



2023 Corporate Sustainability Report
(for year-ended 2022)

Energy Progress for a Sustainable Future

About Equitrans Midstream

Our Year in Review: President and COO Letter



Acting responsibly is the right thing to do — for our employees, customers, communities, and shareholders — and maintaining our social license to operate is foundational to our success. In line with our Core Values, including operating with integrity, accountability, and transparency, we strive each and every day to deliver superior service, prevent accidents, protect our employees and the public, and safeguard our environmental resources.

Our Year in Review

2-22

Nearly five years ago, Equitrans Midstream was launched as a standalone, publicly traded company and, since that time, we have been working to be resilient and to appropriately position Equitrans to thrive in any environment, including the global progression to a lower-carbon future. We are proud to pursue safe and innovative solutions that are essential for our Nation's energy reliability, independence, and security, and we firmly believe that natural gas is, and will remain, a critical component of the overall energy landscape.



With a vision to be one of North America's premier midstream services companies, we recognize, and appreciate, that our stakeholders expect us to continue focusing on long-term sustainable performance by managing the environmental, social, and governance (ESG) factors that matter most. We embrace the importance of conducting business in a socially responsible and ethical manner — respecting our employees, communities, and business partners — and we believe that our continued focus on sustainability initiatives, over time, will create value and distinctly position Equitrans for success.



Since our launch as a standalone company, we have been working to be resilient and to appropriately position Equitrans to thrive in any environment, including the global progression to a lower-carbon future.



During 2022, we continued to pursue improvement in several ESG performance areas, such as:

- Adopting a formal [Environmental Justice Policy](#) to expand our project outreach efforts beyond regulatory requirements and conducting mandatory, Companywide training during early 2023
- Submitting our first voluntary CDP water security questionnaire, for which we received a score of 'B'
- Expanding efforts to reduce methane and GHG emissions, such as converting 10 compressor sites from high-bleed pneumatics to low-bleed or air pneumatics, in addition to the 10 sites we converted in 2021
- Providing corporate local giving donations and Equitrans Midstream Foundation grants totaling more than \$1,710,000 to various organizations, the majority of which aligned with select UN SDGs
- Modifying our executive oversight structure, such that our CSO reports directly to Equitrans' CEO, further underscoring our belief in the importance of our ESG and sustainability efforts
- Renaming certain Board committees to highlight the Company's emphasis on sustainability and to better convey oversight of diversity and inclusion and workforce culture
- Joining other industry participants, in early 2023, as a founding member of the Appalachian Methane Initiative to further enhance methane monitoring throughout the Basin and facilitate additional methane emission reductions in the region

While we acknowledge our achievements over the past year, we remain committed to transparency in the areas where we still have room to improve. In November 2022, Equitrans Midstream was notified of an incident at our Rager Mountain Storage facility, located in a remote area of Cambria County, Pennsylvania. While there were no injuries reported, no mandatory evacuations of property owners, and no immediate public safety concerns, we acknowledge the seriousness of this incident and the concerns raised by those living in nearby communities. Since resolving the emergency aspects of the incident, an independent full root cause investigation has been ongoing, and Equitrans will continue to inform the respective state and federal agencies of its activities and findings, including as it works to return the field to injection operations. We take our responsibility very seriously, and it is our goal to manage all of our assets safely and responsibly. This includes making things right when something goes wrong. In the spirit of transparency, you will find detailed discussions related to the Rager Mountain incident in several sections of this report.

Equitrans is proud to continue safely moving America's critical energy resources, and we remain committed to responsible operations that will protect the health of our employees, contractors, and communities and safeguard the environment — always. We are pleased to share our 2023 Corporate Sustainability Report 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



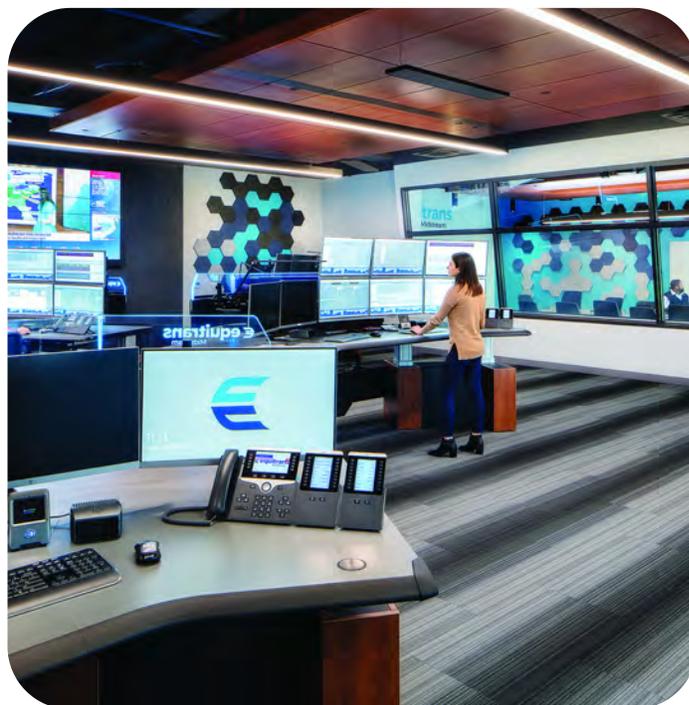
Equitrans Midstream Corporation has operational focus on gas transmission and storage systems, gas gathering systems, and water services that support natural gas development and production across the Appalachian Basin. Our primary operating areas of Pennsylvania, Ohio, and West Virginia are located in one of the most abundant natural gas basins in the world, and our energy infrastructure assets provide a strategic link between supply sources and major demand markets in the United States.

About This Report, Scope, and Boundary

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We are pleased to share our 2023 Corporate Sustainability Report (CSR), which is reported in accordance with the Global Reporting Initiative (GRI) Standard for the period of January 1, 2022 – December 31, 2022. This fourth, annual CSR represents the activities of Equitrans Midstream Corporation and its wholly owned subsidiaries, Eureka Midstream Holdings, LLC (Eureka Midstream), and certain information related to the Mountain Valley Pipeline (MVP) project, as noted.

With the exception of greenhouse gas (GHG) emissions and energy consumption, the environmental, social, and governance (ESG) metrics presented in this report include 100% of Equitrans Midstream Corporation and Eureka Midstream operations and exclude projects in progress, such as the MVP and Ohio Valley Expansion (OVCX) projects, unless otherwise specified. Beginning in 2022, the organizational boundary for our GHG emissions and energy data has been updated from an operational control approach to an equity share approach, which is further described in the Climate Change & GHG Emissions section.



Our Company

Equitrans Midstream Corporation (Equitrans or Company) is an independent, publicly traded midstream company and, as of year-end 2022, the Company held a 60% interest in Eureka Midstream, a 47.2% interest in the MVP project, and a 47.2% interest in the MVP Southgate project. We operate exclusively in the United States, with our assets primarily located in southwestern Pennsylvania, northern West Virginia, and southeastern Ohio — in the prolific natural gas development areas known as the Marcellus and Utica Shales.

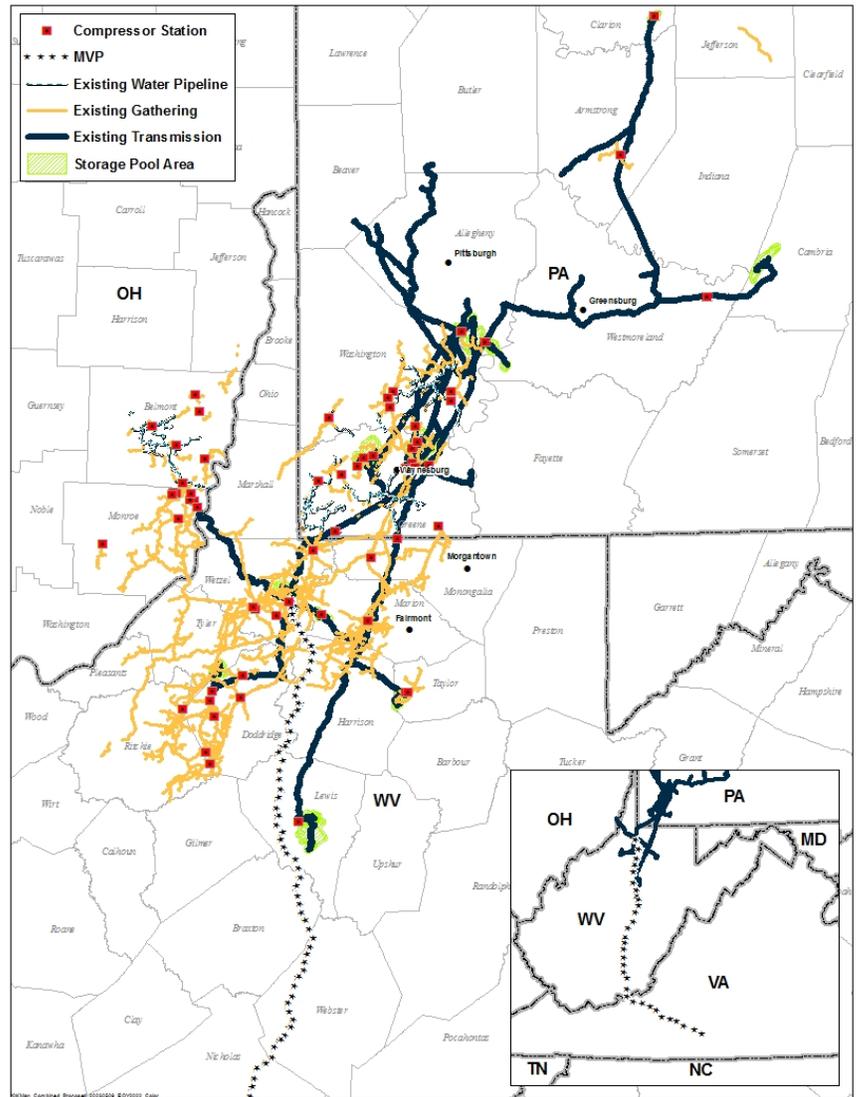
Equitrans' assets within the Appalachian Basin, and our growth projects, including MVP and OVCX, are designed to transport natural gas to national, regional, and local markets. Our customers are natural gas producers, commercial and industrial users, marketers, and local distribution companies (LDCs). Equitrans' three primary operating segments include:

Gathering

As of December 31, 2022, the gathering system, inclusive of Eureka Midstream's gathering system, included approximately 1,180 miles of high-pressure gathering lines and 135 compressor units with compression of approximately 493,000 horsepower and multiple interconnect points with the Company's transmission and storage system and to other interstate pipelines. On average, our gathering operations collected 7,695 billion British thermal units (BBtu) of natural gas per day during 2022, which is equivalent to 7.42 billion cubic feet (Bcf) per day, using the U.S. Energy Information Administration's (EIA) 1,037 Btu/cubic feet heat conversion factor.

Transmission

As of December 31, 2022, Equitrans' transmission and storage system included approximately 940 miles of Federal Energy Regulatory Commission (FERC)-regulated interstate pipelines that have interconnect points to seven interstate pipelines and multiple LDCs. At year-end 2022, our transmission and storage system was supported by 43 compressor units, with a 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 820 million cubic feet (MMcf) per day and a working gas capacity of approximately 43 Bcf. In 2022, Equitrans' transmission operations transmitted a daily average of 3,173 BBtu, which is equivalent to 3.02 Bcf, using the EIA's 1,037 Btu/cubic feet heat conversion factor.



Water

As of December 31, 2022, Equitrans' freshwater system included 21 freshwater impoundment facilities and approximately 201 miles of pipeline that deliver fresh water from local municipal water authorities, the Monongahela River, the Ohio River, local reservoirs, and several regional waterways.

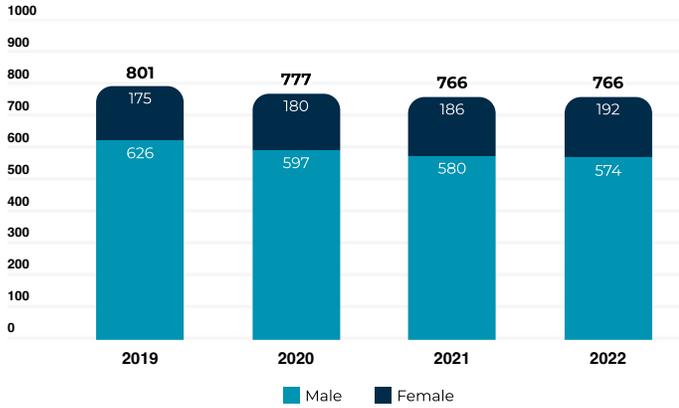
In 2021, the Company began construction of a mixed-use water system in Greene County, Pennsylvania, to transport produced, recycled water. Construction continued in 2022 with one water storage facility being placed in-service. As of year-end 2022, the Company's water system distributed a total of 1,139 million gallons of water to customers, including both fresh water and produced water.

As of the date of this report, the remaining portions of the mixed-use water system are targeted to be substantially complete in 2023. Once complete, the mixed-use water system is designed to include approximately 70 miles of buried pipeline and two water storage facilities with capacity of 350,000 barrels, as well as two interconnects with the Company's existing Pennsylvania freshwater systems.

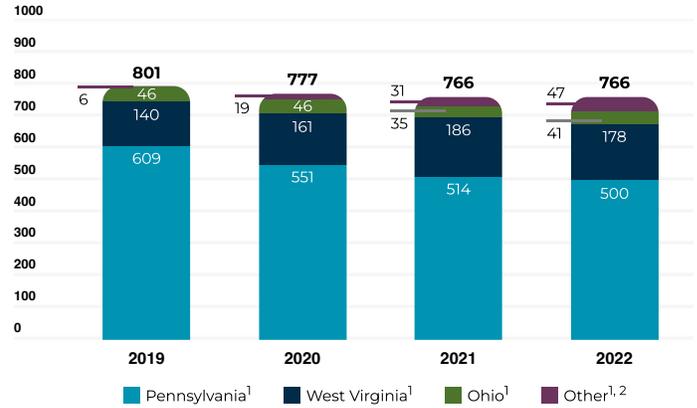
Employee Profile

Equitrans collects employee data through our human resources information system (HRIS), and we gather specific contractor information through our contract worker management system. As of December 31, 2022, Equitrans employed 766 people. None of our employees are covered by collective bargaining agreements.

TOTAL EMPLOYEES BY GENDER



TOTAL EMPLOYEES BY LOCATION



1) Work state/location is based on an employee's taxable earnings, as reported to the U.S. Internal Revenue Service and each respective state's tax department

2) Other Locations may include California; Colorado; Connecticut; Florida; Georgia; Indiana; Kentucky; Maryland; Minnesota; North Carolina; New Jersey; New York; Oklahoma; South Carolina; South Dakota; Tennessee; Texas; and Virginia



Recognizing the potential benefits of a flexible workplace model, Equitrans conducted a workplace modernization survey in June 2020. As part of the survey, office-based employees were asked to select their workplace preferences in line with the options available for their role, based on a set of three “workplace personas” (anchor, flex, and remote). Since implementing our workplace personas, the number of employees working in “Other U.S. Locations” has increased. More information on Equitrans’ person-centric work environment can be found in the [Workforce Culture](#) section of this report.

In addition to our employees, Equitrans hires multiple third-party contractors who are responsible to carry out the following duties:

- **Inspectors:** Verify that construction-related tasks follow 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

As described in the Company's public securities filings, Equitrans' principal strategy, which the Company expects will drive future growth and investment, is to achieve greater scale and scope, enhance the durability of its financial strength, and continue working to position itself for a lower carbon economy. Implementation of our strategy includes continuing to pursue our organic growth projects, continuing to leverage our existing assets, and prudently investing resources in our ESG- and sustainability-oriented initiatives. Equitrans also continues to focus on maintaining and strengthening its balance sheet. Additionally, we periodically evaluate strategically aligned inorganic growth opportunities.

Equitrans Midstream: Vision, Mission, and Core Values

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

Our Vision

To be the premier midstream services company in North America — providing safe, reliable, sustainable, 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.



● SAFETY: *Compliance is just a start.*

We are committed to responsible operations that will safeguard the environment and protect the health of our employees, contractors, and communities — always.

● INTEGRITY: *Doing the right thing.*

We will act ethically and demonstrate accountability for our actions, behaviors, and decisions. If something goes wrong, we will own it and make it right.

● COLLABORATION: *A reliable partner inside and out.*

We will cultivate an inclusive, respectful work environment that values differing perspectives and encourages the power of teamwork, customer service, and accountability.

● TRANSPARENCY: *Communication is key.*

We will listen and clarify understanding before acting. We will communicate openly with each other — and with our customers, shareholders, and other external stakeholders.

● EXCELLENCE: *In all we do and how we do it.*

We will operate in relentless pursuit of flawless execution to develop employee capabilities, produce high-quality work, and achieve sustainable results. We will keep our commitments.

About Equitrans Midstream Sustainability Governance



At Equitrans, we believe that sustainability starts at the top with our Board of Directors and continues through to our employees, who carry out their everyday processes and practices. We are dedicated to the pursuit of continuous improvement in our environmental, social, and governance (ESG) performance and have made good progress in building a culture focused on sustainability and further integrating sustainability into our governance, business strategy, and decision-making throughout the organization.



Our Approach to Sustainability Governance

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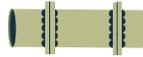
We are committed to creating positive, long-term value and emphasizing sustainable performance, as expected by our stakeholders. Consistent with our commitment, we embrace working to conduct business in a socially responsible and ethical manner, including managing our impact on the economy, the environment, and our communities. Since becoming a standalone midstream company in 2018, we have built a corporate culture that takes into account sustainable operations, encourages improvements where appropriate, and fosters honest and proactive communication with our stakeholders. Our goal is to be a positive contributor as we transition to a lower-carbon economy, engaging in sustainable business practices and creating long-term value for our shareholders, employees, customers, and communities.

As we strive to enhance the efficiency and management of our ESG reporting, we have initiated work on two Companywide initiatives. In 2022, we began developing an internal ESG operating model to enhance our data collection, data management, and auditing/assurance framework, as related to the data disclosed in our CSR and other ESG reports. This process includes mapping the flow of data from the source to the final disclosure, identifying data owners, and creating or enhancing data controls, as needed. Given the importance of GHG emissions to our stakeholders, we are implementing further improvements to our control environments for the information used to calculate Scope 1 and 2 GHG emissions.

In addition to implementing the ESG operating model, Equitrans is working to better align our ESG reporting with the Task Force on Climate-related Financial Disclosures (TCFD) framework. Building upon the TCFD-readiness assessment completed in 2022, Equitrans is now in the process of conducting two TCFD risk scenario analyses — physical risk and transition risk. To demonstrate the importance of this project, Equitrans included a “Sustainability-TCFD” metric in the Company’s 2023 Short-Term Incentive Plan (STIP). This metric includes three individual STIP targets as follows: completing one TCFD risk scenario analysis; completing a second TCFD risk analysis; completing two TCFD risk analyses and preparing a publishable TCFD report for the Board.

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. In April 2022, the Board revised the name of the Health, Safety, Security and Environmental Committee to the Health, Safety, Sustainability and Environmental (HSSE) Committee, to highlight the Company’s focus on and importance of sustainability, as well as the Committee’s role in providing oversight of a large number of sustainability matters. The HSSE Committee is chaired by one of our independent directors and provides oversight with respect to our approach to health, safety, sustainability, and environmental policies, programs, and initiatives. The Board reviews key ESG policies and commitments, such as our Climate Policy published in 2021, and regularly receives, directly or through Board committees, updates from management regarding our sustainability program and pertinent ESG topics. 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.



At Equitrans, we believe that sustainability starts at the top with our Board of Directors and continues through to our employees, who carry out their everyday processes and practices.



Chief Sustainability Officer and Executive Oversight

At Equitrans, the Chief Sustainability Officer (CSO) position is responsible for the development, oversight, and management of our sustainability program, including the identification, assessment, and management, as appropriate and in combination with other members of the management team, of related risks and opportunities and the establishment of related policies, standards, and statements. Additionally, the CSO is responsible for furthering the Company’s ESG reporting efforts. Accordingly, the CSO collaborates with employees across the Company to ensure continual development and implementation of Equitrans’ sustainability program and accurate and timely provision of relevant information to stakeholders. Further, the CSO provides updates to our Board of Directors quarterly, at a minimum. In managing our most critical ESG and sustainability topics, our CSO directly oversees our internal, management-level ESG Steering Committee, and related cross-functional working groups.

ESG Steering Committee and Working Groups

Equitrans established a management-level ESG Steering Committee and various 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 Steering Committee outline initiatives to maintain and improve our sustainability program, and the ESG working groups develop plans to implement the initiatives. During implementation, the ESG Steering Committee is responsible for providing oversight and allocating appropriate resources to the ESG working groups.

In January 2023, the committee structure was enhanced by adding a new Supply Chain working group and incorporating the leads for two working groups (Workforce and Governance) directly on the ESG Steering Committee, in place of maintaining these separate working groups. This change is intended to further enhance the operations of the ESG Steering Committee as it works to focus on the most impactful initiatives in 2023 and beyond. Based on the Equitrans' materiality assessment and/or importance to the Company, five of the working groups were developed to align with our primary ESG and sustainability focus areas. 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 our operations.



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 that 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. Equitrans' [Core Values](#) set the foundation for our Sustainability Framework, which utilizes five pillars (Safety Leadership, Environmental Stewardship, Corporate Governance, Stakeholder Engagement, and Economic Benefits) to define our approach to sustainability for our stakeholders.

In 2021, we formally announced our intent to align our business and operations with relevant SDGs through our [United Nations Sustainability Development Goals Statement](#), which includes our commitment to environmental integrity, protection of environmental resources, and climate change mitigation. Equitrans continues to demonstrate a robust governance structure for implementing our sustainability program, which incorporates our vision to focus on relevant SDGs. While all of the UN's 17 SDGs are important on a macro-level, we have identified eight SDGs that align with our objectives and the practical aspects of our business, operations, and geographic footprint. Moving forward, we will continue to evaluate the full breadth of all relevant SDGs, with an expectation to enhance and expand our alignment as applicable. We will prepare biennial progress summaries that outline actions taken to align our operations with the select SDGs. Our first progress summary was published in 2021, covering both 2019 and 2020 operations, and our second summary is expected during 2023.



In 2022, 95% of funding through our corporate local giving program and 100% of the funds distributed through the Equitrans Midstream Foundation aligned with one or more SDGs.



In 2022, we began incorporating the SDGs into our annual Stakeholder Engagement and Community Investment Plan. Specifically, each potential corporate local giving and/or sponsorship opportunity was evaluated to determine if the organization or specific initiative would align with one or more of the 17 United Nations SDGs or the associated targets and indicators. In 2022, 95% of the funds donated through our corporate local giving and sponsorship program aligned with at least one SDG. Further, 100% of the funds distributed through the Equitrans Midstream Foundation aligned with one or more SDGs. Additional information about our corporate local giving and sponsorship program and the Equitrans Midstream Foundation can be found in the [Community Engagement](#) section of this report.

About Equitrans Midstream CSO Message and Our Sustainability Framework



Sustainable thinking and acting are embedded in Equitrans' culture. Based on our Core Values, our Sustainability Framework outlines our approach to sustainable business practices to ensure that we continue to create value for all our stakeholders — employees, customers, shareholders, and the communities in which we operate.

Chief Sustainability Officer Message

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As Chief Sustainability Officer for Equitrans Midstream Corporation, I am often asked how we balance our natural gas business and sustainability strategies. For Equitrans, business excellence and sustainability are intertwined in our [Vision, Mission, and Core Values](#) — and put into action by our employees who work every day to ensure that we incorporate environmental, social, and governance (ESG) principles in all we do. In 2022, our sustainability journey demonstrated that we can cohesively pursue sustainable goals as we continuously work to improve performance and achieve business results.



Since our inception as a standalone, publicly traded company, Equitrans' employees have embraced the importance of elevating our ESG performance — diligently working to set the course for Equitrans to be a more sustainable business enterprise as we transition to a lower-carbon future. With the continued evolution of our sustainability program, our work during the past year focused on the development of several ESG-related projects aimed to build upon and strengthen our foundation. While the collective benefits of these projects may take several years to be fully realized, we believe the advantages will be pivotal for the future success of our Company.

Environmental

For the past two years, our methane reduction efforts have focused on the conversion of pneumatic controllers at our compressor stations. This program has been successful and, as of year-end 2022, has achieved an annualized reduction of more than 2,000 metric tons of methane. Together with other methane reduction initiatives, we are close to the midpoint of our 2030 target for a 50% reduction in Scope 1 and Scope 2 methane emissions.

To assist in meeting our climate goals, we are also proactively adjusting our business planning and operational processes to include the adoption of practices that enhance our methane emission mitigation efforts. For 2023, we are focused on optimizing compressor station blowdowns to efficiently manage the downtime required for maintenance while also achieving effective mitigation of methane emissions. We expect the overall methane reduction benefits associated with this work will be transformative in the years to come.

We are also undertaking efforts to develop a formal environmental management system (EMS), which is intended to provide a formalized framework to manage our environmental risks and opportunities, in turn, improving our environmental stewardship capabilities. Our EMS is designed to create enterprise-wide ownership for environmental performance, versus relying on our environmental team to be the sole driver of our stewardship efforts. During 2023, Equitrans will continue working to implement the EMS, with the ultimate goal of ISO 14001 certification and third-party verification in the future.

Social

At Equitrans, the safety of our employees, contractors, and communities is paramount in everything we do. And while safety will always be our top priority, our ability to create sustainable value for all stakeholders is driven from the inside out and begins with our employees. Equitrans is committed to maintaining a diverse, equitable, and inclusive workplace — one that engages employees in a manner that supports our business objectives and sustainability goals.

Our vision for sustainability provides an internal focus on workforce collaboration while also seeking to foster proactive engagement with external stakeholders and communities. In 2022, with this objective in mind, Equitrans adopted an [Environmental Justice Policy](#) and recently completed training for our Board, executives, and employees as the first step to embed environmental justice into our business operations. As outlined in this Policy, our goal is to provide for the fair treatment and meaningful involvement of all people in any public process involving our operations regardless of race, color, national origin, or income. We believe that by bolstering our efforts to provide greater accessibility to stakeholders, build stronger working relationships, and create positive outreach opportunities — we are better able to build thriving communities.

Governance

The commitment to our sustainability program is an element of our day-to-day business and operations – and is incorporated in the overall management of our Company through the full support of our executive leadership team and the active engagement of our Board through our Health, Safety, Sustainability and Environmental Committee.

As we strive to provide transparent, accurate, and meaningful disclosure of our sustainability efforts to our employees, our Board, and to all stakeholders, it is critical that we pursue a higher level of due diligence in our ESG reporting. To that end, we are developing an internal ESG operating model to enhance our data collection, data management, and auditing / assurance framework, as related to the disclosures in our CSR and other ESG reports. We are also implementing further improvements to our control environments for the information used to calculate Scope 1 and 2 GHG emissions.

To enhance our business risk process, we are working to better align our ESG reporting with the Task Force on Climate-related Financial Disclosures (TCFD) framework. Building upon the TCFD-readiness assessment completed in 2022, Equitrans is taking the next step by conducting two TCFD risk scenario analyses — physical risk and transition risk. To demonstrate the importance of this project, Equitrans included a 'Sustainability-TCFD' metric in the Company's 2023 Short-Term Incentive Plan.

In Closing . . .



We believe our sustainability journey is an essential component of our license to operate. This requires continued vigilance, commitment, and an unshakeable focus on our long-term vision to ensure that Equitrans thrives in a lower-carbon future, not only as a company but as a member of the community. We also recognize that not all may go as planned, and, when faced with the unfortunate circumstances of events such as our Rager Mountain storage well incident, we will take accountability for our actions and implement lessons learned, with the resolve to safely and responsibly maintain our operations for all generations — today and tomorrow.

Sincerely,

A handwritten signature in black ink, appearing to read 'Todd L. Normane'.

Todd L. Normane
Vice President, Chief Sustainability Officer and Deputy General Counsel

Our Sustainability Framework

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



Safety Leadership

First and foremost, 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 — our staunch belief 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

Environmental conservation is incredibly important to Equitrans, and, together with our world-class safety culture, our Zero Is Possible mentality includes environmental protection. 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 environmental performance, with a focus on the air, land, and water environments in which we operate.



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.



Stakeholder Engagement

Our stakeholders provide respected insight into the operation 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.



Economic Benefits

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 community organizations and invest in initiatives to promote safety, health, environmental, economic, and cultural development, and we consider environmental justice principles for the fair and equitable distribution of benefits generated by our operations.

About Equitrans Midstream

Our Stakeholders



We recognize that further developing sustainable operations includes engaging with our internal and external stakeholders on environmental, social, and governance (ESG) issues and, in doing so, we believe obtaining feedback will help us improve our performance in these areas. Our framework for stakeholder engagement is based on inclusiveness, transparency, and two-way communication. By engaging with our stakeholders in this manner, we believe there is greater opportunity to achieve business success and continuity.

Identifying and Engaging With Stakeholders

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At Equitrans, we know stakeholder engagement is critical to 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 from our stakeholders allows Equitrans to mitigate risks and proactively enhance and build transparency.



In 2022, we adopted and began implementing a formal [Environmental Justice Policy](#), affirming our efforts to provide reliable energy infrastructure safely, efficiently, and responsibly, while treating all people with fairness and inclusivity, regardless of their race, color, national origin, or income. Together with our [Stakeholder Engagement and Community Investment Policy](#), Equitrans' Environmental Justice Policy is designed to provide greater accessibility to stakeholders, build stronger working relationships, and create positive outreach opportunities throughout our operating communities. In early 2023, formal environmental justice training was rolled out across the Company. This training session is mandatory for all Equitrans employees and is available for the Company's contractor employees and third-party vendors.

From an operational perspective, and to ensure we adhere to all regulations and requirements, our primary engagements are with landowners, local governments, and local communities. Interacting with stakeholder groups throughout all project phases — including initial route planning, easement negotiations, the permitting process, construction, restoration, and after an asset is operational — is fundamental to Equitrans' success and is a key element of our stakeholder engagement practices. Our mechanism for engagement is often dependent upon the urgency or type of notification needed and our engagement activities may take place in person, via phone or video calls, via email, and through standard letters or postcards. In 2022, Equitrans initiated a toll-free Community Hotline (888-574-6944) specifically designed for the timely exchange of questions, concerns, and suggestions from members of our local communities, as well as our many other stakeholders.

Equitrans utilizes our Investor Relations (IR) and executive management teams to interact with our existing and prospective security holders. We identify our shareholders through the U.S. Securities and Exchange Commission (SEC) Form 13F holdings and third-party shareholder services. Our IR team actively communicates with both institutional and individual investors via direct phone calls and video conference calls. Our teams periodically 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/video discussions, 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.



Equitrans' Environmental Justice Policy affirms our efforts to provide reliable energy infrastructure safely, efficiently, and responsibly — while treating all people with fairness and inclusivity, regardless of their race, color, national origin, or income.

In addition, Equitrans interacts with our existing and prospective security holders through our Investor Relations (IR) and executive management teams, actively communicating with both institutional and individual investors via phone and video discussions or face-to-face meetings. We identify our shareholders through the U.S. Securities and Exchange Commission (SEC) Form 13F filings and third-party shareholder services. The Company conducts quarterly earnings conference calls and, periodically, our teams may attend and participate in energy-focused investor conferences and non-deal investor roadshows. We engage with present and future shareholders, along with sell-side analysts and research analysts to garner feedback and input, which is utilized to inform the Company on market and industry dynamics.

Maintaining a two-way dialogue through continuous communication allows our stakeholders to stay informed, build trust in Equitrans, and increase our awareness of stakeholders' needs and concerns. Our formal [Stakeholder Engagement and Community Investment Policy](#) furthers our commitment to proactive communication with stakeholders and to community support through financial and non-financial contributions. Programs covered under this Policy incorporate the following key stakeholder priorities:

1. Environmental stewardship
 2. Good neighbor community programs
 3. Energy efficiency and access to low-carbon and renewable energy
 4. Environmental justice
 5. Sustainability
 6. GHG offsets and climate-change resiliency
-

Our Basis for Identifying Stakeholders

As our operations evolve, we continuously work to evaluate, identify, and update potential stakeholders involved with our projects and operations. Equitrans strives to engage with any stakeholder who may potentially be impacted by our operations or may have questions regarding our business. We focus on and identify stakeholders who may face direct impacts from our operations, such as landowners, municipalities, regulatory authorities, contractors, and suppliers, that oversee our business and operational activities.

External Stakeholders

- Landowners
- Community Members and Organizations
- Government Officials and Agencies
- Tribal and Indigenous Communities
- First Responders
- Shareholders
- Customers
- Contractors
- Financial Research Analysts
- Industry Associations
- Suppliers

Association Memberships

- African American Chamber of Commerce, Western Pennsylvania
- American Petroleum Institute (API)
- Energy & Mineral Law Foundation
- Energy Infrastructure Council
- GPA Midstream, Appalachian Basin Chapter
- Greene County Chamber of Commerce
- Interstate Natural Gas Association of America (INGAA)
- INGAA Foundation
- Marcellus Shale Coalition
- Ohio Oil and Gas Association
- Our Nation's Energy Future (ONE Future)
- Pennsylvania Chamber of Business & Industry
- Pennsylvania Independent Oil & Gas Association
- Public Affairs Council
- Southern Gas Association
- St. Clairsville Area Chamber of Commerce
- U.S. Chamber of Commerce
- Utilities Telecommunications and Energy Coalition of West Virginia
- Virginia Oil & Gas Association
- Washington County Chamber of Commerce
- West Virginia Manufacturers Association
- Women's Energy Network

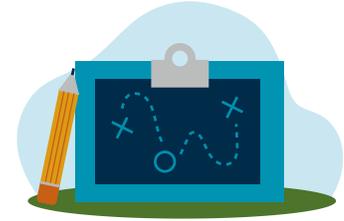
External Initiatives

- **API Environmental Partnership:** A voluntary industry trade group that uses a systematic approach to reduce methane and volatile organic compound (VOC) emissions. The group champions the implementation of six Environmental Performance Programs that identify efficient and effective technologies to further reduce methane and VOC emissions from pneumatic controllers, liquids unloading, Leak Detection and Repair (LDAR) programs, compressors, pipeline blowdowns, and flares. Environmental Partnership participants take action, learn, and collaborate to continuously improve environmental performance.
- **INGAA Greenhouse Gas Emissions Commitments:** A natural gas transmission and storage facility initiative focused on minimizing GHG emissions from pipelines, compressor stations, pneumatic controllers, and storage wells while maintaining pipeline integrity and safe operations. INGAA members are committed to reducing GHG emissions in a prudent and environmentally responsible manner, avoiding adverse customer and community impacts, and setting and meeting their respective emission reduction goals by continuously improving practices.

- **ONE Future Coalition:** A coalition of natural gas companies that voluntarily collaborate to reduce methane emissions across the natural gas supply chain. ONE Future is focused on demonstrating an innovative performance- and science-based approach to methane emissions management. Coalition members are connected through one collaborative goal: *to achieve an average rate of methane emissions across the entire natural gas value chain that is one percent or less of total (gross) natural gas production and delivery.*
- **Appalachian Methane Initiative (AMI):** A coalition of natural gas operators committed to enhancing methane monitoring and facilitating additional methane emissions reduction in the Appalachia Basin. AMI was formed to promote greater efficiency in measuring emissions, as well as generating and monitoring data that will allow members to advance their methane mitigation efforts.

We believe our commitment to sustainable operations facilitates improvements and fosters honest and proactive communication with our stakeholders. Further information on our stakeholder activities can be found in our [Community Engagement](#) section, and a discussion on our key stakeholder topics is available in the [Materiality Assessment](#) section of this report.

About Equitrans Midstream Materiality Assessment



Sustainability is a key priority for Equitrans, and we seek to understand and manage the environmental, social, and governance (ESG) topics that are most relevant and significant to our stakeholders and to our business. In partnership with a third-party, we conduct a materiality assessment roughly every two years, and the results are captured by an artificial intelligence tool designed to evaluate materiality assessments and are subsequently validated internally, enabling us to strengthen our ESG-reporting efforts.

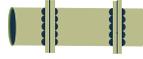


Our Process and Material Topics

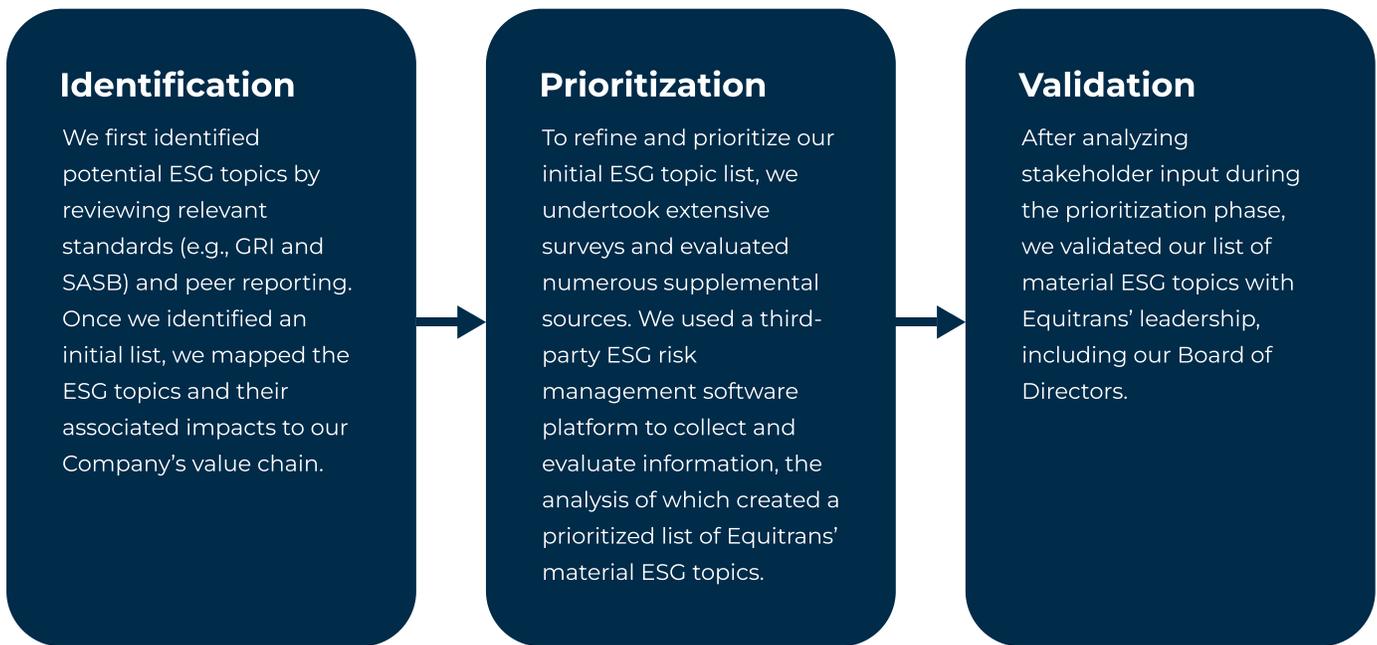
3-1, 3-2

The ESG materiality assessment is the core of our sustainability framework — it helps us to identify and focus on areas where we can most significantly improve performance and enhance our engagement with stakeholders. In 2022, Equitrans renewed its 2019 materiality assessment, including, for the first time, engaging both internal and external stakeholders and leveraging both the Global Reporting Initiative (GRI) and the Sustainability Accounting Standards Board (SASB) standards as inputs. We surveyed nearly 400 employees, including our Board of Directors, and engaged with more than 300 external stakeholders, including investors, financial institutions, customers, landowners, elected officials, suppliers, and ESG raters and rankers. In addition, we evaluated supplemental sources from relevant industry associations, agencies, and ESG frameworks.

As with our initial 2019 assessment, we continued to leverage Datamaran — a leading third-party ESG risk management software platform – to collect and evaluate information from our stakeholders and key supplemental resources. This evaluation ranked the importance of each topic based on different stakeholders' weightings and ratings to determine the topic's relative importance to Equitrans and our stakeholders. The analysis created a prioritized list of material ESG topics, which we then validated with Equitrans' leadership, including our Board of Directors. The assessment results confirmed that Equitrans continues to focus on the most appropriate ESG topics.



Equitrans' 2022 materiality assessment survey engaged more than 300 external stakeholders and included 100% Board member participation.



Based on our 2022 Materiality Assessment, Equitrans' primary material topics are listed in alphabetical order below, and form the basis for our report:

- Air Emissions
- Asset Safety and Integrity
- Biodiversity and Land Stewardship
- Business Ethics and Integrity
- Community Engagement
- Corporate Governance
- GHG Emissions and Climate Change
- Occupational Health and Safety
- Political Engagement
- Public Safety and Emergency Response
- Security and Cybersecurity
- Waste Management
- Water Management
- Workforce Culture

These material topics are incorporated into Equitrans' 2023 Corporate Sustainability Report, following two sustainability reporting standards: 1) in accordance with the GRI Standards, which include the "Consolidated Set of the GRI Standards 2021" as well as GRI's Oil and Gas Sector Standard 2021; and 2) in alignment with the SASB Oil & Gas Midstream reporting standards.

Expanding Our Sustainability Reporting

In addition to our top-tier ESG disclosures identified through our formal materiality assessment, Equitrans also reports on several ESG-related topics that we manage under our sustainability framework, primarily due to their importance to the Company. For additional transparency, and based on our priorities evaluation, we also include the following six ESG topics, in alphabetical order, as primary disclosures in our report:

- Diversity and Inclusion
- Economic Impact
- Energy
- Environmental Compliance
- Supply Chain Management and Human Rights
- Sustainability Governance

About Equitrans Midstream Forward-Looking Information

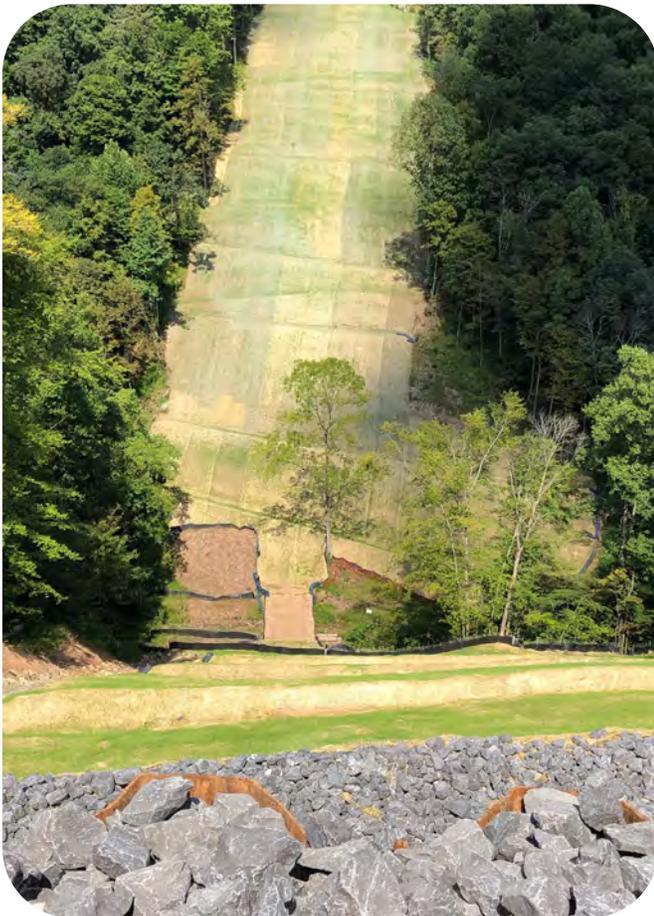


This 2023 Corporate Sustainability Report of Equitrans Midstream Corporation may contain or incorporate by reference certain forward-looking statements within the meaning of Section 21E of the Securities Exchange Act of 1934, as amended, and Section 27A of the Securities Act of 1933, as amended. Statements that do not relate strictly to historical or current facts are forward-looking and usually identified by the use of words such as “anticipate,” “estimate,” “could,” “would,” “will,” “may,” “assume,” “potential,” “focused,” “forecast,” “approximate,” “expect,” “project,” “intend,” “plan,” “believe,” “target,” “goal,” “objective,” “outlook,” “seek,” “strive,” “view,” “continue,” “guidance,” “scheduled,” “position,” “predict,” “budget” and other words of similar meaning in connection with any discussion of future operating or financial matters. Without limiting the generality of the foregoing, forward-looking statements contained herein include express or implied expectations of plans, strategies, objectives, and growth and anticipated financial and operational performance of Equitrans and its affiliates; potential future application and efficacy of Equitrans’ practices, standards, processes, policies and procedures; the future resiliency of Equitrans’ business, including in a lower-carbon economy, and role of natural gas as a component of energy strategy; Equitrans’ ability to execute on its strategy and achieve related benefits; Equitrans’ ability to execute against its crisis management plan; Equitrans’ ability to bring in-service certain projects and related timing for certain projects; Equitrans’ future and continuing ability to execute operationally in accordance with its vision, values and sustainability framework and impact thereof; Equitrans’ ability to achieve, and create value from, its environmental, social and governance (ESG), sustainability and other targets and aspirations (including targets and aspirations set forth in its climate policy) and timing and means for doing so; Equitrans’ ability to identify the most impactful ESG initiatives; expected annualized emission reductions from a certain methane reduction project undertaken in 2021 and 2022; the provision of assurance through an environmental management system; emission estimates; potential effects of legislation or regulation and Equitrans’ future ability to comply with applicable legislation and regulation; potential effects of extraordinary weather events; the ultimate financial, business, reputational and/or operational impacts resulting, directly or indirectly, from the Rager Mountain natural gas storage field incident, including estimates of natural gas volumes vented which may be associated with such incident, as well as timing for completing the root cause analysis and ability to return the field to injection operations; the effectiveness of Equitrans’ information technology and operational technology systems and practices to detect and defend against evolving cyberattacks; and potential future modifications to baseline greenhouse gas inventory. The forward-looking statements included in this report involve risks and uncertainties that could cause actual results to differ materially from projected results. Accordingly, readers of this report, including investors, should not place undue reliance on forward-looking statements as a prediction of actual results. Equitrans has based these forward-looking statements on management’s current expectations and assumptions about future events. While Equitrans considers these expectations and assumptions to be reasonable, they are inherently subject to significant business, economic, competitive, regulatory, judicial, and other risks and uncertainties, many of which are difficult to predict and are beyond Equitrans’ control. The risks and uncertainties that may affect the operations, performance and results of Equitrans’ business and forward-looking statements include, but are not limited to, those set forth under “Item 1A. Risk Factors” and “Cautionary Statements” in Equitrans’ Annual Report on Form 10-K for the year ended December 31, 2022, as updated by Equitrans’ subsequent Quarterly Reports on Form 10-Q. Any forward-looking statement speaks only as of the date on which such statement is made and Equitrans does not intend to correct or update any forward-looking statement, unless required by securities law, whether as a result of new information, future events or otherwise.

