



2023 Sustainability Report

KINETIK

»»»»»»»»»» Energy for **Change**

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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](#)
- [Sustainability Policy](#)
- [Supplier Code of Conduct](#)
- [Sustainability Linked Financing Framework](#)
- [Corporate Governance Guidelines](#)
- [Charter of the Audit Committee](#)
- [Charter of the Compensation Committee](#)
- [Charter of the Governance and Sustainability Committee](#)
- [2024 Proxy Statement](#)
- [SEC Form 10-K](#)
- [Other Financial and SEC Filings](#)

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Introduction

At **Kinetik**, we are committed to delivering reliable, affordable, and sustainable energy, fuel, and feedstocks to support the global transition towards a less carbon-intensive future.

As a premier midstream operator, we recognize that long-term success requires a well-balanced strategic approach aimed at creating value for our stakeholders. This involves embedding strong corporate governance, environmental stewardship, employee-well being, and responsible corporate citizenship into our core business strategies. We are proud to lead in sustainable practices, consistently reducing our environmental impact while positively influencing those around us and helping to facilitate the supply of essential resources to meet the world's growing and evolving energy needs.

"Every decision we make has the power to energize meaningful change. We envision new possibilities, embrace innovation, and forge partnerships that propel us toward a more sustainable future."

Dawn Coufal
VP of Sustainability

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About This Report

Kinetik Holdings Inc (Kinetik or the Company) is committed to advancing a safer, cleaner, and more reliable energy future, and we take great pride in sharing our **2023 Sustainability Report** (Report) highlighting the Company's unwavering commitment to sustainability and responsible corporate practices. As stewards of a better energy future, we believe that integrating environmental, safety, governance, and community considerations into our business decisions is essential to creating value for our stakeholders. We are proud to provide a transparent and comprehensive review of the Company's sustainability initiatives, progress, and achievements throughout 2023 as we strive to lead by example and be the force behind **Energy for Change**.



Our Approach to Sustainability Reporting

At Kinetik, transparency is at the core of our sustainability reporting approach. Our materiality analysis helps us define and prioritizes key environmental, social, and governance topics that underpin our sustainability strategy and help guide our disclosures. Through our transparent sustainability reporting and disclosure practices, we aim to provide clear and accurate information regarding our sustainability performance. Developed by our team of experts and approved by the Governance and Sustainability Committee of the Board of Directors (Board or Directors), this report aims to share our progress, foster trust and accountability with our stakeholders, and drive continuous improvement in our sustainability practices.

- **Reporting Period:** January 1, 2023 – December 31, 2023, unless otherwise noted
- **Publication Date:** August 2024
- **Reporting Cycle:** Annual
- **Report Boundaries:** Kinetik's 2023 Sustainability Report covers all activities under direct operational control of Kinetik. While we are partners in various joint ventures, we do not report on our joint venture activities that fall under the direct operational control of the other party, unless otherwise noted.
- **Reporting Methodologies and Frameworks:** Kinetik's 2023 Sustainability Report methodologies seek to align with market and industry best practices, stakeholder requests, and what we consider key sustainability priorities. For 2023, we reported in reference to Global Reporting Initiative (GRI) Standards, Sustainability Accounting Standards Board (SASB), and Energy Infrastructure Council/GPA Midstream (EIC/GPA) ESG Reporting Framework.

Third Party Assurance and Review

While our 2023 Sustainability Report is not assured by a third-party, certain disclosures within this Report undergo limited assurance on an annual basis. Kinetik engages an independent third-party auditor to provide limited assurance on specific sustainability Key Performance Indicators (KPIs) as required by our Sustainability Linked Financing Framework. Kinetik has undergone this annual third-party limited assurance review since 2023. The initial assurance review covered specific 2022 performance data and 2021 baseline data.

Additional Information

Additional information, including Kinetik's past sustainability reports, Sustainability-Linked Financing Framework, Company policies, SEC filings and financials, Board and governance information, along with various other publicly disclosed resources can be found at www.kinetik.com.

We are pleased to share our sustainability journey with our stakeholders, and we welcome any questions and feedback: info@kinetik.com.

We believe that integrating environmental, safety, governance, and community considerations into our business decisions is essential to creating value for our stakeholders



2023 Report Highlights



Environmental

32%

reduction in Methane Emissions Intensity since 2021, and **22%** reduction YoY

14%

reduction in GHG Emissions Intensity since 2021, and **6%** reduction YoY

61%

electricity usage from renewable sources

100%

of gas plants and compressor stations voluntarily monitored for methane with advanced aerial OGI technology



Safety

Safety Award

2023 GPA Midstream Safety Award

100%

reduction in Lost Time Incidents

83%

reduction in Total Recordable Incident Rate (TRIR) since 2022

33

average hours of EHS training completed by field employees



Social

533

employee volunteer hours

\$1.2 MM+

in donations and charitable contributions

110+

children sponsored by employees through our annual holiday toy drives

\$175,000

donated to 18 emergency response organizations across the Permian Basin



Governance

91%

of Board directors are independent

27%

of Board directors identify as women and **18%** of directors are from diverse backgrounds and perspectives

66%

of Board committees chaired by women

100%

debt capital structure directly linked to sustainability performance targets



Letter from Our CEO

Dear Stakeholders,

2023 marks another year of significant progress at Kinetik. Our actions continue to drive our results as we seek to unlock the potential of energy for a better tomorrow.

At Kinetik, our mission is to be the premier provider of safe, reliable, and environmentally responsible midstream services. We are committed to customer satisfaction, employee empowerment and teamwork, supporting our local communities, and upholding our broader responsibilities as a corporate citizen. We embrace our pivotal role in the energy transition and the long-lasting benefits we create for our stakeholders.

The past year we executed upon several highly strategic growth projects, our financial and sustainability priorities, and more broadly speaking, our Kinetik vision. We continued our growth journey in 2024 with the purchase of Durango Permian LLC. This strategic acquisition in New Mexico expands our footprint and enhances our operational capabilities across the Delaware Basin, reinforcing our growth objectives and commitment to providing reliable and sustainable energy solutions.

Our steadfast commitment to safety and sustainability enabled us to make progress across all of our sustainability initiatives, including greenhouse gas (GHG) emissions reductions, employee safety and well-being, community outreach, and advancing clean energy business opportunities.

We recognize the importance of challenging ourselves and fostering trust in our stakeholders. In 2022, we became the first and only North American midstream company to link 100% of our debt financings to sustainability initiatives. We reinforced this dedication in 2023 by issuing \$800 million of senior secured

notes as part of a refinancing effort, further demonstrating our dedication to environmental stewardship, cultivating an inclusive workplace culture, and promoting accountable business practices.

We continue to make meaningful progress in our GHG emissions reduction efforts. Since our 2021 baseline, we have reduced our combined Scope 1 and Scope 2 GHG and methane emissions intensities by 14% and 32%, respectively, achieving our 2030 methane emissions intensity reduction target of 30%. This success was largely accomplished by converting natural gas-driven pneumatics and pumps to instrument air at seven compressor stations, reducing our annual methane emissions from pneumatics by approximately 50%. Additionally, we implemented fuel gas and compressor blowdown upgrades, maintained a robust leak detection and repair program, and voluntarily implemented several advanced emission detection and monitoring technologies. We also increased our electricity sourced from renewable energy by 35%, with renewable sources representing 61% of our total energy usage in 2023 versus 51% in 2022.

Amid a nearly 20% increase in natural gas volumes on our system, we successfully reduced our Scope 1 and Scope 2 methane emissions intensity by over 20% year-over-year, demonstrating our commitment to sustainable growth.





In 2023, we bolstered our sustainability efforts through the creation of our New Energy Ventures team, focusing on opportunities to facilitate Kinetik’s role in the energy transition by decarbonizing and mitigating environmental impacts while driving economic growth. One of our inaugural projects is our partnership with Infinium, an industry leader in the production of ultra-low carbon electrofuels (eFuels). We have dedicated carbon dioxide (CO₂) from one of our gas processing facilities in the Delaware Basin to be used as feedstock for the creation of sustainable aviation fuel and other low carbon fuels. This unique opportunity provides for the beneficial reuse of our CO₂ waste stream, further decarbonizing our footprint and demonstrating industry leadership in innovative carbon emissions strategies.

We continually explore new technologies and sustainable business opportunities to enhance our emissions monitoring and measurement processes and accelerate our progress toward our long-term emissions reduction targets. By implementing innovative solutions, we remain committed to further reducing our environmental impact and advancing our sustainability goals.

Our people remain our greatest asset, and their safety is our top priority. Over the past year, we further strengthened our robust safety program and significantly improved our safety performance. Thanks to our team’s efforts and commitment to safety, we reduced our Total Recordable Incident Rate by an impressive 83% from the prior year and received the 2023 GPA Midstream Safety Award for outstanding safety performance. We uphold the highest standards of safety and asset integrity, fostering a culture of responsibility and reliability. Our robust asset integrity and preventative maintenance programs further augment the safety and reliability of our operations.

Our 2023 compensation program again tied 20% of all salaried employees’ at risk-pay to specific safety and sustainability-related goals, demonstrating our shared commitment to environmental and social responsibility.

We take great pride in supporting the communities in which we live, work, and operate. Through our community volunteering policy, we nearly doubled our total volunteer hours in 2023 giving back to our local communities in West Texas and the Houston area. In 2023, we contributed over \$1.2 million to various organizations and charities, including the Permian Strategic Partnership and BEAR - Be a Resource for CPS Kids. Additionally, since our first annual Holes for Heroes charity golf tournament hosted in 2022, Kinetik has donated over \$500,000 directly to Permian Basin first responders. This event has continued to grow each year, and it is inspiring to see our industry and community come together to show their sincere gratitude to first responders.

Our commitment to our people, safety, the environment, our customers, and communities is backed by real, impactful actions. Our efforts are propelling sustainable growth to meet the energy needs of today and tomorrow.

Kinetik. Energy for Change.

The ongoing support of our Board of Directors coupled with our strong governance framework has been integral to our success. Incorporating environmental, safety, governance, and responsible corporate practices into our business decisions is essential to creating long-term value for our stakeholders. We have highly experienced Board members that comprise our Governance and Sustainability Committee and provide invaluable expertise in the strategic development and management of our sustainability program and goals.

We recognize the important role we play in meeting the world’s growing energy demand to improve standards of living, reduce global poverty, and create more equitable opportunities. The world is demanding cleaner energy sources, and natural gas provides a cost effective, lower-emissions route to reliable universal energy access. At Kinetik, we are committed to sustainability best practices, innovation, collaboration, and efficient operations. Our actions will drive our continued results.

This report highlights our 2023 performance and previews our future initiatives as we continue to drive Energy for Change. We welcome any questions and feedback.

Sincerely,

Jamie Welch

President & Chief Executive Officer

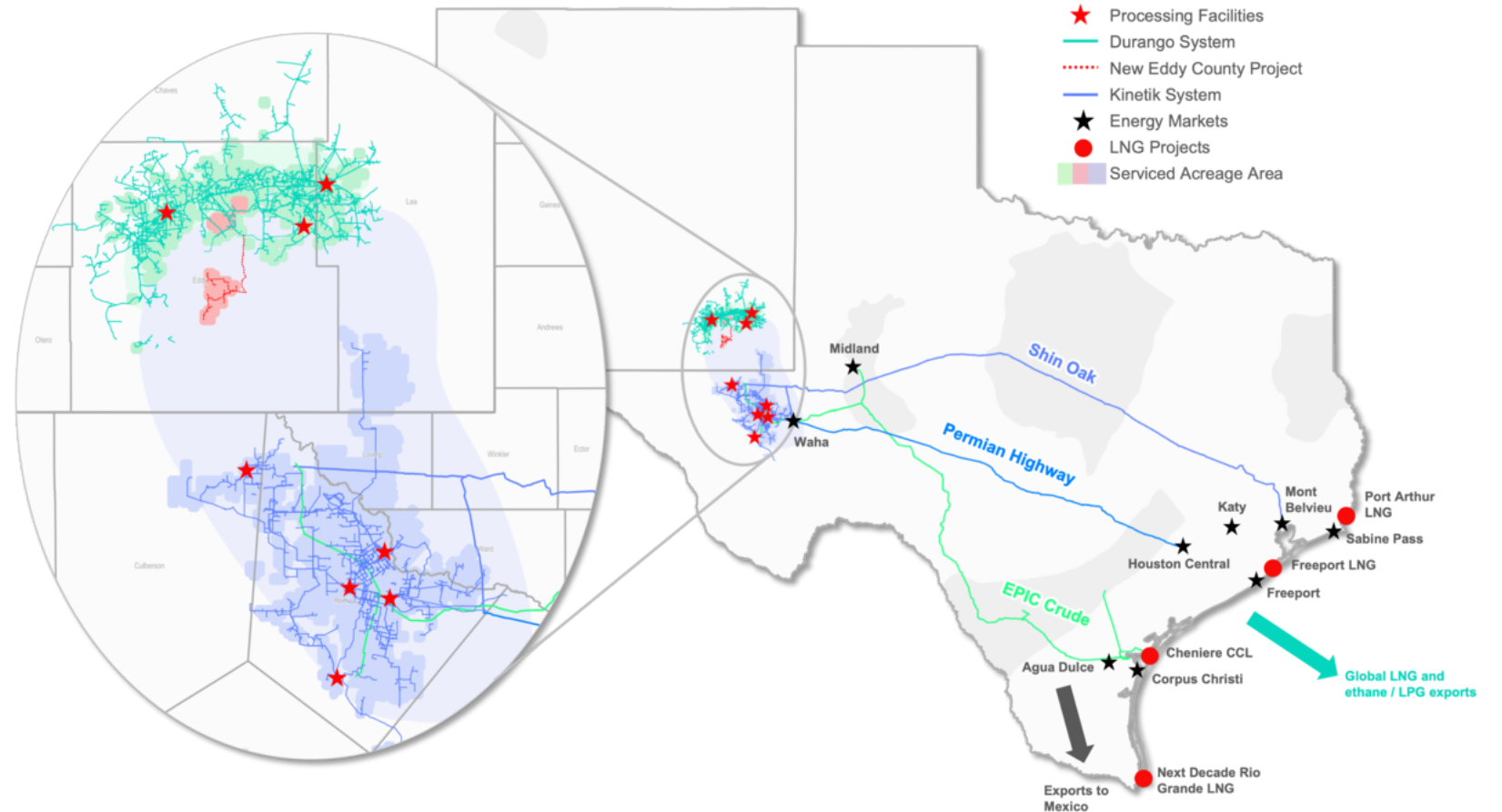


About Kinetik

Kinetik Holdings Inc. (NYSE: KNTK) is a fully integrated, pure-play, Permian-to-Gulf Coast midstream C-corporation operating in the Delaware Basin. Kinetik provides comprehensive gathering, compression, processing, transportation, and water management services for companies that produce natural gas, natural gas liquids, crude oil, and produced water.

With over 425 employees, we are dedicated to continually producing environmentally responsible and financially meaningful results while providing the best-in-class services needed to deliver natural gas, natural gas liquids, and crude oil safely and responsibly to downstream markets for a range of uses – including manufacturing and industrial operations, transportation, heating and cooling for residences and businesses, and electricity generation. We see natural gas as an essential component to meeting our planet’s growing energy needs - natural gas 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 clean energy.

Strategically located in the heart of the Delaware Basin, a sub-basin within the greater Permian Basin, Kinetik’s operations span across eight counties in Texas and New Mexico. With over 2.4 billion cubic feet per day (Bcfpd) of cryogenic natural gas processing capacity in operation and later stage construction, Kinetik is the third largest natural gas processor within the Delaware Basin¹. Additionally, we have non-operated interests in three long-haul pipelines transporting natural gas, natural gas liquids, 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 2024
² About Kinetik reflects Company data as of July 2024



Kinetik at a Glance

425+

employees

~1,400,000

serviced acres

~2.4 Bcfpd

natural gas processing capacity

4,500+

miles of pipeline consisting of 3,500 miles of gas gathering pipelines

~560,000

horsepower of natural gas compression capacity

7 Major Complexes

operated across eight counties in TX & NM

90,000 Barrels

crude storage capacity

1.0 Bcfpd

owned & operated intrabasin Delaware Link residue pipeline

2.7 Bcfpd

interests in residue gas takeaway to U.S. Gulf Coast markets



one of the **largest midstream companies** in the Delaware Basin with corporate offices in Midland and Houston, TX

90+

customers

579,000 Bwpd

permitted produced water injection capacity

580 Mbpd

owned & operated intrabasin Kinetik NGL pipeline

550 Mbpd

interests in NGL takeaway to U.S. Gulf Coast markets



equity interests in long-haul pipelines: **55.5%** of PHP, **33%** of Shin Oak, **15%** of Epic Crude

³ Kinetik at a Glance data reflected as of July 2024 and following in-service of Kings Landing processing complex.

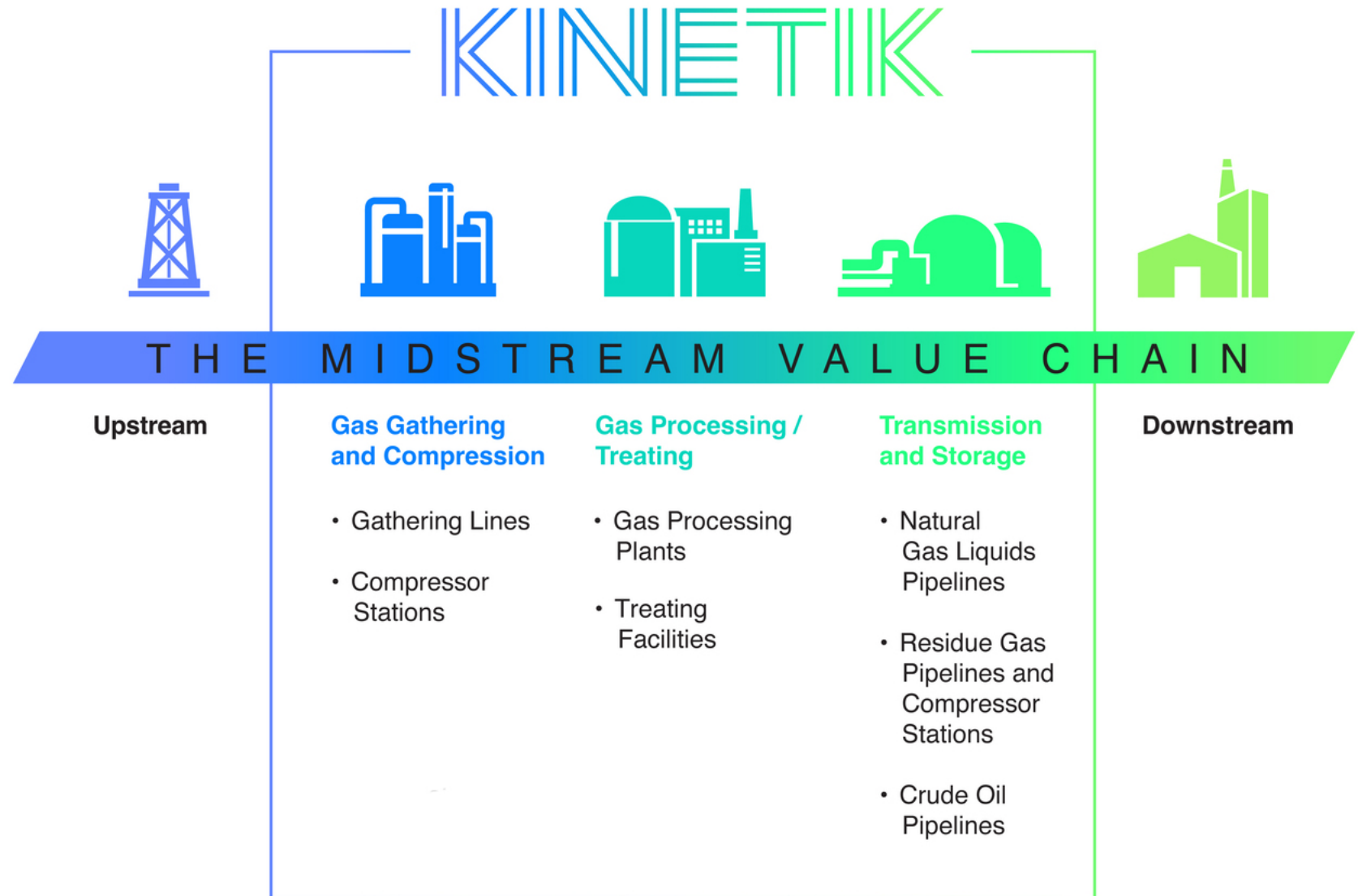
Our Value Chain

Kinetik delivers the energy and resources people need to live their lives. Oil and natural gas are critical energy infrastructure segments and have a foundational role in providing the energy, fuel, and raw materials essential for sustaining modern society, powering economies, and meeting global energy demands. Oil and natural gas fuel the 21st century.

The oil and natural gas value chain consists of three major segments: upstream, midstream, and downstream. As part of the midstream sector in this value chain, Kinetik operates the critical infrastructure necessary to gather, treat, and process natural gas, natural gas liquids, and crude oil from the upstream exploration and production sector and transport these products to the downstream distribution sector where they reach end-user markets.

Kinetik plays an essential role in providing efficient and reliable logistics solutions to upstream producers in the Permian Basin and downstream customers along the United States Gulf Coast energy markets. As the vital link in this value chain, Kinetik connects the actual resources to end customers efficiently and reliably.⁴

Watch ViewPoint featuring Kinetik's industry-leading sustainability initiatives



⁴ Kinetik also transports produced water to saltwater disposal wells.



Natural Gas in Our Daily Lives

Natural gas is the backbone of our energy infrastructure, powering our homes, businesses, and transportation systems, supplying fuel for heating and cooking, while also providing the essential raw materials for countless products we rely on daily. From electricity generation to manufacturing, natural gas is critical to sustaining our modern lifestyle, driving economic growth, and advancing human progress.

Not only is natural gas abundant, reliable, and affordable, it is also the least carbon-intensive hydrocarbon-based fuel available and is a critical component to combating climate change as it replaces higher polluting traditional fuels. Even with a growing energy demand, the United States greenhouse gas emissions have decreased by 16% since 2007⁵ primarily due to the use of natural gas replacing higher emitting fossil fuels.

In 2023, The U.S. surpassed Australia and Qatar as the world's largest liquified natural gas (LNG) exporter. LNG has been a vital energy resource for our allied countries as it is an affordable, secure, and low carbon intensity energy source.

Natural Gas is Abundant – Approximately 100 Bcfpd is produced in the U.S. while the U.S. consumed ~80 Bcfpd in 2023. This abundant resource has enabled the U.S. to become energy independent.

Natural Gas is Reliable – Natural gas supplies energy 24/7, year round. Unlike wind and solar, it is not dependent on weather conditions. It is readily deployable, easily stored, and its vast underground infrastructure is protected from many major disruptive events.

Natural Gas is Affordable – Abundant domestic supplies along with a vast, reliable, and efficient infrastructure helps provide Americans with access to affordable energy that is not dependent upon supply from other nations.

Natural Gas is Less Carbon Intensive – Natural gas is the cleanest burning, least carbon intensive hydrocarbon-based fuel available. Burning natural gas for energy results in nearly 60% fewer CO2 emissions compared to burning coal or petroleum products to generate an equivalent amount of electricity.⁶

Natural gas is vital to people's quality of life, to society, and to human progress. It is the backbone of our energy infrastructure.

At Kinetik, we believe natural gas is not only a part of the energy transition but also a critical component of the future of clean energy and energy security. We recognize that as the demand for energy grows and the focus on clean energy intensifies, we stand at the intersection between energy security and sustainability.

We are keenly aware of our ability to leverage our expertise to contribute to domestic energy security while simultaneously delivering cleaner energy solutions. Through significant advancements in reducing emissions across our midstream operations, we strive to combat climate change and lead a natural gas energy transformation to supply society with reliable, affordable, and cleaner natural gas.



