

2021 was a pivotal year in our company's history as EagleClaw Midstream merged with Altus Midstream to form Kinetik, the largest integrated midstream operator in the Delaware Basin. The new name, Kinetik, epitomizes energy for change, and we plan to be at the junction of where energy is today and where it will be headed tomorrow.

We believe that tomorrow's energy has a substantial focus on environmental, social and governance (ESG) performance. Below, we have provided some highlights of our ESG performance from 2021 and our aspirations for 2022.



Environment:

To be a good steward of the environment, in 2021 we:

- > Reduced Scope 1 and 2 emissions by 16%
- > Sourced 49% of our energy requirements from renewable sources



16%
Emissions
Reduction



49%
Renewable
Sources

All Environmental data is for the proforma combined entity including the former EagleClaw Midstream and Altus Midstream.

Safety:

With a concerted company-wide approach on health and safety including training and awareness raising, in 2021 we:

- > Reduced our Total Recordable Incident Rate (TRIR) by 85% (from 3.53 to 0.52)
- > Reduced our Motor Vehicle Incident Rate (MVIR) by 55% (from 3.75 to 1.69)
- > Had 0 fatalities
- > Delivered 4,768 hours of Environment, Health and Safety focused training for field-based employees



85%
Reduction
on TRIR



55%
Reduction
on MVIR



0
Fatalities



4,768 HRS
Delivered for EHS
Focused Training

Safety data is for the former EagleClaw Midstream only.

People:

To support our employees in their commitment to perform at the highest standards of safety, performance, integrity and customer service, in 2021 we:

- > Expanded the benefits available to our employees
- > Increased the diversity of our board and senior leadership team
- > Trained 100% of employees on Diversity, Equity and Inclusion (DEI) topics



Expanded
Available Employee
Benefits



Increased
Diversity of Our
Board and Senior
Leadership Team



100%
of Employees Trained
on DEI Topics

People data is for the former EagleClaw Midstream only.

Community:

As a good neighbor, in 2021 we:

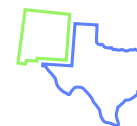
- > Volunteered 182 hours to community projects in 2021
- > Had 25% of our employees participate in an employee match for the EagleNest Foundation
- > Spent 75% of our procurement dollars locally in Texas or New Mexico



182 HRS
Volunteered to
Community Projects



25%
Employee Participation
in Employee Match



75%
Spent Locally in Texas
or New Mexico

Community data is for the former EagleClaw Midstream only.

Looking Ahead:

In 2022, we are excited about several initiatives, including:

- > 100% of salaried employees will have 20% of their at-risk pay tied to achieving ESG targets
- > The issuance of our sustainability linked bond, which is linked to the following commitments with a 2021 baseline level:
 - Reducing methane emission intensity by 30% by 2030 from a 2021 baseline level
 - Reducing greenhouse gas emissions intensity by 35% by 2030 from a 2021 baseline level
 - Increasing our leadership team to 20% women by 2026

Please see the 2021 Kinetik ESG report for more details on our performance and our aspirations going forward.