KINETIK	**Policy Name:**	**Human Rights Policy**	
	Effective Date:	September 1, 2023	**Last Revised:** 10/20/2026
	Department:	Sustainability	

1. Purpose

Kinetik Holdings Inc. (along with its subsidiaries, the "Company") is committed to maintaining a culture that respects and safeguards the principles aimed at protecting internationally recognized human rights. We believe upholding human rights in every facet of our business is a fundamental pillar for creating sustainable value within our Company, our local communities, our value chain, and with our stakeholders. The Company's commitment to respecting human rights applies to all Directors, officers, employees, and other individuals working for Kinetik. We also seek to work with vendors, contractors, consultants, and other service providers (collectively, our "Suppliers") who share the same commitment to respecting universal human rights standards. In cases where the Company holds joint interests without operational control, Kinetik looks for joint venture partners that aim to follow human rights principles similar to those herein.

While the nature of our business activities and our existing operational footprint do not generally create a significant risk which negatively impacts the basic principles of human rights, we strive to proactively identify and mitigate negative human rights impacts resulting from or caused by our business activities. The Company seeks to comply with all applicable laws related to human rights, social rights, and labor rights, and we support those principles identified in the United Nations (UN) Universal Declaration of Human Rights, UN Guiding Principles on Business and Human Rights, and the International Labor Organization's (ILO) Declaration on Fundamental Principles and Rights at Work.

The Company aims to identify, assess, and, where appropriate, address potential human rights risks associated with its operations and business relationships through its policies, management systems, and business practices. Where appropriate, Kinetik may take reasonable steps to prevent, mitigate, or address identified risks consistent with applicable laws and the Company's operational responsibilities.

The Company's policies and practices, including the Company's Code of Business Conduct, Employee Handbook, and Supplier Code of Conduct, affirm our commitment to and respect for human rights.

2. Responsibilities

A. Our Suppliers

At Kinetik, we understand the importance of assessing our entire value chain to gain a comprehensive understanding of our overall impacts, including those on human rights, and we are committed to developing a supply chain that contributes to the advancement of our sustainability objectives. Our approach to respecting human rights within our supply chain aligns with our principles. We aim to select Suppliers whose corporate values align with ours. Specifically, the Company sets forth expectations through its Contractor Management Program and Supplier Code of Conduct, along with other Supplier agreements. Suppliers are required to acknowledge Kinetik's Supplier Code of Conduct

and are expected to comply with its requirements and all applicable laws, rules, regulations, and governmental requirements related to labor practices and human rights.

B. Communities and Stakeholders

At Kinetik, we respect the rights of people in the communities where we operate, and we take pride in being a positive influence and responsible neighbor. We recognize that the Company's success is tied to the well-being of the communities we serve. We actively seek out ways to support their growth and development as well as seek to identify, assess, and where appropriate, mitigate adverse impacts our operations may have on human rights. By working closely with local organizations, landowners, and other stakeholders and engaging in an active dialogue, we strive to build strong relationships and foster greater integration.

C. Inclusion and Equal Employment Opportunity (EEO)

At Kinetik, we are committed to a workplace environment that encourages growth and respect for all current and prospective employees and provides a work environment free from any form of harassment or discrimination. We cultivate an empowered workforce built on a solid set of values that include integrity, fairness, mutual respect, and honest transparent communication. Our culture, policies, and leadership expectations are designed to promote fairness, consistency, and responsible employment decisions.

Kinetik provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type on the basis of race, color, religion, age, sex, national origin, disability status, genetic information, military or veteran status, sexual orientation, gender identity or expression, familial or spousal affiliation, or any other status protected under applicable law. Employment decisions, including recruitment, hiring, advancement, development, compensation, and other terms and conditions of employment, are based on job-related qualifications, experience, performance, and the ability to perform the essential functions of the position, consistent with applicable law.

This commitment is supported by the Company's Code of Business Conduct, Employee Handbook, and Supplier Code of Conduct.

D. Freedom of Association

At Kinetik, we are committed to fair labor practices and fostering a harmonious work environment. We promote an inclusive atmosphere where open communication, collaboration, and mutual respect are encouraged, enabling employees to freely express their opinions and concerns. The Company is dedicated to upholding employees' rights under applicable laws and regulations related to Freedom of Association, and we respect our employees' and Suppliers' fundamental rights to join, form, or refrain from participating in unions and/or collective bargaining without fear of reprisal, punishment,

or harassment. Currently, none of Kinetik's employees are members of unions or collective bargaining agreements.