Electricity Generation

Natural gas generates **43%** of electricity in the U.S., representing the highest source of power generation.⁷



Residential Use

60% of U.S. homes use natural gas for necessities like space heating, water heating, and cooking.⁸



Manufacturing

Natural gas is **essential in manufacturing** virtually every product we use on a daily basis such as cellphones, cosmetics, plastics, fertilizers, pharmaceuticals, and nearly everything in between.



Transportation

Natural gas is used as a **cleaner fuel alternative** for public transit fleets, buses, and trains, as well as commercial trucks that deliver goods to market. It also powers compressors for pipelines that move natural gas to end markets.

⁵ Data Source: U.S. EPA, [Climate Change Indicators](#)

⁶ Data source: U.S. EIA, [Today in Energy](#)

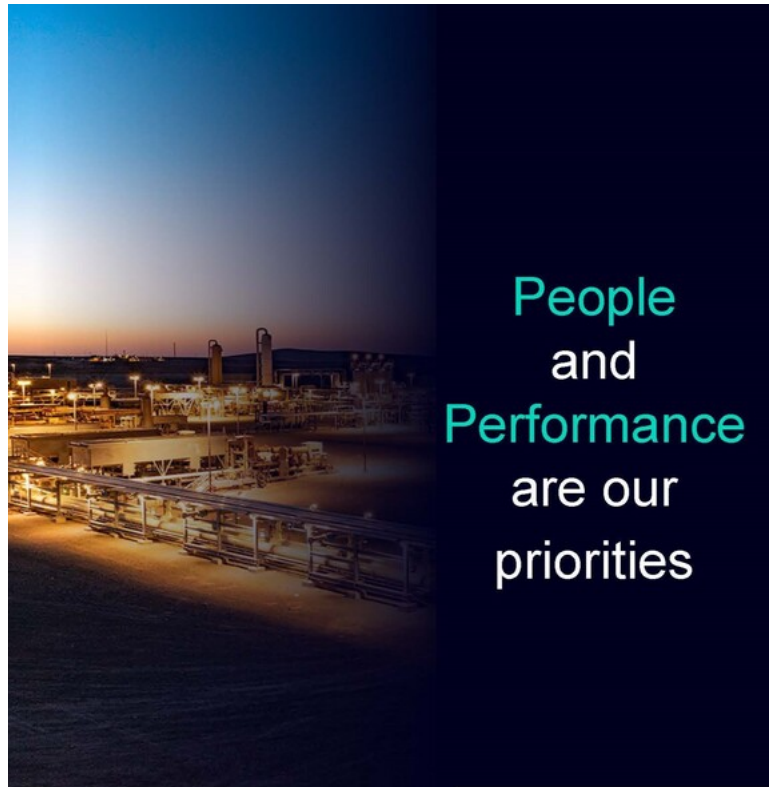
⁷ Data source: U.S. EIA, [Electric Power Monthly, February 2024](#)

⁸ Data source: U.S. EIA, [Monthly Energy Review, April 2023](#)





Our Vision, Mission, and Values


Kinetik’s Vision, Mission, and Values serve as the cornerstone of our organization’s success and vitality. These guiding principles underpin our dedication to being a premier midstream company and positively impacting our customers, employees, communities, other stakeholders, and the planet as a whole.





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


 **Our people are our greatest asset**
We recognize the critical value of our people and reward their performance and encourage their professional growth.


 **Customer-first approach**
We maintain a culture of success that centered on a “customer first” approach to everything we do. We develop relationships that make a positive difference in the lives of our customers.

 **We have high standards**
We hold our employees to the highest of standards of safety, performance and integrity.

 **We believe in open and transparent communication**
We are direct, open and professional in our communications with all stakeholders.

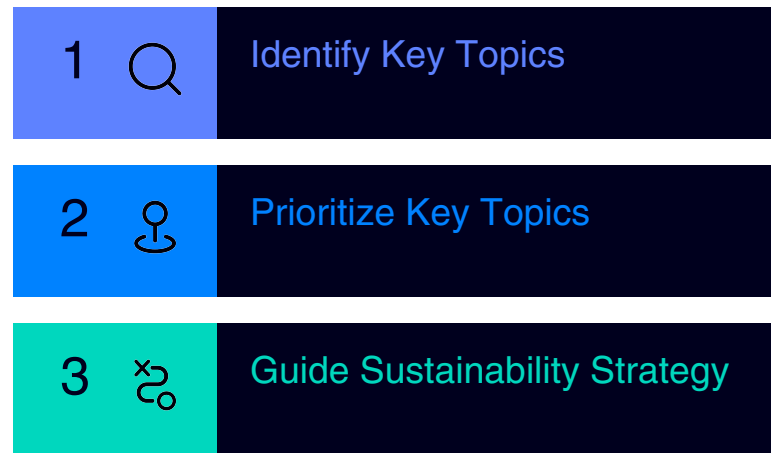
 **We are good stewards of the environment**
We follow applicable regulations and requirements and seek to be a model corporate citizen.

 **We are a good neighbor**
We live and work in the communities where we operate, and we strive to be a consistent, positive force in the present and future.

 **We believe in great teamwork**
We work together across boundaries to meet the needs of our customers and to help our Company succeed.

Materiality Analysis

Kinetik’s materiality analysis identifies and prioritizes key environmental, social, and governance topics important to our business and stakeholders. This analysis helps guide our sustainability strategy and the content of our disclosures.



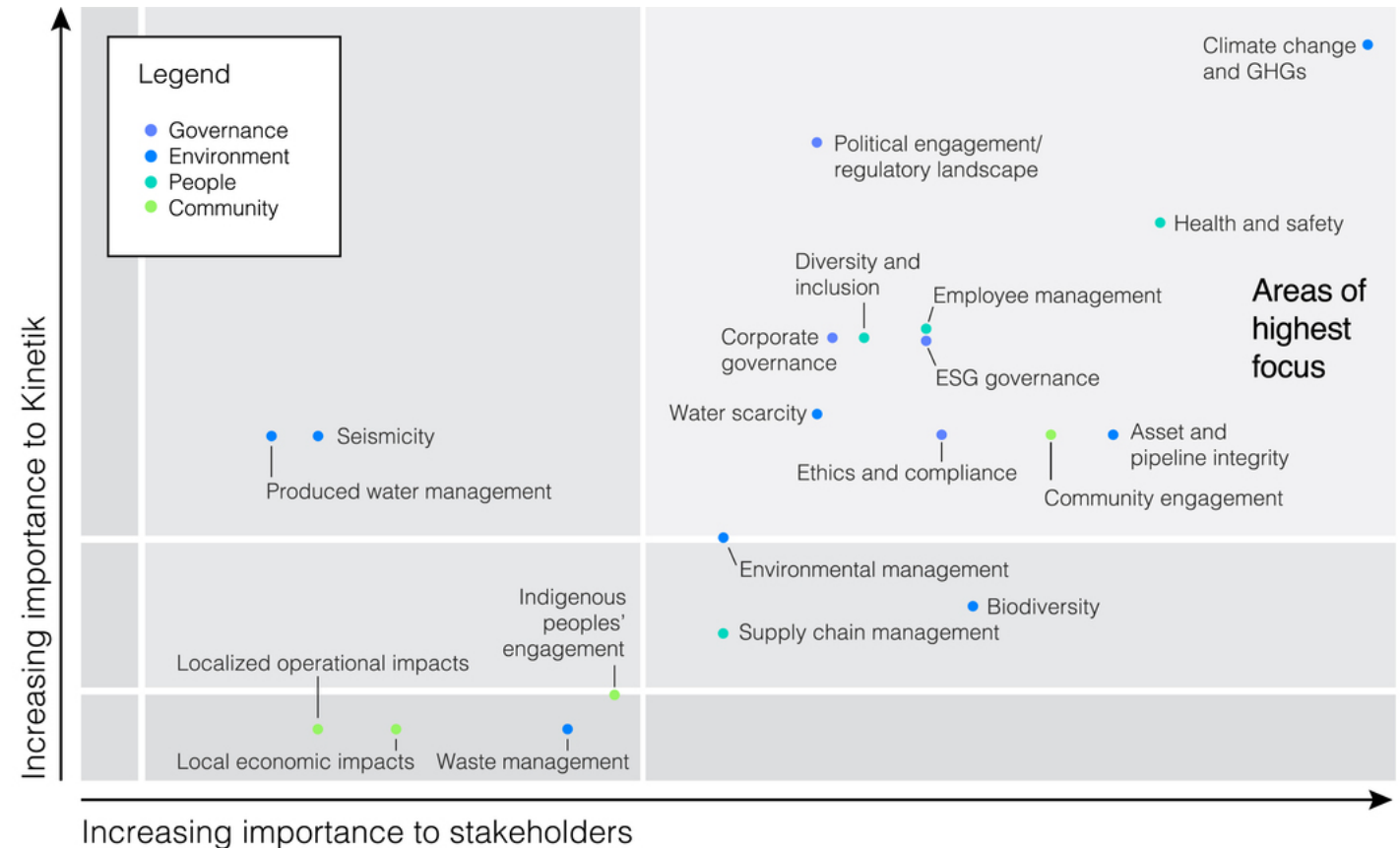
To **Identify key topics**, Kinetik engaged a third-party to conduct a robust, multi-stakeholder materiality analysis. This assessment consisted of interviews with nearly 30 internal and external stakeholders, including customers, suppliers, landowners, industry associations, non-profits, and Kinetik employees and Board members. The analysis also consisted of document-based research on perspectives of investors and lenders, our peers, government agencies, activists, and industry-specific reporting frameworks as well as a review of Kinetik’s internal policies and procedures.

Prioritization of key topics relied on their frequency of mention across various sources and insights gathered from materiality interviews within the industry, alongside our broader professional understanding of sustainability trends.

The materiality analysis was reviewed by the Board, Executive Steering Committee, and Sustainability Working Committee to validate the priority of issues and assist in developing our sustainability strategy. As we aim to ensure our business strategy continues to align with what our Company and stakeholders view as the most important aspects of our

business, we regularly evaluate the necessity to conduct a new materiality assessment. Kinetik’s key topics continue to remain consistent with prior years. The strongest emphasis continues to be on climate change, GHG emissions, and health and safety while topics such as regulatory landscape, governance, employee management, and community engagement are also high focus areas.

Throughout this report, we further detail our sustainability efforts and the progress the Company has made toward each key sustainability topic.





Governance

At **Kinetik**, we pride ourselves on upholding a set of strong corporate governance values that reflect our commitment to ethics, responsibility, and integrity.

We are resolute in our pursuit of excellence and seek to maintain the highest level of corporate governance practices. At the core of our corporate governance philosophy lies the recognition that a strong corporate governance structure, one that encompasses economic progress, social development, and environmental improvement, is paramount to fostering sustainability and creating sustainable long-term value for our business, our employees, our stakeholders, and the broader society.

“Kinetik’s success and reputation are driven by the actions and behaviors of our team. We are committed to fostering trust and accountability among those who work for and with us, as we aim to create long-term value for all our stakeholders.”

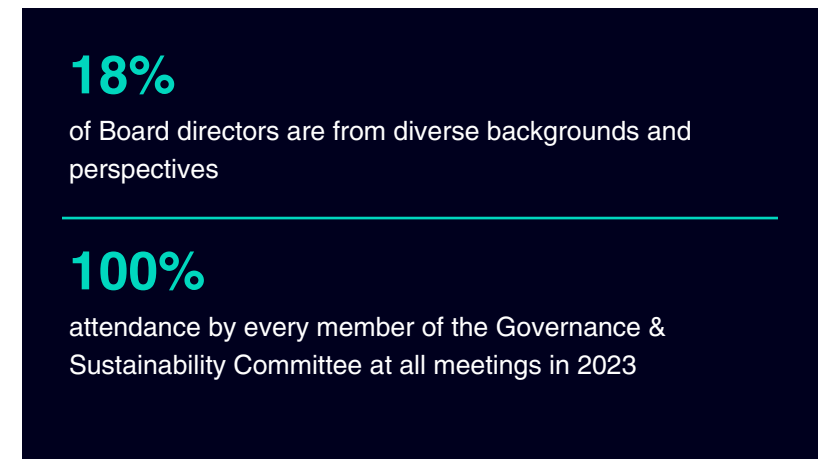
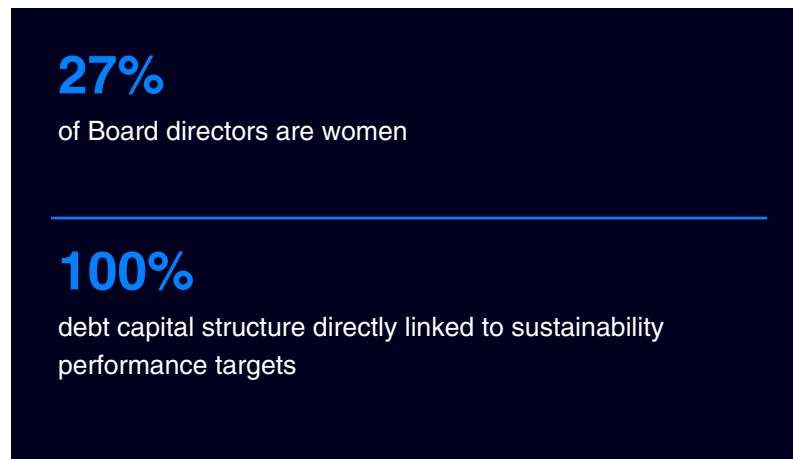
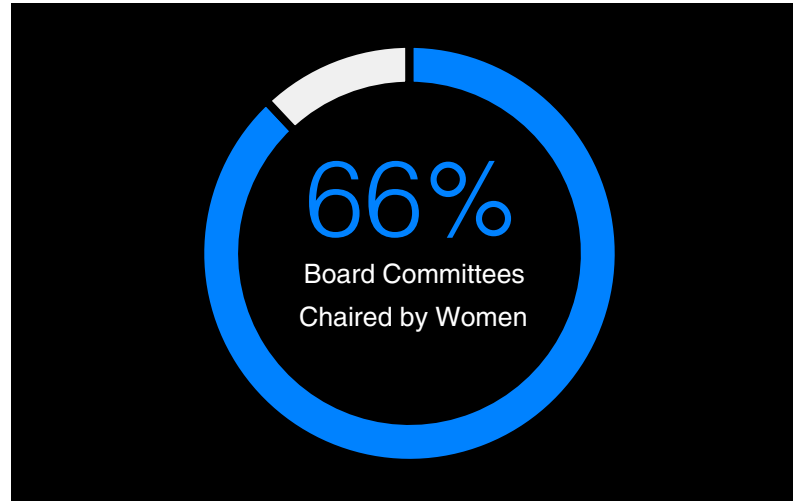
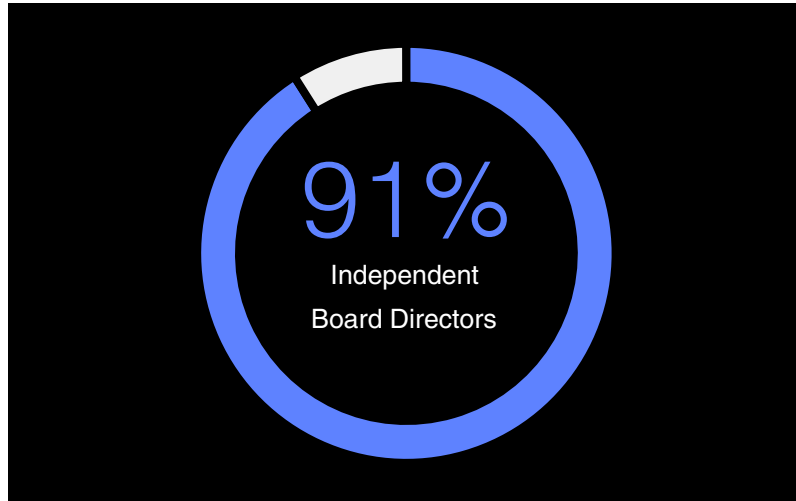
Lindsay Ellis
VP, Deputy General Counsel

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2023 Governance Performance Highlights





Letter from the Chair of the Governance & Sustainability Committee

2023 has been a year of continued growth and commitment for Kinetik as we solidify our position as a leader in sustainable energy. Building on the transformative merger of BCP Raptor and Altus Midstream Company in 2022, we have witnessed our employees become One Kinetik and leverage their combined strengths to drive meaningful progress in our sustainability initiatives. The recent acquisition of Durango Permian LLC has further bolstered our capabilities, and we are excited to integrate them into our One Kinetik culture, strengthening our position and driving further growth.

Throughout 2023, we navigated the complexities of evolving stakeholder expectations and adapting to an ever-changing regulatory landscape. Despite the challenges, Kinetik remained unwavering in our commitment to producing environmentally responsible and financially meaningful results.

The Governance and Sustainability Committee provides oversight of the Company's sustainability risks, strategy, initiatives, policies, and practices, recognizing its importance to the Company's success and the long-term well-being of our planet.

This past year, we continued to make significant strides in our sustainability performance, as detailed in this report. Kinetik has set ambitious goals for the future, and not only did we meet many of our short-term sustainability targets but we also met our ambitious 2030 methane intensity reduction target ahead of schedule. This is a reflection of our dedication to continuous

improvement towards reducing GHG and methane emissions, appreciating diverse perspectives and experiences, and achieving our long-term sustainability goals.

The actions taken in 2023 have further strengthened Kinetik's foundation for sustainable growth. As Chair of the Governance and Sustainability Committee, and 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. Together, we are making a positive impact on our planet and driving sustainable economic growth.

Kinetik truly embodies Energy for Change.

Sincerely,

Laura A. Sugg

Chair, Governance and Sustainability Committee

Our employees are Kinetik. Their dedication and outstanding performance enabled us to achieve our 2030 methane emissions intensity reduction target ahead of schedule. The Board is proud of this achievement, and together we will continue to drive meaningful environmental and economic progress.





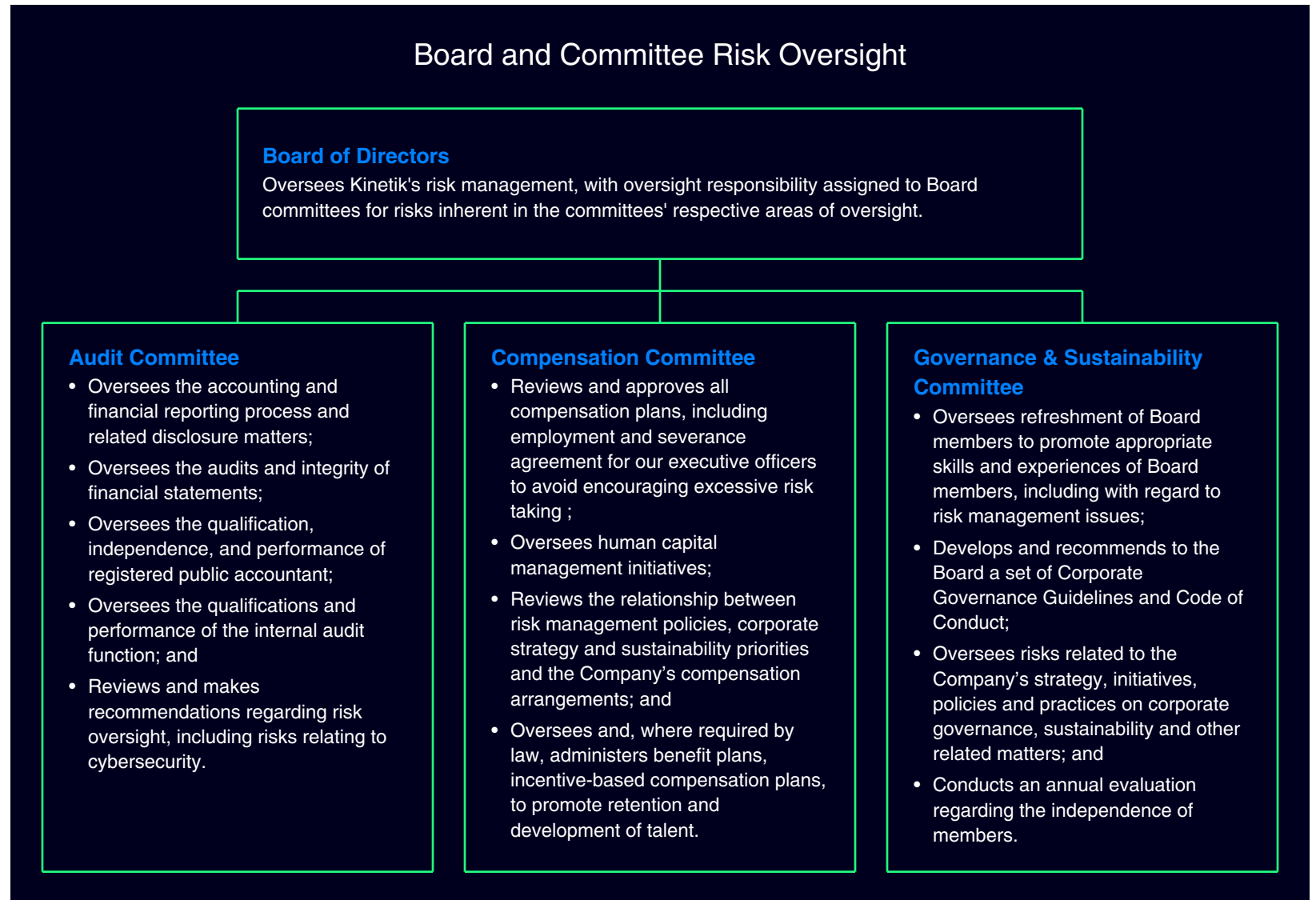
Governance Framework

Kinetik has a robust governance model that sets clear direction to employees and other stakeholders on how the Company operates. We firmly believe that strong corporate governance is essential to achieving our short and long-term objectives and positioning Kinetik as the most trusted and respected midstream service provider in the Permian Basin.

Kinetik’s corporate governance reporting and disclosure control framework is compliant with Sarbanes Oxley (SOX), and its structure includes conformity to the applicable rules and regulations as prescribed by the Securities and Exchange Commission (SEC) and the New York Stock Exchange (NYSE).

Our robust governance framework incorporates a top-down oversight approach while encouraging bottom-up employee ownership that collectively cultivates a culture of success. This integrated approach not only aims to ensure the creation of long-term value but also drives outstanding performance across all areas of our business.

Kinetik’s Board of Directors and its committees provide comprehensive oversight of the Company, while our President and CEO, Jamie Welch, along with the management team, manage day-to-day risks and drive the implementation of our corporate strategy, resulting in sustained excellence and operational success.



Board of Directors

Kinetik’s Corporate Governance Guidelines reflect the Company’s strong commitment to sound corporate governance practices.

