



Respect, Commitment, Progress

2021 Corporate Sustainability Report

About Equitrans Midstream

A Message to Our Stakeholders

Each day, we strive to deliver superior results – and how we achieve these results is as important as the results themselves. It is our pledge that we will conduct business in a socially responsible and ethical manner, respecting our employees, our communities, our business partners, and all stakeholders.



Our Year in Review

102-14

During the past year, Equitrans Midstream Corporation has continued its journey toward building and improving our sustainability initiatives. With a vision to be the premier midstream services company in North America, we understand that our business has an impact on the world around us. We acknowledge our responsibility to manage the environmental, social, and governance (ESG) issues that matter most – and our continued commitment to sustainability enables us to create long-term value for our

stakeholders.

Since our launch as a standalone company in November 2018, we have been working to position Equitrans to be resilient in any environment, including that related to climate change. The foundation of Equitrans Midstream is built on our commitment to safely, responsibly, and efficiently deliver energy services on which our customers and communities rely. Our principal assets located throughout the prolific Appalachian Basin distinctively position us to meet the growing and critical energy demands of the United States, both now and as we transition to a lower-carbon future.

Each day, we strive to deliver superior results – and how we achieve these results is as important as the results themselves. It is our pledge that we will conduct business in a socially responsible and ethical manner, respecting our employees, our communities, our business partners, and all stakeholders. To reinforce our sustainability commitment, in 2020 Equitrans appointed its first Chief Sustainability Officer, tasked with the responsibility, with oversight from our Board of Directors and Board committees, to further develop, implement, and manage our Company's sustainability strategy.

Our 2021 Corporate Sustainability Report continues to follow the Global Reporting Initiative (GRI) and Sustainability Accounting Standards Board (SASB) Oil & Gas Midstream reporting standards on ESG topics and outlines the changes and improvements we have made during the past year. The most notable of which is our new [Climate Policy](#), which details targets for reducing our methane and total greenhouse gas emissions in the coming years. To supplement our Climate Policy, Equitrans also released our Notices of Violation Tracker, improving transparency and promoting our accountability and commitment to being an environmentally conscious organization.

In this year's report, we have greatly expanded our range of material ESG topics to include security, cybersecurity, workforce culture, public safety, emergency response, supply chain management, and human rights. Equitrans continues to incorporate sustainability into our Vision, Mission, and Core Values and believes the expansion of reporting topics exemplifies our Company's commitment towards a sustainable future.

In the coming years, we will continue to seek improvement in our ESG reporting topics, with a focus on safety, inclusion, and methane reduction. As part of our sustainability initiatives, we also will continue to track and report on our many ESG topics, with a specific focus on our efforts to achieve carbon neutrality by 2050.

During 2020, as our nation navigated the uncertainties surrounding the COVID-19 pandemic, Equitrans was proud to continue safely and responsibly moving America's critical energy resources. We are pleased to share the progress we have made in the past year with our employees, customers, shareholders, suppliers, communities, and all other stakeholders, and look forward to continuing our vision for achieving a safe, sustainable, and resilient future.

Sincerely,



Diana M. Charletta
President and Chief Operating Officer



About Equitrans Midstream

Company Profile

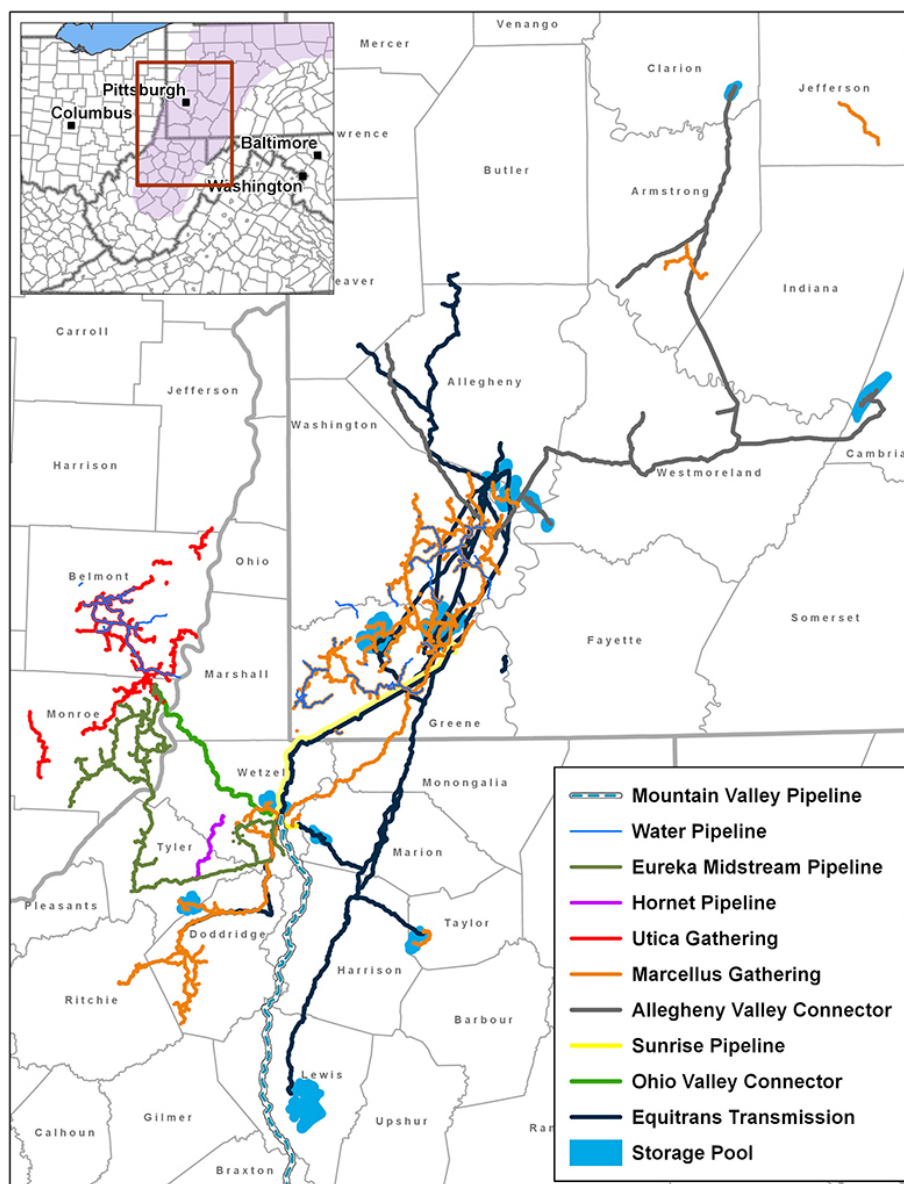
Equitrans Midstream Corporation is an independent, publicly traded midstream company, with an operational focus on gas transmission and storage systems, gas gathering systems, and water services that support natural gas development and production across the Appalachian Basin. Our primary asset locations across the Basin in Pennsylvania, Ohio, and West Virginia provide a key link between supply sources and major demand markets in the United States.

Our Company

102-2, 102-4, 102-6, 102-7, 102-8, 102-9, 102-10, 102-12, 102-13, 102-41, EM-MD-000.A

Equitrans Midstream Corporation (Equitrans) is an independent, publicly traded midstream company. We operate exclusively in the United States, with a primary focus across the Appalachian Basin in Pennsylvania, Ohio, and West Virginia. Our asset locations within the Basin, and our growth projects, including the Mountain Valley Pipeline (MVP) and MVP Southgate projects, provide a key link between supply sources and major demand markets in the United States. Our customers are natural gas producers, commercial and industrial users, marketers, and local distribution companies (LDCs). As a Company, we seek to leverage both our existing assets and planned and in-process growth projects while also executing on strategically aligned acquisition and joint venture opportunities.

In June 2020, a wholly owned subsidiary of Equitrans merged with EQM Midstream Partners, LP (EQM), with EQM surviving the merger. As a result, Equitrans acquired all of the outstanding common units representing limited partner interests in EQM that Equitrans and our subsidiaries did not already own, and EQM became a wholly owned subsidiary of Equitrans. EQM owns, operates, acquires, and develops midstream assets in the Appalachian Basin. Additionally, as of March 31, 2021, EQM held a 60 percent interest in Eureka Midstream Holdings, LLC (Eureka Midstream), a 46.2 percent interest in the Mountain Valley Pipeline (MVP) project, and a 47.2 percent interest in the MVP Southgate project. This report represents the activities of Equitrans, with EQM as our subsidiary; Eureka Midstream; and includes specific MVP information as noted. Equitrans' business centers on three primary assets:



Gathering

On average, our [gathering operations](#) collected 8,205 BBtu of natural gas daily during 2020. As of December 31, 2020, the gathering system, inclusive of Eureka Midstream's gathering system, included approximately 1,130 miles of high-pressure gathering lines and 132 compressor units with compression of approximately 485,000 horsepower and multiple interconnect points with the Company's transmission and storage system and with other interstate pipelines. As of December 31, 2020, the gathering system also included approximately 910 miles of FERC-regulated, low-pressure gathering lines.

Transmission

As of December 31, 2020, Equitrans' [transmission and storage system](#) included approximately 950 miles of FERC-regulated, interstate pipelines that have interconnect points to seven interstate pipelines and multiple LDCs.

At year-end 2020, our transmission and storage system was supported by 42 compressor units, with total throughput capacity of approximately 4.4 Bcf per day and compression of approximately 136,000 horsepower; and 18 associated natural gas storage reservoirs, which had a peak withdrawal capacity of approximately 900 MMcf per day and a working gas capacity of approximately 43 Bcf. In 2020, Equitrans' transmission operations transmitted a daily average of 2,948 BBtu.

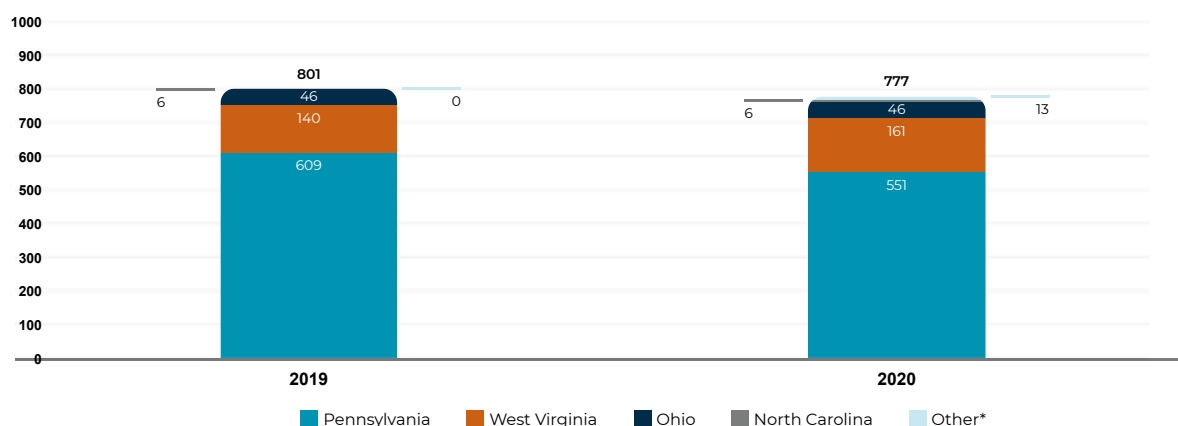
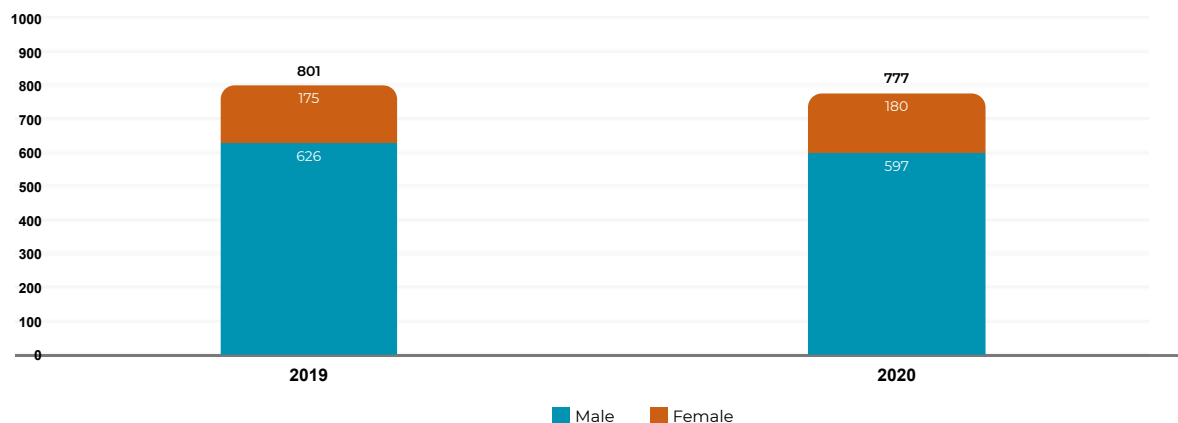
Water

As of December 31, 2020, Equitrans' [water system](#) had approximately 200 miles of freshwater pipelines, which pull from the Monongahela River, Ohio River, local reservoirs, and several regional water sources. Our water operations, which includes 24 Equitrans freshwater impoundment facilities, distributed 1,916 million gallons of water in 2020.

In a year stunted by the outbreak of COVID-19, Equitrans remained well prepared and able to continue its natural gas gathering and transportation operations in the Marcellus and Utica Shale Basins. The Marcellus region is North America's most productive natural gas basin. We contribute our success in part to our ability to transport natural gas to national, regional, and local markets.

Employee Profile

Equitrans employed 777 people as of December 31, 2020. None of our employees are covered by collective bargaining agreements. Equitrans collects employee data through our human resources information system (HRIS), and we gather specific contractor information through our contract worker management system.



*Total of Other Employees = 4 in Virginia; 2 in Texas; 2 in Kentucky; and 1 each in California, Colorado, Florida, Illinois, and Tennessee.

In addition to our employees, Equitrans hires a number of third-party contractors who carry out the following duties:

- **Inspectors:** Verify that construction-related tasks following relevant environmental, coating, corrosion and welding guidelines.
- **Landmen:** Analyze court records, access agreements, rights-of-way agreements, and real estate documents as well as negotiate and acquire fee properties and other contracts.
- **Abstractors:** Study copies of records, documents, estates, and other relevant filings from local, state, and federal agencies.
- **Systems Analysts:** Research specialized business areas and assist in creating and incorporating Company technology projects.

Business Strategy

Equitrans' principal strategy is to achieve greater scale and scope and enhance the durability of our financial strength, which we expect will drive future growth and investment. Implementation of our strategy includes leveraging existing assets; executing on growth projects (including through potential expansion and extension opportunities); focusing on ESG initiatives; and, where appropriate, seeking and executing on strategically aligned acquisition and joint venture opportunities and other strategic transactions, while also strengthening our balance sheet through:

- highly predictable cash flows backed by firm reservation fees
- actions to de-lever our balance sheet
- disciplined capital spending
- operating cost control
- an appropriate dividend policy

We are committed to growing as an organization and building on our key transmission and gathering growth projects, many of which are supported by firm capacity or minimum volume commitments, without sacrificing our Core Values and safety-first

culture. Equitrans expects that the MVP project, together with the Hammerhead pipeline and Equitrans, L.P. Expansion Project (EEP), will primarily drive the Company's organic growth and that future growth will also be supported by the MVP Southgate project and the water services business.

To ensure our strategy continues to align with relevant business and industry standards, Equitrans participates in several memberships and initiatives listed below.

Association Memberships:

- American Petroleum Institute (API)
- Charity Miles
- Greene County Chamber of Commerce
- Interstate Natural Gas Association of America (INGAA)
- Marcellus Shale Coalition
- Ohio Oil and Gas Association
- Pennsylvania Chamber of Business & Industry
- Pennsylvania Independent Oil & Gas Association
- Public Affairs Council
- Southern Gas Association
- U.S. Chamber of Commerce
- Utilities Telecommunications and Energy Coalition of West Virginia
- Washington County Chamber of Commerce
- West Virginia Manufacturers Association
- Women's Energy Network

External Initiatives:

- API Environmental Partnership
 - A voluntary industry trade group that focuses on a systematic approach to reducing emissions of methane and volatile organic compounds (VOCs) by using more efficient and effective technologies—specifically pneumatic controllers and Leak Detection and Repair (LDAR) programs.
- INGAA Methane Commitment
 - A transmission-specific initiative that focuses on methane reduction efforts to minimize emissions from pipelines, compressor stations, pneumatic controllers, and storage wells.
- ONE Future Coalition
 - A group of natural gas companies working together to voluntarily reduce methane emissions across the natural gas supply chain. Together with its member companies, ONE Future is focused on demonstrating an innovative, performance-based approach to the management of methane emissions, with a goal of limiting methane emissions across the natural gas value chain to one percent or less of total (gross) natural gas production by 2025.

Vision, Mission, Values

Our organization was built upon our Vision, Mission, and Core Values, which represent who we are as a Company today, and who we strive to be in the future.

Our Vision:

To be the premier midstream services company in North America—providing safe, reliable, and innovative infrastructure solutions for the energy industry.

Our Mission:

We move the energy that keeps America moving – providing innovative solutions and reliable energy infrastructure services in a safe, efficient, and responsible manner. We operate with integrity, accountability, and transparency to:

- Deliver sustained value for our customers and shareholders
- Provide an engaging workplace for our employees
- Preserve and protect the environment
- Support the communities where we live and work

Our Core Values:

The principles that guide our behaviors and decisions.





About Equitrans Midstream

Our Sustainability Framework

As our Core Values define who we are as a company, our corporate sustainability framework incorporates these values into its five pillars to define our approach to sustainability. The five pillars are designed to enable Equitrans to deliver long-term, sustainable value to all of our stakeholders.

Five Pillars of Sustainability

As our Core Values define who we are as a Company, our corporate sustainability framework also incorporates these values into our five sustainability pillars, which defines our overall approach to sustainability.

Health & Safety Leadership

First and foremost of our corporate sustainability pillars, Health and Safety Leadership is always our top priority—above all else. For Equitrans, the safety and well-being of our employees, contractors, and community members takes precedence and we believe that the execution of our business strategy is not successful unless Zero Is Possible. We staunchly believe that workplace injuries are preventable. Everyone at Equitrans has a collective responsibility to exhibit safety leadership to realize success and, most importantly, create a workplace where Zero Is Possible. This mindset extends beyond our workplace as we are committed to supporting the safety of community members and other stakeholders.

Environmental Stewardship

The conservation of the environment is incredibly important to Equitrans. We strive to meet or exceed both expectations and regulatory requirements. To accomplish this, we work to incorporate sustainable practices, such as utilizing innovative technologies to enhance our emissions reduction program and optimizing our natural resource use. We continuously evaluate opportunities to improve our performance to protect the air, land, and water environments in which we operate and other areas that we could potentially impact.

Corporate Governance

Our commitment to upholding transparent corporate governance principles bolsters our stakeholders' confidence and trust in Equitrans. This commitment is shared by our highest governance body, Equitrans' Board of Directors, which is responsible for overseeing the management of our business activities and affairs. Our Board of Directors, acting through its committees, oversees Equitrans' policies, programs, and strategies regarding corporate social responsibility and sustainability, including ESG matters and related risks and opportunities.

Economic Impact

Equitrans delivers clean, affordable domestic energy; supports economic development in local communities; creates direct and indirect job opportunities; and generates tax revenue to support state and local governments, all of which positively contribute to the economy. We engage with the communities we operate in to understand the issues they face, develop solutions that support them, and pursue new opportunities to contribute to economic growth.

Stakeholder Engagement

Our stakeholders provide respected insight into the operations of our business. We believe that maintaining an open, transparent, and honest dialogue with our diverse group of stakeholders enables Equitrans to better identify process gaps and implement strategies to swiftly address matters of concern. Prioritizing the issues most relevant and material to our stakeholders informs our decisions to implement additional ESG practices.



About Equitrans Midstream

Stakeholder Engagement

At Equitrans, we operate with our stakeholders in mind across everything we do. Our company's success is dependent on maintaining our social license to operate, and we strive to ensure our activities are safe, responsible, and collaborative.

Approach to Stakeholder Engagement

102-40, 102-42, 102-43, 102-44

At Equitrans, we know stakeholder engagement is critical for our success. We encourage our stakeholders to provide open and candid feedback, and our open communication with stakeholders builds valuable, lasting relationships. Our stakeholders rely on our ability to listen. In turn, the feedback we receive from our stakeholders allows Equitrans to proactively mitigate risks and enhance and build transparency. In February 2021, we published our [Stakeholder Engagement and Community Investment Policy](#), formalizing our commitment to stakeholders' ESG-related priorities.

From an operational perspective, our primary engagements are with landowners, local governments, and local communities. Interacting with stakeholder groups throughout all phases of a project – including initial route planning, easement negotiations, the permitting process, construction, and after an asset is operational – is fundamental to Equitrans' success and is a key element of our stakeholder engagement practices. Maintaining a two-way dialogue through continuous communication allows our stakeholders to stay informed, helps to build trust, and increases Equitrans' awareness of our stakeholders' needs and concerns in the areas in which we operate.

Once we are granted access to work on a landowner's property, we want to ensure we are operating in a respectful manner that is aligned with the landowner's expectations. Landowners can contact Equitrans representatives through our [Owner Relations](#) phone number (1-888-613-7848) or via [email](#) to notify us of any concerns and obtain answers to any questions they may have before, during, or after construction activities.

Likewise, Equitrans closely works with local governments and communities to ensure we adhere to all regulations and requirements, as well as to maintain our relationships in support of the many organizations in our areas of operation. We communicate with our stakeholders in person, on the phone, and through email or video calls for the duration of the project. Services to stakeholders are also available as needed after completion of a project. We believe our accessibility to stakeholders, and encouragement of stakeholders to engage with us, builds lasting relationships and creates a positive impact in the areas in which we operate. Should an issue arise, Equitrans provides quick and effective ways for stakeholders to contact us. Our notification systems allow us to work with stakeholders in a timely manner to mitigate operational concerns.

Equitrans utilizes our Investor Relations (IR) and executive management teams to interact with our shareholders, prospective shareholders, and bondholders. We identify our shareholders through SEC form 13F holdings and shareholder surveillance services. Our IR team actively communicates with both institutional and individual investors via direct phone calls and video conference calls. Our teams attend and participate in energy-focused investor conferences and in non-deal investor roadshows. We also interact with our shareholders through face-to-face meetings, phone calls, and quarterly earnings conference calls. In doing so, we engage with present and future shareholders along with sell-side analysts who publish research on our Company. In addition, Equitrans teams engage with shareholders and research analysts to garner feedback and input, which is utilized to inform the Company on market and industry dynamics.

Basis for Identifying Stakeholders

As our operations evolve, we continuously evaluate, identify, and update potential stakeholders involved with our projects and operations. While 2020 was a unique year, Equitrans was able to quickly adjust to the unprecedented societal changes related to our operations and continues to be successful in the face of such challenges. Equitrans strives to engage with any stakeholder who has potential to be impacted by our operations. We focus on and identify stakeholders who may face direct impacts from our operations, such as contractors, suppliers, landowners, and municipalities, as well as regulatory authorities who oversee our business activities. We also hold and engage in public events, meetings, and community outreach to ensure our operations are benefitting the communities around us.

External Stakeholders

- Community Members
- Contractors
- Customers
- Financial Research Analysts
- First Responders
- Government Officials and Agencies
- Landowners
- Shareholders
- Suppliers

Key Topics Raised by Local Stakeholders

The majority of key topics and concerns raised by our stakeholders are temporary issues. Some common concerns include noise, roadway damage, and increased traffic, most of which occur during the construction phase. When a stakeholder voices a concern, we assign relevant project team members to address and provide solutions. Should the project team member be unable to alleviate our stakeholders' concerns, we escalate the topic to the appropriate management level.

At Equitrans, we pride ourselves on being proactive. Prior to construction, we engage with our stakeholders to learn of potential issues and diligently work throughout our planning and construction phases to limit potential stakeholder concerns. We also conduct materiality assessments with our stakeholders to flag high-priority topics. By noting concerns in advance, Equitrans gains insight into our stakeholders' preferences, which helps to prepare and minimize impacts on future projects. Further information on our key stakeholder topics is available in the [Materiality section](#) of this report.



About Equitrans Midstream

Materiality

We seek to understand and manage the impacts of our activities by evaluating both business and stakeholder priorities. Through our materiality assessment, we identified the ten, top-tier material topics related to our Environmental, Social, and Governance efforts. We leveraged both the Global Reporting Initiative and the Sustainability Accounting Standards Board standards as inputs to the assessment and also validated our results internally.

Our Process & Material Topics

102-15, 102-46, 102-47

In 2019, Equitrans conducted our inaugural materiality assessment to identify and prioritize our most significant environmental, social, and governance (ESG) topics. We leveraged both the Global Reporting Initiative (GRI) and the Sustainability Accounting Standards Board (SASB) standards as inputs to the assessment. For each of our information sources, we evaluated the evidence associated with the importance of each topic to determine the topic's overall relative importance to Equitrans and our stakeholders.

- **Identification** – We first identified potentially relevant ESG topics by reviewing relevant standards (e.g., GRI and SASB) and peer reporting. Once we identified an initial list, we mapped the potentially relevant ESG topics and their associated impacts to our Company's value chain.
- **Prioritization** – To refine and prioritize our initial ESG topic list, we conducted interviews with our senior leaders and Board members to gather evidence on the importance of topics to our business and corporate strategy. We used a third-party ESG risk management software platform to collect and evaluate evidence from key external stakeholders (e.g., Customers, Administrators/Standards, Investors, Non-Governmental Organizations, and Suppliers). We analyzed evidence from internal and external inputs associated with the importance of each topic to determine the topic's overall relative importance to Equitrans and our stakeholders. The analysis created a prioritized list of material ESG topics.
- **Validation** – After analyzing stakeholder input during the prioritization phase, we validated our list of material ESG topics with Equitrans' leadership, including our Board of Directors.

At the conclusion of the assessment, we recognized ten top-tier material ESG topics and validated our results internally. These ten material topics are listed below, in alphabetical order, and form the basis for our report.

- Air Emissions and Climate Change
- Biodiversity and Land Stewardship
- Business Ethics and Integrity
- Community Engagement
- Corporate Governance
- Diversity and Inclusion
- Economic Impact
- Energy
- Occupational Health and Safety
- Pipeline Safety and Integrity

Expanding Our Sustainability Reporting

In 2020, we evaluated our top-tier ESG topics and engaged external stakeholders to understand gaps in our disclosures and opportunities for management improvement. Through our evaluation of priorities, we expanded our reporting by adding five new ESG topic areas:

- Public Safety and Emergency Response
- Security and Cybersecurity
- Supply Chain and Human Rights
- Sustainability Governance
- Workforce Culture

Based on external stakeholder expectations, we also refined management and reporting on the topics of biodiversity, ecosystems, and environmental resources. To more accurately reflect the informational scope and impact, we changed the Environmental Resources topic name to Biodiversity and Land Stewardship. Additionally, to emphasize the importance of Air Emissions and Climate Change, we enhanced our content by separating the topic into two individual disclosures. We also expanded content disclosure in several areas, including Community Engagement, Diversity & Inclusion, and Occupational Health & Safety.