Environmental Environmental Compliance



Aligned with our commitment to meet or exceed compliance regulations, we recognize transparency is key when interacting with federal, state, and local authorities. Equitrans conducts internal and third-party audits to promote compliance with requirements, including for our construction projects and operational assets. We engage in a variety of activities throughout our operations to foster maintaining our Core Values of collaboration and transparency and compliance with all environmental regulations.



Managing Environmental Compliance

2-27, 3-3

To meet or exceed all applicable regulations, we work diligently to ensure our environmental compliance teams correctly identify regulations and develop effective strategies to achieve compliance, which includes utilizing various technology platforms. Through our enterprise asset management system, we collect and monitor data on applicable regulations and operating permits. One of our environmental software applications calculates air emissions from our assets and operations, ensuring we are compliant with our permits. In 2022, we began utilizing the Intalex app to track our spills and releases and to develop an environmental incident management database. The new database improved the quality of our environmental incident data by directly linking Notices of Violation (NOVs) and/or associated penalties with the original incident record. Additionally, we are in the process of implementing an environmental management system (EMS), which is intended to provide a formalized framework to manage our environmental risks and opportunities.



As an additional means of responsibility and transparency, Equitrans implemented a NOV Tracker to publicly disclose the Company's formal notices of non-compliance and violations.

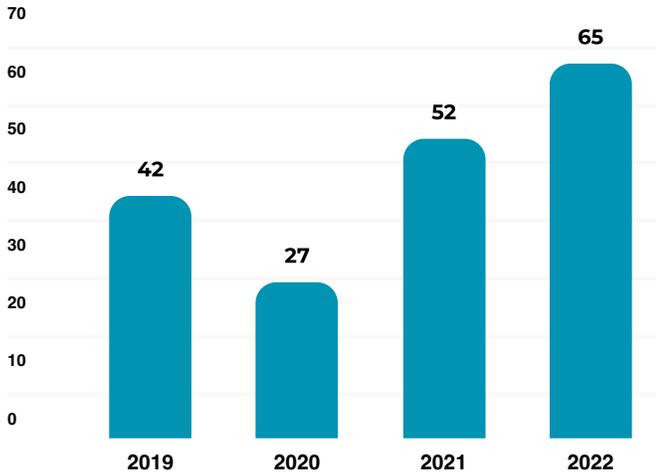
Equitrans believes it is equally important to be transparent when we do not live up to our expectations, and especially so when we fall short of federal, state, or local requirements for environmental compliance. In keeping with this belief, it is important to note that in 2022 the majority of Equitrans' environmental non-compliance incidents or issues were self-reported, which means that if there was a finding of non-compliance, such as sediment escaping the right-of-way or a slip, our environmental team promptly reported the incident to the appropriate regulatory agency. Once reported, the agency then conducts a comprehensive evaluation to determine if a NOV should be issued, and assesses the related NOV penalty amount, if any. This evaluation takes three primary factors into account: impact to the environment; impact to the community; and Equitrans' mitigation response time.

As an additional means of responsibility and transparency, we implemented a [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 acts as an accountability measure. Asset-related enforcement actions can be found in the [Asset Safety and Integrity](#) section of this report.

2022 Environmental Compliance Summary

The baseline for Equitrans is that any form of non-compliance is unacceptable regardless of whether it results in a NOV, fine, or penalty. We acknowledge that there was an increase in the number of environmental NOVs reported in 2022. In comparing year-over-year statistics, during 2022 there were less NOVs associated with fluid/material releases and erosion/slide events that impacted waterbodies; however, there was a larger number of NOVs associated with administrative air compliance and well-plugging events (including in connection with the Rager Mountain Storage facility incident in November 2022, discussed elsewhere in this report), which led to an overall increase in associated NOVs. Of the total number of NOVs, 24 NOVs, or 37%, were administrative in nature and did not result in a penalty as there was no impact to the environment or community. In cases where a non-compliance event did result in an impact, the NOV issued and the penalty amount assessed was directly related to the level of environmental or community impact, as determined by the issuing agency. The penalty amount paid in 2022 decreased as reflected in the reduced severity of the individual non-compliance actions.

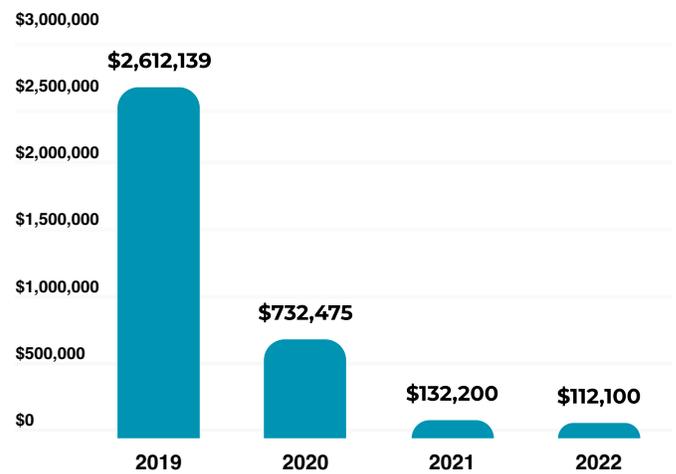
ENVIRONMENTAL NOV^{1, 2}



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

2) Environmental NOVs are based on the date when a non-compliance event occurred; due to the inherent lag time between the event date and the potential NOV issuance date, the previously reported data was restated to accurately reflect the final number of non-compliance events that occurred each year

TOTAL MONETARY VALUE OF PENALTIES^{1, 2}



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

2) Penalty amounts are reported based on the date the penalties are paid

Enhancing Our Compliance Practices

At Equitrans, effective management is foundational to our environmental performance, with the goal of mitigating risk and realizing opportunities across the organization. In 2022, we began working towards this goal by rolling out elements of our enhanced EMS, which has been supported by executive management since its inception. Our EMS is designed to create Companywide ownership for environmental performance, versus having our environmental team be the sole driver of environmental performance. To reinforce this approach, an EMS lead was designated for each department and was tasked with responsibility to implement the EMS within their department and develop operating procedures and manuals for successful alignment with the new EMS Manual. The Manual describes the policies and procedures necessary for Equitrans to comply with ISO 14001 requirements. During 2023, Equitrans will continue working to implement the EMS with the ultimate goal of ISO 14001 certification and third-party verification in the future.

Environmental GHG Emissions and Climate Change



Equitrans recognizes that climate change is one of the most critical issues facing our Company, our society, and the world — the effects of which require global efforts to reduce greenhouse gas (GHG) emissions. As an energy infrastructure company, we understand the ongoing developments and risks surrounding climate change, as well as the corresponding opportunities. As such, we must continue to focus on long-term sustainable performance — working to minimize impacts to the environment and society by pursuing climate change mitigation targets.

Approach to Greenhouse Gas Emissions

2-4, 3-3, 305-1, 305-2, 305-3, 305-4, 305-5, 413-2, EM-MD-110a.1, EM-MD-110a.2

Equitrans acknowledges the effects of climate change present pressing challenges to society and risks to our Company; however, we believe that natural gas and its associated infrastructure is, and will remain, a critical component of our nation's energy strategy.

Consequently, we also believe that working to reduce our associated operational emissions is simply the right thing to do. Because of this, we are making strides to understand and minimize our impacts and are focusing on reducing our operational Scope 1 and Scope 2 GHG emissions.

Our internal, multi-disciplinary climate working group has identified and successfully deployed projects such as gas-to-air pneumatic conversions and compressor vent-gas recovery to help reduce methane and other emissions. In addition, we continue to evaluate existing and new technologies that can potentially be used to achieve future reductions. As we learn more about climate change and its impacts, Equitrans believes a sustainable future lies in our society's ability, including that of natural gas infrastructure companies, to continuously do better in the area of GHG emissions.



Equitrans works to accurately track and transparently report GHG emissions to allow external stakeholders to understand our climate performance, and our GHG inventory is developed and reported in accordance with the Greenhouse Gas Protocol (GHG Protocol) requirements. To better align with existing financial reporting, Equitrans has voluntarily elected to change its GHG organizational boundary from operational control to equity share reporting, beginning with Equitrans' 2023 Corporate Sustainability Report.

Under the equity share approach, a company accounts for GHG emissions from operations according to its equity share of the asset. The equity share reflects economic interest, which is the extent to which a company has rights to the risks and rewards associated with an asset's operation. For example, as Equitrans owns a 60% interest in Eureka Midstream, we are including 60% of the total emissions from Eureka Midstream assets in our GHG inventory reporting.



To better align with existing financial reporting, Equitrans has voluntarily elected to change its GHG organizational boundary from operational control to equity share reporting, beginning with Equitrans' 2023 Corporate Sustainability Report.



In this report, Equitrans outlines its Scope 1 and Scope 2 GHG emissions using the equity share consolidation approach for the past four years. A year-over-year comparison summary for 2021-2022 for emissions associated with our operations is as follows:

- Scope 1 carbon dioxide and nitrous oxide emissions decreased due to an overall decrease in natural gas throughput and associated fuel combustion for operating equipment
- Without reflecting the one-time Rager Mountain incident, the investigation of which is ongoing (as described below), there was a decrease in Scope 1 methane emissions associated with operations, primarily due to pneumatic device conversions and installation of vent gas recovery on select compressors
- Scope 2 emissions increased due to the addition of new electricity accounts in late 2021 and mid-2022, associated with the installation of rectifiers used for cathodic protection and converting the electricity supply for three existing compressor stations from on-site generators to purchased power

In-depth information regarding Equitrans' Scope 1, Scope 2, and Scope 3 GHG emissions, including a detailed discussion surrounding Scope 3 Emissions Category 11 – Use of Sold Products, is contained within the respective subsections below.

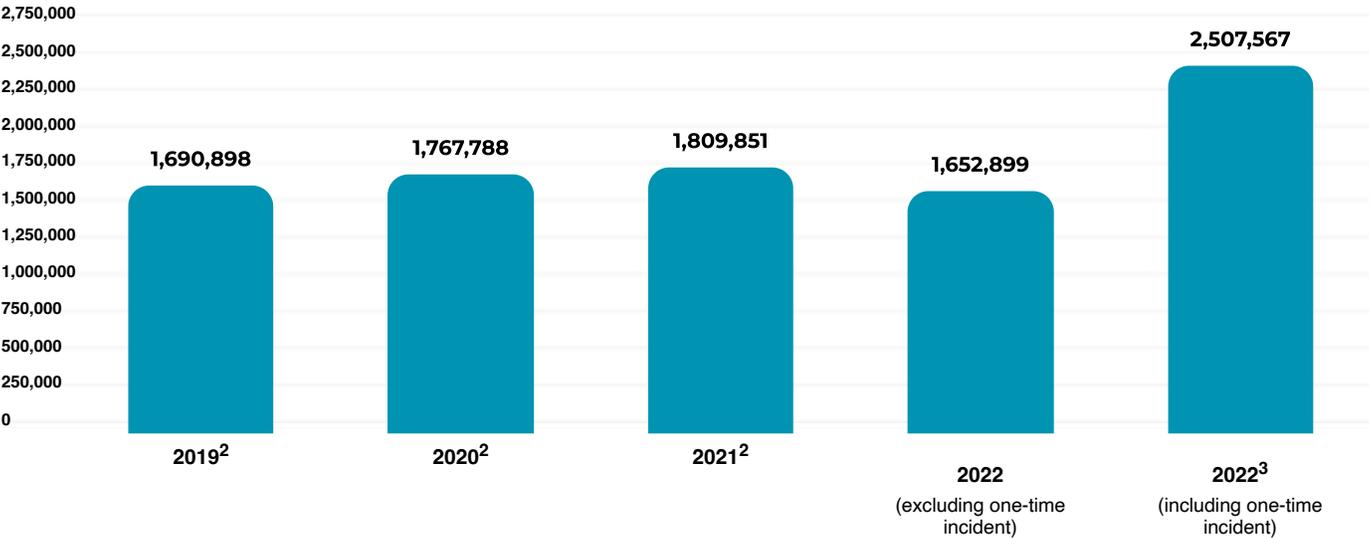
Scope 1 GHG Emissions

For our 2022 Scope 1 emissions, we have included additional data related to an incident that occurred at our Rager Mountain Storage facility, located in Jackson Township, a remote area in Cambria County, PA, on November 6, 2022. As part of the Company’s emergency response process, Equitrans technicians arrived on site and observed natural gas escaping from a 1 5/8" vent on a single storage well, which was working as designed to relieve pressure from the casing. Equitrans worked with a specialty well services company to resolve the venting and the flow of gas was stopped on November 19, 2022. In coordination with the Pipeline and Hazardous Materials Safety Administration (PHMSA), an independent, full root cause investigation is underway and is expected to be complete in summer 2023. As part of post-incident activities, Equitrans continues to conduct a comprehensive environmental assessment of the facility and surrounding area, as well as an extensive storage field integrity assessment. Additional information regarding the Rager Mountain incident can be found in the [Public Safety and Emergency Response](#) and the [Asset Safety and Integrity](#) sections of this report.

In light of the Rager Mountain incident, we are presenting two data sets for our 2022 Scope 1 emissions:

1. The first 2022 data set presents our Companywide GHG emissions associated with Equitrans’ normal course operations during 2022 and excludes Rager-related data (calculated as Companywide GHG emissions minus potential emissions associated with the one-time, Rager Mountain incident).
2. The second 2022 data set includes potential emissions from the estimated gas loss related to the one-time, unplanned Rager Mountain incident. Based on a comparison to the standard shut-in test performed in April 2022, the results of the inventory verification test indicated the Rager storage inventory was reduced by an estimate of approximately 1.29 Bcf. Equitrans continues to evaluate whether and to what extent all of the inventory loss was due to venting or whether some was due to potential migration.

TOTAL SCOPE 1 DIRECT GREENHOUSE GAS EMISSIONS (METRIC TONS CO₂e)¹



1) Includes 100% of emissions from Equitrans assets and 60% of emissions from the Eureka Midstream assets; excludes MVP, MVP Southgate, and additional in-progress projects
 2) The 2019, 2020, and 2021 emissions have been restated based on the change to an equity share GHG consolidation approach
 3) For conservatism, and based solely on an initial inventory reduction test, assumes the potential venting of approximately 1.29 Bcf of natural gas related to the one-time incident in November 2022, the investigation of which is ongoing as of the publication of this report

Scope 1 Direct Greenhouse Gas Emissions (Metric Tons CO ₂ e) ¹	2019 ²	2020 ²	2021 ²	2022 (excluding one-time incident)	2022 (including one-time incident) ³
Carbon Dioxide (CO ₂)	1,410,599	1,505,118	1,582,721	1,445,044	1,445,296
Methane (CH ₄)	277,597	259,537	224,475	205,153	1,059,569
Nitrous Oxide (N ₂ O)	781	825	848	777	777
Hydrofluorocarbons (HFC)	1,922	2,309	1,806	1,925	1,925
Perfluorinated Compounds (PFCs)	0	0	0	0	0
Sulfur Hexafluoride (SF ₆)	0	0	0	0	0
Nitrogen Trifluoride (NF ₃)	0	0	0	0	0
Total	1,690,898	1,767,788	1,809,851	1,652,899	2,507,567

1) Includes 100% of emissions from Equitrans assets and 60% of the emissions from Eureka Midstream assets; excludes MVP, MVP Southgate, and additional in-progress projects

2) The 2019, 2020, and 2021 emissions have been restated based on the change to an equity share GHG consolidation approach

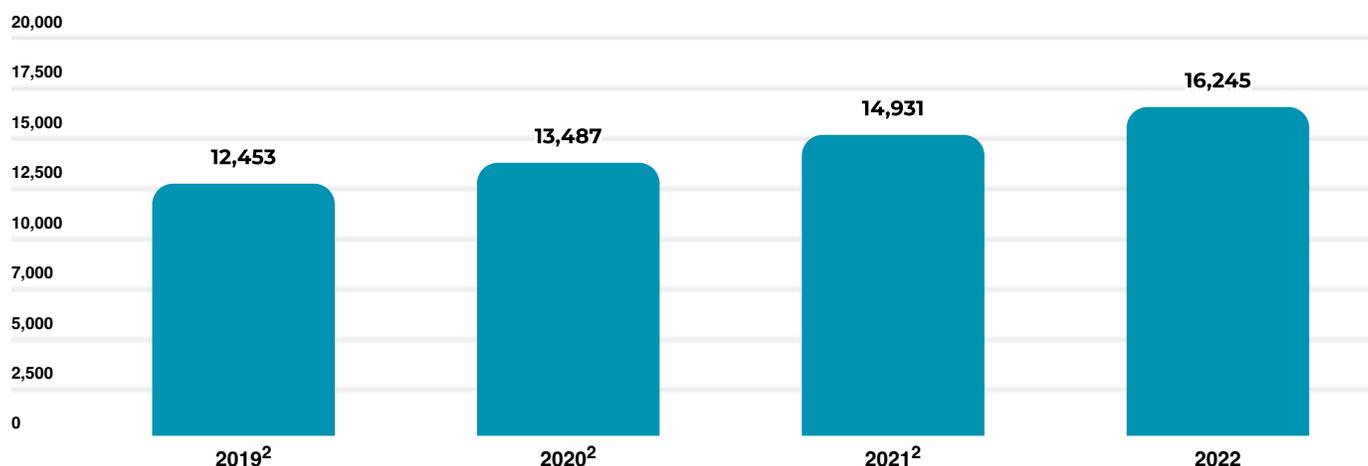
3) For conservatism, and based solely on an initial inventory reduction test, assumes the potential venting of approximately 1.29 Bcf of natural gas related to the one-time incident in November 2022, the investigation of which is ongoing as of the publication of this report

Scope 2 GHG Emissions

In previous sustainability reports, Equitrans reported location-based Scope 2 emissions, which are calculated by multiplying purchased electricity by emissions factors for the regional electric grid. For this current report (as of year-end 2022), we are also disclosing market-based Scope 2 emissions, which account for renewable energy purchased.

Equitrans purchased and retired 35,000 Green-e Energy certified renewable energy credits (RECs) for calendar-year 2022 operations. These 35,000 RECs represent 35,000 megawatt hours (MWh) of renewable energy generated, which in this case was from wind energy. By purchasing and retiring these RECs, 100% of the electricity purchased in 2022 that is accounted for in Scope 2 GHG emissions was supplied by renewable energy with zero carbon emissions. The small amount of remaining market-based emissions reported are from purchased heating.

TOTAL SCOPE 2 LOCATION-BASED, INDIRECT GREENHOUSE GAS EMISSIONS (METRIC TONS CO₂e)¹



1) Includes 100% of emissions from Equitrans assets and 60% of the emissions from Eureka Midstream assets; excludes MVP, MVP Southgate, and additional in-progress projects

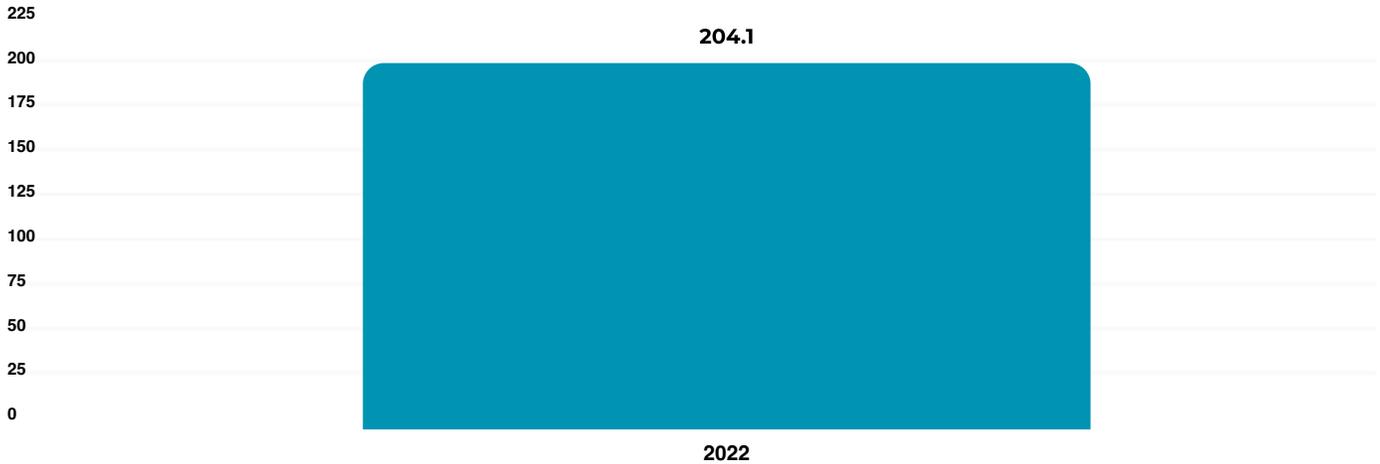
2) The 2019, 2020, and 2021 emissions have been restated based on the change to an equity share GHG consolidation approach

Scope 2 Location-Based, Indirect Greenhouse Gas Emissions (Metric Tons CO ₂ e) ¹	2019 ²	2020 ²	2021 ²	2022
Carbon Dioxide (CO ₂)	12,371	13,407	14,847	16,148
Methane (CH ₄)	34	34	36	41
Nitrous Oxide (N ₂ O)	47	46	47	57
Hydrofluorocarbons (HFC)	0	0	0	0
Perfluorinated Compounds (PFCs)	0	0	0	0
Sulfur Hexafluoride (SF ₆)	0	0	0	0
Nitrogen Trifluoride (NF ₃)	0	0	0	0
Total	12,453	13,487	14,931	16,245

1) Includes 100% of the Eureka Midstream assets; excludes MVP, MVP Southgate, and OVCX projects

2) The 2019, 2020, and 2021 emissions have been restated based on the change to an equity share GHG consolidation approach

TOTAL SCOPE 2 MARKET-BASED, INDIRECT GREENHOUSE GAS EMISSIONS (METRIC TONS CO₂e)¹

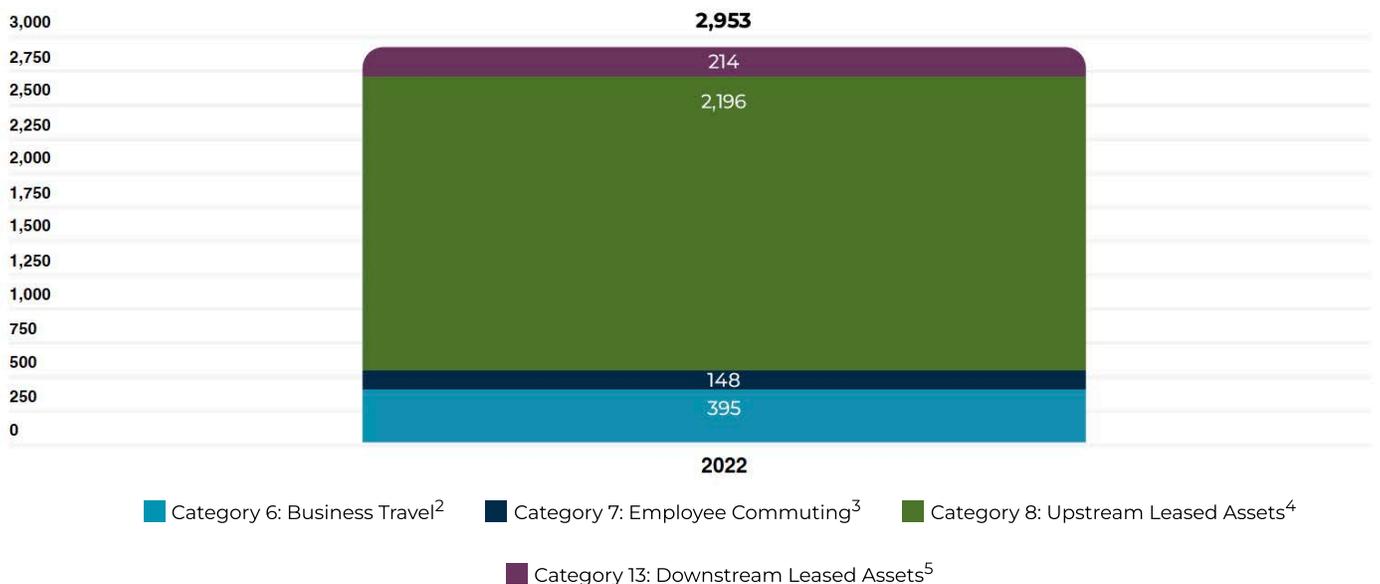


1) Includes 100% of emissions from Equitrans assets and 60% of the emissions from Eureka Midstream assets; excludes MVP, MVP Southgate, and additional in-progress projects

Scope 3 GHG Emissions

In late 2022, Equitrans began work to expand our Scope 3 GHG inventory by evaluating which of the 15 Scope 3 categories were applicable to the Company and determining the best available data collection approach and emissions calculation methodology for each of the applicable categories. We acknowledge that we have not previously tracked, collected, or reported on the data sources that comprise the 15 categories of Scope 3 emissions. Therefore, we had to establish a methodology for calculating emissions that are potentially applicable to Equitrans to ensure reported data could be consistently and reliably calculated. As of publication of this report, the data collection and calculation for Equitrans' full 2022 Scope 3 inventory is ongoing. The available results at the time of report publication are disclosed in the table below. In subsequent years, we expect to expand our Scope 3 disclosures to include additional applicable categories.

TOTAL 2022 SCOPE 3 OTHER INDIRECT GREENHOUSE GAS EMISSIONS BY CATEGORY (METRIC TONS CO₂e)¹



1) The data collection and calculation for the full 2022 Scope 3 inventory is ongoing; the total includes calculation results available at the time of report publication

- 2) Includes business travel paid for by the Company including commercial air travel, charter air travel, car rentals, and other spend-based business travel; emissions associated with hotel stays are excluded as the GHG Protocol lists that as an optional metric
- 3) Includes emissions from full-time and part-time employees commuting to their designated work location; excludes emissions from employees who commute using Company fleet vehicles, as those emissions are reported in Scope 1
- 4) Includes energy usage from office space that Equitrans leases from third parties
- 5) Includes energy usage from office space that Equitrans leases to third parties

Additional Discussion: Scope 3 Emissions Category 11 — Use of Sold Products

The most significant portion of GHG emissions for the full natural gas value chain comes from its combustion by its ultimate users. Deciding which companies should include those combustion-related emissions in their disclosures is a particularly complicated task that Equitrans has spent considerable time and resources evaluating. In past years, Equitrans had considered emissions from downstream users' natural gas combustion and had provided an estimate of these emissions in our Scope 3 inventory. It was assumed that all natural gas would be combusted, so the emissions were reported for Category 11 (use of sold products) and Categories 10 (processing of sold products) and 12 (end of life treatment of sold products) were assumed to be not applicable. As Equitrans has advanced its review and understanding of the GHG Protocol guidance and considered industry best practices, we have concluded that it is not appropriate to include sold product emissions in our Scope 3 inventory. As such, Equitrans will no longer be including GHG emissions from the combustion of natural gas it transports in the Company's emissions reporting. A complete perspective regarding this change is fully described below.

Equitrans' Perspective on Category 11

Whether these emissions should be disclosed depends on a full understanding of the midstream business model and how others in the marketplace interact with midstream service companies. Equitrans' operations focus on natural gas transmission & storage and gathering systems, as well as water services that support natural gas production across the Appalachian Basin. Our primary responsibility is the transportation of our customers' natural gas from Point A to Point B — meaning our customers produce and extract the natural gas and engage Equitrans to transport the gas to their customers. The vast majority of the Company's business is conducted pursuant to long-term contracts with our customers. Pursuant to these contracts, Equitrans provides services that involve the transport our producer customers' product through our pipeline systems. Once this product reaches its destination, ownership of the product is transferred from our producer customer to their purchaser. At no point does Equitrans own the natural gas product that we transport.

The GHG Protocol provides general guidance and a number of specific recommendations for companies to identify and report applicable Scope 3 emissions. Specifically, the description of Category 11, use of sold products, is as follows:

"This category includes emissions from the use of goods and services sold by the reporting company in the reporting year. A reporting company's scope 3 emissions from use of sold products include the scope 1 and scope 2 emissions of end users. End users include both consumers and business customers that use final products."

Per the GHG Protocol, these types of end-use emissions are to be reported "from all relevant products sold in the reporting year across the company's product portfolio." Equitrans transports the natural gas but cannot sell the natural gas for end-use purposes because it never owns the gas. Equitrans' "product" is the transportation service it provides through its pipeline infrastructure — the ownership of the gas itself remains the product of our customers from receipt to its delivery point on our pipelines. Based on this definition, the use of sold

products category would be appropriately accounted for by upstream companies that produce and own the natural gas resource. Accounting for the emissions associated with downstream combustion at the midstream level would not only be inconsistent with the language of the GHG Protocol, but it would also result in misleading results due to double counting of upstream producers' and midstream companies' emissions. As such, Equitrans will no longer be including GHG emissions from the combustion of natural gas it transports in the Company's Scope 3 inventory and emissions from Category 11 (use of sold products) are not reported here.

Greenhouse Gas Emissions Reduction Aspirations

With the implementation of our [Climate Policy](#) in 2021, Equitrans announced its primary interim emission reduction targets and broader aspirations. As the main component of the natural gas we transport, we recognize that methane emissions are one of Equitrans' largest environmental impacts. Therefore, we are targeting an interim Scope 1 and 2 methane emissions reduction of 50% by 2030 and a total Scope 1 and 2 GHG emissions reduction of 50% by 2040. Further, we are aspiring toward a net zero Scope 1 and 2 carbon goal for 2050. Emission reductions will be compared to the 2019 baseline year, which was Equitrans' first full year of operations as a standalone company.

We hold climate change as one of our top concerns, and we will continue to be transparent about our climate journey as we track and report our emissions against the reduction targets. As our efforts evolve, we commit to exploring, and embracing where appropriate, new technologies, innovative approaches, and collaborative partnerships to do our part in addressing climate change for the benefit of all.

SCOPE 1 AND 2 EMISSIONS TARGETS

50%↓

reduction in Methane by 2030

reduction in Total GHG by 2040

Greenhouse Gas Reduction Strategies



Current Regulatory Requirements

The federal Clean Air Act governs and controls volatile organic compounds (VOCs) and, subsequently, methane. As of the date of this report, the overarching federal New Source Performance Standards (NSPS), 40 CFR 60 Subparts OOOO and OOOOa (Quad Oa), are the only federal oil and gas-specific regulations relevant to our operations. Many of Equitrans' sites are subject to Quad Oa requirements, and potential affected sources can include reciprocating compressors, pneumatic controllers, storage vessels, and fugitive emission components at compression stations. Using a pre-determined walking path to ensure that all equipment is inspected, leak detection is performed across the entirety of each regulated facility. In addition, Equitrans voluntarily expanded its leak detection program to include compression and dehydration sites that would otherwise not be subject to regulatory leak detection requirements.

Future regulatory requirements, such as the proposed NSPS Subparts OOOOb and OOOOc, as well as the Inflation Reduction Act Methane Fee, are being evaluated and assessed for impact across the organization. The effect of climate change legislation or regulation on the Company's business is currently uncertain, although such matters could negatively affect the Company's business depending on particular rulemaking that may be adopted.

As mandated by the U.S. Environmental Protection Agency (EPA), Equitrans identifies and reports emissions for all its facilities that emit 25,000 or more metric tons of CO₂e each year. To satisfy this federal requirement, an annual GHG emissions report is prepared in accordance with calculations that must follow the EPA reporting rules detailed in 40 CFR 98 Subpart W. In addition to these federal reporting requirements, Pennsylvania, Ohio, and West Virginia have state-specific methane regulations through individual permits or state reporting requirements.

Equitrans' Voluntary Reduction Efforts

In addition to working to comply with regulatory requirements, Equitrans is constantly seeking ways to voluntarily reduce our environmental footprint. One of our primary means of identifying and reducing methane emissions is through our leak detection and repair (LDAR) team. Using an infrared camera, the team looks for leaks along our natural gas pipelines and other system equipment. If a leak is identified, the team acts quickly to make the necessary repairs. Equitrans documents all identified leaks and closely examines each repair to ensure pipeline integrity.



Often referred to as “blowdowns,” Equitrans routinely schedules the venting of accumulated natural gas not suitable for production. Prior to a scheduled blowdown, and when possible, Equitrans first safely recycles the excess gas that would have been vented at our compressor stations using suction pressure. The pressure of suction is less than pipeline pressure and ensures the excess gas moves into compressors, rather than being vented to the atmosphere. When blowdowns are required, Equitrans practices “work stacking” as a method to reduce emissions. This process involves the “stacking” of maintenance and outage activities that would typically require multiple blowdowns but are planned and executed concurrently to reduce unnecessary venting.

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 in the pipe, eliminating the need for unnecessary blowdowns and venting of emissions to the atmosphere. Further, Equitrans replaces high-bleed pneumatic controllers with lower-emitting controllers or utilizes pneumatic controllers that operate with instrument air systems rather than natural gas, to further limit GHG emissions.



Equitrans invested approximately \$5 million to reduce methane emissions during 2022.

In addition to the numerous emissions reduction initiatives listed above, our climate working group investigates various innovative technologies for potential future implementation. The current focus is on further mitigating blowdown emissions from various sources such as pipelines, pigging, and compressor stations.

For 2022, we once again reinforced our commitment to environmental stewardship by including a methane emission mitigation metric in the Companywide short-term incentive plan (STIP). Similar to the prior year, reductions were achieved by converting compressor station pneumatics from natural gas to air-driven controllers and by replacing high-bleed pneumatic devices with more environmentally friendly, low- or intermittent-bleed controllers at locations that were not fully converted to air-driven systems. Vent gas recovery was installed on select compressors to achieve further reductions. In total, approximately \$5 million was invested to reduce methane emissions in 2022. The timely and safe execution of these projects required an extensive level of coordination across the organization including our project management, engineering, construction, operations, automation, land, safety, and environmental teams, as well as the climate working group.

Evaluating Our GHG Emissions Performance

In 2022, the environmental department began to build out a comprehensive GHG management program, which documents how Equitrans monitors and quantifies emissions, the planning and selection of emission reduction projects, and the overall accounting of GHGs with regard to our climate goals. This document includes procedures for potential changes to the 2019 baseline GHG emissions, which we developed to help evaluate future emission reductions and to demonstrate progress towards our climate goals. Any changes to this baseline will be made in accordance with the GHG Protocol.



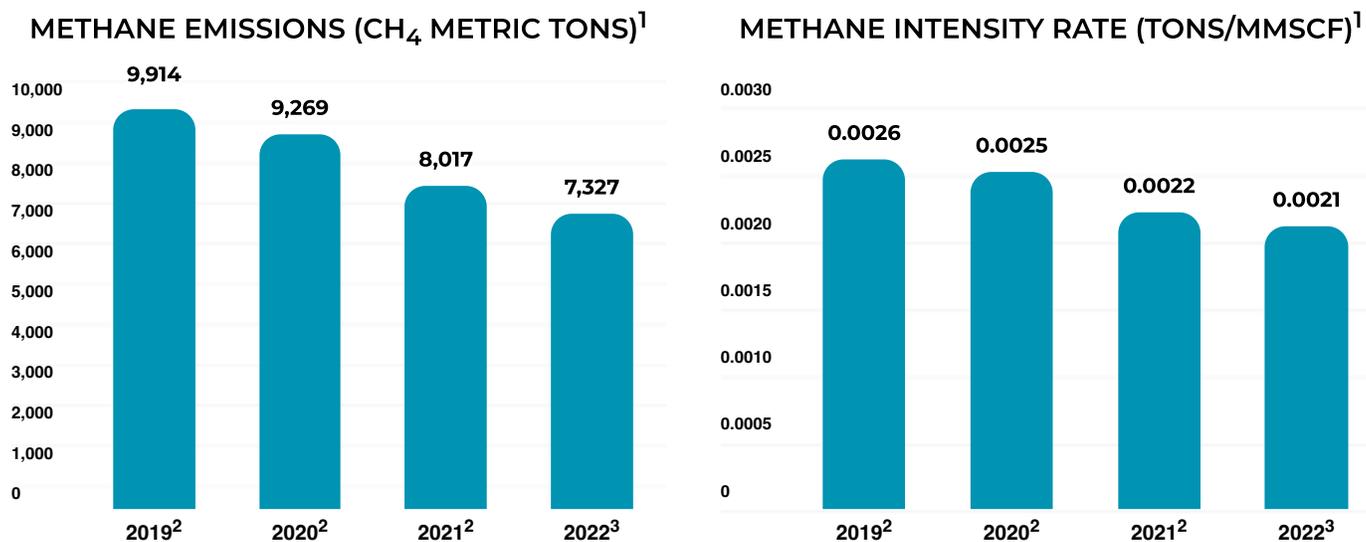
As compared to the 2019 baseline, Equitrans reduced its methane emissions from standard operations by approximately 24% in 2022.

The Company continued to invest in equipment to reduce methane emissions throughout 2022. The emissions reductions associated with these changes will not be fully realized until the end of 2023, at which time all new equipment will have been operational for more than one full year. The 2022 conversion of certain pneumatic controllers (to either air-driven or low-bleed or intermittent-bleed devices) across Equitrans' operations is expected to result in an annualized reduction of more than 800 metric tons of methane.

Excluding the emissions related to the one-time incident at our Rager Mountain Storage facility, Equitrans reduced its methane emissions from operations by approximately 24% in 2022, as compared to the 2019 baseline. This decrease was primarily due to pneumatic device conversions, reduced pipeline blowdowns, and refined compressor blowdown calculations. As a result of this decrease in methane emissions from normal course operations, there was a small decrease in methane intensity for the year.

Equitrans acknowledges the seriousness of the Rager Mountain incident and continues to work to determine the extent of the potential emissions; however, we believe including any estimated effects of a one-time incident does not accurately represent the ratio of standard operational methane emissions compared to natural gas throughput. Post-incident activities are ongoing, and Equitrans expects the independent root cause analysis for the Rager Mountain incident to be completed in summer 2023, and Equitrans will implement required actions to address the findings. Further information on the Rager Mountain incident can be found in the [Asset Safety and Integrity](#) and [Public Safety and Emergency Response](#) sections of this report.

SCOPE 1 METHANE EMISSIONS AND INTENSITY RATE



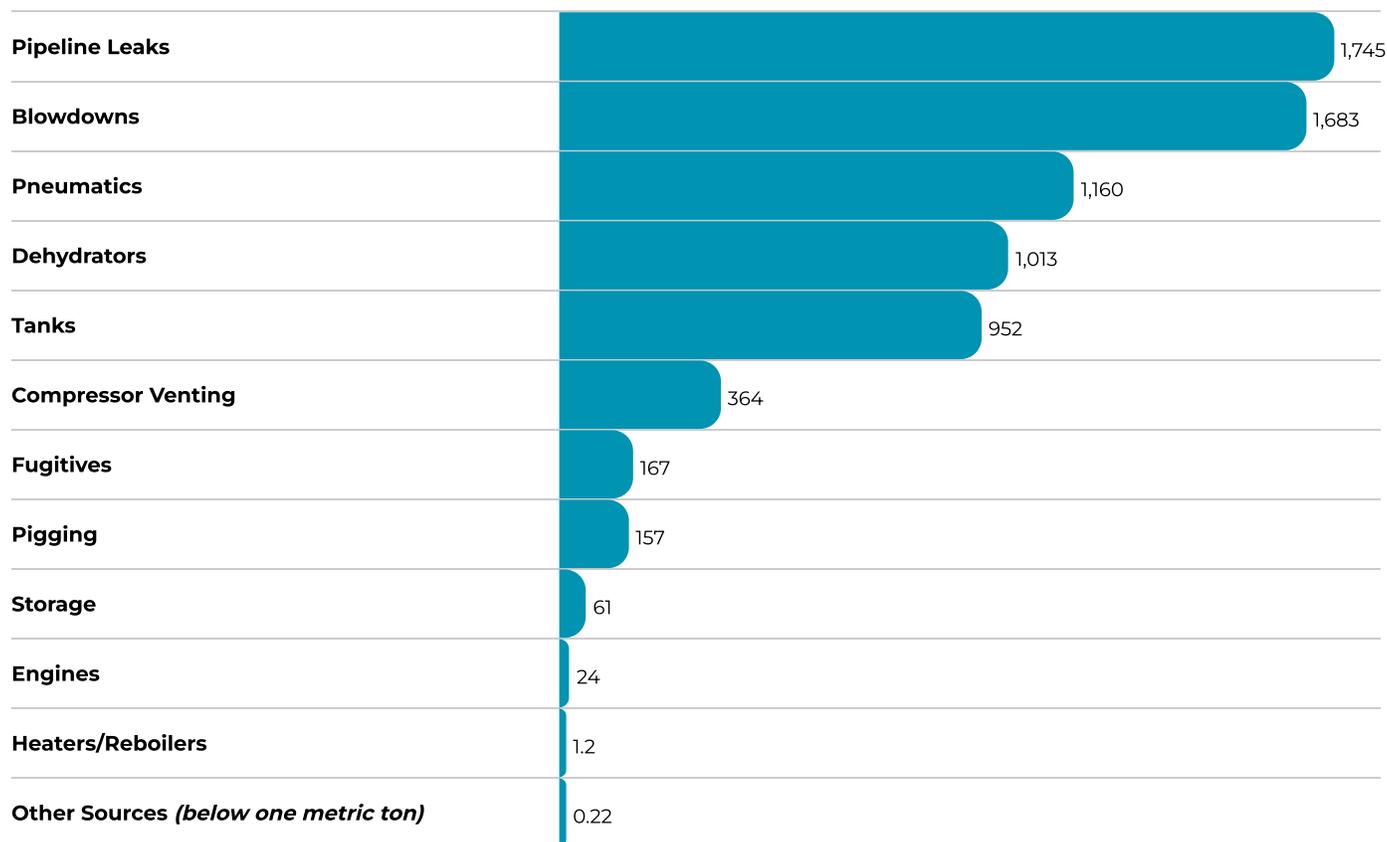
1) Includes 100% of emissions from Equitrans assets and 60% of the emission from Eureka Midstream assets; excludes MVP, MVP Southgate, and additional in-progress projects

2) The 2019, 2020, and 2021 emissions have been restated based on the change to an equity share GHG consolidation approach

3) Does not include emissions potentially associated with the one-time incident in November 2022, the investigation of which is ongoing as of the publication of this report

The pneumatic device conversion projects completed in 2021 and 2022 have been effective in reducing methane emissions, and pneumatic devices are no longer the largest source of the Company's operational methane emissions. We believe, however, there are additional opportunities to further reduce emissions from pneumatic devices in future years. In addition, the climate working group is evaluating reduction technologies for various types of "vented" emissions, such as blowdowns, pigging, and compressor venting.

2022 METHANE EMISSIONS BREAKDOWN BY EQUIPMENT SOURCE^{1, 2} (CH₄ METRIC TONS/YEAR)



1) Includes 100% of emissions from Equitrans assets and 60% of the emission from Eureka Midstream assets; excludes MVP, MVP Southgate, and additional in-progress projects

2) Does not include emissions potentially associated with the one-time incident in November 2022, the investigation of which is ongoing as of the publication of this report

Environmental Air Emissions



In line with our Core Values, we are committed to responsible operations that will safeguard the environment and protect the health of our employees, contractors, and communities. One way we do this is by managing our air emissions. We take pride in our air emission management and reduction achievements, striving to exceed regulatory air emissions compliance standards and continuing to pursue opportunities to control, eliminate, and reduce emissions.