These guidelines establish a clear framework for the selection, roles, responsibilities, and accountability of the Board of Directors. By promoting transparency, ethical conduct, and strategic oversight, they help safeguard the interests of all of the Company’s stakeholders. Regular evaluations and updates of the guidelines help to ensure our governance remains aligned

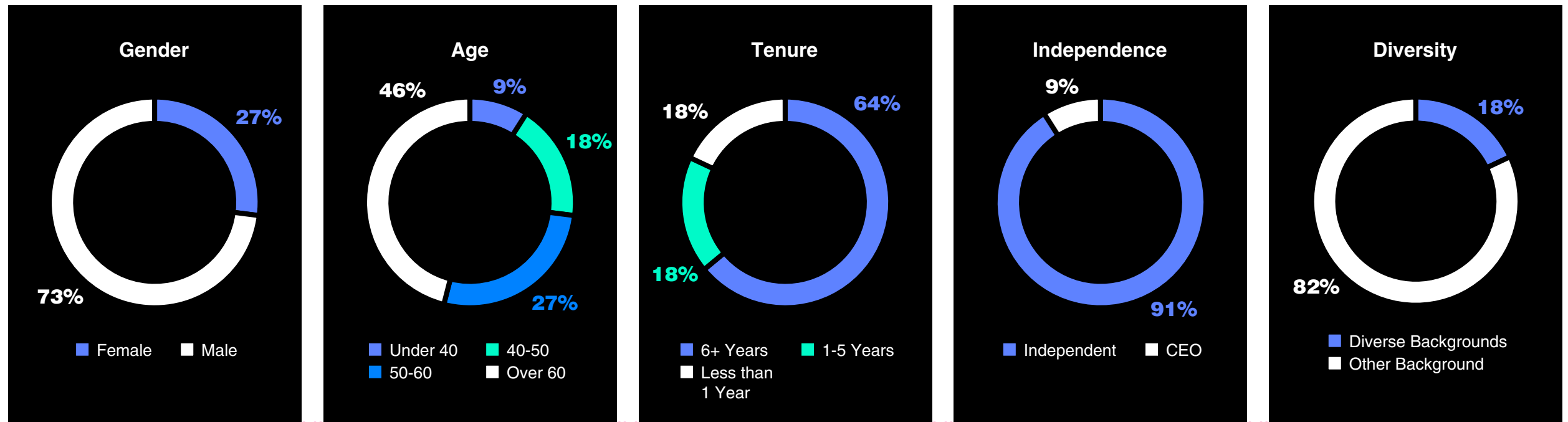
with best practices and regulatory requirements, fostering a culture of integrity and sustainable growth within the organization.

Kinetik's Board exercises general supervision over Kinetik's business, operations, strategy, and risk management programs. This oversight role is critical in shaping our strategies and overseeing all aspects of our operations and initiatives; therefore, it is critical our Board of Directors possess the appropriate characteristics, skills, and experience required for the Board as a whole and its individual members. Kinetik’s comprehensive Corporate Governance Guidelines address

Director selection, structure of the Board and its Committees, and Director service on other boards.

In evaluating the suitability of individual candidates, the Governance and Sustainability Committee considers factors including, without limitation, a candidate’s judgment, skill, diversity of backgrounds, skills and experiences, independence under applicable standards⁹, experiences with businesses and other organizations of comparable size, the interplay of the candidate’s experiences with the experience of other Directors, and the extent to which the candidate would be a positive addition to the Board and any Committees of the Board.

Board Metrics



⁹ Independent or Independence as it relates to our Board members throughout this report is pursuant to applicable New York Stock Exchange and Securities and Exchange Commission standards.



Board Skills, Experience, and Committees

Board of Directors as of July 2024	Deborah Byers	Elizabeth Cordia	David Foley	Kevin McCarthy	Mark Leland	JP Munfa	Jesse Krynak	Michael Kumar	William Ordemann	Laura Sugg	Jamie Welch
Knowledge, Skills and Experience											
Age & Gender	62 / F	31 / F	56 / M	64 / M	62 / M	42 / M	41 / M	56 / M	63 / M	63 / F	57 / 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			●	●						●	

The Kinetik Board consists of eleven Directors and is led by the Chairman of the Board and the Lead Independent Director. The Board Skills, Experience, and Committees matrix outlines the diverse set of skills and experience represented on Kinetik’s Board.

Board Role in Risk Oversight

To assist the Board in its oversight role of the Company’s risk management, the Board’s Committees, consisting of the **Audit Committee, Compensation Committee, and Governance and Sustainability Committee** are primarily responsible for certain matters relating to the risks inherent in the Committees’ respective areas of oversight, with each committee regularly reporting and making recommendations to the full Board. For more information on corporate governance, please visit the following resources on our website:

- [Code of Business Conduct](#)
- [Corporate Governance Guidelines](#)
- [Charter of the Audit Committee](#)
- [Charter of the Compensation Committee](#)
- [Charter of the Governance and Sustainability Committee](#)
- [2024 Proxy Statement](#)
- [SEC Form 10-K](#)
- [Other Financial and SEC Filings](#)


- Chairman of the Board
- Lead Independent Director
- Chairperson
- Committee Member

Sustainability Governance and Structure

Our approach to sustainability is built on Kinetik’s four fundamental pillars: People, Priorities, Purpose, and Performance.


We believe that integrating environmental, safety, governance, and community considerations into our business decisions is essential for creating long-term value for all our stakeholders, including equity investors, lenders, customers, employees, business partners, regulators, and the communities where we live and work.

Our sustainability program is guided by our comprehensive Sustainability Policy, which outlines our long-term objectives and details how we embed sustainability within our organization. This policy serves as a roadmap for aligning our business operations with our commitment to responsible and sustainable practices.


People

Building strong relationships inside and outside of our company.




Priorities

Keeping ourselves focused on improving our environmental and safety performance.



Purpose

Playing our role in helping to address and stem the impacts of climate change for generations to come.



Performance

Consistently achieving our financial, environmental, safety, and social objectives and aiming to provide transparent disclosures on our performance.



We firmly believe that commitment to an actionable sustainability strategy makes for a stronger, more resilient company and drives better performance.

We embed sustainability responsibilities throughout our organization, fostering ownership and accountability at all levels.

We believe it is every employee’s responsibility to take ownership of sustainability and positively contribute to the success and well-being of the Company and Planet.

Our **Governance and Sustainability Committee**, chaired by our Lead Independent Director, and with the support of the Board, provides governance and oversight of risks related to strategy, initiatives, policies, and practices on corporate governance, environmental, health and safety, corporate social responsibility, and other sustainability matters.

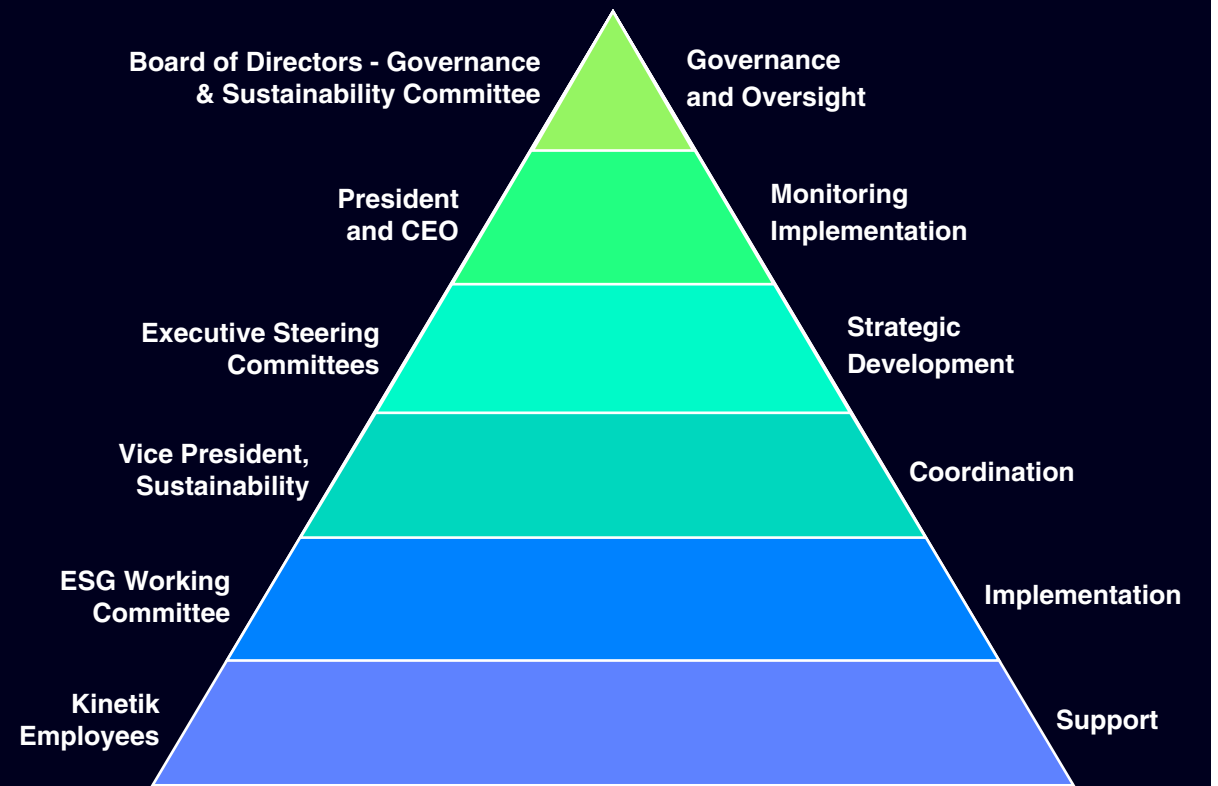
Our **President and CEO** provides executive leadership to our organization, which includes the overall vision for the Company and its ESG philosophy and monitoring the implementation of the ESG program.

Our **Executive Steering Committees** help provide strategic development of our sustainability goals and program, and include a CEO Oversight Committee and an Executive Steering Committee.

Our **Vice President of Sustainability** provides coordination of all sustainability and ESG initiatives within the Company.

Our **ESG Working Committee** leads the day-to-day implementation of the Sustainability and ESG program and its targets.

Our **Employees** throughout the organization embody and support Kinetik's sustainability and ESG efforts in their day-to-day business interactions.

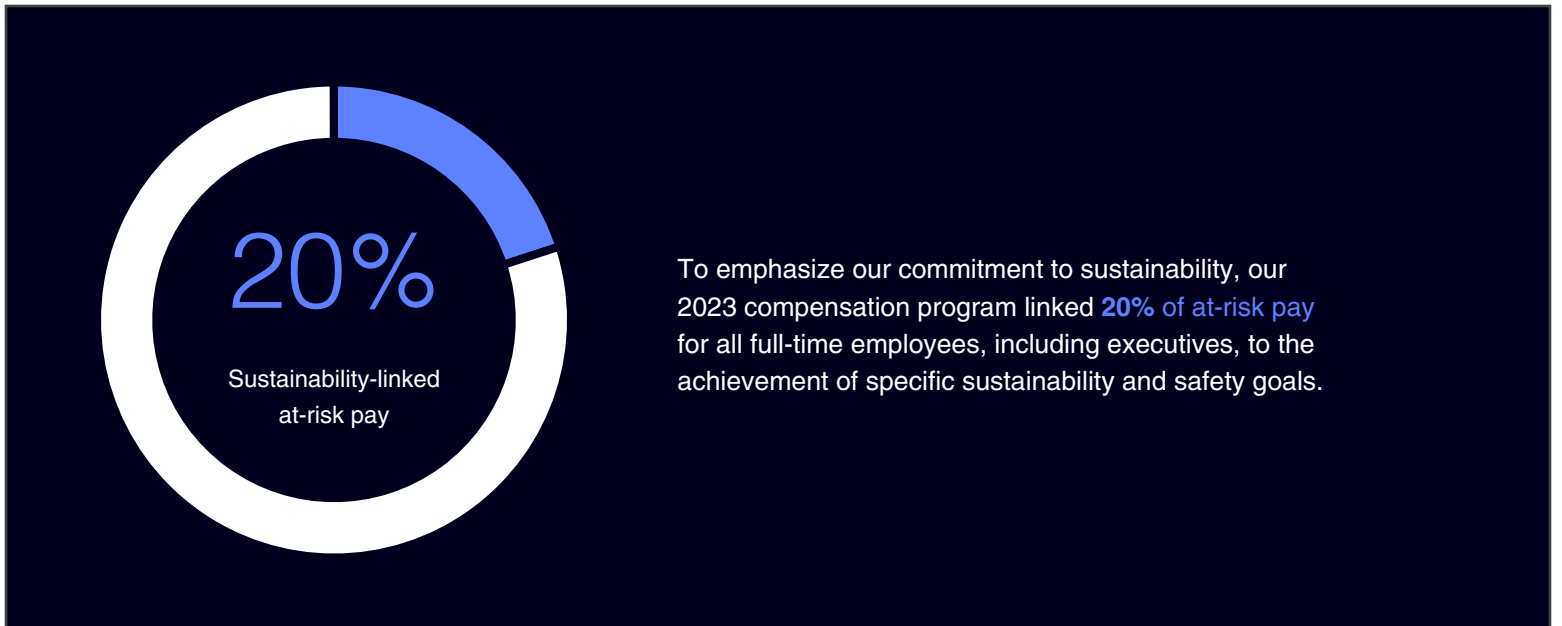
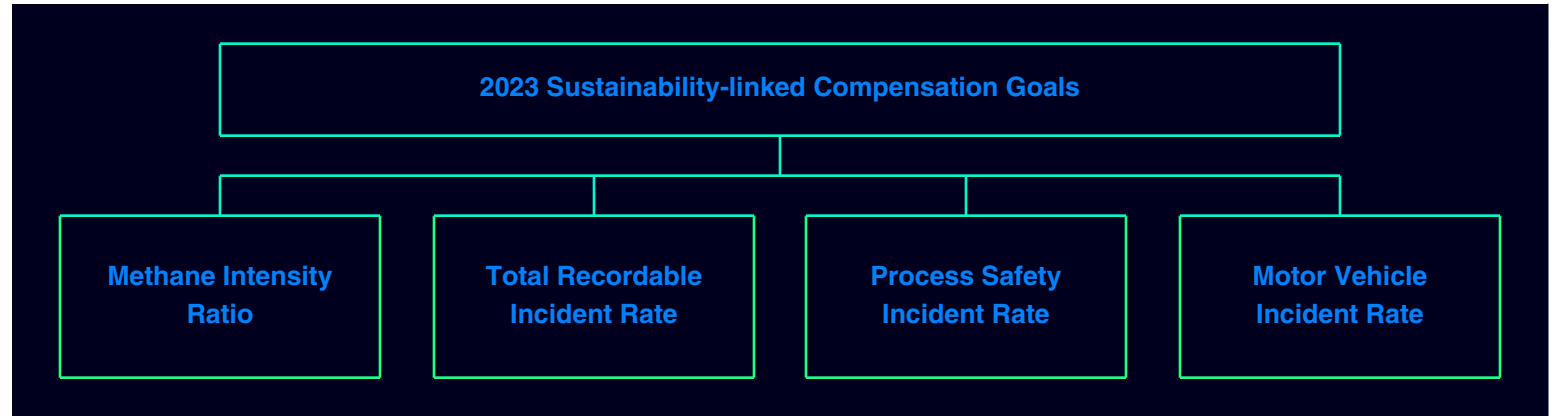




Sustainability-linked Compensation

To emphasize our commitment to sustainability, our 2023 compensation program linked 20% of at-risk pay for all full-time employees, including executives, to the achievement of specific sustainability and safety goals. These goals included methane intensity ratio, total recordable incident rate (TRIR), process safety incident rate (PSIR), and motor vehicle incident rate (MVir). The Board's Compensation Committee chose these metrics to ensure that annual incentive awards are directly tied to meaningful safety and sustainability objectives integral to our business operations. This approach continues into 2024, with 20% of at-risk pay contingent on meeting strategically important sustainability targets set for the year. The Governance and Sustainability Committee supports the Compensation Committee in defining the specific parameters for the Company's annual sustainability-linked compensation goals.

Every employee plays a crucial role in driving the Company's sustainability success. These sustainability goals clearly communicate our focus on reducing environmental, safety, and operational risks, and by linking compensation to sustainability performance, we seek to ensure every employee takes ownership in our shared sustainability goals.





Enterprise Risk Management

Through our Enterprise Risk Management (ERM) program, we aim to take a proactive approach in identifying, assessing, and mitigating risks that have the potential to affect our operations, reputation, financial well-being, and overall business objectives.

Kinetik has developed an ERM program across all functional areas with mechanisms for identifying, prioritizing, and mitigating risks. We evaluate risks across the enterprise regularly, examining the potential impact on our operating flexibility, along with the financial and reputational impact of such risks. Our leaders rely upon their teams for input as well as an understanding of the external environment. Based on this risk assessment, we prioritize and act to diligently address these risks, seeking to ensure that our actions are informed and aligned with our long-term goals, foster resilience, and safeguard the interests of our stakeholders.

Risk factors, further detailed in Kinetik’s Form 10-K, include those related to operations, customers, infrastructure, volumes and processing, capital expenditures, financial condition, regulatory risk, emergency events, climate change, human capital, reputational risk, and information technology and cybersecurity. The Company has defined tools, teams, and processes designed to to mitigate and manage these risks, inform our business strategy and prepare for events that could interfere with the organization’s operations and objectives in the short, medium and long-term.

The Audit Committee of the Board of Directors has ultimate oversight over the ERM process, reviewing ongoing assessments of the Company’s risk management processes and system of internal control. Our Executive Vice President (EVP), Chief Accounting and Administrative Officer has functional oversight of the Enterprise Risk function. Kinetik’s Internal Audit function supports the oversight process by performing audits of key areas to validate management’s processes.

<p>ERM Governance</p>	<ul style="list-style-type: none"> • 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
<p>Risk Categories</p>	<ul style="list-style-type: none"> • Business & Operational Risks • Environmental & Regulatory Risks • Ownership of Our Common Stock Risks • General Risks
<p>Risk Factors</p>	<ul style="list-style-type: none"> • Operations • Customers • Infrastructure • Volumes & Processing • Capital Expenditures • Financial Condition • Regulatory Risk • Emergency Events • Climate Change • Human Capital • Reputational Risk • IT & Cybersecurity



Cybersecurity

As a Company that operates infrastructure for the energy sector, protecting our operations against cyberattacks and safeguarding business-critical information is essential. Cybersecurity threats present substantial physical, financial, and reputational risks to our business and national security. To address these risks, we implement robust, protective cybersecurity practices aimed at ensuring a secure and efficient work environment for our users, allowing us to reliably supply the natural gas vital to supporting society.

We are committed to protecting our operations with robust cybersecurity measures, adhering to industry standards, and investing in advanced cybersecurity technologies to safeguard our infrastructure, data, and stakeholders against evolving digital threats.

We adhere to industry cybersecurity standards, such as the National Institute of Standards and Technology (NIST) and International Organization for Standardization (ISO) frameworks, alongside SOX controls in our accounting system.

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



To monitor effectiveness and compliance with legal and regulatory requirements, our cyber security platform undergoes frequent reviews through third-party audits, security assessments, and both internal and external penetration tests. These reviews are crucial to checking that our hybrid environment is designed to withstand cyber threats.

In 2023, we made significant investments to bolster our cybersecurity efforts by implementing enhanced access management solutions, adding advanced managed detection and response services, updating our Business Continuity, Disaster Recovery, and Incident Response plans, and upgrading various other IT and cybersecurity solutions.



Recognizing the risks associated with AI tools, we also implemented an AI Tool Policy. This policy strictly prohibits the use of AI tools for Company purposes or on Company devices without prior authorization to mitigate security, accuracy, and intellectual property risks.

We are dedicated to continually assessing cybersecurity risks and investing in new technologies to protect our facilities, data, users, and stakeholders against evolving digital threats.

Though the Company and our service providers have experienced certain cybersecurity incidents, we are not aware of any cybersecurity threats that materially affected Kinetik in 2023.





Cybersecurity Governance and Structure

We believe that a strong, actionable cybersecurity strategy is essential for resilience. We integrate cybersecurity responsibilities throughout our organization, promoting ownership and accountability at every level.

Our Board has delegated cybersecurity risk oversight to the Audit Committee, which monitors management's assessment and mitigation of these risks. The Senior IT Director, reporting to the EVP, Chief Administrative and Accounting Officer, leads the IT team and participates in both the Cybersecurity Governance and Cybersecurity Risk Committees. As part of the Company's ERM program, these committees manage our IT and cybersecurity functions, and oversee the Company's cybersecurity initiatives, incidents and incident responses, and communications to the Audit Committee and other organizational stakeholders.

The committees hold quarterly discussions on cybersecurity risks, trends, and the effectiveness of the Company's cybersecurity measures, with additional meetings as needed for emerging threats. The IT team provides quarterly updates to the Audit Committee and the Cybersecurity Governance and Risk Committees, discussing matters such as the effectiveness of our cybersecurity strategy and alignment with our business objectives.

Our executive team, particularly the Senior IT Director and Incident Response Team, possess relevant degrees and extensive expertise in areas such as network design, endpoint protection, device encryption, cloud security, and vulnerability assessments, which are critical to our cybersecurity risk management. This robust structure and specialized knowledge underscore our commitment to effective cybersecurity, risk management, and sustainability.



The Human Firewall

The human firewall is our first line of defense in cybersecurity. Vigilance and reporting of cyber threats by every employee and contractor are crucial to securing our network. Kinetik's comprehensive cybersecurity program seeks to ensure our users are aware of the dangers of phishing, social engineering, and other sophisticated cyberattack methods. We keep our users informed about the latest cybersecurity news impacting the Company. Our IT policies and mandatory annual training, utilizing a library of cybersecurity training modules, promote safe practices. To gauge users' cybersecurity awareness, we regularly deploy simulated phishing emails. The results of these tests are used to further improve our cybersecurity training and awareness posture.



In 2023, all Kinetik employees and internal contractors completed annual cybersecurity training, including Security Awareness Training and Phishing Simulations.

IT Policies	<ul style="list-style-type: none"> • Acceptable Use Policy • AI Tool Policy • Awareness & Training • Business Continuity & Disaster Recovery Policy • Incident Management Policy 	<ul style="list-style-type: none"> • Information Security Policy • IT Backup Policy • IT Change Management Policy • Third Party Risk Management Policy
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IT Training	<p>100% of employees completed:</p> <ul style="list-style-type: none"> • Security Awareness Training • Quarterly Phishing Simulations
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Ethics and Compliance

We strongly value ethics and responsibility and continuously look to conduct business with the highest standards of integrity.

We are committed to conducting business in accordance with the highest ethical standards. It is our policy that our employees, officers, Directors, and other individuals working for us conduct business fairly, ethically, and in compliance with all laws, rules, regulations, and government requirements. Our Code of Business Conduct (Code) is designed to deter wrong-doing and promote honest and ethical conduct in every aspect of our business dealings. Our Code details our policy regarding corruption, antitrust violations, insider dealings, gifts and entertainment, conflicts of interest, validity of financial information, amongst others. The Code also requires the Board and employees to annually certify they have read, understand, and have fulfilled the expectations of the Code.

Successful business operations and the reputation of Kinetik are a direct result of the actions, attitude, and behavior of our employees. **Our continued success is dependent upon trust in our employees and our partners, and we are dedicated to preserving that trust.**

The Audit Committee is responsible for overseeing business ethics issues, and our General Counsel and Chief Compliance Officer oversees the day-to-day responsibilities for ethics and compliance.

Suppliers have a separate Supplier Code of Conduct that they must adhere to in order to conduct business with Kinetik, detailed further in Supplier and Contractor Expectations.

Reporting Concerns

We recognize the importance of receiving, retaining, and addressing concerns from our Directors, officers, employees, and other stakeholders seriously and expeditiously. The Kinetik Ethics Hotline is a convenient and confidential way to seek assistance and report potential violations regarding ethics and compliance issues. The Ethics Hotline is hosted by a third party and monitored by Kinetik’s Human Resources and Legal departments, as well as the Chair of the Audit Committee. Any critical concerns are communicated to the Board immediately, and any other concerns are reported to the Board during quarterly meetings or as otherwise appropriate. In 2023, no critical concerns were reported.

Visit our Ethics Hotline for more information



Policies and Training

To complement our Code of Conduct and specific Company policies, the Kinetik Employee Handbook incorporates and summarizes many of our key policies, procedures, and practices. The Handbook covers a wide range of policies including, but not limited to, Equal Employment Opportunity, Accommodation of Individuals with Disabilities, Employment Eligibility Verification, Discrimination and Harassment, Anti-Bullying, Standards of Conduct, Conflict Resolution and Complaint Procedures, as well as various HR, IT, and safety-related policies.

In addition to the Handbook, Kinetik has Whistleblower and Insider Trading Policies. These key policies support our ethics and compliance programs:

- **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.

Compliance training is mandatory for all employees and Board members, covering essential topics such as anti-bribery, workplace harassment, and discrimination. All employees are required to complete these trainings annually.