Environmental Air Emissions

Equitrans strives to exceed regulatory air emissions compliance standards, and we are constantly pursuing opportunities to control, eliminate, or reduce emissions. Equitrans' emissions inventory reports, compliance with state and federal regulations, and compliance with air quality permits ensure our operations abide by the National Ambient Air Quality Standards, which the U.S. Environmental Protection Agency established to protect public health.

Approach to Air Emissions

103-1, 103-2, 103-3, 305-6, 305-7, EM-MD-120a.1

Equitrans strives to exceed regulatory air emissions compliance standards, and we are constantly pursuing opportunities to control, eliminate, or reduce emissions. We report on air quality impact by utilizing an emissions inventory reporting process, which is required by several states in which we operate. Equitrans' emissions inventory reports, compliance with state and federal regulations, and compliance with air quality permits ensure our operations abide by the National Ambient Air Quality Standards, which the U.S. Environmental Protection Agency established to protect public health.

We incorporate Leak Detection and Repair (LDAR) at all federally regulated sites to reduce volatile organic compound (VOC) and hazardous air pollutant (HAP) emissions. At sites which do not have a federal mandate, Equitrans is voluntarily performing LDAR surveys annually.

At sites which do not have a federal mandate,
Equitrans is voluntarily performing LDAR
surveys annually.

In addition to improving performance by replacing older equipment, Equitrans operates and maintains all equipment in a manner to reduce air emissions. For example, Equitrans' Work Management System is designed to assist our Operations team in ensuring equipment maintenance remains on schedule. Routine maintenance of regulated equipment ensures we limit unnecessary air emission releases resulting from faulty equipment. Equitrans' Design and Construction Manual standardizes Equitrans' equipment selection and work procedures. Our engineers utilize our Manual to help design efficient facilities, which further mitigate air emissions.

Evaluating Our Air Emissions

Equitrans continues to seek out ways to reduce and, where feasible, eliminate air emissions. When starting a new project, our team acquires necessary construction and installation permits. Upon approval, our project team is responsible for managing site compliance. The team routinely collects, analyzes, and reviews air emissions data in order to improve the accuracy of our reporting. We disclose findings to relevant regulatory agencies of identified gaps and corresponding resolution strategies. Equitrans reports air emissions data and continues to look for ways to further reduce air emissions with full transparency. The table below displays our 2019 and 2020 air emissions performance. The overall decrease in the total air emissions was due to lower engine nitrogen oxide and carbon monoxide stack test measurements in 2020. We detail our greenhouse gas (GHG) emissions performance in the [Climate Change](#) section of this report.

Approach to Air Emissions (Metric Tons)*	2019	2020
Nitrogen Oxides (NOx)	1,647.5	1,350.0
Volatile Organic Compounds (VOC)	598.4	808.6
Carbon Monoxide (CO)	472.1	351.4
Hazardous Air Pollutants (HAP)	300.9	129.8
Particulate Matter (PM)	136.2	127.7
Formaldehyde (HCHO)	89.5	69.7
Sulfur Oxides (SOx)	14.3	14.3
Total	3,258.9	2,851.5

Total Air Emissions (Metric Tons)*



* Includes emissions for 100% of the Eureka Midstream assets.



Environmental

Biodiversity & Land Stewardship

We acknowledge that our activities can and do impact the surrounding landscape, and protecting and preserving the environmental resources near our assets is central to our mission as a company. From project initiation to completion, and throughout a pipeline's operational lifespan, we continually evaluate the ways in which we identify sensitive environmental areas; and we work diligently to ensure the approaches we use to protect these natural environments are as effective as possible.

Approach to Biodiversity & Land Stewardship

103-1, 103-2, 103-3, 304-1, 304-2, 304-3, EM-MD-160a.1, EM-MD-160a.3

Equitrans recognizes the importance of protecting the biodiversity of the areas in which we operate. Equitrans works closely with local communities and state and federal organizations to ensure we minimize our environmental impacts and protect the native flora and fauna. It is our goal to safeguard the biodiversity and overall health of ecosystems throughout our operational footprint and ensure these important resources are undisturbed and remain in the same condition as we found them, when possible. We acknowledge the responsibility to manage the environmental resources with which we come in contact.

As a member of various industry associations, including the Interstate Natural Gas Association of America and the Marcellus Shale Coalition, we participate in working groups that focus on site planning, development, restoration, and other topics that foster land protection. Participating in these discussions bolsters our land stewardship efforts by providing guidance on site development, restoration, and other land protection topics. Equitrans' transmission and gathering operations are located across Ohio, Pennsylvania, and West Virginia. At present, we operate on nearly 110,000 acres near or within environmentally sensitive or protected areas, excluding the Mountain Valley Pipeline and MVP Southgate projects. Protected areas that may be affected by our operations within the states include, federal and state-owned properties, such as state parks and game lands. The most common species of state or federal concern found within our operating areas are bats, mussels, and various plants.

Prior to the commencement of any construction project, we conduct studies to determine whether threatened or endangered species are present in the region. The review process includes desktop and field studies to identify potential habitat and/or presence of protected species. If any threatened or endangered species are found, we consult with the United States Fish and Wildlife Service (USFWS), as well as state and local wildlife agencies to ensure that our construction and operations minimize any impacts to these protected species.

As an example, in 2020, a slide repair project on Equitrans' BUELS046 pipeline right-of-way required cutting trees within protected bat species habitat. Prior to commencing tree felling, Equitrans consulted with the USFWS to determine an appropriate path forward, in consideration of the presence of bat habitat and the time of year that the tree clearing would take place. Through consultation, the USFWS approved Equitrans' proposal to conduct emergency surveys, which involved bat biologists observing potential roost trees for presence of protected bat species. The surveys were conducted at dusk when bats are most active. The results indicated no observation of bats, and the trees were felled the following morning. Our advance planning efforts and coordination with appropriate agencies promoted the protection of bat habitat in the areas.

Resource Management

Prior to commencing any construction activities, we evaluate and identify environmentally sensitive areas along the proposed pipeline route and/or facility footprint. Equitrans' Environmental team leads these efforts in coordination with our Routing and Project Development team. During the routing process, the team aims to maximize project efficiencies and minimize overall project disturbance by considering factors from all project disciplines, including biodiversity and environmental functions. The Environmental team utilizes field visits, publicly available online resources, and information collected from past projects to identify resources designated as high-quality and exceptional value; potential habitat for rare, threatened, and endangered species; and cultural/historical resources. This information is considered in our project plans – taking steps to avoid where possible, as well as proactively plan activities to minimize, any potential biodiversity and environmental impacts.

For example, if a stream or wetland cannot be avoided, we strive to cross the resource perpendicularly and at the narrowest location, as well as efficiently reduce the area of disturbance in the riparian buffer to minimize potential impacts. Additionally, if bat habitat cannot be avoided, we strive to minimize tree clearing and schedule project activities so that necessary tree clearing happens during designated timeframes, during the winter, when bats are hibernating. Through our pipeline routing and facility footprint design efforts, we are often able to minimize temporary impacts and completely avoid permanent impacts. Once the pipeline route or facility site is confirmed to have met the objectives of the routing process, the permit preparation phase further refines the avoidance and minimization of potential impacts related to the project.

The Environmental team employs specialized consultants to conduct field delineations of streams and wetlands, habitat analyses, and geotechnical studies to identify historic landslides and landslide prone areas. The consultants also begin to design temporary and permanent measures to control erosion and stormwater runoff both during and after construction. The permit preparation phase includes coordinating with appropriate regulatory agencies for pre-application meetings to discuss project plans and identification of potential issues. Through ongoing dialogue, the agencies provide guidance to ensure compliance with regulatory requirements. After plans are finalized and permit applications are submitted, the Environmental team continues to coordinate with regulatory agencies to answer questions and address concerns during the review process and also engages with other external stakeholders to understand and resolve concerns.

Construction Oversight

We work diligently to avoid and/or minimize the potential for any negative biodiversity or environmental impacts. Once construction begins, our teams, including all on-site contractors, receive environmental awareness training to ensure they are familiar with both the environmentally sensitive areas along the pipeline route or facility site, as well as with the regulatory requirements and environmental permit conditions for the project. This training also includes the importance of adhering to Equitrans' environmental policies and practices.

The project's environmentally sensitive areas and approved limits of disturbance are clearly marked with flagging and signage to ensure necessary avoidance and awareness. In the majority of Equitrans' construction activities, erosion impacts from earth disturbances are short-term, temporary impacts. Nevertheless, we aim to limit these impacts to the greatest extent possible. Prior to earth disturbance activities, we install the appropriate erosion and sediment control (E&SC) Best Management Practices (BMPs) that meet or exceed regulatory requirements. These BMPs are regularly monitored and maintained throughout construction until adequate vegetation stabilization is achieved to prevent erosion. For aquatic resources that cannot be avoided along a pipeline route, we utilize construction crews that specialize in aquatic crossings to further reduce the potential for impacts during pipe installation.

During the construction phase, Equitrans tracks all erosion and sediment control BMP failures. We consider BMP failures as any instance when erosion and sediment control structures fail to prevent soil erosion and sediment releases to water and results in an escape of sediment out of the project's limit of disturbance (LOD). In 2020, we had a total of 19 sediment releases to waterbodies. These releases were not significant and posed minimal, temporary impacts to the waterbodies.

In addition to E&SC BMPs, we utilize another proactive and preventative measure to prevent slope failures that could have negative environmental consequences. Equitrans' Engineering Slope Design Program helps us proactively identify areas where there is potential for a slope failure to occur. Once an at-risk area is identified, we install preventative measures to maintain the stability of the slope.

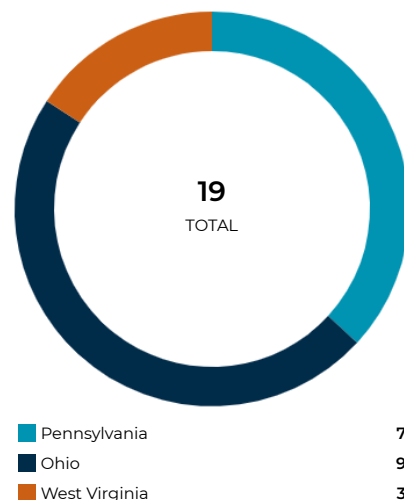
Operational Impacts on Land

Although we make every effort to limit any potential impacts, given the nature of our construction and pipeline operations, and the terrain of our operating territory, we realize that both direct and indirect impacts can occur. In most cases, these impacts to terrestrial and aquatic resources are minor and temporary. When impacts occur, we work quickly and carefully to remediate them as outlined in our Spill Reporting & Response Procedure.

Remediation Actions

The Spill Reporting & Response Procedure involves several steps. First, field staff (environmental inspectors, construction managers or inspectors, etc.) immediately report data and observations regarding the incident to the environmental coordinator. The environmental coordinator reviews the incident information, together with the project's specific permit and regulatory requirements and makes a recommendation to legal staff regarding whether the incident (spill, BMP failure, or other non-compliance with permit conditions, etc.) should be reported to the appropriate regulatory agency. The environmental coordinator then conducts a follow-up incident investigation to determine whether the incident was controllable. If deemed controllable, feedback is provided to Construction and/or Operations staff and in-depth discussions help to determine what could have been done differently. If the incident is reportable to an agency, the environmental coordinator places the call and documents the report, attends follow-up site visits, obtains necessary permit approvals, and continues to update agency staff until the issue is resolved and compliance is achieved. The environmental coordinator then provides final documentation of compliance to the agency. In addition, Equitrans' senior management reviews all items of non-compliance and participates in the overall incident evaluation and resolution process.

2020 Non-Significant Releases to Waterbodies*



*Includes releases for 100% of the Eureka Midstream assets; excludes MVP and MVP Southgate projects.

Operational Disturbances*	2019	2020
Terrestrial acreage disturbed	2,251	2,555
Terrestrial acreage disturbed that was restored	100%	100%

*Includes disturbances for 100% of the Eureka Midstream assets; excludes MVP and MVP Southgate projects.

Habitat Restoration

Once a pipeline project is completed and placed into operation, we continue to deploy strategies to protect biodiversity resources along the pipeline's right-of-way. We strive to meet or exceed regulatory requirements set forth by state and federal regulatory agencies, and we also work closely with property owners to restore their land as close as possible to original conditions. Additionally, we make every effort to accommodate any special requests or preferences of the landowner, such as fencing, seed mixes, tree species, and areas for heavy equipment crossing. We re-establish contours and revegetate with state-approved, native, riparian, and pollinator seed mixes, and vegetation requested by property owners. We also routinely accommodate property owner requests for topsoil segregation, which preserves removed topsoil for restoration once local work is complete.

Biodiversity & Ecosystems

Equitrans recognizes the importance of biodiversity and ecosystem maintenance. In 2021, we expect to develop our Biodiversity Policy, which details the procedures and best practices Equitrans uses to preserve biodiversity in the areas in which we operate. We place a strong emphasis on restoration efforts after completing a project because we know areas with strong biodiversity are able to adapt and withstand the negative effects of climate change. Equitrans cares about communities and the natural beauty of the land, and we partner with community leaders and regulatory agencies to ensure our operations do not negatively impact our communities.

At the completion of a project, our goal is to leave a site better than when we arrived. Equitrans works with local nature experts to understand the ecosystem and identify potential risks and mitigation strategies before we begin operations. We take considerable effort to plant native flora, protect keystone species, and create the smallest environmental footprint possible.

Evaluating Our Approach to Biodiversity & Land Stewardship

Our operational footprint in primarily rural areas means our pipelines traverse intrinsically and economically valuable natural environments, and we work diligently to ensure the approaches we use to protect these natural environments are as effective as possible. From project initiation to completion, and throughout a pipeline's operational lifespan, we continually evaluate the ways in which we identify sensitive environmental areas and how we avoid and protect them. One of our main goals is to avoid permanent impacts to biodiversity. Equitrans evaluates the best locations for our pipelines, facilities, and transport vehicles before, during, and after a project to ensure we are operating in an as environmentally conscious a manner as possible. For more information regarding our approach to biodiversity and land stewardship, please visit the [sustainability webpages](#) of our website.

Environmental

Climate Change & GHG Emissions

Equitrans recognizes that climate change is one of the most critical issues facing our company and society. The effects of climate change require global efforts to reduce greenhouse gas (GHG) emissions and build resiliency to impending impacts on our business. We are implementing strategic projects to reduce methane emissions and will incorporate additional projects in future years to reduce all GHG emission types.

Approach to Climate Change & Greenhouse Gas Emissions

103-1, 103-2, 103-3, 305-1, 305-2, 305-3, 305-4, 305-5, EM-MD-110a.1

Equitrans recognizes that climate change is one of the most critical issues facing our company and society. The effects of climate change require global efforts to reduce greenhouse gas (GHG) emissions and build resiliency to impending impacts on our business.

Methane emissions are one of Equitrans' largest contributions to climate change. Methane is the main component of natural gas, which we process and deliver to customers. The U.S. Environmental Protection Agency (EPA) acknowledges methane has a more significant impact to climate change than carbon dioxide. We understand the implications our business has on the environment and commit to reducing our impact on the environment through strategies, policies, and procedures.

Our understanding of climate change and its implications are increasing every year. On April 22, 2021, the U.S. announced a new commitment to cutting the country's GHG emissions up to 52% by 2030. Equitrans understands that our natural gas operations are necessary to meet our nation's growing demand for reliable energy, and we are committed to taking the necessary steps to reduce our carbon footprint.

In comparison to other fossil fuels, natural gas has a significantly lower GHG emission rate when combusted, yet Equitrans believes a sustainable future lies in our ability to continue to do better. We work diligently to exceed regulatory requirements to reduce GHG emissions and are transparent in our emissions reporting. We are committed to reducing our carbon footprint and strive to achieve major reduction targets in the coming years. Equitrans hopes to achieve our targets and goals through our reduction strategies detailed throughout this report and in our [Climate Policy](#).

Below are Equitrans' Scope 1, 2, and 3 GHG emissions for 2019 and 2020. The Scope 1 carbon dioxide and nitrous oxide emissions increased in 2020 due to increased fuel usage when compared to 2019. While there was an increase in methane emissions associated with fuel combustion in 2020, the total Scope 1 methane emissions decreased due to fewer pipeline and compressor blowdown events, which primarily emit methane. The methane intensity was similar for 2019 and 2020. We began implementing projects in 2021 to reduce methane emissions and will incorporate projects in future years to reduce all GHG emission types.

Total Scope 1 Direct Greenhouse Gas Emissions (Metric Tons CO₂e)⁽¹⁾



Scope 1 Direct Greenhouse Gas Emissions (Metric Tons CO ₂ e) (1)	2019 ⁽²⁾	2020
Carbon Dioxide (CO ₂)	1,478,689.9	1,593,691.8
Methane (CH ₄)	276,825.3	265,640.8
Nitrous Oxide (N ₂ O)	804.1	863.4
Hydrofluorocarbons (HFC)	8,248.0	8,349.8
Total	1,764,567.3	1,868,545.8

(1) Scope 1 emissions are direct emissions from owned or controlled sources. Includes emissions for 100% of the Eureka Midstream assets. Our Scope 1 emissions calculations included zero (0) values for PFCs, SF₆, and NF₃.

(2) The 2019 Scope 1 emissions above are now inclusive of gathering operations, additional pigging activities, metering & regulating stations, and storage fields that were not accounted for in the values published in the 2020 Corporate Sustainability Report.

Total Scope 2 Indirect Greenhouse Gas Emissions (Metric Tons CO₂e)⁽³⁾



Scope 2 Indirect Greenhouse Gas Emissions (Metric Tons CO ₂ e) ⁽³⁾	2019 ⁽⁴⁾	2020
Carbon Dioxide (CO ₂)	16,244.4	17,596.6
Methane (CH ₄)	42.1	49.4
Nitrous Oxide (N ₂ O)	56.4	67.9
Total	16,342.9	17,713.9

(3) Scope 2 emissions are indirect emissions from the generation of purchased energy. Includes emissions for 100% of the Eureka Midstream assets. Our Scope 2 emissions calculations included zero (0) values for HFCs, PFCs, SF₆, and NF₃.

(4) The 2019 Scope 2 emissions values were revised after the publishing of the 2020 Corporate Sustainability Report. The values above reflect the corrected emissions.

Scope 3 Other Indirect Greenhouse Gas Emissions (Metric Tons CO₂e)⁽⁵⁾

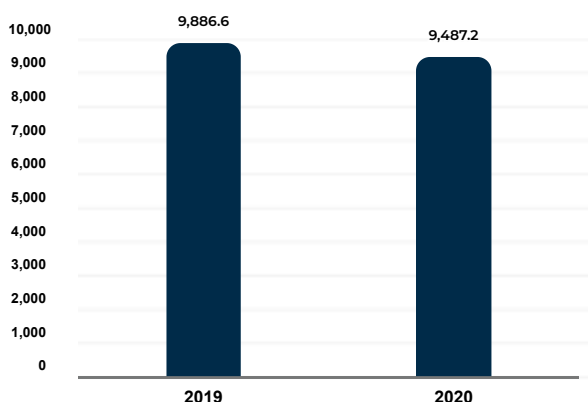


Scope 3 Other Indirect Greenhouse Gas Emissions (Metric Tons CO ₂ e) ⁽⁵⁾	2019 ⁽⁶⁾	2020
Carbon Dioxide (CO ₂)	185,258,061.0	213,152,739.8
Methane (CH ₄)	97,761.5	112,481.7
Nitrous Oxide (N ₂ O)	92,524.3	106,455.9
Hydrofluorocarbons (HFC)	65,087.0	65,105.8
Total	185,513,433.8	213,436,783.2

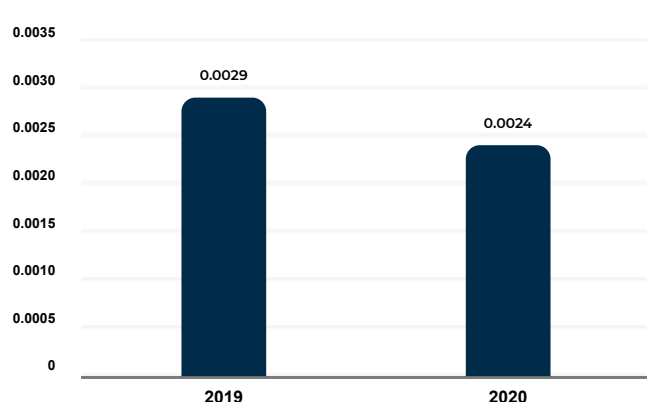
(5) Scope 3 emissions are other indirect emissions that occur in the value chain. Our Scope 3 GHG emissions assume all gas delivered by Equitrans is combusted. Our data does not account for gas from Equitrans' gathering systems which may also flow through an Equitrans transmission system, which may be double counted. Our Scope 3 emissions calculations included zero (0) values for PFCs, SF₆, and NF₃.

(6) The 2019 Scope 3 emissions values were revised after the publishing of the 2020 Corporate Sustainability Report. The values above reflect the corrected emissions.

Methane Emissions (metric tons)*



Methane Intensity Rate (tons/MMscf)*



*Includes 100% of the Eureka Midstream assets. The 2019 Scope 1 emissions values were revised after the publishing of the 2020 Corporate Sustainability Report. The values above reflect the corrected emissions.

Current Regulatory Requirements

The federal New Source Performance Standard, 40 CFR 60 Subpart OOOOa, or Quad Oa, is currently the only federal oil & gas specific regulation relevant to our operations. Quad Oa was the first regulation to monitor GHG emissions.

Quad Oa affects Equitrans' reciprocating compressors, pneumatic controllers, storage vessels, and fugitive emission components at compression stations. Every applicable Equitrans operation complies with Quad Oa in 2020. Additionally, we have expanded our leak detection program in some areas that would otherwise not be subject to a leak detection requirement.

The EPA mandates companies to report GHG emissions for each facility that emits 25,000 metric tons or more of CO₂e each year. To satisfy this federal requirement, an annual report is submitted on facility-wide GHG emissions, which must be calculated following the EPA's reporting rules detailed in 40 CFR 98 Subpart W. Equitrans identifies and reports emissions to the EPA for all of its facilities that emit 25,000 metric tons or more of CO₂e. Excluding Quad Oa, none of Equitrans' GHG emissions are under emissions-limiting regulations.

State regulatory requirements regarding methane emissions are included in air permits from environmental agencies. Methane and Volatile Organic Compounds (VOCs) are present in natural gas. The Clean Air Act governs and controls VOCs, and subsequently methane.

The state of Pennsylvania regulates compressor stations located in the state and requires a Pennsylvania General Permit (GP-5) for certain facilities. The GP-5 includes methane requirements and applies to compressor stations, processing plants, and transmission stations. Equitrans currently has twenty GP-5 permits.

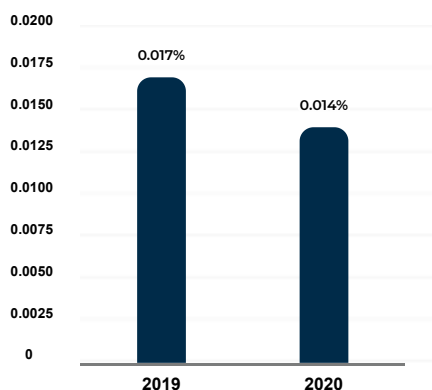
Ohio and West Virginia mandate methane emissions, in addition to criteria air pollutants, to be reported to their respective state environmental agencies.

Greenhouse Gas Reduction Strategies

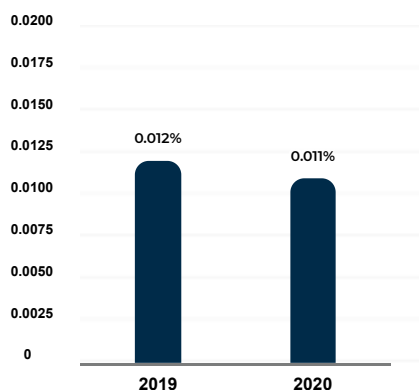
Equitrans constantly looks for ways to lower our GHG emissions from our assets. We partner with groups which strive to limit emissions such as the Interstate Natural Gas Association of America's Methane Commitment and the American Petroleum Institute's Environmental Partnership. Another group Equitrans takes part in is the ONE Future Coalition. The ONE Future Coalition is a group of natural gas companies whose aim is to reduce methane emissions intensity to one percent throughout a company's value chain by 2025.

ONE Future Efforts – Equitrans' Intensity Calculation by Segment*

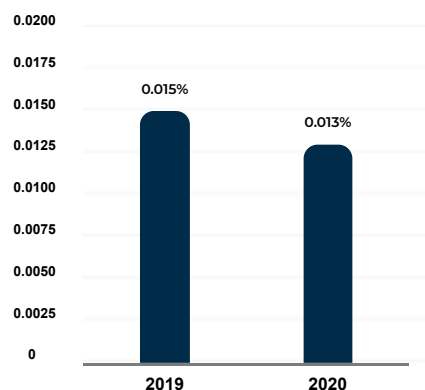
Gathering and Boosting



Transmission



All Moving Activities



*Includes 100% of the Eureka Midstream assets.

One of the main ways Equitrans reduces GHG emissions is through our Leak Detection and Repair (LDAR) team. The team looks for natural gas leaks using an infrared camera and, when found, acts quickly to repair any leaking components or areas. Equitrans documents all leaks and checks each repaired leak to ensure our pipeline integrity.

Equitrans routinely schedules blowdowns or venting of accumulated gas not suitable for production. Before venting excess gas into the atmosphere, where possible, Equitrans first recycles the discharge gas at our compressor stations. To recycle the gas safely, Equitrans utilizes suction pressure. The pressure of suction is less than pipeline pressures, ensuring the discharge gas moves into compressors, rather than the atmosphere.

New compressor stations prevent natural gas from emitting into the atmosphere through pneumatic controllers that operate with instrument air systems rather than natural gas, to further limit GHG emissions. Older pneumatic controllers can bleed over six standard cubic feet of methane per hour. Equitrans proactively replaces old pneumatic controllers with newer, lower-emitting controllers to limit excess emissions.

Equitrans also practices “work stacking” as a method to reduce emissions by limiting the number of required station shutdowns. This process is the “stacking” of maintenance and outage activities that would typically require multiple blowdowns but are planned and executed concurrently to reduce the number of shutdowns.

Another method Equitrans utilizes to reduce emissions is hot tapping. This is the process of connecting new pipelines to pressurized pipelines while allowing gas to continue to flow during the procedure. Hot tapping allows gas to remain within the pipe, eliminating the need for the pipeline to be blown down and vent emissions to the atmosphere.

Evaluating Our Emissions Performance

We strive to limit GHG emissions. Over the years, Equitrans continues to decrease our environmental footprint through updating equipment, employing best practices, and ensuring our equipment remains above industry standard. Equitrans takes part in multiple sector associations dedicated to lowering Company emissions and bettering our environmental footprint.

