

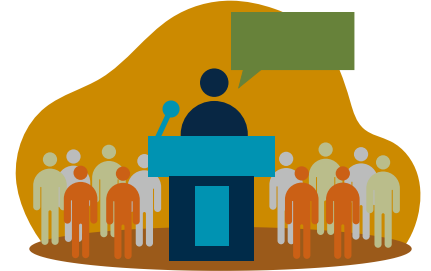
## **2022 Corporate Sustainability Report**

*for year-ended 2021*

# **American Energy... Essential, Reliable, Sustainable**

# Our Year in Review: President and COO Letter

*We understand that social responsibility 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. Each day, we strive to deliver superior service and to operate with integrity, accountability, and transparency. We are committed to responsible operations and being a good steward of the environment. We work diligently to prevent accidents, protect our employees and the public, and safeguard environmental resources. We strive to be a responsible Company that continually earns your trust, and we thank you for your interest in Equitrans Midstream.*



## Our Year in Review

2-22

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 relevant environmental, social, and governance (ESG) factors that matter most. Throughout our corporate history, we have embraced conducting business in a socially responsible and ethical manner — respecting our employees, communities, and business partners — and we believe that our continued commitment to sustainability, including minimizing impacts to the environment and society,

will serve to create long-term value for all stakeholders.

Since our launch as a standalone company in November 2018, we have been working to position Equitrans to be resilient in any environment, including the global transformation to a lower-carbon future. We recognize the reality of climate change is one of the most critical issues of our time. As the lower-carbon transition continues, we believe that natural gas is, and will remain, a critical component of our nation's energy strategy. Sustainability performance is about knowing and believing we, as a Company, are doing the right thing for future generations — serving Americans' current and increasing needs for reliable, clean-burning energy and supporting our national security and energy independence.





## **“As an early adopter, Equitrans’ 2022 sustainability report utilizes the newest Consolidated Set of the GRI Standards 2021, including GRI’s OGSS 2021.”**

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As part of Equitrans’ sustainability commitment, we continue to enhance our ESG performance and related reporting. In 2021, we participated in several ESG questionnaires and scoring platforms for the first time, including the BlackRock ESG survey, S&P Global Corporate Sustainability Assessment, and CDP Climate Change Questionnaire for investors, as well as the Energy Infrastructure Council’s Midstream ESG Reporting Template.

During the past year, we also took several tangible steps related to ESG performance efforts, such as:

- Established a management-level ESG committee, along with seven ESG working groups, to implement actions for managing and improving our sustainability performance
- Incorporated sustainability-focused risks and opportunities into our strategic and capital spending decisions
- Published additional ESG-related policies and statements, such as our Human Rights Policy; Supplier Code of Conduct, which includes specific technology requirements; Stakeholder Engagement and Community Investment Plan; Biodiversity Statement; and UN Sustainable Development Goals Statement
- Set safety- and sustainability-related performance goals in our 2021 short-term incentive plan, including a methane emissions mitigation target

In early 2022, we conducted a [materiality assessment](#) which, for the first time, included engaging both internal and external stakeholders. This process also leveraged inputs from supplemental sources, such as the Global Reporting Initiative (GRI) and the Sustainability Accounting Standards Board (SASB), as well as relevant industry associations, agencies, and various ESG frameworks. Through our assessment, we identified 14 top-tier material topics that form the basis of our 2022 Corporate Sustainability Report (CSR).



## **“In 2021, Equitrans expanded its ESG reporting by participating in several ESG questionnaires and scoring platforms.”**

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In 2021, GRI updated and released its “Consolidated Set of the GRI Standards 2021” — effective for companies' reporting in 2023. As an early adopter, our 2022 CSR utilizes this most recent set of GRI Universal and Topic Standards, as well as GRI's Oil and Gas Sector Standard 2021, and continues to follow SASB Oil & Gas Midstream reporting standards. Along with outlining the changes and improvements we have made during the past year, our 2022 report expands our material ESG topics to include public policy and regulatory relations, water management, security/cybersecurity, and waste management. Additionally, based on their importance to the Company, diversity and inclusion, economic impact, energy, supply chain management and human rights, and sustainability governance are included as priority topics. Further, and in line with our [Climate Policy](#), we bolstered our content reporting related to climate change and GHG emissions and will continue to track and report on our efforts.