In 2023, there were no reported incidents of noncompliance with laws or regulations, anti-competitive behavior, or corruption resulting in employee dismissal or discipline.

Political Engagement

With rapidly evolving policies at the federal, state, and local levels, it is essential for us to stay informed about the latest developments and provide feedback on pending legislation that has the potential to affect our business. In doing so, we prioritize transparency and ethical conduct in our political activities, aligning our efforts with our broader sustainability objectives.

We actively engage with political leaders, policymakers, and regulators through our industry associations. Leveraging our employees' extensive experience and expertise, Kinetik representatives participate in industry trade associations, focus groups, seminars, and other activities. We take pride in having industry-leading subject matter experts across various disciplines within our organization. However, to ensure a unified and strategic approach, Kinetik follows specific guidelines for corporate memberships, enabling us to effectively represent and communicate the Company's strategic goals, vision, and collective interests of our organization. Please refer to the "Awards and Membership" section for more details on our industry association memberships and the "Stakeholder Engagement" section for information on our engagement topics with industry associations.

Kinetik firmly adheres to its Stakeholder Engagement Policy, which prohibits the establishment of corporate Political Action Committees (PACs). As part of our commitment to ethical conduct, we do not make financial contributions to political parties or candidates. Additionally, our Code of Business Conduct and Employee Handbook include policies that address interactions with public officials and industry activities. These comprehensive guidelines aim to ensure that our engagement with public officials and other stakeholders aligns with the highest standards of integrity and transparency.

Sustainability Linked Financing KPI's

Kinetik understands the importance of challenging ourselves and advancing sustainability. Linking 100% of our debt capital structure to sustainability performance initiatives demonstrates our commitment and sets us apart in the midstream industry.

As part of Kinetik's comprehensive refinancing in June of 2022, we issued a \$1 billion sustainability-linked bond and secured \$3.25 billion in sustainability-linked loans and commitments. In 2023 and 2024, we further demonstrated our commitment by issuing \$800 million in sustainability-linked bonds and entering into a \$150 million sustainability-linked accounts receivable securitization facility, respectively. These financial instruments are designed to promote positive forward-looking sustainability outcomes and provide us unique access to ESG-focused pools of capital. These instruments are linked to the below KPIs:

- Defined periodic reduction to Kinetik's Scope 1 and Scope 2 GHG emissions intensity ratio from 2021 to 2030 (bond only)
- Defined periodic reduction to Kinetik's Scope 1 and Scope 2 methane emissions intensity ratio from 2021 to 2030 (all instruments)
- Defined periodic increase in Kinetik's female officer representation (all instruments)

Fiscal year 2023 marked the second measurement period for our \$2 billion sustainability-linked term loan and our \$1.25 billion sustainability-linked revolving credit facility, which are linked to the methane emissions intensity ratio and the female officer representation KPIs.

For the methane emissions intensity ratio KPI, Kinetik achieved a 32.2% reduction since 2021, exceeding the defined 2023 target

in our debt agreements by over 25 percentage points. For the female officer representation KPI, Kinetik achieved a 17.7% representation rate in 2023, surpassing the defined 2023 target by over 5 percentage points.

These KPIs have been verified by a third party auditor through an annual limited assurance engagement.

Learn more about our Sustainability-Linked Financing Framework



Our Sustainability Linked Financing KPIs are designed to be ambitious and promote positive forward-looking sustainability outcomes. For the 2nd consecutive year, we have exceeded our environmental and social targets.





Stakeholder Engagement

At Kinetik, we recognize the importance of engaging with our stakeholders to foster transparency, collaboration, and mutual understanding.

Our stakeholder engagement efforts are designed to build strong relationships, gather valuable feedback, and continuously improve our operations based on stakeholder input. Our engagement activities are tailored to each stakeholder group, ensuring relevant and effective communication. Through these various methods of engagement, we aim to effectively communicate key topics and share important information relevant to our stakeholders.



Stakeholder Group	How We Engage	Topics We Engage On
Employees	<ul style="list-style-type: none"> Town hall meetings Virtual communications Direct meetings (1:1 and team meetings) 	<ul style="list-style-type: none"> Engagement surveys Focus groups Training and development
Government Officials and Regulators	<ul style="list-style-type: none"> 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. 	<ul style="list-style-type: none"> Employee engagement and performance Environmental, health, and safety issues Business performance
Industry and Trade Associations	<ul style="list-style-type: none"> 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. 	<ul style="list-style-type: none"> Permits Local issues and concerns Regulations Road safety Asset and pipeline integrity Seismicity
Customers	<ul style="list-style-type: none"> Direct meetings Virtual communications 	<ul style="list-style-type: none"> Public Awareness Campaign Occupational health and safety Environmental compliance and climate change Critical infrastructure Asset and pipeline integrity Environmental compliance Pipeline Safety Climate change Status of applicable projects Operational performance
Community Leaders, including NGOs, Charities, and Business Community	<ul style="list-style-type: none"> Community events Invitations to new facilities/tours Donations and Sponsorships 	<ul style="list-style-type: none"> Partnerships Public Awareness Campaign Employee volunteerism Community donations and volunteering towards various causes Community concerns Pipeline Safety
Investors	<ul style="list-style-type: none"> Company performance Business developments Annual shareholder meeting Disclosures and reporting 	<ul style="list-style-type: none"> Conferences and investor events Meetings, calls and correspondence Corporate governance Financial performance Sustainability performance and initiatives – health and safety, environment, etc.
Landowners	<ul style="list-style-type: none"> Hotline calls In person engagement 	<ul style="list-style-type: none"> Public Awareness Campaign Right of way Pipeline maintenance Pipeline Safety Climate change Other land matters
Emergency Responders	<ul style="list-style-type: none"> Direct engagement Fundraising 	<ul style="list-style-type: none"> Emergency response drills Public Awareness Campaign Health and safety Driver safety Pipeline Safety Community engagement Emergency response



Memberships and Partnerships

At Kinetik, we believe that active participation in industry trade organizations, business associations, and partnerships is essential for enhancing our operational performance and contributing to broader industry and community goals.

By collaborating with peers in these groups, we share best practices, influence industry standards, policies, and regulations, stay informed about industry advancements and regulatory developments, and foster innovation through collaboration, advocacy, and access to valuable resources. Our involvement not only helps us improve our operations but also contributes to broader industry and community objectives.

While we value our participation in these organizations, we reserve the right to differ from their positions when they do not align with our views or corporate strategy. Our influence on these associations may be limited, and their positions might not fully reflect our approach to sustainability or other matters. When policy positions are inconsistent with our views or priorities, we may choose to engage to provide our perspective or distance ourselves, either temporarily or permanently.

Below is a list of organizations with which we are actively engaged, reflecting our dedication to excellence and continuous improvement in operational performance and sustainability practices. For further details on these organizations, please visit our website.





Our Environment

At **Kinetik**, we strive to be a good steward of the environment, protect natural resources, and preserve biodiversity while delivering the energy people need.

Environmental protection is one of our top priorities at Kinetik, and we require a commitment from all employees and business partners to operate in a reliable and environmentally sound manner. Through our environmental initiatives, practices, and achievements, we proudly demonstrate our steadfast commitment to sustainable practices and the preservation of our planet.

“Our commitment to environmental stewardship is based on the principle that every team member plays a vital role in our collective success. By fostering a culture of accountability, we aim to make responsible decisions that drive sustainable practices.”

Wesley Carter

VP, Operations Risk Management and Reliability

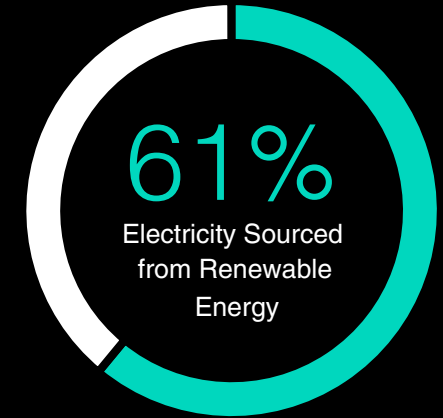
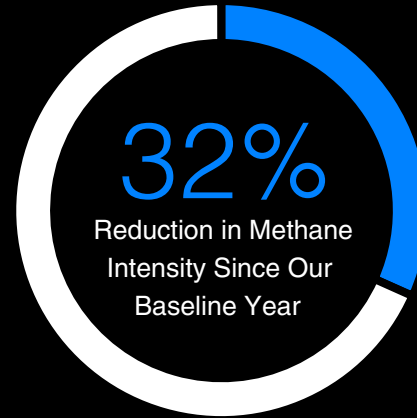
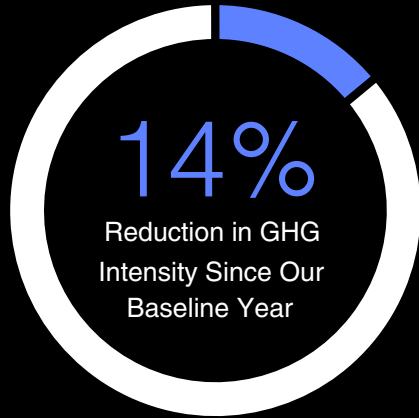
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2023 Environmental Performance Highlights



6%

reduction in GHG Emissions Intensity year over year

100%

voluntarily inspected **100%** of our gas plants and compressor stations with advanced aerial OGI technology

21%

reduction in Methane Emissions Intensity year over year

~18,000 mtCO₂e

reduction in annual methane emissions by converting 7 compressor stations from pneumatics to instrument air

9,500+

pounds of lead acid batteries recycled

Grant Recipient

awarded New Technology Implementation Grant from TCEQ to reduce compression combustion emissions

Environmental, Health, and Safety Management

At Kinetik, we strive to be a high performing and responsible operator, achieving our business objectives while prioritizing environmental stewardship, health, and safety.

Our environmental, health, and safety (EHS) goals are clear: protect the environment, keep our employees and contractors safe, and safeguard the public in the areas where we operate. Our robust EHS program, guided by our EHS policy and procedures, enables us to progress toward these commitments and continuously advance toward a safer, cleaner, and more reliable energy future.

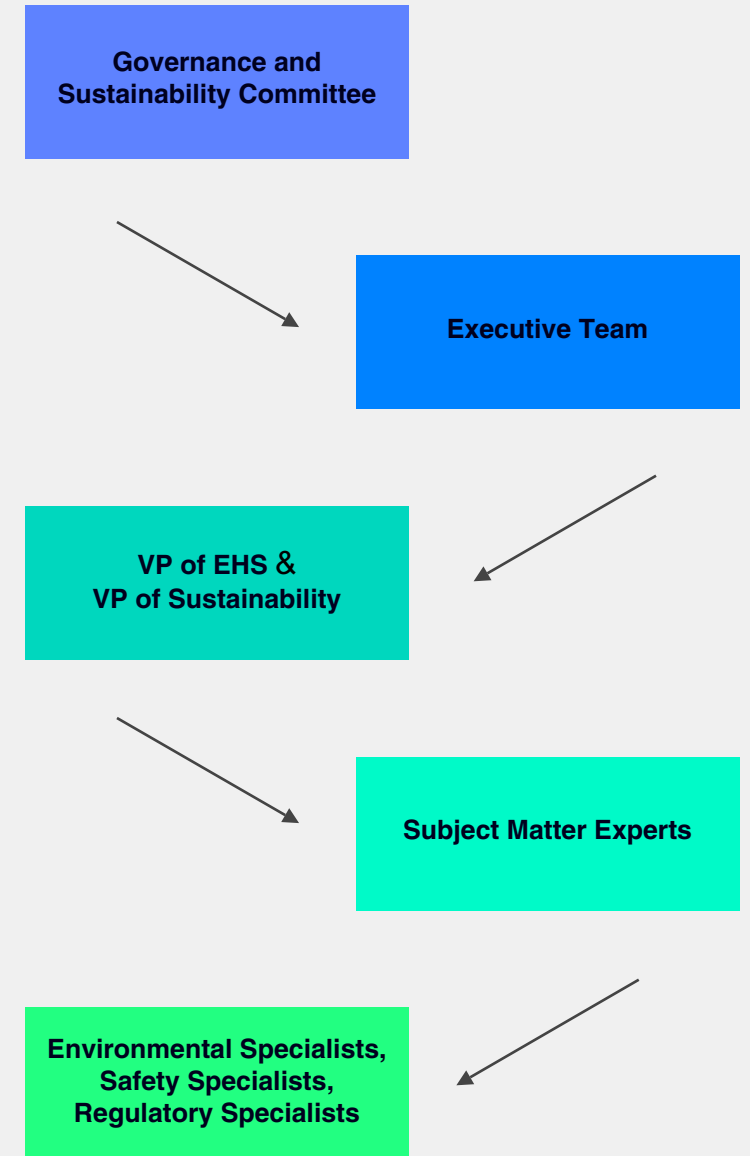
Throughout our Sustainability Report, we detail how we integrate these principles into environmental management, process safety, asset integrity, and health and safety management. By doing so, we aim to minimize our environmental impact, enhance process safety and the operational integrity of our assets, and protect the health and safety of our workforce and the communities we serve.

Our EHS goals are clear: protect the environment, keep our employees and contractors safe, and safeguard the public in the areas where we operate.

EHS Management Structure

Our EHS Department is comprised of subject matter experts dedicated to three main disciplines: Environmental, Health and Safety, and Pipeline and Asset Integrity.

This highly experienced team is led by the VP of Environmental, Health, and Safety who reports directly to the Chief Operating Officer, along with the Directors of Environmental Compliance, Health and Safety, and Pipeline Integrity Management and their teams of highly knowledgeable professionals. Working closely with the EHS Department is our VP of Sustainability. We rely on this diverse team to provide support and expertise to our organization and uphold our commitment to environmental stewardship, the safety and well-being of our people and communities, and operational integrity, while minimizing our environmental impact and delivering on performance.





EHS Management System

Kinetik is committed to embodying our mission in every aspect of our operations, including facility management and daily activities.

Our EHS Management System’s systematic approach drives progress in environmental sustainability, safety performance, asset integrity, and operational efficiency. Through methodical processes that promote continuous improvement, we aim to ensure regulatory compliance and lead the way in advancing our environmental and safety performance. Our EHS Management System framework focuses on four critical areas throughout the operational lifecycle:

Management Commitment

Kinetik management actively reinforces all aspects of the EHS Management System to 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. 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 culture.

Risk Analysis

Risk Analysis is integral to our EHS Management System, helping us identify threats and adapt to our dynamic industry. We continuously assess hazards and analyze risks to validate our procedures, policies, tools, controls, and other risk reduction measures 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 environmental, health, safety and process safety and risk management operations.

Our Environmental, Process Safety and Pipeline Integrity, and Health and Safety management systems, which are part of our broader EHS Management System framework, are guided by principles from industry-recognized recommended practices and standards. Adhering to this framework helps provide a systematic approach to risk identification and management, regulatory compliance, and protection of the environment and public safety, ultimately enhancing sustainability, operational reliability, and overall performance.



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 environmental impact, support our environmental objectives, and continuously improve upon our environmental performance.



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.



Protecting Our Environment

At Kinetik, being good stewards of the environment and operating responsibly are core values deeply ingrained in our company culture.

Our Approach to Environmental Management

Our approach to environmental management goes beyond regulatory compliance.

Through a thoughtful strategy, our integrated approach aims to reduce GHG emissions, conserve energy and water, minimize waste, safeguard biodiversity, and promote sustainable acquisition and procurement, all in the pursuit of promoting a cleaner and more sustainable future for all.

We understand the importance of making informed decisions to drive continuous environmental improvement and aim to establish solid strategies for sustainable long-term progress.

Training

At Kinetik, we aim to cultivate a culture of excellence centered around responsible decision making. We believe that a successful sustainability strategy begins with a well-trained team.

While our environmental team leads in practice, every employee shares responsibility for the Company's environmental performance.

Training is pivotal in enhancing the knowledge and skills of our workforce. Our environmental team provides comprehensive training to our operations employees, equipping them with the necessary knowledge to make informed, responsible decisions while carrying out their duties.

Annually, field operations employees undergo training sessions on various topics, including SPCC training, permit awareness, emissions event and control device training, and LDAR training. Additional environmental training is conducted as-needed.

By educating our workforce on the implications of their daily activities on Kinetik's emissions and carbon footprint, we foster a culture of accountability and responsibility. Our goal is to reduce our environmental impacts and drive positive, sustainable change. Through these training initiatives and by instilling an environmentally conscious mindset, we are committed to making a difference.

By embracing new ideas and innovative technology 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

Climate change is one of today’s greatest challenges, requiring comprehensive and coordinated global solutions. At Kinetik, we are committed to contributing to these global solutions by responsibly reducing the environmental impact of our operations while pursuing economic growth and energy security.

Our Commitment and Approach

At Kinetik, addressing climate change and reducing GHG emissions are integral to our core values. We recognize that our choices and actions today will shape the future of our company, our communities, and the environment.

Our approach to managing GHG emissions goes beyond regulatory compliance, focusing on continuous improvement and

sustainable long-term progress. Our strategy aligns with the United State’s goal and broader global goal of mitigating climate change. We believe that integrating responsible practices and innovative technologies into our operations will drive significant change and progress toward our goals.

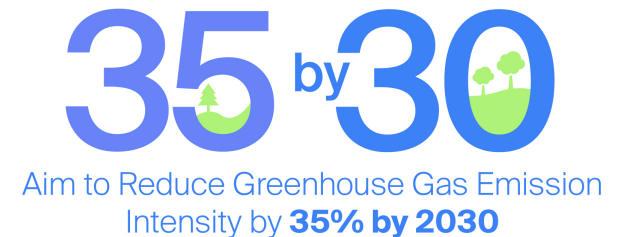
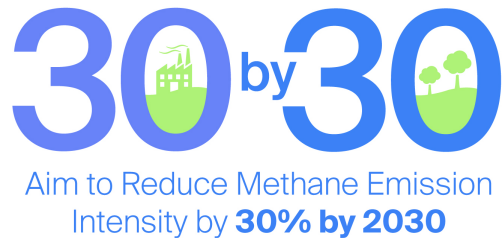
Our long-term GHG reduction ambitions are backed by interim 2030 targets to reduce methane and GHG emissions intensities by 30% and 35%, respectively, from a 2021 baseline, along with annual targets set by our Compensation and Governance and Sustainability Committees.^{10,11}

As a midstream operator of pipelines and processing facilities, we recognize the importance of delivering energy reliably and responsibly. Our GHG and methane emissions primarily come from natural gas combustion while operating compressor engines and process heaters, with pneumatic controllers and pumps as the next largest source of methane emissions. Through a comprehensive approach that includes technological advancements, engineering controls, administrative practices, and a combination of continuous and intermittent monitoring

techniques, we have implemented rigorous measures to help minimize the release of these gases into the atmosphere and significantly advance towards achieving our environmental goals.

We expect our emissions reduction goals will evolve with advancements in technology, best practices, training, and partnerships. As we integrate new insights and innovations, we will continue to recalibrate our targets in alignment with emerging standards and objectives set by regulators, peers, and respected trade groups like ONE Future and The Environmental Partnership, which share our commitment to environmental stewardship.

We have undertaken numerous initiatives to meet our carbon reduction targets, resulting in an impressive 32% reduction in our methane emissions intensity since 2021.



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.

¹¹ The Company’s Net Zero ambition by 2050 is limited to Scope 1 and Scope 2 GHG emissions. Following the recent Durango acquisition, the Company will evaluate its stated goal. However, the Company remains committed to emissions reductions.

Our Targets and Progress

Kinetik has established specific measurable short-term and mid-term targets and key performance indicators to support our ambitious long-term Scope 1 and Scope 2 emission reduction goals and the broader global transition to a lower-carbon future. These meaningful and challenging targets are integrated into our Sustainability-Linked Financing instruments, highlighting our commitment to environmental stewardship and accountable business practices.

Short-Term Targets			Mid-Term Targets
2022	2023	2024	2030
3.3% Methane Emissions Intensity Reduction from 2021 Baseline	3.4% Methane Emissions Intensity Reduction YoY	3.3% Methane Emissions Intensity Reduction YoY	30% Methane Emissions Intensity Reduction from 2021 Baseline
	6.7% Methane Emissions Intensity Reduction from 2021 Baseline	10% Methane Emissions Intensity Reduction from 2021 Baseline	35% GHG Emissions Intensity Reduction from 2021 Baseline
Performance			
Met 2022 Target 13.5% Reduction in Methane Emissions Intensity since 2021	Met 2023 Targets 21.6% Methane Emissions Intensity Reduction YoY 32.2% Methane Emissions Intensity Reduction from 2021 Baseline	Progress as of 2023 32.2% Reduction in Methane Emissions Intensity since 2021 13.7% Reduction in GHG Emissions Intensity since 2021	

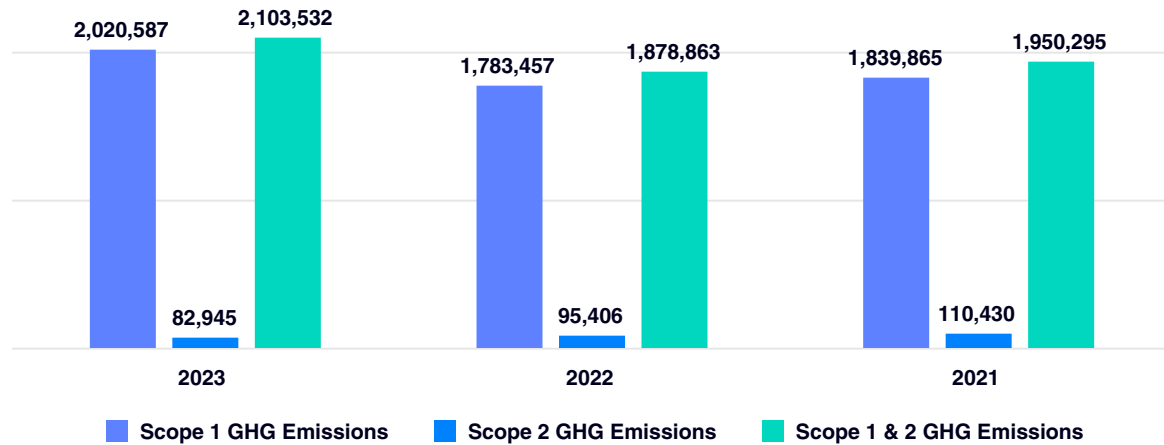




In 2023, we made substantial strides toward our emissions targets, achieving a 21.6% year-over-year (YoY) reduction in methane emissions intensity. Furthermore, we surpassed our 2030 methane emissions intensity reduction target of 30% ahead of schedule, with a total reduction of 32.2% since our baseline year. Our other metrics for 2023 also reflect our strong environmental performance:

Greenhouse Gas Emissions Performance	2023	2022	2021
Methane in Total GHG (%)	4.657%	5.592%	5.970%
Methane Intensity (%)	0.041%	0.052%	0.060%
Methane Emissions Intensity Performance YoY	-21.6%	-13.5%	baseline year
Methane Emissions Intensity Performance YoBL	-32.2%	-13.5%	baseline year
GHG Emissions Intensity Ratio (mtons/mscf)	0.330%	0.350%	0.383%
GHG Emissions Intensity Performance YoY	-5.6%	-8.7%	baseline year
GHG Emissions Intensity Performance YoBL	-13.7%	-8.7%	baseline year

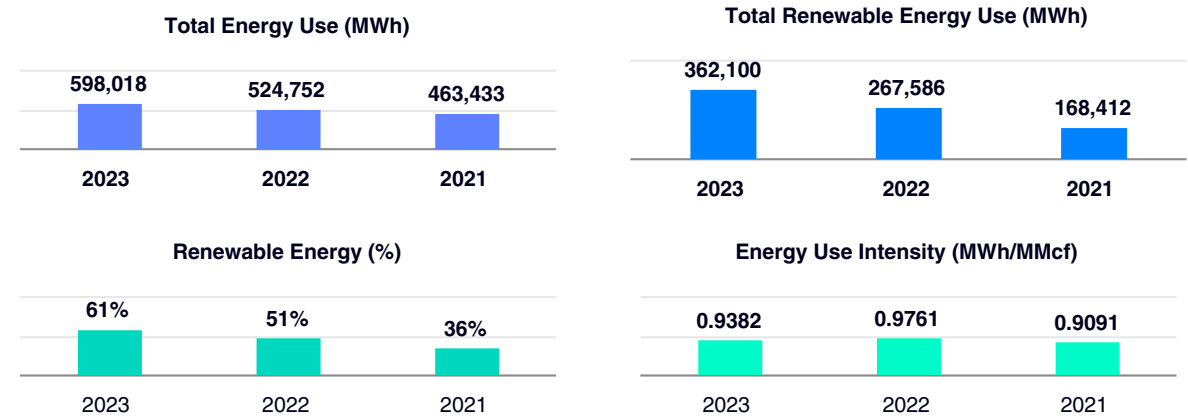
Greenhouse Gas Emissions (mtCO₂e)



Criteria Air Emissions (tpy)	2023	2022	2021*
VOC	1,068	1,127	3,612
NO _x	1,436	1,907	3,896
CO	683	NR	NR
SO _x	587	550	718
PM	141	220*	220
HAPs	408	NR	NR

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

Purchased Electricity Usage



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

¹ Proforma data for 2021 is not available

² Details of the EPA CAFO can be found in Docket No. CAA-06-2023-3351. Though the CAFO was issued in 2023, the violations stem from an EPA helicopter OGI aerial survey conducted in 2020 that identified unauthorized emissions.