In 2020, Equitrans continued our climate change journey by developing our baseline GHG emissions based on 2019 actual operations. The Greenhouse Gas Protocol was used to determine the baseline scope 1, 2, and 3 GHG emissions within our operational boundary. Going forward, this baseline will be used as the starting point to measure against any future emission reduction targets. While this was an important first step for our climate aspirations, we understand there will be changes to the baseline and will make any updates following the Greenhouse Gas Protocol. The graphic below displays a breakdown of the 2019 baseline by equipment and emission type.

Emission Breakdown by Equipment Source* (metric tons/year)

Blowdowns	2,995.40
Pneumatics	2,313.87
Pipeline Leaks	2,128.60
Dehydrators	720.74
Compressor Venting	690.67
Meter & Regulating Stations	339.66
Tanks	285.72
Fugitives	165.46
Storage	140.58
Pigging	80.12
Engines	23.8
Heaters/Reboilers	1.1
Office Natural Gas	0.36
Water	0.29
Fleet Vehicle Fuel Combustion	0.24

*Includes 100% of the Eureka Midstream assets.

Having established our baseline, we are formulating options to reduce GHG emissions. Equitrans is currently working to exceed our climate aspirations of a 50% reduction in methane emission by 2030 and a 50% reduction in total GHG emissions by 2040. We are analyzing multiple options, including equipment replacement, operational changes, and technological innovations, to decrease our emissions. Equitrans is constantly evaluating its operations by identifying potential emission points to implement new and improved standard operating procedures and designs resulting in GHG mitigation. We have formed an internal multi-disciplinary Greenhouse Gas Committee to identify cost-effective methods to reduce methane emissions and emissions of other co-benefit pollutants. The Committee is also working to improve emissions-related data to better identify target areas for emissions reductions and to drive future reduction actions.

Equitrans is preparing to turn our climate aspirations into specific emission reduction commitments during the second half of 2021. We will continue to be transparent about our climate journey and will publicly announce these commitments and proposed steps to meet these commitments. Further, once the emission reduction commitments are announced, we will regularly report our emissions to track against the reduction targets. As our efforts evolve, we commit to exploring and embracing new technologies, innovative approaches, and collaborative partnerships to do our part in addressing climate change for the benefit of all. We continue to hold environmental impact as one of our top concerns, and transparently report emissions to ensure accountability and aspire to mitigate our environmental impact in order to achieve carbon neutrality by 2050.



Scope 1 & 2 Emissions Targets

50%

reduction in Methane by 2030

Climate Goal

Net 0

carbon footprint by 2050

Scope 1 & 2 Emissions Targets

50%

reduction in Total GHG by 2040

Environmental Energy

As an energy transportation company, Equitrans is committed to efficiently using energy and reducing our total energy use throughout our operational footprint. In doing so, we implement sustainable practices that are expected to reduce our emissions, protect the environment, and strengthen our economic performance.

Approach to Energy Management

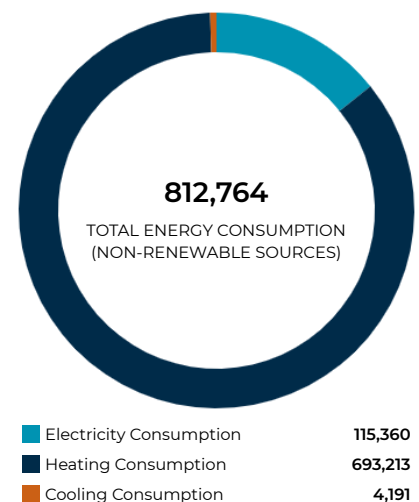
103-1, 103-2, 103-3, 302-1

Managing our energy use helps Equitrans reduce our GHG emissions, manage costs, and contribute to a Company culture that values reducing our environmental impacts. With energy management practices occurring at our offices and facilities and in our various field operations, we aim to effectively manage our energy use, enact efficiency measures, and reduce consumption across our asset footprint. Our LEED certified Senior Operations and Maintenance Sustainability Manager directs these efforts, and we proactively evaluate strategies to effectively continue reducing energy consumption.

From a facilities perspective, we strive to continuously decrease our environmental impact as it relates to energy across our owned and leased assets. To do this, we leverage online applications to set optimal lighting levels and manage the motion sensor sensitivity of facility lights. We also utilize centralized temperature controls, computer monitor sleep modes, and an extensive preventive maintenance program to quickly address energy consumption issues. In our owned facilities, we installed energy efficient LED lighting that uses 75 percent less energy than comparable florescent bulbs. We regularly evaluate new approaches to optimize and reduce our energy consumption from our facilities, such as replacing older redundant HVAC systems with new more efficient rooftop units in 2019; and replacing several older boiler units with more energy efficient units in 2020. With the onset of the pandemic, Equitrans' office buildings were primarily closed, and employees began working remotely in March 2020. Since that time, usage of all office HVAC systems has been reduced to minimum requirements and lighting levels were adjusted to ensure minimal usage in unoccupied spaces.

At our field operations, many of our compressor stations along our pipelines generate their own power utilizing the available natural gas at the site. By generating energy directly on site, rather than from gasoline- or diesel-powered generators, we more efficiently power our field operations. In 2020, we introduced our first solar-run interconnect that self-generates renewable energy through the use of solar panels. In the months ahead, Equitrans will continue to identify new ways to incorporate renewable energy into our operations.

Internal Energy Consumption (Gigajoules)



* In 2020, we increased the scope of our energy data to include all operating assets and facilities, including 100% of the Eureka Midstream assets; fleet vehicle refrigerants; generators; and fire extinguishers. As a result, 2019 data is not comparable.

Evaluating Our Approach to Energy Management

Equitrans collects data on our overall energy consumption to evaluate the environmental and economic benefits resulting from our energy management practices. Our energy data reveals which areas of our business use the most energy and where efficiency measures will have the greatest impact, which enables us to maximize our current energy efficiency and reduction efforts. Equitrans routinely analyzes our energy metrics to understand where we can further reduce consumption through innovative management strategies and technological improvements.

Environmental

Pipeline Safety & Integrity

At Equitrans, we continually work to safeguard our pipelines and protect their operational integrity. We are committed to utilizing the best environmental practices throughout all aspects of our operations, and we make every effort to meet or exceed all applicable compliance regulations. Our commitment to compliance not only makes financial sense but also serves as a key tenant of our corporate culture.

Approach to Pipeline Safety & Integrity

103-1, 103-2, 103-3, 306-3, 307-1, EM-MD-540a.1, EM-MD-540a.2

At Equitrans, we continually safeguard our pipelines and their integrity. With our pipeline safety practices we have one goal in mind: protecting our employees, contractors, and local communities where we live and operate. We construct, operate, maintain, and repair our pipelines in accordance with current U.S. Department of Transportation (DOT) regulations and industry standards for safe pipeline operations, including the American Society of Mechanical Engineers' Gas Transmission and Distribution Piping Systems Standard and the American Petroleum Institute's Recommended Practices 80 for Onshore Gas Gathering Lines. We adhere to federal gas transmission pipeline integrity regulations (subpart O) and regularly complete public safety assessments like pipeline assessments, excavations, and materials testing to ensure asset integrity. These supplemental assessments, while not required by the federal government, are an integral part of our safety culture. In 2020, we proactively invested approximately \$1.6 million in related pipeline safety initiatives, including inline inspections and confirmation digs, as well as more than \$400,000 in corrosion prevention activities.

Through our commitment to meeting and exceeding compliance requirements, we are able to reduce the probability of a serious pipeline incident and better protect our workers and local communities. Moreover, we have developed our own detailed internal safety procedures for pipeline design, construction, operation, and maintenance. During these lifecycle phases, we proactively integrate preventive measures to enhance the safety of our employees, contractors, and community members.

Lifecycle Phases

Design

During a pipeline's design phase, we take every opportunity to embed safety practices. This process starts with extensively evaluating the applicable local, state, and federal regulations and then adapting the design components and procedures to meet these regulations. When designing, we also ensure the pipeline and its supporting infrastructure are consistent with industry standards and best practices for asset safety, efficiency, and reliability.

The pipeline itself is not our sole focus in the design phase. It is also extremely important to optimize the pipeline's route to avoid, wherever possible, sensitive environmental and cultural areas, as well as unnecessary impacts to local communities.

Construction

Throughout a pipeline's construction, it is critical that we make every effort to confirm that the pipeline upholds our integrity standards and is properly constructed and installed at the onset. To do this, we inspect all activities both during construction and upon completion to verify the safety and integrity of the pipeline and to

ensure proper installation procedures were utilized. One crucial aspect of this inspection process is the examination of welds to confirm their integrity before the pipeline is operational.

Lastly, before a pipeline is approved and placed into service, we extensively test it to confirm its fitness for service. We test by using regulatory-accepted integrity checks prior to the introduction of gas into the pipeline, including hydrostatic pressure tests, pipe geometry inspections (e.g., pigging) to check for dents and ovality. When applicable, cathodic protection surveys are also utilized to confirm the effectiveness of corrosion protection coatings.



Operations

Throughout the operation of a pipeline, Equitrans' primary concern is maintaining pipeline integrity. We monitor pipelines and supporting assets while operating to detect any pipe shifts or potential disturbances. Employees in our state-of-the-art Gas Control Center control, monitor, and analyze our pipelines' natural gas flow twenty-four hours a day, seven days a week. The Center enables us to quickly identify and respond to any potential issues that may arise, ensuring that the issues are resolved as soon and as safely as possible.

Equitrans mitigates the risk of corrosion on a pipeline through industry standard cathodic protection system maintenance, which applies electrical current to the pipeline to inhibit corrosion on our assets. This is accomplished by installing sacrificial anodes along the pipeline route, which are designed to corrode at known rates, in lieu of the pipeline. Other corrosion prevention strategies we deploy include routine sampling to quickly identify if corrosion is occurring, as well as flow controls to limit excessive gas velocities within the pipeline, which can often contribute to corrosion of the pipe.

Our landslide management program outlines landslide inspection frequency and response time following weather-related events to help ensure that pipeline integrity concerns are discovered and addressed in a timely manner. Equitrans' engineering team monitors rainfall data and freeze/thaw cycles in our operating areas to ensure adequate pipeline inspections are being conducted to determine impacts of known slides on our pipeline systems. Semi-annually, Equitrans conducts light detection and ranging (LiDAR) data collection on the majority of our pipeline systems to determine any new slides that may have occurred on the pipeline rights-of-way (ROW). Additionally, for any pipeline that is suspected to have been subject to movement, we perform a strain analysis and develop a monitoring plan, which may include baseline surveys, staking, and subsequent drone monitoring to track any shifting of the pipe.

Maintaining pipeline ROW is another important strategy we leverage to evaluate pipeline safety. In addition to routine, on-the-ground safety inspections, it's important to keep the ROW open and clear to easily conduct aerial safety patrols using helicopters and drones. When our Gas Control Center or inspections teams identify a safety or maintenance concern, we act swiftly to remediate it. Our internal operations and maintenance program teams work together to promptly mitigate and resolve any issues to ensure the integrity and longevity of our operational assets.

Integrity Management

Mitigation and preparation for any potential pipeline integrity issue is vital to ensuring our pipeline operations are safe. Equitrans' Compliance, Corrosion, and Technical Training departments and field operations team's primary responsibilities are managing pipeline integrity. The groups evaluate and maintain standard operating policies, procedures, and pipeline construction records. The Compliance, Corrosion, and Technical Training departments and field operations team oversee the Operator Qualification Program and other relevant trainings for employees and contractors, which empower workers to identify and mitigate potential pipeline integrity risks.

Additionally, the groups utilize a formula based on pipeline characteristics to identify high-consequence areas that have a potential to affect local populations, buildings, and land near the pipeline route. The teams also utilize an industry-proven risk model to implement strategies to improve the health of the system. Equitrans' integrity management groups also evaluate corrosion, participate in government audits, perform internal audits, and review pressure tests when applicable.

Equitrans is in the process of replacing bare steel pipelines with coated steel pipe to increase integrity and reduce incident risks. In 2020, we replaced 21,880 feet of bare steel with coated steel. Bare steel lacks a protective coating, making the steel more sensitive to environmental impacts, such as corrosion, and requires constant maintenance and assessments to ensure the pipelines remain in good working order. Coated steel has a protective outer layer which makes the pipe more durable, requires less maintenance, and is more cost effective over the long-term.

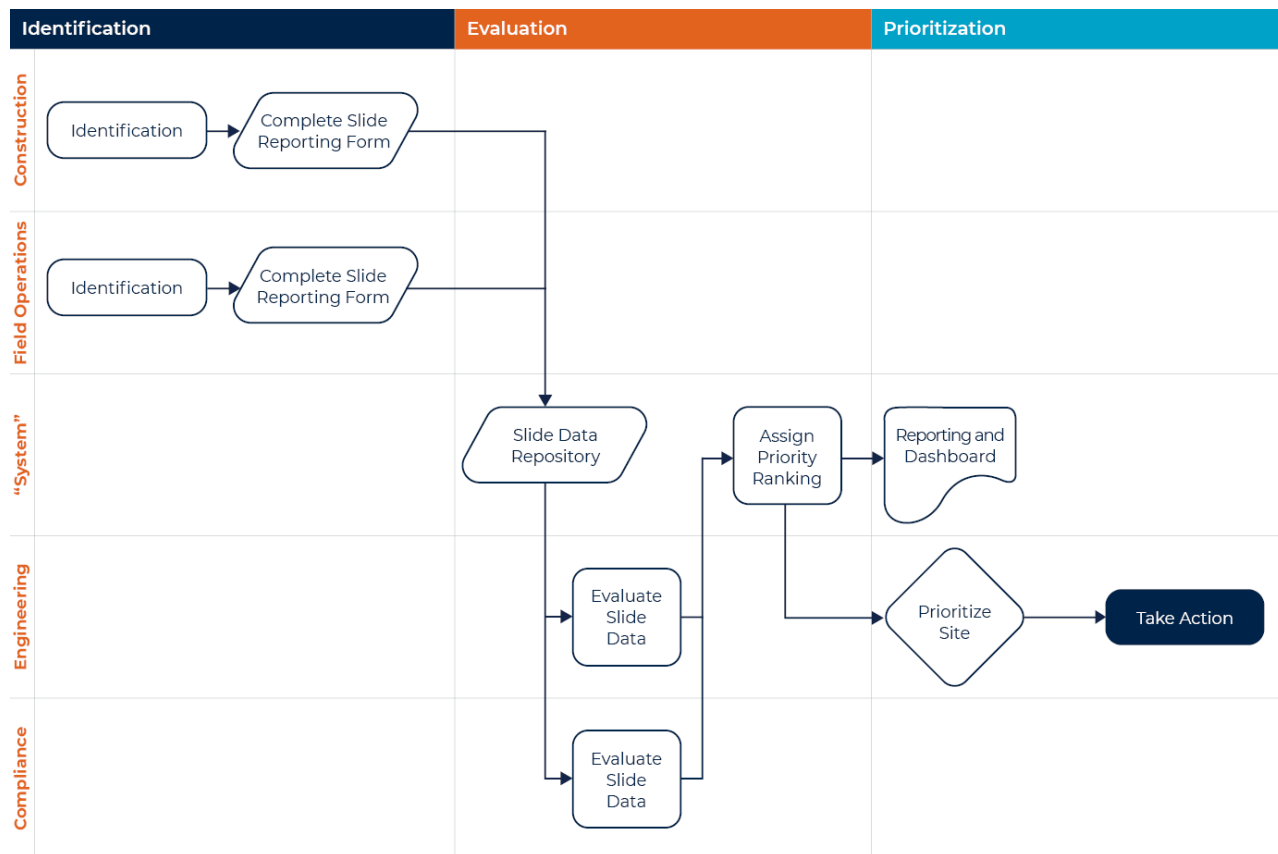
Pipeline Security

Ensuring the safety and integrity of our pipelines also requires that we stay informed of security-related risks and act diligently to reduce these risks as well as any potential dangers. We safeguard our assets through meticulous security planning and on-site strategies including fences, building locks, electronic monitoring, and consistent surveillance. For more information, see the [Security and Cybersecurity](#) section of this report.

Slip Prevention Plan

Slips occur when land shifts from a stable to an unstable condition, which could potentially affect the integrity of our pipe. An unstable condition is caused by environmental disturbances, such as soil erosion or excessive rainfall or snowmelt, loosening the soil either underground or on top of our pipelines. Prior to commencing construction, Equitrans analyzes the proposed pipeline site with ground and aerial surveys, historic landslide mapping, and soil maps to identify landslide-prone soils – all of which help to minimize risk of slippage and environment disturbance.

Once in the operational phase, we utilize ground surveys, drones, GIS, and data analysis to monitor soil movement and identify pipeline slips. Bi-annually, our Compliance team conducts aerial surveys. Engineering teams identify areas where slip risks occur along our pipeline and notifies our Compliance and Operations teams of the risk severity. If a site is determined to have a high risk of slippage, our Engineering team will conduct on-site surveys and, when necessary, implement measures to ensure our pipelines remain stable.



Evaluating our Approach to Pipeline Safety & Integrity

Equitrans utilizes a range of risk mitigation strategies as part of our pipeline asset management operations. In addition to strict adherence to all federal regulations, we require that non-destructive tests (NDT) be performed on all pipeline welds to ensure they meet industry requirements for acceptability. On large projects, we hire NDT auditors as supplemental oversight for additional review and verification. Every welder performing work on our pipelines must hold an Equitrans welder certification to ensure welding follows our procedures and best practices. Completed pipelines are hydrostatically tested significantly above the normal operating pressure to ensure integrity of all components. Data logging software is utilized to record critical data points during testing; this information is reviewed by our engineering team to verify testing meets all specifications and requirements.

Additionally, our inspectors verify that the contractors building our pipelines have qualified workers who are following our Design and Construction Manual and other procedures. While many of our inspectors possess industry-recognized certifications for their crafts, Equitrans' inspectors are required to complete in-house training to educate them on our specifications to ensure pipeline construction meets both our Company standards, as well as federal standards. These trainings educate inspectors on Equitrans' best practices and required procedures for pipeline inspections. In addition to these trainings, inspectors are routinely audited in the field to ensure projects are being completed following Company and applicable regulatory requirements.

Managing Spills & Leaks

Our mitigation procedures and measurements ensure safety in the event of a pipeline spill or leak. If a pipeline spill or leak occurs, we work diligently to quickly detect its location, take action to repair it, and remediate any damages.

Our Operations and Health, Safety, Security, and Environmental (HSSE) teams, along with third parties, conduct regular inspections of our pipelines to ensure their integrity and identify any potential spills and leaks. In 2020, 44% of our natural gas pipelines were inspected. For identified areas of concern, we take immediate action to make repairs and enhancements to maintain integrity of the asset and ensure regulatory compliance.

When a spill or leak occurs, Equitrans properly disposes and reports all substances released in line with state and federal regulations. We track all spills that occur and gather data to identify any trends and long-term items of concern that could require technical solutions from our engineering team.

Unintentional Releases of Natural Gas	2019	2020
Number of Releases	51	31
Number of Reportable Releases	2	2

Unintentional Releases of Natural Gas	2019	2020
Percentage Reportable	4%	6%
Volume of Reportable Releases	19,900 MCF	482 MCF

*Includes 100% of the Eureka Midstream assets; excludes MVP and MVP Southgate projects.

Equitrans regularly evaluates our processes to limit spills, leaks, and releases from our operations. We look for areas of improvement and learn from past projects to better mitigate the risk of future spills or leaks. We track data for all spills, leaks, and releases at each of our stations and along all of our pipeline assets, and our Operations team reviews our data quarterly to identify patterns and implement solutions to mitigate and avoid future impacts. This process involves a proactive and regimented aerial and foot patrol program following U.S. Department of Transportation guidelines.

Managing Environmental Compliance

Equitrans commits to utilizing the best environmental practices throughout all aspects of our operations, and we make every effort to meet or exceed all applicable compliance regulations. Our commitment to compliance not only makes financial sense but also serves as a key tenant of our corporate culture. We strive to be transparent when interacting with local, state, and federal authorities. We routinely track and evaluate all emerging and changing regulations and permit requirements that may impact Equitrans' business and operations. Where appropriate, we also actively submit comments based on our evaluations of proposed regulations, as a Company or through the industry trade groups of which we are a member.

Equitrans also conducts internal and third-party audits to ensure our construction projects and operational assets are compliant. We engage in a variety of environmental compliance actions to ensure we are maintaining our Core Values of collaboration and transparency throughout our operations, while also maintaining compliance with all local, state, and federal regulations.

Equitrans believes it is equally important to be transparent when we do not live up to our expectations, and especially so when we do not meet federal, state, or local requirements for environmental compliance. As an additional means of responsibility and to ensure transparency, in early 2021 we implemented our [Notices of Violation \(NOV\) Tracker](#) to publicly disclose Equitrans' formal notices of non-compliance and violations. The tracker, which is routinely updated and published on the Sustainability page of our website, summarizes our compliance data and allows us to be measured not just by the words we use, but by the actions we take.

Non-Compliance Fines & Sanctions	2019	2020
Total Monetary Value of Equitrans' Fines (including Eureka assets; excluding Mountain Valley Pipeline)	\$ 2,612,139	\$732,475
Total Monetary Value of Mountain Valley Pipeline Fines	\$2,415,972	\$64,500
Cases Brought through Dispute Resolution Mechanisms	39	24
Total Monetary Losses from Legal Proceedings associated with Federal Pipeline and Storage Regulations	\$0	\$0

To meet or exceed all applicable regulations, we work tirelessly to ensure our environmental compliance teams correctly identify regulations and develop effective strategies to achieve compliance. We collect and monitor data on applicable regulations and operating permits through our Maximo asset management system. Our Enviance software system assists with ensuring our assets are compliant with our permits and calculates air emissions in our operating areas.

For sediment releases to water bodies, we track and classify erosion and sediment control best management practice failures as either controllable or uncontrollable to determine if failures were preventable. For failures that were controllable, we work with our construction contractors to address these incidents through in-person or virtual meetings where we develop a path to resolution and discuss methods of preventing a similar incident from occurring in the future. We routinely audit construction contractors to ensure performance improvements.



Social

Community Engagement

Our goals are to operate as a socially responsible company and to contribute in a positive way to the local communities in which we operate. We also recognize that public apprehension about natural gas pipelines and their related facilities is an understandable sentiment both locally and nationally. It is important to us that everyone living or working near one of our pipelines or facilities is confident in our commitment to operating in a safe and responsible manner.

Approach to Community Engagement

103-1, 103-2, 103-3, 413-1, 415-1

Equitrans' continued success directly ties to our engagement with local communities, as we clearly understand that our pipeline operations can and do affect them. We consistently engage with community members to keep them informed of our current, planned, and proposed operations. We also strive to inform community stakeholders of our commitment to operating with integrity, accountability, and transparency. In February 2021, we published our formal [Stakeholder Engagement and Community Investment Policy](#) which captures our efforts to build collaboration and trust with our communities and other key stakeholders. At Equitrans, these engagements typically involve three primary approaches: addressing community concerns and public perceptions; investing in communities; and managing our corporate reputation.



Addressing Community Concerns & Public Perceptions

Public apprehension about natural gas pipelines and their related facilities is an understandable sentiment both locally and nationally. It is important to us, as a Company, that everyone living or working near one of our pipelines or facilities is confident in our commitment to operating in a safe and responsible manner. We understand that to build trust, we must listen to and act on community concerns. Our Government Affairs, Land, and Construction groups serve as the primary liaison for responding to inquiries from our community stakeholders. Equitrans' Engineering team is also available to assist our external outreach teams in addressing specific concerns related to the technical design of a pipeline or facility.

Equitrans' Government Affairs group builds and maintains relationships with policy stakeholders. Our Government Affairs group frequently engages with civic organizations, elected officials, emergency response personnel, business owners, residents, and other local stakeholders to foster relationship building at the local, state, and national levels.

In the field, our Land and Construction groups serve as our primary points of contact for landowners and other community members. These group members regularly attend and

participate in public municipal meetings in areas where we have ongoing and future projects to establish good working relationships with our local communities and to reinforce clear lines of communication for project questions. The input from our local communities increases Equitrans' ability to address specific public needs and mitigate operational risks before they become disputes or hazards.

As part of our Land team, our Owner Relations group primarily addresses payment or tax-related concerns and also works with other members of the Land group to address questions and concerns about our operations. Landowners can call, fax, or email Equitrans' Owner Relations group through our [Owner Relations Line](#). Messages received through the Owner Relations line are tracked using our software system and are closed out by Equitrans' team members when resolved. The tracking system allows us

to gather data and evaluate our efficiency and transparency in resolving issues and concerns. In addition, we use the collected information to develop and refine our policies and procedures, which in turn minimizes or eliminates operational issues before they become larger concerns or disputes.

We constantly evaluate the impacts of our operations on local communities and establish best practices to mitigate issues and concerns to the extent possible. A prime example of this evaluation occurs during the installation of a compressor station. Before installation begins, we evaluate the area around the station to identify potential issues that may arise. After we install the compressor unit(s), we conduct baseline noise studies to check for excess local noise. If these studies identify a noise issue, we proactively install sound mitigation measures, where appropriate, to minimize the impact on neighboring properties.

Our use of roads during pipeline construction is another noteworthy example of our efforts to be responsible community stewards. Our construction activities often temporarily impact the roadway conditions in the communities where we operate, and it is important that we make every effort to minimize these impacts. When starting construction, Equitrans implements established procedures to identify the roads we will traverse in order to assess any maintenance that may be required either before work begins or after it is finished. We communicate this information to the local municipality, and we work with the municipality's officials to ensure minimal disruption to community members during our use of the roadways.

The input of our Government Affairs, Land, and Construction groups receive from local stakeholders assists in refining Equitrans' policies, practices, and procedures. We encourage community engagement in all aspects of our business and believe community feedback allows our organization to be more effective and efficient.

Investing in Communities

At Equitrans, we are passionate about investing in the communities where we live and work and are committed to bettering the lives of individuals who live in our operating communities. We support a wide range of organizations within these communities through our corporate giving and sponsorship program, as well as the [Equitrans Midstream Foundation](#), a separate 501(c)(3) organization. There are separate local giving and sponsorship programs for our joint-venture projects, including the Mountain Valley Pipeline and MVP Southgate projects, which is not included in this report.

Corporate Local Giving & Sponsorships

To ensure legality and appropriateness, our Corporate Communications or Government Affairs leaders review and approve each Equitrans corporate donation or sponsorship. These employees follow a structured review and a pre-approval process, ensuring all contributions align with our Core Values and confirming that contributions are not made to local authorities with oversight of our current or future operations, which would raise questions of impropriety.

Our corporate local giving program supports a variety of local organizations, non-profit groups, first responders, and municipalities seeking assistance for community projects. Other investments include the active sponsorship of county fairs, community festivals, and other local events. Both our donations and sponsorships present opportunities for us to interact with community members, inform them of our business operations, and most importantly enhance their quality of life.