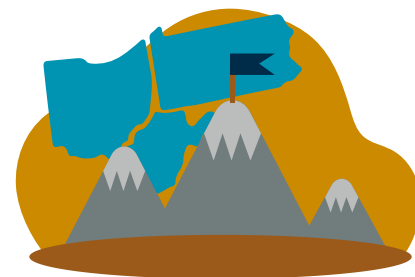
Equitrans is proud to continue safely and responsibly moving America's critical energy resources. We are pleased to share the progress we have made with our many ESG initiatives and look forward to continuing our vision for achieving a safe, sustainable, and resilient future.

Sincerely,

Diana M. Charletta  
President and Chief Operating Officer

# Company Profile

*Equitrans Midstream Corporation is an independent, publicly traded midstream company, with an operational focus on gas transmission and storage systems, gas gathering systems, and water services that support natural gas development and production across the Appalachian Basin. Our primary 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.*



## Our Company

2-1, 2-6, 2-7, 2-30, EM-MD-000.A

Equitrans Midstream Corporation (Equitrans or Company) is an independent, publicly traded midstream company. We operate exclusively in the United States, with our operations primarily focused in southwestern Pennsylvania, northern West Virginia and southeastern Ohio, which are prolific resource development areas in the natural gas shale plays known as the Marcellus and Utica Shales. The Marcellus region is one of North America's most productive natural gas basins, and our success is driven by our ability to transport natural gas to national, regional, and local markets.

Our asset locations within the Basin, and our growth projects, including the Mountain Valley Pipeline (MVP), MVP Southgate, and Ohio Valley Connector Expansion (OVCX), are designed to provide a key link between supply sources and major demand markets in the United States. Our customers are natural gas producers, commercial and industrial users, marketers, and local distribution companies (LDCs). As a Company, we seek to leverage our existing assets, execute on our planned and in-process growth projects, periodically evaluate strategically aligned inorganic growth opportunities, and focus on environmental, social, and governance (ESG) and sustainability-oriented initiatives.

In June 2020, a wholly owned subsidiary of Equitrans merged with EQM Midstream Partners, LP (EQM), and, as a result, EQM became a wholly owned subsidiary of Equitrans. EQM owns, operates, acquires, and develops midstream assets in the Appalachian Basin. Additionally, as of year-end 2021, the Company held a 60% interest in Eureka Midstream Holdings, LLC (Eureka Midstream), a 46.8% interest in the MVP project, and a 47.2% interest in the MVP Southgate project.

This report represents the activities of Equitrans, with EQM as our subsidiary; Eureka Midstream; and includes specific MVP information as noted. The ESG metrics presented in this report are inclusive of 100% of Equitrans and Eureka Midstream operations, and exclude projects in progress, such as MVP, MVP Southgate, and OVCX, unless otherwise specified. Subject to the foregoing exclusion, as further described in the Climate Change & Greenhouse Gas (GHG) Emissions section, the GHG emissions

and other ESG metrics are presented using the operational control organization boundary, which means that 100% of activities for the assets that the Company operates are included regardless of the ownership percentage.

Equitrans' business and operations center on three primary assets:

## Gathering

As of December 31, 2021, the gathering system, inclusive of Eureka Midstream's gathering system, included approximately 1,170 miles of high-pressure gathering lines and 133 compressor units with compression of approximately 491,000 horsepower and multiple interconnect points with the Company's transmission and storage system and to other interstate pipelines. On average, our gathering operations collected 8.314 billion cubic feet (Bcf) (8,314 Billion British thermal unit (BBtu)) of natural gas daily during 2021.