Emissions Management

Kinetik seeks to align with climate science to limit global temperature rise by reducing GHG emissions while delivering on performance.

Natural gas is vital for driving human and economic progress, and it is crucial for us to develop practical and effective emissions reduction solutions to reduce our emissions footprint.

Kinetik seeks to comply with applicable federal, state, and local regulations and also actively engages in voluntary initiatives aimed at further reducing GHG and criteria air emissions. Since beginning our sustainability journey, we have implemented various tools and measures to reduce, monitor, and report operational emissions. These initiatives encompass a robust Leak Detection and Repair (LDAR) program, cutting-edge technologies, energy-efficient equipment upgrades, and comprehensive training programs that foster a culture of responsibility and accountability in emissions management.

Our 2023 Emissions Reduction Initiatives

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

Kinetik’s initiatives saw significant growth and evolution in 2023, encompassing various actions aimed at further reducing GHG and criteria air emissions and safeguarding the environment.

Beyond these key efforts, we implemented various other improvements and efficiencies to incorporate lower emissions practices across our operations. By prioritizing emissions reduction, operational efficiency, and sustainable energy solutions, we aim to make significant strides toward a cleaner, more sustainable future.

Upgrading Pneumatics

In 2023, we significantly advanced our efforts to reduce methane emissions by converting 3,742 natural gas-driven pneumatics and pumps to instrument air at seven compressor stations. These conversions reduced annual methane emissions from natural gas-driven pneumatics by approximately 50%. Two new facilities were also designed and constructed to operate on instrument air. At the end of 2023, 68% of our compressor stations were operating on instrument air, compared to 47% in 2022. This transition aligns with our broader strategy to reduce GHG emissions and enhance the sustainability of our operations. This has become our standard engineering practice for future projects, further supporting our environmental goals. Moving forward, we will continue to identify and convert additional facilities to instrument air where feasible.



Installation of Electric Compression

Recognizing the significant impact of our fleet of natural gas-driven compressors on our GHG footprint, we have continued to focus on reducing emissions from this area. In 2023, we expanded our electric compression fleet by installing an additional 10,000 horsepower (HP) at our Diamond Cryogenic Processing Plant. This brings our total compression and refrigeration capacity to approximately 717,000 HP, with approximately 130,000 HP, or about 18%, being electric. Looking ahead, we plan to install additional electric compression in 2024, supported by a grant from the Texas Commission on Environmental Quality (TCEQ) and the Texas Emissions Reduction Plan (TERP) program's New Technology Implementation Grant (NTIG). As part of our ongoing efforts to reduce our emissions footprint, we will continue to assess the viability of increasing the utilization of electric compression and refrigeration across our assets.



Rebellion Gas Cloud Imaging Camera, Pecos Bend Plant

Leak Detection and Repair

In 2023, we continued to prioritize operational efficiency and integrity through proactive leak detection and repair measures across our pipelines, gathering systems, and processing plants. Utilizing an independent third party for leak detection surveys aims to ensure thorough and unbiased inspections. Upon detection, we promptly address leaks, investigate the root cause, and implement additional corrective actions as necessary.

While compliance with regulatory timelines has always been a priority, we enhanced our approach with the establishment of an LDAR SWAT team. This specialized team expedites leak repairs beyond regulatory requirements, further minimizing emissions. Our robust LDAR program enables us to proactively identify and rectify methane and volatile organic compound (VOC) emissions quickly, optimizing operational performance while minimizing adverse environmental impact.

Advanced Emissions Detection Technology

Leveraging cutting-edge methane detection technology remains integral to our ongoing efforts to reduce emissions. In 2023, we continued to voluntarily deploy innovative emissions detection technologies to support our commitment to safety and environmental responsibility.

Kinetik's operations and support teams are equipped with and trained to effectively operate **handheld leak detection devices**. In response to their proven effectiveness, we expanded our fleet of devices with the addition of two AURA Optical Gas Imaging (OGI) devices in early 2024.


We also operate fixed **continuous emissions monitoring cameras** and **sensor-based continuous emissions monitoring technology** at strategic locations in the field.

These technologies provide valuable monitoring data, including real-time detection, identification, and quantification of gas leaks, as well as instant alerts and live video display.

This strategic deployment, coupled with our existing initiatives, has significantly enhanced our internal emissions monitoring capabilities, enabling swift detection and resolution of potential leaks and abnormal emissions. Our commitment to advancing emissions monitoring technology is part of our ongoing initiative to identify more efficient methods for detecting and mitigating emissions. As technology continues to evolve, we remain dedicated to evaluating and deploying new innovative solutions that align with our operations and contribute to advancing our progress towards our emissions reduction goals.

Aerial Emissions Monitoring

Partnering with Scientific Aviation in 2023, we conducted regular aerial surveys utilizing cutting-edge OGI technology aboard helicopters, providing real-time, high-resolution images of methane and VOCs. These comprehensive voluntary surveys, covering 100% of our gas plants and compressor stations, serve as an additional layer of leak detection monitoring, enabling us to proactively manage emissions and refine our emission reduction strategies.



100%
of our gas processing plants and compressor stations were voluntarily surveyed by aerial OGI in 2023



New Energy Ventures

In 2023, Kinetik elevated its decarbonization efforts by establishing the New Energy Ventures (NEV) team. This team is focused on advancing emissions reduction through innovative technologies such as Carbon Capture, Utilization, and Storage (CCUS), carbon-neutral power generation, eFuels, and other clean energy opportunities. This effort reaffirms our leadership in sustainability, driving tangible progress in decarbonization while unlocking new business opportunities central to our operations and centered on sustainable energy solutions.

As the first step of Kinetik’s New Energy Ventures, we recently partnered with Infinium in Project Roadrunner through a long-term agreement to supply CO2 from our Permian Basin operations for reuse in the production of ultra-low carbon eFuels. This collaboration highlights our commitment to advancing sustainability and decarbonization efforts in the energy sector.

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. By enhancing our data gathering processes through new equipment installations, software advancements, and improvements in our measurement techniques, we are able to replace EPA-approved emission factors and engineering estimates with more accurate operational data. Consequently, calculations presented in this report for prior years may vary from previously reported figures.



Advanced GHG Emissions Accounting and Management

At Kinetik, advanced GHG emissions accounting and management are essential components of our sustainability strategy. Real-time monitoring and the ability to model and forecast GHG emissions based on various scenarios helps us effectively strategize and make informed business and operational decisions that align with our business objectives and GHG emissions reduction goals.

In 2023, we strengthened our commitment to advanced GHG emissions management by fully integrating Tachyus Corporation’s state-of-the-art Aurion software into our operations. The Aurion software provides us with comprehensive operational data analytics and insights into our emissions footprint. This strategic collaboration highlights our dedication to leveraging cutting-edge software technology to reduce carbon and methane emissions, simplify emissions reporting, and enhance efficiency on a transparent and auditable platform.

Monitor GHG Emissions

Continuously monitor GHG emissions from various sources across our facilities, either on demand or in a fully automated manner.

Forecast Future Emissions

Model potential emissions for various operational plans and projects, allowing us to design effective strategies for reducing our GHG emissions to achieve our goals.

Streamline Data Integration

Connect internal data sources, map data to model inputs, and automate for continuous GHG estimation and monitoring, improving the accuracy and efficiency of our emissions calculations.

GHG Accounting and Reporting

Generate detailed, customizable reports that provide insights into emissions trends and performance, aiding in compliance with regulatory requirements and voluntary sustainability targets.

By integrating Aurion software, Kinetik is enhancing its ability to manage and reduce emissions, thereby driving forward our sustainability goals and enabling informed decision-making throughout our sustainability journey.



Renewable Energy Initiatives and Energy Efficiency

At Kinetik, we are committed to leading the industry in sustainability practices and reducing our impact on climate change. As part of our broader sustainability strategy, we focus on reducing our Scope 2 GHG emissions through two key strategies: implementing energy efficiency measures and sourcing renewable energy.

We firmly believe that reducing electricity usage is the most sustainable long-term solution to reducing our Scope 2 GHG emissions. Our approach to implementing energy optimization strategies to reduce our electricity consumption and enhance our sustainability efforts includes measures such as replacing older, less efficient equipment with new, energy-efficient models, conducting regular maintenance to keep equipment operating efficiently, implementing energy efficient lighting and controls, and encouraging energy-saving practices among employees.

By collaborating with our employees and vendors, we continuously evaluate and implement practical solutions to minimize electricity usage. These efforts enable us to achieve significant and sustainable reductions in our Scope 2 emissions.

While energy efficiency is key, we recognize the importance of coupling these efforts with sourcing renewable energy to further reduce our carbon footprint. We believe that cleaner natural gas and renewables must work side by side to safely and responsibly support a sustainable energy transition.

In 2021, EagleClaw made a groundbreaking move by becoming the first major gathering and processing company in the Permian Basin to secure an energy agreement to power 100% of its operations with renewable energy. This milestone guarantees a reliable, secure, and cost-effective supply of renewable solar and

wind energy equal to 100% of the monthly benchmark quantities for the term of the agreement. Following the merger in 2022 and Kinetik’s continued growth, the renewable energy benchmark terms of this agreement account for less than half of our current purchased electricity usage. While we do not currently operate entirely from renewable energy sources, we actively explore various approaches to efficiently increase the proportion of renewable energy used throughout our operations. This has included the use of renewable energy certificates (RECs) in addition to self-generated renewable energy.

Aside from purchased utility power, we also invest in self-generated renewable energy to power our operations. With over 1,500 solar panels deployed across our assets, the majority of our gas measurement and sampling processes are powered entirely by solar energy, allowing us to operate this equipment efficiently and independently of the power grid.

In 2023, our company-wide purchased electricity usage was approximately 598,018 megawatt hours (MWh), with 61% or 362,100 MWh powered by renewable energy sources through the retirement of RECs.

Kinetik’s 2023 renewable energy usage is equivalent to the greenhouse gas emissions from 60,221 gasoline powered passenger vehicles driven for one year.¹²

By prioritizing energy efficiency, integrating renewable energy sources into our operations, and continually implementing new strategies to further reduce our Scope 2 GHG emissions, we demonstrate our commitment to environmental stewardship, operational excellence, and sustainable growth.

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



¹² Greenhouse Gas Equivalencies Calculator sourced at epa.gov



Industry Collaboration

Kinetik is an industry leader committed to continuous improvement, implementing innovative technologies and operational standards to reduce our carbon footprint and help combat climate change. We proudly partner with like-minded oil and gas producers, suppliers, technology providers, and institutions to collaborate and make the energy transition a reality.

At Kinetik, we actively participate in several industry initiatives aimed at combating climate change and driving sustainable progress, including:

The Environmental Partnership

A coalition of U.S. oil and natural gas companies committed to continuously improving the industry’s environmental performance. We participate in voluntary environmental performance programs, collaborate, and share best practices and technologies to develop essential natural gas and oil resources in an environmentally responsible manner.

ONE Future

A coalition of companies across the natural gas value chain dedicated to supporting the nation’s energy needs and climate goals by accelerating action to reduce emissions through sharing best practices and driving innovation. As a member, we have voluntarily committed to meeting the lowest methane intensity targets set by ONE Future and reporting our methane emissions intensity annually.

GPA Midstream Association

An expansive organization responsibly serving and representing the midstream energy industry through collaborative expertise in sustainability, safety, and advocacy. This provides a valuable opportunity to collaborate with like-minded companies to share expertise and advance sustainability in the natural gas midstream industry.



Collaborating with industry partners plays a pivotal role in advancing both Kinetik’s and the industry’s climate change and sustainability efforts. Through these partnerships, we gain access to valuable expertise, resources, and best practices that drive innovation and enhance our environmental performance.

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

At Kinetik, we acknowledge that climate change is one of the most critical challenges facing the planet. As leaders in the energy industry, we are dedicated to delivering reliable energy while driving a structured and responsible transition to a sustainable, lower-carbon future.

We acknowledge the significant role of natural gas and LNG in addressing climate change over the long term. We see natural gas as essential to meeting global energy needs as a transition fuel, with LNG playing an even larger role in displacing other fuels with a higher carbon footprint. While renewables are gaining importance as incremental supply sources, the demand for petroleum products will extend into the future as global population and economic output grows.¹³ Supporting U.S. energy production enhances our nation’s resilience and reinforces our leadership in global energy security and stability.

While we believe that fossil fuels and their derivatives will remain significant in the global energy landscape throughout the energy transition, we recognize several transitional risks¹⁴, including:

Policy and legal risks arising from the shift to a lower-carbon energy system. As policy actions around climate change continue to evolve, there is a risk of increased financial impacts and exposure to litigation. Policy changes can also result in changes to drilling and pipeline construction and operation, methane intensity measurement practices, climate-related legislation, federal and state regulations, and exposure to litigation. We actively stay informed about new developments,

working closely with trade groups, industry associations, and regulators to find reasonable solutions to effectively minimize the financial impact and address the various other risks associated with new climate change laws and regulations.

Technology risks, such as the consumer shift to vehicle electrification and infrastructure changes, which may impact the demand for the products we gather, process, and transport. We are adapting our infrastructure, accelerating the electrification of our operations where practical and safe alternatives exist. This effort began with our compressors and will likely extend to other operations in the future as new technologies and best practices evolve. Additionally, we have evaluated our operations and equipment and have incorporated more responsible best practices and adopted more efficient technologies, such as replacing pneumatic controllers and pumps with instrument air contributing to significant emissions reductions. We will continue evaluating our operations and adapting our infrastructure to align with our business objectives, seeking to remain at the forefront of industry advancements.

Market risk, we believe that tying sustainability performance and transparency to how we operate will be essential in attracting and maintaining investment. Issuing our own sustainability-linked financing instruments, tied to emissions reductions and increasing female representation on our leadership team, which in turn improves our decision making, is essential for maintaining access to capital.

Reputation risks will be mitigated through maintaining our license to operate. Open dialogue, transparency, and education of key stakeholders on our efforts to measure and reduce emissions is a key focus of our company because we strive to

protect the environment and improve the safety of our employees and our stakeholders. Our performance will be proof of our commitment.

We also recognize the physical risks associated with climate change, such as drought, wildfires, damage to infrastructure and resources from flooding, storms, and other natural disasters, chronic shifts in temperature and precipitation patterns, and other physical disruptions. One or more of these risks could materially and adversely affect the Company’s business, financial condition, and operations.

Acute risks, from extreme weather events. We aim to ensure that our people and our assets are resilient from acute risks. As one of the few midstream companies to be operational during Winter Storm Uri in 2021, we continue to learn and adapt to maintain a state of readiness. Our strategy has been to diversify our downstream deliverability for all commodities to enhance the reliability of our assets.

Chronic risks, such as longer or more intense heat or cold waves. We remain flexible, which may require adjusting procedures, training, equipment, or other modifications as necessary to adapt to these extreme conditions.



Diamond NGL Facility

¹³ Data Source: U.S. EIA, [Today in Energy](#)

¹⁴ Refer to Kinetik’s Form 10-K, Risk Factors, for a detailed description of Climate Change risks.



As the global energy transition continues, we also see significant opportunities for our midstream business. The U.S. Energy Information Administration projects natural gas use will continue to increase through 2050 to meet the world's growing energy demand. This shift presents us with opportunities to help producers reduce their potential for flaring, increase natural gas supply, and leverage advancements in technology to create climate resilience.

Kinetik's New Energy Ventures is at the forefront of pioneering cutting-edge solutions to drive sustainability, decarbonization, and economic growth. Through strategic partnerships and customer collaborations, NEV evaluates, optimizes, and executes innovative projects like CCUS, e-fuels, carbon-neutral power generation, and other clean energy opportunities to cut GHG emissions, drive economic growth, and create new financial opportunities, solidifying our position as a leader in the dynamic energy sector.

We continue to identify, manage, and capitalize on climate-related risks and opportunities to enhance our resilience, improve or strategic planning, and communicate more effectively with our stakeholders about how we are addressing climate change. The midstream industry is uniquely positioned to support the energy transition through infrastructure adaptations, emissions reductions, and the integration of advanced innovative technologies. We will continue to evaluate and leverage opportunities to drive positive, sustainable change in the midstream sector, aiming to ensure we contribute to a lower-carbon future while maintaining the reliability and efficiency of our operations while driving forward financial growth. To achieve this, we recognize the importance of integrating climate risks at every level of leadership, engaging employees, customers, suppliers, policy makers, and investors.

In our regular meetings of the Board and management team, we extensively discuss our financial objectives, capital expenditure plans, merger and acquisition strategies, and comprehensive risk assessments. This includes tracking our progress towards climate and sustainability-related targets, as we firmly believe these areas are interlinked and mutually influential. To safeguard our reputation, the Board and management team have made significant strides in consulting with and educating key stakeholders about our initiatives to protect the environment, reduce emissions, and enhance safety.

We fully acknowledge our customers' expectations for strong performance, which encompasses not only providing the best service and netback but also prioritizing safety, reducing emissions, and protecting communities and the environment. We believe we have a credible and realistic program in place to deliver continuous improvement in these areas. Furthermore, we align ourselves with joint venture partners who share our commitment to stringent emissions and operating standards.

Feedback from our customers has been positive, and we seek to to continuously evolve our program to meet their needs.

We recognize the significance of pushing our limits and enhancing the influence of our operations on all stakeholders. We believe that each employee must assume ownership and responsibility for both our sustainability and financial performance. This understanding stems from the fact that our employees have high expectations regarding safety and environmental performance, as they seek to be part of a company dedicated to safety and sustainability. We are confident that this commitment will yield long-term benefits as we strive to attract new talent.

We seek to collaborate with suppliers who share our values and sustainability principles. We value suppliers and partners who actively showcase their dedication to sustainability and a lower-carbon future by setting their own sustainability goals and emissions reduction targets, exemplifying strong alignment with our objectives.

Kinetik's New Energy Ventures is at the forefront of pioneering cutting-edge solutions to advance our sustainability agenda. NEV's mission is clear: spearhead the development of groundbreaking energy solutions that decarbonize, mitigate environmental impacts, drive economic development, and create financial growth.



With policymakers, regulators, and elected officials, we closely monitor discussions on methane emissions regulations, as they have the potential to impact our investment levels and operational approach. We actively engage with these groups, often through industry associations, to understand the objectives of new policies or regulations. We believe open dialogue is crucial in pursuing effective policy solutions, communicating the positive aspects of new regulations while also highlighting any concerns.

We are committed to keeping our shareholders and investors well-informed about our sustainability goals and substantial investments in emissions reduction, monitoring, and detection measures.

Despite some investors perceiving the energy industry as unfavorable, we believe the landscape is shifting. Increasingly, many stakeholders recognize that the energy transition cannot occur instantaneously, and the products supplied by the oil and gas industry are crucial for economic development during this transition. As a responsible midstream operator, we recognize the significant role we play in providing the energy and feedstock needed to meet the world's growing energy demand, and we embrace our pivotal role in the energy transition and the long-lasting benefits we create for our stakeholders.

Learn more about our Climate Risks in our Form 10-K





Responsible Water Management

At Kinetik, we apply responsible water management practices to promote broader environmental sustainability goals. As both consumers of this precious resource and providers of water management services, we are dedicated to responsibly managing this vital resource. Our approach emphasizes the sustainable utilization and responsible management of water.

Although our direct operations use relatively small amounts of water compared to upstream operations and other industries, we recognize the importance of conserving water. By emphasizing responsible water management practices, we aim to conserve and use water efficiently, helping to prevent depletion and preserve a stable supply for future generations.

Our primary potential water-related impacts are associated with our produced water transportation and disposal operations, which offer produced water management services to customers. Produced water is non-potable as it typically contains increased levels of salt, organic compounds, and trace hydrocarbons. Therefore, it cannot be discharged to the ground or used for irrigation or other common potable-water uses. Instead, it requires careful management during transport and reuse or disposal.

Our produced water gathering system is designed to direct gathered volume from our customers to oil and gas producers for reuse in their operations. Produced water not directed for reuse is injected downhole into our shallow saltwater disposal wells (SWDs). This operation is regulated by the Texas Railroad Commission (TRRC).

In March 2023, Kinetik acquired an additional produced water gathering and disposal system in southern Reeves County, increasing our produced water operations to 22 active SWDs and over 360 miles of produced water gathering pipelines.

Together, these assets enabled Kinetik to safely and efficiently transport over 89 million barrels of produced water by pipeline in 2023, saving more than 731,000 truck trips and preventing related emissions and potential related accidents, spills, and leaks that could negatively impact individuals or adjacent lands and bodies of water.

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 our regulatory requirements, and in 2023 we had no violations or penalties related to our Water Management program.

	2023	2022	2021
Produced Water Management			
Number of SWDs	22	12	12
Produced Water Transported (bbl)	89,269,514	52,777,121	55,000,000+
Operational Water Consumption¹			
Ground Water (bbl)	53,877	—	—
Purchased Water (bbl)	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 2023.

Seismicity

Kinetik is focused on advancing critical research and understanding the root causes of seismicity in the Permian Basin. Through collaborative efforts with industry peers, regulators, and research groups, our approach includes supporting research by contributing valuable data and funding to ongoing initiatives.

The Permian Basin has experienced a rise in seismic activity in recent years, raising concerns about induced seismicity and its potential impact on the region. In response to this risk, Kinetik has taken proactive measures to monitor, understand, and better address seismicity concerns.

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. Specifically, we work closely with the Texas Railroad Commission, the Texas Seismological Network and Seismology Research (TexNet), and the Center for Injection and Seismicity Research (CISR) at the University of Texas.

In recognition of the need for coordinated action, the TRRC established the Northern Culberson-Reeves (NCR) Seismic Response Area (SRA). As part of this action, we actively participate in the NCR SRA Operator-Led Response Plan, implemented in March 2022. Aligning with this operator-led response plan, we have committed to operating impacted SWDs below permitted limits and providing additional data to the TRRC and TexNet for ongoing research.

We understand the significance of continuous monitoring to provide valuable data, support research, and effectively address and mitigate seismic activity. In 2022, we contributed \$60,000 to the TexNet Infrastructure Fund to facilitate the installation of a seismometer station within Texas' regional seismic networks, strategically placed near two of our SWDs located within the TRRC's Northern Culberson-Reeves Response Area. This installation enhances monitoring capabilities and provides valuable seismic data for further research and analysis.