In the wake of COVID-19, Equitrans placed a heavy emphasis on supporting our first responders and local communities. We participated in several food drives, donated supplies to local schools, provided necessary medical supplies to county agencies, and also provided support to local humane societies during the pandemic. As we broaden our sustainability investments, we are especially proud of our new partnership with the Upper Mattaponi Indian Tribe. Our multi-year investment will support the sustainability efforts of the Tribe by providing for the acquisition of waterfront land within the historic extent of their territory, allowing the Tribe to establish an indigenous environmental education pavilion and a canoe livery that will support the Tribe's goals of enhancing the financial stability and physical well-being of its members. The investment is also expected to create opportunities for younger generations to remain connected to the waterborne culture that has sustained the Tribe for many years.

During 2020, Equitrans made supporting contributions totaling \$265,500 (excluding project-related donations), which included programs and organizations such as:

- | | | |
|--|--|--|
| ■ Upper Mattaponi Indian Tribe | ■ Governor's One Shot, Inc. | ■ Charity Miles |
| ■ One Tree Planted | ■ Jefferson Volunteer Fire Company | ■ Cokeburg Volunteer Fire Company |
| ■ Eastern Gas Compression Association | ■ Rain Day Festival | ■ Ohio Oil & Gas Association |
| ■ Good Neighbor Day Events | ■ Battelle District Fair | ■ Cecil Volunteer Fire Department |
| ■ Greene County Department of Recreation | ■ Multiple emergency response funds (PA/OH/WV) | ■ Multiple animal shelters and humane societies (PA/OH/WV) |

Our goals are to operate as a socially responsible company and to contribute in a positive way to the local communities in which we operate. We support our employees in volunteer activities that enrich the lives of others, while at the same time enhancing their own experiences, and we encourage our employees to solicit and recommend community outreach programs in which volunteers can contribute and participate. Equitrans utilizes E-Train On-Track to support the engagement of our employees in

corporate-sponsored community service initiatives and social/recreational employee activities that align with our Core Values of safety, integrity, collaboration, transparency, and excellence.

E-Train On-Track

Formed in 2019, our E-Train On-Track committee consists of 10 employees representing Equitrans' office locations in Pennsylvania, Ohio, West Virginia, and North Carolina. Committee members meet monthly to evaluate opportunities for volunteering, community service, and employee social activities that are aligned with our Core Values and promote a deeper connection with the communities where we live and work. During 2020, in accordance with our pandemic working protocols, our E-Train On-Track committee coordinated eight events to promote local employee volunteerism and community service. Volunteer activities benefitted the Western PA Conservancy, the Montour Trail, and various local food pantries. Employees also enjoyed participating in a Charity Miles fitness challenge and several holiday toy drives.

Additionally, Equitrans offers a "Volunteer Paid-Time Off" program that allows employees to use regular work hours to engage directly with their community. Employees request approval to spend work hours volunteering for a charity or agency of their choice and can take up to two business days of paid volunteer time annually. While many external events and activities were cancelled or postponed due to the pandemic, our employees logged a total of 458 volunteer hours during 2020.

Equitrans Midstream Foundation

The Equitrans Midstream Foundation is a legally separate 501(c)(3) entity established upon the Company's inception in 2018. Our Foundation partners with non-profit organizations to boost social and economic prosperity in local communities by investing in projects and programs that better communities through improving safety and well-being, fostering inclusion, celebrating diversity, encouraging cultural heritage and local arts, as well as supporting and developing livable communities. Our goal is to positively impact the future of local community members through community development, education, and environmental outreach programs.

Community Development

The Foundation's community development investments focus on initiatives that enhance the fabric of communities by:

- Enhancing community safety and wellbeing
- Supporting the enrichment of arts and culture in the community
- Fostering inclusion and promoting diversity in communities
- Encouraging the development of livable communities that attract and retain residential, commercial, and industrial growth



Education

The Foundation's spending on education initiatives looks to develop a sustainable energy workforce through projects that:

- Advance science, technology, engineering, arts, and math (STEAM) education, with a focus on accessibility to underserved and underrepresented groups
- Prepare students to compete in the workforce of the future, with tools to make positive social and economic contributions
- Empower students to pursue trades and vocational training

Environment

The environmental investments our Foundation supports mitigate our operational impact through:

- Providing environmental education on land, air, and water stewardship
- Empowering individuals and organizations to utilize conservation methods to preserve our natural resources
- Supporting projects that promote environmental stewardship

Our Foundation made \$460,000 in donations during 2020, with a special focus on COVID-19 relief grants and initiatives. Additionally, the Foundation matches employee contributions dollar-for-dollar, from \$100 to \$50,000, and made an additional \$385,000 in employee matching donations. Below are a few of the key programs our Foundation supported in 2020:

- Saltworks Theater Company—Drug Prevention & Bullying Prevention Program
- Junior Achievement Western PA—Washington & Greene Counties Student Programming
- Bentworth Blessings – Food Supplies Programs for Bentworth School District
- Intermediate Unit One – 2020-2021 Innovation Mini Grant Program
- The Education Partnership – Adopt-A-School Education Packet Program
- Gwen’s Girls – Academic Support Initiative
- Big Brothers/Big Sisters of Greater Pittsburgh – Youth Mentoring in Washington & Greene Counties
- WVU Foundation/Institute of Water Security & Science – Drinking Water Education and Testing
- Allegheny Land Trust – Meyer Farm Restoration
- Mid-Ohio Food Bank
- Corner Cupboard Food Bank
- Pittsburgh Foundation
- Your Community Foundation North Central WV
- Community Foundation of Ohio Valley

Faced by unprecedented times, we are incredibly pleased with the positive impact our Foundation had over the past year. This year, more than ever, showed the importance of community engagement and support. We will continue our efforts to assist the local communities around us and encourage anyone to apply for funding via our [online application](#).

Managing Our Corporate Reputation

At Equitrans, our Core Values of safety, integrity, collaboration, transparency, and excellence are the principles that guide our employees’ behaviors and decisions. A few examples of our employees working through our values include:

- Gathering information to help identify local concerns before they inconvenience neighbors
- Advocating for the community by affirming that issues or concerns are addressed at the appropriate level within Equitrans and are ultimately resolved
- Acting as a channel of information for suggesting ways to strengthen Equitrans’ processes and procedures
- Providing opportunities for residents to learn about current or future projects and how they may affect their communities
- Building relationships prior to the start of activity in new areas

Evaluating Our Community Engagement

To meet and exceed community expectations, we thoughtfully evaluate our engagement approach to determine what is working well, what can be improved, and how to enhance our interactions with local communities. We continually consider how to best engage the public in understanding our operations and the measures that we take to maintain public safety and mitigate environmental impacts during all phases of our operations. Our primary means of engagement is through direct communication and relationship building with all involved stakeholders (landowners, community members, elected officials, emergency responders, etc.). Through these personal engagements, we directly learn from stakeholders about positive outcomes and receive recommendations regarding how we can better address community matters.

We believe that by taking a proactive stance regarding stakeholder engagement and community investment, we are better able to enhance and/or build thriving communities, while also achieving our other overarching business goals.

Political Involvement & Public Policy

It is imperative that we engage policymakers on matters directly related to our operations, and the natural gas industry as a whole, to remain informed of changes that may affect our business. Our natural gas gathering and transportation expertise enables us to be subject matter experts for policymakers when considering associated policies. We stay informed and actively involved in policy developments by regularly connecting with local, state, and federal officials through constructive energy policy dialogues.

Political Governance

We maintain our high standard of integrity while engaging with policymakers on matters that impact Equitrans. We conduct our public policy activities in compliance with all local, state, and federal laws applicable in every operational jurisdiction in which we make political contributions. These laws include federal and state campaign finance laws regarding political spending in support of political parties, politicians, and related institutions. Our political engagement activity is strictly limited to the United States, the only country in which we operate. To assure compliance internally, we developed policies to guide our interactions with lawmakers and regulatory agencies. These governing policies stipulate that no Equitrans employee may engage in lobbying



activities on behalf of Equitrans nor use corporate treasury funds for political purposes without explicit permission from the Government Affairs leader or the General Counsel.

Political Spending & Policy Issues

Equitrans supports fair and balanced regulations that benefit both our Company and all its stakeholders. We are dedicated particularly to working with policymakers on opportunities to promote stable investment climates for natural gas transportation and storage. Policies preferred by Equitrans involve the governance of environmental protection, taxes, and natural gas pipelines, as well as expanding the use of natural gas in sectors such as transportation, manufacturing, and electricity generation. In 2020, the Equitrans Political Action Committee (PAC) contributed \$103,600 to local, state, and federal candidates in our service territories. Disclosures and public information for Equitrans PAC contributions and disbursements can be found on [fec.gov](https://www.fec.gov).

Since the initial development of the Marcellus and Utica Shales, the states in our operational footprint have strived to promote a stable investment environment. Equitrans works closely with federal, state, and local

policymakers to develop a regulatory framework that promotes a stable business environment for our operations and the economy of the regions where we operate. In recent years, we have noted increased efforts by third parties to oppose, by legislative means, the natural gas industry. While the states in which we operate have different political landscapes, we consistently overcome what we view as onerous legislative proposals that would have negative economic consequences.

Evaluating Our Political Involvement

Equitrans recognizes the impact policy changes can have on our operations and business. Therefore, it is vital that we continuously evaluate our approach to political involvement to maintain its effectiveness. The Equitrans PAC Board reviews and approves all PAC disbursements, taking into account a focus on our operating regions, and the advancement of our industry and its related initiatives, including policies governing environmental protection, taxes, and natural gas transportation. The PAC Board meets on a regular basis to evaluate requests and review past expenditures.



Social

Diversity & Inclusion

With our diversity and inclusion efforts being a central component of our corporate culture, Equitrans aspires to cultivate a workplace of respect, trust, and teamwork. It is our belief that to be successful, we must value the diversity of backgrounds and views of all stakeholders, and it is important that we celebrate our differences, as we believe diversity propels our Company toward innovation and long-term, sustainable success.

Approach to Diversity & Inclusion

103-1, 103-2, 103-3, 405-1, 405-2,

Equitrans celebrates our differences, as we believe diversity propels our Company toward innovation and long-term, sustainable success. Equitrans values and respects the well-being and work ethic of all employees involved with our business, regardless of race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, or status as a disabled veteran or veteran of the Vietnam Era. As we recognize and celebrate the value of all employee voices, we lead our diversity and inclusion efforts to empower and provide equitable opportunities for minority groups. We hold diversity and inclusion as a top priority throughout all aspects of our business. To reinforce our collective commitment, in early 2021 Tom Karam, Equitrans' Chairman and Chief Executive Officer, signed the Action for Diversity and Inclusion Coalition's [CEO Pledge](#) to reiterate Equitrans' dedication to inclusiveness. The pledge outlines actions we believe CEOs across all industries take to strengthen diversity and inclusion in their organizations.

Additionally, Equitrans focuses on recruiting, developing, and advancing employees from a range of backgrounds including minorities, females, LGBTQ+, veterans, and persons with physical or mental disabilities. In July 2020, Equitrans formally launched a new Inclusion Program with the commitment of cultivating an inclusive, respectful work environment that values differing perspectives and encourages the power of teamwork and accountability. The Program is being used to advance our recruitment processes, leadership education, employee engagement, facility accessibility, and inclusion-related policies. The goal of our formalized Inclusion Program is to aid Equitrans in being a diverse organization where all employees feel included and are engaged to do their best work each day.

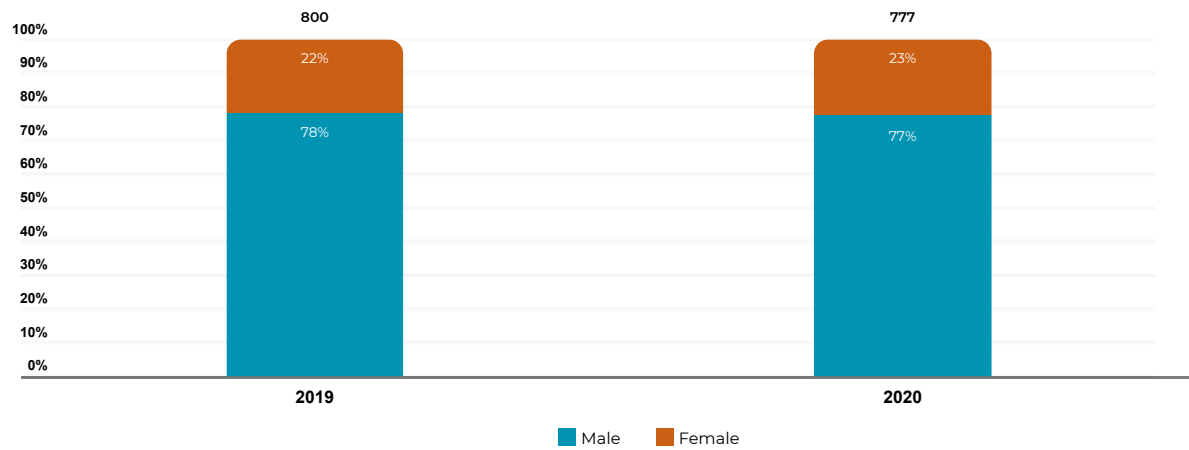
DIVERSITY INCLUSION

Immediately following the Program's launch, we began working to build awareness around Inclusion by providing employees with various learning opportunities, including access to Blue Ocean Brain, a micro-eLearning platform in which inclusion-related content is emailed to employees and managers bi-weekly. We also conducted manager training sessions regarding how to conduct courageous and often difficult conversations around diversity and inclusion topics. In addition, Equitrans completed a thorough policy review to ensure that the Equitrans policies support an inclusive environment. In 2021, we expanded our Program to include monthly inclusion topics, guest speakers, and other diversity and inclusion educational programs, as well as an inclusion scorecard and metrics that is reviewed with our Board of Directors on a regular basis.

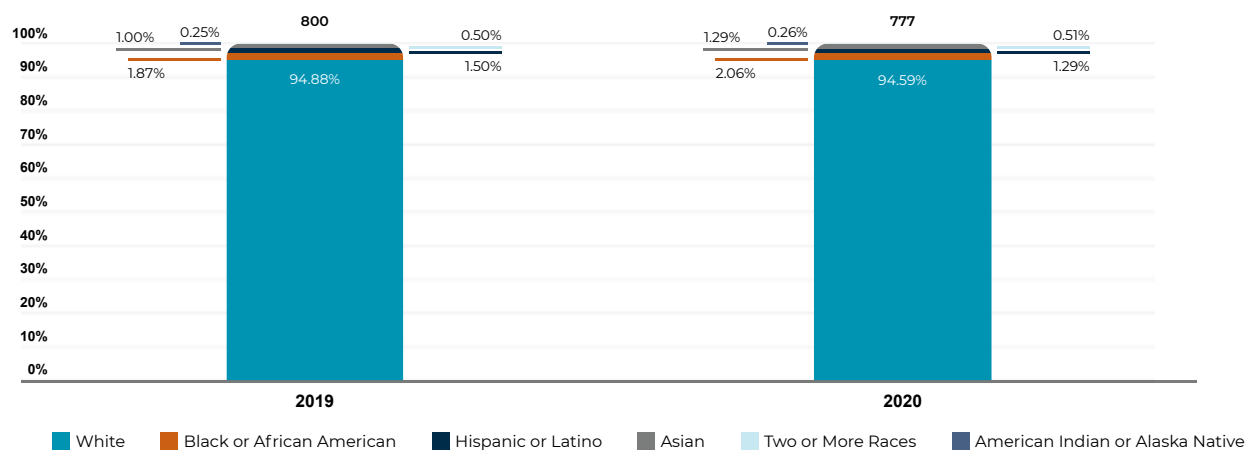
We recognize there is always room for improvement and continually work to identify new programs, processes, and training opportunities to improve our diversity efforts. We manage and measure our improvement through the demographical representation of our workforce, including gender and race/ethnicity representation; number of promotions of women and minorities; number of women and minorities in leadership positions; attendance at inclusion-related educational sessions; and participation in online learning content and live inclusion trainings. During 2021, all employees and managers will be required to complete unconscious bias training and we will also be offering disability awareness training.

We take pride in Equitrans' ability to create a diverse workforce where every employee feels safe, valued, and respected. To hold ourselves accountable and ensure we are always acting with every employee's best interest in mind, Equitrans is an equal opportunity employer and follows all laws. We dedicate time to train our managers and employees on diversity and inclusion, routinely inspect our offices to identify potential accessibility gaps, and routinely evaluate and update our inclusion policies.

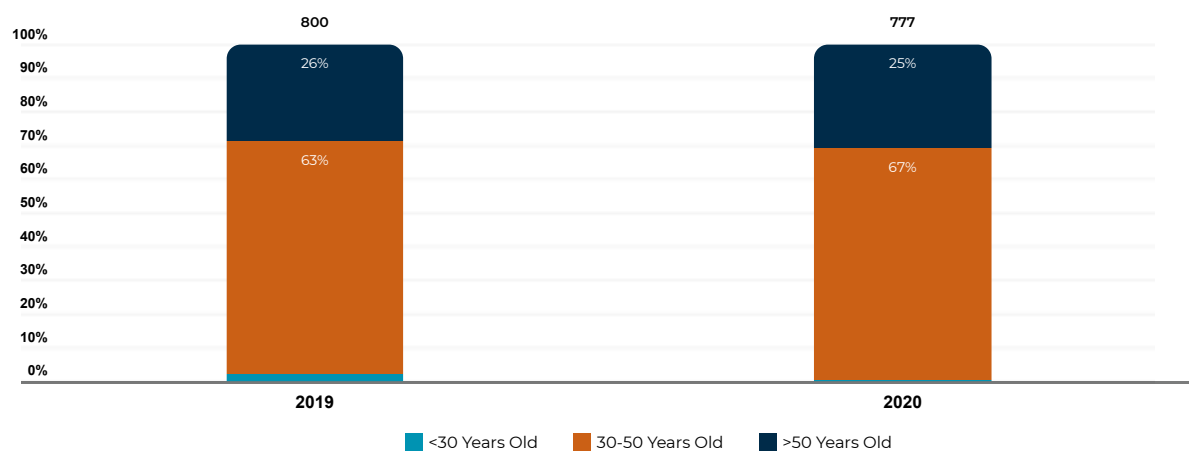
Employees by Gender



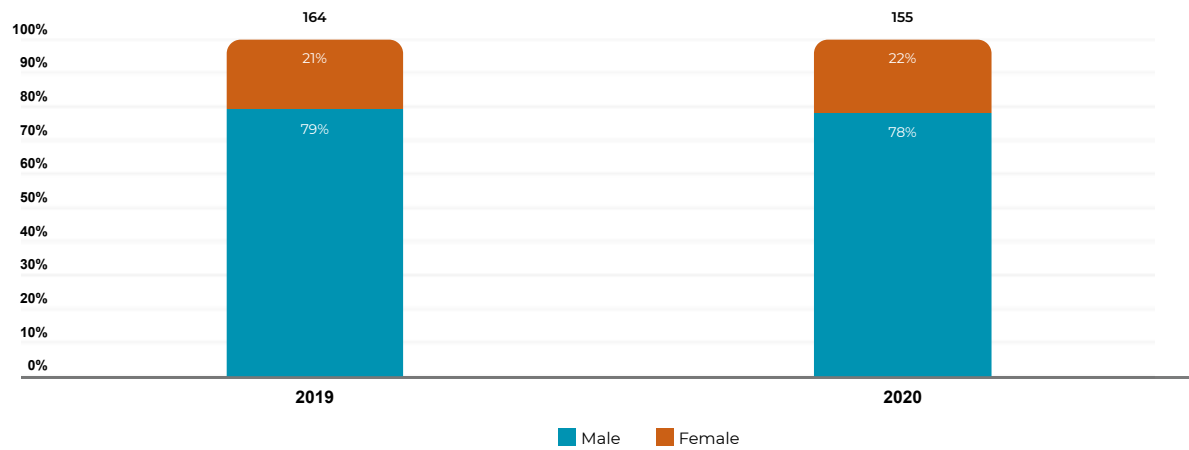
Employee Demographics



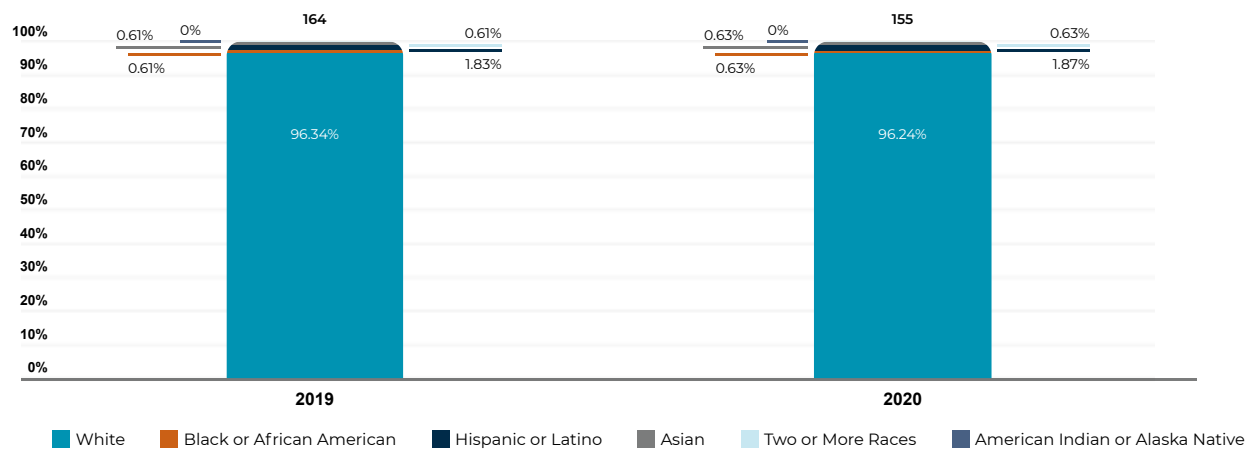
Employee Demographics by Age Group



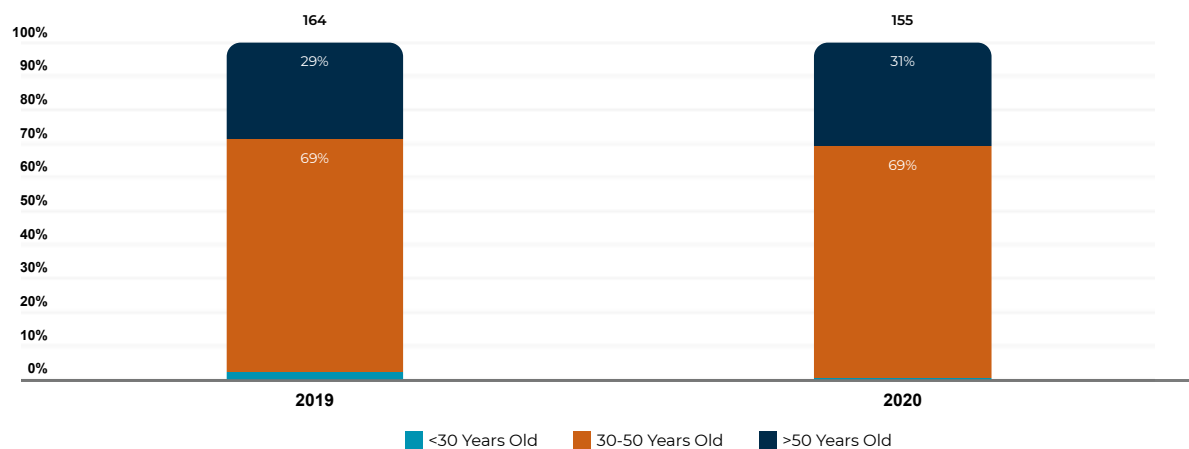
Managers by Gender



Manager Demographics



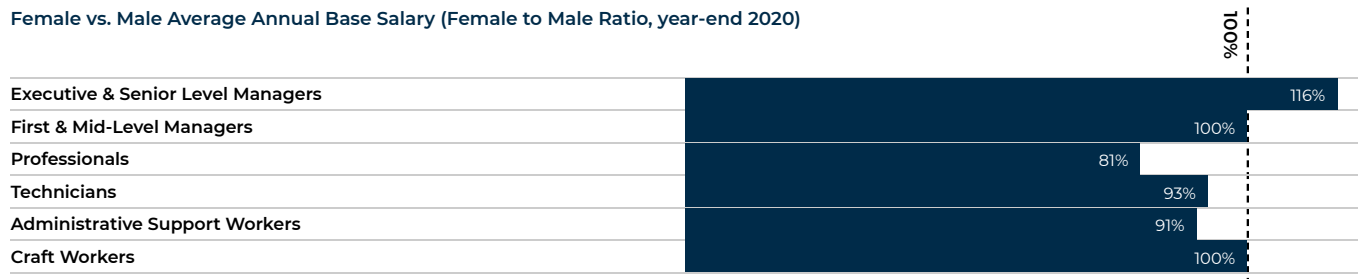
Managers by Age Group



Pay & Equity

We understand that fairly compensating our employees is essential for attracting and retaining talent that is critical to our Company's continued success. We evaluate market trends on at least an annual basis to ensure we are offering competitive pay to all of our employees. We also collect detailed pay data to understand pay equity across Equitrans' various levels and job categories. We support the need for pay equity and reviewing our gender pay data allows us to evaluate our performance and identify any gaps to ensure equitable pay across our organization.

Female vs. Male Average Annual Base Salary (Female to Male Ratio, year-end 2020)



Supplier Diversity

With regards to supplier diversity, we believe the perspectives obtained through the inclusion of companies of varying backgrounds in our supply chain position the organization as a more effective business, capable of impacting a wider range of communities. Similar to our employees, we strive to give voice and value to minority and locally owned businesses. When recruiting a third-party vendor, Equitrans places high value on hiring from Minority-Owned Business Enterprises (MBE), Veteran-Owned Businesses (VOB), and Women-Owned Business Enterprises (WBE), and we continuously identify ways to support and celebrate minority vendors by seeking a more diverse supply base. More information is available on the [Supply Chain & Human Rights](#) section of this report.

Evaluating Our Approach to Diversity & Inclusion

Equitrans celebrates the progress we made over the past year. Our new Inclusion Program helps us establish and track meaningful metrics and educate employees on diversity and inclusion. Equitrans' Chief Human Resources Officer, Manager of Human Resources and People Systems, and leadership team oversee diversity and inclusion throughout our business. We believe our diversity and inclusion program and policies cultivate an inclusive, respectful work environment that values differing perspectives and encourages the power of teamwork. Equitrans' success relies on the ability for each employee to feel included, respected, and proud of our business. We prepare a quarterly Human Resources Scorecard for our Board members that tracks diversity and inclusion metrics, such as gender, ethnicity, and age of our employees, and includes our diversity initiatives. One of our 2020 inclusion initiatives included the enhancement of our remote work policy. We conducted a Workplace Modernization Survey in June 2020 and began the process of creating "workplace personas" (anchor, flex, remote) for employees. Workplace personas are expected to improve employee satisfaction and retention, expand our talent pool, and create additional opportunities for employment. Many of our roles do not require employees to be confined to our physical office locations, allowing work to be done from anywhere, virtually. Employee selection and implementation of workplace personas is expected to be finalized by year-end 2021.