Managing Air Emissions

3-3, 305-7, 413-2, EM-MD-120a.1

While essential to our Nation's energy independence and economic growth, Equitrans understands and acknowledges that our business has an impact on the environment. It is our responsibility to meet our country's energy demands while conducting business operations in a manner that is safe, reliable, sustainable, and environmentally sound. Our air quality management program is designed to optimize and reduce emissions, as well as protect the environment and public health.

Where required, our operating locations have an air emissions permit that specifies permissible emissions. In these situations, Equitrans strives to exceed the regulatory air emissions compliance standards, reinforcing our efforts to be a good environmental steward and responsible community partner. We follow an emissions inventory reporting process to annually assess the air quality impact of all facilities. Our emissions inventory demonstrates our compliance with both federal and state standards, as well as air quality permits. This transparency is a high-level illustration of the Company's alignment with the National Ambient Air Quality Standards, which the U.S. Environmental Protection Agency established to protect public health.



Equitrans voluntarily performs annual LDAR surveys at compressor stations and dehydration sites that do not have a federal mandate.



As part of our goal to provide exceptional midstream services that are safe, reliable, and efficient, Equitrans works to identify and evaluate methods to reduce, control, or eliminate emissions. We invest in state-of-the-art air emissions control technologies that reduce emissions from our operations and facilities. We incorporate leak detection and repair (LDAR) at all federally regulated sites to reduce methane, volatile organic compounds (VOC), and hazardous air pollutant (HAP) emissions. We also voluntarily perform annual LDAR surveys at compressor stations and dehydration sites that do not have a federal mandate.

In addition to improving performance by replacing older equipment, Equitrans strives to operate and maintain all equipment in a manner that contributes to a reduction in overall 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, and our engineers utilize this manual to help design efficient facilities, which further mitigates air emissions.

Evaluating Our Air Emissions

Equitrans continues to seek additional opportunities to reduce and, where feasible, eliminate air emissions. When starting a new project, and once the required construction and installation permits are obtained, our project staff is in charge of site compliance management. They routinely collect, analyze, and review the data needed to calculate air pollutant emissions to improve the accuracy of our reporting. We calculate emissions based on best available data and, where possible, use equipment specific information, such as direct exhaust stack emission rates from stack test reports.

Equitrans is committed to providing full transparency regarding our air emissions and continues to search for additional reduction methods. As presented, the 2022 emissions include the potential VOC emissions associated with the one-time Rager Mountain incident in November 2022. Based on a comparison to the standard shut-in test performed at Rager in April 2022, the results of the inventory verification test indicated the Rager storage inventory was reduced by an estimate of approximately 1.29 Bcf. Equitrans continues to evaluate whether and to what extent all of the Rager inventory loss was due to venting or whether some was due to potential migration. Further details about this incident, including potential greenhouse gas (GHG) emissions associated with this event, are included in the [GHG Emissions and Climate Change](#) and [Asset Safety and Integrity](#) sections of this report.



Since our first full year of operation in 2019, the emissions for all pollutants except VOC and HAP have decreased or generally remained the same. The table below displays our air emissions performance during the last four years — with a summary of year-over-year comparisons as follows:

- From 2021 to 2022, there was a decrease in air emissions for all pollutant types, which was primarily due to less gas being transported on our various pipeline systems
- In addition to the transportation throughput decrease, VOC emissions decreased due to a reduction in the tank throughput at our Carbide station due to a project to divert liquids from the tank directly into a pipeline, as well as our pneumatic emission reduction projects

Air Emissions by Pollutant Type (Metric Tons) ¹	2019	2020	2021	2022
Nitrogen Oxides (NO _x)	1,497.8	1,396.9	1,536.5	1,445.5
Volatile Organic Compounds (VOC) ²	642.8	706.3	1,082.8	992.9
Carbon Monoxide (CO)	432.2	361.1	369.8	359.7
Hazardous Air Pollutants (HAP)	147.5	141.7	178.4	151.0
Particulate Matter (PM)	124.2	131.4	137.6	123.6
Formaldehyde (HCHO)	80.7	74.5	80.5	77.9
Sulfur Oxides (SO _x)	13.1	14.4	13.7	13.5

1) Consistent with state regulatory reporting, the air emissions totals include 100% of the Eureka Midstream assets and exclude MVP, MVP Southgate, and other in-progress projects

2) For conservatism, and based solely on an initial inventory reduction test, the VOCs for 2022 assume the potential venting of approximately 1.29 Bcf of natural gas related to the one-time incident in November 2022, the investigation of which is ongoing as of the publication of this report

Environmental Biodiversity and Land Stewardship



We acknowledge that our activities 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 an asset's operational lifespan, we continually evaluate how we identify sensitive environmental areas to better preserve biodiversity and minimize our impact on ecosystems. We take our responsibility as land stewards seriously and work with local communities and state and federal agencies to ensure the approaches we use to protect natural resources are as effective as possible.

Managing Ecological Resources

3-3, 304-1, 304-2, 304-3, 304-4, 306-3, 413-2, EM-MD-160a.1, EM-MD-160a.2, EM-MD-160a.3, EM-MD-160a.4

Equitrans is committed to protecting the environment, maintaining biodiversity, and preventing land degradation. As good land stewards, we diligently work to ensure our activities maintain our natural resources for future generations, as the loss of biodiversity has far-reaching consequences that can lead to ecosystems becoming less productive and less resilient to change. Biodiversity loss can also lead to a loss of aesthetic value and cultural diversity, impacting our relationship with our surrounding communities, reputation, and license to operate. It is our goal to preserve these important resources and, when possible, restore any disturbed areas to their original, natural condition.

Our existing operational assets are located on nearly 111,000 acres of land (excluding the Mountain Valley Pipeline (MVP) and MVP Southgate projects) across OH, PA, and WV, all of which are near or within environmentally sensitive or protected areas. These protected or sensitive areas include federal- and state-owned properties, such as state parks and game lands, as well as county parks and recreation areas.



Proactive Project Planning

Prior to the commencement of a construction project, we conduct studies to determine whether threatened or endangered species are present within the vicinity of the project. The review process includes desktop and field studies to identify potential habitat or presence of protected species. If any threatened or endangered species are found, we consult with the U.S. Fish and Wildlife Service (USFWS), as well as state and local wildlife agencies, to ensure our construction and operations minimize any impacts to these protected species. The most common species of state or federal concern found within our operating areas are bats, mussels, and various plants.



We also assess and identify environmentally sensitive areas along a proposed pipeline route or facility location to minimize potential impacts that may result from our construction projects. Together with publicly available information, our route development team utilizes a geographic information system (GIS) equipped with current aerial photography, historical landslide mapping, slope modeling, aspect mapping, and terrain visualization to identify any unique environmental features and/or environmental justice concerns. Once a baseline route has been established and landowners have granted survey permissions, crews are deployed to perform field

feasibility studies. Our environmental team and route development team collaborate to adjust the route as needed. During the routing process, the teams aim to maximize project efficiencies and minimize overall project disturbance by considering factors from all project disciplines, including biodiversity and environmental functions. Routes may also be modified for other reasons, such as avoidance of cultural resources and landowner requests.



Through our comprehensive pipeline routing and facility footprint design efforts, Equitrans strives to minimize temporary impacts and, when possible, avoid permanent impacts to sensitive species and resources.

Using the information gathered, we are able to take appropriate steps to avoid, where possible, any potential biodiversity and environmental impacts and proactively plan activities to minimize impacts. For example, if a stream or wetland cannot be avoided, we strive to cross the resource perpendicularly and at the narrowest location and look to efficiently reduce the area of disturbance in the riparian buffer to minimize potential impacts. Additionally, in locations where a bat

habitat is identified, we strive to minimize tree clearing by locating the project area along other linear projects or re-adjusting it to open areas. Schedules for these project activities are adjusted so that necessary tree clearing happens during designated and approved timeframes when direct impacts can be avoided. We are often able to minimize temporary impacts and, when possible, avoid permanent impacts to sensitive species and resources through our pipeline routing and facility footprint design efforts.

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 project impacts. Permit preparation involves coordinating with the appropriate regulatory agencies for pre-application meetings and initial consultations. Through ongoing conversations, the agencies provide guidance regarding the actions needed for Equitrans' projects to remain in compliance with regulatory requirements. After the project plans are finalized and the permit applications are submitted, the team continues to coordinate with regulatory agencies and also engages with other external stakeholders to understand and resolve concerns.

Construction Oversight

We strive to avoid or minimize any negative biodiversity or environmental impacts throughout all phases of a project. When construction begins, our team members, including on-site contractors, are advised of the regulatory requirements and environmental permit conditions that must be adhered to during project activities. Project team members also receive project-specific training on environmentally sensitive areas; proper installation and maintenance requirements for erosion and sediment controls (E&SCs), using best management practices (BMPs); incident response procedures; and an overview of special conditions that apply to sensitive resources. Project limits are clearly defined prior to the start of construction, with project-specific flagging and signage installed to maintain awareness and ensure avoidance. Additionally, we utilize on-site monitors in select areas to ensure the work being done adheres to the assigned avoidance and mitigation measures.

The potential impacts from erosion and sedimentation during our construction activities are generally short-term and temporary in nature. Equitrans works with contractors to minimize both the project footprint and duration. We implement temporary stabilization measures within the required timeframes and in many cases within a shorter timeframe than required by a permit's conditions. Prior to earth disturbance activities, and following BMPs, we install appropriate E&SCs that meet or exceed regulatory requirements. Throughout construction, the E&SCs are routinely



monitored, weekly at minimum and after measurable rainfall events, until adequate vegetation and stabilization is achieved. Further, in 2022, Equitrans implemented the use of vegetative buffers, where necessary, to improve sediment control measures and enhance the capture of sediment upslope from E&SCs measures. Within the project limits, existing and mature vegetation is left undisturbed along the edge of the construction work areas to function as a natural filter. This vegetative buffer increases the effectiveness of the E&SC measures and protects surrounding waterbodies by slowing runoff, promoting stormwater infiltration, enhancing sediment retention within the project limits, and reducing sediment loss during storm events.

Water bars are a type of control measure for managing stormwater runoff on linear pipeline projects. In 2022, Equitrans implemented two design modifications to water bars located in areas flagged as having poor soil conditions or steep terrain with a high potential for accelerated erosion. The first modification was the application of a double-sump configuration, which increased both the time that stormwater is retained and the sediment capacity of the sumps. The second modification, erosion control matting, was installed in the water bar flow path in areas where soil conditions exhibit potential for accelerated erosion.



In 2022, Equitrans implemented the use of vegetative buffers to improve sediment control measures and enhance the capture of sediment upslope from E&SC measures.

For aquatic resources that cannot be avoided, Equitrans reduces the project right-of-way (ROW) width at stream crossings to provide a larger buffer between the project crew and the stream; utilizes construction crews that specialize in aquatic resource crossings to further reduce potential impacts during pipe installation; installs the pipeline facilities as a separate construction activity; and completes the restoration of the buffer areas immediately after installation and prior to returning flow to the stream channel. As an example, during 2022, Equitrans deployed large riprap as a stabilization measure to preserve stream bank integrity, creating an erosion resistant barrier between the stream and the erodible stream bank soil. Synthetic products, such as turf-reinforced matting, were also utilized as a long-term stabilization measure.

We consider E&SC failures as any instance when erosion and sediment control structures fail to prevent sediment releases to water, resulting in an escape of sediment out of the project's limit of disturbance (LOD). We evaluate each E&SC failure to determine if the event occurred due to natural forces or resulted from a controllable factor. These events are collectively evaluated for improvements. Releases that occurred in 2022 had minimal impacts to waterbodies. During these events, clean-up efforts were initiated as soon as the releases were discovered, and the appropriate federal and state agencies were notified as required. Following clean-up efforts, E&SC experts evaluated the root cause of these releases. Based on the evaluation's findings, we increased and modified our BMPs in the areas, as described earlier in this section, to further reduce the risk of similar events occurring in the future.

Managing Environmental Impacts

If an environmental event occurs, we acknowledge our responsibility and take action to implement the necessary steps to remediate the situation as quickly as possible. In most cases, the impacts to terrestrial and aquatic resources are minor and temporary. When impacts do occur, we work quickly and carefully to remediate them as outlined in our Spill Reporting and Response Procedure.

The Spill Reporting and Response Procedure involves several steps and is initiated when field staff report incident data and observations to the environmental team. The environmental team reviews the incident information alongside the project's specific permit and regulatory requirements and makes a recommendation to legal staff regarding whether the incident should be reported to the appropriate regulatory agency. If the event is reportable, the environmental team will notify the regulatory agency and work with them until compliance is reestablished. The environmental team also conducts a follow-up incident investigation to determine whether the incident was controllable or uncontrollable. If deemed controllable, feedback is provided to construction and operations staff, where in-depth discussions are conducted to help determine what could have been done differently.

If the event involves a spill, leak, or release from our operations, our mitigation procedures and measurements are designed to ensure the health and safety of our employees, contractors, and communities, while also minimizing any environmental impact. Equitrans properly disposes of and reports all substances released in accordance with federal, state, and local regulations. To improve transparency, the spill data was expanded for our 2023 reporting to include glycol and antifreeze spills.

Hydrocarbon Spills ¹	2019 ²	2020	2021 ²	2022
Number of Reportable Spills ³	0	1	2	1
Total Reportable Spill Volume (Gallons) ³	0	99.7	5,147.9	139.9
Number of Non-Reportable Spills ⁴	9	5	3	8
Total Non-Reportable Spill Volume (Gallons) ⁴	1,220.0	7,118.2	255.8	1,120.1
Volume of Spills in Unusually Sensitive Areas (Gallons) ⁵	0	0	0	0

1) Includes 100% of the Eureka Midstream assets; excludes MVP and MVP Southgate projects; no spills occurred in the Arctic as the Company does not have any operations in or near the Arctic

2) Values have been restated to include non-reportable glycol and antifreeze spills greater than 1 bbl (42 gallons)

3) Includes spills greater than 1 bbl (42 gallons) that were reportable under federal, state, or local regulations

4) Includes spills greater than 1 bbl (42 gallons) that were not reportable to federal, state, or local agencies

5) SASB defines Unusually Sensitive Areas as those identified within PHMSA's National Pipeline Mapping System

Equitrans regularly evaluates our processes to limit incidents and better mitigate the risk of future spills or leaks. We track all spills and leaks that occur and analyze data to identify any trends or concerns that may require technical solutions from our engineering team. Our operations team also conducts quarterly reviews to identify patterns and implement solutions to mitigate and avoid future impacts.

Habitat Restoration



Recognizing our operations can and do impact the environment, Equitrans is committed to doing its part to create and maintain healthy ecosystems. To help offset any negative impacts, we have implemented many programs focused on habitat restoration, land stewardship, and biodiversity. Our habitat restoration efforts focus on repairing or replacing habitats damaged by our construction activities. Additionally, once a pipeline is operational, we implement methods to safeguard biodiversity assets along the pipeline's ROW. We strive to meet or exceed regulatory standards and collaborate closely with property owners to return their property to as close to its original condition as possible.

Additionally, we make efforts to accommodate any special requests or preferences of the landowner, such as fencing, native seed mixes, planting specific tree species, and limiting areas for heavy equipment crossing. We re-establish contours and re-vegetate with state-approved, native, riparian, and pollinator seed mixes and, when possible, with vegetation requested by property owners. For wetland and riparian areas, Equitrans uses wetland and riparian seed mixes to restore the habitat after temporary impacts from construction. We also routinely accommodate property owner requests for topsoil segregation, which preserves removed topsoil for restoration once local work is complete. In 2022, we disturbed and restored 381 acres of habitat across our operations, inclusive of stabilized areas of ongoing construction.

Operational Disturbances ¹	2019	2020	2021	2022
Terrestrial acreage disturbed	2,251	2,555	1,053	381
Terrestrial acreage disturbed that was restored	100%	100%	100%	100%

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

Evaluating Our Approach to Biodiversity and Land Stewardship

Equitrans recognizes the importance of maintaining and enhancing habitats that support biodiversity. Our operational footprint is primarily in rural areas, meaning our pipelines traverse intrinsically and economically valuable natural environments. Our approach to land stewardship is based on several factors, including an understanding of how our activities can affect local ecosystems.

We are members of various industry associations, including the Interstate Natural Gas Association of America and the Marcellus Shale Coalition (MSC). Through these associations, we participate in working groups that allow peer companies to share best practices for site planning, development, restoration, and other topics that foster land protection. Participating in these discussions improves our knowledge and bolsters our land stewardship efforts. As an example, an MSC workgroup focuses on habitat restoration topics, including the benefits of pollinator seed mixes.

To further our land stewardship efforts, Equitrans also purchases mitigation credits to offset impacts to streams and wetlands; plants native seed mixes to enhance local habitat restoration in sensitive resource areas; and partners with private companies and organizations to install habitat structures to support the specific needs of species, such as bat boxes and fish spawning structures. In 2022, Equitrans purchased mitigation credits to offset impacts to a wetland from a slide in West Virginia. In Pennsylvania, native seed mixes were used where feasible, including being applied to the ROW for two pipeline systems.

Finally, to affirm our commitment to enhancing land and water stewardship, our [Biodiversity Statement](#) details the procedures and best practices Equitrans uses to preserve biodiversity in our operating area. We recognize the importance of our restoration efforts and believe areas with strong biodiversity can adapt and withstand the negative effects of climate change. We respect the natural beauty of the land and partner with community leaders to ensure our operations do not negatively impact our communities. For more information regarding our approach to biodiversity and land stewardship, please visit the sustainability pages of our website.



Environmental Water Management



Water is a vital resource for all of us, and its importance to the planet cannot be overstated. At Equitrans, we take our responsibility to preserve and protect this natural resource very seriously. While our operations typically do not involve water consumption, we are committed to continuous improvement in our water management practices and strive to follow all federal, state, and local regulations pertaining to our water withdrawal, transportation, and disposal activities.



Managing Our Water Resources

3-3, 303-1, 303-2, 303-3, 303-4, 303-5, 306-3

Across Equitrans' three business segments — gathering, transmission, and water services — water is an important resource in our operations. For the day-to-day operation of our gas gathering and transmission business, water is used for a variety of purposes, including maintenance, construction, pipeline operation, and compressor station activities. For our water services business, Equitrans withdraws and delivers water to our producer customers that are part of the upstream natural gas sector.

As part of our overall focus on minimizing impacts to local water resources, Equitrans takes the issue of water stress areas seriously. According to the World Resources Institute's (WRI) Aqueduct Water Risk Atlas, all of Equitrans' operating areas are in a low or medium water depletion area, and the majority of Equitrans' operating areas are in a low or medium water stress area. Less than 1%, or eight miles, of our entire gathering and transmission pipeline system operates within a high-water stress area. There are no significant, non-linear natural gas facilities, such as compressor stations, located in these areas; and none of Equitrans' water pipelines or impoundments are situated within a high-water stress area.



In 2022, Equitrans increased its quantity of produced water reuse, therefore, reducing its freshwater withdrawal quantity by approximately 110 million gallons, as compared to 2021.



The environmental department manages permitting and regulatory activities related to Equitrans' water management activities and provides assurance for compliance with all required regulations and guidelines. During the construction phase, our Stormwater Pollution Prevention Plan outlines how the water and related water activities will be managed. When using water for our operations, Equitrans works to comply with all water discharge requirements, including National Pollutant Discharge Elimination System permits and effluent limitations. Equitrans does not operate wastewater treatment facilities and does not treat any water used in operations, other than using filters and devices to remove sediment from waters as required by permits.

In accordance with federal, state, and local requirements, Equitrans installs sufficient secondary containment for hydrocarbons or other potential water pollutants to prevent those materials from impacting water sources. Furthermore, the Company maintains a Spill Prevention, Control, and Countermeasure Plan for sites where hydrocarbon storage quantities exceed thresholds specified in regulations. When there is an unexpected incident, such as a water pipeline break, our standard practice is to follow the same spill response procedures as outlined in the [Biodiversity and Land Stewardship](#) and [Public Safety and Emergency Response](#) sections of this report.

Gathering and Transmission Business: Water Management

Relative to our overall water usage, water consumption for our gathering and transmission business is low; however, we recognize the importance of preserving this essential resource. Water is used in the gathering and transmission business for operations, construction, and storage activities. Water used at offices is also accounted for and reported as part of the gathering and transmission totals.

The two most common water uses at compressor stations are cooler fan cleaning and dehydrator flushing, which are both completed using potable water provided by a third party. Water used during cooler cleaning is evaluated after use to determine proper disposal requirements and is discharged to infiltrate into pervious ground areas, as permitted by regulations. Water used to flush the dehydrator lines may interact with impurities or other chemicals and is collected on-site in produced fluid tanks before being transported to a third party for processing and disposal. For both of these activities, there is minimal water consumption expected and the amount of water withdrawn is similar to the amount of water discharged. Water and other water-based fluids utilized for gas storage operations, such as plugging and abandonment operations and other well maintenance activities, is obtained from and disposed by a third party.



In 2022, Equitrans used approximately 1.2 million gallons of water for hydrotesting, with 48% of that water being reused internally or by third parties for their natural gas production activities.



Water is used during construction activities for hydrostatic testing and land restoration efforts. Pipeline hydrostatic testing is performed using fresh water supplied by a third party or obtained from our water business segment. No chemicals or materials are added to the water during hydrostatic testing. Following the test, the water is either directed back to the environment, recycled through hydroseeding, sent to a third party for reuse (primarily to upstream customers), or is hauled away by a third party for disposal. When discharging hydrotesting water to the ground, Equitrans acquires any applicable state-regulated discharge permit and completes the discharge in accordance with the permit. For restoration activities, water obtained from third-party sources or reused from hydrostatic testing is mixed with seed mixtures, soil additives, and mulch materials to form a slurry, which is sprayed over the ground in a uniform layer to restore vegetation and protect land areas from erosion.

Equitrans works to identify opportunities for water to be reused within and outside of the organization. Within our gas operations, the small amount of water withdrawn for hydrostatic testing and land restoration efforts is generally returned to the same basin where it was obtained, and in 2022, approximately 1.2 million gallons of water was used for hydrotesting. Of that amount, 48% was reused, with approximately 89,000 gallons reused internally for hydroseeding activities and 481,000 gallons sent to third parties for their use in natural gas production activities.

Water Services Business: Water Management

Equitrans' water business transports water to upstream natural gas customers for their use in hydraulic fracturing operations, and this transport activity represents the majority of the Company's water withdrawals and discharges. As of December 31, 2022, the Company's freshwater system included approximately 201 miles of pipeline and 21 freshwater impoundment facilities, which are concentrated in southwestern Pennsylvania and southeastern Ohio. The water is withdrawn from the Monongahela River, Ohio River, local reservoirs, regional waterways, and municipal sources, and can also be temporarily held in impoundments until it is delivered to customers.

Water flow meters are used to monitor both the quantity of water extracted from surface water and municipal sources and the quantity of water delivered to customers. For water sources that require paid access, Equitrans utilizes a second audit meter to verify the flow meters' readings. Additionally, because we use freshwater impoundments as storage prior to pipeline transport to end users, we consider the impoundments to be within the Company's boundary. As clarification for reporting purposes, water entering and leaving freshwater impoundment storage sites is not recorded as a withdrawal or discharge.

In certain cases, withdrawal permits must be obtained before extracting water from a surface water source. The amount withdrawn is continuously tracked using water flow meters, and throughputs are reviewed and compared to permit limits on a monthly basis. Our customers are responsible for obtaining all necessary environmental permits and approvals for their water use and production activity.



The implementation of our mixed-use water system directly supports our environmental stewardship efforts by promoting the reuse of produced water and reducing freshwater withdrawals.

During 2021, Equitrans began building a mixed-use water system in Greene County, Pennsylvania to transport produced water for our customers, providing opportunities for water reuse in their production activities. The mixed-used system has two interconnections with the Company's existing Pennsylvania freshwater system and provides services to producers in southwestern Pennsylvania. The mixed-use water system is designed to include approximately 70 miles of buried water pipeline and two water storage facilities with 350,000 barrels of capacity across multiple aboveground storage tanks. As of the end of 2022, the mixed-use water system was operating 23 miles of mixed-use pipeline and contained 150,000 barrels of storage, and we expect



the remaining portions of the system to be substantially complete in 2023. As additional clarification, produced water that is delivered via truck by third parties to our mixed-use water storage facilities is considered a withdrawal as it is the first time the water is brought on to our system.

The implementation of our mixed-use water system directly supports our environmental stewardship efforts by promoting the reuse of produced water and reducing freshwater withdrawals. Our water services business gathers produced water directly from our customers' well pads. This produced water can be delivered via pipeline to another well pad for reuse in our customers' hydraulic fracturing operations or can be placed in storage and delivered to our customers for their future reuse. By increasing the quantity of produced water reused in 2022, Equitrans' water services business was able to reduce its freshwater withdrawal quantity, including surface water and municipal water, by approximately 110 million gallons, as compared to 2021.

Annual Data: Water Withdrawals, Discharges, and Consumption

In 2021, we completed our first Companywide water inventory, and, in 2022, we enhanced our annual water inventory by implementing additional work orders and other data collection measures to obtain more comprehensive water management data. The majority of the Company's water throughput is associated with our water services business segment, the service activities of which are directly linked to our customers' water demand. The use of water by our producer customers is dependent upon their business activities and operations; therefore, our water transmission levels fluctuate from year to year in response to their well completion activities.

Water Withdrawals

In 2022, our water services business withdrew approximately 1,089 million gallons of water. This total included roughly 149 million gallons of produced water and 940 million gallons of fresh water from surface water and public utility sources. None of the freshwater withdrawals came from water-stressed areas.

Although water withdrawals for the gas gathering and transmission business increased in 2022, the total water usage associated with our gas operations remained at approximately 1% of the Company's total water use for 2022, which was similar to 2021. The increase in withdrawals was primarily related to water use at our offices (office activities are accounted for in our gathering and transmission business segment), as well as improved recordkeeping for gas storage operations.

Water Withdrawals by Source ¹ (gallons)	2021	2022
Water Services Business		
Surface Water	519,281,034	369,975,985
Groundwater	0	0
Third-Party Sources ²	531,860,744	570,500,854
Total Freshwater Withdrawals	1,051,141,778	940,476,839
Produced Water	67,946,632	148,635,714
Total Water Withdrawals³	1,119,088,411	1,089,112,553
Gas Operations		
Surface Water	138,000	249,700
Groundwater	1,400	1,000
Third-Party Sources ²	4,053,511	4,948,048
Total Freshwater Withdrawals	4,192,911	5,198,748
Produced Water	0	0
Total Water Withdrawals³	4,192,911	5,198,748

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

2) Third-party water withdrawals for the water segment were obtained from municipal sources; third-party water utilized for gas operations was sourced from municipalities and companies that deliver potable water

3) No water was withdrawn from areas of water stress and no sea water was withdrawn for Company operations

Water Discharges

The water services business discharged a total of approximately 1,155 million gallons of water in 2022, which is a slight increase compared to 2021. The total discharges consist of all fresh and produced water delivered to customers and include estimates of reported freshwater spills and any fresh water drained from impoundments during maintenance activities. During 2022, the quantity of water discharged by the water business exceeded the amount of water withdrawn. Reasons for excess discharges are primarily due to two factors. First, previously stored fresh water was delivered to customers throughout the year; and second, two freshwater impoundments were drained for maintenance activities.

During 2022, both water withdrawals and discharges increased. As noted above, the increase in withdrawals for our gas gathering and transmission business was primarily related to water use at our offices and improved recordkeeping for gas storage operations. For the year, the increase in discharges was in line with the increase in withdrawals.

Water Discharges by Destination ¹ (gallons)	2021	2022
Water Services Business		
Surface Water	343,182	0
Groundwater	12,101	15,838,300
Third-Party Sources (fresh water) ²	1,052,264,036	711,517,657
Total Freshwater Discharges	1,052,619,319	727,355,957
Third-Party Sources (produced water) ²	67,946,632	428,034,327
Total Water Business Discharges³	1,120,565,951	1,155,390,284
Gas Operations		
Surface Water	0	0
Groundwater	2,485,500	1,186,915
Third-Party Sources (fresh water) ²	1,570,270	3,553,852
Total Freshwater Discharges	4,055,771	4,740,767
Third-Party Sources (produced water) ²	0	0
Total Gas Operation Discharges³	4,055,771	4,740,767

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

2) Third-party discharges include water delivered to customers and water removed for treatment and disposal by a third party

3) GRI 303-4: zero water was discharged to seawater

Water Consumption

The water services business does not measure water consumption, as the water withdrawn is intended to be transported and delivered to customers. We can; however, calculate water consumption by subtracting discharges from withdrawals. In 2022, water discharges exceeded withdrawals; therefore, our water business consumption is reported as zero gallons.

During 2022, both withdrawals and discharges increased for our gas gathering and transmission business (additional information noted in withdrawals information above). Since the consumption is calculated based on the difference between water withdrawals and discharges, the increase in withdrawals also led to an increase in consumption.

Total Water Consumption ^{1, 2} (gallons)	2021	2022
Water Business Consumption ³	0	0
Gas Operations Consumption	119,269	457,981
Total Water Consumption	119,269	457,981

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

2) Water consumption is calculated by subtracting the total discharges from the total withdrawals

3) Consumption is reported as zero gallons since discharges exceeded withdrawals for each reporting year

Environmental Waste Management



As a midstream natural gas company, Equitrans does not generate a large amount of hazardous waste compared to other industry or manufacturing sectors. However, we are committed to minimizing waste within our operations. We monitor our operational waste streams closely to ensure compliance with regulations and best management practices, helping to prevent leaks, spills, and other events that would negatively impact public health and the communities and environment where we operate.

Approach to Waste Management

3-3, 306-1, 306-2, 306-3, 306-4, 306-5

Equitrans is committed to proper waste management. While waste represents a small portion of our potential environmental impact, we closely track and monitor waste throughout its lifecycle, from generation to disposal, to maintain compliance with all applicable regulatory requirements and to minimize pollution. We endeavor to consistently conduct best practices regarding the handling and disposal of waste. We are proud to report that there were zero waste-related incidents of non-compliance with regulatory requirements in 2022.



Proper waste management starts with the accessibility of well-maintained receptacles, including covered dumpsters and properly stored drums. It continues with correctly labeling containers, maintaining waste storage areas, conducting inspections, and disposing of waste in accordance with all applicable regulations. We follow the regulatory requirements to characterize waste and determine the appropriate container type, container storage and transportation, disposal schedule, and disposal facility. Hazardous waste is a very restricted process that involves preprinted and numbered manifests, authorization of haulers and disposers by the Environmental Protection Agency, and defined limits for storage locations and hold times. Non-hazardous waste regulations are generally enforced by disposal facilities that determine acceptance conditions, such as the type and amount of waste, in accordance with their permits. Our experts routinely review our waste records and conduct hauler and landfill facility audits and inspections to ensure we remain in compliance with government regulations. Equitrans does not operate any waste disposal or recycling facilities, so all disposed materials are managed off site.



In 2022, Equitrans reported zero waste-related incidents of non-compliance with regulatory requirements.



Our non-hazardous waste comprises of plant trash, contaminated soils, absorbents, produced water, contaminated water, and oily wastewater and our hazardous waste includes condensates. To reduce and minimize negative impacts from waste, we recycle 100% of glycol used in operations through third parties. We also sell some of our generated condensates for fuel blending. Fluids are the largest type of waste generated from our operations. We store these waste fluids in dedicated tanks at our compressor stations. Our operations compliance team conducts inspections to ensure fluids are appropriately classified, labeled, contained, and reported, and checks containers and storage areas for spills and leaks. During 2022, we conducted 78 internal inspections to ensure we are fulfilling our commitment to rigorous waste management practices. We also periodically conduct external audits at our facilities that contain hazardous waste, non-hazardous waste, or both. In 2022, a total of 11 sites received an external waste audit.

In addition to operational waste, Equitrans is focused on reducing our office and administrative waste. We are currently in the process of fine-tuning our recycling program at our headquarters and are looking for opportunities to establish recycling programs and track waste at our other office locations. In 2022, we began making headway on this goal by successfully implementing recycling programs at three additional offices. Beyond bolstering our recycling program, we are pursuing other meaningful ways to reduce office waste. Where possible, all fluorescent light fixtures have been replaced with light emitting diode (LED) light bulbs to simultaneously reduce the waste associated with bulb replacement and energy consumed. We are also working with our waste management vendors to explore ways to reduce waste in our cafeteria, including sustainable container options.

Evaluating Our Approach to Waste Management

Equitrans utilizes an internal waste management database to categorize and quantify waste produced across our operational sites, and to evaluate our compliance with regulatory requirements. The database provides an overview of our waste flows, which helps us track our performance and evaluate our compliance with regulatory requirements. In the database, waste is categorized according to its type, location, container, and disposal facility. As the result of recent procedure improvements and standardization, the database is now populated by pulling information directly from the manifests or Bills of Lading (BOL) given to the site technicians at the time of waste removal. With these improvements, each of our three primary operating states now has a consistent approach to collecting waste data, which will improve our data accuracy and timely input into the database moving forward.

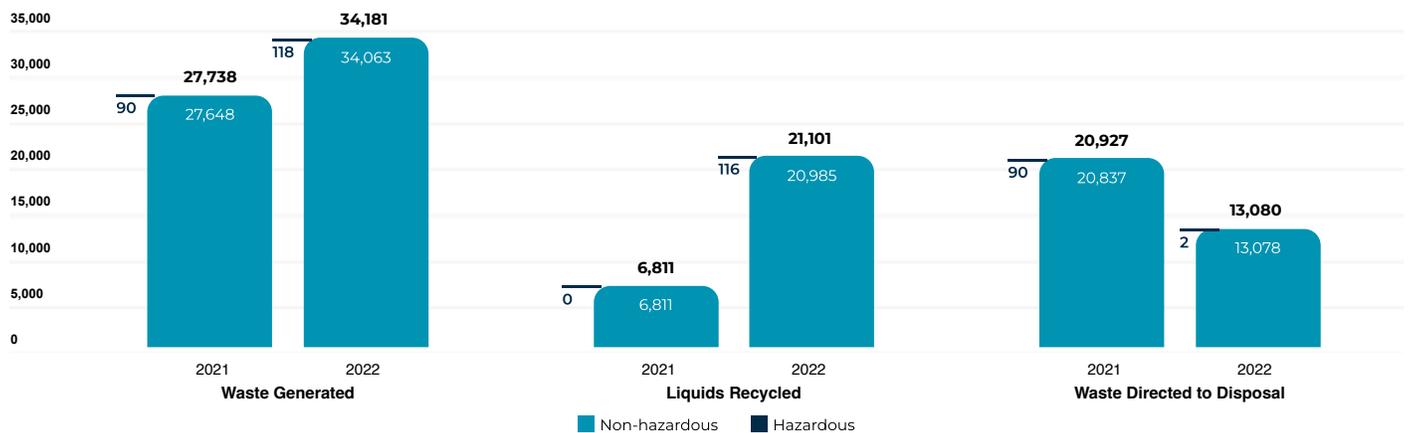


During 2022, Equitrans conducted 78 internal inspections to ensure we are fulfilling our commitment to rigorous waste management practices.

The amount of waste generated increased in 2022 compared to 2021 due to an increase in the amount of liquids coming into our stations. At the same time, Equitrans was also able to increase the total amount of material recycled and percentage of generated waste that was recycled during the year.

Equitrans has not historically tracked and recorded the amount of municipal waste generated at office facilities as this information is not generally available from waste vendors. However, we are in the process of collecting data and measuring our waste footprint across our office facilities, including the amount of recyclable waste removed. The waste amounts listed below are derived from the waste generated at our operational sites and do not include waste generated and materials recycled at our office locations.

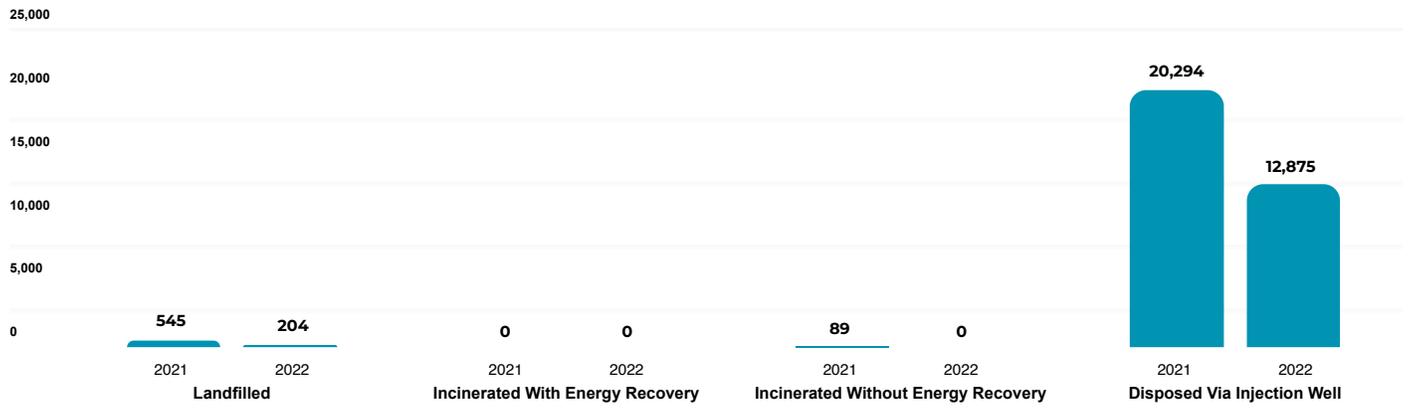
WASTE RECYCLED AND DISPOSED^{1, 2} (METRIC TONS)



1) Includes 100% of the Eureka Midstream assets; excludes MVP and MVP Southgate projects; with the exception of hazardous waste, construction waste are managed by Equitrans' contractors and are not included in this table

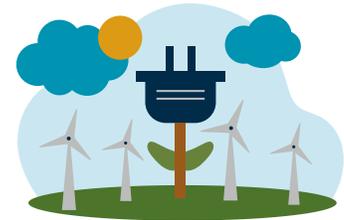
2) The metric tons of waste recycled and disposed do not include office locations, primarily due to the manner in which municipal solid waste is collected and invoiced. However, based on maximum container size and disposal frequency assumptions, the total office waste is not expected to exceed 1-2% of the Company's total waste generated.

WASTE BY DISPOSAL TYPE¹ (METRIC TONS)



1) Includes 100% of the Eureka Midstream assets; excludes MVP and MVP Southgate projects; with the exception of hazardous waste, construction waste are managed by Equitrans' contractors and are not included in this table

Environmental Energy Usage



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. We are dedicated to reducing our Scope 1 emissions, as outlined by our emission reduction aspirations; and with our primary business being to deliver energy resources, our energy consumption and related Scope 2 emissions are relatively small in comparison to other industry sectors, such as manufacturing.



Managing Our Energy Usage

3-3, 302-1

For our office facilities, we are committed to reducing our environmental impact as it relates to energy consumption across our owned and leased properties. Our LEED-certified senior operations and maintenance sustainability manager directs these efforts, as we proactively evaluate strategies and continuously seek opportunities to reduce energy consumption. To minimize energy usage, we use 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. As the majority of our office-based employees work remotely, all office HVAC systems are used only when necessary, and lighting levels have been lowered in vacant areas to reduce electricity consumption. In 2022, Equitrans began utilizing an online tool to track and benchmark utility usage at several of our office sites, which will allow us to see usage trends and identify opportunities to decrease utility usage.



For this report, Equitrans expanded its energy disclosure to include fuel consumed in addition to purchased electricity, heating, and cooling.

At our field operations, many of our compressor stations along our pipelines generate their own electricity, utilizing the available natural gas at the site. By generating electricity directly from the available natural gas, rather than from diesel-powered generators that require separate fuel deliveries, we are able to more efficiently power our field operations. At other locations, electricity supply is available and purchased from the local electricity utility. Beyond purchased electricity consumption, the majority of the energy used at our operational sites is from fuel consumed in compressors, dehydrators, and other equipment. Fuel used for compressor engines has some degree of variability based on the system pressures, whereby the engines will slow down and use less fuel if there is a decrease in the amount of horsepower required to move the gas. While natural gas is the primary fuel used for our field operations, diesel fuel is used for some smaller equipment, such as water pumps, and gasoline is used to fuel fleet vehicles.

Equitrans continues to investigate the opportunity to expand the amount of solar power utilized at our sites. In addition to the use of “solar flowers” at select locations, Equitrans has begun deploying solar panel skids capable of matching or even exceeding the wattage of solar flowers.

Evaluating Our Approach to Energy Management

Equitrans collects data on our office energy consumption to assess the benefits resulting from our energy management procedures. We analyze our energy data to identify areas where we may decrease consumption through innovative management techniques and technological improvements. Energy conservation is important to Equitrans, and we will continue to pursue advances in this area to ensure that we are doing our part to protect the environment.

In 2022, our senior operations and maintenance sustainability manager continued working to decrease energy use at office locations by changing settings to maintain a pleasant working environment for employees, while also ensuring that our facilities were running efficiently from an energy conservation standpoint. As an ongoing energy management practice, we continue to change lighting and HVAC schedules to save energy wherever feasible. The facilities team also uses new equipment to reduce energy usage when possible. For example, during 2022, 70 parking lot lights at our headquarters office were replaced with light emitting diode (LED) lighting and seven hot water tanks were replaced with new high efficiency tanks. Further, we decreased the amount of square footage used at our headquarters office, which will lead to a decreased electricity and heating load in the future.

Equitrans expanded its energy disclosure this year to include fuel consumed in addition to purchased electricity, heating, and cooling. Further, beginning with the 2023 CSR, the organizational boundary for greenhouse gas (GHG) emissions and energy usage was changed from operational control to equity share. Beginning with this report, and similar to our financial reporting, Equitrans is accounting for GHG emissions and energy usage according to the equity share of its operations. The 2020-2021 energy consumption values shown below have been restated to reflect this change.

For 2022, year-over-year Companywide energy consumption decreased due to a decrease in fuel consumed. The decrease in fuel consumed was, in part, due to fuel-burning equipment being operated less hours in 2022 as compared to 2021. While the total energy consumption decreased, there was a small increase in purchased electricity and heating consumption for the year. Much of the purchased energy increase can be attributed to the late 2021 and 2022 conversion of three compressor stations from self-generated to purchased electricity. In addition, several measurement metering sites were brought online with purchased power in 2022.

Internal Energy Consumption (Gigajoules) ¹	2020	2021	2022
Non-Renewable Fuel Consumed	26,410,010	27,589,270	25,347,012
Renewable Fuel Consumed	0	0	0
Electricity, Heating, Cooling Purchased for Consumption	119,649	143,021	145,840
Self-Generated Electricity, Heating, Cooling Not Consumed	0	0	0
Electricity, Heating, Cooling Sold	0	0	0
Total Non-Renewable Energy Consumption	26,529,660	27,732,291	25,492,852
Total Renewable Energy Consumption²	0	10	178

1) Beginning with our 2023 CSR, the organizational boundary for GHG emissions and energy usage was changed from operational control to equity share. All energy values above include 100% of Equitrans Midstream usage and 60% of Eureka Midstream usage and exclude MVP and MVP Southgate projects.