Our dedication to environmental stewardship and responsible operations in the communities where we operate remains steadfast. We recognize that seismic research in the NCR SRA is continuously evolving, and we remain responsive to new developments, adapting our practices accordingly. Through collaborative efforts with industry peers, regulators, and researchers, we aim to advance research and develop strategies towards ultimately mitigating induced seismic risks.

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.





Responsible Waste Management

At Kinetik, we apply sustainable waste management practices designed to protect human health and the environment. Our proactive approach to responsible waste management focuses on recycling and waste reduction within our operations.

We closely monitor our waste streams to help maintain compliance with regulations and our comprehensive Waste Management Plans. Our Waste Management Plans, tailored for both our gathering and processing operations and our produced water management operations, cover the identification, characterization, disposition, reporting, and recordkeeping requirements of various waste streams generated during routine operations, general office/administrative tasks, facility maintenance, onsite remediation actions, and excavation and construction activities.

Wastes are evaluated to determine their characteristics and regulatory status as hazardous/non-hazardous, industrial, RCRA-exempt, or universal. Each category is governed by applicable regulations, requiring specific handling and disposal processes. Examples of our routine exploration and production (E&P) wastes include various equipment filters, motor oil, slop oil, oily rags, pigging wastes, produced water, municipal waste, and batteries.

As part of our day-to-day operations, we generate low volumes of hazardous waste compared to other industry sectors. The Environmental Protection Agency (EPA) regulates generators of hazardous waste based on the amount they generate. Due to the small volume of hazardous waste we produce, each of our facilities is categorized as Very Small Quantity Generators (VSQGs). We aim to comply with applicable rules pertaining to VSQGs through our policies and procedures.

One way we reduce waste is by implementing a robust oil sampling program across both our rental and owned compression fleet. By testing the engine oil at specified intervals and only changing it when necessary, we can prolong the time between oil changes, reducing the use of new lubrication oil and the generation of used oil. It is also our common practice to recycle used oil, batteries, and various filters generated at our facilities, where practicable.

By following our waste management plans, we aim to ensure responsible and compliant waste handling throughout our operations, reducing our environmental impact and promoting more sustainable practices.



Our Performance

We strive to meet our regulatory requirements, and in 2023 we had no violations or penalties related to our Waste Management program.

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



ZERO

violations or penalties related to our Waste Management program in 2023.

Biodiversity

At Kinetik, we understand 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 internal stakeholder groups we seek 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 and engage 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 adverse environmental impact, 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.

Our ongoing efforts to integrate biodiversity considerations into our operations reflect our understanding of the crucial role that diverse ecosystems play in sustaining life and maintaining environmental balance.



Diamond Cryogenic Processing Plant designed with Dark Skies-Friendly Lighting practices. Light pollution has harmful effects on the natural cycles of plants and wildlife. In collaboration with Texan by Nature, their Recommended Lighting Practices were implemented during construction of the Diamond Plant and other facilities. These conservation efforts include using warm-colored bulbs and installing downward-facing light fixtures directed away from the sky.



Process Safety and Asset Integrity

At Kinetik, we are committed to responsibly constructing, maintaining, and operating our facilities. Our Process Safety and Risk Management program and Pipeline Integrity Management program are designed to ensure the effective implementation of process safety and asset integrity practices. These programs uphold the highest standards of safety and integrity throughout the lifecycle of our facilities, aligning seamlessly with our overarching goal of being a responsible and reliable operator.

Our Commitment and Approach to Process Safety and Pipeline Integrity Management

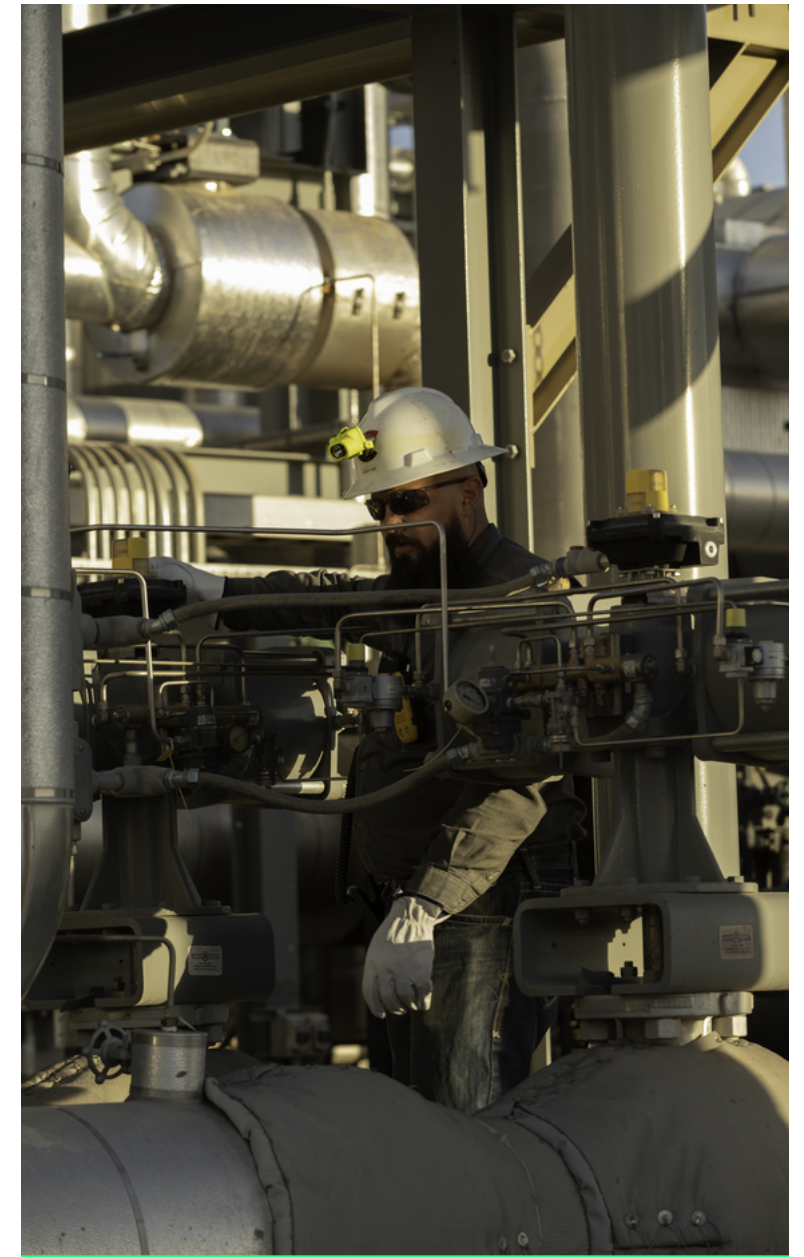
Process safety and asset integrity are key to Kinetik's success, given their profound impact on safety and operational performance, the well-being of our communities, and the protection of our environment. Therefore, our approach to managing process safety and asset integrity extends beyond regulatory compliance. It encompasses comprehensive Process Safety and Integrity Management programs, meticulously designed to uphold regulatory requirements, industry standards, and best practices. By prioritizing process safety and asset integrity, we aim to mitigate the risk of incidents, protect our reputation, and contribute to sustainable operations, emphasizing a commitment to continuous improvement and sustainable long-term operational reliability.

From the initial stages of construction through commissioning and operation, our facilities and pipelines are integrated into a comprehensive Integrity Management Program. This program aims to ensure that we construct and maintain safe and reliable equipment.

We proactively manage changes to our assets so that affected programs, procedures, training, and process information remain current and relevant to our operations. Procedures and critical information are maintained and readily accessible to operations personnel, empowering them with the necessary information and tools for safe and efficient operations. Our contractor selection process is rigorous, driven by the shared values of risk management and safety. Additionally, our Emergency Action Plans are strategically developed to anticipate potential accident scenarios within our operations. We conduct comprehensive training and emergency response drills regularly and coordinate with local emergency responders for preparedness.

As part of our regulatory obligations, we subject ourselves to periodic external process safety management audits required by the Occupational Safety and Health Administration (OSHA). Furthermore, we undergo routine audits and inspections conducted by the Texas Railroad Commission and the Pipeline and Hazardous Materials Safety Administration (PHMSA), ensuring adherence to stringent safety and operational standards. These audits and inspections play a pivotal role in upholding the highest levels of safety and regulatory compliance within our operations.

By adhering to our EHS Management System and Process Safety and Integrity Management programs, we prioritize the safety and reliability of our assets and the sustained high performance of our operations.





Construction

Adopting responsible construction practices, we prioritize coordination with regulatory representatives, permitting experts, and landowners when planning the development or expansion of assets and facilities. Throughout the lifecycle of a construction project, we assess and manage its environmental footprint, taking proactive steps to identify, prioritize, and mitigate potential impacts.

Our approach encompasses a wide range of measures, including but not limited to:

- Conducting environmental impact assessments.
- Developing restoration and reclamation plans and strategies to restore areas impacted by construction activities and promote ecological recovery.
- Implementing project-specific spill prevention and response procedures to effectively address and mitigate any potential spills or incidents.
- Collaborating with landowners to determine pipeline routing that optimizes benefits for all parties involved.

Our Operations and Construction Management teams work closely with engineering design teams in an effort to ensure that our facility and pipeline assets are constructed with minimal adverse environmental and ecological impacts. Regulatory and permitting requirements for pipelines, compressor stations, and facilities are seamlessly integrated into our design, construction, and integrity management programs. In the event of an incident, we rely on our computer based EHS system to assign and track actions for remediation efforts and efficient communications. This helps to ensure that any concerns are promptly addressed and resolved, further safeguarding the environment and maintaining

open lines of communication with stakeholders. Through these comprehensive measures, we strive to uphold our commitment to responsible construction practices, aiming for our projects to be constructed in a safe and environmentally conscious manner while complying with regulatory standards.

Restoration of Rights-of-Way

Upon the completion of new projects or maintenance construction on existing assets, we prioritize the restoration of rights-of-way to their pre-construction state. In strict adherence to regulatory requirements and in close collaboration with landowners, we undertake comprehensive restoration measures.

Our restoration efforts encompass various activities, including:

- Grading rights-of-way to restore them to their original elevations prior to construction.
- Conditioning soil to create an ideal environment for vegetation growth.
- Implementing erosion control measures to stabilize creek banks, drainage ways, and steep slopes.
- Undertaking revegetation initiatives using carefully selected seed mixes that align with regional conservation practices and meet landowner requirements.

By diligently carrying out these restoration practices, we aim to ensure that the disturbed areas regain their ecological balance and visual appeal. Our commitment to effective restoration extends beyond regulatory compliance; it encompasses fostering a harmonious relationship with landowners and demonstrating our dedication to environmental stewardship.

Pipeline and Facility Inspections

At the end of 2023, Kinetik's pipeline network spanned over 2,200 miles. To help ensure safety and operational efficiency, we use both risk based and prescriptive inspection schedules, considering factors like corrosion, soil erosion, adverse weather, and construction activities.

Our pipeline systems undergo continuous monitoring and regular patrols to mitigate risks. Our Remote Operating Center (ROC) and SCADA systems monitor our pipelines and facilities for pressures, flow rates, and potential leak detection. Operations personnel conduct routine ground patrols, looking for indications of leaks or other integrity threats such as exposures, encroachments, or other unauthorized activities. Additionally, we employ comprehensive aerial surveillance, including biweekly aerial patrols and regular flyovers of our regulated pipelines and other assets. These monitoring activities incorporate cutting-edge technology such as optical gas imaging cameras. We are also committed to maintaining open communication with landowners, providing them with accessible channels to report any damage or spills they may observe.

We also emphasize regular inspection, testing, and monitoring of our gas processing facilities on a regular basis. Our gas processing plants are staffed 24/7. Using a Computerized Maintenance Management System (CMMS), we schedule and document planned inspections, repairs, and preventive maintenance, adhering to Original Equipment Manufacturer (OEM) recommendations and industry best practices, such as Recognized and Generally Accepted Good Engineering Practices, seeking to ensure that all equipment is maintained and operated in according to its design.



Spill Prevention

Kinetik stores and transports natural gas liquids, crude oil, and produced water through our extensive pipeline network. Spill prevention and control is essential to our operations and the protection of the environment and public. To maintain pipeline and asset integrity and prevent potential contamination or safety hazards, we conduct comprehensive hazard assessments, incorporating secondary spill containment features and other protective measures, as needed.

Our operations are supported by Spill Prevention, Control, and Countermeasure (SPCC) plans and Emergency Response Plans (ERPs). 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 the safety of our team and public, promptly identify and assess the substance involved, and notify appropriate agencies if necessary. We then focus on containment, cleanup, and remediation. Following incidents, we conduct thorough investigations to address the root cause and prevent future incidents.

To continuously improve our spill response and operational practices, we record spill incidents in our computer-based EHS system. This tracking system enables us to monitor performance, maintain accurate records, and derive valuable insights. Lessons learned from events lead to ongoing investments in preventive measures, safety training, and technology upgrades, as we work towards continuous improvement.

Our Performance

In 2023, Kinetik underwent 25 Pipeline Integrity and Safety audits and 1 Process Safety inspection by regulators, resulting in zero regulatory penalties.

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

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





People

At **Kinetik**, our approach to sustainability is built on the pillars of people, priorities, and performance, rooted in the belief that our people drive our business.

Recognizing that our employees are our greatest asset and their success is our success, we prioritize their well-being, engagement, and professional growth. We strive to retain top talent by fostering a culture that emphasizes health and safety, inclusion, and continuous development. By creating a positive and thriving work environment, we not only reward performance and empower our employees to embody our core values but also seek to ensure they contribute to our commitment to the highest standards of safety, performance, integrity, and customer service. This approach ultimately creates long-term sustainable value for both our people and our business.

“Ensuring the well-being and safety of our people is not just a priority - it’s our foundational commitment. At Kinetik, we empower our workforce to thrive, fostering a culture where safety, growth, and fulfillment go hand in hand.”

Alex Hernandez
Sr. Director of Human Resources & Benefits

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2023 Safety and People Performance Highlights



334

employees

85

new hires

5%

automatic employer contribution into employees' 401K



0

lost time incidents

83%

reduction in Total Recordable Incident Rate

0.64 TRIR

627,320 hours worked with 2 recordable incidents



Safety Award

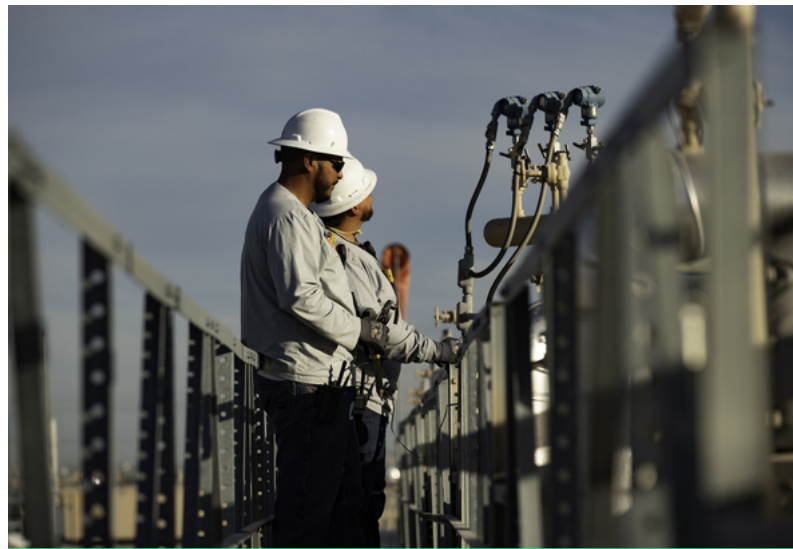
2023 GPA Midstream Safety Award recipient

9,800

hours of EHS training

873

action items completed from employee safety observations



Health and Safety

At Kinetik, the safety and well-being of our employees, contractors, neighbors, and communities are deeply ingrained in our core values. Safety is not just a requirement; it is the foundation upon which we operate and the driving force behind every decision we make.



Our Commitment and Approach

At Kinetik, we believe that a strong safety program is essential for maintaining a safe work environment and minimizing risks.

Our focus on achieving zero incidents has led us to establish a robust health and safety program that transcends mere compliance, fostering a culture where safety is driven by intrinsic motivation. Recognizing that a robust health and safety program reduces workplace accidents, boosts morale, and enhances performance and productivity, we strive for zero safety incidents.

Our approach to developing and maintaining an effective safety program includes the following elements:

- Management Commitment
- Employee Involvement
- Hazard Identification and Risk Assessment
- Preventative Measures
- Communication and Documentation
- Incident Investigation and Corrective Actions
- Continuous Improvement

By incorporating these elements and following a structured approach, we strive to develop a robust safety program that effectively protects employees and promotes a culture of safety and strong performance.

Seeking compliance with internal standards and external regulations, we utilize computer-based tools for tracking environmental impacts, managing safety and risks, and monitoring key performance metrics. These tools also support health and safety training, change management, incident reporting, and a standardized approach to incident investigation and root cause analysis. In the event of an incident, we develop corrective actions and share lessons learned to improve our safety performance across the organization.

At Kinetik, safety is our top priority. Safety excellence is a continuous journey, not a destination. Putting safety first always is ingrained in our culture and drives every decision we make.





Our Targets and Progress

We set ambitious and measurable safety targets to support our commitment to the safety and well-being of our employees and those around us. While we strive for zero incidents, our annual safety targets serve as key performance indicators, aligning with the historical performance of our GPA Midstream peer group. Safety is a core value and shared responsibility for all, and these meaningful and challenging targets are integrated into Kinetik’s at-risk employee compensation.

2023 Metric	2023 Targets	2023 Performance
Total Recordable Incident Rate (TRIR)	<1.5	0.64
Motor Vehicle Incident Rate (MVIR)	<1.6	2.15
Process Safety Incident Rate (PSIR)	<0.02	0

In 2023, we greatly improved our safety performance with an 83% YoY reduction in TRIR, achieving a TRIR of 0.64 and surpassing our annual PSIR target with zero process safety incidents. Although our MVIR fell short of our target, we have seen improvement in early 2024. Our commitment to continuous improvement underscores our dedication to prioritizing safety.

Rebounding from a challenging 2022, Kinetik is a proud recipient of the GPA Midstream Association’s 2023 Perfect Record Award, recognizing our employee’s outstanding safety performance for achieving 500,000 workhours with no lost time accidents.



Safety	2023	2022	2021
Number of Employees	334	296	203
Hours Worked (#)	627,320	540,825	507,521
Recordable Incidents (#)	2	10	1
TRIR	0.64	3.7	0.39
DART Incidents (#)	0	—	—
Days Away, Restricted, or Transferred (#)	0	426	35
DART	0	—	—
Lost Time Incidents (#)	0	7	0
LTIR	0	2.59	0
Fatalities	0	0	0
Total Miles Driven	5,570,842	5,050,357	4,788,112
Motor Vehicle Incidents	12	10	6
MVIR (rate)	2.15	1.98	1.25
EHS Training Hours - Field Employees	8,731	6,814	—
Average EHS Training Hours - Field Employees	33	25	—
EHS Training Hours - Non-field Employees	1,097	—	—

Kinetik Employee Engagement Program

At Kinetik, working safely is not only a core value but a shared responsibility deeply ingrained in our safety culture.

We take pride in seeing our employees actively engaged, taking ownership of the safety program, and upholding our commitment to the highest safety standards. Recognizing employees for their performance not only motivates them but also instills a sense of accomplishment and value. Through effective engagement, recognition, and incentive programs, we aim to cultivate a culture of excellence that results in a more engaged and productive workforce.

Our team is dedicated to continuously assessing our operations and performance and developing innovative ways to strengthen our safety culture. Below are key components of our Safety Engagement, Recognition, and Incentive Programs that contribute to improving our EHS performance:

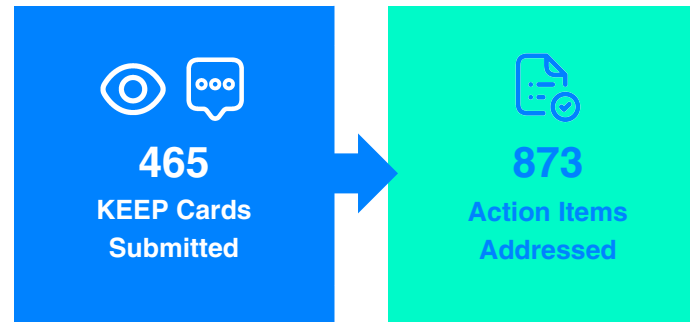
KEEP Cards

The **Kinetik Employee Engagement Program, (KEEP)** offers employees a straightforward line of communication to report hazards, suggest improvements, or recognize coworkers. This initiative, rooted in the “See Something, Say Something” philosophy, promotes shared learning and operational excellence. The core principles of **KEEP** are:

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

In 2023, employees submitted 465 **KEEP Cards**, leading to 873 proactive risk mitigation actions. This initiative is vital in preventing potential incidents and enhancing operational excellence, ultimately making Kinetik a safer place to work.

See something, Say something



Monthly KEEP Award

KEEP Cards are reviewed weekly by EHS and operations leadership teams to assess observations and assign further action items as needed. Submissions are also selected for discussion at the monthly safety meetings, where three employees are recognized and presented with the Monthly **KEEP** Award.

Quarterly KEEP Award

The quarterly **KEEP** initiative focuses on preventative actions. Each quarter, a trending safety topic is chosen, and employees who submit **KEEP** Cards related to this topic are recognized and entered into a contest. At the end of the quarter, one employee is selected as the Quarterly **KEEP** Award winner.



Spot Award

We appreciate that our employees take ownership of safety daily, and their efforts don’t go unnoticed. With Kinetik’s Spot Award, managers and supervisors are able to recognize and reward employees “on the spot” for safety contributions that go above and beyond normal job expectations.

Safety Committee

Kinetik’s employee safety committee, composed of dedicated field operations employees, meets regularly to review safety performance and propose enhancements. The dedication from these employees, who encounter industry hazards daily, plays a crucial role in enhancing our safety program. Their active participation is invaluable to our safety program and further strengthens our Company’s safety culture and performance.

Empowering our employees through active engagement and recognition, we cultivate a culture of safety and excellence. **Our People are Kinetik.**

Safety Training and Communication

At Kinetik, we believe that a strong safety culture begins with a well-trained workforce.

Training is fundamental to enhancing the knowledge and skills of our employees, and we commit significant time and resources to our training program.

In 2023, our employees collectively completed nearly 10,000 hours of EHS-related training. Field-based employees averaged 33 hours of EHS training each, covering diverse topics such as environmental compliance, company EHS policies, OSHA regulations, driver safety, and emergency response.

Our training program includes both computer-based and instructor-led sessions. Additionally, our EHS team leads monthly safety meetings for field employees, which are a cornerstone of our safety program. These in-person meetings, with virtual participation options, maximize employee involvement and foster continuous engagement in safety communications. Each meeting focuses on specific safety topics and includes discussions on significant incidents, lessons learned, policy or procedural updates, KEEP card submissions, and EHS performance metrics. These meetings also provide an opportunity to recognize significant employee accomplishments and contributions.

Empowering our workforce through rigorous training and open communication, we seek to ensure a robust safety culture that prioritizes knowledge, engagement, and continuous improvement.

To further reinforce our safety communication, our safety team publishes a monthly KPI Poster. This poster covers health and safety topics, incidents, lessons learned, and EHS performance metrics. In 2023, field personnel dedicated over 3,000 hours to attending these monthly safety meetings, demonstrating their commitment to maintaining a safe work environment.

EHS management also holds weekly meetings with operations leadership and the employee safety committee. During these meetings, the teams review KEEP submissions and any incidents that have occurred since the prior week's meeting, seeking to ensure continuous improvement and accountability in our safety practices.

By maintaining a robust training and communication program, we aim to equip our employees with the knowledge and skills necessary to uphold our safety standards and contribute to our overall success.



Driver Safety

Driver safety is a top priority at Kinetik. We are committed to implementing rigorous safety protocols and continuous training aimed at ensuring every journey is safe.