Social

Economic Impact

Just as Equitrans creates value for our shareholders, we aim to create value for our employees and for the communities in which we operate. Through factors such as job creation and tax revenue generation, we are proud of the benefits and positive economic impacts our business and operations provide for all stakeholders.

Approach to Economic Impact

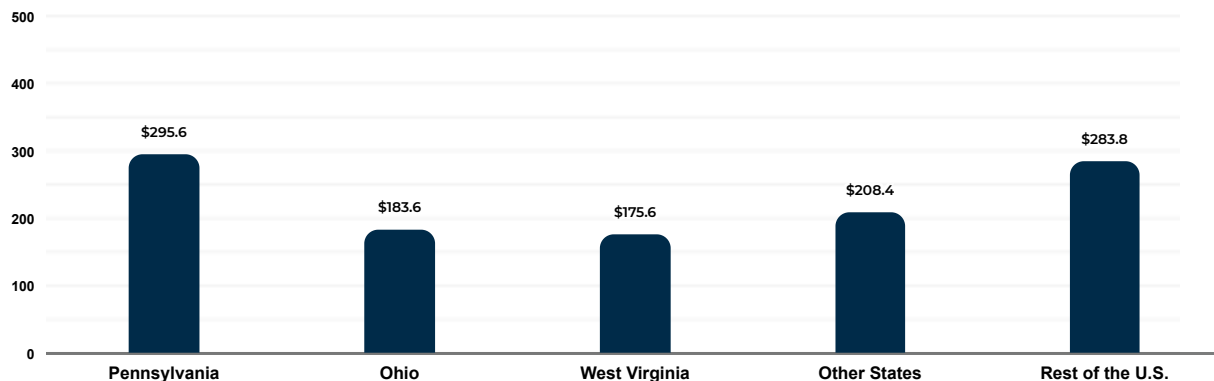
103-1, 103-2, 103-3, 201-1, 203-2

At Equitrans, our business strategy is focused on smart investments with high growth potential that can bring value to all of our stakeholders, as well as a disciplined approach to cost control. To understand the economic impacts of our operations, we conduct an annual analysis of our direct and indirect economic impacts, commissioning an independent third party to analyze our year-end data. The analysis gathers data from all aspects of our business and assesses the net benefit Equitrans generates at the local, state, and national levels. By tracking our economic impact, Equitrans is better able to understand and improve the benefits we generate for our stakeholders and the local communities in which we operate.

National Economy

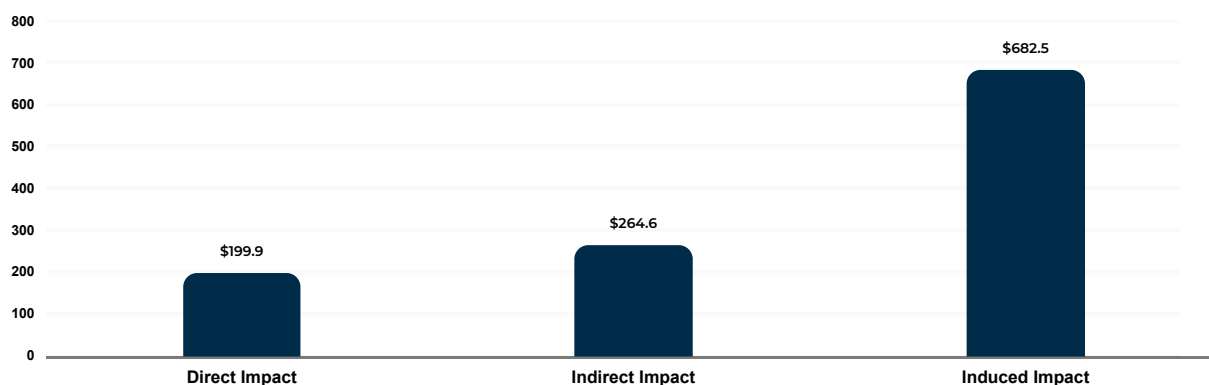
Equitrans contributed \$1.15 billion value-added contributions to the United States Gross Domestic Product (GDP) in 2020, excluding activities related to the Mountain Valley Pipeline and MVP Southgate projects. At 57.1%, the majority of our GDP contributions came from operations in Pennsylvania, Ohio, and West Virginia, while approximately 18.2% of our contributions arose from other states where Equitrans employees are based. The remaining 24.7%, was associated with rights-of-way payments (ROW), payments to shareholders, and our business with suppliers that provide the products and services we utilize in our operations.

GDP Contributions by State



Our direct business activities contributed \$199.9 million to the GDP, while our indirect impact, resulting from our business with contractors and suppliers, contributed \$264.6 million to the GDP. Lastly, our total induced economic impact, or the personal spending of our employees, contractors, and suppliers, contributed \$682.5 million to the GDP.

GDP Contributions by IMPLAN Category



Labor Impacts

In addition to our 777 regular, full-time employees at year-end 2020, our business activities supported 13,460 ancillary jobs in 2020, excluding any ancillary jobs related to the MVP project. These ancillary jobs include contractors and suppliers who contribute to the successful operation of construction projects, as well as our natural gas gathering, transmission and storage, and water services businesses.

Equitrans Economic Activities	As of December 31, 2020
Employees	777
Employee gross wages (millions)	\$133
Capital expenditures (millions)	\$406
Rights-of-way payments (millions) [†]	\$32
Dividends, stock repurchases, and distributions (millions)	\$486

[†]Includes 46.2% of ROW payments related to MVP; 47.2% of those related to MVP Southgate; and 60% of those related to Eureka Midstream, which represents Equitrans' ownership percentages as of year-end 2020 (see Equitrans Form 10-K, page 12)

Equitrans Economic Contributions	2020
Ancillary jobs supported	13,461
GDP contribution (billions)	\$1.15
Ancillary labor income (millions)	\$841
Average annual compensation per ancillary job supported	\$62,476
State and local tax revenues supported (millions)	\$169

Equitrans Economic Contributions	2020
Federal tax revenue supported (millions)	\$192

Employment Contributions	2020
Direct employees	777
Direct contractors	3,980
Induced employment	7,100
Supplier employment	2,380

State & Local Taxes Supported

Equitrans generated millions in tax revenues during 2020, excluding taxes related to the Mountain Valley Pipeline and MVP Southgate projects. These generated revenues support state and local governments and public works project, such as road construction and maintenance, as well as funding for schools. The table below represents the state and local tax revenues generated by Equitrans in 2020.

Category (millions)	Pennsylvania	Ohio	West Virginia	Other States	Rest of U.S.	U.S. Total
	2020	2020	2020	2020	2020	2020
Property Taxes	\$23.7	\$9.1	\$19.4	\$7.5	\$8.6	\$68.3
Income Taxes	\$11.9	\$2.7	\$3.1	\$2.0	\$3.7	\$23.4
Sales Taxes	\$24.6	\$10.6	\$7.6	\$7.4	\$8.8	\$59.1
Other Personal Taxes	\$1.5	\$0.6	\$0.5	\$0.7	\$0.8	\$4.0
Taxes on Production & Imports	\$4.3	\$0.7	\$3.0	\$1.3	\$1.4	\$10.7
Other	\$0.3	\$1.3	\$0.3	\$0.8	\$1.3	\$4.0
Total	\$66.2	\$25.1	\$33.9	\$19.7	\$24.6	\$169.5

Evaluating Our Approach to Economic Impact

We closely track our economic impact to ensure that our operations reflect the interests of our stakeholders and continue to yield positive impacts on the areas in which we operate. We seek ways to expand these benefits and better communicate them to both our shareholders and local communities, as well as other interested stakeholders. When analyzing our impact, we gain a better insight into the economic scope of our operations and investments and learn how we may increase and broaden our benefits.



Social

Occupational Health & Safety

We believe that a successful safety culture underpins a successful business and we demonstrate our commitment to safety every day. We provide our employees and contractors with the necessary tools and training to be safe and successful, and to go home every day to their loved ones.

Approach to Occupational Health & Safety

103-1, 103-2, 103-3, 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-9, 403-10

Equitrans holds safety as our top priority and believes that execution is not successful unless Zero Is Possible. All Equitrans employees and contractors are entitled to work in a safe environment. We empower employees to identify risks and hazards and provide resolution strategies to minimize the potential for incidents throughout our organization. Equitrans' [Health, Safety, Security, and Environmental \(HSSE\) Policy](#) enforces our commitment to a world-class safety culture—*above all else*.

Suppliers and vendors are no exception to Equitrans' safety focus. We require all affiliated Equitrans partners to have robust safety programs in place. Equitrans believes safety not only protects the well-being of our workers but also assists in managing costs, maintaining efficiency, and increasing employee productivity.

We are all held accountable for following safety procedures, and employees and contractors are encouraged to demonstrate safety leadership. Each Equitrans employee has a responsibility to protect themselves and their co-workers every day. All employees and contractors have the authorization to stop work when unsafe conditions or unexpected hazards arise, no matter their position or responsibilities. We conduct our business operations in accordance with all applicable health and safety requirements established by the U.S. Occupational Safety and Health Administration (OSHA) and other regulatory bodies, as well as industry best practices. Regulatory compliance is the first layer of our safety practices but is by no means our only safety focus.



ZIP Today

We manage safety at Equitrans through our safety platform *ZIP Today*, or *Zero Is Possible – Today*. In mid-2020, we expanded our ZIP program to include our Environmental efforts and to visually connect this merging of disciplines, we revised our ZIP logo to incorporate a symbol of the value we place on Environmental Stewardship. The concept of *Zero Is Possible* remains the same; however, we now have a visual reminder that ZIP also applies to our environmental efforts, such as minimizing methane releases,

preventing spills, and working in compliance with permits. Similar to Safety, while we may not be able to achieve Zero overnight, it is more of an aspirational goal that we will actively plan for, work toward, and achieve by taking it one day at a time.

Driven by our HSSE team and with oversight by the Board's HSSE Committee, ZIP Today is the manifestation of our overriding belief that success is only realized when every contributor is safe and unharmed, and when we consistently strive for environmental excellence. As we continue to build a robust safety and environmental stewardship culture, it is important that our employees and contractors remember that their safety takes precedence above all else, a point that ZIP Today helps foster.

Since 2018, our commitment to the Zero Is Possible—Today platform has been transformed into a way of life at Equitrans. Three safety subcommittees within our HSSE team—representing operations, construction, and office employees—developed an enhanced “way-of-life mentality” that is exhibited throughout our operations. In line with our corporate safety objectives, each committee developed and tailored safety target assignments for implementation across their respective areas. The basis for the transformation was our Incident with Serious Potential (ISP) concept, a risk-based system focused on precursors of incidents, near-misses, and observations. Identifying precursors enables us to build safety practices that help prevent accidents from occurring.

In accordance with ZIP Today, Equitrans also offers contractor awards. Our rewards extend to individuals, crews, and companies who demonstrate exceptional safety performance.

Hazard Identification

Equitrans requires all employees to receive training on hazard and potential hazard identification in relation to their specific job requirements. Managers work with employees to keep safety a top priority and mitigate potential hazards. Prior to starting a job, Equitrans releases a work order which includes applicable operating procedures on how to complete the work safely.

Field employees begin every task with a Tailgate Safety Meeting (TSM). During TSMs, the team discusses job requirements for the day and any potential hazards that may arise from crews or personnel working in proximity to each other. After the meeting, relevant employees and contractors dispatch to identify potential hazards, discuss safety control measures, and mitigate any hazards found prior to starting work. If a hazard is found, employees and contractors must notify supervisors to discuss how to best resolve the hazard. Additionally, all employees and contractors have the responsibility to exercise their stop work authority. Our stop work authority ensures every worker operates with safety at the forefront of our operations.

Risk Assessment

Equitrans developed our Standard Operating Procedures with safety in mind. These procedures explain the actions required to assess risks and perform a job safely and correctly. In addition, our Engineering Department designs our systems and facilities under applicable regulatory guidelines. We also implemented a design review process that involves several departments and employees who collectively review facility layouts and designs to mitigate potential risks and ensure safety. In addition to our Safety and Engineering Departments, our Pipeline Integrity and Environmental Departments are fully integrated into our safety culture and risk assessment processes.

Incident Investigations

For every safety-related incident or observation that transpires, regardless of whether an injury occurred, we carry out a comprehensive incident investigation – the results of which help us to learn and improve. Our investigation process starts with the identification of the incident or observation root cause and what precursors may have led to the incident's occurrence. The front-line supervisor leads the investigation, with assistance from the HSSE team and experts familiar with the associated incident or observation. Next, we evaluate and identify solutions to prevent a similar incident from occurring again. This process may involve multiple departments within Equitrans, as the corrective actions identified may encompass multiple functions within the work processes. For each incident in which an injury does occur, we record the nature of the incident, as prescribed by the OSHA Injury/Illness Recordkeeping Guidelines. This record serves as another source of information for our incident investigations. We actively communicate each incident or observation across Equitrans along with the identified corrective actions. Safety bulletins, alerts, and training materials also may be available to supplement this communication.



Safety Education & Training

An informed employee who is able to identify safety risks and can take action to mitigate hazards is less likely to be injured. We place considerable emphasis on safety education and training, and we are committed to providing our employees the resources they need to work safely and successfully. In 2020, Equitrans employees completed 6,732 hours of safety education and training.

Every Equitrans employee participates in the Equitrans general orientation upon their hiring which includes information on our safety culture. Each employee also receives an in-depth safety orientation upon arrival at their work location. Employees attend core safety training annually, in addition to monthly specialized OSHA and Equitrans education tailored to an employee's applicable work responsibilities. Examples of these tailored trainings include how to investigate incidents, safe driving practices, and how to recognize and control hazards. Employees are required to complete Equitrans-specific Operator Qualification (OQ) training specific to their job responsibilities. Lastly, employees receive extensive on-the-job training from their supervisors and peers.

In 2020, Equitrans noticed an increase in preventable vehicle accidents (PVAs). In response, our Safety Department created a Safe Driving Stand-Up that focused on the importance of safe driving. Supervisors were tasked with cascading the stand-up to their teams and encouraged their employees to focus on how to change their driving behaviors to better ensure their safety, the safety of their passengers, as well as the safety of everyone on the road. In 2021, we are placing additional emphasis on vehicle driving safety through our Company-wide Distracted Driving Awareness Initiative. We believe that having a 'safe-driving mindset' should extend beyond the workplace. We want our employees to be equipped to prevent distractions while driving for both work and personal travel.

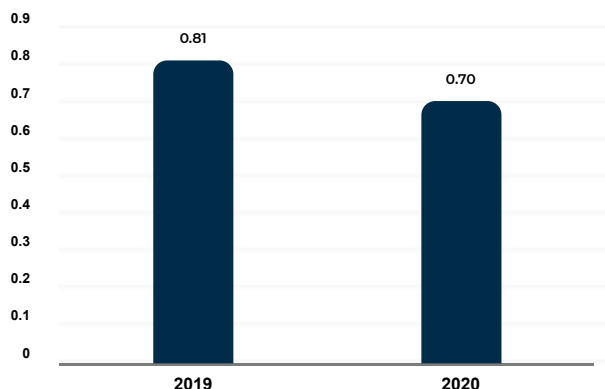
Equitrans also has specific safety education expectations for our contractors. At the start of an Equitrans project, contractors are required to attend a kick-off meeting that establishes our expectations and defines roles and responsibilities, the project's

emergency action plan, and any potential hazards that may be present at the job site. In 2020, Equitrans implemented a comprehensive safety orientation video for contractors. Prior to starting work on any Equitrans site, all contractors and suppliers are required to watch our Contractor Safety Orientation video, which complements our overall safety practices, processes, and procedures and refreshes contractors on Equitrans safety practices, including hazard identification, risk management, and the process for mitigating potential site hazards.

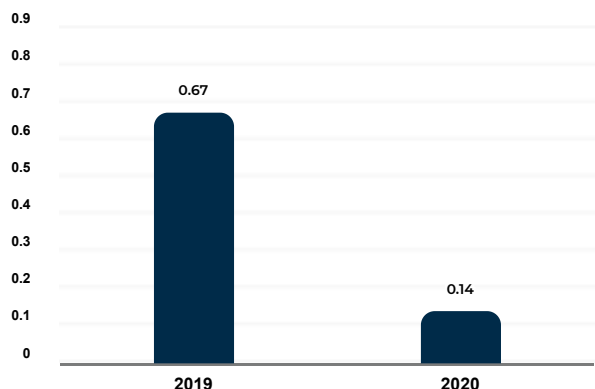
Our Safety Performance

Employee Safety

Total Recordable Incident Rate*



Lost Time Incident Rate*



*Includes information for 100% of the Eureka Midstream assets; excludes MVP and MVP Southgate projects.

Equitrans diligently tracks numerous safety-related metrics to evaluate our safety performance. We track all safety data metrics through Intelx, our health and safety and quality management software application. Data includes relevant OSHA injury metrics, as well as Equitrans-specific metrics. These metrics include:

- Incidents with Serious Potential (ISP), which includes events or situations where a behavior or activity may have the potential to cause serious injury or significant property damage.
- Observations with Serious Potential (OSP), which includes observations of behaviors, actions or situations that, if allowed to continue, have the potential to cause serious injury or significant property damage.
- Corrected Safety Opportunities (CSO), which reflect non-serious hazard reports, deficient procedures or processes, or improvement suggestions that have been corrected and incorporated into our business and operations. The CSO metric encourages employees to report all safety observations and opportunities for improvement to help increase safety awareness across Equitrans.

As a result of our collective ISP, OSP, and CSO efforts, we saw a 181% increase in total reported safety observations during 2020, as compared 2019. This significant increase resulted in opportunities for Equitrans to reduce risk and enhance the safety of our work environment.

Our internal safety metrics are incorporated into employee bonuses as part of our Short-Term Incentive Program (STIP), which aligns employee interests with those of our shareholders and the strategic objectives of our Company. By tracking and evaluating both safety and environmental metrics, and linking them to compensation, we can more effectively address any safety issues that may arise, increase the safety of our worksites and offices, identify opportunities for improvement, improve our environmental performance, and achieve employee buy-in. In 2020, we incorporated CSOs into our STIP reporting for the first time; and in 2021, we reinforced our commitment to environmental stewardship by incorporating metrics related to our methane reduction initiatives. Equitrans' 2021 short-term incentive plan includes annualized reduction targets as related to pneumatic methane emissions.

In 2020, we incorporated CSOs into our STIP reporting for the first time and in 2021 we reinforced our commitment to methane reduction by expanding our environmental metrics to include methane reduction initiatives. Equitrans' 2021 short-term incentive plan includes annualized reduction targets as related to pneumatic methane emissions.

In 2020, the injury and incident types most frequently recorded were related to finger and leg injuries. The most frequently observed safety opportunities were associated with process safety (how a job-task can be changed to make it safer) and hazardous energy exposure. These observations were positive examples of our employees proactively identifying potentially hazardous situations at the worksite. All safety opportunities help Equitrans amend and update our work policies and procedures, contributing to our objective of maintaining a safe work environment for our employees and contractors, at all times.

Safety At Home

With the onset of the pandemic during 2020, Equitrans eased the transition of working from home for our office-based employees with the introduction of COVID Communications. Through routine emails and information on our Company intranet, COVID Communications provided tips and information regarding home office safety, overall well-being, mental health, and ergonomics. The emails also reinforced Centers for Disease Control recommendations and provided relevant state guidelines related to the pandemic. We published and maintained Company-wide working protocols that provided guidance to our employees on how to work safely in these trying times. All employees and Board members also received a “COVID Care Package,” which included masks, hand sanitizer, hand soap, and a few healthy snacks to keep them going throughout the day. As a means of staying connected and engaged, Equitrans also provided employees with an opportunity to select a personal safety gift for use at home, reinforcing the importance of safety both on the job and while on personal time, and reaffirming our belief that Zero Is Possible.



Contractor Safety

The safety and well-being of our contractors, both in the field and in the office, is tremendously important. By focusing on contractor safety, we help foster a safer and more efficient work environment while also strengthening our contractor relationships. We hold our contractors to the same standards as our employees to ensure that our job sites and the people working at them stay safe. To do this, every company that provides contractors for our projects must hold our steadfast commitment to safety. We expect all contractors, including their subcontractors and agents, to adhere to all applicable U.S. laws and regulatory requirements related to health, safety, and employment, as well as to Equitrans' Safety Management System, Company policies, and best practices.

Before a contractor can begin working on any Equitrans project, they must first comply with all requirements of their Master Construction Services Agreement (MCSA) and be authorized by our Construction team. The MCSA requires contractors to comply with all Company-specific health and safety standards, as well as any applicable site-specific safety plans, including any Company-published Contractor Safety Programs provided to the contractor. Our HSSE team evaluates a contractor's safety record to ensure its alignment with Equitrans' safety focus by using the ISNetworld database, an industry recognized platform for the monitoring and evaluation of contractor safety performance and documentation. Our HSSE team utilizes the ISNetworld database to evaluate all contractors in the following areas:

- Safety Management Systems
- Injury and Illness Statistics
- Written Safety Programs and Safety Training
- Experience Modification Rating
- Fatality History

In 2020, we fully integrated the ISP concept that supports ZIP Today into ISNetworld criteria by requiring contractors to maintain a proactive safety culture focused on ISP precursors. This addition of ISPs into our reporting system is aimed at increasing contractor accountability and safety awareness to align with our safety-above-all-else culture.

To further our commitment to contractor safety, Equitrans' Contractor Safety Program and Contractor Safe Work Rules were expanded in 2020 to include and outline contractor qualifications and management regarding health and safety. All affiliated Equitrans contractors must undergo an ISNetworld rating, which is continuously reviewed and updated throughout the year. Contractors with a rating greater than 'C' are permitted to work on Equitrans job sites and facilities. If a contractor has a rating of 'C' or below, the contractor has 90 days to improve their rating to an 'A' or 'B' or submit an Improvement Plan. The Improvement Plan is based on deficiencies identified in their ISNetworld rating. If a rating is not improved to an 'A' or 'B' or an Improvement Plan is not submitted within 90 days, they are no longer permitted to work on any Equitrans job site or facility.

Contractors are also required to complete a federal Operational Qualification (OQ) plan. The OQ plan establishes qualification requirements for contractors performing work for our operations.

Evaluating Our Safety Performance

It is critical that we continually evaluate our safety performance so that we can identify what we are doing well, what we can improve, and most importantly, where we are able to develop strategies to keep our employees and contractors safe. Accordingly, we continuously strive for improvement by evaluating and reviewing our policies and standard operating procedures. As part of our enterprise risk management process, we utilize a third party to annually audit our safety program and related procedures and recommend corrective actions based on our identified safety risks. In addition, we actively engage

workers to evaluate opportunities to improve upon established safety processes. If an incident or observation does occur, we utilize our investigation process to identify the root cause. Our policies and procedures are then amended, and educational training is provided to our workforce based on the discoveries.

We empower our employees to provide feedback on issues regarding occupational health and safety and the development of management methods, including recommendations on safety policies and standard operating procedures based upon their own work experiences. Employees also engage in safety audits and assessments where they provide insight based upon their first-hand knowledge of our operations. To read more about our health and safety culture, please visit the [sustainability webpages](#) on our corporate site.

Year-Over-Year Safety Metrics Summary⁽¹⁾

Metric	Employee Safety		Contractor Safety	
	2019	2020	2019	2020
Total Hours Worked	1,485,646	1,432,110	9,010,775	3,780,204
Work-Related Total Mileage	5,881,436	4,166,042	16,971,871	16,397,800
Preventable Vehicle Accidents (PVAs)	8	10	11	3
Total Recordable Incident Rate (OSHA Recordables Rate)	0.81	0.7	0.42	0.32
Days Away, Restricted or Transferred (DART)	5	3	5	2
DART Rate	0.67	0.42	0.11	0.11
Incidents with Serious Potential for Injury (ISPs)	7	6	65	25
Fatalities	0	0	0	0
Fatality Rate	0	0	0	0
Recordable Work-Related Injuries	6	5	19	4
Work-Related Ill Health Fatalities	0	0	0	0
Recordable Cases of Work-Related Ill Health	0	0	0	2
Lost Time Incident Rate	0.67	0.14	0.09	0.00
Near Misses ⁽²⁾	9	6	43	14

(1) Includes information for 100% of the Eureka Midstream assets; excludes MVP and MVP Southgate projects.

(2) In 2019, all safety observations were reported as "near misses." Our Intelix app now classifies near misses and observations separately, and our 2019 totals for near misses have been restated.

In 2020, we made significant improvements in our safety performance due to our expansion of key programs and our heightened focus on our ISP, OSP, and CSO initiatives. For example, in 2020 we began including CSOs as part of our Short-Term Incentive Program (STIP) for all of our employees and initiated new education, awareness, and supervisor inspection protocols. We believe that our safety efforts contribute to Equitrans' culture where every employee plays a key role in keeping one another safe.

Health & Wellness

Equitrans provides comprehensive health and wellness benefits to its employees and facilitates employee access to healthcare through the offering of a High Deductible Health Plan (HDHP), which includes an annual deductible for each participating employee. Once the deductible is met, the plan pays 95 percent of eligible expenses in-network or 80 percent for out-of-network

expenses. Additionally, the plan pays 100 percent of eligible preventive care expenses even if the deductible has not been met. The healthcare program covers all full-time employees, as well as part-time employees who work between 20 and 35 hours each week, and their eligible dependents. Coverage is effective on the first day of employment.

Employees enrolled in the healthcare program can also establish and contribute to a tax-effective Health Savings Account (HSA) to assist with part of the annual deductible or save for future healthcare expenses. Equitrans contributes to employee HSAs during their first year of employment with the Company. In subsequent years, employees can continue to receive HSA contributions from Equitrans, based on completion of annual wellness requirements.

Equitrans also offers dental and vision insurance for employees and their eligible dependents. For dental insurance, coverage provides comprehensive dental care services with in-network preventive services covered at 100 percent. For vision insurance, an eye exam once every calendar year is included along with specific allowances for lenses and contacts once every calendar year and eyeglass frames once every other calendar year.

Our Take Charge Wellness Program, managed in conjunction with an external wellness partner, offers wellness information, education, and special programs to employees and their family members on topics such as nutrition, fitness, safety, and disease prevention. The voluntary program also includes access to online wellness programs and resources as well as health coaching.

Equitrans offers an Employee Assistance Program (EAP) that provides employees and their families with counseling and guidance in a variety of areas including behavioral health concerns, personal and family issues, and legal assistance. Full-time employees and part-time employees who work between 20 and 35 hours each week are eligible for the EAP.

Full-time employees receive basic group term life insurance and accidental death and dismemberment insurance coverage. Additional contributory life insurance equal to one-, two-, three-, four-, or five-times base salary is available to employees at group rates. In addition, full-time employees are eligible for contributory spouse and child life insurance coverage, and Company-paid business travel accident insurance.

Short-term and long-term disability insurance is available to full-time employees. The duration and amount of the short-term disability payment is determined by the employee's years of service. The long-term policy provides continuing income at a percentage of salary in effect at the time of disability and is offset by other benefits received due to disability. There is a buy-up option under the long-term disability policy.