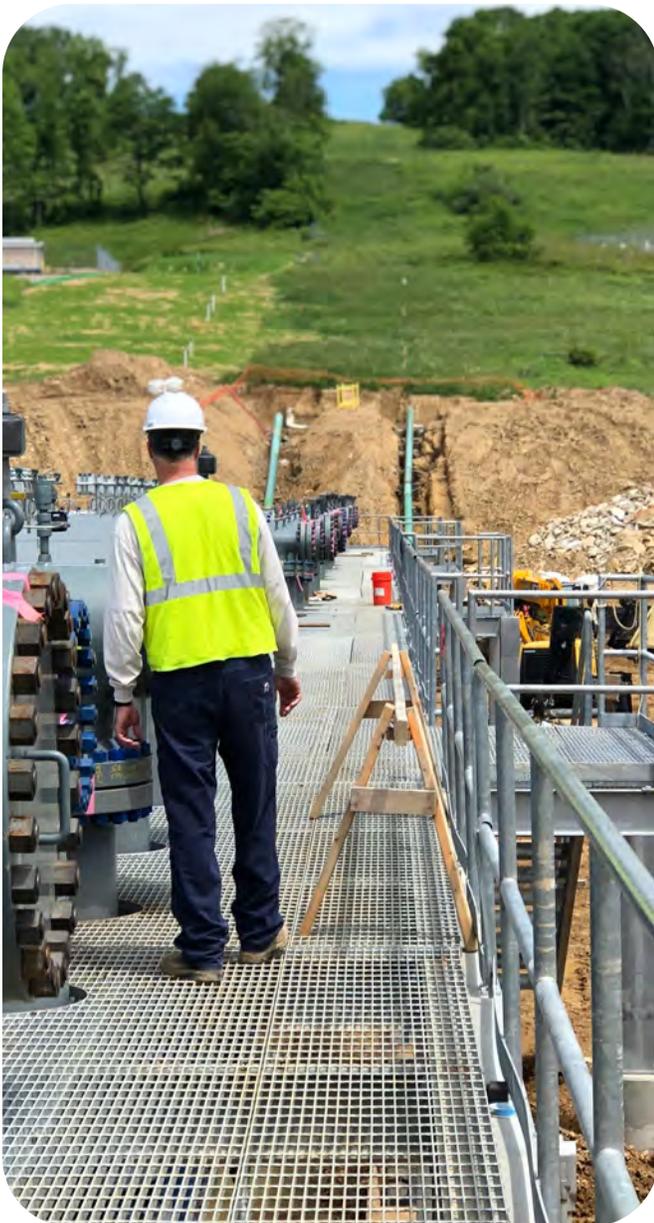
2) Includes self-generated solar energy from solar flowers and solar panel skids

Finally, Equitrans purchased and retired 35,000 Green-e Energy certified renewable energy credits (RECs) for calendar year 2022 operations. These 35,000 RECs represent 35,000 megawatt hours (MWh) of renewable energy generated, which in this case was from wind energy. These RECs will cover all purchased electricity that is accounted for in the 2022 Scope 2 GHG emissions. Further details about the REC purchase and Scope 2 GHG emissions can be found in the [GHG Emissions and Climate Change](#) section of this report.

Social Public Safety and 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. Equally important is an effective and efficient emergency response plan, which serves to minimize risk and damage, emphasize safety, and convey appropriate information to stakeholders.



Public Safety — Protecting Our Communities

3-3, 416-1, 416-2

Safety is vital to Equitrans and the communities we serve. We continually communicate with 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 mailing an annual safety brochure to residents and businesses located near our assets to keep them informed of our operations. We also engage with local first responders, public works employees, elected officials, school districts, and other key community leaders. This engagement, which may occur in-person or virtually, involves informing them of our operational processes, providing related educational resources, listening to their thoughts and feedback, and building relationships through group meetings or personal outreach. The topics we address include items such as:

- Activities occurring along our pipeline routes or compressor station facilities
- Types of equipment used at a particular site facility
- Preventative measures to reduce potential hazards and ensure pipeline integrity
- How to avoid right-of-way encroachments
- How to identify and report a potential pipeline leak
- Equitrans' Crisis Management and Emergency Response Plan



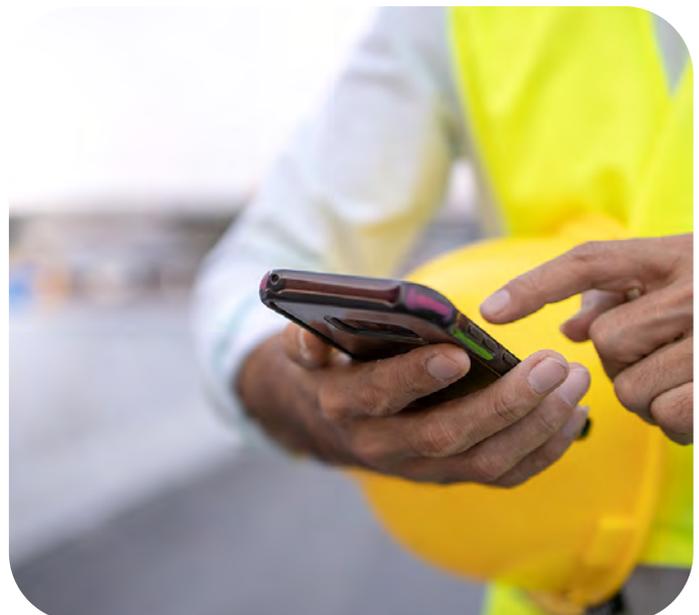
Equitrans' public awareness program works to raise awareness of pipelines in our communities and improve stakeholders' understanding of the important function that pipelines play in transporting energy.

Our engagement helps to raise awareness of pipelines present in local communities and furthers our commitment to public safety. It is our goal to routinely inform the public that while pipeline accidents are possible, pipelines are a safe mode of energy transportation. It is our belief that a well-informed public enhances the safety measures we employ. Importantly, public awareness of nearby pipelines helps to mitigate potential emergencies or releases due to third-party damage or right-of-way encroachments.

One of the greatest challenges of safe pipeline operations is accidental damage caused by excavation, directional drilling, construction, farming activities, or homeowner activities. To ensure public safety, we urge stakeholders to utilize the "Call 811 Before You Dig" program available across the United States. By calling 811 prior to an excavation of any size, stakeholders play an important role in public safety and help to avoid unintentional damage to a pipeline. The national program directly connects a caller to their state's One Call Center where they can report their planned digging project. The One Call Center subsequently communicates this information to all local utilities so they can mark the underground locations of their pipelines, water lines, and cables on the property. In our home state of Pennsylvania, we historically sponsor and participate in the annual Pennsylvania 811 Safety Day conference, which provides safety education for the excavation and utility industries through hands-on demonstrations of tools and techniques, as well as discussions on new safety theories.

Public Awareness

Our public awareness program works to raise awareness of pipelines in our communities and improve stakeholders' understanding of the important function that pipelines play in transporting energy. Ongoing engagement furthers a deeper understanding of our operations and right-of-way encroachments, which helps to minimize the risk of third parties creating potential emergencies or accidental releases. We routinely update our understanding of our audiences, including the affected public, emergency officials, public officials, excavators, and state One-Call Centers. Equitrans offers several communication channels to assist stakeholders in understanding what to do if a pipeline incident were to occur, how to prevent pipeline incidents, and how to use their state's One Call System. Our communications channels may include:



- Pipeline awareness and educational mailings
- Business reply cards to measure understanding of the educational content
- In-person and webinar meetings
- A self-paced, online training platform to provide access to pipeline response training and damage prevention efforts (designed and launched by Equitrans' consultant, Paradigm)
- An Emergency Response Portal that provides operators with a secure, cost-effective location for publishing and distributing their emergency response plans to local emergency responders (designed and launched by Equitrans' consultant, Paradigm)



We continually communicate with local communities near our operations to raise awareness of our activities, convey key safety information, and address any questions or concerns.

In accordance with the Pipeline Hazardous Material and Safety Administration's (PHMSA) public awareness program, operators are required to provide stakeholder training sessions regarding their company's asset locations and operations. During the pandemic, virtual meetings were held to convey the required information and allow for effective stakeholder and operator participation. While these virtual meetings were successful and met regulatory requirements, in 2022 Equitrans resumed in-person operator training sessions and also co-hosted additional training sessions across Pennsylvania, West Virginia, and Ohio.

Evaluating Our Approach to Public Safety



We continuously evaluate the effectiveness of our public safety awareness campaigns. Specifically, we work to verify that local communities near our pipelines are aware of the natural gas lines' proximity to their homes and neighborhoods and provide general safety information regarding natural gas pipeline operations. In doing so, we utilize two evaluation methods: 1) a third-party survey of local community members; and 2) community group meetings hosted by third-party organizations.

Third-Party Surveys

Our telephone and postal surveys use a three-step approach to complete the evaluation process. The first step is survey design, which includes developing questions that will measure the scope of our public outreach, based on three specific measures: our effectiveness in conveying the content; the clarity of the content; and our impact on desired safety awareness and

behaviors. Next, we identify our key audience areas and conduct the surveys, targeting a completion of 400 surveys per identified audience to ensure we obtain a statistically significant sample. The third phase includes compiling and analyzing the survey results and preparing a final report, which includes the responses for each survey question and the results of the three specific effectiveness measures.

Community Group Meetings

Equitrans has two approaches for evaluating community group meetings. First, to measure the scope of our public outreach and the effectiveness of the content, we consider the people and organizations that attended each meeting. Second, each meeting participant receives a survey card, which includes questions regarding their knowledge of pipelines and their thoughts on the meeting's effectiveness and usefulness to their daily activities. Based on the responses, we are able to measure the clarity of the content and its effectiveness as related to our desired safety awareness and behaviors.

Crisis Preparedness and Response

A crisis is defined as 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 and can involve an individual or a group of people; be inside or outside the Company; be created by a sudden, tragic, dangerous, or volatile event that demands quick action; or may develop out of an emerging issue that becomes sustained. Crises come in many forms, including operational incidents, non-operational events, cybersecurity events, and natural disasters. Regardless of the crisis, an appropriate and timely response is critical.

Equitrans recognizes that a crisis requires 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 convey appropriate information to stakeholders.



Crisis Management Plan

Equitrans' Crisis Management Plan (Crisis Plan) is designed to provide an enterprise-wide management process and structure that enables appropriate levels of communication and response to a range of major events or potential crisis situations. We require that the Crisis Plan be reviewed annually to ensure it provides effective guidance on how to manage and execute a crisis response. The Crisis Plan's structure aligns 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, other cyberattacks or compromises of technology
5. **Regional/Industry:** terrorism, natural disasters, industry and/or competitor-related incidents
6. **Health/Safety:** pandemic, localized natural disaster, building closures, inclement weather

In accordance with the Crisis Plan, Equitrans designated cross-functional crisis management teams (CMTs) and incident commanders that are activated in response to crises. The Crisis Plan outlines the 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 coordinating with executive management team members. These management team members provide executive level oversight of the Crisis Plan and are responsible for ensuring that the Company's Board of Directors is apprised of a crisis and related material developments in a timely manner.



We believe an effective crisis response plan serves to minimize risk and damage, emphasize safety, reduce internal and external confusion, and convey appropriate information to stakeholders.

As part of our initial response to an emergency or crisis, an alert is sent out to internally affected parties through the Company's electronic alert system, or other methods, as appropriate. We also seek to coordinate with the relevant first responders, government agencies, and elected officials, and will engage the assistance of expert third parties, as needed.

Aligned with the Crisis Plan, Equitrans maintains specific incident response plans, which primarily pertain to operational matters (e.g., spills or incidents at compressor or dehydration stations). These specific incident response plans are for reference in the event of a certain type of crisis and provide guidance regarding roles and responsibilities specific to the type of crisis.



Executing Our Crisis Management Plan — Rager Mountain Storage Facility Incident

On Sunday, November 6, 2022, Equitrans Midstream was notified of an incident at its Rager Mountain Storage facility, located in Jackson Township, a remote area of Cambria County, Pennsylvania. There were no injuries reported, no mandatory evacuations of nearby property owners, and no immediate public safety concerns.

As part of the Company's emergency response process, Equitrans technicians arrived on site and observed natural gas escaping from a 1 5/8" vent on a single storage well, which was working as designed to relieve pressure from the casing. A safety perimeter was established and, in line with safety protocols, the local fire department also responded to the incident.

Upon notification of the incident, an electronic alert was sent to all members of Equitrans' Crisis Management Team to initiate additional response efforts, and Equitrans immediately notified the National Response Center, PHMSA, the PA DEP, and the PA PUC. Equitrans quickly engaged and contracted the assistance of a specialty well services company to address and resolve the venting, and their expert personnel, along with required equipment, began arriving on-site within a few hours of initial incident notification. All physical flows of natural gas in and out of the Rager Mountain Storage facility were temporarily suspended; and in coordination with the FAA, a no-fly zone was established during response efforts. The flow of gas was stopped on November 19, 2022.

Stakeholder Outreach During the Incident

Equitrans used multiple approaches to efficiently and effectively provide timely updates regarding the Rager Mountain incident:

- At the onset of the incident, Equitrans immediately contacted all relevant state and federal agencies, as well as local emergency services teams and local and state elected officials.
- A dedicated Community Hotline was established to provide regular incident updates, with messaging updated every 24 hours from November 6, 2022, to November 20, 2022. The Hotline remained open through December 12, 2023, and included an option for callers to leave messages with any questions, providing an avenue for Equitrans to personally respond.
- During the first two days of the incident, Equitrans' land agent team conducted initial door-to-door visits to community members and property owners within a two-mile radius of the Rager Mountain facility. Secondary door-to-door visits were done the week of November 13, 2022, and letters were provided for those not home, and follow-up calls were made to address any questions.
- The land agent team also notified the PA Department of Conservation and Natural Resources and PA State Game Commission, and provided ongoing updates as requested.
- Local township supervisors and local emergency services personnel received daily updates via email, phone, and text messaging, and Equitrans' government affairs team provided routine updates to state elected officials.
- Equitrans' customers received routine updates via the Rager Mountain Informational Postings Web Site.
- Media statements were provided on a daily basis to local, regional, and national news outlets, and virtual interviews were conducted on multiple occasions with the local TV station in Johnstown, PA.

In coordination with PHMSA an independent, full root cause investigation is underway and is expected to be complete in summer 2023, and Equitrans will continue to inform the respective state and federal agencies of its activities and findings, including as it works to return the field to injection operations. Other post-incident workstreams are also continuing. Additional information regarding the Rager Mountain incident can be found in the [GHG Emissions and Climate Change](#) and the [Asset Safety and Integrity](#) sections of this report.

Preparation Is Critical

Adequate preparation is critical for taking quick and effective action during an emergency response. We conduct regular crisis drills and routinely review the Crisis Plan and related individual incident response plans (based on the six Crisis Incident Classifications) to ensure we are prepared in the event of an emergency. We also 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 conducts a reporting and analysis debrief to identify any safety gaps or further precautionary measures that should be evaluated for implementation. Equitrans also evaluates its CMT personnel designations on a quarterly basis to ensure appropriate CMT staffing and to verify CMT contact information.

Externally, Equitrans regularly provides opportunities to meet with local first responders to inform them of our work, discuss coordination, and educate them on midstream industry crisis management practices. To strengthen our collaboration, we offer annual follow-up sessions to first responders and welcome local fire departments to tour our facilities. We often donate to first responder organizations in our local communities to enhance capabilities, increase safety preparedness, and fortify our relationships.

In addition, and as part of our public awareness program, 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 Community Hotline number to nearby landowners or homeowners, as well as important contact information for local emergency responders. By keeping local community members informed of our practices, Equitrans is demonstrating its commitment to safety as our number one priority.

Social Community Engagement



Equitrans strives to operate as a socially responsible company and to positively contribute to our local communities. Community engagement allows us to build partnerships with those who may be affected by our work, and it is important to us that our stakeholders are confident in our commitment to operating in a safe and responsible manner. Through our engagement efforts, we demonstrate Equitrans' commitment to a sustainable future and illustrate the critical role that natural gas is playing in the clean energy transition.

Strengthening Community Partnerships

3-3, 413-1, 413-2

Community engagement is a vital component of our license to operate. We work to develop and maintain strong community relations through ongoing communication, active participation, and community investment. Our community engagement efforts are designed to inform communities about our operations in a way that builds understanding and trust, and we strive to identify community needs, interests, and concerns related to our operations and work to address them in a proactive and responsive manner.



Additionally, environmental justice is an important component of our stakeholder outreach activities. In line with our [Environmental Justice Policy](#), adopted in 2022, our primary goal is to provide for the fair treatment and meaningful involvement of all people in any public process involving our operations regardless of race, color, national origin, or income. For example, the outreach team working on our Ohio Valley Connector Expansion (OVCEX) project contracted the services of an outside vendor that specialized in the identification of and engagement with environmental justice communities located near the project. As part of the OVCEX project's application with the Federal Energy Regulatory Commission (FERC), the environmental justice information gathered and the outreach actions taken were included in several regulatory reports, such as the FERC's Public Participation Plan.

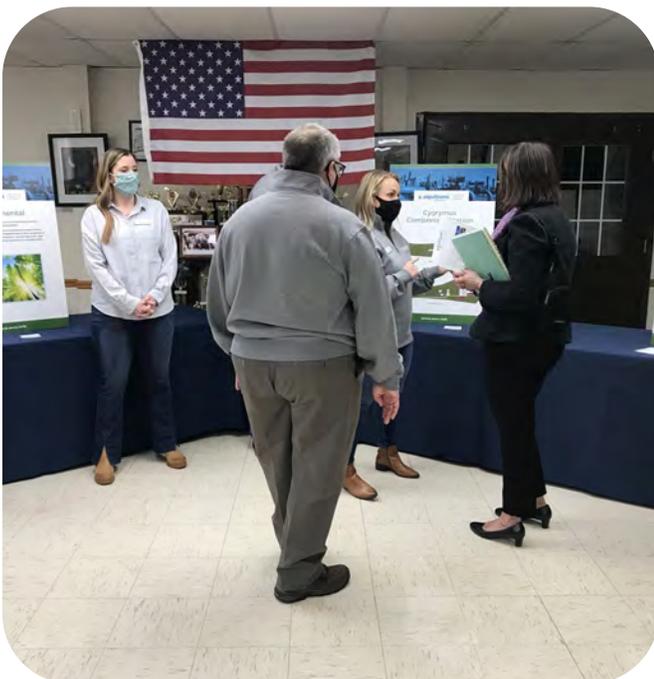


Our community engagement efforts are designed to build understanding and trust with our stakeholders; we strive to identify community needs, interests, and concerns related to our operations and work to address them in a proactive and responsive manner.

We also invest in community projects and programs that will have a positive, lasting impact and consistently engage with community members to keep them informed of our current, planned, and proposed operations. Through our [Stakeholder Engagement and Community Investment Policy](#), we capture 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 maintaining our social license to operate.

From a volunteerism aspect, we encourage our employees to solicit and recommend community outreach volunteer programs and support their participation in volunteer activities that enrich the lives of others and enhance their own experiences. Equitrans utilizes E-Train On-Track to support employee engagement in corporate-sponsored community service initiatives and social activities that align with our Core Values of Safety, Integrity, Collaboration, Transparency, and Excellence.

Addressing Community Concerns and Public Perceptions



As part of Equitrans' efforts to build a more sustainable future, we believe it is important to educate the public about the critical role that natural gas plays, and we believe will continue to play, in the transition to a lower-carbon economy. As this transition progresses, we must address public concerns and perceptions about natural gas — listening to and acting on community input to build trust and long-lasting relationships.

Our government affairs, communications/corporate affairs, and land groups serve as the primary liaison for responding to inquiries from our community stakeholders. Equitrans' construction and engineering teams also assist in addressing specific technical or operational inquiries. Collectively, these teams frequently engage with civic organizations, elected officials, emergency response personnel, business owners, and residents to foster relationships at the local, state, and national levels.



Specific to the OVCX project, Equitrans extended its landowner contact radius from 0.5 mile to 1 mile to maximize the engagement efforts by our land team.

In late 2022, Equitrans initiated a toll-free Community Hotline (888-574-6944) specifically designed for the timely exchange of questions, concerns, and suggestions from members of our local communities, as well as our many other stakeholders. Additionally, in 2021, we began evaluating the development of a Companywide stakeholder engagement and issues tracking system. The system is intended to create a single repository for various departments to identify and manage general concerns, requests, and specific issues. In doing so, we would be better able to deliver on our commitment to accurately resolve concerns/issues in a timely manner, ensure uniformity in our resolution approach, and proactively minimize issues before they become larger concerns or disputes. A technology solution was identified in 2022 and system implementation is targeted for 2023.

Additionally, our land team manages specific requests regarding payment- or tax-related questions. Landowners can contact Equitrans representatives through our Owner Relations phone number (888-613-7848) or via email at OwnerRelations@equitransmidstream.com.

Key Topics Raised by Local Stakeholders

The majority of key topics and concerns raised by our local stakeholders are temporary issues, such as 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 a stakeholder's concern, we escalate the topic to the appropriate management level. Once implemented, our stakeholder engagement and issues tracking system will be a valuable tool in this area.

We continuously evaluate the impacts of our operations on local communities and establish best practices to proactively mitigate issues and concerns to the greatest extent possible. As an example, prior to the installation of a compressor station, we evaluate the area around the station and perform sound studies to understand baseline noise levels and identify potential noise-related issues that may arise. If these studies identify a noise issue, we proactively install sound mitigation measures, where appropriate, to minimize impact to the neighboring properties.





Equitrans invested more than \$1,145,000 in local roadway improvements during 2022.

Our use of roads during pipeline construction is another noteworthy example of our efforts to be responsible community stewards. Construction activities often temporarily impact local roadway conditions, 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 to assess any maintenance that may be required, either before or after work is finished. We communicate this information to the local municipality and work with the municipality's officials to ensure minimal disruption to community members during our use of the roadways. In 2022, Equitrans invested a total of more than \$1,145,000 in local roadway repairs and upgrades across its operating areas in Pennsylvania and Ohio.

Maintaining an open and transparent dialogue with our many local stakeholders demonstrates Equitrans' steadfast commitment to social responsibility and ensures that we are upholding our Core Values and following our 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.

Enhancing Stakeholder Outreach for New Projects

We strive to establish good working relationships with local communities and to reinforce clear lines of communication, which is particularly important when commencing new construction projects. For the OVCX project, Equitrans began outreach activities in the months leading up to the filing of the project's application for a Certificate of Public Convenience and Necessity with the FERC. Equitrans initially contacted landowners in April 2021 for survey permission and to open the dialogue regarding the Project's expansion plans. After consulting with the FERC and the Environmental Protection Agency, Equitrans extended the project's landowner contact radius from 0.5 mile to 1 mile to maximize the engagement efforts by our land team.

The OVCX outreach team also met with state and local elected officials; hosted three community open houses (Greene County, PA; Wetzell County, WV; and Monroe County, OH); sent additional project-related informational mailings (including pre-paid postage comment cards for direct feedback); distributed routine newsletters with project updates; established a project website early in the process for easy access to information; set-up a "pop-up" information table at a local business; and supported events and programs in the project area through our corporate local giving program. Additional project information can be found online at [OVCX Project](#).

Investing in Communities



At Equitrans, we believe in investing in our communities, supporting local organizations, and giving back in ways that are most meaningful to our stakeholders. We are committed to being a good neighbor and strive to create lasting value for our employees, families, and community members. Through our corporate local giving and sponsorship program, as well as the Equitrans Midstream Foundation, we support a wide range of organizations within our communities and are expanding our efforts to include larger-scale initiatives that have a sustainability focus. By investing in our communities and elevating our sustainability outreach, we create a positive impact that extends far beyond our Company, helping to strengthen the foundation for future generations.

Aligned with our Core Values and sustainability initiatives, including select United Nations Sustainable Development Goals (SDGs), our corporate local giving and sponsorship program is designed to assist 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. These 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.



During 2022, Equitrans' employees logged 852 hours of volunteer time through our volunteer paid-time off program.

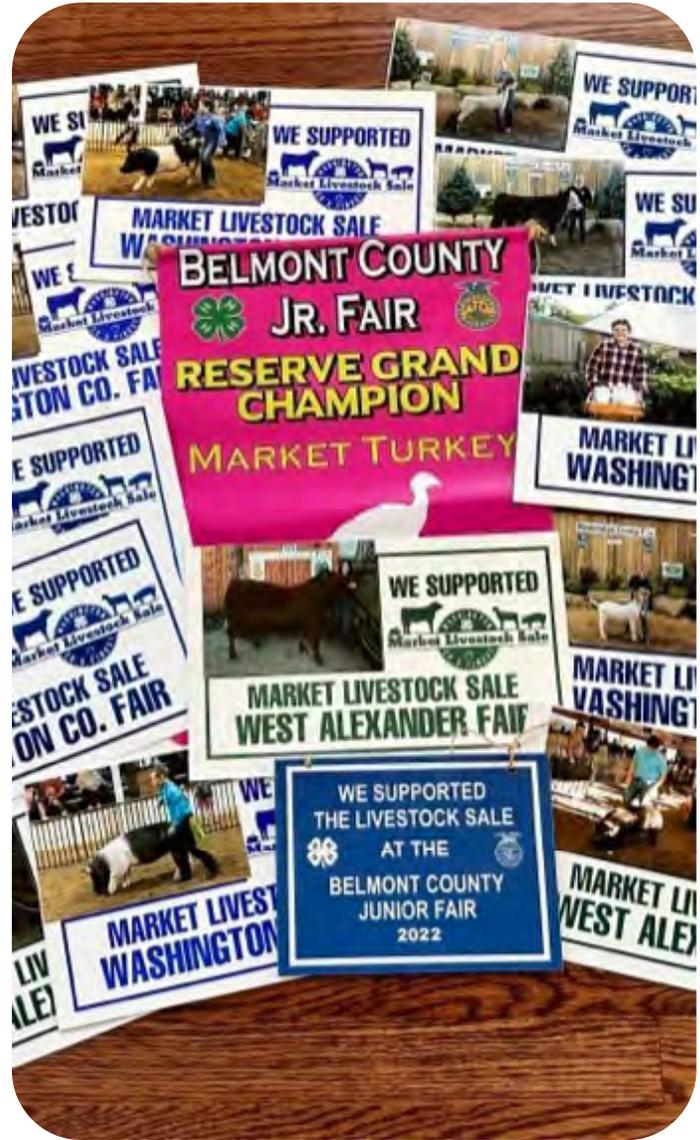
Our E-Train On-Track Committee consists of employee representatives from various departments who work to coordinate employee events and community volunteer opportunities. On a monthly basis, committee members evaluate opportunities presented by their coworkers, including volunteerism, community service, and employee social activities. Equitrans offers a "volunteer paid-time off" program that allows employees to use regular work hours to engage directly with their community. With supervisor approval, an employee can take up to two business days of paid volunteer time each year to work in the community with a non-profit charity or organization of their choice.

Finally, as the charitable arm of our Company, the Equitrans Midstream Foundation is a legally separate 501(c)(3) entity established in 2018. Our Foundation partners with non-profit organizations to boost social and economic prosperity in local communities by investing in projects and programs through three focus areas: community development, education, and the environment.

Corporate Local Giving and Sponsorships

In line with our [Stakeholder Engagement and Community Investment Policy](#), our communications and corporate affairs team utilizes a formal Stakeholder Engagement and Community Investment (SECI) Plan to outline our outreach and local giving/sponsorship activities for the year. The SECI Plan is updated annually during the standard business plan cycle, and, to ensure legality and appropriateness, the SECI Plan includes a formal review structure and approval process, as well as a quarterly review by our internal audit team. The primary objective is to ensure all contributions align with our Core Values and to verify donations are not being made to entities that have oversight of our current or future operations.

Equitrans' senior community advisor manages the internal review process, and members of the review team are a cross-functional representation of employees, including land, legal, human resources, field operations, business development, construction, government affairs, and communications and corporate affairs departments. The review process ensures requests are in line with Equitrans' [Corporate Sponsorships and Local Giving Guidelines](#), which are available for stakeholder reference on Equitrans' website. The level of review is based on the dollar amount being requested, with multi-year sponsorship requests and larger regional or national initiatives requiring executive review.



During 2022, Equitrans' corporate contributions totaled more than \$700,000 and supported more than 75 community activities.



In addition, there is potential for local giving/sponsorship opportunities to be aligned with the United Nations SDGs, including, but not limited to, SDG3 (health & wellness); SDG4 (quality education); SDG5 (gender equality); SD6 (clean water & sanitation); SDG7 (affordable & clean energy); SDG8 (decent work & economic growth); SDG9 (industry, innovation & infrastructure); SDG11 (sustainable communities); SDG13 (climate action); and SDG15 (life on land). Alignment with the SDGs is evaluated as part of the review process; however, lack of alignment does not preclude funding for local community events and organizations. The team categorizes each approved request to align with the select SDG, as applicable. In 2022, approximately 95% of the Company's charitable donations aligned with at least one SDG.

During 2022, Equitrans made supporting contributions totaling more than \$700,000 (excluding project-related donations). Since our launch as an independent midstream company, our community involvement has continued to increase and evolve, and we have taken on several broader ESG-related initiatives aligned with select UN SDGs. Corporate sponsorships and donations for the year included programs and organizations such as:

- Allegheny Parks
- Alvéole
- Appalachia Water Project
- Crossed Paws Animal Shelter
- DogTopia Foundation
- Fern Hollow Nature Center
- Governor's One Shot, Inc.
- Greene County Community & Technical Center
- Jefferson Morgan Centennial Lions Club
- Junior Achievement
- Ohio Oil and Gas Association
- One Tree Planted
- Parents in ToTo
- Sardis C.A.R.E.S
- Belmont County Agricultural Society
- Belmont County District Library
- Sons of the American Legion
- SWPA Ducks Unlimited
- Three Rivers Youth
- United Way Lewis, Gilmer & Upshur
- United Way of Washington County
- Washington County Agricultural Association
- Waynesburg University
- West Greene Schools
- West Virginia Botanic Gardens
- West Virginia Game Changers Education Program
- Belmont County Schools
- Beverly's Birthdays
- City of Mannington
- Women's Energy Network
- Multiple 4-H and livestock events, community festivals, county fairs, emergency responders, volunteer fire departments, and scholarship programs

As we broaden our sustainability investments, we are especially proud of our partnership with Fill It Forward, an organization whose mission is "to inspire the world to reuse" by focusing on the elimination of single-use waste, such as plastic bottles and bags. Additional information for our Fill It Forward campaign, including our collective environmental benefits, can be found in the Highlight Stories of this report.



Equitrans employees recorded 20,586 total reuses during our 2022 Fill It Forward campaign.

Equitrans also partnered with the West Virginia Botanic Garden (WVBG) for the renovation of its new visitors center – the *Equitrans Midstream Visitors Center*. The new center, targeted for completion in summer 2025, will include a gift shop, café, office space, and a ticketing office for special events, as well as additional amenities for WVBG visitors. In alignment with Equitrans' many sustainability efforts, the WVBG's mission is to foster learning, inspiration, and well-being through the beauty and wonder of plants, the natural environment, and culturally enriching experiences. In addition, the Equitrans Midstream Foundation made a \$40,000 grant to support educational summer camps and school trips during the fall of 2022 and spring of 2023.

In 2021 and 2022, Equitrans donated monies to the Fairmont State University Foundation for the construction of a new Sustainability Shelter at Fairmont State University. The shelter is expected to be complete in 2023 and will be used as an outdoor learning space for students and as a venue for hosting local community and educational events. This donation fully supports many of our ESG initiatives and aligns with two of the SDGs, Quality Education and Industry, Innovation, and Infrastructure. In 2021, the Fairmont State Foundation honored Equitrans with its "Philanthropic Corporation of the Year" award, which represents a company's outstanding commitment to and engagement in activities that support and advance philanthropy at Fairmont State University.

Volunteerism and E-Train On-Track

In 2022, our E-Train On-Track Committee offered a variety of options for employee engagement through community volunteerism opportunities. With most pandemic restrictions lifted, the number of volunteer and employee events continued to grow, and, through the Company's volunteer paid-time off program, our employees logged a total of 852 volunteer hours during the year. Volunteer activities for 2022 included the following organizations:

- Junior Achievement school events
- Special Olympics Torch Run
- The Education Partnership's school supply kits
- UPMC Children's Hospital firearm and ATV safety outreach
- Clarksburg-Harrison Library Back-to-School Bash
- Western Pennsylvania Conservancy garden planting
- Greater Pittsburgh Community Food Bank
- Salvation Army Adopt-a-Family
- U.S. Marine Corps Toys-for-Tots
- West Virginia Division of Natural Resources holiday toy drive



The Equitrans Midstream Foundation

Through philanthropic partnerships alongside a network of non-profit organizations, the Equitrans Midstream Foundation is able to create a more secure future for the members of communities where we live and work. The Equitrans Midstream Foundation is proud to support initiatives that address the critical needs in our communities, continuous learning through education, and sustainability in our environment.

Community Development

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

- Enhancing community safety and well-being
- 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 Foundation's environmental investments support organizations that focus on preserving and protecting the environment by:

- 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



During 2022, the Foundation contributed \$415,342 in employee matching donations to 501(c)(3) organizations and other nonprofit groups.

In 2022, the Foundation made grants totaling \$1,011,915 to a number of non-profit organizations that support the underserved and underrepresented populations in our operating areas. Additionally, the Foundation matches employee and/or director contributions dollar-for-dollar, from \$100 to \$50,000 annually, and made an additional \$415,342 in employee/director matching donations to 501(c)(3) organizations. Below are a few of the key programs our Foundation supported in 2022:

- Beverly's Birthdays
- Big Brothers Big Sisters Greater Pittsburgh
- CASA of Greene County
- Community Foundation of Greene County
- Corner Cupboard Food Bank
- Donora Historical Society
- Dress for Success Pittsburgh
- End Distracted Driving (EndDD.org)
- Girl Scouts Western PA
- Greater Pittsburgh Community Food Bank
- Intermediate Unit One Education Foundation
- Mountaineer Food Bank Veterans Table
- Nazareth Farm
- Ohio Oil & Gas Energy Education Foundation
Centers for Excellence in Education
- The Bus Stops Here Foundation
- The Education Partnership
- Thomas Campbell Apartments
- West Virginia Botanic Garden
- West Virginia University Foundation
- YCF of North Central WV



Maintaining Our Social License to Operate

Evaluating and understanding the perspectives of all involved parties allows us to identify key areas of focus and make informed decisions that reflect the best interests of both our Company and the community. 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 learn about positive outcomes directly from stakeholders and receive recommendations regarding how we can better address community matters directly from stakeholders.



Furthermore, Equitrans' [Environmental Justice Policy](#) bolsters our efforts to provide greater accessibility to stakeholders, build stronger working relationships, and create positive outreach opportunities in our operating communities. 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. In doing so, our Core Values of Safety, Integrity, Collaboration, Transparency, and Excellence are the principles that guide our employees' behaviors and decisions, and include efforts such as:

- Gathering information to help identify local concerns before inconveniences may affect neighbors
- Advocating for the community by affirming that issues or concerns are addressed and resolved
- Acting as an information channel for suggestions to strengthen our processes and procedures
- Providing opportunities for residents to ask questions and learn about our operations and activities
- Building relationships prior to the start of activity in new areas



Equitrans' Environmental Justice Policy bolsters our efforts to provide greater accessibility to stakeholders, build stronger working relationships, and create positive outreach opportunities in our operating communities.

It is important to us, as a Company, that all stakeholders are confident in our commitment to operating safely and responsibly. 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 we take to maintain public safety and mitigate environmental impacts during all phases of our operations.

By systematically taking a proactive approach to our outreach and investment activities, we are better positioned to enhance our relationships with external stakeholders, achieve our overall business goals, and deliver on our ESG commitments.

Social Occupational Health and Safety



At Equitrans, we believe that a successful safety culture underpins a successful business, and we demonstrate our commitment to safety every day. Our approach to safety involves communicating our expectations, providing the necessary tools and training for both our employees and contractors, and creating an engaging culture that supports our goal of zero workplace incidents to ensure everyone will return home safely at the end of their workday.



Safety — Above All Else

2-24, 3-3, 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-8, 403-9, 403-10, 414-1, 414-2, EM-MD-540a.4

Our approach to health and safety is simple — we are committed to the safety and well-being of our employees, contractors, and the communities we operate in. Safety is our top priority, and we strive to achieve zero workplace incidents by prioritizing health and safety in everything we do. From the way we design our facilities, to the way we educate and train our employees and contractors, health and safety is always our first and foremost objective.

Equitrans strives to conduct business operations in accordance with all applicable health and safety requirements, as established by the U.S. Occupational Safety and Health Administration (OSHA) and other regulatory bodies, as well as relevant industry best practices. Regulatory compliance is the first layer of our safety practices but is by no means our only safety focus.



In 2022, Equitrans employees completed 4,755 hours of safety education and training.

All Equitrans employees are held accountable for following safety procedures, and employees and contractors are encouraged to demonstrate proactive safety leadership. Employees are empowered to identify risks and hazards and provide resolution strategies to minimize the potential for incidents throughout our organization. All employees and vendors must adhere to our [Health, Safety, and Environmental \(HSE\) Policy](#), which was initially published in 2019. With a deliberate focus on Equitrans' stringent safety principle — in late 2022, we made the decision to update our current HSE Policy to include more robust language regarding our environmental principles. We expect to publish our enhanced HSE Policy in 2023. We also heavily invest in training for our employees regarding health and safety procedures, offering both online and in-person sessions to ensure all our employees have the opportunity to participate. It is essential for our employees to be well-informed on how to stay safe while working. Through our safety orientation and annual safety summit, Equitrans also maintains a robust contractor safety program, designed to ensure that everyone working on our behalf understands and follows our health and safety policies. Additionally, we require all affiliated Equitrans partners to implement stringent safety programs that meet our policy standards.

As part of our commitment, health and wellness are also essential focus areas for Equitrans. We are determined to help employees maintain a work-life balance, stay productive, and be proud of their work. By promoting wellness and mental health, employees remain healthy and engaged, which benefits the Company as a whole. More information can be found in the [Workforce Culture](#) section of this report.

Zero Is Possible



We manage safety and environmental stewardship at Equitrans through our Zero Is Possible (ZIP) Today platform, driven by our safety and environmental teams with oversight from the Board's Health, Safety, Sustainability and Environmental (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.

Since 2018, our commitment to the ZIP Today platform has been transformed into a way of life at Equitrans. The three safety subcommittees within our safety 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, it is also important that our contractors share our enthusiasm, philosophy, and “way-of-life mentality” toward safety and environmental excellence. Equitrans offers contractor awards to individuals, crews, and companies demonstrating exceptional safety and environmental performance.

Hazard Identification and Incident Investigations

Hazard Identification

Equitrans requires employees to receive training on hazard and potential hazard identification in relation to their specific job requirements. Managers work with employees to keep safety as a top priority and to mitigate potential hazards.

When two or more field employees are working together, they are required to complete a comprehensive Tailgate Safety Meeting (TSM) prior to starting the task. 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 are better able 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, an important protocol that reinforces the importance of keeping safety top-of-mind during all activities.



Incident Investigation

For every safety-related incident or observation that transpires, regardless of whether an injury occurred, we carry out a comprehensive incident investigation and use the results to learn and improve. Our investigation process starts with a root cause analysis to identify the precursors that may have led to the incident's occurrence. Typically, a front-line supervisor leads the investigation, with assistance from the safety and/or environmental teams, as well as experts who are familiar with the event and its circumstances, including expert, third-party service providers, as needed.

We also evaluate and identify solutions to prevent a similar incident from occurring. This process may involve multiple departments within Equitrans, as the corrective actions identified may encompass multiple functions within the work processes. For incidents where 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 and, more importantly, share the identified corrective actions as a method of education. Safety bulletins, alerts, and training materials are often available to supplement this communication.

Safety Education and Training

Having informed, proactive employees is key to Equitrans' safety culture. To achieve zero incidents, we depend on our employees to identify risks and take action to mitigate hazards, in addition to other health and safety protocols. We place a high value on safety training and education and are dedicated to providing our workers with the tools they require to do their jobs safely and effectively. Our approach is designed to empower workers to take control of their own safety, and we are committed to creating a safe and healthy work environment for everyone. In 2022, Equitrans employees completed 4,755 hours of safety education and training.



Upon joining the Company, every employee participates in Equitrans' new hire orientation program, which includes information on our safety culture, and new workers receive an in-depth safety orientation upon arrival at their work location. Employees attend core safety training annually, as required, in addition to monthly training related to OSHA- and Equitrans-specific education tailored to employees' work responsibilities. Examples of these tailored trainings include: how to recognize and control hazards, safe driving practices, hazard communication and safe work practices, and specialized training such as lockout/tagout (LOTO). Certain field-based employees are required to complete an Equitrans-specific Pipeline and Hazardous Materials Safety Administration (PHMSA) Operator Qualification (OQ) training specific to their job responsibilities, in addition to extensive on-the-job training from their supervisors and peers. Additionally, the E-Train Home Office Safety Team (HOST) provides monthly safety tips to employees via postings on our Company intranet.

Equitrans also has specific safety education expectations for our contractors. Prior to starting work on any Equitrans site, all contractors and suppliers are required to review our contractor safety orientation video, which complements our overall safety practices, processes, and procedures and refreshes contractors on Equitrans' many safety practices, including hazard identification, risk management, and the process for mitigating potential site hazards. Additionally, prior to beginning any

Our Proactive Approach to Employee Safety

Equitrans diligently tracks numerous safety-related metrics to evaluate our safety performance. We continue to utilize the Intelix app, our health, safety, and quality management software application used to track our safety data, which was launched in February 2021. Intelix is deployed to the phones and mobile devices of all our employees, providing an easily accessible and effortless method to record our Equitrans-specific, proactive metrics, including:

- **Incident with Serious Potential (ISP):** Events or situations where a behavior or activity may have the potential to cause serious injury or significant property damage.
- **Observation with Serious Potential (OSP):** Observations of behaviors, actions, or situations that, if continued, will potentially cause serious injury or significant property damage. We believe these observations are one of the most important observation types for our Company as they may lead to actions and corrections that help us to prevent potentially serious safety incidents.
- **Corrected Safety Opportunity (CSO):** 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 the Company.



As with previous years, proactive safety metrics continued to be incorporated into Equitrans' Short-Term Incentive Plan (STIP), which aligns employee interests with those of our shareholders and the strategic objectives of our Company. By tracking and evaluating annual safety metrics and linking them to compensation, we can more effectively address any safety issues that may arise. The metrics enhance safety at our worksites and offices, help to identify opportunities for improvement, and enhance our overall safety culture.



The CSO metric encourages employees to report all safety observations and opportunities for improvement to help increase safety awareness across the Company.

In 2022, Equitrans made enhancements to the safety category of the STIP by introducing the Safety Proactivity Rate (SPR), which was designed to increase our focus on discovering potential safety hazards. The SPR increases when more observations, including OSPs, are submitted, and decreases when ISPs occur. To keep safety top of mind throughout the year, the SPR is reset quarterly. For our employees to receive the maximum payout, the SPR threshold for all four quarters of the calendar year must be achieved. By increasing our employees' safety engagement, we are strengthening Equitrans' safety culture and advancing best practices. Moreover, the increase in participation by both our field operations and office-based employees represents a fundamental shift in ownership — signifying that our team believes **safety is everyone's responsibility**, not only that of the Company's safety department.

Employee Safety Performance

As a result of our efforts to collect more robust safety data using the Intelex app, we received a total of 1,003 safety observations in 2022, which is an 18% increase compared to 2021. In addition, our focus on the SPR metric in 2022 contributed to a 73% increase in the number of departments using the Intelex app to report observations, resulting in greater opportunities for Equitrans to reduce risk and enhance the safety of our work environment. During the second quarter 2022, Equitrans achieved a Company record of 286 days without an ISP, which is likely the result of our employees' diligence in reporting safety observations before an incident takes place.

Historically, the Company experiences a drop-off in safety observations during the fourth quarter, partly due to the holiday season. Resetting the SPR each quarter incentivized employees to break that trend, and observations remained consistent during the fourth quarter of 2022, as compared to the first three quarters of the year.



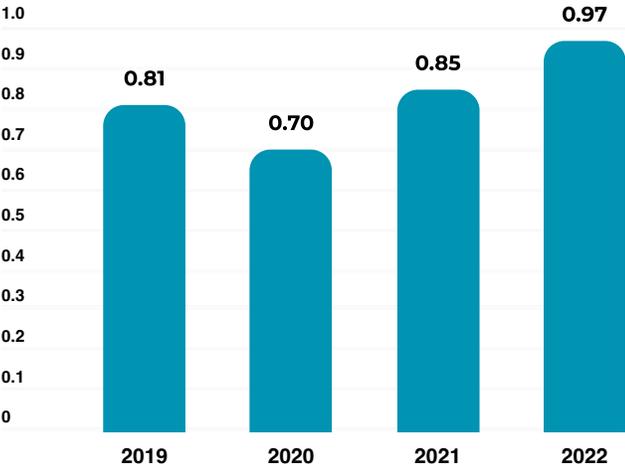
During 2022, employees submitted a total of 1,003 safety observations, an 18% increase year-over-year; and our new SPR metric contributed to a 73% increase in the number of departments using the Intelex app to report observations.

Equitrans also received two peer-to-peer observations in 2022, which showcased our workforce's commitment to workplace safety. Peer-to-peer observations are one of the best avenues for influencing change and are top indicators for a world-class safety culture. Having our employees feel confident and comfortable in self-submitting peer-to-peer observations for safety improvements illustrates our culture of safety and trust.

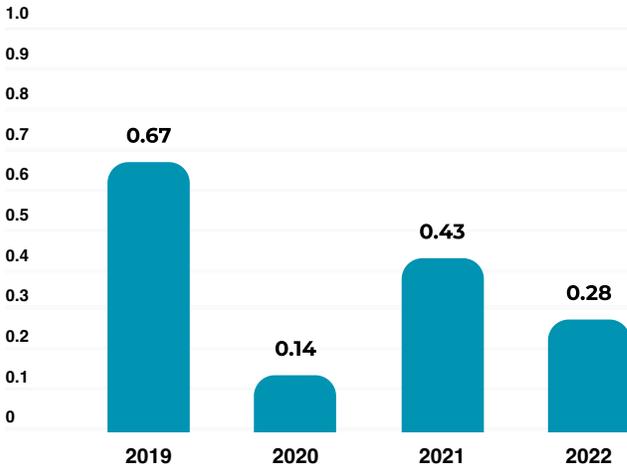
In the past, safety observations were often considered to be only applicable to physical tasks in the field. In 2022, we had two OSPs reported from remote-working, office-based employees who observed actions that could lead to potential safety concerns for employees or contractors. These OSPs represented another meaningful step in giving all employees ownership of safety regardless of their typical work location. These OSPs further show that our workforce is proactive and is capable of recognizing potential hazards within our processes and systems.