In 2023, our employees covered over 5.5 million miles on the challenging roadways of the Permian Basin. Despite a Motor Vehicle Incident Rate of 2.15, falling short of our target of less than 1.6, we remain committed to promoting safe driving practices and improving our performance.

To foster responsible driving habits, we rigorously enforce our Safe Driving Policy and implement the following safety protocols and training:

- **Smith System Training:** Safe and defensive driving techniques.
- **Dash Camera Monitoring:** For Short Service Employees and those involved in at-fault accidents.
- **Distracted Driving Awareness:** Guest speaker John Feldman from End Distracted Driving (EndDDD®) shared his powerful story at September 2023's safety meeting.
- **GPS Data Recorders:** In-vehicle monitoring to reinforce safe driving practices.

In 2024, we are planning to enhance our initiatives by:

- Featuring safe driving topics in all 12 monthly safety meetings.
- Rolling out traffic management plans at each gas processing plant.
- Launching the Bollard Obstacle Safety Solution (BOSS) program, installing over 1,000 new bollards at our facilities to protect both equipment and drivers.

Contractor Safety

We extend our values and safety standards to our contractors.

Through our Contractor Management Program, we require every contractor and potential contractor to connect with Kinetik via ISNetworld. This powerful tool helps us proactively reduce risks, streamline the qualification process, and promote safe work practices and sustainable supply chains by hiring contractors and suppliers that meet our stringent safety, sustainability, and administrative standards. Our expectations for suppliers and contractors are further detailed in Contractor and Supply Chain Engagement.

Before 2023, we lacked a system to accurately track contractor EHS metrics related to their performance while conducting business for Kinetik. However, we significantly improved our ability to track these metrics in 2023. These improvements in tracking and managing contractor safety metrics emphasize our dedication to fostering a safe working environment for all who contribute to our operations.

We are committed to continually enhancing our safety practices and seek to ensure our contractors uphold the highest standards of safety, performance and responsible business conduct while conducting business for Kinetik.

Our dedication to the safety and well-being of our employees and contractors reflects our broader commitment to operational excellence and responsibility.



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

Cultivating an Empowered Workforce

At Kinetik, our growth is intertwined with the growth of our people and business. We begin by hiring and retaining the best talent, fostering a culture built on mutual respect and openness. As a trusted employer, we are deeply committed to employee empowerment and teamwork, ensuring our workforce feels valued 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 a critical driver of Kinetik’s success. Our family-like culture sets us apart, prioritizing employee well-being through comprehensive HR policies, competitive pay, exceptional benefits, and robust engagement and development initiatives. These elements are central to managing and retaining top talent, fostering a positive and thriving work environment.

Recognition

Our success is rooted in the dedication of our employees. We believe that fostering a culture of appreciation empowers our workforce and inspires them to consistently deliver outstanding performance. We employ a mix of formal and informal recognition strategies, including monetary and non-monetary incentives. Our recognition programs celebrate employee performance, service milestones, and special achievements, rewarding exceptional contributions in safety, compliance, innovation, and teamwork.

Pay

Compensation at Kinetik is based on multiple factors including performance, role, experience, education, and tenure, along with market conditions. We conduct third-party benchmarking studies aiming to ensure our compensation program is competitive. In 2023, our Board approved market-aligned merit increases based on this data, reflecting our desire to retain top talent and offer fair and competitive pay.



Benefits

We offer a comprehensive benefits package including medical, dental, and vision insurance, flexible spending accounts, health savings accounts, life insurance, short- and long-term disability programs, supplemental insurance options, employer-funded 401(k), and incentive-based compensation plans. Our robust Employee Assistance Program (EAP) provides free counseling, elder and childcare support, financial planning, professional development, and safe ride resources. Kinetik’s Tuition Reimbursement Policy supports employees who wish to continue their education and professional growth.

In 2023, we reduced employee premiums for PPO plans by 50% and provided an HSA employer contribution of 50% of the IRS maximum for employees electing the High Deductible Plan. This achievement is notable given the rising healthcare costs other employers face.

Our incentive-based bonus plans includes short- and long-term incentives tied to company performance, emphasizing sustainability, safety, and financial targets. In 2023, we introduced a market-based long-term incentive program approved by our Board.

People and Performance are our Priorities. These six words capture our culture and define the principles and behaviors that guide all our actions, fostering an environment where excellence thrives and our workforce is truly empowered.

Training and Development

We are committed to developing and training our team members, and we continuously seek out new ways to further enhance our training and development programs.

In 2023, employees completed training in Workplace Harassment, Insider Trading, Discrimination-Free Workplace, Anti-Bribery and Corruption, and Diversity, Equity and Inclusion. People managers are provided additional training to improve their management skills, covering topics such as hiring, performance management and coaching, conflict management, and providing feedback, and we plan to continue developing our people manager skills with an extension of this training. In 2023, employees averaged 3 hours of HR related training in addition to their safety and IT related training.

We believe it is important for employees and managers to communicate clear goals, track progress towards those goals, as well as review accomplishments and areas for improvement. Regular performance and career development reviews are essential to our strategy, helping motivate and engage employees by providing growth opportunities, recognition, and development paths.

Strong leadership sets the tone for our organization. Kinetik’s leadership team is dedicated to creating a positive work culture. Beginning in 2022, we engaged a third-party specialist to align and develop our executive team. This leadership journey continued into 2023 and continues to be a focus in 2024- as we strive to improve company culture and build high-performance teams and a more engaged workforce. Kinetik’s leadership is committed to improving organizational culture and building high-performance teams, ultimately leading to a more engaged workforce and sustainable competitive advantage.

Engagement Surveys

We take pride in being a responsible employer and positively influencing our people. Recognizing that our success is tied to employee well-being, we actively seek ways to support their growth. By engaging in an active dialogue, we strive to build strong trusting relationships and foster greater integration.

In 2023, we conducted our annual employee engagement survey to track progress since the prior survey and help better understand employee sentiments and identify areas for improvement. This feedback helps guide our continuous improvement efforts.

In 2023, we also conducted focus group interviews across key locations to gain deeper insights from our employees. These sessions provide more detailed feedback beyond the employee engagement survey, revealing hidden strengths and opportunities for improvement, guiding our efforts to make Kinetik a world-class organization and employer of choice.

We plan to continue deploying similar initiatives in 2024 to measure progress and continually evolve our workforce as we seek to ensure our organization continues moving forward in a positive direction.





Employee Engagement

At Kinetik, we believe that employee engagement is fundamental to enriching our One Kinetik culture.

We strive to ensure our employees are actively involved and embodying Kinetik’s values every day. One of our core values is teamwork, and in 2023, we involved our employees in a variety of initiatives, from volunteering at community events to participating in donation drives and celebrating special occasions together.

A highlight of 2023 was the rollout of Kinetik’s new Vision, Mission, and Values. This initiative was a collaborative effort, with a dedicated team of employees developing these foundational principles. Many employees supported this initiative by participating as "actors" in a short film designed to introduce our new vision, mission, and values.

We celebrated this milestone with an employee town hall where Jamie, our CEO, unveiled Kinetik’s new Vision, Mission, and Values, followed by a premiere of our short film. These activities not only required teamwork but also provided opportunities for employees to have fun, get to know each other better, and build lasting bonds. Through efforts like these, we continue to cultivate a supportive and cohesive One Kinetik culture.

We take pride in being a responsible employer and positively influencing our people. When our employees engage, we listen. Together, we are Kinetik.





Fostering an Inclusive and Respectful Workplace

At Kinetik, we believe that that fostering an environment where all individuals feel valued, respected, and included helps to ensure everyone can contribute to their fullest potential, leading to enhanced decision making, increased innovation, improved retention, and overall success.

We need all of these attributes as we work towards retaining a strong workforce and achieving performance goals. Kinetik is committed to respecting the diversity and inclusion of all individuals within our organization. We celebrate and recognize the unique qualities of our employees and want them to feel comfortable bringing their full selves to work every day. We are proud to support these principles by creating an inclusive working environment where everyone is welcome, safe, and included.

Kinetik provides equal employment opportunities to all employees and applicants and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, familial status, marital status, or any other characteristic protected by law. This commitment is supported by our Code of Business Conduct, Employee Handbook, and our Diversity, Equity and Inclusion (DEI) Policy.

Along with annually acknowledging our Code of Business Conduct, as part of our ongoing commitment to promote an inclusive workplace, all employees are required to complete DEI training covering topics such as hiring practices and unconscious bias.

¹⁵ NAICS 211100 Oil and Gas Extraction for 2022

¹⁶ Senior leadership is defined as employees holding Vice President titles or higher.

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

Gender Diversity

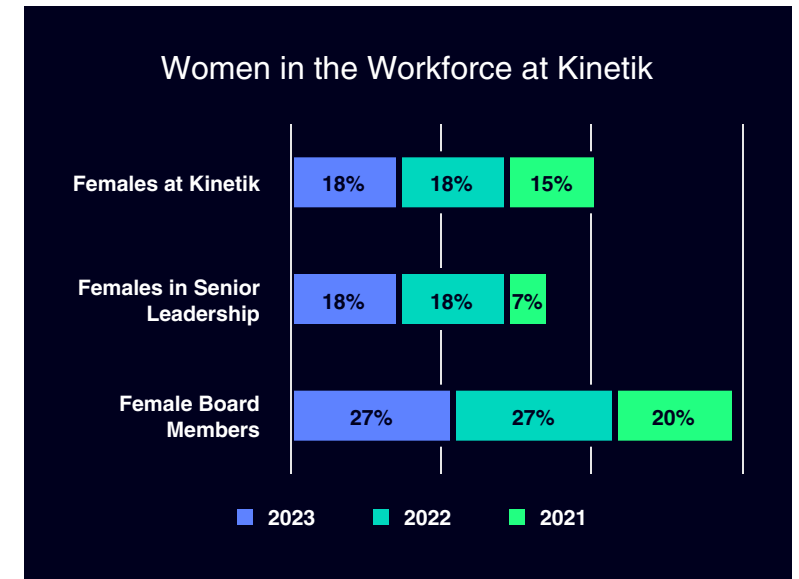
Committed to fostering a more inclusive future, we emphasize cultivating a workforce that embraces gender diversity.

We acknowledge that the oil and gas industry lags behind certain other sectors in terms of gender diversity, and we recognize that organizations with a diverse workforce often perform better.

According to the United States Bureau of Labor Statistics, 15.7 percent of the oil and gas workforce in the United States is female¹⁵, and the percentage of women working at Kinetik in 2023 was slightly higher at 18%.

In addition to overall workforce diversity, we track representation of women in our senior leadership roles¹⁶. In 2023, 18% of persons in our senior leadership positions and 27% of our Board members identified as women. We believe that diversity at these levels enhances decision-making and helps attract other women leaders.

To achieve gender diversity, it is crucial to establish a diverse talent pipeline at all levels of the organization. We are committed to ensuring that Kinetik remains inclusive and welcoming to all, actively seeking ways to support women within our organization. This approach not only promotes fairness but also drives innovation and business success, aligning with our long-term strategic goals.



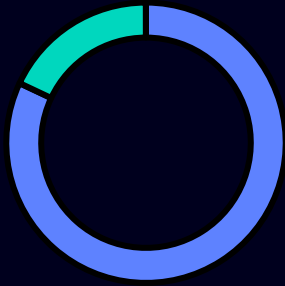
Highlighting women already working in oil and gas helps other women see the possible paths for them.





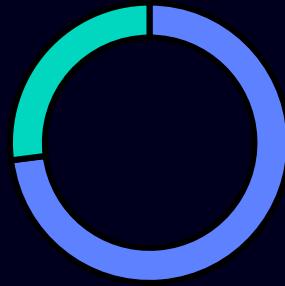
Our Performance

Below are details on the gender, age, and race/ethnicity of Kinetik employees in 2023. Additional demographic details on turnover and new hires are included in the GRI Content Index.



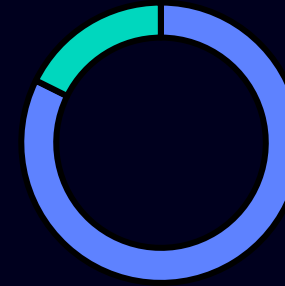
Gender - All Employees

- Men - 82%
- Women - 18%
- Not Identified - 0%



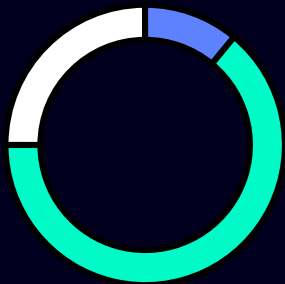
Gender - Board Composition

- Men - 73%
- Women - 27%
- Not Identified - 0%



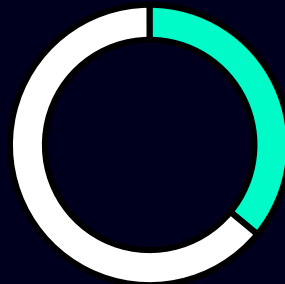
Gender - Senior Leadership

- Men - 82%
- Women - 17.6%
- Not Identified - 0%



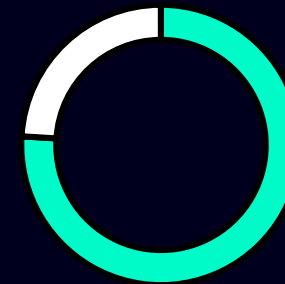
Age - All Employees

- Under 30 - 11%
- 30-50 - 64%
- Over 50 - 25%



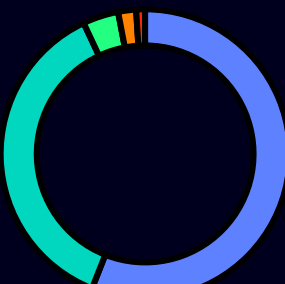
Age - Board Composition

- Under 30 - 0%
- 30-50 - 64%
- Over 50 - 25%



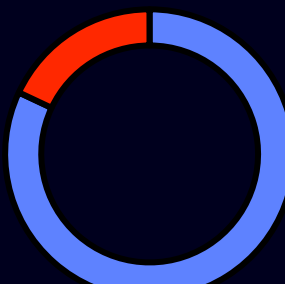
Age - Senior Leadership

- Under 30 - 0%
- 30-50 - 76%
- Over 50 - 24%



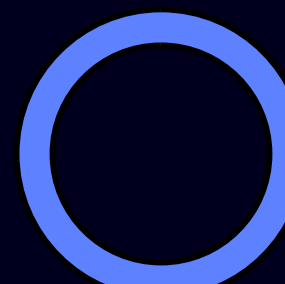
Race/Ethnicity - All Employees

- White - 56%
- Hispanic - 37%
- Black - 4%
- Bi/Multiracial - 0%
- American Indian or Alaska native - 2%
- Asian - 1%
- Native Hawaiian or Other Pacific Islander - 0%



Race/Ethnicity - Board Composition

- White - 82%
- Hispanic - 0%
- Black - 0%
- Bi/Multiracial - 0%
- American Indian or Alaska native - 0%
- Asian - 18%
- Native Hawaiian or Other Pacific Islander - 0%



Race/Ethnicity - Senior Leadership

- White - 100%
- Hispanic - 0%
- Black - 0%
- Bi/Multiracial - 0%
- American Indian or Alaska native - 0%
- Asian - 0%
- Native Hawaiian or Other Pacific Islander - 0%



Community

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

Our team members are part of the fabric of West Texas, and we are committed to making a lasting impact. We recognize that our success is tied to the well-being of the communities we serve, and we actively seek out ways to support their growth and development. By working closely with local organizations, landowners, and other stakeholders, we strive to build strong relationships and foster greater integration with the communities we call home.

“We believe in being more than just a business presence; we strive to be a positive corporate influence and a catalyst for change. Making meaningful and lasting impacts on our local communities is at the heart of Kinetik.”

Misty Williams
Director of Operations Administration

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2023 Community Performance Highlights



533

volunteer hours

\$1.2+ Million

in donations and charitable contributions



\$500,000

raised for local first responders through Kinetik's Holes for Heroes Golf Tournament since 2022

152

bags of trash collected along 146 miles of Texas Highways



110+

children sponsored through our annual holiday toy drives

433

hats donated to children battling cancer



Community Investment

At Kinetik, we value the strong relationships we have built in the communities where we work and operate, and further strengthening these communities we call home is at the heart of Kinetik.

We are proud to have a team of dedicated individuals who are not only passionate about their work but also about making a positive impact on the world around them. Through our collective efforts, we hope to build stronger, more resilient communities that can thrive now and into the future.

Kinetik recognizes that building strong relationships and creating meaningful impact within our local communities requires more than just financial donations. We believe in strategically investing both our time and resources to maximize the impact on the causes most central to our company.

Throughout the year, we engage in numerous volunteer activities, charitable campaigns, and other initiatives to support our communities. Our primary areas of focus include education, environmental conservation, aiding at-risk individuals, and supporting emergency response organizations. We are dedicated to continuously monitoring, evaluating, and enhancing our community involvement activities, selecting initiatives that are impactful and align with our social responsibility objectives.

Acknowledging the significant effort that goes into a successful corporate community investment program, we established an employee-led Community Engagement Committee in 2023 to manage these efforts. This committee is responsible for identifying local charitable organizations, organizing volunteer activities, and coordinating various other engagement opportunities. This committee's work helps to enhance the Company's corporate culture, promote social responsibility, and encourage employees to contribute to causes that resonate with them. By deepening our engagement with local communities and participating in community-building events, we aim to make a lasting, positive difference on the world around us.



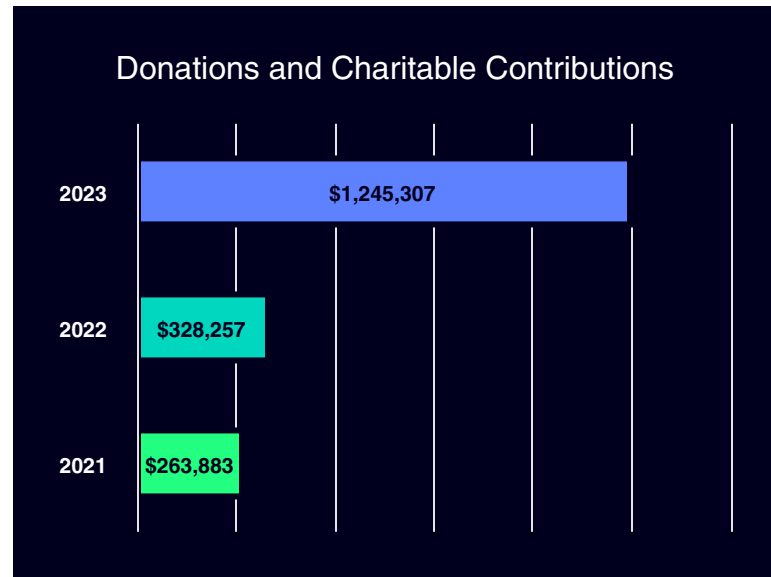


Donations and Sponsorships

Kinetik strives to be a good neighbor and a consistent, positive force both now and in the future.

Our dedication to being a responsible corporate citizen is reflected in our ongoing efforts to improve the well-being of the communities in which we operate. We believe that supporting various causes identified by our Community Engagement Committee, employees, and community members will help build stronger communities today and for the years to come.

In 2023, we proudly contributed over \$1.2 million in monetary donations to various organizations and charities. By investing in these initiatives, we aim to foster growth, resilience, and prosperity in the communities where we live and work. Our financial support, coupled with our volunteer efforts, underscores our commitment to being a good neighbor and making a lasting, positive impact.



2023 Initiatives	Contribution
Permian Strategic Partnership	\$985,657
Kinetik Cares Foundation - Company Matching Program	\$18,960
Texas Sponsor a Highway	\$43,686
Susan G Komen Foundation	\$2,641
Small Steps Nurturing Center	\$5,000
West of the Pecos Rodeo	\$3,200
Casey Feldman Memorial Foundation	\$6,000
American Cancer Society - Austin CVC Fundraiser	\$3,627
Other	\$35
BEAR Necessities In-Kind Donation	\$1,500
Holes for Heroes Recipients:	
Emergency Services Districts: Reeves Co ESD #1 and ESD #2	\$16,000
Police and Sheriff's Departments: Culberson Co SO, Fort Stockton PD, Loving Co SO, Midland PD Community Development, Monahans PD, Pecos Co SO, Pecos PD Fallen Officer Foundation, Reeves Co SO, Ward County SO	\$68,001
Fire Departments: Balmorhea VFD, Fort Stockton VFD, Loving County VFD, Monahans VFD, Van Horn VFD, Wink VFD, Midland FD	\$91,000
Total	\$1,245,307

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.

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 146 miles of highways cleaned and 153 bags of litter collected and removed. We are proud to make such significant, positive impacts on the environment along Texas Highways.

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.

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.



“It is not possible to thank the first responders in our communities often enough. We all depend upon their bravery, courage and expertise to help us when we need it most, which certainly has been the case the last several years. On behalf of the men and women of Kinetik, we are so grateful for all that first responders do.”

- Jamie Welch, President and CEO



Employee Giving & Volunteering

At Kinetik, we believe that giving back and volunteering not only benefits the communities we serve but also fosters a sense of fulfillment and personal growth for our employees.

Aligned with our commitment to supporting the communities in which we operate, Kinetik grants employees eight hours of paid volunteer time annually.

Since the inception of our volunteer program in 2021, we have seen remarkable year-over-year participation growth. In 2023, our team members eagerly dedicated 533 volunteer hours to local community projects, nearly doubling the hours contributed in 2022. This represents a value of nearly \$18,000, demonstrating our ongoing commitment to making a positive impact.



Volunteer Initiatives	Hours
BEAR Back to School 14 volunteers organized and packed school supplies for at-risk and CPS-involved children.	28
BEARing Gifts 30 volunteers organized toy donations, packaged gifts, and loaded trucks for holiday wish lists.	60
Holes for Heroes 21 volunteers made this annual fundraiser a resounding success, with Kinetik donating \$175,000 to Permian Basin first responders.	163
Houston Food Bank 27 volunteers helped provide meals to underserved individuals and families on two separate occasions.	88
Meals on Wheels – Pecos Pecos area volunteers delivered meals to those in need throughout October.	41
Midland Soup Kitchen 14 volunteers served at a local soup kitchen feeding the hungry.	35
West Texas Food Bank 36 volunteers helped provide meals to neighbors in need on four separate occasions.	72
Other Volunteers participated in various other activities throughout the year.	46
Total Hours	533
Volunteer Value¹	\$17,850

¹. Source: independentsector.org





In addition to generously volunteering their time to Company-organized volunteer opportunities, many employees dedicate countless hours to Kinetik’s partnerships, such as the PSP, Permian Road Safety Coalition (PRSC), and OneFuture. They serve as volunteer board members and committee members for these and other organizations, further extending their impact and commitment to our communities and Company.

Our employees contribute more than just their time; they also give generously from their own pockets to support our local communities. We are proud to highlight our employees’ philanthropic efforts that demonstrate their generosity and desire to make a positive impact on the world around them. Kinetik enhances these employee-driven charitable giving initiatives by offering a matching program, contributing up to \$2,500 per campaign directly to the designated charity.

We are proud to highlight our employees’ philanthropic efforts that demonstrate their generosity and desire to make a positive impact on the world around them.

These employee-driven initiatives exemplify the kindness and generosity of the Kinetik team and show our communities that Kinetik Cares. By participating in these campaigns, our employees not only provide essential support to those in need but also foster a strong sense of community and shared purpose within our company. We are proud of the impact these efforts have made and remain dedicated to continuing our tradition of giving back, building stronger, more resilient communities together.