E. Forced Labor, Child Labor, Modern Slavery, and Human Trafficking

Kinetik and its employees are referred to as "at-will." The Company opposes the use of any forms of forced labor, child labor, modern slavery, or human trafficking and prohibits its employees and Suppliers from engaging in any activity that supports, encourages, or is linked to such activities. Such activities include, among other things, soliciting or engaging in prostitution (even if legal in the jurisdiction where it occurs), using force, fraud, or coercion to subject a person to involuntary servitude, or obtaining labor from a person by threats of harm to that person or another.

This commitment is supported by the Company's Code of Business Conduct, Employee Handbook, and Supplier Code of Conduct.

F. Health, Safety, Security, and Environment

At Kinetik, the safety and well-being of our employees, Suppliers, and communities in which we operate are top priorities, and we are committed to complying with all applicable laws, regulations, and internal requirements related to health, safety, security, and environment (HSSE). We have built a culture in which safety is everyone's responsibility. We require a commitment from all employees, Suppliers, and other business partners to operate in a safe, reliable, and environmentally sound manner. While it is not common practice to hire security personnel at the Company, in instances where security services are deemed necessary, the Company will only contract with professional security services that meet the Company's contractor requirements and policies, including those related to human rights.

Specific internal HSSE policies and requirements are detailed in the Company's Code of Business Conduct, Employee Handbook, EHS Policy, EHS Manual, Company Procedures, and Supplier Code of Conduct.

G. Indigenous Peoples

At Kinetik, we recognize and respect the importance of Indigenous peoples' history, culture, and legal rights. In areas where our business activities may impact Indigenous communities, we seek to adhere to all applicable laws and regulations and strive to work with the community to identify, monitor, and address any potential negative impact our operations may have on their rights. In cases where the Company holds joint interests without operational control in areas encompassing Indigenous communities, Kinetik will look for our joint venture partners to adopt similar principles that help ensure protection of their rights and effective mitigation of potential cultural, social, and environmental impacts on Indigenous populations.

H. Work Hours, Compensation, and Benefits

Kinetik seeks to uphold all applicable laws and regulations related to labor practices, including those concerning work hours, compensation, and working conditions. The Company strives to provide fair and equitable compensation practices and does not discriminate in remuneration. Compensation decisions are based on business and job-related factors, including responsibilities, qualifications, experience, performance, and applicable market conditions. The Company requires its Suppliers to comply with applicable laws and regulations related to work hours, compensation, benefits, and other labor laws, consistent with the Company's Supplier Code of Conduct and other applicable contractual requirements.

This commitment is supported by the Company's Code of Business Conduct, Employee Handbook, Human Resources practices, and Supplier Code of Conduct.

3. Training

Employees are required to acknowledge that they have read and understand Kinetik's Code of Business Conduct, and the Company provides additional training and educational materials on various topics herein, as necessary.

4. Reporting Concerns

Kinetik has high standards and believes in open and transparent communications. To protect our integrity and reputation, we expect employees and other stakeholders to report any concerns of actual, attempted, or apparent violation of law or Company policy, so the matter can be properly investigated and addressed. Reports should be made to Kinetik's Legal Team, the Human Resources Department, to an immediate supervisor or any member of management with whom the individual is comfortable discussing the matter, or through the Kinetik Ethics Hotline which is hosted by a third party to maintain confidentiality and anonymity when requested: (844-569-5688) or kinetik.ethicspoint.com.

Kinetik prohibits any form of retaliation against any individual who in good faith reports a suspected violation.

This policy will be reviewed periodically and updated as appropriate to reflect changes in applicable laws, regulations, business operations, and evolving best practices.

KINETIK	**Policy Name:**	**Human Rights Policy**	
	Effective Date:	September 1, 2023	**Last Revised:** 10/20/2026
	Department:	Sustainability	

Document Control

Version	Date	Description of Change	Approved By
1	Sept. 2023	Initial release	General Counsel, VP of Sustainability
2	Oct. 2026	Updated to align with Sustainability disclosures, strengthened human rights due diligence language, clarified governance responsibilities	General Counsel, VP of Sustainability