Social

Public Safety & Emergency Response

At Equitrans, we believe in safety – above all else, and protecting the public and our local communities is of the highest importance. Our goal is to operate our assets safely and responsibly, while also ensuring the public understands our operating practices and is aware of critical safety facts related to pipelines and natural gas.

Approach to Public Safety

103-1, 103-2, 103-3, 416-2, EM-MD-540a.4

At Equitrans, we believe in safety—above all else, and protecting the public and our local communities is of the highest importance. Our goal is to operate our assets safely and responsibly, while also ensuring the public understands our operating practices and is aware of critical safety facts related to pipelines and natural gas.

We frequently communicate with the local communities near our operations to raise awareness of our activities, convey key safety information, and address any questions or concerns. One way we do this is by annually mailing a safety brochure to residents and businesses located near our pipelines to keep them informed of our operations. We also engage with local first responders, public works employees, elected officials, school districts, and other pertinent community members. This engagement, which may occur in-person or virtually, involves apprising them of our operational processes, providing pipeline-related educational resources, listening to their thoughts and feedback, and building relationships through group meetings, personal contact, and targeted distribution of print materials. A few examples of the topics we address include:

- Activities occurring along relevant pipeline routes or at pipeline compressor station facilities
- Types of equipment used at a particular site
- Preventative measures taken to reduce potential hazards and ensure pipeline integrity
- How to avoid right-of-way encroachments
- How to identify pipeline leaks and the appropriate response to a leak
- Equitrans' emergency and crisis response plan
- The appropriate community response for various incident scenarios



Our engagement helps to raise awareness of the presence of pipelines in local communities and increases the understanding of the focus we put on public safety and, more generally, the role of pipelines in transporting energy. It is our goal to convey to the public that while pipeline accidents are possible, pipelines are a safe mode of energy transportation. We undertake strong measures to prevent pipeline accidents, while working to anticipate and plan for the management of accidents should they occur. We believe that a well-informed public, particularly those who are near pipeline routes, enhances the safety measures we employ. Importantly, public awareness of nearby pipelines assists in minimizing the likelihood of pipeline emergencies or releases due to third-party damage or right-of-way encroachments.

One of the greatest challenges to safe pipeline operations is potential accidental damage caused by excavation, directional drilling, construction, farming activities, or homeowner activities. To ensure the safety of the public, we urge stakeholders to utilize the “Call 811 Before You Dig” program that is available across the United States. By calling 811 before digging, everyone can play an important part in protecting public safety by ensuring that a pipeline is not unintentionally damaged. The national program directly connects a caller to their state's One Call Center where they can then report their planned digging project. The One Call Center

will then communicate this information to all local underground utilities that mark the locations of their pipelines on the property where the project is taking place. In our home state of Pennsylvania, we are directly involved in the Pennsylvania 811 Safety Day conference as a sponsor. The annual Safety Day provides safety education to the excavation and utility industries through hands-on demonstrations with tools and techniques, as well as discussions on new safety theories.

Equitrans knows public education and outreach increases pipeline safety, as well as reduces the chance of third parties creating potential emergencies or accidental releases due to lack of understanding of our operations and right-of-way encroachments.

Evaluating Our Approach to Public Safety

We regularly evaluate the effectiveness of our approach to public safety awareness to verify that local communities near our pipelines are aware of the proximity of natural gas lines in their neighborhoods and to provide general safety information regarding natural gas pipeline operations. To do this we utilize two evaluation methods: a third-party survey of local community members and community group meetings hosted by third-party organizations.

Our telephone and postal surveys use a three-step approach to complete the evaluation process. The first step is the set-up, in which we design the survey with the intent to measure the scope of our public outreach and its effectiveness in conveying desired content, the clarity of the outreach content, and the content's effect on desired safety awareness and behaviors. Next is the execution phase of the process when the surveys are conducted for selected local community members. During the execution phase, we target completing 400 surveys per identified audience to ensure we obtain a statistically significant sample. Lastly, during the reporting and analysis phase, we compile the survey results and complete a final report. This final report includes results for each survey question and the three intended measures of the survey outlined in the first step.

Our evaluation process for local community group meetings consists of two approaches. We first consider the people and organizations that attended each meeting to measure the scope of our public outreach and the effectiveness of the content that we conveyed. Secondly, each person or organization that attends a meeting receives a survey card which includes questions regarding their knowledge of pipelines, their thoughts on the effectiveness of the meeting program, and the usefulness of the meeting program to their daily activities. Based upon the responses to these questions, we can measure the clarity of the outreach content, and the content's effect on desired safety awareness and behaviors.

Leveraging the results of these evaluation methods enables us to make general changes to our public safety awareness programs, make changes to address specific issues, or continue with the programs as they currently exist, unless a significant decrease in effectiveness is apparent from the evaluation methods.

Approach to Emergency Response

A crisis is any situation that is critical and/or sensitive to the Company and, if not addressed or managed appropriately and promptly, could have an adverse impact on the Company's operations, business, and reputation. A crisis may occur at any time, involve a single individual or many people, be inside or outside of the Company, and/or be created by a sudden, tragic, dangerous, and/or volatile issue or event that demands quick action or by an emerging issue that is sustained and does not disappear after a short period. Crises come in many forms, including operational, natural disasters, and other man-made disasters. Regardless of the crisis, an appropriate and timely response is critical.

Equitrans recognizes that a crisis mandates coordinated efforts for immediate response and corrective action. When executed correctly, an effective response serves to minimize risk and damage, emphasize safety, reduce internal and external confusion, and ensure appropriate information is conveyed to stakeholders as and when needed.

Crisis Management Plan

Equitrans' Crisis Management Plan (Crisis Plan) is designed to provide an enterprise-wide management process and structure to enable appropriate levels of communications and response to major events or potential crisis situations. Equitrans' Crisis Plan, which we require be reviewed annually, is the key resource for the Company to effectively manage communications during a range of emergencies. The Plan is designed to manage and execute a crisis response, in line with the Company's six "Crisis Incident Classifications," which are categorized as follows:

1. Operational – fires, explosions, accidents, serious injuries, fatalities, spills/discharges
2. Security – criminal acts, workplace violence, landowner threats, protests
3. Business/Financial – significant legal disputes, dramatic stock falls, activist shareholders, significant liquidity, credit or capital constraints, customer-related issues
4. Information Technology – data loss, system failures, hacking or other cyberattacks or compromises of technology
5. Regional / Industry – terrorism, natural disaster, industry and/or competitor-related incidents
6. Health / Safety – pandemic, localized natural disaster, building closures, inclement weather

Equitrans has designated cross-functional Crisis Management Teams (CMTs) and Incident Commanders that are activated, in accordance with the Crisis Plan, in response to crises. The Crisis Plan outlines roles and responsibilities, courses of action, delegated authorities, and instructions for various CMT members, as well as communication protocols. In the event of a crisis, the Incident Commander is responsible for leading the crisis response effort and coordinates with executive management team members who provide overall executive level oversight with respect to the crisis and are responsible for ensuring that the Company's Board of Directors is timely apprised of the crisis and related material developments.

As part of our initial approach to a crisis, an alert will be sent out to internal affected parties through the Company's electronic alert system, or other methods, as appropriate. We also seek to coordinate with appropriate first responders, governmental agencies, and elected officials in emergencies.

In addition to the Crisis Plan, Equitrans maintains specific incident response plans to be referenced in the event of a certain type of crisis (e.g., in respect of spills or incidents at compressor or dehydration stations). These specific incident response plans provide guidance regarding, for example and as applicable, operational matters and roles and responsibilities specific to the type of crisis.

Evaluating Our Approach to Emergency Response

Preparation is critical for taking effective and efficient action during an emergency response. We conduct regular crisis drills and routinely review crisis plans to ensure we are prepared in the event of an emergency. We conduct training sessions for our Incident Commanders and Crisis Coordinators to provide updates on our processes and procedures, reinforce existing protocols, and further prepare for potential incidents and crisis events. Additionally, following an incident, Equitrans pursues a reporting and analysis debrief to identify any safety gaps or further precautionary measures that should be evaluated for implementation. Equitrans also, on a quarterly basis, evaluates its designations of CMT personnel to ensure appropriate CMT staffing and to verify CMT contact information.

Externally, Equitrans routinely meets with local first responders to inform them of our work, discuss coordination, provide trainings, and educate them regarding midstream industry crisis management strategies. Equitrans also offers follow-up training sessions to first responders on an annual basis. We often donate to first responder organizations in our local communities to enhance capabilities, increase safety preparedness, and strengthen our relationships. Equitrans also offers firefighters tours of our facilities.

In addition, Equitrans reaches out to landowners and homeowners located along a pipeline right-of-way or near our facilities to inform them of the potential risks our operations could have on nearby homes and to review evacuation plans in case of an emergency. Equitrans provides its hotline number to nearby landowners or homeowners, as well as contact information for local emergency responders.



Social

Workforce Culture

Our ability to create sustainable value for all stakeholders is driven from the inside out – and begins with our employees. We believe that our workforce is the most critical factor in achieving both our business objectives and our sustainability goals; and we work each day to cultivate an inclusive, respectful work environment that values differing perspectives and encourages the power of teamwork and accountability.

Approach to Workforce Culture

103-1, 103-2, 103-3, 404-2, 404-3

Managing workforce culture ensures Equitrans remains a safe, inclusive, and supportive environment for all employees. Fostering a positive work environment encourages innovative thinking and collaboration, which results in a more engaged and productive workforce. Equitrans' executive leadership team manages our workforce culture by overseeing the collection and reporting of workplace culture and employee engagement data to the Board and its appropriate committees, as well as through a number of culture initiatives listed below.

Culture Initiatives

Equitrans recognizes the importance in encouraging employee engagement. Engaged employees are more productive and more likely to expend discretionary effort in their jobs, supercharging productivity and innovation. Positive workforce culture also promotes high levels of employee retention and greater safety awareness. To continue our strong workforce culture, Equitrans utilizes several culture initiatives:

Culture Champions Group

Equitrans' Culture Champions Group was founded by executive leadership in July 2019. The members of our Culture Champions Group are selected to represent each department and/or geographic location in order to solicit feedback and suggestions from employees across the Company. Based on information gathered from employees, members openly discuss ways to enhance and improve our workforce culture during their regularly scheduled meetings. Culture Champions Group leaders bring suggestions and solutions to our Chief Human Resources Officer and President and Chief Operating Officer for review and consideration. Relevant management groups then implement culture solutions.

Culture Initiatives

72%

of our employees engaged in a culture initiatives program in 2020

Lunch with Leaders

Equitrans' Lunch with Leaders program was developed from a Culture Champions Group suggestion. Our Lunch with Leaders program provides our workers a unique chance to speak about business concerns directly with executive level leadership and other Company leaders. Discussion topics are generally dependent on the leaders' area of expertise, or often the discussions are scheduled as an informal meet and greet. While there is not a specified cadence, most leaders conduct sessions on a quarterly basis.

Virtual Meet-Ups

Our Virtual Meet-Ups are an informal way for employees to connect and engage with coworkers on various topics of interest, regardless of location, allowing for a wide-range of employees to interact and learn from one another to foster a more inclusive environment. Virtual Meet-Ups are typically held on a monthly basis.

Coffee Talks

Equitrans' Coffee Talks give employees an opportunity to learn about business-related topics at a department level. These sessions allow employees to learn about the various roles, groups, and projects within Equitrans and encourage networking.

Spotlight – Employee Recognition

In early 2021, we launched a new employee recognition program, which we call Spotlight. Spotlight allows our employees to formally recognize one another for doing work that goes above & beyond and for showing dedication to our Company. Employees can simply say thanks to a colleague through a variety of eCards – OR – for more substantial recognition, employees can nominate a co-worker for a monetary award. Spotlight was designed to shine bright on our employees who demonstrate our Core Values day-in and day-out.

All-Employee Meetings

Equitrans' executive leadership team holds all employee meetings a minimum of twice annually. With the majority of our workforce working remotely during the pandemic, and in an effort to stay as connected as possible, we conducted four virtual all-employee communication sessions during 2020. Our discussions cover relevant and timely business updates, as well as current industry topics. Time is also allotted for a robust question and answer session with employees and leaders. As a Core Value, Equitrans promotes transparent communications among all employee groups.

Feedback & Performance Evaluation

At Equitrans, we believe that by investing in the growth and development of our employees, we are investing in the future success of our Company. All employees participate in an annual feedback and performance review process. In 2020, we revised our review process to focus on providing high-quality feedback to all our employees. To this end, we discontinued the use of a rating system to evaluate employees and instead equipped managers with the tools and training to provide each employee with meaningful and personalized feedback.

In 2021, we started using a 360-degree assessment tool to provide more robust feedback for many of our managers. We aligned the assessment with the dimensions and results from our culture survey to ensure that our managers are well-equipped to understand and manage the needs of our employees.



Development & Training

To encourage employee growth, Equitrans offers a variety of learning opportunities related to leadership, safety, and professional development. Our leadership and development programs center on our Core Values and are described in further detail below:

- **EMERGE:** Is designed for employees who show interest in taking on a leadership role. The program provides participants with a better understanding of their “leadership style” and how they can use that style to be effective in leading people. Specific modules include Self-awareness and communication; managing conflict; understanding your change style; and leadership presence and influence skills.
- **LEAD:** Is designed for new first-line supervisors and managers. Our LEAD program helps participants master the skills they need to move from technical or functional experts to people leaders, and to learn how to be a leader at Equitrans. Topics include executing strategy at the front line; coaching; managing the human side of change; understanding unconscious bias; leading virtually; and targeted selection.
- **BILD:** Is designed for senior managers and directors. Our BILD program focuses on helping leaders at this level to execute through others. The focus areas of this course include managing emotional intelligence; mastering decision dynamics; and translating strategy into results.

In addition, at the heart of our *Inclusion Program* is our Core Value of collaboration. We are committed to being a reliable partner, inside and out and we promote inclusion by providing educational resources and trainings on diversity and inclusion topics. Bi-weekly, Equitrans delivers creative inclusion-related content to our employees through Blue Ocean Brain, a specialized eLearning platform. These are micro-learning topics that increase employees' abilities to understand and celebrate our differences. Past topics include allyship; capitalizing on generational strengths; boosting your cultural competency – LGBTQ+; and psychological safety in the workplace and the hidden cost of stereotyping. Equitrans also launched a manager-training program to incorporate

these inclusion-related themes into everyday work. Our trainings assist Equitrans employees in creating an inclusive and respectful work environment that values differing perspectives and encourages the power of teamwork and accountability.

Flex Time & Parental Leave

Equitrans continually searches for new ways to improve inclusion and well-being. While most employees work full-time, we understand a standard 9-5 job does not work for everyone. We offer alternative work schedules where full-time employees work 40 hours a week, in a non-standard schedule. Equitrans also offers flexible part-time positions as well as remote work.

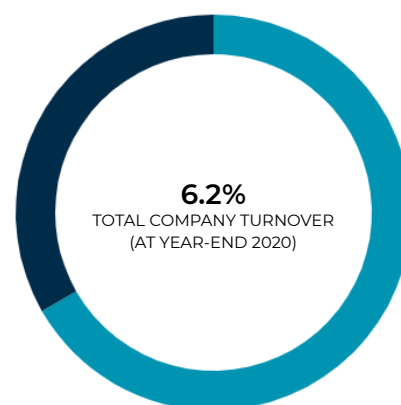
In 2021, we changed our Paternity Leave benefit to New Parent Leave to be more inclusive of all Equitrans employees. New Parent Leave allows our employees to spend time with their newborn children and is available to all full- and part-time employees. Equitrans also offers a similar Adoption Leave benefit for parents of newly adopted children.

Evaluating Our Approach to Workforce Culture

Equitrans evaluates our approach to workforce culture by conducting a regular Culture Assessment. Our Board of Directors reviews assessment results and areas of improvement. We conduct assessments approximately every 18 months to two years, with our most current assessment conducted in January 2020. Equitrans' Culture Assessment led to culture initiatives and employee engagement opportunities, such as Virtual Meet-Ups and Coffee Talks, discussed above. Our 2020 survey identified areas of improvement and gave insight into how employees understand our mission, vision, and strategy; departmental coordination; employee development; and empowerment. Our assessment results also led to the development of an employee recognition program, 360-management assessments and coaching, and an on-demand learning platform for all employees.

To further evaluate our workplace culture, we track employee turnover as a key performance indicator. Equitrans strives to foster an environment where every employee feels respected, recognized, and is given the opportunity to develop and grow. For more information regarding our approach to Workforce Culture, please visit the [sustainability pages](#) of our website.

Workforce Turnover





Governance

Business Ethics & Integrity

At Equitrans, we take pride in operating our business with integrity. For us, integrity means always conducting business in a fair, honest, and responsible way. We expect each of our employees and contractors to be someone others can trust and respect.

Approach to Business Ethics

103-1, 103-2, 103-3, 102-16, 102-17

Our Core Value of integrity reaffirms Equitrans' commitment to building trust with all of our stakeholders. One of our first priorities when founding Equitrans was to publish a [Code of Business Conduct and Ethics](#) (Code) to ensure all aspects of our business align with the same high standards of ethics. We routinely evaluate and update our Code when necessary to ensure our ethical standards stay relevant as our Company grows. Equitrans' Code defines our approach to everything we do, including all our values, principles, standards, and expectations. The Code applies to employees, contractors, and suppliers, and outlines our approach to doing business in six main sections:

- We are all responsible for doing the right thing
- Working together
- Never compromise our integrity
- We speak with one voice
- Protecting our information and assets
- Dealing fairly and honestly with others

All new Equitrans employees must complete trainings on our Code and sign an acknowledgement form on our Code within the first few weeks of employment. Existing Equitrans employees must read and sign an acknowledgement form on our Code annually, as well as complete a refresher training course on our Code biennially.

Upon request, the Equitrans Code is available in different languages to ensure all employees, contractors, and suppliers understand the Company's expectations. We expect all employees and third parties with whom we do business to abide by the ethics referenced in Equitrans' Code.

In 2021, Equitrans is evaluating the development of a more robust supplier-specific Code of Conduct, which, in addition to echoing our expectation that suppliers comply with our existing Code, as they have always been required to do, suppliers would also confirm their commitment to a broader set of social workforce policies.

In addition to our Code, all Equitrans employees must complete biennial trainings to refresh employees' knowledge of Company policies. These online and in-person trainings ensure an understanding of the Code, conflicts of interest, preventing workplace violence, sexual harassment, protecting corporate assets, and safeguarding personally identifiable information. Select employees with specific business knowledge must also complete biennial trainings related to insider trading and antitrust regulations. In 2021, we expanded our training efforts to include mini courses to all employees on insider trading.

Equitrans encourages all employees with questions, concerns, and feedback related to Equitrans' Code to contact their supervisors, Equitrans Corporate Compliance, or an internal Compliance Network member. The Compliance Network is a group of employees from Equitrans' Health, Safety, Security, and Environmental (HSSE), Legal, and Human Resources (HR) teams. Members of the Compliance Network are responsible for facilitating compliance with laws, regulations, and the Code. The Compliance Network also answers employee and stakeholder questions on the Code and handles misconduct reports.

Employees can reach out to the Compliance Network through face-to-face meetings or via phone or email. Equitrans also provides a toll-free Compliance Hotline for compliance reporting by phone at (844) 513-8109; or online at equitransmidstream.ethicspoint.com. An independent third party with expertise in ethics operates our anonymous Compliance Hotline 24 hours a day, seven days a week. If a caller chooses, any call or report made via the Compliance Hotline can be completely anonymous. When an employee calls or reports online, the third-party operator brings any relevant information or concerns to the attention of an internal member of the Equitrans Legal Department or a Corporate Compliance Department representative for investigation and resolution.

In addition to concerns and misconduct allegations, employees can submit positive feedback and experiences through the Compliance Hotline.

Our Deputy General Counsel, Litigation, Risk and Compliance directly oversees Equitrans' Compliance Program. The Deputy General Counsel reports all Code compliance matters to the Senior Vice President and General Counsel and assists in finding solutions to relevant concerns. At the Board level, the Audit Committee of Equitrans' Board of Directors manages ethics and integrity by overseeing Equitrans' compliance with legal and regulatory requirements set by Equitrans, including the Code.



Governance

Corporate Governance

As the highest governance body at Equitrans, our Board of Directors is responsible for overseeing Equitrans' business and affairs. This oversight includes our management team's execution of Equitrans' business strategy to create long-term, sustainable shareholder value, in alignment with our Core Values and considering stakeholder interests. We believe the strength of our Board is its diversity of backgrounds, skills, and expertise.

Approach to Corporate Governance

102-18, 102-19, 102-24, 102-26, 102-29, 102-30, 102-31, 102-33, 102-36

Equitrans' Board of Directors provides general oversight of the business and affairs of Equitrans, including overseeing our management team's execution of our business strategy to create long-term, sustainable shareholder value in alignment with our Core Values and considering stakeholder interests. There are nine members of the Equitrans Board of Directors. Eight members of the Board are independent, and our shareholders elect directors annually. Equitrans' four standing committees assist the Board in its oversight responsibilities and with respect to certain delegated matters.

Board Committees

Equitrans' standing committees (Audit, Corporate Governance, Management Development and Compensation, and Health, Safety, Security and Environmental (HSSE)) routinely report to the Board and are composed of independent directors. Each committee has a different set of responsibilities that are relevant to each committee's area of expertise and is regularly tasked with, among other things, evaluating and making recommendations to the Board in respect of specific matters. The Board annually reviews and codifies in written charters the committees' respective responsibilities. Copies of the charters are publicly available on our [website](#). For more information on our Board and its committees, please see our [2021 Proxy Statement](#), which we filed with the U.S. Securities and Exchange Commission on April 27, 2021, as well as the publicly available Board committee charters and Equitrans' corporate governance guidelines.

Audit Committee

The Audit Committee's purpose is to assist the Board by overseeing:

- The Company's accounting and financial reporting processes and related disclosure matters
- The audits of the Company's financial statements
- The integrity of the Company's financial statements
- The qualifications, independence, and performance of the Company's registered public accountants
- The qualifications and performance of the Company's internal audit function
- Compliance with legal and regulatory requirements, including the Company's Code of Business Conduct and Ethics

Corporate Governance Committee

The Corporate Governance Committee is responsible for:

- Establishing and recommending to the Board the requisite skills and characteristics to be found in individuals qualified to serve as directors
- Identifying individuals qualified to become Board members consistent with criteria approved by the Board
- Recommending to the Board the director nominees for each annual meeting of shareholders
- Reviewing and recommending to the Board any updates to the Company's corporate governance guidelines
- Recommending Committee membership, including a Chair, for each Committee
- Recommending an appropriate compensation structure for the directors, including administration of stock-based plans for the directors
- Reviewing plans for management succession for all executive officers other than the Chief Executive Officer (which is overseen by the full Board)
- Recommending director independence determinations to the Board
- Providing oversight for the corporate governance of the Company, including in connection with the corporate governance aspects of the Company's policies, programs, and strategies related to corporate social responsibility and sustainability and governance-related factors identified as part of the Company's evaluation of environmental, social, and governance (ESG) concerns
- Reviewing related person transactions under the Company's related person transaction approval policy

Health, Safety, Security & Environmental Committee

The HSSE Committee:

- Provides input and direction to management and the Board about the Company's approach to health, safety, security (including cybersecurity), and environmental policies, programs, and initiatives, including HSSE aspects of the Company's policies, programs, and strategies related to corporate social responsibility and sustainability (and HSSE-related factors identified as part of the Company's evaluation of ESG concerns) and reviews the Company's activities in those areas
- Reviews the overall adequacy of, and provides oversight with respect to, HSSE policies, programs, procedures and initiatives of the Company, including, without limitation, the Company's emergency response preparedness and HSSE matters relating to corporate social responsibility and sustainability and HSSE-related factors identified as part of the Company's evaluation of ESG concerns
- Periodically reviews reports from management with respect to significant risk exposures related to HSSE (including, without limitation, risks relating to energy transition, emissions and climate change, as well as biodiversity matters) and advises the Board on management's procedures for monitoring, controlling and reporting on such exposures
- Reviews the Company's disclosures regarding the Committee's role in the oversight of the Company's HSSE-related risk management
- Ensures that appropriate HSSE goals are in place and evaluates the Company's progress toward those goals

Management Development & Compensation Committee

The Management Development & Compensation Committee:

- Assists the Board in the discharge of its fiduciary responsibilities relating to agreements with, and the fair and competitive compensation of, the Chief Executive Officer and other executive officers
- Designs, administers, and makes awards (or, as applicable, makes recommendations to the Board to make awards) under the Company's incentive compensation and equity-based plans
- Provides oversight for and, as required, administers the Company's benefit plans
- Oversees the Company's management development program for the Company's executive officers and other key members of management
- Oversees such aspects of the Company's policies, programs, and strategies related to corporate social responsibility and sustainability, including management development and compensation matters identified as part of the Company's evaluation of ESG concerns
- Prepares a report for inclusion in the Company's proxy statement for the annual meeting of shareholders

Board & Committee Performance Assessments

In accordance with our [Corporate Governance Guidelines](#), Equitrans' Board and standing committees conduct annual self-assessments to evaluate their performance in meeting their oversight obligations. During the Board's self-assessment, the Board solicits comments and feedback from all of Equitrans' directors and is provided with feedback from senior management.

The Corporate Governance Committee leads the Board's annual performance assessment per Equitrans' Corporate Governance Guidelines. All standing committees also conduct their own annual self-assessments, during which each director has the opportunity to provide feedback.

Upon the completion of the assessments, on an annual basis, the Board evaluates and discusses the results, including opportunities to continue to enhance Board and committee performance.

Board Composition & Diversity

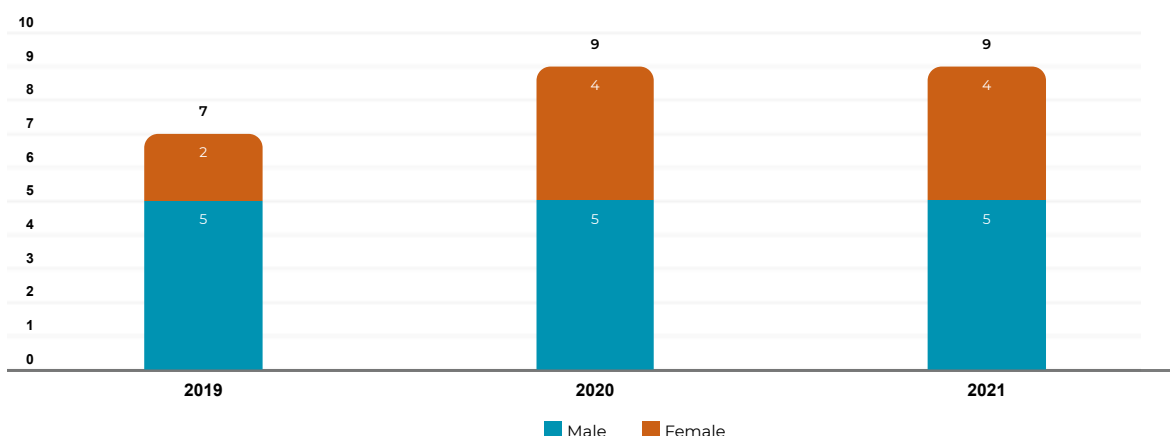
The strength of Equitrans' Board is its diversity of backgrounds and skills. Equitrans' Corporate Governance Committee strives to ensure that the Board consists of individuals from diverse educational and professional experiences and backgrounds who, collectively, may provide meaningful counsel to management. All of our directors are experienced in relevant sectors, including energy, regulatory, utility, and/or government, as well as have experience in relevant disciplines, including finance, accounting, and/or audit and control. Further, all of our directors have prior public company board experience.