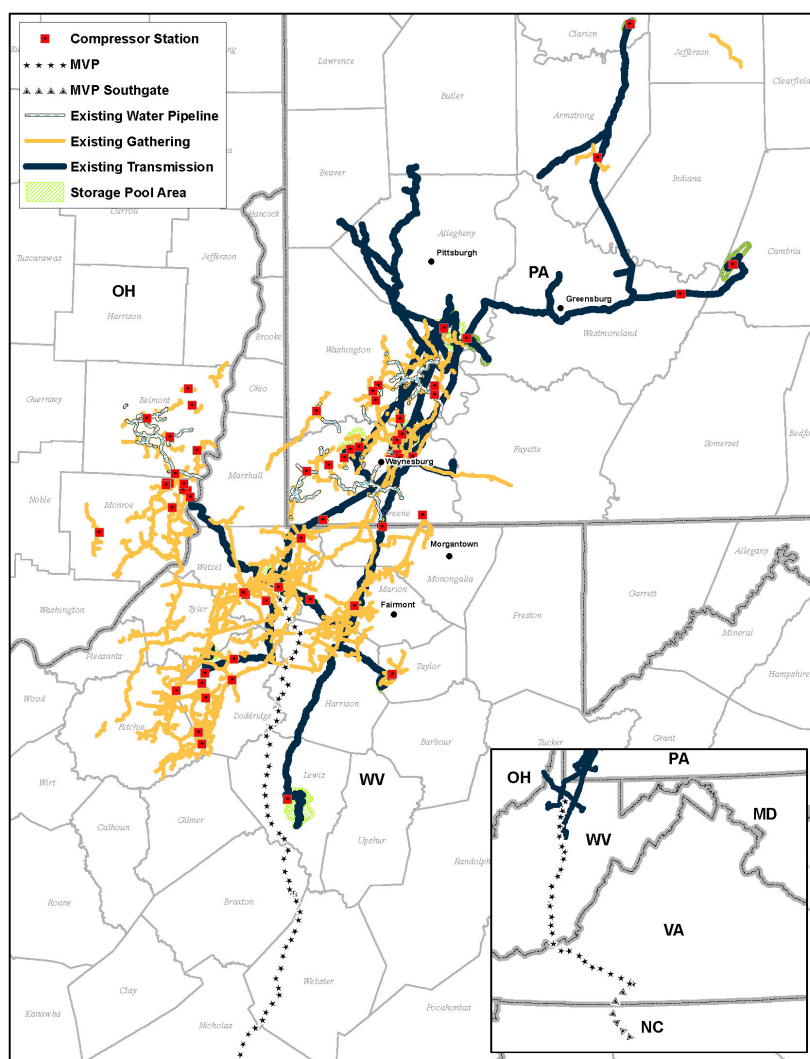
## Transmission

As of December 31, 2021, Equitrans' transmission and storage system included approximately 950 miles of FERC-regulated, interstate pipelines that have interconnect points to seven interstate pipelines and multiple LDCs. At year-end 2021, our transmission and storage system was supported by 43 compressor units, with total throughput capacity of approximately 4.4 Bcf per day and compression of approximately 136,000 horsepower; and 18 associated natural gas storage reservoirs, which had a peak withdrawal capacity of approximately 850 million cubic feet (MMcf) per day and a working gas capacity of approximately 43 Bcf. In 2021, Equitrans' transmission operations transmitted a daily average of 2.971 Bcf (2,971 BBtu).

## Water

As of December 31, 2021, Equitrans' fresh water systems included approximately 200 miles of pipeline that deliver fresh water from local municipal water authorities, the Monongahela River, the Ohio River, local reservoirs, and several regional waterways. At year-end 2021, the water system assets, which included 23 fresh water impoundment facilities, distributed 1,120 million gallons of water.

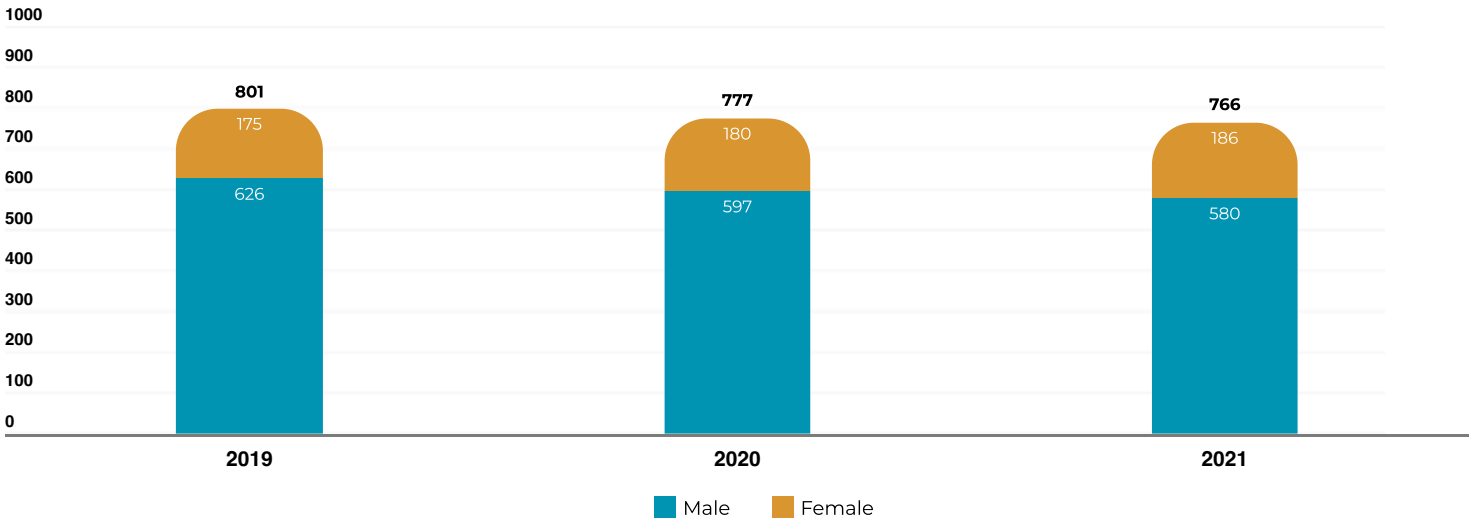
During 2021, the Company began construction of a mixed-use water system in Greene County, Pennsylvania to transport produced recycled water. As of the date of this report, the system is targeted for a partial in-service in 2022, with the majority of the system targeted for a 2023 in-service. As of December 31, 2021, the Company's mixed-use water system included approximately eight miles of buried pipeline.



