health, safety, and environmental laws and regulations; laws and regulations relating to climate change and GHG emissions and physical risks associated with climate change; increasing attention to sustainability matters and conservation measures and risks related to our public statements with respect to such matters that may be subject to heightened scrutiny from public and governmental authorities, related to the risk of potential "greenwashing," *i.e.*, misleading information or false claims overstating potential sustainability-related benefits, risks that the Company may face regarding potentially conflicting anti-ESG initiatives from certain U.S. state or other governments, which could lead to increased litigation risk from private parties and governmental authorities or regulatory bodies related to our sustainability efforts; divergent public and governmental perspectives on employment practices and social initiatives by both those calling for the continued advancement of such policies, as well as those who believe they should be curbed; inflationary issues and associated changes in monetary or trade policy; or a terrorist attack, cyber-attack or armed conflict. These and other applicable risks, uncertainties, and assumptions are described more fully in the Company's filings with the Securities and Exchange Commission ("SEC"), including our Annual Report on Form 10-K for the year ended December 31, 2024 and any subsequently filed Quarterly Reports on Form 10-Q and Current Reports on Form 8-K. Any forward-looking statement made by us in this report speaks only as of the date on which it is made. Factors or events that could cause our actual results to differ may emerge from time to time, and it is not possible for us to predict all of them. Moreover, while this report provides information on several sustainability-related topics, including goals and ambitions, there are inherent uncertainties in providing such information, due to the complexity and novelty of many methodologies established for collecting, measuring, and analyzing ESG and sustainability-related data. While we anticipate continuing to monitor and report on certain sustainability-related information, we cannot guarantee that such data will be consistent year-to-year, as methodologies and expectations continue to evolve. Additionally, some of the data provided in this report may be estimated or reliant on estimated information, which is inherently imprecise, and we cannot guarantee that estimates are identified as such in every instance. Furthermore, there are sources of uncertainty and limitations that exist that are beyond our control and could impact our plans and timelines, including the reliance on technological and regulatory advancements and market participants' behaviors and preferences. We undertake no obligation to publicly update any forward-looking statement whether as a result of new information, future development, or otherwise, except as may be required by law. Further, any Company GHG reduction aspirations remain dependent on the future regulatory environment, technology improvements, changes in our asset portfolio and economics.

While this report describes potential future events and matters that may be significant, and with respect to which we may even use the word "material" or "materiality", the potential significance of these events and matters should not be read as equating to "materiality" as the concept is used in connection with our required disclosures made in response to SEC and exchange rules and regulations.

In some cases, the information in this report is prepared, or based on information prepared, by government agencies or third-party vendors and consultants and is not independently verified by the Company. Furthermore, unless explicitly noted in each instance where it occurs, the relevant sustainability-related data provided in this report has not been audited or subject to any third-party assurance process. This data should not be interpreted as any form of guarantee or assurance of accuracy, future results or trends, and we make no representation or warranty as to third-party information. Unless otherwise provided, the information contained in this report is expressly not incorporated by reference into any of our filings made with the SEC, or any other filing, report, application, or any statement that we make to any federal, state, tribal, or local governmental authority.





2024 Sustainability Report

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