In 2022, the focus on our proactive safety metrics also translated to an improvement for some of the backward-looking traditional safety metrics. Prior to the first days away, restricted or transferred (DART) injury case in 2022, our employees worked 1,798,882 hours without a single DART injury case reported. Equitrans experienced a DART rate reduction of 61% year-over-year, which is approximately four times better than the national average and 50% better than the industry average. In 2022, we began working to identify any potential emerging trends related to our total recordable incident rate (TRIR), which has shown an increase the past two years. The review indicated that, since 2019, the number of reportable incidents contributing to our TRIR has been generally consistent and has not deviated by more than one incident per year. It is important to note; however, there was a decrease in the number of serious injuries during this same time period, which indicates that our proactive approach to employee safety utilizing our ISP/OSP/CSO metrics is working as intended.

TOTAL RECORDABLE INCIDENT RATE¹



LOST TIME INCIDENT RATE¹



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

Safety at Home

Equitrans’ office-based employees have transitioned to a predominantly ‘remote’ workforce, with many team members working either fully or partially from home. Hence, our home and office safety team (HOST) has broadened its focus to comprise office-related initiatives, as well as home-focused programs. To expand and diversify the group’s membership and garner new ideas to improve home and office safety, HOST refreshed its membership for 2022 to include field office representatives and additional, new members. HOST’s 2022 initiatives included:

- Collaborating with the safety department to promote two virtual Cardiopulmonary Resuscitation / Automated External Defibrillator (CPR / AED) training sessions, which were open to all employees
- Coordinating with the safety department to develop an emergency preparedness plan to address potential emergencies that may impact employees who work at our Canonsburg office
- Communicating monthly safety memos via the Company’s intranet, including topics such as household hazardous waste, winter and summer safety, senior living safety, and travel safety
- Offering employees the selection of a home-focused safety gift, such as auto emergency kits, smoke and carbon monoxide detectors, bike helmets, and life jackets, as a reminder that safety is a priority at work and at home

Contractor Safety



The safety and well-being of our contractors, both in the field and in the office, is very important to us. By focusing on our contractors' safety, we help foster a safer and more efficient work environment while strengthening our partner relationships. We hold our contractors to the same standards as our employees to ensure our job sites and teams remain safe. Every company that provides contractors for our projects must share 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 work on any Equitrans project, they must first comply with all requirements of their Master Construction Services Agreement (MCSA) and be authorized by our supply chain 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 protocols that may be provided. Our safety team uses the ISNetworld database to evaluate our contractors' safety record to ensure results align with Equitrans' safety standard. ISNetworld is an industry-recognized platform for the monitoring and evaluation of contractor safety performance and documentation. The ISNetworld database is used 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

Additionally, we fully integrated 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 to increase contractor accountability and safety awareness, which aligns with our culture of safety — above all else.



To ensure our job sites and teams remain safe, Equitrans' contractors are held to the same standards as our employees, and every company that provides contractors for our projects must share our steadfast commitment to safety.

Equitrans continually works with contractors and ISNetworld to enhance our contractor management processes and practices. One change made during 2022 was to modify the frequency of which contractors are required to verify their 'work type' as assigned in ISNetworld. A contractor's work type is what defines the specific training, practices, and procedures a contractor must have in place in order to perform a specific job function. Contractors initially select their work type based on the scope of work they will be performing for Equitrans, which, in turn, forms the basis for the contractor's required safety programs and training. By requiring contractors to review and verify their work type verification on an annual basis, we are able to confidently assign contractors to the work activities for which they are best qualified — making our work sites safer for everyone.

Our 'contractor safe work rules' outline Equitrans' contractor qualifications and management standards for 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 60 days to improve their rating to an 'A' or 'B' or submit an Improvement Plan. The Improvement Plan should be based on the deficiencies identified in their ISNetworld rating. If a contractor does not improve their rating to an 'A' or 'B' or does not submit an Improvement Plan within 60 days, they are no longer permitted to work at any Equitrans job site or facility.

Contractors are also required to meet the operator qualifications required by the PHMSA and complete federal Operational Qualification (OQ) training, dependent upon the scope of work.

Evaluating Our Safety Performance

Equitrans enhanced both our employees' and contractors' safety culture with the introduction of the Intelex app. The implementation of the Intelex app resulted in significantly improved safety observations, which, in turn, resulted in a reduction in ISPs and an increase in general safety awareness. Our health and safety approach is just one way we demonstrate our Core Values and protect our most important asset — our people. It is critical that we continually evaluate our safety performance so we can identify what we do well, what we can improve on, and most importantly, where we are able to enhance our strategies to keep employees and contractors safe. Accordingly, we continuously strive for improvement by evaluating and reviewing our policies and standard operating procedures.

We periodically perform internal audits of our safety program and related procedures and, based on the identified safety risks, recommend corrective actions. Further, a separate third-party consultant conducts routine audits of topic-specific procedures and programs, such as the lock-out/tag-out (LOTO) and industrial hygiene programs. In addition, we empower our employees to provide feedback on issues regarding occupational health and safety and the development of management methods. Employees can make recommendations on safety policies and standard operating procedures based on their own work experiences.



For 2022, Equitrans reported a DART rate reduction of 61% year-over-year, which is approximately four times better than the national average and 50% better than the industry average.

If an incident or observation occurs, we conduct an investigation process to identify the root cause. Our policies and procedures are amended in accordance with our findings, and we provide accompanying educational training to our workforce. Employees also engage in safety audits and assessments where they provide insight based on their first-hand knowledge of our operations.

2022 Safety Summary

In 2022, Equitrans employees achieved fewer ISPs and a lower DART rate and LTIR compared to 2021. In addition, we received two peer-to-peer observations, two remote work OSPs, and an increase in the number of safety observations. We believe these submissions are the result of our commitment to continually enhance and elevate our safety culture through proactive efforts, such as our ZIP Today platform; Companywide use of the Intalex app for reporting ISPs, OSPs, and CSOs; the modification of the STIP program to include the SPR; and routine HSE memos for all employees that report our progress and keep safety top-of-mind.

Although our contractors have continued to embrace our proactive approach to safety, we have seen a slight increase in the overall contractor ISP rate. For 2022, this rise can be attributed to a few outlying contractors that were responsible for nearly 50% of the overall rate. As a result, contractor supervision changes were implemented and additional corrective actions were taken, including establishing supervisor responsibility and success criteria. These improved work practices were also incorporated into Equitrans' contractor safe work rules.

Equitrans is proud that the health and safety measures we have implemented continue to result in positive impacts to our overall safety culture and performance.

Year-Over-Year Safety Metrics Summary¹

Metric	Employee Safety				Contractor Safety			
	2019	2020	2021	2022	2019	2020	2021	2022
Total Hours Worked	1,485,646	1,432,110	1,405,474	1,450,687	9,010,775	3,780,204	4,160,351	2,648,536
Work-Related Total Mileage	5,881,436	4,166,042	4,362,080	4,896,544	16,971,871	16,397,800	15,267,372	10,903,309
Preventable Vehicle Accidents (PVAs)	8	10	2	5	11	3	1	2
Total Recordable Incident Rate (OSHA Recordables Rate) ²	0.81	0.70	0.85	0.97	0.42	0.32	0.19	0.30
Days Away, Restricted or Transferred (DART)	5	3	5	2	5	2	1	2
DART Rate ²	0.67	0.42	0.71	0.28	0.11	0.11	0.05	0.15
Incidents With Serious Potential for Injury (ISPs)	7	6	3	2	65	25	6	17
Fatalities	0	0	0	0	0	0	0	0
Fatality Rate ²	0	0	0	0	0	0	0	0
Recordable Work-Related Injuries	6	5	6	7	19	6	4	4
Work-Related Ill Health Fatalities	0	0	0	0	0	0	0	0
Recordable Cases of Work-Related Ill Health	0	0	0	0	0	2	0	0
Lost Time Incident Rate (LTIR) ²	0.67	0.14	0.43	0.28	0.09	0.00	0.05	0.07
Near Misses	9	6	2	2	43	14	4	9

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

2) Rate-based metrics are calculated based on OSHA's formula (metrics multiplied by 200,000 hours and divided by total employee hours worked during the year)

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.

An Engaged, Motivated, and Inclusive Workforce

2-7, 3-3, 201-3, 401-1, 401-2, 401-3, 403-6, 404-1, 404-2, 404-3

We believe that a positive culture encourages innovative thinking and collaboration. We aim to attract and retain the best talent and are committed to providing our employees with a safe, inclusive, and supportive work environment where they can thrive.

In recent years, Equitrans embraced a person-centric work environment, where the physical, cognitive, and emotional needs of employees are accepted — encouraging employees to find the best integration between their work and personal lives. Our person-centric work model is defined by flexible work experiences, intentional collaboration, and empathy-

based management. As part of our new work model, employees were asked to select their workplace preferences based on a set of three “workplace personas” (anchor, flex, remote) in line with the options available for their role assigned by managers.

The purpose of a person-centric work environment is to ensure that employees can better integrate work and life, which may include flexible work hours, and in some cases part-time schedules, rather than conforming to legacy practices or locations that constrain them. Upon implementation of this new work model, roughly 44% of employees are working remotely (remote persona), 25% split their time between working remote and at an Equitrans location (flex persona), 31% work from an Equitrans location full-time (anchor persona), and less than 1% work part-time. For our field employees, who are primarily required to work onsite, we rolled out flexible work guidelines to demonstrate our commitment to our person-centric work environment. As part of our new work model, we periodically conduct employee surveys to obtain feedback and use the results to adjust our workplace practices, as needed. We expect our person-centric model will continue to improve employees' satisfaction and to benefit retention, as well as help to expand our talent pool.



Workforce Overview

With the rollout of the person-centric work environment, we believe Equitrans has been able to improve gender diversity. The statistics below include the total number of employees as of December 31 of the specified year.

Employee Summary	2019	2020	2021	2022
Total Employees	801	777	766	766
Male Employees	626	597	580	574
Female Employees	175	180	186	192

Employees By Primary Work Location	2019	2020	2021	2022
Pennsylvania ¹	609	551	514	500
West Virginia ¹	140	161	186	178
Ohio ¹	46	46	35	41
Other U.S. Locations ^{1,2}	6	19	31	47

1) For purposes of this report, work state/location is based on an employee's taxable earnings, as reported to the U.S. Internal Revenue Service and each respective state's tax department

2) Other Locations may include California; Colorado; Connecticut; Florida; Georgia; Indiana; Kentucky; Maryland; Minnesota; North Carolina; New Jersey; New York; Oklahoma; South Carolina; South Dakota; Tennessee; Texas; and Virginia

Full-Time/Part-Time Employee Breakdown	2019	2020	2021	2022
Full-time: Male	626	597	580	573
Full-time: Female	173	177	182	187
Part-time: Male ¹	0	0	0	1
Part-time: Female ²	2	3	4	5

1) The Company reports Other U.S. Location as the primary work location for the male, part-time employee

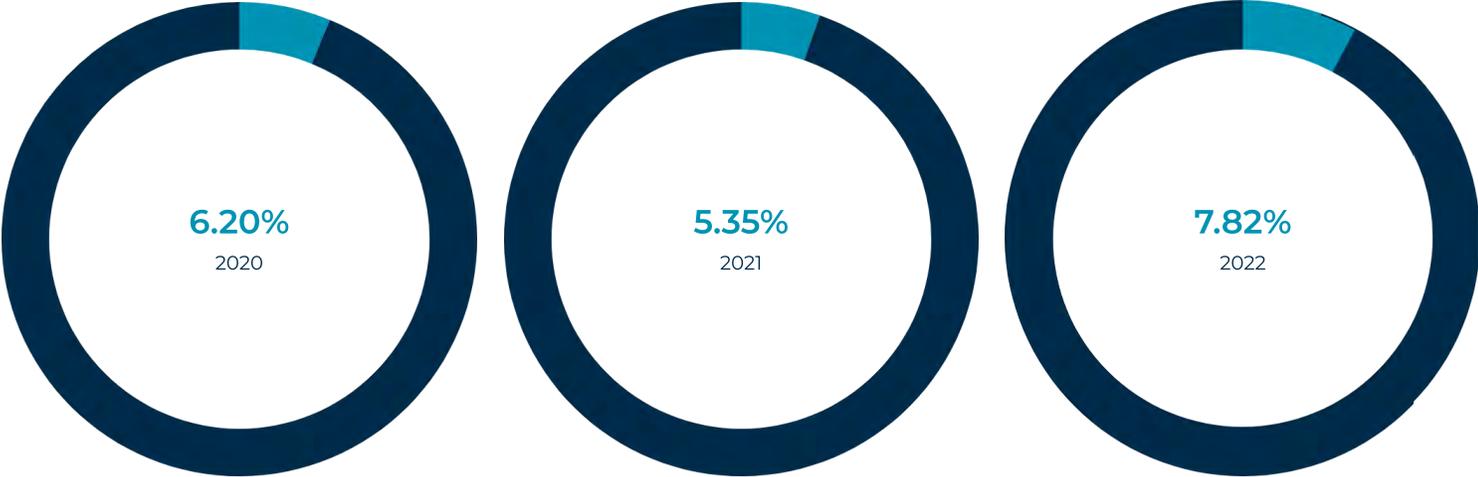
2) The Company reports Pennsylvania as the primary work location for all female, part-time employees

Workforce Turnover and New Hires

As part of our key performance indicators, we track employee turnover rates to assess our ongoing talent engagement and retention efforts. This is a critical element in determining the effectiveness of our overall workforce management strategies. For fiscal year 2022, the Company's total turnover rate was roughly 8%, which includes a 7.3% voluntary turnover rate. Equitrans' annual turnover rate is consistently below the median turnover rate compared to our annual benchmarking, and analysis of our employee exit interviews indicates that employees have elected to voluntarily leave the Company primarily for career advancement opportunities.

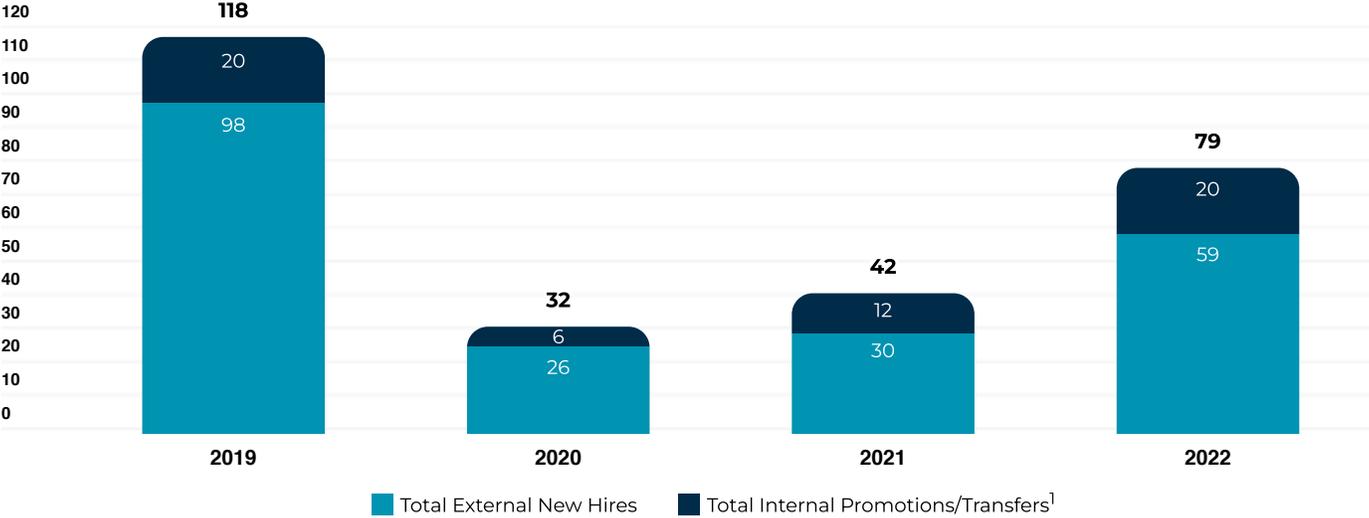
That said, we believe having some level of turnover allows for the movement and promotion of employees within Equitrans, which directly supports our career growth and development initiatives. In 2022, we are proud to report that roughly 34% of our position vacancies were filled internally, providing opportunities for our current employees to advance their careers within the organization.

TOTAL WORKFORCE TURNOVER RATE (2020–2022)¹



¹) The Company began reporting turnover rate information in 2020

NEW HIRES



¹) Includes existing employees who applied to an open requisition, participated in the interview process, and were selected for a position

Culture Initiatives



Equitrans recognizes the importance of creating and maintaining a positive workforce culture that encourages employee input, celebrates successes, and provides opportunities for growth and development. A positive workforce culture also promotes a high rate of employee productivity, innovative thinking, engagement, retention, and greater safety awareness. During 2022, Equitrans focused on improving employee capability development and enhancing internal customer service. These efforts were in response to feedback collected from our late-2021 culture survey and help to ensure Equitrans is creating a rewarding workplace. Our next culture survey is expected to occur in early 2024, the feedback from which will assist in evaluating programs and initiatives to continue engaging our employees.

Culture Champions Group

Equitrans' Culture Champions Group was founded in July 2019, and included cross-functional members from various geographic locations. With the goal to solicit feedback and suggestions from employees across the Company, members openly discussed ways to enhance and improve our workforce culture during their regularly scheduled meetings, and Culture Champions Group leaders would bring suggestions and solutions to our

senior leadership for review and consideration. Relevant management groups then implement the recommended action items. In early 2023, the Culture Champions Group transitioned to a Culture and Inclusion Council, with a focus on both culture- and inclusion-related initiatives.



In 2022, nearly 75% of our employees engaged in one or more culture initiative programs.

Lunch With Leaders

Equitrans' Lunch with Leaders program was developed from a Culture Champions Group suggestion and provides our employees a unique chance to speak about business topics directly with our Company leaders. Discussion topics are selected based on our leaders' area of expertise, or are conducted as a simple, informal conversation with the leaders. While there is no specified meeting cadence, in 2022, many leaders conducted their sessions on a bi-annual basis.

Virtual Meet-Ups

Typically held monthly, our Virtual Meet-Ups are an informal way for employees to connect and engage with coworkers on various topics of interest. With a focus on “anything but work” — these topics may include hiking, cooking, childcare/eldercare, vacation planning or anything that is of interest to employees. Regardless of location, this platform allows a wide range of employees to interact and learn from one another, fostering a more inclusive environment.

Coffee Talks

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

Spotlight — Employee Recognition

Our Spotlight program encourages employees to formally recognize one another for doing work that goes above and beyond and for routinely demonstrating our Core Values and their dedication to our Company. Employees can thank a colleague through a variety of eCards — OR — for more substantial recognition, employees can nominate a co-worker for a monetary award.



All-Employee Meetings

Equitrans' executive leadership team holds all-employee meetings a minimum of two times per year. 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.

Enhancing Internal Customer Service

Throughout 2022, Equitrans focused on enhancing internal customer service through several initiatives, including the celebration of *National Care for Your Co-Worker Day* in July and *National Customer Service Week* in October. During *National Customer Service Week*, employees received a *One Team* Company-sponsored gift, were asked to identify and recognize top internal customers, and were invited to attend a virtual internal customer service presentation. In support of this initiative, our annual performance management process included the use of key reviewer feedback to solicit input on performance from an employee's internal customers.



Feedback and 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 our annual performance review process. Our performance management process incorporates meaningful discussion on both Individual Objectives (the 'what') and Equitrans' Core Values (the 'how'). As a priority, Equitrans believes in providing high-quality feedback to all our employees to foster continued growth and development.



100% of employees receive and participate in annual performance reviews.

Career Ladders

In 2022, we launched our effective career conversations program for managers and employees, designed to provide tools to engage in constructive career discussions. Employee feedback from our culture survey led us to take a more comprehensive view as to how we manage career development and has also reaffirmed the importance of growing and developing our employees.

As part of our effective career conversations program and in support of our Core Value of Transparency, we also added career ladder content to our online Employee Resource Center located on Mainline Connect, the Company's intranet. We created a formal career ladder/career development learning lab, coupled with an informative LinkedIn Learning training course to provide managers with insight into how to best use the career ladders in effective career conversations. Completion of the LinkedIn Learning course and participation in the career ladder/career development learning lab was mandatory for managers.

Development and Training

To encourage employee growth, Equitrans offers a variety of learning opportunities related to leadership, safety, inclusion, and professional development. In 2022, the Company provided an average of 21.8 hours of training per employee. Training categories included: diversity and inclusion, leadership development, employee development, information technology/cybersecurity, health and safety, corporate compliance, and specialized technical training for specific job functions. Additionally, we began implementing our Learning Management System (LMS) to more accurately and consistently track employees' training hours. We began transferring employees' historical training records to the LMS in 2022, and the remaining records will be transferred in 2023.



Our leadership and development programs center around our Core Values and are comprised of three individual training levels based on the employee's current position within the Company and leadership experience. Details on each of the programs are as follows:

- **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 at Equitrans. Topics include executing strategy at the front line; coaching; managing the human side of change; understanding unconscious bias; leading virtually; and behavioral-based interviewing.
- **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 2022, Equitrans employees completed 492 training hours dedicated to diversity and inclusion.

Equitrans is constantly working to create an environment where every employee feels valued and respected, implementing multiple talent attraction, engagement, and retention initiatives to assist in developing a workforce culture aligned with our mission, vision, Core Values, and strategy. Our Core Value of Collaboration is at the heart of our inclusion program. We are committed to being a reliable partner inside and out, and we promote inclusion by providing educational resources and training on diversity and inclusion topics. On a bi-weekly basis, Equitrans delivers creative inclusion-related content to our employees through Blue Ocean Brain, a specialized eLearning platform. These micro-learning topics increase employees' abilities to understand and celebrate our differences, which we believe assists in creating an inclusive and respectful work environment that values differing perspectives and encourages the power of teamwork and accountability. In 2022, Equitrans employees completed 492 training hours dedicated to diversity and inclusion.

Health and Wellness Benefit Offerings

Equitrans provides comprehensive health and wellness benefits to its employees and coverage is effective on the first day of employment. An overview of the Company's many offerings is as follows:



Healthcare

We facilitate 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 90% of eligible in-network medical expenses or 80% for out-of-network medical expenses. In addition, the plan pays 100% of eligible preventive care expenses even if the deductible has not been met. For prescription drug coverage, once the deductible is met, generic prescriptions are covered at 100% and brand prescriptions are covered at 80%, with maximums in place. The healthcare program covers all full-time employees and part-time employees and their eligible dependents. Part-time employees who are eligible for health and wellness benefits described in this section are those who are scheduled to work more than 20 but less than 35 hours/week.

Health Savings Account

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. Employees may receive HSA contributions from Equitrans based on their completion of annual and/or quarterly wellness activities. Beginning in 2023, we added flexibility to our coverage in the form of a new, Company-paid health contribution, which Equitrans makes to the employee's HSA, if eligible, or as cash through payroll. Employees can use this one-time, monetary health contribution for health expenses, such as a gym membership or to offset health plan contributions and/or expenses.

Dental and Vision Insurance

Equitrans also offers dental and vision insurance for full-time employees, part-time employees, and their eligible dependents. For dental insurance, the coverage provides comprehensive dental care services with in-network preventive services covered at 100%. For vision insurance, our coverage includes an eye exam once every calendar year, along with specific allowances for lenses, eyeglass frames, and/or contact lenses at specified intervals.

Life Insurance

Full-time and part-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 at group rates to full-time and part-time employees. Employees are also eligible for contributory spouse and child life insurance coverage. Company-paid business travel accident insurance is provided to full-time employees.

Disability Insurance

Short-term and long-term disability insurance is available to full-time and part-time employees. The duration and amount of the short-term disability payment was previously determined by the employee's years of service and hours scheduled; however, to support equity and inclusion, we eliminated the service tenure requirements in 2023. The long-term disability 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; and there is also a buy-up option available.

Parental Leave

In 2021, we changed our Paternity Leave benefit to New Parent Leave to be more inclusive of all Equitrans employees. New Parent Leave gives our employees paid leave to spend time with their newborn children and is available to full-time and part-time employees who are scheduled to work between 20–35 hours/week. Equitrans also offers a similar Adoption Leave benefit for parents of newly adopted children. As a result of employee feedback from our 2022 benefits survey, we enhanced several of our leave policies for 2023. Our New Parent Leave increased to 2 weeks (80 hours) from the previous allotment of 5 days (40 hours); our Bereavement Leave increased to 5 days (40 hours) for immediate family members and was enhanced by redefining immediate family to include domestic partners; and we changed the designation of 'primary/secondary caregiver' to be 'adoptive parent' in our Adoption Leave Policy.

Flextime

Equitrans continually searches for new ways to improve employee engagement 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, or part-time opportunities, where available. Many of our roles do not require employees to be present in our physical office locations, allowing work to be done virtually from almost anywhere in the continental United States.

Wellness Program

Our voluntary wellness program, Wellness Engine, managed in conjunction with an external wellness partner, was launched in January 2022. Wellness Engine supports different areas of employee total wellness, such as nutrition, emotional well-being, fitness, and financial wellness. It also includes access to biometric screenings, a confidential health risk assessment, and health coaching. In the Company's headquarters office, as well as several field offices, Equitrans also makes dedicated wellness rooms available for employees seeking privacy to address health or lactation needs.

Employee Assistance Program

Equitrans also offers employees eligible for health and wellness benefits 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.

Built-in-Breaks

Given the importance of employees' mental health and wellness, we recognize employees are relying more on collaborative technology to connect, which means more online, virtual meetings. The use of technology, particularly for office-based employees, has led to an excessive number of back-to-back meetings, often with few or no breaks between. We recognize that over time, the results can lead to a decline in healthy habits, ergonomic-related issues, increased levels of stress, and an overall unhealthy workforce. To mitigate these potential issues, Equitrans implemented "Built-in-Breaks" — which automatically adjusts the default times when scheduling internal meetings — giving employees a few extra minutes to refocus and reset. Internal meetings scheduled for 30 minutes are reduced by five minutes and meetings set for an hour or longer are reduced by 10 minutes. By scheduling Built-in-Breaks, employees have time to stand, stretch, refill their beverage, or simply take a few minutes to clear their mind, which helps to improve our employees' mental health by alleviating the stress of back-to-back meetings.

Retirement Benefit Offerings

To support employees' financial goals, Equitrans offers retirement provisions for all full-time employees and for part-time employees scheduled to work between 20–35 hours/week. These retirement options include the Equitrans Midstream Corporation Employee Savings Plan (401(k) Plan), the Employee Stock Purchase Plan (ESPP), and the Medical Spending Account.

401(k) Plan

Generally, eligible earnings in the 401(k) Plan include base compensation, overtime, and cash short-term incentive plan payments up to the annual compensation limits set by the Internal Revenue Service (IRS) of the United States Department of Treasury. Employees are 100% vested in the Company's contributions upon completing at least three years of service. Eligible employees may contribute up to 50% of their eligible earnings on a pre-tax basis and in accordance with the IRS limits. New or rehired employees who do not enroll in the 401(k) Plan within 60 days are automatically enrolled for a personal 6% pre-tax contribution, the percentage and investment options of which can be changed at any time. Employees are always 100% vested in their personal contributions. Effective January 1, 2023, a Roth contribution feature was added to the 401(k) Plan.



For eligible employees, Equitrans may make two contributions to an employee's 401(k) Plan account:

Retirement Contribution: This contribution currently equals 6% of an employee's eligible earnings and is made regardless of whether the employee chooses to make a personal contribution to the 401(k) Plan.

Matching Contribution: For those employees who choose to contribute to their 401(k) Plan, the Company matches 50% of their personal contribution, up to the first 6% contributed.

At the beginning of the calendar year in which an employee reaches age 50, they become eligible for a catch-up contribution, which is in excess of the IRS's standard contribution limit. These catch-up contributions begin automatically at the same percentage as an employee's current pre-tax 401(k) contribution, unless or until an employee elects to stop contributing. Catch-up contributions are not matched by the Company.

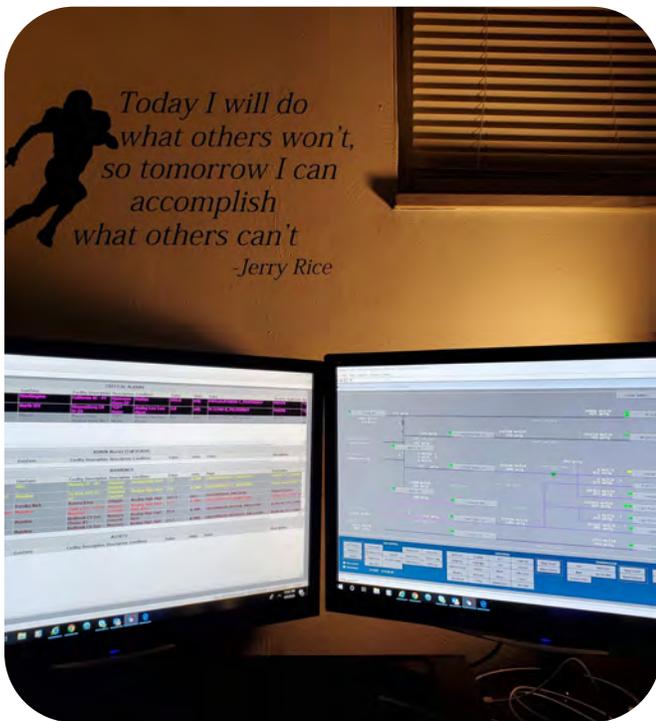
Employee Stock Purchase Plan

The ESPP gives employees an opportunity to share in the future value created by the Company by purchasing shares of ETRN common stock at a discount. If enrolled, the employee's after-tax payroll deductions will be used to purchase shares of ETRN common stock at a 15% discount, subject to IRS limitations. The Company pays the 15% difference between the employee's discounted price and the market price, as well as all brokerage fees associated with purchasing the stock. When an employee sells their stock, they are responsible for paying any taxes on the increase in value above the purchase cost and any fees associated with the selling of stock. Employees are advised that the health of the Company, developments within the industry or the Company itself, or overall market fluctuations may cause the price of the Company stock to rise or fall.

Medical Spending Account

Employees who are at least age 55 with five or more years of service may be eligible for an MSA when their employment ends. The MSA is intended to help cover part of the cost of healthcare coverage and other eligible health expenses during retirement. Equitrans will credit the MSA with \$1,000 for each full year of service with the Company.

Enhancing Our Culture



Equitrans evaluates our approach to workforce culture by conducting routine culture assessments, which lead to culture initiatives and employee engagement actions. These assessments occur approximately every 18–30 months, with our most recent assessment conducted in the fall of 2021. With a participation rate of 78%, the results of our 2021 survey included double digit percentile increases across all 48 culture survey questions, which we attribute to the many action items implemented in 2020 and 2021. The Company expects to conduct its next assessment in the spring of 2024 and, as part of the process, management will review the assessment results with our Board of Directors.

Equitrans' overarching goal is to create a workforce culture that is not only aligned with our values, but also inspires employees to be their best selves. We believe that when employees feel engaged and supported, they are more likely to stay with the Company and do their best work.

Social Diversity and Inclusion



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



Supporting an Inclusive Work Environment

3-3, 405-1, 405-2, 406-1

Our commitment to diversity and inclusion is evident in each aspect of our business. Equitrans values and respects the talents and skills of all employees, 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. Our goal is to ensure that all voices are heard and that everyone has an opportunity to succeed. To further support our efforts, Equitrans' Chairman and Chief Executive Officer is a signatory to the CEO Action for Diversity and Inclusion Coalition's CEO Pledge, which outlines the actions CEOs across all industries have agreed to take to strengthen diversity and inclusion in their organizations.

Together with Equitrans' leadership team, our Chief Human Resources Officer and Director of Human Resources and Diversity, Equity and Inclusion oversee diversity and inclusion efforts across the organization. We believe our inclusion program and corporate policies cultivate an inclusive, respectful work environment that values differing perspectives and encourages the power of teamwork — creating an organization where all employees feel included and are engaged to do their best work each day. Our inclusion program also aims to advance our diversity recruitment and retention processes. This includes recruiting, developing, retaining, and advancing employees from a range of backgrounds, including people of color, females, LGBTQ+, veterans, and persons with physical, intellectual, or developmental disabilities. Our inclusion efforts also consider leadership education, employee engagement, and facility accessibility.



Our commitment to diversity and inclusion is evident in each aspect of our business, and we strive to ensure that all voices are heard and that everyone has an opportunity to succeed.

The four pillars of our inclusion program include leadership accountability, external recruitment outreach, internal outreach, and employee programming and external partnerships. Specific initiatives during 2022 included:

- Launching guidelines for creating Company-sponsored diversity and/or affinity Employee Network Groups
- Piloting a mentor program focused on supporting underrepresented key talent
- Updating our voluntary self-identification survey, including gender identity, sexual orientation, and allyship
- Reviewing department-specific representation metrics with senior leadership
- Publishing a quarterly, Companywide diversity and inclusion dashboard
- Attending career fairs focused on sourcing underrepresented talent
- Sponsoring five virtual diversity and inclusion learning sessions (collective employee participation of >30%)

DIVERSITY INCLUSION

We provide employees with regular learning opportunities, including LinkedIn Learning and access to Blue Ocean Brain, a micro-eLearning platform that promotes inclusion-related content to employees and managers via bi-weekly emails, along with disability awareness training for managers. In 2022, more than 20% of employees participated in a summer-long LinkedIn Learning opportunity focused on inclusion-related topics. In addition, we required all new employees to complete unconscious bias training.

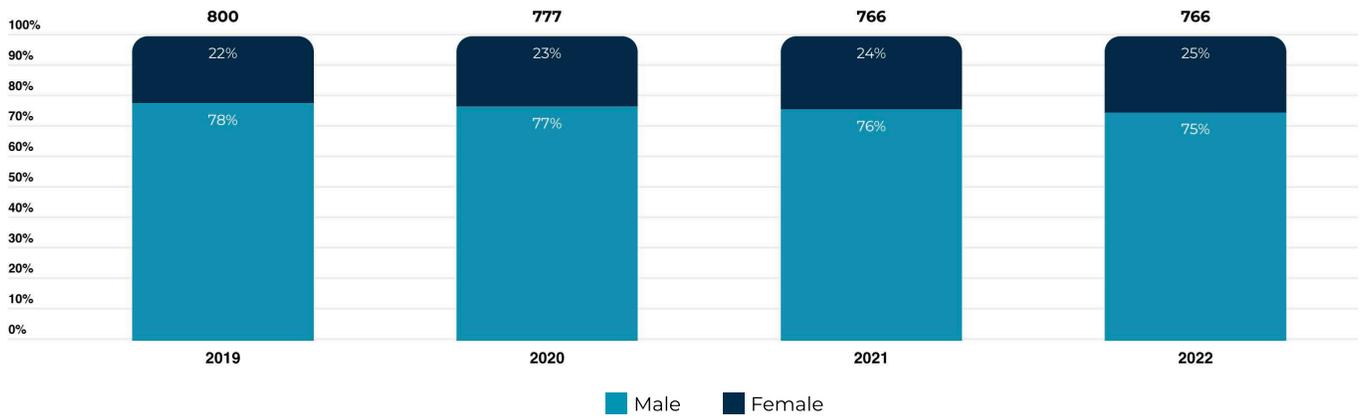
Enhancing diversity and inclusion awareness is a process of continuous improvement, and Equitrans is committed to identifying and evaluating new programs, processes, and training opportunities to improve our inclusion efforts.

Our Workforce Diversity

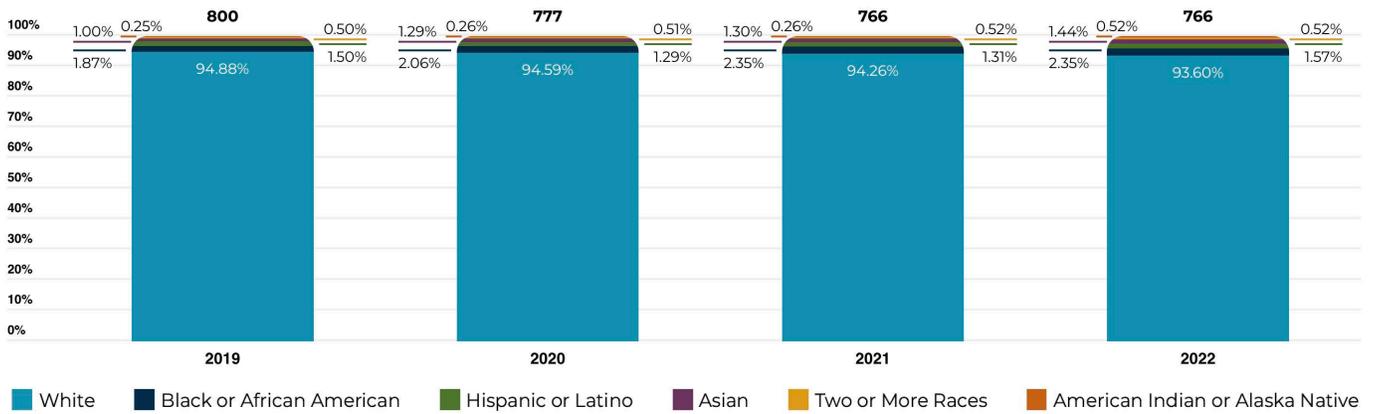
We take pride in Equitrans' ability to develop and support a diverse workforce where every employee feels safe, valued, and respected. We also recognize that there is always room for improvement. To hold ourselves accountable, we manage and measure our improvement through demographic representation of our workforce. These metrics include gender and ethnicity metrics, as well as the number of women and people of color promoted and/or in leadership positions. We also track attendance for inclusion-related educational sessions and participation in online learning modules.

Employee Demographics

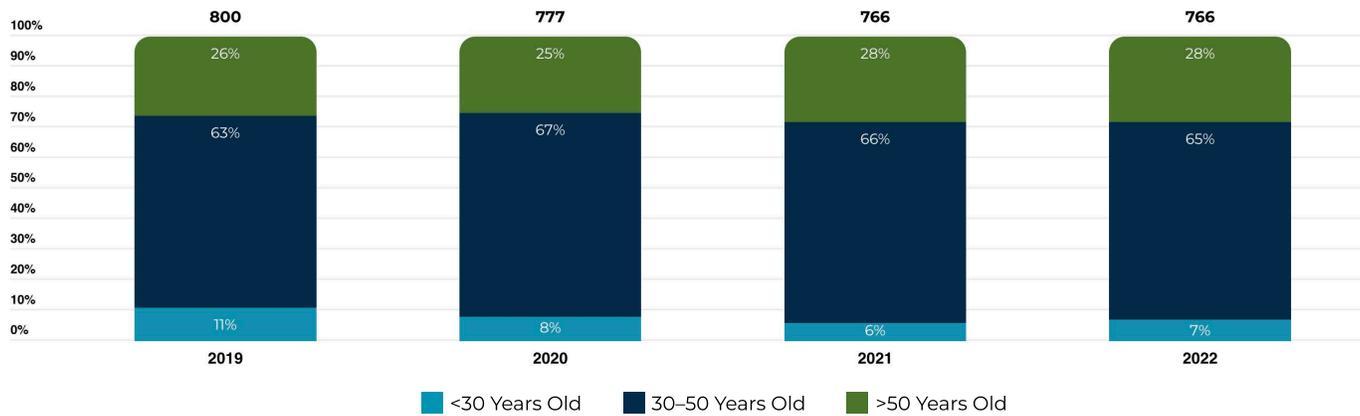
EMPLOYEES BY GENDER



EMPLOYEES BY ETHNICITY

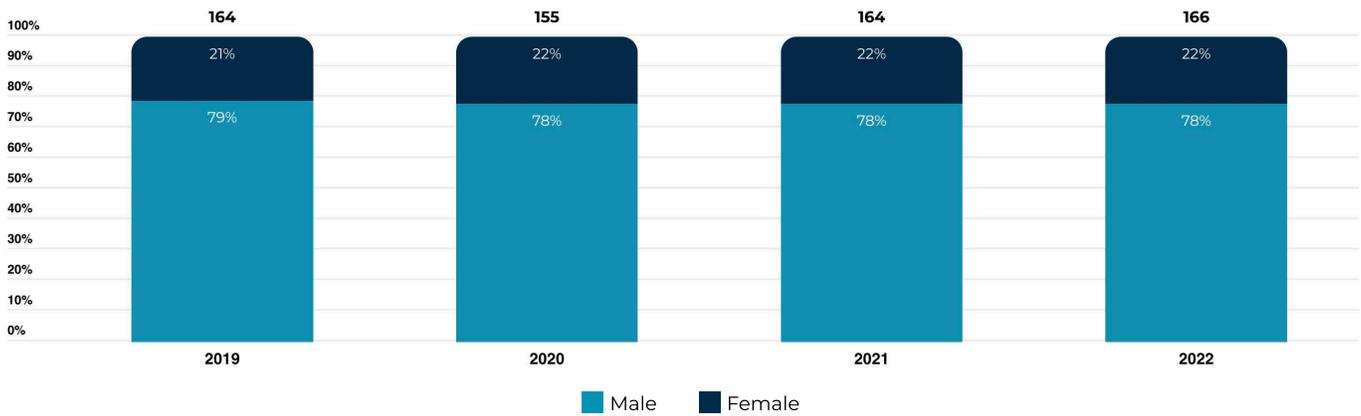


EMPLOYEES BY AGE GROUP

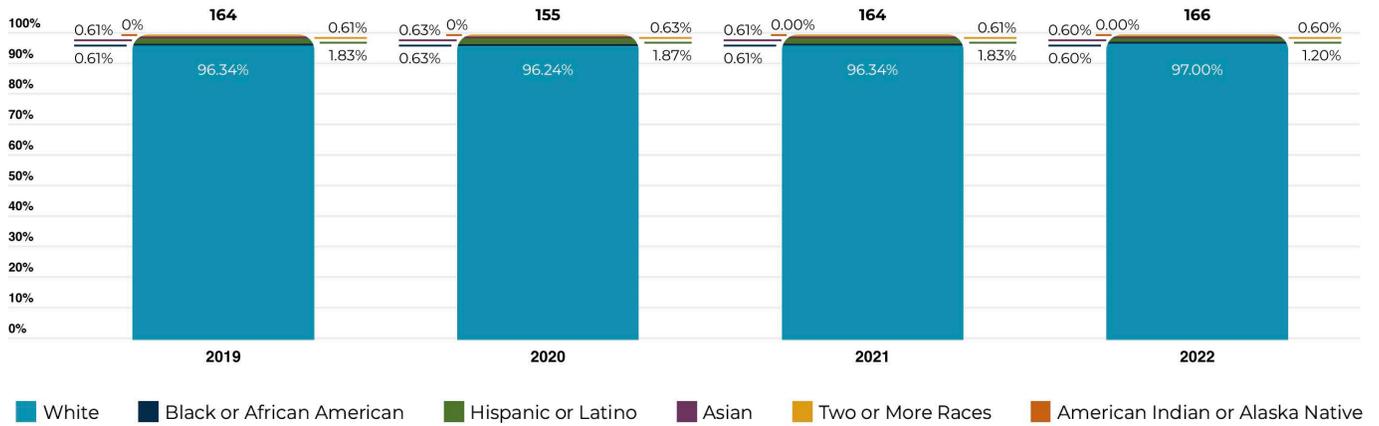


Manager Demographics¹

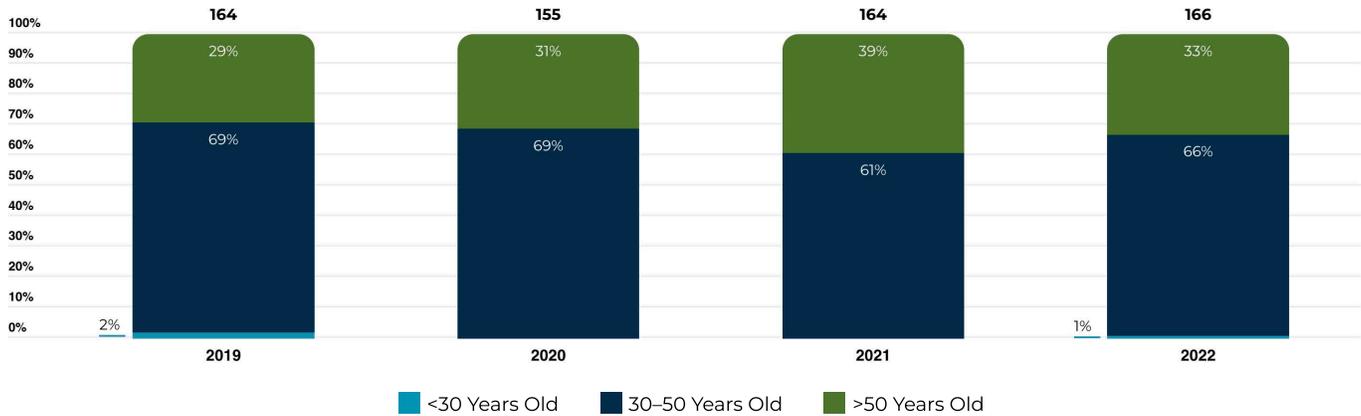
MANAGERS BY GENDER



MANAGERS BY ETHNICITY



MANAGERS BY AGE GROUP

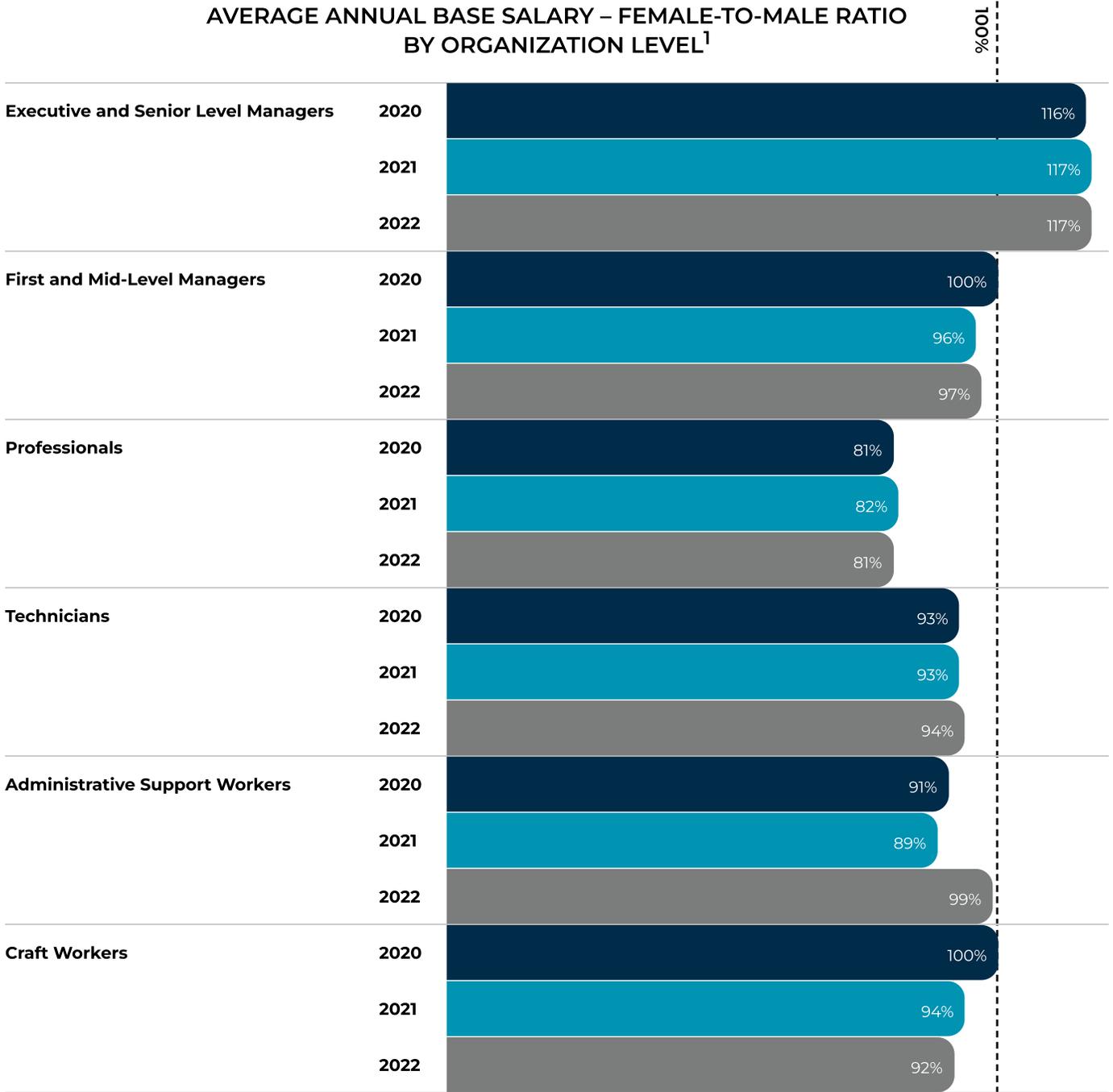


¹ For the purposes of this report, Equitrans defines “manager” as any employee having one or more direct reports.