As of April 27, 2021, our Board was composed of nine directors. We outline our Board demographics below and in more detail in our [2021 Proxy Statement](#).

Board Composition & Diversity	2019	2020	2021
Board Size	7	9	9
Independent Directors	5	8	8
Male Directors	5	5	5
Female Directors	2	4	4

Board Composition & Diversity	2019	2020	2021
Current or Former Presidents/CEOs	5	7	7

Board Gender Diversity (Male v. Female Directors)



Continuing Director Education

To augment directors' existing knowledge and promote Board effectiveness, Equitrans' management, with assistance from third-party experts as necessary, routinely provides trainings and educational information to the Board relevant to Equitrans' business and pertinent economic, environmental, social, and governance topics. The Corporate Governance Committee, in accordance with its charter, also periodically recommends educational and training programs for the Board. Additionally, Equitrans encourages Board members to participate in external educational programs to improve topical knowledge on business affairs and will fund or reimburse program cost.

The Board's Role in Risk Oversight

In addition to general oversight of Equitrans' business, Equitrans' Board and standing committees perform specific governance functions, including, in the case of the full Board, reviewing the major risks that have the potential to affect our business and delegating oversight of certain major risks to relevant Board committees, as well as reviewing options for mitigating such major risks.

Oversight of certain matters is delegated to Board committees. For example:

- Equitrans' Audit Committee is responsible for, among other things, discussing Equitrans' process for assessing major risk exposures and the policies management has implemented to monitor and control such exposures, including Equitrans' financial risk exposures, including financial statement risk, and such other risk exposures as may be delegated by the Board to the Audit Committee for oversight, and Equitrans' risk management policies;
- Equitrans' HSSE Committee, among other things, reviews periodically and makes recommendations regarding the Company's risks (including, without limitation, risks relating to energy transition, emissions and climate change, as well as biodiversity matters) as may be delegated to the Committee by the Board; and
- Equitrans' Management Development and Compensation Committee oversees our annual risk assessment of our compensation policies and practices.

The role of each of the Board's standing committees in respect of risk oversight is further described on page 13 in our [2021 Proxy Statement](#).

Equitrans' significant risks are described in the Risk Factors section of our [Annual Report on Form 10-K for the fiscal year ended December 31, 2020](#), as supplemented by those risk factors included in our [Quarterly Report on Form 10-Q](#) for the fiscal quarter ended March 31, 2021 (and as may be further updated by subsequently filed Form 10-Qs).

Communicating with the Board

Equitrans' Board of Directors encourages, and considers, input from our stakeholders. We are committed to communicating openly and directly at all levels of our business, which starts with our Board. Communication between our Board and stakeholders bolsters Equitrans' commitment to acting with integrity, accountability, and transparency.

Stakeholders can direct their communications to Equitrans' Lead Independent Director, Robert F. Vagt, and they may be made anonymously or confidentially. Interested parties may communicate directly with the Lead Independent Director (and with independent directors, individually or as a group, through the Lead Independent Director) by sending an email to ETRNPresidingDirector@equitransmidstream.com. Parties may also write to the Lead Independent Director, the entire Board, a specific Board committee, or any director by addressing such communication to the applicable director or directors, care of our Corporate Secretary, at:

Equitrans Midstream Corporation
2200 Energy Drive
Canonsburg, PA 15317

Equitrans' Corporate Secretary will open and promptly distribute the communication to the Lead Independent Director, the entire Board, or the relevant committee or director. Our Corporate Secretary does not forward junk mail or mass mailings.

Other Board communication methods include:

- Equitrans' Corporate Secretary
- Equitrans' management team
- The Equitrans Compliance Hotline
- Equitrans' Investor Relations contact
- Equitrans' website
- Traditional written correspondence

Investor Relations

We are committed to actively engaging with our shareholders. Equitrans' Investor Relations team meets regularly with our investors and potential investors to discuss our operations, strategy, and topics relevant to our business. Stakeholders may schedule phone calls or meetings with Equitrans' Investor Relations team members to address specific inquiries.

Director & Executive Compensation

We disclose all non-employee director compensation and relevant processes beginning on page 21 of our [2021 Proxy Statement](#). Equitrans compensates non-employee directors with cash and equity-based compensation. Our Corporate Governance Committee reviews, and the Board approves, non-employee director compensation on an annual basis.

In discharging the Board's responsibilities related to executive officer compensation, the Management Development and Compensation Committee recommends and the Board approves, the target total direct compensation for our executive officers by establishing base salaries and setting short-term (bonus) and long-term incentive targets. When appropriate, the Management Development and Compensation Committee also provides certain limited perquisites and other benefits to executive officers and other key employees.

The Management Development and Compensation Committee, with the approval of the Board, establishes the plan designs and performance metrics for all of the Company's short-term and long-term incentive programs. The Management Development and Compensation Committee also sets target and maximum metrics and related payouts under the Company's programs for executive officers and reviews the appropriateness of these for all other Company personnel. After completion of the performance period, the Management Development and Compensation Committee reviews actual performance in comparison to established metrics to determine the amount of short-term and long-term incentive awards earned for each executive officer and for other Company personnel in total.

The majority of our executive officer compensation is performance-based (i.e., at-risk) and we issue the compensation in the form of both annual and long-term incentives. Individuals in a position to influence the growth of shareholder wealth have larger portions of their total compensation delivered in the form of equity-based long-term incentives. The Management Development and Compensation Committee approves annual and long-term incentive programs on a yearly basis, with recommendations from management and information from an independent compensation consultant.

Importantly, Equitrans has taken affirmative steps to link compensation to meaningful safety and environmental performance goals. Specifically, building upon Equitrans' continued emphasis on safe operations – above all else – the Management Development and Compensation Committee has set safety- and environment-related performance goals in Equitrans' short-term incentive plan, including metrics for incidents with serious potential and observations and, for 2020, erosion and sediment control. For 2021, Equitrans' short-term incentive plan includes annualized reduction targets in respect of pneumatic methane emissions.

At the Annual Meeting of Shareholders of Equitrans held on April 27, 2021, Equitrans' shareholders considered a proposal to approve, on an advisory basis, the compensation of Equitrans' named executive officers (NEOs) for 2020, with more than 98 percent of votes cast in favor of such proposal.

Details on the compensation of our NEOs are publicly available on pages 18 and 26–50 of our [2021 Proxy Statement](#).

Conflicts of Interest & Related Person Transactions

Equitrans strives to operate with transparency and integrity at all levels of our business, starting with our Board of Directors. Our Board has adopted various policies that are intended to instill our Core Values throughout Equitrans and align our corporate conduct with stakeholder interests.

Our [Code of Business Conduct and Ethics](#) details procedures and actions to avoid potential conflicts of interest. Equitrans' Conflicts of Interest Policy and other relevant internal policies describe and govern conflicts of interest procedures, as well as among other things, employment of relatives, off-duty conduct, workplace relationships, and gifts and entertainment. We disclose conflicts of interest to stakeholders as required by law. Additional information regarding employee training and compliance related to various Company policies can be found in the [Business Ethics & Integrity](#) section of this report.

Equitrans evaluates all potential related person transactions. Related person transactions (which may include transactions with directors or executive officers of Equitrans) are subject to management review and, when required, must be approved by our Board's Corporate Governance Committee in accordance with our internal Related Person Transaction Approval Policy.



Governance

Security & Cybersecurity

To ensure safety and business continuity, Equitrans recognizes the importance of security, particularly for our pipeline assets, compressor facilities, and project sites. In addition, cybersecurity is a core component of Equitrans' digital transformation, and our cyber philosophy begins, but does not end, with compliance. We build our capabilities based on relevant industry standards and continually review our progress to effectively enhance our cybersecurity capabilities.

Approach to Security

103-1, 103-2, 103-3, 410-1

From both a safety and business continuity perspective, Equitrans recognizes the importance of security, particularly for our pipeline assets, compressor facilities, and project sites. Trespassing and vandalism by those opposed to the fossil fuel industry can damage or destroy assets; create safety risks and hazards for our employees, contractors, and communities; and impact our ability to deliver natural gas to our customers. The disruption of natural gas delivery for our customers can impact consumers, businesses, and manufacturing facilities.

Equitrans works closely with the U.S. Transportation Security Administration (TSA) to ensure our enterprise abides by all federal security regulations and we continually optimize our security strategies and plans. Our Security Team implements a wide range of security measures including:

- **Site Support:** In the event of an emergency or physical security threat, our Security Team supports site work by providing employees field encampment equipment, such as shelter, food, water, and portable bathroom facilities.
- **Mobile Surveillance:** Our Security Team oversees potential security threats by monitoring mobile surveillance, including security cameras and drones. When our Security Team detects a threat, team members evaluate potential risks, or the extent of the incident, and deploys proper mitigation strategies.
- **Physical Security:** We use barriers and other physical security measures, such as locks, fencing, and barbed wire, to prevent facility tampering and trespassing.
- **Security Personnel:** The Security Team deploys static and roving security guards to provide physical security at our critical sites and in areas where they detect security threats. The Security Team also works with local law enforcement to protect sites and respond to threats.
- **Drone Support:** Our Security Team trains and licenses drone pilots. In addition to aerial security surveillance, our drone teams support operational needs, such as land surveys and data gathering.

Security Training

Security guards are stationed 24 hours, 7 days a week at our headquarters office in Canonsburg, PA, and are also routinely scheduled at various compressor station facilities and along the Mountain Valley Pipeline (MVP) route. Our Operations Team determines the criticality of a site by analyzing the level of risk for disruption and the potential impacts on our local communities, on-site employees, contractors, equipment, and capacity throughput. Equitrans contracts all guards, excluding those for the Mountain Valley Pipeline project, from a third-party security vendor. We provide all of our Security Team members and third-party security personnel with formal security training and information on our security standards. Our training program includes the following concepts:

- **Pipeline Security:** How to protect our pipelines from trespassing, physical threats, and disruptions.
- **Law Enforcement:** How and when to involve law enforcement agencies.
- **Crisis Events:** How to respond to a crisis or emergency on or near a project site.
- **Field Sabotage:** How to detect sabotage efforts that could affect pipeline integrity.

Prior to starting work at any site, security guards are required to attend a comprehensive security training session to identify and be familiar with any site-specific hazards or risks.

Safety & Security

100%

of our security personnel receive formal training on Equitrans' safety and security practices

We also train guards on the legal requirements and technical use of body cameras, as well as techniques for effective and safe protest management. At our operational facilities, our security guards increase overall safety and minimize the risk of serious incidents by providing direct oversight and immediate response to opposition incidents. In the event of a dangerous incident, Equitrans' Security Team works to safely evacuate work crews and initiates assistance from law enforcement, if needed.

Pipeline & Operations Security

The security of our pipelines and facilities is integral to the success of our operations. Ensuring we are safeguarding our assets also reduces risks of environmental incidents and potential safety hazards. For pipelines and compressor stations that are in operation, Equitrans continuously gathers information regarding their security. We protect our assets with fences, building locks, electronic monitoring, and 24/7 surveillance at many of our sites.

At construction sites, we deploy various levels of security, depending on their criticality and vulnerability. For critical sites, we secure pipe storage yards and worksites with 24/7 security guards or advanced analytic camera systems. At sites where an increased threat may exist, we employ both security guards and camera systems simultaneously.

The majority of our pipeline construction projects require us to hire guards during non-work hours and Equitrans' Security Team oversees the security at all construction sites. If theft, vandalism, or other threats are encountered, a combination of roving and static guards along with varying levels of camera coverage will be employed to secure the site. For projects that encounter hostile persons or opposition during construction, we assign security teams to protect workers during the day and static guards to protect equipment during non-work hours. As an example, during 2020 the Mountain Valley Pipeline project contracted more than 100 roving and/or static guards to protect workers, equipment, materials, and construction sites. If we encounter a hostile person or group during construction, we contact the appropriate law enforcement groups and implement security and static guards to ensure our workers and equipment are safe.

Security guards also protect compressor stations and various other sites during construction based upon criticality and vulnerability. After construction is completed, we secure compressor stations with barbed wire fencing and access controls, along with high-resolution analytical camera systems, where deemed necessary. Other sites such as interconnections and metering stations incorporate fencing, cameras, or both, depending on the perceived threat to the specific location.

Office Security

Equitrans uses physical security measures in our offices to protect our employees and IT infrastructure. We use gates, trespassing signs, and motion-activated cameras to deter unauthorized guests from entering our offices. In 2020, we implemented an anti-tailgating system at the entrance of our headquarters office in Canonsburg, PA. The anti-tailgating system signals an alarm when two people walk into the office together when using only a single employee badge. We continue to evaluate emerging risks and explore new ways to ensure the safety and security of all our offices.

Evaluating Our Security

Equitrans' security program is intended to reduce the risk of both major and minor incidents, and our Security Team works diligently to ensure all aspects of our enterprise are safe. For the safety and security of our employees, we recently implemented an overseas travel process that assesses U.S. State Department information and provides travel safety guidance for specific destinations. We track global protests utilizing the Welund database and regularly inform the Board regarding any potential opposition movements that have the potential to significantly impact our business. In addition, we routinely update our Board on general security measures in relation to our guards and video surveillance. Equitrans continuously looks for new ways to improve our security and expects to standardize our security measures in accordance with the U.S. TSA regulations during 2021.

Approach to Cybersecurity

Cybersecurity is a core component of Equitrans' digital transformation. Our cyber program is designed to:

- Establish situational awareness of evolving threats and vulnerabilities to our technology presence
- Proactively detect and respond to cyber-attacks
- Leverage technology to achieve business objectives

Equitrans' cyber philosophy begins, but does not end, with compliance. We build our capabilities based on relevant industry standards and continually review our progress to effectively enhance our cybersecurity capabilities. Because a cyber incident could have a significant impact on business continuity, customer relationships, and brand reputation, we consider cyber risk as a Tier 1 Enterprise Risk; therefore, Equitrans' cybersecurity program is reviewed and monitored by executive management, with oversight by our Board of Directors, including the Health, Safety, Security, and Environmental Committee and Audit Committee of our Board. Our full Board of Directors also receives periodic updates on cyber-risk management throughout the year.

Multiple security controls are employed to protect our systems, applications, and data including next generation firewalls; strong authentication and access controls; and malware prevention technologies. Operationally, we continuously monitor for cyber intrusions, augmenting our internal resources and capabilities with that of third-party service providers. Our monitoring is informed by threat intelligence that is gathered from multiple sources, including the Oil and Gas Information Sharing and Analysis Center (ONG-ISAC).

In addition to prevention, detection, and response capabilities, we prioritize workforce training and awareness, which includes annual cybersecurity training for our employees and applicable partners. Our educational outreach teaches employees about suspicious emails, identification of data breach attempts, and the reporting process on phishing. We also conduct routine phishing exercises through email simulations to reinforce the importance of protecting our business and assets. Additionally, data and network encryption technologies are used to respect and protect the privacy of our assets and customers.

In 2019, Equitrans began a Network Modernization Program that increased security and efficiency data flow throughout our Company. As part of our program, increased bandwidth, improved resilience and redundancy, and advanced detection, prevention, and monitoring technologies resulted in a modern, high-speed, more secure network. Our workforce utilizes a virtual cloud productivity suite to communicate, collaborate, and manage daily activities as well as securely access data throughout our entire workforce. In 2020, Equitrans boosted our cloud performance by collaborating with a computing services partner. Our partnership helps to increase our ability to quickly mitigate operational incidents and increase cyber resilience.

We understand that introducing new technologies to our digital ecosystem can increase cyber risk and threaten our business operations and data. We mitigate this risk by partnering with security experts from private organizations, industry groups, and government agencies to benefit from the latest threat intelligence. To determine the appropriate breadth and depth of our program, we benchmark our capabilities using the NIST Cybersecurity Framework (CSF) and the Oil and Gas Cybersecurity Capability Maturity Model (ONG-C2M2).

Operationally, Equitrans uses supervisory control and data acquisition (SCADA) and process information systems to operate our gathering, storage, and transmission systems. Equitrans' increase in technological maintenance systems helps to manage routine asset maintenance checks and ultimately increases our operational efficiency and performance.

Evaluating Our Cybersecurity

To ensure that our program is effective, we routinely participate in third-party reviews to maintain and enhance the resiliency of our systems. This continuous improvement approach to cyber protection allows our program to be dynamic and adapt to the changing threat landscape. We provide routine updates to our Board of Directors, including its relevant committees, on cyber risk and best management practices, and we consider cybersecurity a Tier 1 Enterprise Risk and are focused on mitigating this risk.



Governance

Supply Chain & Human Rights

Equitrans attributes part of our success to the dedication and performance of our supply chain, including all third-party providers involved in our business such as contractors, vendors, and suppliers. We believe the perspectives obtained through the inclusion of companies with varying backgrounds in our supply chain positions us as a more effective business, capable of impacting a wider range of communities.

Approach to Supply Chain

103-1, 103-2, 103-3, 204-1

Equitrans attributes part of our success to the dedication and performance of our supply chain, including all third-party providers involved in our business such as contractors, vendors, and suppliers. When selecting a provider, Equitrans involves organizations from the local operating area and also seeks those groups with diverse ownership backgrounds. We believe the perspectives obtained through the inclusion of companies with varying backgrounds in our supply chain positions us as a more effective business, capable of impacting a wider range of communities. Additionally, a diverse supply chain helps to drive innovation, safety, and economic value for the minority and local communities in which we engage.

Similar to our employees, we strive to give voice and value to minority and locally owned businesses. We select and manage third-party organizations that believe in and abide by Equitrans' Core Values and respect for human rights. We also prioritize suppliers that focus on safety performance and compliance, diversity and inclusion, and environmental stewardship.

Supply Chain Integrity & Ethics

Prior to entering into a contract, Equitrans provides suppliers with our [Code of Business Conduct & Ethics](#) (Code) to ensure our standards and expectations are clear. Our Code details Equitrans' standards on ethical behavior and actions as well as resources to address any Code questions or concerns. In 2020, Equitrans utilized a total of 1,119 suppliers, with 847 of those suppliers having received an annual compliance letter from our Legal and Compliance team. The list of supplier recipients is based on certain criteria, such as excluding suppliers with a spend of less than \$10,000 and/or law firms that must follow their own Code of Conduct as part of their licensing. Our letter refreshes suppliers on Code obligations and standards when operating on Equitrans sites.

Should an instance of non-compliance with our Code occur, Equitrans' Compliance Network undergoes an investigation to identify the root cause. Our Compliance Network responsibilities include ensuring conformity with laws, regulations, and our Code in all areas of our business. Suppliers who are non-compliant with Equitrans' requirements are subject to immediate remedial action or contract termination. In 2020, Equitrans terminated 50% of our contracts with firms whose labor payment practices were identified as having a negative social impact. The remaining balance of the contracted firms successfully remediated deficiencies and achieved compliance with Equitrans' standards.

Diversity in Our Supply Chain

Equitrans encourages diversity and inclusion through all areas of our organization, including our supply chain. We know a diverse blend of sourced providers helps to better the overall economy and improve the well-being of our local suppliers and communities. Equitrans defines a local supplier as any materials or service provider who receives payment in one of our primary operating states of Pennsylvania, West Virginia, or Ohio. When sourcing a product or service, Equitrans accentuates the inclusion of local suppliers as we look to reduce our environmental footprint and gain valuable insight in the operating area's culture. Local suppliers reduce our environmental footprint by providing Equitrans with local natural resources and technology.

Local Suppliers

60.3%

of our total supply chain budget
utilized on local suppliers

We also look to include diverse-owned organizations, when feasible. Since 2018, Equitrans' share of expenditures awarded to minority-, women-, and veteran-owned businesses has steadily increased year-over-year, and we will continue to seek opportunities to build on our existing supplier base while establishing new relationships with diverse suppliers. Further diversification of our supply chain allows us to positively impact the environmental, social, and governance (ESG) criteria on which Equitrans focuses in all aspects of our business.

Evaluating Our Supply Chain

Equitrans manages and selects suppliers based on ability to follow Equitrans Code, standards, safety, and ESG best practices. Equitrans does not tolerate non-compliant suppliers. Should Equitrans find a compliance issue, we work diligently with the provider to resolve and reestablish compliance. If resolution cannot be obtained, Equitrans will terminate the supplier contract, as we take our Code and safety standards seriously and expect all contractors and suppliers to uphold our values. Equitrans tracks, analyzes, and reviews supply chain data on a routine basis to identify gaps and areas of improvement, and we continue to identify ways to increase diversity in our sourcing activities.

Approach to Human Rights

At Equitrans Midstream, upholding human rights is critical for creating sustainable value for our Company and the communities in which we operate, and we are committed to safeguarding dignity and respect for all people throughout our value chain. We recognize that the nature of our business activities and existing operational footprint do not generally encounter a significant risk of negatively impacting the basic principles of human rights. Regardless, this does not diminish our commitment to respect human rights in all our actions with employees, local communities, customers, and other stakeholders.

Equitrans promotes the preservation of human rights through:

- Promoting inclusion
- Having zero tolerance for discrimination
- Protecting employees' rights to form unions and collectively bargain
- Prohibiting the use of modern slavery, human trafficking, forced labor, and child labor
- Guaranteeing fair work hours, compensation, and benefits

We will conduct appropriate due diligence to ensure we maintain that commitment and strive to create open channels of communication with anyone potentially impacted by our activities. For more details regarding our commitment to human rights, please see our [Human Rights Policy](#).



Governance

Sustainability Governance

Since our inception as a standalone company, we have worked to build a corporate culture that takes into account sustainable operations, encourages improvements where appropriate, and fosters honest and proactive communication with our stakeholders. Our dedication to sustainability starts at the top with our Board of Directors and continues through our everyday processes and practices.

Approach to Sustainability Governance

102-26, 102-29, 102-31, 102-32, 102-33

We are committed to continuing to focus on creating positive, long-term value and emphasizing sustainable performance, as expected by our stakeholders. Consistent with our commitment, we embrace conducting business in a socially responsible and ethical manner, including managing our impact on the economy, the environment, and the communities in which we operate. Throughout our corporate history, we have worked to build a corporate culture that takes into account sustainable operations, encourages improvements where appropriate, and fosters honest and proactive communication with our stakeholders. Our dedication to sustainability starts at the top with our Board of Directors and continues through our everyday processes and practices.

Board Oversight

Our Board of Directors, acting through its committees, oversees Equitrans' policies, programs, and strategies regarding corporate social responsibility and sustainability, including ESG matters and related risks and opportunities. The Board reviews key ESG policies and commitments, such as our recently published [Climate Policy](#), and regularly receives, directly or through Board committees, updates regarding our sustainability program and pertinent ESG topics, including from our Chief Sustainability Officer (discussed below) and broader management. As part of exercising oversight responsibility, Board members also actively oversee our ESG performance, provide insight on management and process improvements, and review our annual Corporate Sustainability Report. Read more about our Board's structure and oversight responsibilities on the [Corporate Governance](#) page of this report.

Chief Sustainability Officer & Executive Oversight

In 2020, Equitrans appointed a Chief Sustainability Officer (CSO) to reinforce our commitment to sustainability. Our CSO designs and oversees the implementation of our sustainability strategy, including our most important ESG topics, and reports regularly to our Board of Directors regarding these matters. To manage our most critical ESG and sustainability topics, our CSO directly oversees our internal, cross-functional ESG Working Groups. Read more in our CSO's message on our [corporate sustainability webpages](#).

ESG Committee & Working Groups

Equitrans has established an ESG Committee and six ESG Working Groups to help implement and manage the day-to-day efforts and actions related to our most material ESG and sustainability topics. The CSO and ESG Committee outline initiatives to maintain and improve our sustainability program and the ESG Working Groups develop plans to implement the initiatives. During the implementation process, the ESG Committee is responsible for providing oversight and allocating appropriate resources to the ESG Working Groups. Five of the ESG Working Groups were developed to align with our primary ESG and sustainability focus areas, as identified in our materiality assessment. The sixth ESG Working Group is a research and development committee that evaluates new technologies that may enable Equitrans to further incorporate aspects of sustainability into its operations. These ESG Working Groups are directly overseen by our CSO through the ESG Committee.







United Nations Sustainable Development Goal Statement

In 2015, all United Nations Member States adopted the 2030 Agenda for Sustainable Development, which outlines priorities for people and the planet to prosper. The key framework for this agenda is the **17 Sustainable Development Goals** (SDGs) and associated targets, which represent the actions to pursue social, economic, and environmental sustainability.


As an energy infrastructure company, we understand that we play a vital role in meeting energy demand, which supports growth and development, in a sustainable manner. Many of our environmental, social, and governance efforts are aligned with the SDGs and we have summarized recent examples of our contributions to the SDGs in the table below. Equitrans is continuing to evaluate the SDGs to determine which ones will be the focus to align with our sustainability strategy and **Core Values**.



Environment

UN SDG	SDG Target	Equitrans Material Topic	Equitrans Projects Contributing to the Goal
 6 CLEAN WATER AND SANITATION	6.3 By 2030, improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally 6.6 By 2020, protect and restore water-related ecosystems, including mountains, forests, wetlands, rivers, aquifers and lakes	Biodiversity and Land Stewardship	Equitrans Midstream is committed to constructing, operating, and maintaining our assets to protect water-related ecosystems. We proactively evaluate potential impacts and pursue a strategy of avoidance, where possible; as well as analyze practical and pre-emptive minimization in areas where there is potential for an impact to occur to water resources. With the release of our Biodiversity Policy in 2021, we will outline specific steps to protect freshwater, forest, and other water-related ecosystems during the construction and operation of our assets.
 7 AFFORDABLE AND CLEAN ENERGY	7.1 By 2030, ensure universal access to affordable, reliable and modern energy services	Energy	As an energy infrastructure company, Equitrans Midstream is directly responsible for providing affordable and reliable access to natural gas. We are continually evaluating opportunities to gather and transport our products as sustainably as possible while maintaining safety and reliability for our stakeholders in our pipeline operation area. In addition to providing reliable energy to our customers, we can impact this target by working to reduce our energy consumption across our facilities and field operations. In addition to reducing our energy consumption, we are evaluating the feasibility of operating some of facilities using solar energy derived onsite, using electricity for future compressor facilities and adapting technologies like waste-heat capture.