Campaign	Estimated Value
<p>BEARing Gifts Holiday Toy Drive</p> <p>For the third consecutive year, Kinetik partnered with BE A Resource (BEAR) and participated in the BEARing Gifts holiday toy drive. Our Houston employees generously sponsored 91 at-risk and CPS-involved children in the Houston area, providing them with brand-new Christmas gifts, helping to ensure they experience joy during the holiday season. Additionally, Kinetik donated drop-off bins and collaborated with building management to place these bins throughout the office building’s public spaces, facilitating additional public donations.</p>	\$5,300
<p>Midland Salvation Army Angel Tree</p> <p>Our Midland employees partnered with the Midland Salvation Army Angel Tree program for the sixth consecutive year. Through their generosity, our employees provided Christmas gifts to approximately 20 children from underserved local families. These selfless acts of giving helped bring smiles and excitement to many children during the holiday season.</p>	\$4,000
<p>Ivy’s Hat Campaign</p> <p>During Childhood Cancer Awareness Month, Kinetik employees demonstrated their commitment to our community by supporting a young cancer survivor’s campaign to provide hats to children battling cancer. Our West Texas team came together to donate an impressive 433 hats, which were distributed to brave children fighting cancer at Texas Children’s Hospital. This effort not only provided warmth and comfort but also conveyed a powerful message of solidarity and care.</p>	\$5,200
Total	\$14,500





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. In 2023, the Foundation provided three grants to assist employees in need.





Community and Landowner Engagement

We recognize that building strong relationships with our local communities and landowners is essential for the sustainable growth and success of our operations in West Texas. We understand that the well-being of our neighbors depends on our ability to operate our facilities safely, efficiently, and in an environmentally responsible manner.

Landowner Engagement

At Kinetik, we understand that our success relies heavily on strong, trusting relationships with landowners. These partnerships are essential as landowners provide the right-of-way for our pipelines and facilities, enabling our operations.

By the end of 2023, we operated over 2,200 miles of pipeline across six counties in West Texas and New Mexico. As key stakeholders, landowners play a crucial role in supporting these operations. Trust and mutual respect form the foundation of our engagement with landowners and surrounding communities.

We prioritize transparent, open, and effective communication to build and maintain these vital relationships. We aim to provide accurate and timely information about activities affecting their properties and strive to mitigate any negative impacts through best practices in construction, maintenance, and operations.

To address any landowner or community concerns promptly, we offer multiple channels for communication, including our website, an emergency hotline, and direct contact options.

By fostering open communication, collaboration, and reliable follow-through on our commitments, we aim to create and sustain long-term, positive relationships with our landowners and community members.

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



Respecting Indigenous Peoples and Communities

We hold deep respect for the culture and rich history of Indigenous Peoples and are committed to supporting their legal rights.

While Kinetik’s current operated assets in West Texas and New Mexico are not located on Tribal lands, we recognize the importance of respectful and responsible engagement with Indigenous communities. In 2018, we entered into a joint venture with Kinder Morgan Texas Pipeline to develop the Permian Highway Pipeline, which partially traverses the lands of the Comanche Nation. As the operator of the pipeline, Kinder Morgan leads the engagement with the Comanche Nation in line with its Indigenous Peoples Policy.

As with any landowner or neighbor, we emphasize long-term relationships grounded in mutual respect and good faith. In any future engagements that the Company may have involving tribal land and Indigenous Peoples, we are committed to adhering to our Indigenous Peoples Policy and all relevant 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.

By prioritizing respectful engagement and adherence to ethical practices, Kinetik aims to support and uphold the rights and heritage of Indigenous Peoples in all aspects of our operations.



Economic Contributions to the Local Community

The oil and gas industry is essential to our local, state, and national economies. The natural resources produced here bolster Texas's economic strength, enhance America's energy security, and contribute to global stability. Kinetik is proud to be a leader in this essential and critical industry, supporting our communities, state, and nation through our dedication to responsible energy production and sustainable growth.

Local Economic Impact

The oil and gas industry significantly drives Texas's economic growth, creating substantial employment opportunities and generating critical tax revenue. In FY2023, Texas's oil and gas sector employed over 480,000 workers, indirectly generating approximately 1 million additional jobs, and contributed a record \$26.3 billion in state and local taxes and royalties that directly fund public schools and universities, infrastructure, first responders, and other essential services.

Kinetik operates in the heart of the Delaware Basin, a sub-basin within the Permian 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

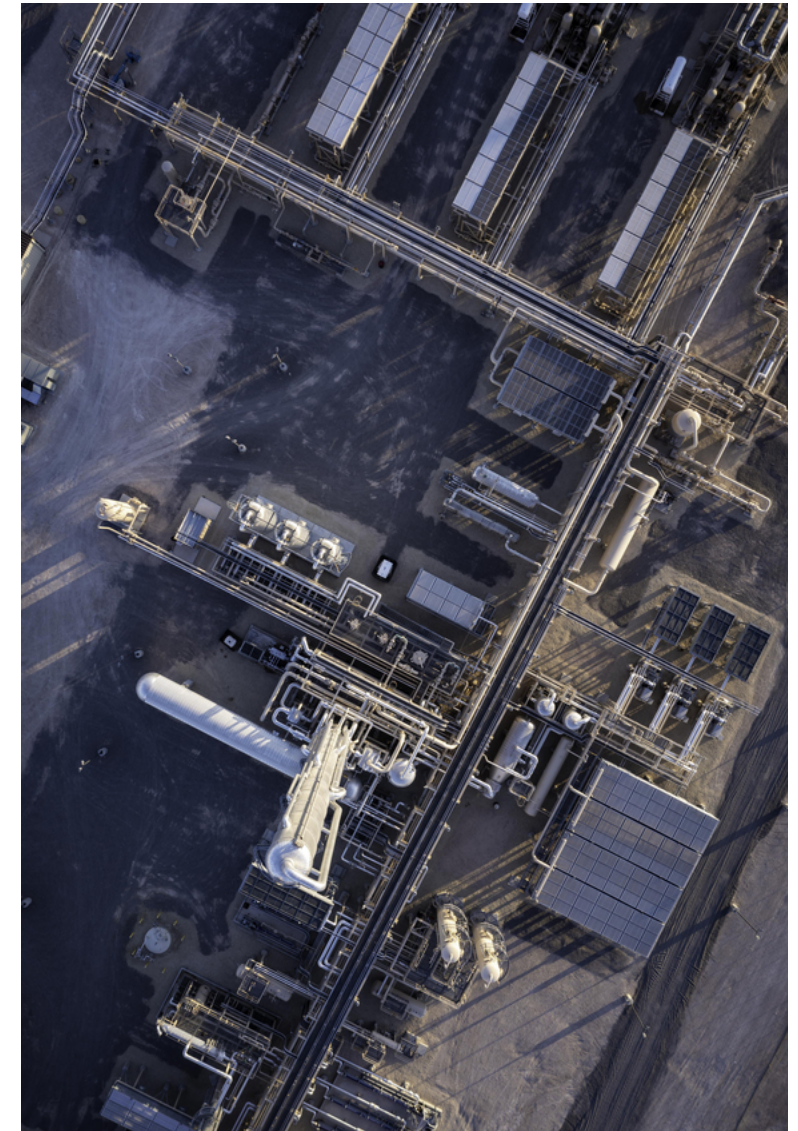
industry contributed \$275 million to the Pecos-Barstow-Toyah Independent School District and nearly \$100 million to the country in oil and natural gas property taxes in FY2023. These contributions underscore our pivotal role in supporting education, essential services, and the economic success of our local communities and the state.¹⁷

As a responsible employer, taxpayer, and community member, we recognize our role in contributing to local economies and supporting the communities where we operate, and we continually strive to align with sustainability priorities while bolstering the economic well-being of the region.

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 2023, approximately 52% of our procurement spend was local, thereby supporting local businesses and contributing to the regional economy.¹⁸

We worked with nearly 1,100 suppliers, employed over 330 employees, and were indirectly responsible for an estimated 750+ additional Texas jobs in 2023.¹⁹



¹⁷ Source: TXOGA [2023 Annual Energy & Economic Report](#)

¹⁸ 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.

¹⁹ According to TXOGA, every direct job in the Texas oil and natural gas industry creates an additional 2.2 Texas jobs.



Contractor and Supply Chain Management

At Kinetik, we believe that effective supply chain management is important for supporting our sustainability goals, optimizing business operations, reducing costs, managing risks, and maintaining high standards. Our suppliers and contractors are fundamental to our success, and we aim to develop a supply chain that aligns with our core values and sustainability and business objectives.

Kinetik’s Supplier Code of Conduct (Supplier Code) promotes responsible practices across our value chain, outlining expectations for ethics, compliance, safety, environmental stewardship, human rights, and more, setting a benchmark for our suppliers to adhere to our high standards. Our Contractor Management Program requires suppliers to commit to this Supplier Code and meet specific standards.

To measure our suppliers against our standards, we utilize ISNetworld, a resource for connecting with safe, qualified contractors and suppliers. Beyond standard health, safety, and other general qualifications, we have enhanced our supplier qualification process through sustainability-focused measures. Through a comprehensive sustainability questionnaire for all new and re-evaluated suppliers, we gain valuable insights into their sustainability performance, enabling us to understand their sustainability practices and identify opportunities for improvement. This data-driven approach helps us build a more resilient and sustainability-focused supplier base.

Since implementing these sustainability focused measures into our Contractor Management Program, we have seen significant progress with 84% of suppliers meeting or exceeding our sustainability expectations based on our sustainability questionnaire. However, it is important to clarify that some suppliers are identified in the system as not meeting expectations because of non-applicable sustainability questions. Currently, our contractor management program does not offer a streamlined method to distinguish these exceptions.

At Kinetik, we believe in fostering a supportive supply chain environment, and we seek to ensure that all potential suppliers, regardless of their background, have a fair and equitable opportunity to compete for business. Our Contractor Management Program plays a critical role in assessing our supplier base and maintaining an inclusive and collaborative business environment.





Data

Reliable and robust data allows **Kinetik** to provide context, transparency, and credibility. Kinetik is committed to sustainable practices while aiming to align corporate strategies with global sustainability goals.

“Through our transparent reporting and disclosure practices, we aim to provide clear and accurate information regarding Kinetik’s performance and overall business strategy. Our disclosures, supported by verifiable data, demonstrate our unwavering commitment to sustainable business practices.”

Maddie Wagner
Sr. Director of Investor Relations

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EIC/GPA Association Index

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



Metric	Unit	2023	2022	2021	Comments, Links, Additional Information, and Notes	
2.5	Total GHG Emissions (Scope 1 + Scope 2) Intensity per Thousand BOE- Total	mt co2e/Thousand BOE	15	16	23	
2.6	Scope 1 Methane Emissions Intensity per ONE Future Methodology (See EIC Definitions tab for instructions)		0.0406%	0.0518%	0.0599%	
2.7	Does the company participate in an external emissions reduction program?	Yes/No	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	
2.9	NOx Emissions	Tons/Year	1,436	1,907	3,896	2021 (and prior) figures represent permitted limits
2.1	SOx Emissions	Tons/Year	587	550	718	2021 (and prior) figures represent permitted limits
2.11	VOC Emissions	Tons/Year	1,068	1,127	3,612	2021 (and prior) figures represent permitted limits
2.12	% of electricity used that is renewable	%	61%	51%	36%	
2.13	Did the company bank GHG reductions from Carbon Capture and Storage Projects?	Yes/No	No	No	No	
2.14	Does the company seek third party data verification for any environmental metrics?	Yes/No	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	No	No	No	
2.16	Does the company have a biodiversity policy or commitment for new and existing assets?	Yes/No	Yes	Yes	Yes	> 2023 Sustainability Report - Biodiversity
Social						
3.1	Total Recordable Incident Rate (TRIR) - employees	#	0.64	3.7	0.39	
3.2	Total Recordable Incident Rate (TRIR) for major growth projects - contractors	#	N/R	N/R	N/R	
3.3	Days away, restricted or transferred (DART) - employees	#	0	426	35	
3.4	Days away, restricted or transferred (DART) for major growth projects - contractors	#	N/R	N/R	N/R	
3.5	Lost Time Incident Rate (LTIR) - employees	#	0	2.59	0.39	
3.6	Lost Time Incident Rate (LTIR) for major growth projects - contractors	#	N/R	N/R	N/R	
3.7	Fatalities - employees	#	0	0	0	
3.8	Fatalities - contractors	#	0	0	0	



Metric	Unit	2023	2022	2021	Comments, Links, Additional Information, and Notes
3.9	Does the company have an indigenous engagement policy or commitment for new and existing assets?	Yes/No	Yes	No - N/A*	No - N/A*
3.1	% workforce that is female	%	18%	18%	15%
3.11	% workforce from minority groups (EEOC defined)	%	44%	43%	39%
3.12	% workforce covered under collective bargaining agreements	%	0%	0%	0%
3.13	Does the company seek third party data verification for any social metrics?	Yes/No	Yes	Yes	Yes >Sustainability Linked Financing Framework
3.14	\$ invested in local communities per every \$100,000 of of adjusted EBITDA	US \$	\$149.00	\$40.00	\$93.00
Governance					
Diversity					
4.1	% directors that are female	%	27%	27%	20%
4.2	% corporate officers (VP and up) that are female	%	18%	18%	7%
4.3	% directors from minority groups (EEOC defined)	%	18%	9%	10%
4.4	% corporate officers (VP and up) from minority groups (EEOC defined)	%	0%	0%	0%
4.5	Is any director under the age of 50?	Yes/No	Yes - 36%	Yes - 45%	Yes - 70%
Directors					
4.6	% independent directors	%	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	N/A
4.7.1	Does the company have a formal ESG oversight structure with associated accountability?	Yes/No	Yes	Yes	Yes
4.8	Does the company have directors with risk management experience?	Yes/No	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	N/A	Confidential
4.1	What % of CEO target pay is performance-based?	%	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	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



Metric	Unit	2023	2022	2021	Comments, Links, Additional Information, and Notes
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
4.14	Does the company tie any amount of pay for management and/or employees to ESG objectives?	Yes/No	Yes	Yes	Yes
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	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
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
4.16.3	Gender Pay Ratio	Yes/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
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
Cybersecurity					
Does the company undertake any of the following to manage cybersecurity risk?					
4.18.1	Mandatory employee training	Yes/No	Yes	Yes	Yes
4.18.2	Adherence to industry cybersecurity standards	Yes/No	Yes	Yes	No
4.18.3	Ongoing evaluation of the threat landscape	Yes/No	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

Notes:

- As we refine our emissions calculation methodologies, data presented in this report for prior years may vary from previously reported figures.
- 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.
- "N/A" Not Applicable to our business and "NR" Not Reported



SASB Index

Code	Accounting Metric	Unit	Sustainability Report Section Reference	2023	2022 (Pro forma organization)	2021 (Pro forma organization)	Notes
Greenhouse Gas							
EM-MD-110a.1	Gross global Scope 1 emissions	mt co2e	Environment > Climate Change	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	4.8%	5.9%	6.2%	
EM-MD-110a.1	Percentage of Gross global Scope 1 emissions covered under emissions-limiting regulations	%		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	1,436	1,907	3,896	2021 figures represent permitted limits
EM-MD-120a.1	(2) SOx	tons/yr	Environment > Climate Change	587	550	718	2021 figures represent permitted limits
EM-MD-120a.1	(3) VOCs	tons/yr	Environment > Climate Change	1,068	1,127	3,612	2021 figures represent permitted limits
EM-MD-120a.1	(4) Particulate matter (PM)	tons/yr	Environment > Climate Change	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		0	0	
EM-MD-160a.3	Terrestrial acreage disturbed, percentage of impacted area restored	(#) %	Environment > Biodiversity	N/A	N/A	N/A	



Code	Accounting Metric	Unit	Sustainability Report Section Reference	2023	2022 (Pro forma organization)	2021 (Pro forma organization)	Notes
EM-MD-160a.4	Number and aggregate volume of hydrocarbon spills	(# of spills) bbls		(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	
EM-MD-160a.4	Volume of hydrocarbon spills in Unusually Sensitive Areas (USAs)	bbls		0	0	0	
EM-MD-160a.4	Volume of hydrocarbon spills recovered	bbls		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	4500	0	
Operational Safety, Emergency Preparedness & Response							
EM-MD-540a.1	Number of reportable pipeline incidents	(#)	Environment > Process Safety and Asset Integrity	2	1	2	
EM-MD-540a.1	Percentage of significant reportable pipeline incidents	(%)	Environment > Process Safety and Asset Integrity	1	1	1	
EM-MD-540a.2	Percentage of (1) natural gas pipelines inspected	(%)	Environment > Process Safety and Asset Integrity	0	0	0	
EM-MD-540a.2	Percentage of (2) hazardous liquid pipelines inspected		Environment > Process Safety and Asset Integrity	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	
EM-MD-540a.3	Number of (2) non-accident releases (NARs) from rail transportation			0, not applicable	0, not applicable	0, not applicable	



Code	Accounting Metric	Unit	Sustainability Report Section Reference	2023	2022 (Pro forma organization)	2021 (Pro forma organization)	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		637,395,202	537,600,947	509,753,328	
EM-MD-000.A	Total metric ton-kilometers of (2) crude oil transported	bbl/year		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	



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 2023 Sustainability Report > About This Report
	2-3 Reporting period, frequency and contact point	2023 Sustainability Report > About This Report Kinetik's financial reporting period is the same as its sustainability reporting period
	2-4 Restatements of information	2023 Sustainability Report > About This Report
	2-5 External assurance	2023 Sustainability Report > About This Report
	2-6 Activities, value chain and other business relationships	2023 Sustainability Report > About Kinetik 2023 Sustainability Report > Quick Facts 2023 Sustainability Report > Our Value Chain
	2-7 Employees	2023 Sustainability Report > About This Report 2023 Sustainability Report > Health and Safety 2023 Sustainability Report > Cultivating an Empowered Workforce Total Employees as of EOY 2023 = 334
	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 2023, Kinetik also utilized certain contractors on an as-needed basis. Total hours worked among these contractors equates to approximately 4 full-time equivalent employees. These contractors included: <ul style="list-style-type: none"> • (2) Accounting Contractors • (1) HR Contractor • (1) Ops Support • (3) 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 2023 Sustainability Report > Governance Framework
	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 2023 Sustainability Report > Governance Framework
	2-13 Delegation of responsibility for managing impacts	Proxy Charter of the Governance and Sustainability Committee 2023 Sustainability Report > Governance Framework 2023 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 2023 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	2023 Sustainability Report > Ethics and Compliance



GRI Standard	Disclosure	Location/Explanation
GRI 2: General Disclosures 2021	2-17 Collective knowledge of the highest governance body	Proxy Kinetik website - Governance 2023 Sustainability Report > Governance Framework
	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 <p>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.</p>
	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	2023 Sustainability Report > Letter from CEO 2023 Sustainability Report > Letter from the Chair of the Governance and Sustainability Committee 2023 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



GRI Standard	Disclosure	Location/Explanation
GRI 2: General Disclosures 2021	2-24 Embedding policy commitments	2023 Sustainability Report > Ethics and Compliance 2023 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 2023 Sustainability Report (throughout)
	2-26 Mechanisms for seeking advice and raising concerns	Employee Code of Conduct Supplier Code of Conduct Employee Handbook Ethics Point
	2-27 Compliance with laws and regulations	Code of Conduct Employee Handbook 2023 Sustainability Report (throughout)
	2-28 Membership associations	2023 Sustainability Report > Awards and Memberships
	2-29 Approach to stakeholder engagement	2023 Sustainability Report > Materiality Analysis 2023 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	2023 Sustainability Report > Materiality Analysis
	3-2 List of material topics	2023 Sustainability Report > Materiality Analysis
	3-3 Management of material topics	Form 10-K (Risk Factors) 2023 Sustainability Report (throughout)



GRI Standard	Disclosure	Location/Explanation
GRI 201: Economic Performance 2016	103-1 Explanation of the material topic and its Boundary	2023 Sustainability Report > Materiality Analysis 2023 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 2023 Sustainability Report > People 2023 Sustainability Report > Community
	201-2 Financial implications and other risks and opportunities due to climate change	Form 10-K (Risk Factors) 2023 Sustainability Report > Climate Change
	201-3 Defined benefit plan obligations and other retirement plans	2023 Sustainability Report > Employee Engagement, Development, and Well-Being Kinetik does not have a defined benefit pension plan
	201-4 Financial assistance received from government	Awarded TCEQ NTIG Grant in 2023
	GRI 203: Indirect Economic Impacts 2016	102-3 The management approach and its components
	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



GRI Standard	Disclosure	Location/Explanation
GRI 203: Indirect Economic Impacts 2016	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
	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 Standard	Disclosure	Location/Explanation
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
	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 Standard	Disclosure	Location/Explanation
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
	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



GRI Standard	Disclosure	Location/Explanation
GRI 306: Waste 2020	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
	103-3 Evaluation of the management approach	Sustainability Report > Employee Engagement and Development
	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	2023	2022	2021
Number of new hires	85	91	31
% Female	19 %	21 %	13 %
% Male	81 %	79 %	87 %
% Not identified	0 %	0 %	0 %
% <30	24 %	16 %	16 %
% 30-50	66 %	74 %	68 %
% 50+	11 %	10 %	16 %
White	48 %	53 %	55 %
Hispanic	45 %	40 %	39 %
Black	4 %	5 %	0 %
Bi/Multi-Racial	0 %	1 %	0 %
American Indian or Alaska Native	1 %	1 %	3 %
Asian	2 %	0 %	3 %
Native Hawaiian or Other Pacific Islander	0 %	0 %	0 %

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



GRI Standard	Disclosure	Location/Explanation
	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; Fostering an Inclusive and Respectful Workplace
	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; Fostering an Inclusive and Respectful Workplace
	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; Fostering an Inclusive and Respectful Workplace



GRI Standard	Disclosure	Location/Explanation
	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; Fostering an Inclusive and Respectful Workplace
	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; however, actual completion rates were less than 100% in 2023 due to individual circumstances.
GRI 405: Diversity and Equal Opportunity 2016	103-1 Explanation of the material topic and its Boundary	Sustainability Report > Materiality Analysis 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 > Cultivating an Empowered Workforce
GRI 413: Local Communities 2016	103-1 Explanation of the material topic and its Boundary	Sustainability Report > Materiality Analysis Sustainability Report > Community Investment Sustainability Report > Community and Landowner Engagement
	103-2 The management approach and its components	Sustainability Report > Community Investment Sustainability Report > Community and Landowner Engagement
	103-3 Evaluation of the management approach	Sustainability Report > Community Investment Sustainability Report > Community and Landowner Engagement
	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 Standard	Disclosure	Location/Explanation
GRI 414: Supplier Social 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
	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 Sustainability Report > Stakeholder Engagement Sustainability Report > Ethics and Compliance Sustainability Report > Political Engagement
	103-2 The management approach and its components	Sustainability Report > Stakeholder Engagement Sustainability Report > Ethics and Compliance Sustainability Report > Political Engagement
	103-3 Evaluation of the management approach	Sustainability Report > Stakeholder Engagement Sustainability Report > Ethics and Compliance Sustainability Report > Political Engagement
	415-1 Political contributions	Sustainability Report > Stakeholder Engagement Sustainability Report > Ethics and Compliance Sustainability Report > Political Engagement
GRI 419: Socioeconomic Compliance 2016	103-1 Explanation of the material topic and its Boundary	Sustainability Report > Materiality Analysis Sustainability Report > Ethics and Compliance
	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 2023

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; inflationary issues and associated changes in monetary 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, 2023 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.



Mission Statement

Our mission is to be the premier provider of **safe, reliable, and environmentally responsible** midstream services for our customers. As a trusted partner, we are **committed** to customer satisfaction, employee empowerment and teamwork, **supporting** our local communities and **upholding** our broader responsibilities as a corporate citizen. With a focus on innovative and integrated **solutions**, we are dedicated to delivering superior **value**, while unlocking the potential of energy for a **better tomorrow**.

A photograph of an industrial facility, likely a refinery or chemical plant, at sunset. The sky is a mix of orange, yellow, and blue. In the foreground, there are several tall, cylindrical towers and a complex network of pipes and walkways. The lighting is soft, highlighting the metallic surfaces of the equipment.

KINETIK

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2023 Sustainability Report

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