Pay and Equity

We understand that fairly compensating our employees is essential for attracting and retaining talent, and that having strong talent 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 our employees, and we collect detailed pay data to understand pay equity across Equitrans’ various levels and job categories. Furthermore, our biennial pay equity assessment goes beyond the traditional gender metrics to also include race and age. The results of our most recent assessment, conducted in 2021, did not indicate any systemic issues across the organization. In addition, we conduct ongoing reviews of new hire and promotional pay to maintain equity. Collectively, we believe these efforts demonstrate our belief in the need for pay equity, and, more importantly, the comprehensive review of our pay data allows us to identify gaps and ensure equitable pay across our organization.

AVERAGE ANNUAL BASE SALARY – FEMALE-TO-MALE RATIO BY ORGANIZATION LEVEL¹



1) For purposes of this report, the organization level is categorized in accordance with the Equal Employment Opportunity classifications

Evaluating Our Inclusion Initiatives

Equitrans is an equal opportunity employer and follows all applicable laws in this regard. We dedicate time to educate our managers and employees on diversity and inclusion, routinely inspect our offices to identify potential accessibility gaps, and regularly evaluate and update our policies to ensure they support an inclusive work environment. During 2022, the Company did not receive any reports alleging discrimination.

Through our inclusion program, we track and monitor meaningful metrics and work to raise employees' awareness of the importance of inclusion in the workplace. To track the impact of our initiatives, we collect employee data through our human resources information system (HRIS) and gather specific contractor information through our contract workforce management system. Although we know there is still work to do to further promote and foster diversity and inclusion, we are committed to listening to our employees and taking action to make Equitrans a place where everyone feels welcome, supported, and can be their authentic selves.



In 2019, shortly after becoming a standalone company, we asked employees to complete voluntary surveys regarding standard self-identification questions. In mid-2022, we conducted a second, more comprehensive self-identification survey, which supported our inclusion efforts and was promoted as an “invitation to voluntarily self-identify.” All survey information remains confidential and any required federal reporting is provided in summary form only. This Companywide survey included personal status questions on the topics of: race/ethnicity; veteran status; disability status; and new questions regarding sexual orientation, gender identity, and gender expression. Employees also had the opportunity to identify as being an “ally” — a person who does not identify as LGBTQ+ but supports and accepts LGBTQ+ people and advocates for equal rights and fair treatment. Employees could choose to complete the entire survey, to complete only a portion of the survey, or to not participate at all. Employees may voluntarily update their information at any time.



During 2022, the Company did not receive any reports alleging discrimination.

On a quarterly basis, we prepare a Human Resources Scorecard for our Board members to track our employee diversity and inclusion metrics, such as gender, ethnicity, age, and diversity initiatives. We also publish a quarterly internal Diversity and Inclusion Dashboard, promoting employee transparency on internal demographic information. These include:

- Total representation of people of color and people of color in leadership roles
- Total representation of women and women in leadership roles
- Total promotions of women and people of color
- Total women and people of color new hires
- Percentage of older workers, veterans, and individuals with disabilities

We apply a similar approach with regard to supplier diversity. We believe the perspectives obtained through the inclusion of diversified suppliers positions us as a more effective business, increases our ability to impact a wider range of local communities, and better limits the Company's exposure to supply chain disruption. When recruiting a third-party vendor, Equitrans places a high value on hiring from minority-, women-, and veteran-owned businesses, and we continually identify ways to support a more diverse and inclusive supply base. More information is available in the [Supply Chain Management and Human Rights](#) section of this report.

Social Economic Impact



As a key element of our desire to create value for all stakeholders, Equitrans is proud to be a positive force in our local communities. Through factors such as job creation and tax revenue generation, we are able to support our operating regions by helping to strengthen their economic foundation. We are committed to being a good steward of the resources entrusted to us, and we are proud of the benefits our business brings to all stakeholders.

Generating Positive Economic Benefits

2-8, 3-3, 201-1, 203-1, 203-2

Creating value for our stakeholders is a core element of Equitrans' mission. Along with a disciplined approach to cost control, our business strategy is focused on smart investments with high growth potential that can deliver value to all our stakeholders. We are committed to making a positive impact in the communities where we work and live by creating quality jobs for our employees and providing ongoing support and investments in those communities.

As one of the largest natural gas gatherers in the United States, Equitrans' midstream services are conducted through its three primary assets: the gathering system, which includes predominantly dry gas, high-pressure gathering pipelines; the transmission system, which includes Federal Energy Regulatory Commission-regulated interstate pipelines and storage systems; and the water services network, which primarily consists of water pipelines and other facilities supporting producers' well development and completion activities. Equitrans' midstream services contrast with "upstream" extraction and/or "downstream" refining and distribution.



The Company's investments and operations are focused primarily on southwestern Pennsylvania, northern West Virginia, and southeastern Ohio, which are strategically important locations in the natural gas shale plays known as the Marcellus Shale and the Utica Shale. The investments in our business and existing operational assets, as well as in-progress growth projects, not only grow the economy, but also create jobs and support businesses throughout our supply chain. This impact ripples out through the economy, supporting businesses and families across the states in which we operate and beyond.

To understand the economic benefits of our operations, we conduct an annual analysis of our direct and indirect economic impacts, commissioning an independent third-party consultant 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.



We closely track our economic impact to ensure that our operations reflect the interests of our stakeholders and continue to yield positive benefits for our local communities.

By tracking our economic impact, Equitrans is better able to understand the benefits we generate for our many stakeholders — and we are proud to have a positive and growing economic impact in the United States, especially in the regions where we operate. We closely track our economic impact to ensure that our operations reflect the interests of our stakeholders and continue to yield positive benefits for our local communities. Our economic evaluation process looks at a broad range of factors, including:

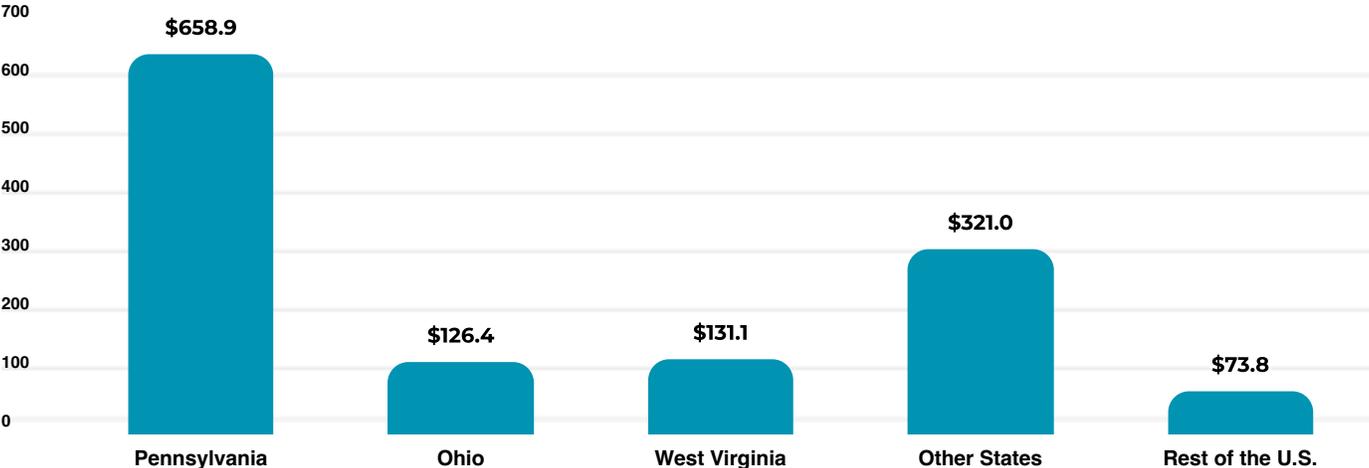
- The number of jobs we create or support
- The wages and salaries generated by our operations
- Taxes and other payments to government
- The amount of goods and services we purchase from local businesses
- The impact of our investments on the development of new businesses and industries

When evaluating our contributions, activities, and economic impact, we gain a better insight into the economic scope of our operations and investments. We seek ways to communicate the importance of the natural gas industry and the economic benefits that our Company provides to our shareholders and local communities, as well as other interested stakeholders. Detailed information related to Equitrans' 2022 economic analysis is contained within the respective subsections below.

National Economy

Equitrans contributed approximately \$1.3 billion value-added contributions to the U.S. Gross Domestic Product (GDP) in 2022. At roughly 70%, the majority of our GDP contributions were related to our operations in Pennsylvania, Ohio, and West Virginia, while approximately 24% of our GDP contributions were related to other states where Equitrans employees are based. Equitrans influences the rest of the U.S. states and the District of Columbia through suppliers and supply chains across state lines, as well as through rights-of-way payments (ROW) and payments to shareholders.

GDP CONTRIBUTIONS BY STATE (MILLIONS) AT YEAR-END 2022



Our direct business activities contributed roughly \$454.7 million to the GDP, while our indirect impact, resulting from our business with contractors and suppliers, contributed approximately \$380.0 million to the GDP. Last, our total induced economic impact, or the typical, day-to-day household-related spending of our employees, contractors, and suppliers, contributed approximately \$476.5 million to the GDP.

GDP CONTRIBUTIONS BY IMPLAN CATEGORY (MILLIONS) AT YEAR-END 2022¹



1) IMPLAN Model: tracks the movement of dollars across the economy, examines the linkages between industries across the supply chain, and measures the cumulative effects from expenditures on employment, business sales, gross product, labor income, and tax revenues

2) Induced impact is defined as the economic effects of household spending by the Company's employees, contractors, and suppliers

Labor Impacts

In addition to our 766 regular, full-time employees at year-end 2022, our business activities supported approximately 9,454 ancillary jobs in 2022, excluding any ancillary jobs related to the MVP project. These ancillary jobs include contractors and suppliers who contribute to the success of construction projects, as well as the operation of our natural gas gathering, transmission and storage, and water services businesses.

Economic Activities at Year-End 2022	
Employees	766
Employee Gross Wages (Millions)	\$165
Capital Expenditures (Millions) ¹	\$368
Rights-of-Way Payments (Millions) ²	\$32
Dividends, Stock Repurchases, and Distributions (Millions) ³	\$334

1) Reflects approximately \$20 million attributable to the noncontrolling interest in Eureka Midstream

2) Includes 47.2% of ROW payments related to MVP; 47.2% related to MVP Southgate; and 60% related to Eureka Midstream, which represents Equitrans' ownership percentages as of year-end 2022

3) Distributions paid to noncontrolling interest holders, dividends paid to holders of Equitrans Midstream preferred shares, and dividends paid to common shareholders

Economic Contributions at Year-End 2022	
Ancillary Jobs Supported	9,454
GDP Contribution (Billions)	\$1.3
Ancillary Labor Income (Millions)	\$637
Average Annual Compensation per Ancillary Job Supported	\$67,364
State and Local Tax Revenues Supported (Millions)	\$113
Federal Tax Revenue Supported (Millions)	\$153

Employment Contributions at Year-End 2022	
Direct Employees	766
Direct Contractors	1,830
Induced Employment ¹	4,420
Supplier Employment	3,210

1) Induced employment is defined as the direct spending of the Company and the wages of its employees, contractors, and suppliers that, in turn, create indirect jobs to support the economic supply chain, such as grocery, hardware and retail stores, hotels, restaurants, theaters, etc.

State and Local Taxes Supported

Equitrans generated millions in tax revenues during 2022, excluding taxes related to the MVP and MVP Southgate projects. These generated revenues support state and local governments and their budgetary needs, such as public works projects, including road construction and maintenance, as well as funding for schools. The table below represents the state and local tax revenues generated by Equitrans in 2022.

STATE AND LOCAL TAXES (AT YEAR-END 2022)

Tax Category (Millions)	Pennsylvania	West Virginia	Ohio	Other States ¹	Rest of U.S. ²	U.S. Total
Property Taxes	\$11.9	\$15.8	\$5.8	\$11.2	\$2.2	\$46.9
Income Taxes	\$8.4	\$2.2	\$1.2	\$4.5	\$0.8	\$17.1
Sales Taxes	\$14.5	\$3.2	\$4.7	\$11.0	\$2.6	\$36.0
Other Personal Taxes	\$0.5	\$0.1	\$0.1	\$0.2	\$0.0	\$0.9
Taxes on Production and Imports	\$4.8	\$2.0	\$0.4	\$3.3	\$0.7	\$11.2
Other	\$0.1	\$0.0	\$0.1	\$0.4	\$0.0	\$0.6
Total	\$40.2	\$23.3	\$12.3	\$30.6	\$6.4	\$112.7

1) Other States is defined as locations where employees are based and generate economic activity, outside of the Company's primary operating states of PA, WV, and OH

2) Rest of U.S. is defined as locations of businesses or persons that generate economic activity, outside of the Company's primary operating states of PA, WV, and OH and Other States where employees are based, by providing products and services utilized in Equitrans' operations

Federal Taxes Supported

Equitrans' economic activities supported approximately \$153 million in federal tax revenue during 2022, excluding taxes related to the MVP and MVP Southgate projects. These revenues support the budgetary needs of the federal government, such as Social Security payments, national defense, research and development, and transportation infrastructure. The table below represents the federal tax revenues supported by Equitrans' capital expenditures and operations in 2022.

FEDERAL TAXES (AT YEAR-END 2022)

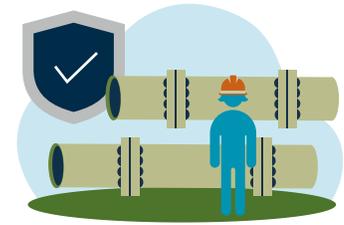
Tax Category (Millions)	Pennsylvania	West Virginia	Ohio	Other States ¹	Rest of U.S. ²	U.S. Total
Income Taxes	\$34.8	\$5.8	\$4.2	\$20.6	\$3.6	\$69.0
Payroll Taxes	\$34.1	\$7.7	\$5.2	\$19.8	\$4.7	\$71.5
Corporate Taxes	\$4.5	\$0.6	\$1.7	\$3.9	\$1.0	\$11.7
Sales Taxes	\$0.0	\$0.3	\$0.5	\$0.0	\$0.0	\$0.8
Total	\$73.4	\$14.4	\$11.6	\$44.3	\$9.3	\$153.0

1) Other States is defined as locations where employees are based and generate economic activity, outside of the Company's primary operating states of PA, WV, and OH

2) Rest of U.S. is defined as locations of businesses or persons that generate economic activity, outside of the Company's primary operating states of PA, WV, and OH and Other States where employees are based, by providing products and services utilized in Equitrans' operations

Governance

Asset Safety and Integrity



At Equitrans, we continually work to safeguard our pipelines, compressor stations, and storage wells and to protect their operational integrity. We are committed to utilizing the best environmental practices across all aspects of our operations, and we make every effort to meet, or exceed where possible, all applicable compliance regulations. Our commitment to compliance serves as a key tenant of our corporate culture.



Our Approach to Asset Safety and Integrity

2-27, 3-3, 413-2, 416-1, 416-2, EM-MD-520a.1, EM-MD-540a.1, EM-MD-540a.2, EM-MD-540a.4

For Equitrans, the functionality and safety of our assets, such as our pipelines, is crucial to our business values and success. The primary goal of our pipeline safety practices is to protect our employees, contractors, and the local communities where we live and operate. Our pipelines are operated, maintained, and repaired 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 U.S. DOT gas transmission pipeline integrity regulations (49 Code of Federal Regulations (CFR) 192, subpart O) and regularly complete public safety assessments, such as pipeline encroachment and leak surveys, confirmation excavations, and materials testing to ensure asset integrity on both high-pressure gathering and transmission assets. As we strive to exceed regulations, these supplemental assessments, while not always required by federal or state government agencies on non-jurisdictional assets, are an important part of our safety culture.

Additionally, the Pipeline and Hazardous Materials Safety Administration (PHMSA) is an operating administration with the U.S. DOT that develops and enforces requirements for the pipeline transportation system. In 2020, Congress enacted the 2020 Protecting our Infrastructure of Pipelines and Enhancing Safety (PIPES) Act. Section 114 of the 2020 PIPES Act is often referred to as the “methane mandate” and requires pipeline operators to update policies, plans, and procedures to include mechanisms and work procedures that document how methane is being mitigated across the pipeline system — an industrywide requirement that goes above and beyond the rules set forth by traditional environmental regulators. Equitrans complied with the methane mandate by updating our Operations and Maintenance Plan (O&M Plan) to include processes, procedures, and methods that we currently utilize to eliminate leaks and minimize methane emissions. As with other industry operators, we were audited by PHMSA in 2022 to gauge our adoption. Equitrans is pleased to report there were no findings that resulted from the audit.



Equitrans proactively invested approximately \$2.5 million in pipeline safety initiatives and \$1.6 million in corrosion prevention activities in 2022.

Equitrans is committed to working with oversight agencies to embed our environmentally conscious practices into pipeline safety documentation. While there was no additional funding needed to comply with the methane mandate, we proactively invested approximately \$2.5 million in pipeline safety initiatives and \$1.6 million in corrosion prevention activities in 2022. In addition to traditional in-line inspection and corrosion activities, the budget accounts for an accelerated well-logging schedule, risk management of storage wells, additional PHMSA audits and inspections, and well remediation costs.

With our continued commitment to protect our workers and local communities, we strive to manage the risk and probability of a serious asset-related incident. With a goal to mitigate risks, we developed a detailed set of internal safety procedures specific to pipeline design, construction, operation, and maintenance. Through these pipeline lifecycle phases, we proactively integrate preventive measures to enhance the safety of our employees, contractors, and community members.

Pipeline Lifecycle Phases

Design

During a pipeline's design phase, we take every opportunity to embed safety practices. This process starts with extensively evaluating applicable federal, state, and local regulations and then adapting the design components and procedures to meet those 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.

Equitrans also incorporates external factors in the design phase, as the pipeline itself is not our sole focus. We proactively optimize a pipeline's route to avoid, wherever possible, sensitive environmental and cultural areas, as well as unforeseen impacts to local communities.

Construction

Throughout a pipeline's construction, it is critical that we make every effort to confirm the pipeline is properly constructed and installed in accordance with our high compliance standards. 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 placed into service.

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

Operations

Equitrans' priority is maintaining a pipeline's safety and functionality throughout its entire operation. To ensure this, we monitor pipelines and supporting assets during operation to detect any shifting or potential disturbances. Employees in our state-of-the-art Gas Control Center control, monitor, and analyze the natural gas flowing through our pipelines 24 hours a day, seven days a week — enabling us to quickly identify and respond to any potential issues that may arise and resolve those issues as quickly and as safely as possible.



Equitrans mitigates the risk of pipeline corrosion through industry-standard cathodic protection system maintenance, which applies impressed electrical current to the pipeline to inhibit corrosion. This is accomplished by installing sacrificial anodes and ground beds along the pipeline route, which are designed to corrode at known rates, in lieu of corroding the pipeline. We also deploy other corrosion prevention strategies, including 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 erode the pipe. Our landslide management program outlines landslide inspection frequency and response time following weather-related events. These guidelines help to ensure that pipeline integrity concerns are discovered and addressed in a timely manner. In addition, Equitrans' engineering team monitors rainfall data and freeze/thaw cycles in our operating areas to ensure adequate pipeline inspections are conducted to determine the impact of known landslides on our pipeline systems. Semi-annually, Equitrans conducts light detection and ranging (LiDAR) data collection on the majority of our pipeline systems to detect any new slides that may have occurred on the pipeline rights-of-way (ROWs). Additionally, for any pipeline 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 pipe shifting.

Another important strategy we leverage to evaluate pipeline safety is maintenance of the pipeline ROW. Along with routine, on-the-ground safety inspections, it is 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

The preparation for and mitigation of a potential pipeline issue are vital to ensuring safe operations. Equitrans' compliance, corrosion, and technical training teams within the pipeline integrity department, as well as the field operations department, share the responsibility of managing pipeline integrity. These teams evaluate and maintain standard operating policies, procedures, and pipeline construction records. The pipeline integrity and field operations departments oversee the operator qualification program and other relevant trainings for employees and contractors. Equitrans' pipeline integrity trainings empower workers to identify and mitigate potential integrity risks.

Additionally, the teams utilize industry-accepted formulas on pipeline characteristics to identify high-consequence areas that have the potential to affect local populations, buildings, and land near the pipeline route. The teams also use a Geographic Information System (GIS)-based risk model to implement strategies to improve the health of the system. Equitrans' pipeline integrity department also evaluates corrosion, participates in government audits, performs internal audits, and reviews pressure tests when applicable.

As an example of actions taken to mitigate integrity concerns, Equitrans has remediated all known bare steel transmission pipelines with coated steel pipelines to increase integrity and reduce incident risks. Coated steel has a protective outer layer which makes the pipe more durable, while also requiring less maintenance and increasing cost effectiveness over the long term.

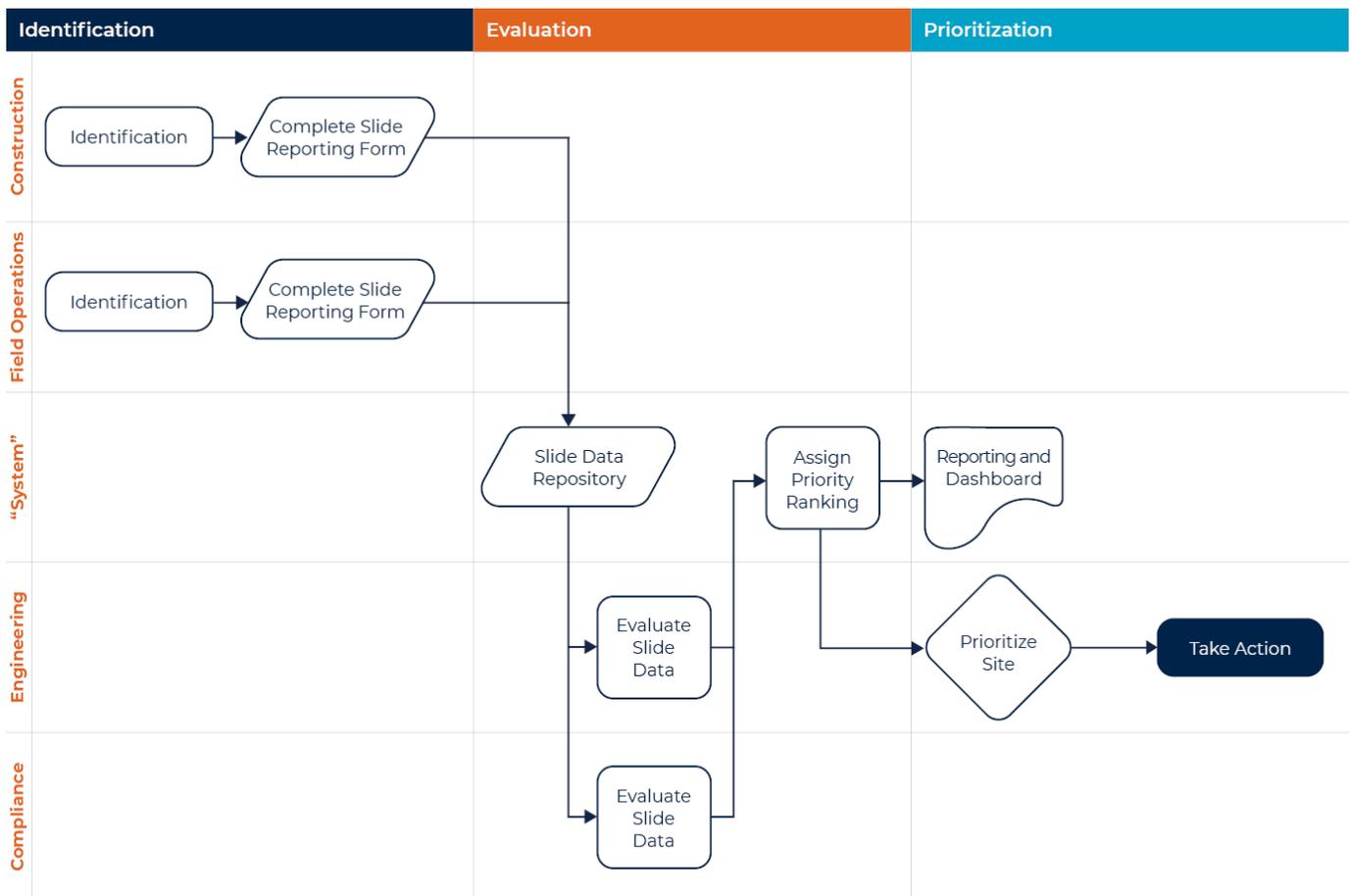
Pipeline Security

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 and any potential dangers. We safeguard our assets through meticulous security planning and on-site strategies including fences, building locks, electronic monitoring, and continuous 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, which loosen 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, historical landslide mapping, and soil maps to identify landslide-prone soils. These measures help minimize the risk of slippage and environment disturbance.

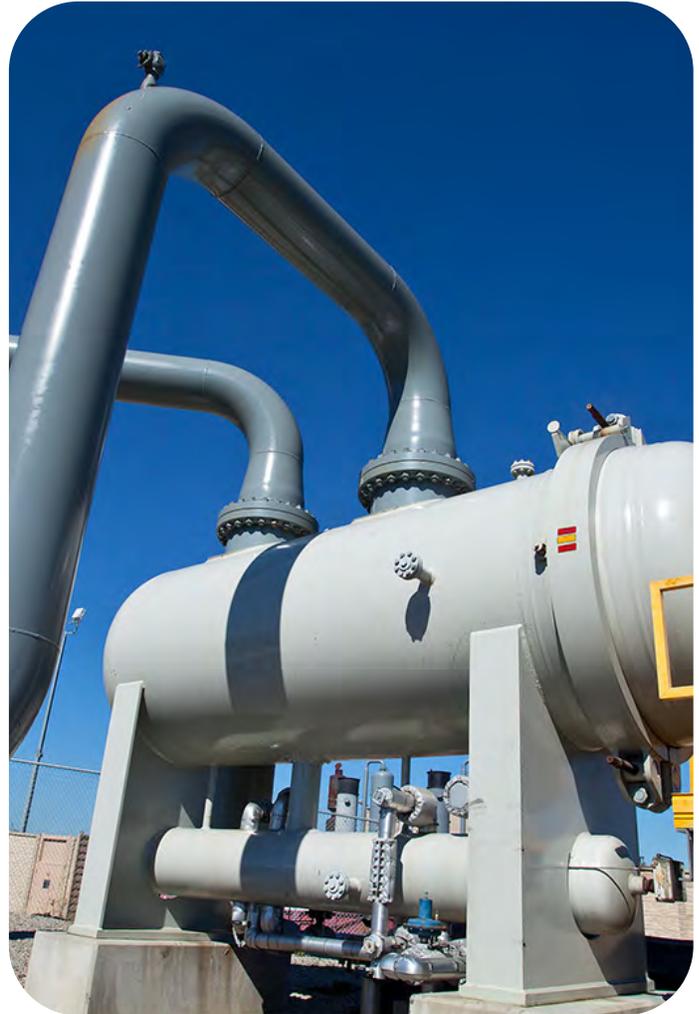
Once in the operational phase, we utilize ground surveys, drones, GIS, in-line strain identification, and data analysis to monitor soil movement and identify pipeline slips. Equitrans' engineering team also identifies areas where slip risks may occur along our pipelines and notifies our compliance and 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. In addition to directly monitoring areas of concern, our compliance team conducts aerial surveys bi-annually.



Storage Well Safety and Integrity

To fulfill regulatory obligations, Equitrans conducts annual audits and inspections required by PHMSA and state pipeline safety agencies. In recent years, PHMSA has conducted focused audits related to the integrity management programs for underground natural gas storage, due to prior industry incidents. These intense and detailed audits emphasize both the public safety component and the potential environmental impact of methane releases. Under PHMSA's direction, Equitrans conducted numerous storage audits to gauge the strength of our Storage Integrity Management Plan (SIMP) and its adherence to the federally published code. The integrity team addressed all the action items to improve the SIMP, and instituted the following enhancements to our storage operations:

- Updated the frequency of well surveillance logging from every 15 years to every seven years to mitigate incident risks
- Utilized Remote Terminal Units on storage wells to allow 24-hour monitoring through our Gas Control Center
- Developed and implemented storage-specific procedures to standardize storage maintenance and operations activities
- Provided dedicated personnel trained specifically for storage operations



Rager Mountain Storage Facility Incident

Operating as a storage pool since 1971, Equitrans' Rager Mountain facility is a FERC-certificated and -regulated storage field located in Jackson Township, a remote area of Cambria County, PA. The Rager storage field has a total capacity of approximately 11,600 MMcf of natural gas, making it Equitrans' largest-capacity storage field. The facility includes two observation wells, along with 10 injection and withdrawal wells that are connected by pipelines to the Allegheny Valley Connector interstate pipeline system via the Laurel Ridge and Rager Mountain facilities.

On November 6, 2022, an incident occurred at our Rager Mountain facility that involved natural gas escaping from a 1 5/8" vent on a single storage well (well 2244), which was working as designed to relieve pressure from the casing. There were no injuries reported, no mandatory evacuations of nearby property owners, and no immediate public safety concerns. As a result of the incident, all physical flows of natural gas in and out of the Rager Mountain Storage facility were temporarily suspended. Equitrans worked with a specialty well services company to address and resolve the venting, and the flow of gas was stopped on November 19, 2022.

Immediately following the plugging of storage well 2244, post-incident response activities were initiated, including a complete environmental assessment of the facility and surrounding area, as well as a standard five-day shut-in test on all storage wells at Rager Mountain to estimate the total change in inventory at the Rager storage reservoir. Based on a comparison to the standard shut-in test performed in April 2022, the results of the inventory verification test indicated the Rager storage inventory was reduced by an estimate of approximately 1.29 Bcf. Equitrans continues to evaluate whether and to what extent all of the inventory loss was due to venting or whether some was due to potential migration.

In coordination with PHMSA an independent, full root cause investigation is underway and is expected to be complete in summer 2023. In addition to the root cause investigation, Equitrans is collectively evaluating all wells at the Rager storage field, including performing wireline testing and other additional tests to ensure the integrity of the wells prior to resuming injection activities.

More broadly, Equitrans is evaluating its policies and procedures in light of regulatory requirements and best practices; conducting a third-party audit of all Equitrans storage field operations; and, based on historical data, performing additional wireline testing on wells throughout the Company's storage field operations.

As part of ongoing post-incident response activities, Equitrans will continue to inform the respective state and federal agencies of its activities and findings, including as it works to return the field to injection operations. Additional information regarding the Rager Mountain incident can be found in the [GHG Emissions and Climate Change](#) and the [Public Safety and Emergency Response](#) sections of this report.

Managing Releases

Our mitigation procedures and measurements are designed to ensure safety in the event of a spill or leak related to one of our assets. If a leak is detected on an asset, we work diligently to detect the location of the leak, take immediate action to make repairs, and quickly remediate any damage. Our teams conduct regular inspections of our pipelines to ensure their integrity. In 2022, approximately 12% of our natural gas transmission pipelines were inspected per 49 CFR 192 Subpart O requirements for High Consequence Areas (HCA). Furthermore, Equitrans routinely inspects additional miles of non-jurisdictional pipelines, which are not regulated by the DOT. If any areas of concern are identified during inspections, we take immediate action to maintain the integrity of the asset and ensure regulatory compliance.

Equitrans regularly evaluates our processes and strives to limit operational leaks and releases. In the spirit of continuous improvement, we learn from past projects to better mitigate the risk of future leaks. We track all leaks and releases and gather data for each of our compressor stations, storage wells, and pipelines. Our operations team periodically reviews our data to identify any trends or long-term concerns that may require technical solutions from our engineering team and also works to implement proactive solutions for mitigating or avoiding future impacts. This process involves a proactive and regimented aerial and foot patrol program following U.S. DOT guidelines.



As an additional means of responsibility and transparency, our Notices of Violation (NOV) Tracker provides public disclosure of Equitrans' formal notices of non-compliance and violations.

When an incident occurs, Equitrans properly reports all releases in line with state and federal regulations. The following table summarizes our reported natural gas incidents for 2019-2022. The significant increase in year-over-year data for our 2022 reportable releases is primarily related to the Rager Mountain Storage facility incident, described in detail above in the ['Storage Well Safety and Integrity'](#) sub-section.

Natural Gas Incidents ¹	2019	2020	2021	2022 ²
Number of Reportable Incidents ³	2	0	0	2
Volume of Reportable Releases (MCF) ³	19,900	0	0	1,300,000
Percentage Reportable Incidents That Were Significant ⁴	0%	0%	0%	100%

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

2) Includes data related to the one-time incident related to Rager Mountain in November 2022, the investigation of which is ongoing as of the publication of this report, and, for conservatism, assumes the potential venting of approximately 1.29 Bcf of natural gas, based solely on an initial inventory reduction test

3) Reportable incidents and releases are defined based on the Department of Transportation requirements in 49 CFR 191.3

4) Based on SASB definition, an incident is considered significant if it resulted in: fatality or injury requiring in-patient hospitalization; \$50,000 or more in total costs, measured in 1984 U.S. dollars; highly volatile liquid releases of 5 bbls or more or other liquid releases of 50 barrels or more; or liquid releases resulting in an unintentional fire or explosion

Managing Compliance

In alignment with our commitment to meet or exceed compliance regulations, it is our goal to always 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 actively submit comments based on our evaluations of proposed regulations, either as a Company or through the industry trade groups of which we are members.

Equitrans believes it is equally important to be transparent when we do not live up to our expectations and, especially so, when we fall short of federal, state, or local requirements for asset safety and integrity and/or environmental compliance. We take our responsibility seriously and respond to all agency notifications, keeping record of our due diligence and maintaining our commitment to compliance. As an additional means of responsibility and transparency, we implemented a [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 acts as an accountability measure. Types of enforcement actions include NOV, Notices of Amendment (NOAs), Notices of Proposed Safety Order, and warning letters from state utility commissions and PHMSA. Environmental NOV information can be found in the [Environmental Compliance](#) section of this report.



Equitrans routinely tracks and evaluates all emerging and changing regulations and permit requirements that may impact our business and operations.

It is important to note that all agency audits are not equal and can range in duration from a few days to several weeks — with operators potentially receiving multiple citations in a single audit, depending upon the type of deficiencies identified. Additionally, as newly implemented regulations continue to mature, it is not uncommon to receive citations of lesser severity (i.e., warning letters or NOAs). These types of enforcement are typically non-punitive in nature and are utilized by the agencies to create awareness and provide an opportunity for the operator to update policies, plans, and procedures to more accurately align with regulations.

As shown in the table below, there has been a steady increase in the number of scheduled audits, which has a direct correlation to the increase in enforcement actions. The post-audit interaction between agencies and operators is also changing. The process now includes formal documentation of written findings and improvement opportunities prior to the issuance of an enforcement action. Equitrans strives to achieve zero enforcement actions by any agency, but welcomes these opportunities for continuous improvement. As of the publishing of this report, the final enforcement actions, and any associated penalties, related to the Rager Mountain Storage facility incident have not concluded.

Asset Safety Actions ¹	2019	2020	2021	2022
Scheduled Agency Audits	4	9	18	12
Enforcement Actions	0	2	3	7
Penalties Paid Associated With Enforcement Actions	\$0	\$0	\$0	\$0
Total Monetary Losses From Legal Proceedings Associated With Federal Pipeline and Storage Regulations	\$0	\$0	\$0	\$0

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

Maintaining Asset Safety and Integrity



Equitrans utilizes a range of risk mitigation strategies as part of our asset management and operations. In addition to strict adherence to all federal regulations, we require that non-destructive testing (NDT), such as x-rays or ultrasonic, 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 their welding follows our procedures and best practices. Prior to being placed in-service, completed pipelines are hydrostatically tested significantly above the normal operating pressure to ensure the integrity of all components. Data logging software is utilized to record critical data points during testing, and this information is reviewed by our engineering team to verify that testing meets all specifications and requirements. Specific to our storage facilities, Equitrans has installed electronic, remote monitoring devices that enhance our real-time data gathering capabilities by sending data to our operational control systems every three to five minutes.



During 2022, Equitrans continued to evaluate and implement the requirements of PHMSA's Mega Rule, which was designed to improve pipeline safety and better prepare emergency responders for incidents.

Importantly, our inspectors verify that our pipeline construction contractors have qualified workers who follow 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 on Equitrans' specifications to ensure pipeline construction meets both Company and federal government standards. These training modules educate inspectors on Equitrans' best practices and required procedures for pipeline inspections. In addition, inspectors are routinely audited in the field to ensure projects are being completed following Company and applicable regulatory requirements.

During 2022, Equitrans continued to evaluate the requirements of PHMSA's Mega Rule and began to incorporate changes in inspections, along with other actions, to prepare for the additional provisions outlined in the Rule. Through three main elements, the Mega Rule was designed to improve pipeline safety and better prepare emergency responders for incidents by:

- Intensifying risk assessment and maximum allowable operating pressure (MAOP) requirements
- Expanding regulations to include gathering lines and other previously non-regulated lines
- Increasing reporting requirements and safety regulations

Equitrans' initial actions included enhancing and updating the language of various plans and processes, such as SOPs, O&M plans, and job plans, to better align and comply with the requirements of the new regulation. Additionally, to comply with specific sections of the Mega Rule, namely the MAOP verification of grandfathered pipe, we undertook supplemental measures to perform investigative research of records and to obtain the metallurgical composition of pipe while conducting confirmation digs. At Equitrans, compliance is just a start, and, while many of our plans and programs were already closely aligned with the new provisions, we expect to implement further actions to comply with the Mega Rule during 2023.

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 value, in alignment with our Core Values and stakeholder interests. We believe the strength of our Board is its diversity of backgrounds, skills, and experience.

Our Approach to Corporate Governance

2-9, 2-10, 2-11, 2-12, 2-13, 2-14, 2-15, 2-16, 2-17, 2-18, 2-19, 2-20, 2-21, 2-24, 2-25, 2-26, 3-3, 405-1

Our shareholders elect directors annually. During 2022, there were nine members of the Equitrans Board of Directors, eight of which were independent. Following the Annual Meeting of Shareholders in April 2022, one director retired and Diana M. Charletta, Equitrans' President and Chief Operating Officer, was appointed to the Board, making seven of the nine directors independent. Following the Annual Meeting of Shareholders in April 2023, there are eight members of the Board, six of whom are independent. Equitrans' four standing committees support the Board in its oversight responsibilities and assist on certain delegated matters. The Board and its committees meet at least quarterly throughout the year, including to receive reports from management.



Since July 2019, the Board has concluded that combining the functions of Chairman and Chief Executive Officer (CEO) is the most effective leadership structure for Equitrans. Mr. Thomas F. Karam, our Chief Executive Officer, served as the Chairman of the Board in 2022. Based on the recommendation of the Corporate Governance Committee, the Board reappointed Mr. Karam as the Chairman of the Board in April 2023 for a term expiring at the Company's 2024 Annual Meeting of Shareholders. The Board believes this structure provides Equitrans and the Board with strong leadership while promoting appropriate independent oversight of management. The Board has a strong Lead Independent Director in Mr. Robert F. Vagt and a board structure that is, as of April 25, 2023, 75% independent. In addition, a combined Chairman and CEO structure allows Equitrans to communicate its business, strategy, and value to shareholders, investors, employees, other stakeholders, regulators, and the public with a single voice.

Under Equitrans' Corporate Governance Guidelines, when the Board does not have an independent Chairman, the Board must designate an independent director as the Lead Independent Director. The Lead Independent Director convenes, presides over, and sets agendas for regularly scheduled and special executive sessions of independent/non-management directors; calls a meeting of the independent/non-management directors if requested by any other director; presides over any meeting at which the Chairman is not present; consults with the Chairman to set the annual calendar of topics to be

covered at Board meetings and reviews meeting agendas; facilitates an assessment process with respect to the Board as a whole, as well as for individual directors; and serves as the designated director to speak with shareholders (when requested) and to receive communications from interested parties.

Conflicts of Interest and Related Person Transactions

Equitrans strives to operate with transparency and integrity at all levels of our business, and our Board practices reflect this. 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 and 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.