UN SDG	SDG Target	Equitrans Material Topic	Equitrans Projects Contributing to the Goal
	13.2 Integrate climate change measures into national policies, strategies and planning	Air Emissions Climate Change and GHG Emissions	As detailed in our Climate Policy, Equitrans Midstream is committed to implementing best practices to reduce greenhouse gas emissions across our operations. We are pursuing new technologies and innovations to create lower-carbon solutions for our gathering and transmission natural gas assets. Further, we are working to implement the cost of carbon into our project development process. Equitrans is dedicated to incorporating climate change measures across the Company and has included annual methane reduction goals into our 2021 short-term incentive program, which covers all full-time employees. During 2021, Equitrans Midstream will formally announce plans for achieving a 50% reduction in methane emissions by 2030.
	15.1 By 2020, ensure the conservation, restoration and sustainable use of terrestrial and inland freshwater ecosystems and their services, in particular forests, wetlands, mountains and drylands, in line with obligations under international agreements 15.5 Take urgent and significant action to reduce the degradation of natural habitats, halt the loss of biodiversity and, by 2020, protect and prevent the extinction of threatened species	Biodiversity and Land Stewardship	Equitrans Midstream believes that it is our obligation to operate in a manner that promotes the protection, conservation, and sustainable use of biologically diverse ecosystems and habitats. We acknowledge that our activities, while necessary to provide a reliable energy infrastructure, can affect biodiversity values within land, freshwater, forest, and other ecosystems, as well as the functions and services that natural systems provide for our host communities throughout our operational footprint. In 2021, we expect to release our Biodiversity Policy, which outlines our proactive approach to safeguard the biodiversity and health of ecosystems throughout our operational footprint.

Social

UN SDG	SDG Target	Equitrans Materiality	Equitrans Projects Contributing to the Goal
	3.9 By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination	Occupational Health and Safety Pipeline Safety & Integrity	Safety is one of Equitrans Midstream's five Core Values. Equitrans prioritizes the safety of our employees, contractors, and community members above all else. Equitrans is committed to providing healthy lives for employees and promoting the well-being of the communities in which we operate through our community outreach and pipeline safety programs. We have established proactive safety metrics, Incidents with Serious Potential and Observations with Serious Potential, to help us anticipate and prevent problems before they occur. This allows us to protect our employees and community members as well as reduce releases to the environment.

UN SDG	SDG Target	Equitrans Materiality	Equitrans Projects Contributing to the Goal
	5.1 End all forms of discrimination against all women and girls everywhere	Diversity and Inclusion	Equitrans Midstream supports working environments that promote gender diversity. We strive to recognize and promote the talents of women in our workforce. We understand the importance of having various opinions in decision-making roles as shown that the percentage of women managers at our Company is proportional to the percentage of women employed at Equitrans. We've extended our gender equality support to our stakeholders with the Equitrans Midstream Foundation's focus on providing philanthropy and partnerships for promoting diversity and inclusion in the community, including providing contributions to Gwen's Girls Academic Support Initiative in 2020.
	8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value	Diversity and Inclusion	Equitrans Midstream supports the opportunity for all members of society to be employed. We aspire to serve as an inclusive workplace that is open to all. Our Human Rights Policy outlines our commitment to upholding dignity and respect for our colleagues and for those in our supply chain.

Governance

UN SDG	SDG Target	Equitrans Materiality	Equitrans Projects Contributing to the Goal
	9.1 Develop quality, reliable, sustainable and resilient infrastructure, including regional and transborder infrastructure, to support economic development and human well-being, with a focus on affordable and equitable access for all	Energy Pipeline Safety & Integrity Community Engagement	Maintaining reliable and resilient energy infrastructure is key to our operations. Through our Pipeline Safety Program, we budget for voluntary maintenance checks and updates that exceed the regulatory requirements. For example, we extend Department of Transportation maintenance requirements (49 CFR 192 Subpart O) our high-pressure transmission line networks, beyond the required high population areas. Further, when inspections identify that a pipeline needs to be taken offline for a repair or replacement, this work is completed simultaneously with other work, when safe to do so, to reduce methane emissions from pipeline blowdowns.

Governance



Social



Environment



Highlight Stories



Emergency Response & Preparedness

In early December 2020, a dehydration unit ignited in the early morning hours at the Equitrans Callisto Compressor Station, a natural gas gathering facility located in Greene County, Pennsylvania. No injuries were reported, and, in an abundance of caution, one home was temporarily evacuated.

Upon notification of the incident, the Equitrans Crisis Team quickly convened. Our Operations and Safety and Compliance teams, working in conjunction with the Equitrans Crisis Team, determined that the ignition occurred due to an over-pressurization of one of the station's dehydration units. This was confirmed by a review of the scene, as well as surveillance video at the station.

As part of our response, Equitrans technicians were immediately dispatched and, once on site, began to implement necessary safety procedures, including the closing of appropriate valves to isolate the facility. The local volunteer fire department was also on site to assist with fire safety protocols.

Equitrans' emergency procedures and closing of valves successfully allowed the primary fire to self-extinguish and all residual flames were extinguished by the fire department. Within a short time, the unit was fully isolated and depressurized and the incident was brought under control and the station locked down. The Pennsylvania Department of Environmental Protection was notified, and, as a courtesy, local township officials and the PA PUC received notification of the incident.

Once it was safe to do so, internal and external teams conducted a root cause investigation of the incident, as well as an environmental assessment of the facility and surrounding area. Our Crisis Team, with the assistance of our Legal department, also retained an independent third-party to assist in evaluation efforts and certain equipment was shared with the relevant vendor for further analysis.

After reviewing the internal and external analyses and understanding the cause of the incident, the Crisis Team enlisted the assistance of our Corporate Compliance and Internal Audit teams to determine what measures, if any, could be implemented to minimize the risk of similar incidents from occurring in the future. Our Corporate Compliance group completed a full investigation of the processes that led to the incident and made recommendations to Internal Audit, which allowed for the refinement of existing procedures, such as valve inspections, valve repairs, and record keeping.

For more information on Pipeline Safety & Integrity, please visit: [Pipeline Safety & Integrity](#).



Our Sustainability Progress During 2020

As part of our sustainability journey, we embrace the opportunity to enhance the accountability and leadership mechanisms we leverage to ensure responsible practices across our operations. To reinforce our sustainability commitment, in 2020 Equitrans appointed its first Chief Sustainability Officer (CSO), Todd Normane.

Through his work, and together with several working groups, our CSO is advancing our management practices across our business. He sets our sustainability strategy, with a special focus on climate change given that it is one of the most critical topics our world is facing. During the past year, he has led the development of policies formalizing our commitment to responsible practices. Additionally, he collaborates with subject matter experts by leading our sustainability working groups to implement our strategy. To promote transparency regarding our initiatives, our CSO collaborates with our Communications team on our annual corporate sustainability report, disclosures on our corporate website, and our CDP Climate Change response.

In line with our commitment to strong sustainability practices, Equitrans recognizes the importance of transparency and continues to improve and expand on our related disclosures. We have always taken our environmental, social, and governance practices very seriously and we work to ensure that our stakeholders have access to information regarding our sustainability efforts. Most recently, we developed our new, sustainability-focused web pages that are prominently available on Equitrans' corporate website, with associated topics easy to locate by using our new Sustainability navigation menu.

By disclosing information through our corporate site, and linking to our annual corporate sustainability reports, we enable more stakeholders to learn about our management practices and key data points, which are reflective of our commitment to sustainability.

To view sustainability information on our corporate website, please visit: www.equitransmidstream.com.



Commitment to Global Sustainability Frameworks

Like many other companies, Equitrans considers external sustainability guidance in determining the best management practices and methods for communicating information to our stakeholders. Last year, we incorporated the Global Reporting Initiative (GRI) Standard and Sustainability Accounting Standards Board (SASB) Standards in our 2020 Corporate Sustainability Report. Since then, we have also committed to the inclusion of two additional frameworks as part of our management and reporting practices.

In 2021, we will submit our first [CDP](#) Climate Change response to provide additional transparency about our climate governance, strategy, risks, and opportunities. Providing this information to our investors, customers, and other stakeholders demonstrates our focus on mitigating our climate impact and preparing for the transition to a lower-carbon economy. Once published, a full copy of our CDP Climate Change response can be accessed on the Sustainability pages of our website.

Additionally, our recently released [Stakeholder Engagement and Community Investment Policy](#) signified our intention to operate in the spirit of [United Nations Sustainable Development Goals](#) (SDGs). In the near term, we intend to focus on the seven SDGs listed below, which we believe are most aligned with our business and operational footprint. We will continue to evaluate opportunities to focus on additional, relevant SDGs in the future.





Adapting to Change During the Pandemic

In connection with the COVID-19 pandemic, we have proactively undertaken and continued a number of companywide measures intended to promote the safety and health of field and office-based employees and contractors. Through these measures, the Company's operations have been able to maintain a consistent level of effectiveness. In early March 2020, we established an Infectious Disease Response Team to manage our pandemic response efforts; implemented a mandatory work-from-home protocol for a significant majority of the Company's employees; and instituted stringent pandemic-related working protocols, including mandatory face coverings and social distancing for field operations, where feasible. We also shared our Infectious Disease Response Plan with suppliers and contractors to ensure alignment of required working protocols across our operations.

Additional Company-wide efforts included eliminating non-essential business travel; implementing self-declaration forms to further protect our workforce; providing certain medical benefit enhancements; implementing strict office and fleet vehicle sanitation measures; and offering a list of preferred items for employees' home office set-ups. In preparation for the future, post-pandemic, we conducted a *Workplace Modernization Survey* in June 2020, which had an outstanding 84% participation rate. The survey asked employees to rank their workplace preferences based on a set of three "workplace personas" (anchor, flex, and remote). The results of the survey have helped us to understand how and where our employees prefer to work, which is critical for the development of a long-term plan for Equitrans' office needs.

Since implementing our many pandemic protocols, our E-Train employees have not missed a beat in continuing to safely operate our assets and our business. We have taken steps to ensure employees are actively engaged and informed by continually providing communication updates; producing a variety of video messages by our executive team; encouraging team-building events via our technology platforms; and delivering COVID-19 care packages to employees' homes. The Company's Infectious Disease Response Team continues to monitor and assist in implementing mitigation efforts in respect to potential areas of disease-related risk for the Company.

To learn more about employee safety, please visit: [Occupational Health & Safety](#).



Physical Security of Our Operations

The safety and security of our employees, our contractors and vendors, and our communities is of primary importance to Equitrans. Our security personnel work to be well-prepared to manage disruptive incidents and with safety as our top priority—*above all else*.

Since 2019, there has been a notable increase in opposition related to the fossil fuel industry. In response, in 2020 we launched a new training for all employees on what to do in the face of protests, sabotage, and vandalism. Individuals are directed to prioritize their safety and that of their co-workers, including contractors, and to report incidents and obtain help, including by calling Police, Fire, or EMS, as required. In addition, certain of our security guards received additional training on appropriate opposition response, such as legal requirements for the usage of body cameras; and the role law enforcement plays, if needed, in a response. We consistently evaluate opportunities to provide additional trainings as appropriate.

Vigilance and proactive measures are critical to our maintaining security. We ask employees to pay attention to suspicious persons or vehicles, be mindful of broken locks or gates and the appearance of equipment that may have been tampered with or damaged, and to always remain vigilant about their surroundings. As a result of our safety trainings, we have increased our equipment inspections and continue to improve the overall safety of our assets and facilities.

As an example, a potential opposition incident occurred in October 2020 at a facility in Pennsylvania. At the end of the workday, staff leaving the facility observed several fully masked persons on the access road to the facility, and the group's vehicles were observed to have out-of-state license plates. In recent years, there has been a trend regarding opposition groups—with observations noting that several site protests and/or equipment tampering incidents are being orchestrated by persons outside of the local communities.

In response to this incident, Equitrans security notified operations leadership and dispatched guards to provide fixed and roving patrol coverage of the facility. The Pennsylvania State Police were also notified and patrolled the area for additional support. It is also standard practice to share information regarding possible threats—and Equitrans released a message to the Marcellus Security Operators Coalition, a working group representing the physical security teams of member companies in the area. As a result of our security training and preparedness approach, no people were harmed, no equipment was damaged, and no further actions ensued from the potential threat incident.

To view security information, please visit: [Security & Cybersecurity](#).



Protecting Endangered Species

The United States has the highest biodiversity of freshwater mussels in the world and is home to more than 300 species of mussels. The aquatic organisms benefit their ecosystem through filtering water. As sedimentation, pollution, and climate change increase, the United State Fish & Wildlife Services (USFWS) has noticed a severe drop in mussels. Approximately 70 percent of American mussels are extinct or at risk of becoming extinct and 78 species are classified as federally endangered.

The linear nature of pipelines sometimes requires the crossing of aquatic resources, and Equitrans is mindful of the impact our projects could have on various sites and species and seeks to utilize additional precautionary measures to mitigate potential aquatic impacts. Certain of Equitrans' pipeline assets in Pennsylvania and West Virginia are located in an area known for its abundance of mussels.

We are committed to working to preserve our nation's mussel population and we take extra precautions in respect of freshwater systems near our operations. For example, prior to construction of one of our pipeline assets in Monongalia County, West Virginia, we reached out to the USFWS and discussed the procedures and additional precautions necessary to ensure our pipeline project would not affect mussel habitat in a particular locale. At relevant crossing locations along the pipeline route, Equitrans enlisted qualified malacologists to conduct mussel surveys. Immediately following the surveys, mussels were relocated to suitable habitat locations upstream. We also trained our employees on aquatic safety and the value of mussels to the area. Our efforts helped to preserve approximately 41 protected mussels in the area.



Supporting the Upper Mattaponi Indian Tribe

Strong community engagement is the cornerstone of Equitrans' social license to operate. We recognize the importance of empowering the communities we serve and giving back to the populations with whom we are fortunate to connect with through our work. And we are not limiting our stakeholder engagement efforts to only our local communities – instead, we reach beyond our local footprint to identify opportunities to engage with additional cultural, historical, and environmental organizations.

As part of our ongoing commitment to community engagement, and in alignment with Equitrans' Inclusion Program, we identified an opportunity to support the Upper Mattaponi Indian Tribe. The Upper Mattaponi Indian Tribe is located in King William County, Virginia, and boasts a strong history of caring for its local population.

"I and the citizens of the Upper Mattaponi Indian Tribe are ecstatic to finally have a piece of property along the banks of the Mattaponi River, a river that made it possible for us to survive for thousands of years by offering bountiful fish and wildlife to feed our forefathers for so many generations," said W. Frank Adams, Chief, Upper Mattaponi Indian Tribe. "It has been at least two hundred years since the tribe has owned property along our beloved river and I want to thank Equitrans for helping to make this dream come true."

Chief Adams continued, "We have a lot of ideas and plans for this property, including a nice escape for our tribal citizens, as well as being able to offer a sacred place for some of our tribal rituals. Our long-term goal is to establish a kayak launch and cabins along this section of the river to provide our citizens a place to connect with the river that was our namesake."

Equitrans provided support for the Tribe's ongoing social programs and environmental resource preservation, which efforts promote the health and strength of the community. Through our relationship, Equitrans hopes to be a trusted community partner and to support the Upper Mattaponi Indian Tribe's continued well-being. We look forward to further developing similar types of important partnerships and connections in the future.

For more information on the Upper Mattaponi Indian Tribe, please visit: [The Upper Mattaponi Indian Tribe](#).



Safety – Above All Else

In January 2020, Equitrans' construction personnel were tasked with excavating a pipeline asset at an Equitrans' compressor facility that was built in the early 1900s.

Following industry-recognized best practices, a One Call was placed, and our Operations team marked the location of the underground gas lines in the area. Additionally, station drawings were examined to identify any potential underground utilities. During the line excavation process, an unidentified conduit that was supplying power for lighting was struck. The conduit separated at a coupler and exposed 110-volt wiring inside. Two spotters were present at the time of the strike and the crew was utilizing a probe rod to assist in identifying unknown objects in the area.

The event underscored the need to always remain vigilant when conducting excavation work, as well as during any type of construction or operational activity, and was a reminder that there are inherent risks in excavating older, legacy stations. For example, there is a potential for imprecise drawings and/or unknown underground utilities. Because of the implementation of our Incidents with Serious Potential (ISP) concept, we undertook a review process and evaluated procedural changes in light of the incident, even though the incident only involved the accidental striking of a conduit with 100-volt wiring and the crew was following applicable procedures and policies.

To mitigate excavation-related risk in the future, a more comprehensive process was designed and implemented for excavating in not only legacy facilities, but all Equitrans facilities. In addition to our standard One Call, drawing review, and pot-holing techniques, an extensive Simultaneous Operations (SIMOPS) procedure is now being used in conjunction with soft digging techniques to further minimize the risk of striking unidentified underground assets. This new process was the catalyst for our 2021 Instrument Air Conversion Project safety plan that is in the final stages of completion, exemplifying our commitment to Safety—above all else.

For more information on Occupational Health & Safety, please visit: [Occupational Health & Safety](#).

Global Reporting Initiative (GRI) Content Index

GENERAL STANDARD DISCLOSURES

GRI Indicator	Description	Location
Organizational Profile ▲		
102-1	Name of the organization	Equitrans Midstream Corporation
102-2	Activities, brands, products, and services	Company Profile
102-3	Location of headquarters	Canonsburg, Pennsylvania
102-4	Location of operations	Company Profile
102-5	Ownership and legal form	2020 10-K, pg. 9
102-6	Markets served	Company Profile
102-7	Scale of the organization	Company Profile
102-8	Information on employees and other workers	Company Profile
102-9	Supply chain	Supply Chain & Human Rights
102-10	Significant changes to the organization and supply chain	Company Profile
102-11	Precautionary principle or approach	Although Equitrans does not formally follow the precautionary principle, we assess risks across our operations.
102-12	External initiatives	Company Profile
102-13	Memberships of associations	Company Profile
Strategy ▲		
102-14	Statement from senior decision-maker	A Message to Our Stakeholders
102-15	Key impacts, risks, and opportunities	Materiality
Ethics and Integrity ▲		
102-16	Values, principles, standards, and norms of behavior	Business Ethics & Integrity
102-17	Mechanisms for advice and concerns about ethics	Business Ethics & Integrity
Governance Structure ▲		
102-18	Governance structure	Corporate Governance
102-19	Delegating authority	Corporate Governance
102-24	Nominating and selecting the highest governance body	Corporate Governance
102-26	Role of highest governance body in setting purpose, values, and strategy	Corporate Governance
102-29	Identifying and managing economic, environmental, and social impacts	Corporate Governance
102-30	Effectiveness of risk management processes	Corporate Governance
102-31	Review of economic, environmental, and social topics	Corporate Governance
102-32	Highest governance body's role in sustainability reporting	Sustainability Governance
102-33	Communicating critical concerns	Corporate Governance

102-36	Process for determining remuneration	Corporate Governance
Stakeholder Engagement		▲
102-40	List of stakeholder groups	Stakeholder Engagement
102-41	Collective bargaining agreements	Company Profile
102-42	Identifying and selecting stakeholders	Stakeholder Engagement
102-43	Approach to stakeholder engagement	Stakeholder Engagement
102-44	Key topics and concerns raised	Stakeholder Engagement
Reporting Practices		▲
102-45	Entities included in the consolidated financial statements	2020 10-K, p. 200
102-46	Defining report content and topic Boundaries	Materiality
102-47	List of material topics	Materiality
102-48	Restatements of information	None
102-49	Changes in reporting	None
102-50	Reporting period	January 1, 2020 through December 31, 2020
102-51	Date of most recent report	2020
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	info@equitransmidstream.com
102-54	Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: Core option.
102-55	GRI content index	GRI Content Index
102-56	Policy/practice for external assurance	The company is not seeking external assurance for this year's report.

SPECIFIC STANDARD DISCLOSURES

GRI Standard	Disclosure	Description	Location or Direct Answer
Economic			
Economic Performance			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Economic Impact
	103-2	The management approach and its components	Economic Impact
	103-3	Evaluation of the management approach	Economic Impact
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	Economic Impact
Indirect Economic Impacts			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Economic Impact
	103-2	The management approach and its components	Economic Impact
	103-3	Evaluation of the management approach	Economic Impact
GRI 203: Indirect Economic Impacts 2016	203-2	Significant indirect economic impacts	Economic Impact
Procurement Practices			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Supply Chain & Human Rights
	103-2	The management approach and its components	Supply Chain & Human Rights

	103-3	Evaluation of the management approach	Supply Chain & Human Rights
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	Supply Chain & Human Rights
Environmental			▲
Energy			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Energy
	103-2	The management approach and its components	Energy
	103-3	Evaluation of the management approach	Energy
GRI 302: Energy 2016	302-1	Energy consumption within the organization	Energy
Biodiversity			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Biodiversity & Land Stewardship
	103-2	The management approach and its components	Biodiversity & Land Stewardship
	103-3	Evaluation of the management approach	Biodiversity & Land Stewardship
GRI 304: Biodiversity 2016	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Biodiversity & Land Stewardship
	304-2	Significant impacts of activities, products and services on biodiversity	Biodiversity & Land Stewardship
	304-3	Habitats protected or restored	Biodiversity & Land Stewardship
Emissions			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Air Emissions; Climate Change & GHG Emissions
	103-2	The management approach and its components	Air Emissions; Climate Change & GHG Emissions; Equitrans does not use offsets to manage our emissions impact.
	103-3	Evaluation of the management approach	Air Emissions; Climate Change & GHG Emissions
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Climate Change & GHG Emissions
	305-2	Indirect (Scope 2) GHG emissions	Climate Change & GHG Emissions
	305-3	Other indirect (Scope 3) GHG emissions	Climate Change & GHG Emissions
	305-4	GHG emissions intensity	Climate Change & GHG Emissions
	305-5	Reduction of GHG emissions	Climate Change & GHG Emissions
	305-6	Emissions of ozone-depleting substances (ODS)	Air Emissions
	305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	Air Emissions
Effluents & Waste			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Air Emissions; Pipeline Safety & Integrity
	103-2	The management approach and its components	Air Emissions; Pipeline Safety & Integrity
	103-3	Evaluation of the management approach	Air Emissions; Pipeline Safety & Integrity
GRI 306: Effluents & Waste 2016	306-3	Significant spills	Pipeline Safety & Integrity
Environmental Compliance			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Air Emissions; Pipeline Safety & Integrity
	103-2	The management approach and its components	Air Emissions; Pipeline Safety & Integrity
	103-3	Evaluation of the management approach	Air Emissions; Pipeline Safety & Integrity
GRI 307: Environmental Compliance 2016	307-1	Non-compliance with environmental laws and regulations	Pipeline Safety & Integrity

Employment			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Workforce Culture
	103-2	The management approach and its components	Workforce Culture
	103-3	Evaluation of the management approach	Workforce Culture
GRI 401: Employment 2018	401-1	New employee hires and employee turnover	Workforce Culture
	401-3	Parental leave	Workforce Culture
Occupational Health & Safety			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Occupational Health & Safety
	103-2	The management approach and its components	Occupational Health & Safety
	103-3	Evaluation of the management approach	Occupational Health & Safety
GRI 403: Occupational Health & Safety 2018	403-1	Occupational health and safety management system	Occupational Health & Safety
	403-2	Hazard identification, risk assessment and incident investigation	Occupational Health & Safety
	403-3	Occupational health services	Occupational Health & Safety
	403-4	Worker participation, consultation and communication on occupational health and safety	Occupational Health & Safety
	403-5	Worker training on occupational health and safety	Occupational Health & Safety
	403-6	Promotion of worker health	Occupational Health & Safety
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health & Safety
	403-9	Work-related injuries	Occupational Health & Safety
	403-10	Work-related ill health	Occupational Health & Safety
Training and Education			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Workforce Culture
	103-2	The management approach and its components	Workforce Culture
	103-3	Evaluation of the management approach	Workforce Culture
GRI 404: Training and Education 2016	404-2	Programs for upgrading employee skills and transition assistance programs	Workforce Culture
	404-3	Percentage of employees receiving regular performance and career development reviews	Workforce Culture
Security Practices			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Security & Cybersecurity
	103-2	The management approach and its components	Security & Cybersecurity
	103-3	Evaluation of the management approach	Security & Cybersecurity
GRI 410: Security Practices 2016	410-1	Formal training on safety and security practices	Security & Cybersecurity
Diversity & Equal Opportunity			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Diversity & Inclusion
	103-2	The management approach and its components	Diversity & Inclusion
	103-3	Evaluation of the management approach	Diversity & Inclusion
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	Diversity & Inclusion
	405-2	Ratio of basic salary and remuneration of women to men	Diversity & Inclusion
Local Communities			

GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Community Engagement
	103-2	The management approach and its components	Community Engagement
	103-3	Evaluation of the management approach	Community Engagement
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impacts assessments, and development programs	Community Engagement
Public Policy			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Community Engagement
	103-2	The management approach and its components	Community Engagement
	103-3	Evaluation of the management approach	Community Engagement
GRI 415: Public Policy 2016	415-1	Political contributions	Community Engagement
Customer Health & Safety			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Public Safety & Emergency Response
	103-2	The management approach and its components	Public Safety & Emergency Response
	103-3	Evaluation of the management approach	Public Safety & Emergency Response
GRI 416: Customer Health & Safety 2016	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Public Safety & Emergency Response

Sustainability Accounting Standards Board (SASB) Index

Topic	Accounting or Activity Metric	Code	Location or Direct Response
Greenhouse Gas Emissions	Gross global Scope 1 emissions, percentage methane, percentage covered under emissions-limiting regulations	EM-MD-110a.1	Climate Change & GHG Emissions
	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	EM-MD-110a.2	Climate Change & GHG Emissions
Air Quality	Air emissions of the following pollutants: (1) NOx (excluding N ₂ O), (2) SOx, (3) volatile organic compounds (VOCs), and (4) particulate matter (PM10)	EM-MD-120a.1	Air Emissions
Ecological Impacts	Description of environmental management policies and practices for active operations	EM-MD-160a.1	Biodiversity & Land Stewardship
	Percentage of land owned, leased, and/or operated within areas of protected conservation status or endangered species habitat	EM-MD-160a.2	Biodiversity & Land Stewardship
	Terrestrial acreage disturbed, percentage of impacted area restored	EM-MD-160a.3	Biodiversity & Land Stewardship
	Number and aggregate volume of hydrocarbon spills, volume in Arctic, volume in Unusually Sensitive Areas (USAs), and volume recovered	EM-MD-160a.4	Biodiversity & Land Stewardship
Competitive Behavior	Total amount of monetary losses as a result of legal proceedings associated with federal pipeline and storage regulations	EM-MD-520a.1	Pipeline Safety & Integrity
Operational Safety, Emergency Preparedness & Response	Number of reportable pipeline incidents, percentage significant	EM-MD-540a.1	Pipeline Safety & Integrity
	Percentage of (1) natural gas and (2) hazardous liquid pipelines inspected	EM-MD-540a.2	Pipeline Safety & Integrity
	Number of (1) accident releases and (2) nonaccident releases (NARs) from rail transportation	EM-MD-540a.3	Equitrans does not operate nor contract rail transportation.
	Discussion of management systems used to integrate a culture of safety and emergency preparedness throughout the value chain and throughout project lifecycles	EM-MD-540a.4	Occupational Health & Safety
Activity Metric	Total metric ton-kilometers of: (1) natural gas, (2) crude oil, and (3) refined petroleum products transported, by mode of transport	EM-MD-000.A	Company Profile