



Policy Name: Sustainability Policy	
Date: July 20, 2020	Revised: June 1, 2023
Retention Limit <i>(until superseded or a specific date, such as every two years):</i>	

1. Purpose

This policy serves to identify long-term sustainability objectives that Kinetik (KNTK) will use to guide our business operations.

2. Scope: Adherence to this policy and the principles contained herein is required.

- We will build a deep understanding of our environmental, social and governance (ESG) goals among our employees, contractors, suppliers, and partners so that we work together in their achievement;
- We will continuously encourage the efficient use of natural resources in our business operations and promote the protection of the environment;
- We will incorporate sustainability considerations into material capital investment decisions;
- We will provide safe and healthy working conditions for employees and contractors and ensure adequate training resources are available;
- We will respect each employee in ways that show respectful, consistent, and fair treatment regardless of race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by law;
- We will review the impact of our operations on local communities so that activities that may potentially generate occupational health and safety, environmental, or social impacts directly associated with our operations are properly identified, monitored, and addressed;
- We will uphold high standards of honesty, transparency, and business integrity by complying with local, state, and Federal laws and regulations while actively participating in the policy and legislative process to share our views and perspectives -- using examples from our own operations -- to further inform such deliberations;
- We will incorporate sustainability risks into our risk management system to identify, manage and monitor sustainability risks, prioritize them, and resolve issues at an early and impactful stage;
- We will leverage all reporting tools within the organization to ensure incidents are reported timely to allow for immediate evaluation of any impact to our sustainability procedures;
- We will ensure that considerations related to potential material sustainability matters (e.g., reputational impact, operational impact, strategic impact, legal impact, financial impact) are considered and concluded so the Company decides on matters holistically;
- We will continually monitor developments around changing expectations involving governance matters and their relevance to our operations from the perspectives of our key stakeholders so that we proactively consider issues and methods to resolve early;
- We will provide transparency in our communications regarding the Company's sustainability program and disclosures.



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3. Roles and Responsibilities

The VP, Sustainability shall be responsible for ensuring daily oversight and enactment of these precepts, in alignment with overarching guidance from the appropriate KNTK Board Committee(s).