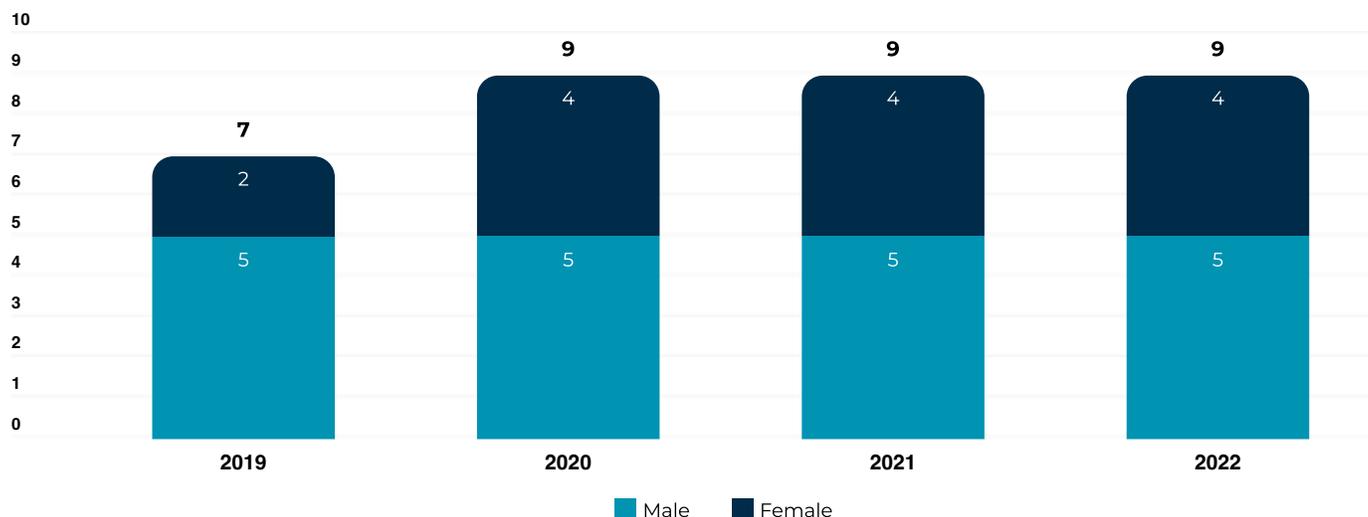
Board Composition and Diversity

The strength of Equitrans' Board is its diversity of backgrounds, skills, and experience. Equitrans' Corporate Governance Committee strives to ensure that the Board consists of individuals from diverse educational and professional experiences and backgrounds who, collectively, are positioned to provide meaningful counsel to, and effective oversight of, management. All of our directors are experienced in relevant sectors such as energy, regulatory, utility, and/or government, with seven of our directors having experience in the fields of finance, accounting and/or audit, and internal control. These seven directors also have experience serving on boards of other publicly traded companies. In addition, certain of our directors have experience in a number of Equitrans' key focus areas, including climate-related experience, based on managerial experience or derived through their board service. See our [2023 Proxy Statement](#) for information regarding such experience. Furthermore, in 2022, 11% of our directors identified as African American or Black. Our Board continues to reflect ethnic diversity in 2023.

As of April 25, 2023, our Board was composed of eight directors, the demographics of which are outlined below.

Board Composition and Diversity	2019	2020	2021	2022	2023
Board Size	7	9	9	9	8
Independent Directors	5	8	8	7	6
Male Directors	5	5	5	5	5
Female Directors	2	4	4	4	3
Current or Former Presidents/CEOs	5	7	7	8	7
Average Tenure (years)	1.2	1.7	2.7	3.3	3.7

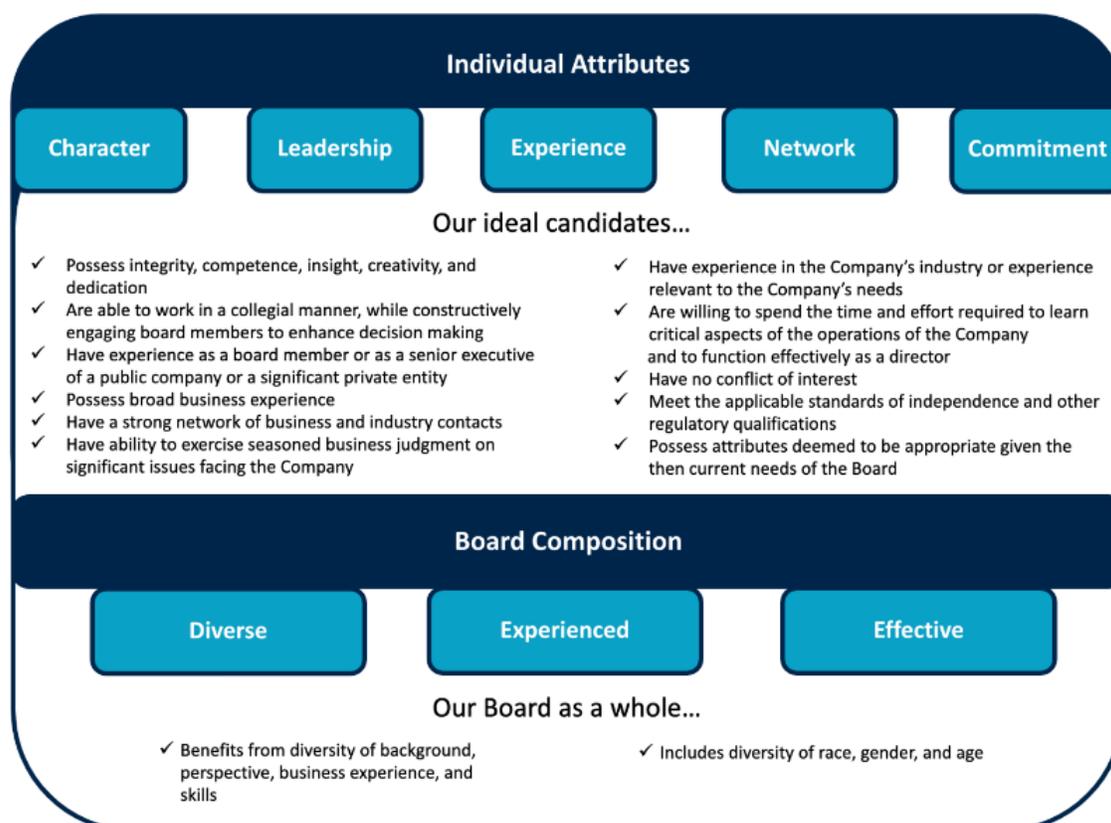
BOARD GENDER DIVERSITY (MALE V. FEMALE DIRECTORS)



Nomination and Selection Process

Each year, the Corporate Governance Committee reviews the qualifications and backgrounds of the directors, as well as the overall composition of the Board. Leading up to the Company's Annual Meeting of Shareholders, the committee recommends a slate of director nominees for Board approval. The Corporate Governance Committee will consider submissions from shareholders in making its recommendations for director nominees, subject to compliance with Equitrans' nominating requirements. The Board is responsible for approving the nominees, and the election takes place at the Company's Annual Meeting of Shareholders.

When assessing new director candidates for nomination, regardless of who recommends the candidate for consideration, the Corporate Governance Committee will consider the background, diversity, personal characteristics, and business experience of the candidates against the following ideal attributes:



Board and 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 annual assessments, the Board evaluates and discusses the results, including opportunities to continue to enhance Board and committee performance.

Continuing Education

Equitrans makes continued education and development available for our Board members to sharpen their existing knowledge and promote Board effectiveness. Equitrans' management, with assistance from third-party experts as needed, offers trainings related to pertinent economic, environmental, technical, social, and/or governance topics. In accordance with its charter, the Corporate Governance Committee may collaborate with management and periodically recommend educational and training programs for the Board. Additionally, Equitrans encourages Board members to participate in external educational programs to improve topical knowledge of business affairs. Equitrans covers the cost of those programs and has obtained a membership to the National Association of Corporate Directors to expand the elective educational opportunities available to Board members.

Board Committees

Equitrans' standing committees (Audit, Corporate Governance, Human Capital and Compensation, and Health, Safety, Sustainability and Environmental (HSSE)) are composed of independent directors and routinely report to the Board. Each committee has a different set of responsibilities, and the committees are regularly asked to provide recommendations to the Board in their specific area of expertise. The Board annually reviews and codifies the committees' respective responsibilities in written charters which are publicly available on our [website](#). For more information on our Board and its committees, please view our [2023 Proxy Statement](#) filed with the U.S. Securities and Exchange Commission on February 23, 2023, as well as the publicly available Board committee charters and Equitrans' Corporate Governance Guidelines.

In 2022, the Board made certain adjustments to its committees in connection with areas of increasing Board focus. In April 2022, the Board renamed the Health, Safety, Security and Environmental Committee, the Health, Safety, Sustainability and Environmental Committee to highlight the Company's emphasis on, and the importance of, sustainability, as well as the committee's role in providing oversight of a large number of sustainability matters. Additionally, in April 2022, the Board elected to exercise direct oversight, rather than acting through the HSSE and Audit committees, of information technology and cybersecurity matters given the increasing importance of these topics. Similarly, in July 2022, the Board renamed the Management Development and Compensation Committee, the Human Capital and Compensation Committee, and amended the committee's charter to highlight the scope of its responsibilities beyond compensation. The committee's responsibilities encompass key factors that influence our human capital programs and workforce, including workplace health and wellness, talent attraction and retention, pay equity, diversity and inclusion, corporate culture, and employee engagement initiatives.

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

Health, Safety, Sustainability and Environmental Committee

The HSSE Committee:

- Provides oversight with respect to the Company's approach to health, safety (including physical security), sustainability, and environmental policies, programs, and initiatives
- Reviews the overall adequacy of, and provides oversight with respect to, HSSE policies, programs, procedures, and initiatives, including, without limitation, the Company's emergency response preparedness
- 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 provides feedback to management regarding its approach to monitoring, controlling, and reporting on such matters and apprises the Board of its engagement with management with respect to HSSE significant risk exposures
- Reviews and discusses with management the status of HSSE issues, including compliance with applicable laws and regulations, results of internal compliance reviews, and remediation projects
- Ensures that appropriate HSSE goals are in place and evaluates the Company's progress toward those goals

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 CEO (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 ESG concerns
- Reviewing related person transactions under the Company's related person transaction approval policy

Human Capital and Compensation Committee

The Human Capital and Compensation Committee:

- Oversees the human capital management matters relevant to Equitrans' workforce, including workplace health and welfare, talent attraction and retention, pay equity, diversity and inclusion, corporate culture, and employee engagement initiatives, and other similar programs
- Assists the Board in the discharge of its fiduciary responsibilities relating to agreements with, and the fair and competitive compensation of, the CEO and other executive officers
- 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 of the Company's benefit plans in accordance with the committee's charter and reviews and approves material amendments to and the adoption of new benefit plans
- Prepares a report for inclusion in the Company's proxy statement for the annual meeting of shareholders

Risk Oversight

Equitrans faces a variety of risks, including operational, financial, strategic, and reputational risks. The Board, acting as a whole and through its committees, oversees Equitrans' processes for assessing and managing these risks, while management is responsible for the day-to-day management of these risks. Board oversight is primarily conducted through the Audit Committee's oversight of Equitrans' process for assessing major risk exposures and the policies implemented by management to monitor and control such exposures. Management policies include the utilization of the Company's Enterprise Risk Committee (ERC), which is a cross-functional team of senior management responsible for the identification and evaluation of risks. The Board also annually reviews Equitrans' enterprise risks identified by the management team. In fulfilling its risk oversight role, the Board must consider whether the risk management processes designed and implemented by our management team are adequate and functioning as designed to identify our risk exposures and to elevate major and emerging risks to the Board for discussion.

While the full Board has overall responsibility for risk oversight, our Board committees assist the Board in fulfilling its oversight responsibilities in certain areas of risk. For example:

- Equitrans' Audit Committee is responsible for, among other things, discussing Equitrans' process for assessing major risk exposures. This encompasses considering guidelines and policies that management implemented to monitor and control such exposures, including Equitrans' financial risk exposures, such as financial statement risk, and other risk exposures that may be delegated by the Board to the Audit Committee for oversight, and Equitrans' risk management guidelines and policies;
- Equitrans' Human Capital and Compensation Committee oversees our annual risk assessment of our compensation policies and practices; and
- Equitrans' HSSE Committee, among other things, periodically reviews reports from management regarding the Company's HSSE risks (including, without limitation, risks relating to safety, energy transition, emissions, and climate change, as well as biodiversity matters) and other risks as may be delegated to the Committee by the Board. The HSSE Committee also maintains awareness of and provides updates to the Board on current trends, developments, research, and other emerging issues relating to HSSE which affect, or which could affect, Equitrans, including trends in legislation, proposed regulations, and industry best practices.

The role of each of the Board's standing committees with respect to risk oversight is further described beginning on page 15 in our [2023 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, 2022, as supplemented and updated by those risk factors included in our subsequently filed Form 10-Qs.

Director and Executive Compensation

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. We disclose all 2022 non-employee director compensation and relevant processes starting on page 25 of our [2023 Proxy Statement](#).

The Human Capital 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 Human Capital and Compensation Committee also provides certain limited perquisites and other benefits to executive officers and other key employees. For 2022, the ratio of the total compensation of Mr. Karam, the Company's CEO, to the median of the annual total compensation of all employees of the Company (other than the CEO) was 65 to 1, calculated in accordance with the rules of the Securities and Exchange Commission. In making this pay ratio disclosure, other companies may use assumptions, estimates, and methodologies different than the Company. As a result, such ratio information may not be comparable to the information provided by other companies.

The Human Capital and Compensation Committee, with the Board's approval, reviews the performance metrics for the Company's short-term and long-term incentive programs. The Human Capital and Compensation Committee also sets program targets and maximum metrics and approves related program payouts under the Company's short-term and long-term incentive programs for executive officers (with the Board's approval). The committee reviews the appropriateness of these programs for all other Company personnel as well. After the completion of the performance period, the Human Capital and Compensation Committee reviews actual performance in comparison to established metrics to determine the amount of short-term and long-term incentive awards earned by each executive officer (with the Board's approval) 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 Human

Capital and Compensation Committee approves annual and long-term incentive programs on a yearly basis, with recommendations from management and advice from an independent compensation consultant.

Equitrans has taken deliberate steps to link compensation to, among other things, meaningful safety and sustainability performance goals. We want to prioritize and build upon Equitrans' continued emphasis on safe operations above all else, and the Company's continued efforts to institutionalize its commitment to and pursuit of achievement of ESG and sustainability initiatives. Recognizing the continued focus of shareholders' and other stakeholders' on ESG and sustainability matters, particularly with respect to climate change, the Human Capital and Compensation Committee increased focus on sustainability metrics in the 2022 short-term incentive program. First, the Human Capital and Compensation Committee determined to again include a methane emissions mitigation metric, which required that Equitrans undertake and complete certain projects to achieve targeted methane emissions mitigation. Second, the Human Capital and Compensation Committee added a new sustainability metric reflecting Equitrans' timely completion and submission of the voluntary CDP Water Security Questionnaire response, which included a comprehensive water inventory.

To further enhance Equitrans' safety performance culture, the Human Capital and Compensation Committee utilized the Safety Proactivity Rate, which is based on the previously utilized Incidents with Serious Potential Rate and takes into account observations with serious potential. The Safety Proactivity Rate has a target that resets each quarter, which the Human Capital and Compensation Committee believes rewards sustained performance and promotes continued focus on safe operations throughout the entire year. For 2023, our short-term incentive plan metrics include the Safety Proactivity Rate, the completion of Task Force on Climate-related Financial Disclosures (TCFD) scenarios and preparation of a publishable report regarding the scenarios, and an environmental proactive regulatory transparency metric.

At the Annual Meeting of Shareholders of Equitrans held on April 25, 2023, Equitrans' shareholders considered a proposal to approve, on an advisory basis, the compensation of Equitrans' named executive officers (NEOs) for 2022, with approximately 98% of votes cast in favor of such proposal.

Details on the compensation of our NEOs is publicly available starting on page 30 of our [2023 Proxy Statement](#).

Communication Channels

Equitrans' Board of Directors values input from our stakeholders. Our commitment to communicating openly and directly at all levels of our business 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. Communications may be submitted 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 individual 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

Equitrans is committed to actively engaging with our shareholders and provides ample opportunity to do so. Our Investor Relations team meets regularly with our investors and potential investors to discuss our operations, strategy, and other relevant business topics. If stakeholders wish to discuss specific topics, they may schedule phone calls or meetings with Equitrans' Investor Relations personnel.

Governance

Business Ethics and Integrity



At Equitrans, we believe honesty and ethics are essential elements of success, and we conduct our operations in a fair, honest, and responsible manner. We believe in operating with integrity. We expect each of our employees and contractors to be someone others can trust and respect, and we take pride in upholding our corporate citizenship and long-standing reputation.



Our Approach to Business Ethics

2-24, 2-25, 2-26, 2-27, 3-3, 205-1, 205-2, 205-3, 206-1, 406-1, 414-1, 414-2

Equitrans' Core Value of Integrity underpins our promise to establish trust with all our stakeholders. When Equitrans was founded, one of our first priorities was to create a [Code of Business Conduct and Ethics](#) (Code of Conduct) to ensure all areas of our business adhere to the same strong ethical standards. We routinely evaluate and update our Code of Conduct as needed to ensure our ethical standards stay relevant while our Company continues to evolve and to uphold promises to our employees and other stakeholders.

Upon request, the Code of Conduct can be translated into a person's preferred language, which helps to ensure all employees, contractors, and suppliers understand the Company's expectations. Equitrans' Code of Conduct defines our approach to everything we do, including how we've defined our values, principles, standards, and expectations, and is applicable to all employees, officers, directors, contractors, and suppliers. It outlines our approach to doing business through six key philosophies:

1. We are all responsible for doing the right thing
2. Working together
3. Never compromise our integrity
4. We speak with one voice
5. Protecting our information and assets
6. Dealing fairly and honestly with others

Our Deputy General Counsel for Litigation, Risk, and Compliance directly oversees Equitrans' compliance program, reports all Code of Conduct compliance matters to the Senior Vice President and General Counsel and assists in finding solutions to relevant concerns. The Audit Committee of the Board of Directors oversees Equitrans' compliance matters, as well as overall adherence to applicable legal and regulatory requirements and to the Code of Conduct. On a routine basis, the Audit Committee receives reports on investigations and issues raised from the compliance program. The periodic reporting to the Audit Committee ensures all compliance-related concerns are adequately addressed at the highest levels in the Company.



Equitrans' Core Value of Integrity underpins our promise to establish trust with all our stakeholders.



Together with our Executive Management and Human Resources (HR) team, our compliance team reviews reported incidents and evaluates policy requirements to determine if further updates to the Code of Conduct or policies are required. These actions improve clarity and help address emerging issues as they arise. In 2022, our corporate compliance team implemented a new policy, the Code and Policy Update Approval Policy, to streamline the review and approval process of updates to our Code of Conduct and Company policies. Training on this new process was made available to those employees who manage and oversee policies related to their functional area. The following is a list of policy updates made in 2022:

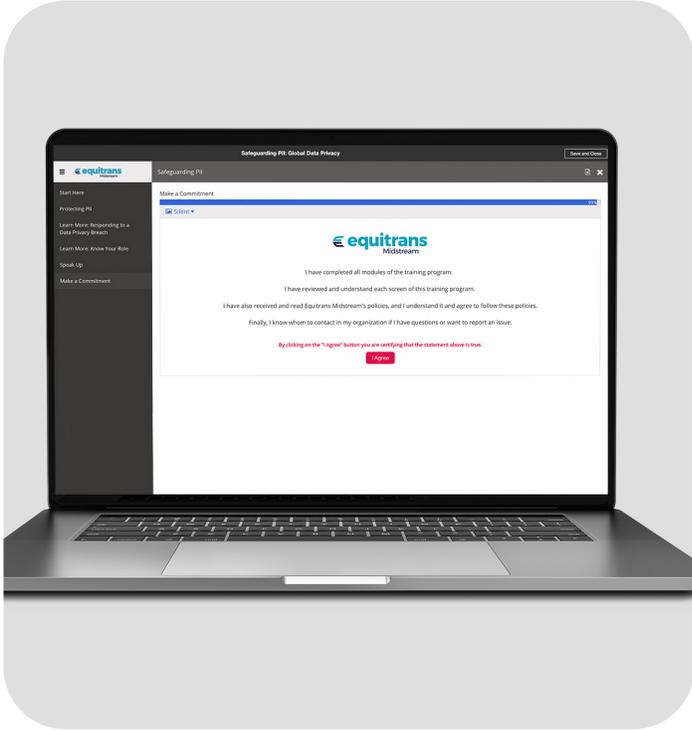
- Incorporated language related to bullying and expanded a list of prohibited activities to clarify expected and appropriate employee behavior and conduct in the workplace. Such details were added to our Weapons Workplace Violence Policy
- Revised the Corporate Stock Trading Policy, in connection with the roll-out of the Employee Stock Purchase Plan and the freeze of Equitrans' common stock investment option under the Employee Savings Plan
- Adopted two new policies: an Environmental Justice Policy, which affirms the Company's commitment to the fair treatment and meaningful involvement of all people in any public process involving our operations regardless of race, color, national origin, or income; and the Learning Management System (LMS) Guidelines and Training Administration Policy, which establishes training administration guidelines and centralizes recordkeeping for all Company-assigned training.

Compliance Training and Reporting

Compliance Training

We expect all employees and the third parties we do business with to abide by the Company's business conduct and ethics outlined under Equitrans' Code of Conduct.

- All new Equitrans employees must complete a training on our Code of Conduct and sign an acknowledgment form within the first few weeks of employment.
- Existing employees must review the Code of Conduct and sign an acknowledgment form annually.
- All employees are required to complete Code of Conduct training every two years.
- Equitrans' Board of Directors, the Company's highest governing body, is required to complete Code of Conduct training every two years, the latest training of which was in the fall of 2022.
- Suppliers and/or contractors that receive more than \$10,000 per year from Equitrans receive an annual compliance letter and are required to acknowledge that all goods and services provided must be delivered in compliance with our Code of Conduct.



In addition to our Code of Conduct training, all Equitrans employees must complete biennial training to refresh their knowledge of Company policies. These online and live training sessions ensure all employees understand the Code of Conduct and other Company policies and receive the required core training, including conflicts of interest, preventing workplace violence, sexual harassment, safeguarding personally identifiable information (PII), and insider trading (micro-training). Select employees with specific business knowledge must also complete biennial, comprehensive training related to insider trading and antitrust regulations. Specific information related to anti-corruption training, communications, and incidents for 2022 is outlined below:

Anti-Corruption Policies/Procedures Communications	2021	2022
Total Number of Employees	749	766
Total Number of Business Partners	499	787

Anti-Corruption Training	2021	2022
Total Number of Employees	749	766

Incidents	2021	2022
Total Number and Nature of Confirmed Incidents of Corruption	0	0
Total Number of Confirmed Incidents in Which Employees Were Dismissed or Disciplined for Corruption	0	0
Total Number of Confirmed Incidents When Contracts With Business Partners Were Terminated or Not Renewed	0	0
Public Legal Cases Regarding Corruption Brought Against the Organization	0	0
Number of Legal Actions Pending or Completed	0	0

In 2022, the compliance team launched the new NAVEX training platform and shared fresh and interactive content for all core training areas, as mentioned above. The compliance team supplements this robust, customized online training with several in-person sessions throughout the year. In 2022, live training sessions were conducted on the topic of bullying, as well as the new process for enacting and revising our Code of Conduct and Company policies.

To encourage positive interaction with the corporate compliance team, we developed an incentive program in 2021 to motivate employees to complete their trainings in a timely manner. Through this program, employees have an opportunity to win Equitrans-branded merchandise by completing their training within the first 48 hours of the launch of the training. During live training sessions, we expanded the incentive program by quizzing employees on their knowledge, encouraging their participation in related human resources videos, and providing more chances to win Equitrans merchandise. The videos were then available for viewing on compliance webpage of Equitrans' intranet, Mainline Connect. To enhance employees' experiences, a new and more interactive compliance page was launched on Mainline Connect in November 2022. Given the higher percentage of webpage interaction, we believe this effort, together with our live trainings and incentive program, has improved employee engagement and increased interest in our corporate compliance program.

Specific to suppliers, Equitrans developed and published a more robust, supplier-specific Code of Conduct in 2021. Mirroring Equitrans' Code of Conduct, the [Supplier Code of Conduct](#) requires our suppliers to confirm their commitment to a broader set of social workforce policies. Equitrans communicates policy updates to our suppliers and contractors through ISNetwork and several internal contractor liaisons. Every three years, the supply chain team ensures our suppliers and contractors receive the most updated Supplier Code of Conduct and sign an electronic acknowledgment form. In addition, on an annual basis, suppliers are reminded of their commitment to honor the Supplier Code of Conduct through receipt of a formal letter. Additional information can be found in the [Supply Chain Management and Human Rights](#) section of this report.

Compliance Reporting

Equitrans maintains a system for the reporting of suspected violations of our Code of Conduct and/or policies. Compliance reporting can be done via phone using our toll-free Compliance Hotline (844-513-8109) or online via the [EthicsPoint](#) platform, and persons can choose to remain anonymous at the time of reporting. Our compliance reporting system is operated 24 hours a day, seven days a week, and is managed by NAVEX, an independent third-party. Whenever a report is filed, the person receives a report reference number, which allows the person to check the report status at any time. NAVEX representatives then present all relevant information to a member of Equitrans' legal department or corporate compliance department for investigation and resolution. In addition, persons may directly contact a member of Equitrans' compliance, legal, or human resources departments, or a member of Equitrans' Compliance Network to report suspected violations. While it is important to report concerns and misconduct allegations, employees are also encouraged to submit positive feedback and experiences.

Based on the NAVEX data records, the number of reports made during 2022 doubled compared to the previous year, with a total of eight allegations reported. This increase in reporting indicates our employees are becoming more comfortable in reporting suspected violations of our Code of Conduct and related Company policies.

Evaluating Our Approach to Business Ethics

Equitrans encourages all employees with questions, concerns, and feedback related to Equitrans' Code of Conduct to contact their supervisors and/or a member of Equitrans' corporate compliance department. In addition, we have an internal Compliance Network, which consists of employees from our environmental, legal, and human resources teams. Members of the Compliance Network are responsible for facilitating compliance with laws, regulations, the Code of Conduct, and Company policies.



Equitrans' Board of Directors, the Company's highest governing body, is required to complete Code of Conduct training every two years, the latest training of which was in the fall of 2022.

The Compliance Network is also available to answer employee and stakeholder questions on the Code of Conduct or Company policies, and members often assist in managing misconduct reports. Employees can contact a member of the Compliance Network by calling, emailing, or texting a member; setting up in-person meetings; calling the toll-free Compliance Hotline at (844) 513-8109; or making a request online via the [EthicsPoint](#) platform.

To enhance recordkeeping and streamline Equitrans' compliance program activities, we have been working on the implementation of a comprehensive compliance management software platform, phase one of which included a tool for compiling and tracking disclosures and allegations. Phase two of the platform was launched in 2022 and included tools for managing the policy approval process, conducting PII surveys, tracking Code of Conduct certifications, and organizing third-party risk management.

Governance

Security and Cybersecurity



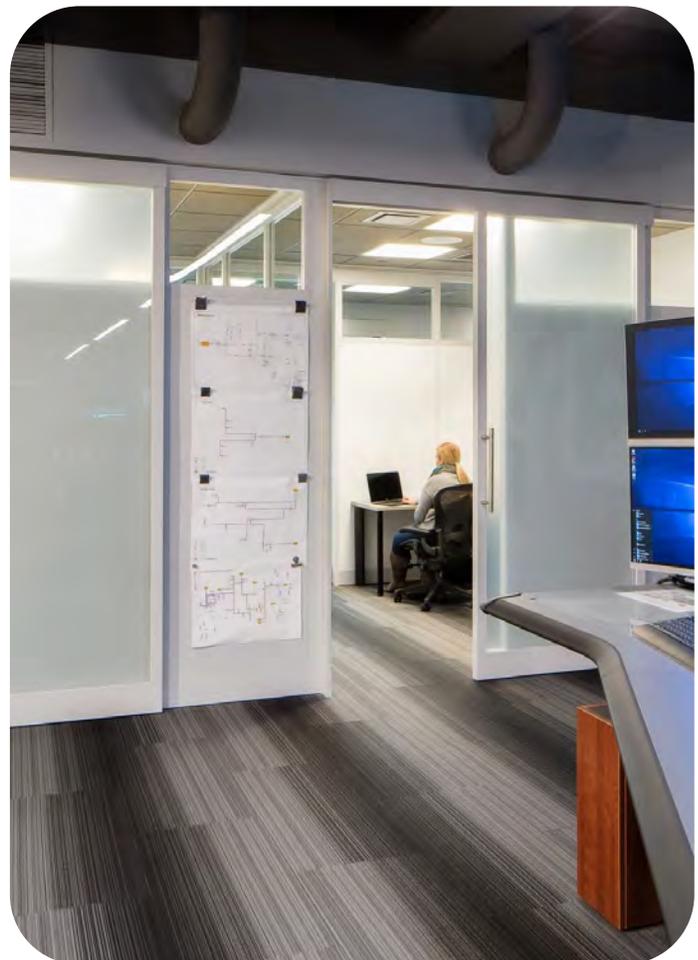
To ensure safety and business continuity, Equitrans recognizes the importance of security, particularly for our pipeline assets, compressor facilities, and project sites. In addition, cybersecurity is a core component of Equitrans' digital transformation, and our cyber philosophy begins, but does not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

Elevating Our Security and Cybersecurity Protocols

2-24, 3-3, 410-1

Equitrans recognizes the critical importance of safeguarding our physical infrastructure assets and securing our informational resources and intellectual property. Today, more than ever, there are growing concerns related to the ability of an organization to protect its physical assets, as well as its critical technology assets, requiring companies to display incredible resilience in an ever-changing world.

As outlined in the Company's Security Guidelines, Equitrans is committed to providing a safe and secure environment for all employees, customers, suppliers, vendors, and guests. These guidelines, available for employee access and reference on Equitrans' intranet, are intended to create a consistent approach to protect people, assets, and information while mitigating risks to Equitrans. The Company's guidelines are not intended to supersede government statutes or regulations and are updated as needed to support the needs of our business and operations.



Our Approach to Physical Security

From both a safety and business continuity perspective, it is crucial that we utilize stringent security measures 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 utilizes trained and licensed drone pilots to conduct aerial security surveillance. Our drone teams support additional operational needs, such as land surveys and data gathering.

Security Training

Equitrans contracts all security guards from a third-party security vendor. Our security guards receive safety and security training from their employers, and we also provide all of our security team members and third-party security personnel with formal security training and information on Equitrans-specific security standards. Additionally, in early 2023, Equitrans launched mandatory training sessions for all employees on the topic of environmental justice and human rights. These sessions are available to Equitrans' third-party security vendors and contractors, as requested.

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, with the type of training dependent upon the specified operating location and the conditions on the ground. Our training program includes the following concepts:

- **Pipeline Security:** How to protect our pipelines from trespassers, 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



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. Many of our guards also have specialized executive protection training and routinely receive updated training on trespassing and specific instructions for protecting Company vehicles stored in Company parking lots. In early 2022, we implemented Standard Operating Procedures to deploy drone aircraft for safety oversight in contentious areas. This new feature to our security program is expected to result in cost savings and enhance our ability to rapidly collect information.

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 potential incidents involving opponents. In the event of a dangerous incident, Equitrans' security team works to safely evacuate work crews and initiates assistance from law enforcement, if needed.



Asset and Operations Security

The security of our pipelines and facilities is integral to national and economic security and the success of our operations. Ensuring we are safeguarding our assets also reduces risks of environmental incidents and potential safety hazards. We protect our assets with fences, building locks, electronic monitoring, and 24/7 surveillance at many of our sites, and for pipelines and compressor stations that are in operation, Equitrans continuously gathers information regarding their security. In addition, security guards are routinely scheduled to be on location at various compressor station facilities and project sites, including along the Mountain Valley Pipeline (MVP) project 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.

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, the MVP project has contracted nearly 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 based upon criticality and vulnerability. Additionally, barbed-wire fencing and access controls, along with high-resolution analytical camera systems are used when 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, information technology infrastructure, and other assets, and security guards are stationed 24 hours/day, seven days a week at our headquarters office in Canonsburg, PA. We use gates, trespassing signs, and motion-activated cameras to deter unauthorized persons from entering our offices. We implemented an anti-tailgating system at the entrances of our headquarters office that signals an alarm when two people walk into the office together when using only a single employee badge. The headquarters office security personnel are CPR and AED certified and are trained to assist emergency medical service responders by quickly escorting them through building security. We continue to evaluate emerging risks and explore new ways to ensure the safety and security of all our offices.

Evaluating Our Physical Security

With oversight by the HSSE Committee of the Board, Equitrans' approach to physical security is intended to reduce the risk of both major and minor incidents. As part of our physical security program, our security team works diligently to ensure all aspects of our enterprise are safe, including Equitrans' employees and assets, contractors, and local communities. We track regional, national, and global protests utilizing the Welund database.

To promote respect for human rights, all of our security guards are directed to "observe and report" and are expected to follow strict orders to have no physical contact whatsoever with community members or the public-at-large, including opponents. When confronted with physical opposition, our guards are trained to assist staff with safe evacuations, notify appropriate law enforcement authorities, and document the incident in detail as a witness. There are, however, select situations or circumstances where it may be necessary to have a presence of armed guards with arrest powers, although that is not standard protocol at all locations.





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.

In late 2021, we partnered with the U.S. Transportation Security Administration (TSA) to comprehensively review Equitrans' physical security program and began to voluntarily standardize our security measures to better align with emerging federal security expectations and regulations. We have since completed our 18-month follow-up with the TSA and have implemented each of the suggestions from their initial review. Additionally, for the safety and security of our employees, Equitrans implemented an overseas travel process that assesses U.S. State Department information and provides travel safety guidance for specific destinations. Equitrans is always looking for new ways to improve our security and protect our customers and communities, including consistent monitoring of our systems for vulnerabilities and efforts to mitigate any risks.

Our Approach to Cybersecurity



Cybersecurity is at the core of our technology strategy, the activities of which are managed by our Chief Information Officer and reviewed and monitored by our Executive Management, with oversight from our Board of Directors. The Company's cybersecurity program forms the foundation of that strategy and is managed by our Senior Director of Cybersecurity and Network Operations. Together, our cybersecurity leadership team has more than 30 years of experience and multiple industry-recognized cybersecurity certifications.

We understand the importance of cybersecurity as it relates to our role in providing critical infrastructure for our nation's economy and national security, and our cybersecurity program aims to protect and secure our technology-based informational assets, as well as our operational assets to meet customer demands. We do this by leveraging skills across departments, applying sophisticated cybersecurity practices, and maintaining accountability to leadership.



Informed by our enterprise risk management program, we utilize risk-based analysis in decision-making to determine actions and priorities for our cybersecurity program.

Given the importance of Equitrans' cybersecurity program, in April 2022, our Board elected to exercise direct oversight of cybersecurity matters, rather than acting through the HSSE and Audit Committees. The Board receives management reports on cybersecurity matters, as needed and no less than quarterly throughout the year, which include items such as cybersecurity updates, cybersecurity operational results, and audit findings. In addition, the Board receives and reviews the results of the Company's risk and capabilities assessment on an annual basis.

Our cybersecurity program is designed to:

- Leverage technology to securely and efficiently achieve business objectives
- Establish situational awareness of evolving technology-related threats and vulnerabilities
- Proactively detect and respond to cyber-attacks, minimizing adverse impacts to business operations

As a core design principle, Equitrans' cybersecurity philosophy incorporates security requirements into our architecture, processes, and solutions. To affirm capabilities and identify opportunities, we developed a cybersecurity assessment program that is comprised of annual activities. To validate the effectiveness of our approach, we measure our capabilities and practices against the National Institute of Standards and Technology (NIST) Cybersecurity Framework, relevant industry standards, and government regulations. In addition, we routinely engage independent third-party security firms to exercise and assess our cybersecurity capabilities.



Image credit: N.Hanacek/NIST

Cybersecurity Program

Equitrans' cybersecurity program has evolved through contributions from our technology team's talent and experience, our security and legal partners' knowledge and guidance, independent audit reviews and assessments, regulatory compliance inspections and recommendations, and information sharing with industry groups and government agencies. Similar to other companies in the natural gas industry, we recognize that no cybersecurity program is invulnerable, and we have identified, and expect to continue to identify, cyberattacks and events on our systems. In doing so, we have taken steps to reduce the probability of a future event and, should a future event occur, to reduce the potential impact to our business and operations.

Our cybersecurity program includes architecture, processes, and automation. Equitrans practices proper cyber hygiene through rigorous identity and access management, vulnerability and patch management, and asset management programs. These programs are designed to reduce the attack surface for adversaries and allow us to proactively manage our user accounts, systems, and devices. We also segment our informational and operational technologies, as appropriate, and leverage network micro-segmentation to further protect our critical systems and assets. This practice, in line with zero-trust security concepts, restricts lateral movement within our network and allows only necessary and required access.

Equitrans' cybersecurity approach extends to include vendors managed through our supply chain. We established a formal set of technology requirements for suppliers and contractors, by which third parties acting as contractors or suppliers for Equitrans must abide by uniform use and access requirements when utilizing the Company's technology resources. These requirements, which are included in our Supplier Code of Conduct and provided during the supplier onboarding process, support the integrity and security of Equitrans' resources and related information, including the appropriate handling of Personally Identifiable Information (PII). In addition, contractors and consultants that have access to Company data, devices, or services are required to complete cybersecurity training prior to receiving access. We believe our structured approach to technology management with third-party vendors demonstrates our commitment to protecting the Company's critical data.

Capabilities

As essential components of our technology strategy, we appreciate that cloud and internet services continue to transform the technology landscape. We believe embracing cloud and internet technologies has improved our resilience and demonstrated performance improvements, while also ensuring enhanced security controls and visibility. To provide consistent and holistic security visibility in a cloud-computing environment, we established a virtual perimeter around our data, applications, and services by integrating our cloud-hosted services with our security operations center. To enable our cloud approach, we believe Equitrans has built a modern high-performance network to provide secure and resilient connectivity between Internet and cloud services and our field locations.

Operationally, we continuously monitor for cyber intrusions, augmenting our internal resources and capabilities with that of third-party service providers. Multiple security technologies are employed to protect our systems, applications, and data, including next generation firewalls, strong multi-factor authentication and access controls, and endpoint detection and response solutions. Collectively, we believe these technologies protect, secure, and segment Equitrans information while traversing home and public networks.

To support our remote workforce, Equitrans utilizes a scalable, cloud-native architecture to provide secure access service for mobile users from anywhere. We also employ a network monitoring and detection solution designed to baseline network activity and identify anomalies in our network.

Detection and Response

Beyond our data privacy policies, additional access restrictions and monitoring are in place for data related to our customers' and landowners' PII, and similar protections are in place for commercially sensitive data and systems. Additional protections are provided via active alerts and monitoring for data movements and with electronically enforced policies such as prohibiting USB storage devices.

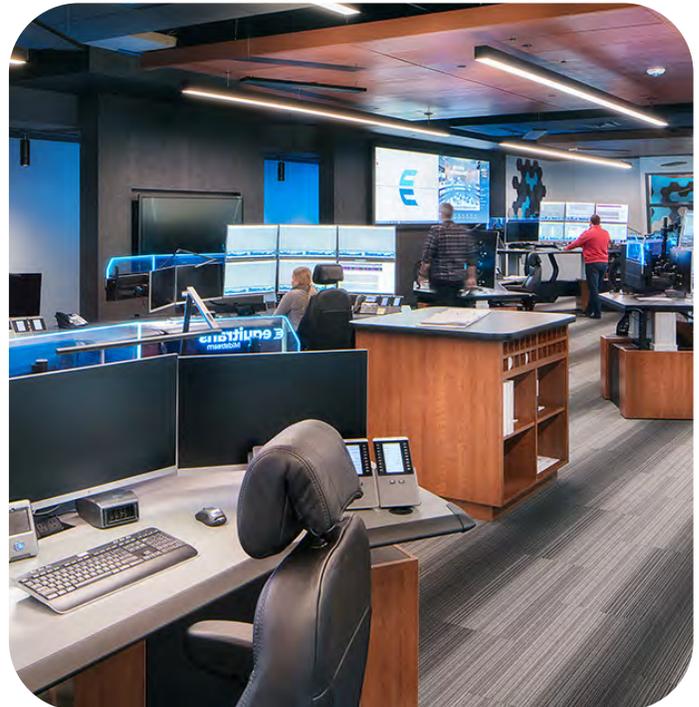
In addition to active threat prevention and detection, we believe our cybersecurity program includes robust containment, response, and recovery capabilities. Our fault-tolerant, highly available architecture is an important part of our continuity and containment through network segmentation and micro-segmentation designs; however, Equitrans does not solely rely on architecture to ensure continuity and containment. Automated account disabling, automated device quarantining, and network segment-isolation scripts are examples of response technologies and processes that enhance containment during an incident. Response capabilities also include cyber kill chain runbooks to thwart bad actors or malicious code from traversing our environment.

An important part of our recovery capabilities is our data backup program. We believe we adhere to a robust Enterprise Data Backup Policy, which includes, among other activities, offsite backups, intra-day recovery points, and routine restoration of critical data. We are also able to quickly recover virtualized servers and network appliances through infrastructure-as-code and data replication to multiple operating regions. We routinely exercise our recovery capabilities as part of upgrade and patch testing.

Our Crisis Management Plan includes specific response activities for cybersecurity incidents. We conduct routine cyber incident drills that include cross-functional participation by our executives, business stakeholders, and legal and security partners. Through these exercises we evaluate the effectiveness of our outlined response plans and procedures.

Education and Training

Our technology governance is documented through written policies, standards, guidelines, and standard operating procedures, and we implement electronic enforcement as a monitoring tool to ensure compliance and assist in preventing undesired behaviors. We prioritize training and cybersecurity awareness for our employees and extend this training to include our service providers and partners. Quarterly cybersecurity training is required for all employees. This training and awareness content covers topics such as knowledge of cybersecurity policy, understanding of cyber threats, and incorporation of leading practices into their daily IT- and cyber-related activities. Equitrans employees and partners with access to our operational technology (OT) network are required to participate in additional training specific to OT interactions.



Evaluating Our Cybersecurity

Due to the critical nature of our business to the U.S. economy and national energy security, cybersecurity is a top tier enterprise risk. With this designation, cybersecurity mitigation activities are incorporated into our daily operations and business strategy, as well as our financial planning and capital allocation processes related to the annual budget approved by our Board.



Equitrans' cybersecurity assessment program is built on the concept of multiple security firms performing independent reviews to continuously assess our vulnerabilities and capabilities.

Our enterprise risk management program assesses operational, financial, and government and regulatory risks that threaten the achievement of the Company's objectives. As part of this program, executive and senior leadership convene quarterly to re-assess risks, report to the Board annually on enterprise risks, track mitigation activities, and identify emerging risks. The program includes quarterly technology and cybersecurity risk assessments, the results of which we utilize to conduct risk-based decision making to determine actions and priorities for our cybersecurity program. The technology and cybersecurity risk assessment process includes an objective, risk-ranking process; documented mitigation activities; and action plans for those risks requiring additional mitigation. These activities consider safety implications, operational disruptions, and business and financial impacts.

Another critical component is our cybersecurity assessment program, which is built on the concept of multiple security firms performing independent reviews to continuously assess our vulnerabilities and capabilities. Additionally, Equitrans' IT leadership routinely conducts risk quantification and assessment exercises to enhance the resiliency of our systems, ensure the effectiveness of our cybersecurity program, and minimize the risk of cybersecurity activity. We augment those reviews with self-assessments, purple team exercises, and incident response exercises to provide comprehensive feedback to our readiness. We believe this continuous improvement approach to cyber protection and response allows our program to remain flexible and dynamic, allowing us to adapt to ever-changing threats within the expanding cyber landscape.

Equitrans' IT group actively works to comply with applicable TSA security directives and leading cybersecurity practices to protect Equitrans' digital assets and operational capabilities. We continuously engage with relevant government agencies to report and share security information enabling us to benchmark our capabilities, establish appropriate program targets, and adapt to emerging cybersecurity issues.

Governance

Supply Chain Management and Human Rights



Equitrans is committed to working with suppliers who share our values and our dedication to quality, safety, and environmental responsibility. We recognize that a sound, sustainable, and ethical supply chain is important to our operations and reputation, and we believe that seeking out a diverse supplier base provides exposure to varied perspectives; allows us to impact a wider range of communities; and makes us a more effective business by helping to mitigate potential supply chain disruptions.



Our Approach to Supply Chain Management and Human Rights

2-6, 2-24, 3-3, 204-1, 205-2, 406-1, 414-1, 414-2

Equitrans' supply chain includes all third-party providers involved with and connected to our Company, such as contractors, vendors, and suppliers, and we believe responsibly managing our supply chain is critical to our success. Our Core Values guide everything we do, from how we treat our employees to how we interact with the broader community. We believe in being good stewards of the environment, promoting diversity and inclusion, and operating with integrity in all aspects of our business. Therefore, we expect the same from our supply chain partners.



In early 2023, Equitrans elevated the organization's awareness of human rights and environmental justice by launching a Companywide training program, which is mandatory for all employees and available to our contractor workforce.



We maintain a supplier base that is 99% domestic and, therefore, are required to comply with U.S. labor laws. Regardless, our suppliers are required to comply with Equitrans' [Code of Business Conduct & Ethics](#) (Code of Conduct) and [Supplier Code of Conduct](#), and are frequently evaluated on safety standards. Detailed information on our supply chain ethics and integrity can be found in the respective subsection below.

When selecting providers, Equitrans involves organizations from the local operating area and seeks out groups with diverse ownership backgrounds. In particular, we strive to partner with minority- and locally owned businesses whenever possible and recognize that a diverse supply chain helps to drive innovation, safety, and economic value for our minority and local communities. Additional information regarding diversity in our supply chain can be found in the respective subsection below.

Supply Chain Integrity and Ethics

Contracts for new suppliers incorporate Equitrans' [Code of Conduct](#) and [Supplier Code of Conduct](#) to ensure our standards and expectations are clear. Our Code of Conduct details Equitrans' standards on ethical behavior and provides resources to address any Code of Conduct questions or concerns. Mirroring Equitrans' Code of Conduct, our Supplier Code of Conduct requires Equitrans' suppliers to confirm their commitment to a broader set of social workforce policies, including topics such as anti-corruption and discrimination.

Each year, typically during December, Equitrans sends a compliance letter to remind select suppliers of our Supplier Code of Conduct requirements. The list of supplier recipients is based on certain criteria and excludes suppliers with whom Equitrans has spent less than \$10,000 annually and/or law firms that must follow their own Code of Conduct as part of their licensing. In 2022, Equitrans utilized a total of 965 suppliers and 787 of those suppliers received an annual compliance letter from our legal and compliance team.

Every three years, Equitrans' supply chain team takes additional steps to ensure our suppliers and contractors receive the most current Supplier Code of Conduct, and each supplier/contractor is required to sign an electronic acknowledgment form. In addition, Equitrans communicates policy updates to our suppliers and contractors through ISNetwork and several internal contractor liaisons. Furthermore, on an annual basis, suppliers are reminded of their commitment to honor the Supplier Code of Conduct through receipt of the annual compliance letter.

New suppliers receive a master agreement and our Supplier Code of Conduct, which outlines Equitrans' Human Rights Policy and reinforces our expectation for ethical, legal, and socially responsible business practices. Additionally, depending on the anticipated monetary spend and scope of work, a supplier's credit review and insurance documents may also be reviewed before work begins. These measures are designed to ensure that our contracted workers are protected and treated fairly.



In 2022, a total of 787 suppliers received the Company's annual compliance letter, reminding them of their commitment to honor Equitrans' Supplier Code of Conduct.

Anyone outside of Equitrans is able to report a suspected violation of the Company's Code of Conduct and is able to do so anonymously if they so choose. Each of our suppliers receive information regarding how to report a suspected compliance violation, which can be done via phone using our toll-free Compliance Hotline (844-513-8109) or online via the [EthicsPoint](#) platform. When an instance of non-compliance is reported, Equitrans' Compliance Network, consisting of leaders from our legal, human resources, and environmental teams, will undertake an investigation. The responsibilities of our Compliance Network include facilitating compliance with laws, regulations, and Equitrans' Code of Conduct and policies.

Equitrans practices zero tolerance when it comes to compliance. Should Equitrans find a compliance issue, we work diligently with the supplier to resolve and re-establish compliance. If a resolution cannot be achieved, suppliers that are found to be non-compliant with Equitrans' requirements are subject to immediate remedial action or contract termination. In 2022, the Company terminated one contract with a supplier due to safety deficiencies; removed two contractor employees from Equitrans projects for improper time reporting; and paused work with another supplier due to a human rights violation.

Human Rights

Equitrans Midstream has a zero-tolerance policy for any form of human rights abuse, including forced labor, child labor, and harassment or discrimination. Given the nature of our business activities within our existing operational footprint, Equitrans does not generally encounter a significant human rights risk. Regardless, this does not diminish our commitment to respect human rights in all our actions with employees, local communities, customers, and other stakeholders. We work with our business partners to ensure they share our commitment and have similarly rigorous policies and protection measures in place. Equitrans contributes to 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

In early 2023, Equitrans elevated the organization's awareness of human rights and environmental justice by launching a Companywide training program, which is mandatory for all employees and available to our contractor workforce. Additionally, we expect to conduct appropriate due diligence to ensure we maintain our commitment to protecting human rights and will strive to create open channels of communication with anyone potentially impacted by our activities. For information regarding our commitment to human rights and environmental justice, please see our [Human Rights Policy](#) and [Environmental Justice Policy](#).

Diversity in Our Supply Chain

Equitrans' commitment to diversity and inclusion extends to our supply chain. As an element of our sourcing practices, 99% of our supply source is from the United States, and, in 2022, 60% of Equitrans' total supply chain budget was utilized on local suppliers. Equitrans defines a local supplier as any materials or service provider that receives payment in one of our primary operating states of Pennsylvania, West Virginia, or Ohio.

We recognize that utilizing a diverse range of suppliers benefits the local community, as well as the viability of the overall economy, and we emphasize the inclusion and support of local suppliers, which helps us reduce our environmental footprint and gain valuable insight into the culture of our operating areas.



In 2022, 60% of Equitrans' total supply chain budget was utilized on local suppliers.

As part of our evaluation, we also include diverse-owned organizations when feasible. Since 2018, Equitrans' share of expenditures awarded to minority-, women-, and veteran-owned businesses has been steadily monitored and tracked, and we continue to seek opportunities to build on our existing supplier base, while establishing new relationships with diverse suppliers.

Evaluating Our Supply Chain Management

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. The hiring and management of Equitrans' suppliers is contingent on their ability to adhere to our Code of Conduct and Supplier Code of Conduct, as well as to applicable laws and regulations, and safety and environmental, social, and governance (ESG) standards. Through our online supplier management database, ISNetworld, suppliers must undergo an extensive onboarding process. Our supply chain and safety departments collaborate to identify appropriate grading requirements and determine Equitrans' supplier scorecard. New suppliers must submit questionnaires, safety programs, and insurance documentation for review and are required to achieve a passing grade before we execute a master agreement or issue purchase orders.





In 2022, approximately 69% of our suppliers completed Equitrans' sustainability practices survey.

All suppliers registered in ISNetworld receive questions from Equitrans regarding their approach to environment, social, and governance principles, including their associated practices and performance. Ultimately, we select third-party organizations that are able to effectively perform the required services or provide the goods sought, while also believing in and abiding by Equitrans' Core Values and demonstrating respect for human rights. We also prioritize suppliers that focus on safety performance and compliance, diversity and inclusion, and environmental stewardship. When we work with businesses that share our values, we are able to build trust and create lasting relationships, which contribute to our long-term success and sustainability goals.

In 2022, Equitrans partnered with a third-party to collect survey data regarding our supplier companies' sustainability programs. Approximately 69% of our suppliers completed the voluntary questionnaire, giving Equitrans more visibility into the maturity of their sustainability practices and programs. Building on this evaluation, we are developing an Equitrans-specific sustainability questionnaire for critical suppliers.

Equitrans is committed to the safety of our contractor partners, employees, and the environment, and we work to uphold our requirements by encouraging an open dialogue with our suppliers should an issue arise. We take our Code of Conduct, Supplier Code of Conduct, and safety and ESG standards seriously, and we expect all contractors and suppliers to uphold our Core Values.

Governance

Political Engagement



Regulatory relations and public policy are critical functions for any organization and play an important role in shaping a sustainable future. Equitrans believes being engaged with public policy matters and maintaining close relationships with legislators and regulators is critical for the implementation of new projects, informing future policy that could affect operations, and ensuring our business and operations remain in compliance with dynamic regulatory requirements.

Our Approach to Political Engagement

3-3, 415-1

We must engage policymakers on matters directly related to our operations and the natural gas industry to motivate, and remain informed of, changes that may affect our business. Policymakers need access to accurate information about the oil and natural gas industry as a whole to make well-informed policy decisions. We provide policymakers with timely and accurate information about our industry and engage with them to promote policies that will create jobs, spur economic growth, ensure energy security, and support the clean energy transition.



Political Governance

Our political engagement activity is strictly limited to the United States, the only country in which we operate, and as a Company, we maintain high standards of integrity while engaging with policymakers on matters that impact Equitrans. Our public policy activities, including any related political contributions, are conducted in compliance with all federal, state, and local laws, as applicable in our operating jurisdictions. These laws include federal and state campaign finance laws regarding political spending in support of political parties, politicians, and related institutions. In addition, we have specific Company policies that guide our interactions with lawmakers and regulatory agencies. These governing policies stipulate that no Equitrans employee may seek the advice or assistance of a lobbyist at the federal, state, or local level and/or engage in lobbying activities on behalf of Equitrans without approval from both the Company's General Counsel and corporate compliance department. In addition, Equitrans employees are not permitted to use corporate treasury funds or Company assets, services, or facilities to support any political candidate or party unless it is permitted by law and authorized by both the Company's General Counsel and corporate compliance department.



Equitrans discloses recipient information related to political advocacy, which includes lobbying and interest representation; local, regional, and national political campaigns; and trade associations.

Political Spending and Policy Issues

Equitrans supports fair and balanced regulations that benefit our Company and its stakeholders, and we are primarily dedicated to working with policymakers on opportunities that promote stable investment climates for natural gas transportation and storage, including supporting the enactment of broad, federal energy infrastructure permitting reform legislation. 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.

The Company discloses recipient information related to political advocacy, which includes lobbying and interest representation; local, regional, and national political campaigns; and trade associations. Lobbying activities are strictly regulated at the federal and state levels, and Equitrans files quarterly reports in accordance with each jurisdiction's requirements, including through the North Carolina Secretary of State, Office of the Ohio Legislative Inspector General, Pennsylvania Department of State, West Virginia Ethics Commission, and Virginia Secretary of the Commonwealth. For the year-ended December 31, 2022, Equitrans contributed \$779,000 to various political advocacy groups and trade associations; and the Equitrans Political Action Committee (PAC) contributed \$76,100 to local, state, and federal candidates in our service territories, the disclosures of which can be found on [fec.gov](https://www.fec.gov). In 2022, Equitrans did not have any spending related to ballot measures or referendums. On an annual basis, Equitrans' Board of Directors receives and reviews a report on the Company's political activities and donations.

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, and we have worked to educate policymakers such that they may fairly weigh such opposition efforts.

Evaluating Our Political Involvement



It is vital that we continuously evaluate our approach to political involvement to maintain its effectiveness. By helping policymakers and regulators better understand the role of natural gas in the domestic and international economy, including its importance in the transition to a lower-carbon future, they have the power to shape policies that support the critical need for natural gas as the clean energy transition continues. For this reason, we believe the implementation of a comprehensive and thoughtful political engagement plan can help Equitrans achieve its environmental, social, and governance business objectives.

Equitrans' Corporate Policy 2.8 affirms the Company's commitment to comply with all statutory and regulatory requirements relating to lobbying activities and expenditures at the federal, state, and local levels. This Policy covers all employees of Equitrans Midstream and all lobbying activities and expenditures on behalf of the Company.

Further, and as illustrated in this section of our sustainability report, Equitrans openly declares the Company's business interests; strives to ensure that its political engagement information is current and complete and is not misleading to or misrepresentative of third-party organizations and/or the staff of public authorities; and transparently provides its monetary donations to political parties and organizations.



We believe it is important to help policymakers and regulators better understand the role of natural gas in the domestic and international economy, including its critical importance in the transition to a lower-carbon future.

Taking into account a primary 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 Equitrans PAC Board reviews and approves all PAC disbursements. The Company's PAC Board is comprised of management level employees and does not include members of our Board of Directors. In light of the incident of January 6, 2021, at the United States Capitol, the PAC Board has applied increased scrutiny of donations to existing and prospective members of Congress and other political figures. The Equitrans PAC Board adopted new bylaws in 2022 and, in accordance with these bylaws, met during the year to review donations and activities. Equitrans is committed to full transparency in our political involvement, and we encourage our employees, shareholders, and other interested parties to engage with us on this issue.

Highlight Stories

Employee Generosity — Giving Back To Our Communities



Equitrans Midstream is committed to making a difference in our communities, and the United Way is just one way we can join together to support those in need. For our 2022 campaign, we selected the *United Way of Washington County* as our primary United Way affiliate, which aligns with our Company headquarters' location. Employees also had the opportunity to donate to the United Way of their choice by selecting from other United Way affiliates located in our primary operating states of Ohio, Pennsylvania, or West Virginia.

To jump start our 2022 United Way campaign, we held a basket raffle during our all-employee meeting and holiday celebration in Morgantown, WV. Employee teams donated 27 individual baskets, with raffle ticket sales raising more than \$11,000 in donations. This was matched dollar-for-dollar by our Corporate Local Giving Program, jump-starting our 2022 campaign with a contribution of more than \$22,000 to the United Way.

Through our official United Way campaign, which is conducted annually via individual, online donations, Equitrans employees pledged roughly \$57,000 in individual contributions, which was matched dollar-for-dollar through the Equitrans Midstream Foundation for a total of approximately \$114,000. Additional donations were made outside of our formal campaign, and, based on totals provided by the United Way of Washington County — Equitrans' contributions totaled more than \$169,000 in 2022 — making us the top contributor in their *Chairman's Award for Top 5 Workplace Giving Campaign Partners* program.

Equitrans also received the agency's *Campaign Excellence Award*, which is presented to a workplace giving campaign partner that puts forth extra effort in running their annual workplace giving campaign. In addition to our traditional campaign, this award was due in part to the hosting of our special to basket raffle event, which engaged all employees and included matching funds by the Equitrans Midstream Foundation and the Company's Corporate Local Giving Program.

The United Way of Washington County's mission is to unite people, resources, and organization to improve lives in Washington County. Through Equitrans' support, the various programs at United Way will be funded to serve the most pressing needs in vulnerable populations within our local operating areas. Our donation is a powerful force for change, and we thank our employees for their generosity and support!

Our Bees Are All The BUZZZZZ



At Equitrans, there is a clear tone that begins at the top — sustainability is critically important to the world we live in and is also essential to the future growth of our Company. In 2023, E-Train celebrated Earth Day with the kickoff of a two-year sustainability partnership with [Alvéole](#). Alvéole focuses on bee-friendly communities for greener cities by installing honey bee hives at business locations across the world to foster environmental awareness and educate communities on the importance of creating sustainable bee populations. In fact, according to the U.S. Dept. of Agriculture, honey bees help to produce one-third of our food supply by pollinating \$15 billion worth of crops in the U.S. each year, including more than 130 types of fruits, nuts, and vegetables.

Through our new partnership with Alvéole, E-Train is hosting and supporting two honey bee hives at each of our Canonsburg, St. Clairsville, and Waynesburg offices. The hives were installed in late spring, and the bees have begun to collect nectar and pollinate thousands of flowers and plants. With the help of our assigned Alvéole beekeeper, the hives will become established, and the bees will re-emerge every spring to pollinate flora to grow food and produce E-Train's own locally sourced honey.

Equitrans and Alvéole also established “MyHive” microsites for each of E-Train's office locations. The MyHive sites are located on Equitrans' intranet, and employees can access the sites at any time to find educational honey bee information and receive updates on our hives. As an added benefit, Alvéole beekeepers will conduct various on-site informational events for employees, such as beeswax candle making and honey extraction sessions.

As we continue to safely and responsibly operate our network of natural gas pipelines, water lines, and compressor stations, it's important to remember that the decisions we make today have a lasting and positive impact on future generations. On Earth Day and every day, we must hold ourselves to a higher standard by embracing our responsibility to operate in a manner that minimizes impacts on our natural resources and — *above all else* — we must keep safety our top priority, always.

Proactive Project Outreach



Equitrans Midstream relies on proactive community engagement and feedback to foster a culture of trust, inclusivity, and transparency, and we view our projects and operations through a lens of responsibility and accountability. In keeping with this belief, environmental justice is an important component of our stakeholder outreach activities. Our [Environmental Justice Policy](#) lays the foundation of our commitment to provide for the fair treatment and meaningful involvement of all people in any public process involving our operations, regardless of race, color, national origin, or income.

It is often said that actions speak louder than words, which was the case for the outreach team working on our Ohio Valley Connector Expansion (OVCX) project. As a critical component of the project's pre-planning phase, our team contracted the services of an outside vendor that specialized in the identification of environmental justice communities located near the project. After consulting with the FERC, the EPA, and our contracted environmental justice specialists, Equitrans extended the OVCX project's landowner contact radius an additional 0.5 mile to maximize the outreach efforts and ensure all stakeholders were personally aware of and involved with the project details.

In addition to our land team contacting property owners and community members within the expanded radius, the OVCX outreach team conducted multiple pop-up educational meetings and community open houses; solicited pre-paid comment and suggestion cards; distributed various informational mailings; and remained engaged with the community every step of the way by responding to questions and feedback. To better understand the needs and challenges faced by those living near the proposed project, we also met with local organizations and elected officials, as well as other key decision makers. These additional, proactive measures taken by our OVCX outreach team went above and beyond regulatory requirements to ensure consistent communication and transparency throughout the project's lifecycle.

Renewable Electricity and Scope 2 Emissions

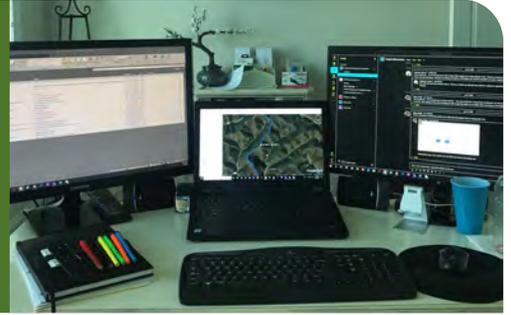


With the publication of the Company's [Climate Policy](#) in 2021, Equitrans established targets that include a 50% reduction in Scope 1 and 2 methane emissions by 2030 and a 50% reduction in Scope 1 and 2 total greenhouse gas (GHG) emissions by 2040. Since this time, Equitrans has aggressively focused on reducing its direct Scope 1 emissions, which included the replacement of pneumatic devices and the installation of vent gas recovery units during 2022. These activities are expected to directly contribute to a reduction in methane emissions from operations. Additional information and details on the Company's reduction efforts can be found in the [GHG Emissions and Climate Change](#) section of this report.

Equitrans is also working to reduce its indirect Scope 2 emissions, which are emissions related to purchased utilities, such as electric generation and heat. One method of aiding in the overall reduction of indirect Scope 2 emissions is through the purchase of certified renewable energy credits or RECs. Each REC is a certificate that corresponds to the environmental attributes of electricity that is generated from a zero-emissions renewable source and delivered to the electricity grid.

For the year-ended 2022, Equitrans purchased and retired 35,000 Green-e Energy certified RECs for its operations. These purchased RECs represent 35,000 megawatt hours (MWh) of generated renewable energy, which in this case was from wind energy generated in Oklahoma and delivered to the corresponding regional electric grid. By purchasing and retiring these RECs, Equitrans is taking credit for the renewable energy generated and ensuring that it is not accounted for elsewhere in the country. By purchasing these certified RECs, Equitrans was able to account for 100% of its purchased electricity through the supply of zero-carbon renewable energy, as related to its indirect Scope 2 GHG emissions.

Productivity ... Redesigned



As the world continues to adapt and evolve, companies are re-evaluating their management approach and taking into consideration the individual needs and circumstances of their employees to create work-life harmonization. With the implementation of person-centric leadership practices, Equitrans took the opportunity to redesign how we operate, improving performance and engagement and increasing our ability to compete for talent.

In early 2020, Equitrans began to recognize the benefits of a flexible workplace model. We initiated a deeper dive into the concept by soliciting survey feedback from office-based employees regarding their preferred 'workplace persona' preferences (anchor, flex, and remote). Today, we have fully embraced a 'person-centric' work environment, which takes into account the physical, cognitive, and emotional needs of employees and encourages them to find the best integration between their work and personal lives. With this approach, work is no longer about where an employee is located, but about the actual work an employee does. Importantly, employees are evaluated on work produced, without consideration to where or how they worked.

Rather than conforming to legacy practices or location constraints, Equitrans' person-centric work model is defined by flexible work experiences, intentional collaboration, and empathy-based management. For our field-based employees, who are primarily required to work onsite, we rolled out flexible work guidelines to demonstrate our commitment to our person-centric work approach. Upon implementation of this new work model, roughly 44% of employees are working remotely, 25% split their time between working remotely and at an Equitrans location, 31% work from an Equitrans location full-time, and less than 1% work part-time.

We expect our person-centric model will continue to improve employees' satisfaction and retention, as well as help to expand our talent pool. Since implementing our workplace personas, the number of employees working in other U.S. locations has increased, and we have been able to improve gender diversity. As part of our new work model, we periodically conduct employee surveys and focus groups to obtain feedback, using the results to adjust our workplace practices, as needed.

OFFICE-CENTRIC VS PERSON-CENTRIC WORK DESIGN

Office-Centric	Person-Centric
Provide consistent work experiences to deliver equality of experience	Provide flexible work experiences to deliver equality of opportunity
Enable serendipitous collaboration to deliver innovation by chance	Enable intentional collaboration to deliver innovation by design
Drive visibility-based management to deliver performance by inputs	Drive empathy-based management to deliver performance by outcome

Enhancing Methane Monitoring



In January 2023, Equitrans announced its status as a founding member of the newly formed **Appalachian Methane Initiative** (AMI), a coalition of regional natural gas operators committed to further enhancing methane monitoring throughout the Appalachia Basin and facilitating additional methane emissions reduction in the region. The AMI coalition was formed *'for the purpose of establishing and effectuating a methane monitoring, reporting, and mitigation network throughout the geographic area known as the Appalachian Basin.'*

AMI's efforts are intended to promote greater efficiency in the identification and remedy of potential fugitive methane emissions from operations in the Appalachian Basin through coordinated satellite and aerial surveys on a geographic-basis as opposed to an operator-specific basis and taking into account advanced methane monitoring and reporting frameworks. Additionally, the coalition will seek to coordinate and share best practices in mitigating methane emissions from natural gas operations, including production and midstream, and collaborate on activities and monitor results through transparent, publicly available reporting.

For much of 2023, AMI is focusing on developing and implementing a pilot monitoring program to cover select areas of interest within the Basin's major operating footprints, with the goal of working to develop and implement a full-Basin monitoring plan in 2024.

As part of AMI's official launch, a [news release](#) was issued by the coalition's founding members. We believe our membership in AMI will support our ongoing methane reduction efforts and complement our many ESG initiatives, and we look forward to working with other coalition members on advancing AMI's initiatives.

Inspiring the World to Reuse



As we broaden our sustainability investments, we are especially proud of our partnership with Fill It Forward, an organization whose mission is “to inspire the world to reuse” by focusing on the elimination of single-use waste, such as plastic bottles and bags. In 2021, Equitrans partnered with Fill it Forward as a means of engaging and educating employees, while at the same time elevating our many ESG (environmental, social, and governance) initiatives.

In late 2021, we launched our Fill It Forward campaign with a custom holiday gift box for employees that included reusable tote bags and bottles with individual ‘scan tags’ that acted as a re-use tracker. When the tags were scanned, the data was automatically uploaded to Equitrans’ custom group on the Fill It Forward app and was used for tracking our collective impact, such as waste diverted, emissions saved, and how much ocean pollution was prevented.

Along with helping to eliminate waste, there was a charitable component to our Fill It Forward campaign. Each employee scan unlocked a \$1 donation for every reuse, which contributed funds to our chosen charitable organization — DigDeep’s Appalachia Water Project. The funds collected were used to provide clean drinking water through the installation of meter-to-home water lines for families in southern West Virginia who currently have unsafe, limited, or no water at all. Our goal was to generate 10,000 scans and raise \$10,000 for the Appalachia Water Project, and we were thrilled to have reached our goal roughly six months into the campaign. In addition, as part of Equitrans’ annual holiday giving initiatives, we made a separate donation of \$20,000 to the Appalachia Water Project.

Thanks to the efforts of our employees — Equitrans was the proud recipient of Fill It Forward’s *Changemaker Award for 2022*. This unique ESG-focused campaign was a means of engaging and educating employees, while also elevating our sustainability efforts. Together with Fill It Forward, we believe that the simple act of reusing is the first step towards creating a sustainable mindset for all generations — and as an added benefit — being able to connect families with access to safe water will ensure the health and success of communities for years to come.

EQUITRANS MIDSTREAM’S IMPACT



19,968.42

lbs of emissions saved



617.58

lbs of waste diverted from landfill



11,734.02

kWh of power saved



123.52

lbs of ocean pollution prevented

20,586

total reuses

Managing and Protecting Pipeline Integrity



Identification and management of landslide risk is a vital aspect of Equitrans' daily work activities; however, the risk of a landslide is not limited to the midstream industry. Landslides can occur in any type of terrain, including both hills and valleys, and can be associated with any type of ongoing construction or pre-existing land disturbance. Natural factors such as rainfall and surface runoff water can amplify their frequency or severity; and left unmanaged, landslides have the potential to impact our environment. For Equitrans, this impact may include creating unnecessary strain on our underground pipelines, which are typically located in a variety of terrains as compared to our non-linear assets. To avoid unsafe situations and protect the integrity of our pipeline network, our engineering team uses a multi-faceted approach to aggressively identify and manage areas at risk for potential landslides.

To identify potential land movement near our assets, Equitrans' engineers utilize aerial patrols, drones with photogrammetry change detection, and routine on-site inspections — or, if required, a combination of these methods may be used. In each case, we monitor our pipeline rights-of-way looking for any indication of unstable soil, such as discoloration, downed trees, or other data that could indicate a change in topography. Following a thorough evaluation of each asset location or suspected slide area by our engineering and compliance teams, we assign a priority ranking to indicate the potential for further movement and any risk to the environment or to the integrity of the pipeline.

As a final step, Equitrans pairs the geographic location data of known and suspected landslides with National Oceanic and Atmospheric Administration (NOAA) information. This analysis is done on a daily basis and allows Equitrans to identify rainfall events that could affect the stability of existing slide-prone areas and to rapidly respond and investigate when conditions change on the ground. In accordance with a defined framework that accounts for slide priority and rain severity, personnel may be deployed to conduct visual, on-site inspections. Beyond rainfall data, we also monitor temperature data to understand freeze thaw cycles and similarly deploy personnel to evaluate sites under changing conditions. Through continued use of these evaluation tools — aerial inspections, drone imaging, and manual site inspections — Equitrans remains committed to environmental and operational safety through its robust process to identify and manage potential landslides.

In addition, Equitrans launched a Light Detection and Ranging (LiDAR) pilot program in 2020 to aid in the enhanced detection of potential landslides along our pipeline rights-of-way. Today, we conduct semi-annual LiDAR flights across thousands of miles of pipeline. The adoption of LiDAR technology and utilization of our enhanced construction standards are collectively designed to improve Equitrans' ability to mitigate landslide risk for the safety of our employees and communities, and for the benefit of our customers, investors, and the environment.

Global Reporting Initiative (GRI) Content Index

Statement of use: Equitrans Midstream Corporation has reported in accordance with the GRI Standards for the period of January 1 through December 31, 2022.

GRI 1 used: GRI 1: Foundation 2021

Applicable GRI Sector Standard(s): GRI 11: Oil and Gas Sector Standard 2021

Universal Standards

GRI Indicator	Description	Location or Direct Response
The Organization and Its Reporting Practices		
2-1	Legal Name	Equitrans Midstream Corporation
	Nature or ownership and legal form	Form 10-K for year ended December 31, 2022, pp. 9–12
	Location of headquarters	Canonsburg, Pennsylvania
	Location of operations	Company Profile; Form 10-K for year ended December 31, 2022, pp. 9–13
2-2	Entities included in sustainability reporting	Company Profile; Form 10-K for year ended December 31, 2022, p. 255
2-3	Reporting period	January 1, 2022 through December 31, 2022
	Reporting cycle	Annual
	Report publication date	July 27, 2023
	Contact point for questions regarding the report	info@equitransmidstream.com
2-4	Restatements of information	<p>Certain historical data presented in this report, such as energy, emissions, and hydrocarbon spills data, has been restated relative to prior Company disclosures to reflect further refinement in, among other things, data sources.</p> <p>The organizational boundary for the Company's GHG emissions and energy data has been updated from an operational control approach to an equity share approach. The reason and effect of the restatement are further described in the GHG Emissions and Climate Change section.</p>
2-5	External assurance	The Company is not seeking external assurance for this year's report.

Activities and Workers

2-6	Activities, value chain and other business relationships	Company Profile ; Supply Chain Management and Human Rights
2-7	Information on employees and other workers	Company Profile ; Workforce Culture
2-8	Workers who are not employees	Economic Impact

Governance

2-9	Governance structure and composition	Corporate Governance ; 2023 Proxy Statement , pp. iii and 2
2-10	Nomination and selection of the highest governance body	Corporate Governance ; 2023 Proxy Statement , pp. 16–18
2-11	Chair of the highest governance body	Corporate Governance
2-12	Role of the highest governance body in overseeing the management of impacts	Sustainability Governance ; Corporate Governance
2-13	Delegation of responsibility for managing impacts	Sustainability Governance ; Corporate Governance
2-14	Role of the highest governance body in sustainability reporting	Sustainability Governance ; Corporate Governance
2-15	Conflicts of interest	Corporate Governance
2-16	Communication of critical concerns	Corporate Governance
2-17	Collective knowledge of the highest governance body	Corporate Governance
2-18	Evaluation of the performance of the highest governance body	Corporate Governance
2-19	Remuneration policies	Corporate Governance ; Board of Directors: 2023 Proxy Statement , pp. 25–29; Senior Executives: 2023 Proxy Statement , pp. 30–44
2-20	Process to determine remuneration	Corporate Governance ; Board of Directors: 2023 Proxy Statement , pp. 25–29; Senior Executives: 2023 Proxy Statement , pp. 30–44; Form 8-K dating to April 26, 2022 , p. 2
2-21	Annual total compensation ratio	Corporate Governance ; 2023 Proxy Statement , p. 55

Strategy, Policies, and Practices

2-22	Statement on sustainable development strategy	Our Year in Review: President and COO Letter ; CSO Message and Our Sustainability Framework
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2-23	Policy commitments	Although Equitrans does not formally follow the precautionary principle, we assess risks across our operations. Human Rights Policy Code of Business Conduct and Ethics Supplier Code of Conduct Environmental Justice Policy Health, Safety, and Environmental (HSE) Policy
2-24	Embedding policy commitments	Business Ethics and Integrity ; Corporate Governance ; Sustainability Governance ; Occupational Health and Safety ; Security and Cybersecurity ; Supply Chain Management and Human Rights
2-25	Processes to remediate negative impacts	Business Ethics and Integrity ; Corporate Governance
2-26	Mechanisms for seeking advice and raising concerns	Business Ethics and Integrity ; Corporate Governance
2-27	Compliance with laws and regulations	Business Ethics and Integrity ; Environmental Compliance ; Asset Safety and Integrity ; Notices of Violation (NOV) Tracker
2-28	Membership associations	Our Stakeholders
Stakeholder Engagement		
2-29	Approach to stakeholder engagement	Our Stakeholders
2-30	Collective bargaining agreements	Company Profile
Material Topics		
3-1	Process to determine material topics	Materiality Assessment
3-2	List of material topics	Materiality Assessment

Topic Specific Standards

GRI Standard	GRI Indicator	GRI OGSS	Description	Location or Direct Response
Economic				
Economic Performance				
GRI 3: Material Topics 2021	3-3	11.14.1	Management of material topics	Economic Impact
GRI 201: Economic Performance 2016	201-1	11.14.2 11.21.2	Direct economic value generated and distributed	Economic Impact

201-2	11.2.2	Financial implications and other risks and opportunities due to climate change	CDP Climate Change response C2.1b, C2.2a, and C2.3a; Form 10-K for year ended December 31, 2022, pp. 25-30, 40-44
201-3	N/A	Defined benefit plan obligations and other retirement plans	Workforce Culture
201-4	11.21.3	Financial assistance received from government	In 2022, the Company did not receive financial assistance from any government.

Market Presence

GRI 202: Market Presence 2016	202-2	11.11.2 11.14.3	Proportion of senior management hired from the local community	100% of senior management is hired in the United States
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Indirect Economic Impacts

GRI 203: Indirect Economic Impacts 2016	203-1	11.14.4	Infrastructure investments and services supported	Economic Impact
	203-2	11.14.5	Significant indirect economic impacts	Economic Impact

Procurement Practices

GRI 3: Material Topics 2021	3-3	N/A	Management of material topics	Supply Chain Management and Human Rights
GRI 204: Procurement Practices 2016	204-1	11.14.6	Proportion of spending on local suppliers	Supply Chain Management and Human Rights

Anti-Corruption

GRI 3: Material Topics 2021	3-3	11.20.1	Management of material topics	Business Ethics and Integrity
	205-1	11.20.2	Operations assessed for risks related to corruption	Business Ethics and Integrity
	205-2	11.20.3	Communication and training about anti-corruption policies and procedures	Business Ethics and Integrity; Supply Chain Management and Human Rights
GRI 205: Anti-Corruption 2016	205-3	11.20.4	Confirmed incidents of corruption and actions taken	Business Ethics and Integrity

Anti-Competitive Behavior

GRI 206: Anti-Competitive Behavior 2016	206-1	11.19.2	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Business Ethics and Integrity; Code of Business Conduct and Ethics
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Environmental

Energy

GRI 3: Material Topics 2021	3-3	11.1.1	Management of material topics	Energy Usage; Environmental Compliance
GRI 302: Energy 2016	302-1	11.1.2	Energy consumption within the organization	Energy Usage
	302-2	11.1.3	Energy consumption outside of the organization	This data is unavailable.

302-3	11.1.4	Energy intensity	Based on the required topic disclosure, this metric is not considered relevant for midstream companies.
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Water and Effluents

GRI 3: Material Topics 2021	3-3	11.6.1	Management of material topics	Water Management; Environmental Compliance
GRI 303: Water and Effluents 2018	303-1	11.6.2	Interactions with water as a shared resource	Water Management
	303-2	11.6.3	Management of water discharge-related impacts	Water Management
	303-3	11.6.4	Water withdrawal	Water Management
	303-4	11.6.5	Water discharge	Water Management
	303-5	11.6.6	Water consumption	Water Management

Biodiversity

GRI 3: Material Topics 2021	3-3	11.4.1	Management of material topics	Biodiversity and Land Stewardship; Environmental Compliance
GRI 304: Biodiversity 2016	304-1	11.4.2	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Biodiversity and Land Stewardship
	304-2	11.4.3	Significant impacts of activities, products, and services on biodiversity	Biodiversity and Land Stewardship
	304-3	11.4.4	Habitats protected or restored	Biodiversity and Land Stewardship
	304-4	11.4.5	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Biodiversity and Land Stewardship

Emissions

GRI 3: Material Topics 2021	3-3	11.1.1 11.2.1	Management of material topics	GHG Emissions and Climate Change; Environmental Compliance
GRI 305: Emissions 2016	305-1	11.1.5	Direct (Scope 1) GHG emissions	GHG Emissions and Climate Change
	305-2	11.1.6	Energy indirect (Scope 2) GHG emissions	GHG Emissions and Climate Change
	305-3	11.1.7	Other indirect (Scope 3) GHG emissions	GHG Emissions and Climate Change
	305-4	11.1.8	GHG emissions intensity	GHG Emissions and Climate Change
	305-5	11.2.3	Reduction of GHG emissions	GHG Emissions and Climate Change

Air Emissions

GRI 3: Material Topics 2021	3-3	11.3.1	Management of material topics	Air Emissions; Environmental Compliance
GRI 305: Emissions 2016	305-7	11.3.2	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	Air Emissions

Waste

GRI 3: Material Topics 2021	3-3	11.5.1	Management of material topics	Waste Management; Environmental Compliance
GRI 306: Waste 2020	306-1	11.5.2	Waste generation and significant waste-related impacts	Waste Management
	306-2	11.5.3	Management of significant waste-related impacts	Waste Management
	306-3	11.5.4	Waste generated	Waste Management
	306-4	11.5.5	Waste diverted from disposal	Waste Management
	306-5	11.5.6	Waste directed to disposal	Waste Management

Social

Employment

GRI 3: Material Topics 2021	3-3	11.10.1	Management of material topics	Workforce Culture
GRI 401: Employment 2016	401-1	11.10.2	New employee hires and employee turnover	Workforce Culture
	401-2	11.10.3	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Workforce Culture
	401-3	11.10.4 11.11.3	Parental leave	Workforce Culture

Labor/Management Relations

GRI 402: Labor/Management Relations 2016	402-1	11.7.2 11.10.5	Minimum notice periods regarding operational changes	The Company does not have unionized labor. With operations based solely in the United States, the Company complies with all legally required notices regarding operational changes and in the absence of such legally required notices, the Company provides a reasonable notice period related to operational changes.
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Occupational Health and Safety

GRI 3: Material Topics 2021	3-3	11.9.1	Management of material topics	Occupational Health and Safety
GRI 403: Occupational Health and Safety 2018	403-1	11.9.2	Occupational health and safety management system	Occupational Health and Safety
	403-2	11.9.3	Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety

	403-3	11.9.4	Occupational health services	Occupational Health and Safety
	403-4	11.9.5	Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety; 2023 Proxy Statement, p. 11
	403-5	11.9.6	Worker training on occupational health and safety	Occupational Health and Safety
	403-6	11.9.7	Promotion of worker health	Occupational Health and Safety; Workforce Culture
	403-7	11.9.8	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety
	403-8	11.9.9	Workers covered by an occupational health and safety management system	Occupational Health and Safety
	403-9	11.9.10	Work-related injuries	Occupational Health and Safety
	403-10	11.9.11	Work-related ill health	Occupational Health and Safety

Training and Education

GRI 3: Material Topics 2021	3-3	11.11.1	Management of material topics	Workforce Culture
	404-1	11.10.6 11.11.4	Average hours of training per year per employee	Workforce Culture
GRI 404: Training and Education 2016	404-2	11.10.7 11.7.3	Programs for upgrading employee skills and transition assistance programs	Workforce Culture
	404-3	N/A	Percent of employees receiving regular performance and career development reviews	Workforce Culture

Diversity and Equal Opportunity

GRI 3: Material Topics 2021	3-3	11.11.1	Management of material topics	Diversity and Inclusion
GRI 405: Diversity and Equal Opportunity 2016	405-1	11.11.5	Diversity of governance bodies and employees	Diversity and Inclusion; Corporate Governance
	405-2	11.11.6	Ratio of basic salary and remuneration	Diversity and Inclusion

Non-Discrimination

GRI 3: Material Topics 2021	3-3	11.11.1	Management of material topics	Diversity and Inclusion; Business Ethics and Integrity
GRI 406: Non-Discrimination 2016	406-1	11.11.7	Incidents of discrimination and corrective actions taken	Diversity and Inclusion; Business Ethics and Integrity; Supply Chain Management and Human Rights

Community Engagement

GRI 3: Material Topics 2021	3-3	11.15.1	Management of material topics	Community Engagement
GRI 413: Local Communities 2016	413-1	11.15.2	Operations with local community engagement, impact assessments, and development programs	Community Engagement

	413-2	11.15.3	Operations with significant actual and potential negative impacts on local communities	GHG Emissions and Climate Change ; Air Emissions ; Biodiversity and Land Stewardship ; Community Engagement ; Asset Safety and Integrity ; Notices of Violation (NOV) Tracker
Supplier Social Assessment				
GRI 414: Supplier Social Assessment 2016	414-1	11.10.8 11.12.3	New suppliers that were screened using social criteria	Supply Chain Management and Human Rights ; Occupational Health and Safety ; Business Ethics and Integrity
	414-2	11.10.9	Negative social impacts in the supply chain and actions taken	Supply Chain Management and Human Rights ; Occupational Health and Safety ; Business Ethics and Integrity
Public Policy				
GRI 3: Material Topics 2021	3-3	11.22.1	Management of material topics	Political Engagement
GRI 415: Public Policy 2016	415-1	11.22.2	Political contributions	Political Engagement ; Disclosures and public information for Equitrans PAC contributions and disbursements can be found on www.fec.gov .
Public Safety and Emergency Response				
GRI 3: Material Topics 2021	3-3	N/A	Management of material topics	Public Safety and Emergency Response ; Asset Safety and Integrity
GRI 416: Customer Health and Safety 2016	416-1	11.3.3	Assessment of the health and safety impacts of product and service categories	Public Safety and Emergency Response ; Asset Safety and Integrity
	416-2	N/A	Incidents of non-compliance concerning the health and safety impacts of products and services	Public Safety and Emergency Response ; Asset Safety and Integrity
Topic 11.8: Asset Integrity and Critical Incident Management	306-3	11.8.2	Significant spills (The spills related content in GRI 306: Effluents and Waste 2016 remains in effect.)	Biodiversity and Land Stewardship ; Water Management
	N/A	11.8.3	Total number of Tier 1 and Tier 2 process safety events	Based on API Recommended Practice 754, as noted in GRI OGSS 11.8.3, the Company does not store assets in quantities that meet the threshold for, and/or qualify for exemptions under, Process Safety Management and Risk Management Plan requirements; therefore, there were no Tier 1 or Tier 2 process safety events in 2022.
	N/A	11.8.4	List of the organization's tailings facilities	This metric is not considered relevant for midstream companies.

Security and Cybersecurity				
GRI 3: Material Topics 2021	3-3	N/A	Management of material topics	Security and Cybersecurity
GRI 410: Security Practices	410-1	11.18.2	Formal training on safety and security practices	Security and Cybersecurity
Corporate Governance				
GRI 3: Material Topics 2021	3-3	N/A	Management of material topics	Corporate Governance
Sustainability Governance				
GRI 3: Material Topics 2021	3-3	N/A	Management of material topics	Sustainability Governance

Non-Material Disclosures

GRI Standard	GRI Indicator	GRI OGSS	Description	Location or Direct Response
Economic				
Tax				
GRI 207: Tax 2019	207-1	11.21.4	Approach to tax	The Company's operations are solely located in the United States and, therefore, are subject to U.S. tax regulations. Based on the Company's current materiality assessment, GRI 207 is not considered material for reporting purposes.
	207-2	11.21.5	Tax governance, control, and risk management	The Company's operations are solely located in the United States and, therefore, are subject to U.S. tax regulations. Based on the Company's current materiality assessment, GRI 207 is not considered material for reporting purposes.
	207-3	11.21.6	Stakeholder engagement and management of concerns related to tax	The Company's operations are solely located in the United States and, therefore, are subject to U.S. tax regulations. Based on the Company's current materiality assessment, GRI 207 is not considered material for reporting purposes.
	207-4	11.21.7	Country-by-country reporting	The Company's operations are solely located in the United States and, therefore, are subject to U.S. tax regulations. Based on the Company's current materiality assessment, GRI 207 is not considered material for reporting purposes.

Social

Freedom of Association and Collective Bargaining

GRI 407: Freedom of Association and Collective Bargaining 2016	407-1	11.13.2	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	The Company does not have any direct employees under any collective bargaining agreements; therefore, such indicator is not material to the Company.
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Forced or Compulsory Labor

GRI 409: Forced or Compulsory Labor 2016	409-1	11.12.2	Operations and suppliers at significant risk for incidents of forced or compulsory labor	The Company's operations are solely located in the United States and, therefore, are subject to U.S. labor laws and regulations. Based on the Company's current operations and operating entities, the forced and/or compulsory labor topic disclosures are not considered material for Equitrans' reporting purposes.
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Rights of Indigenous Peoples

GRI 411: Rights of Indigenous Peoples 2016	411-1	11.17.2	Incidents of violations involving rights of indigenous peoples	Based on the boundary of this report, including the location of our primary operating region, which is not located near indigenous lands, and our current materiality assessment, GRI 411 is not considered material for reporting purposes.
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Land and Resource Rights

N/A	N/A	11.16.2	Locations of operations that caused or contributed to involuntary resettlement or where such resettlement is ongoing	Based on the Company's current materiality assessment, GRI OGSS 11.16 is not considered material for reporting purposes.
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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	GHG Emissions and Climate Change
	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	GHG Emissions and Climate Change; CDP Climate Change response C4.1a
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 and 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 and Land Stewardship
	Terrestrial acreage disturbed, percentage of impacted area restored	EM-MD-160a.3	Biodiversity and 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 and 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	Asset Safety and Integrity

Topic	Accounting or Activity Metric	Code	Location or Direct Response
Operational Safety, Emergency Preparedness, and Response	Number of reportable pipeline incidents, percentage significant	EM-MD-540a.1	Asset Safety and Integrity
	Percentage of (1) natural gas and (2) hazardous liquid pipelines inspected	EM-MD-540a.2	Asset Safety and Integrity
	Number of (1) accident releases and (2) nonaccident releases (NARs) from rail transportation	EM-MD-540a.3	The Company does not operate rail transportation and, therefore, does not have data to report this metric.
	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 and Safety; Asset Safety and Integrity
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