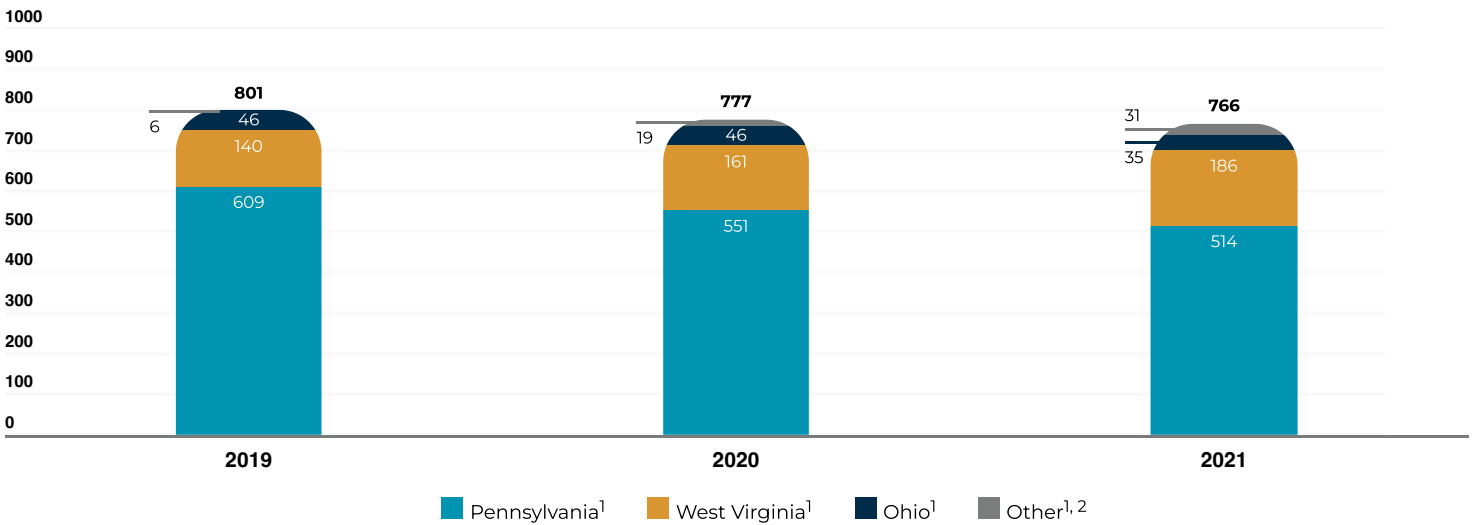
# Employee Profile

Equitrans employed 766 people as of December 31, 2021. None of our employees are covered by collective bargaining agreements. Equitrans collects employee data through our human resources information system (HRIS), and we gather specific contractor information through our contract worker management system.

## Total Employees by Gender



## Total Employees by Location



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; Florida; Illinois; Indiana; Kentucky; Maryland; North Carolina; South Carolina; Tennessee; Texas; and Virginia

Recognizing the potential benefits of a flexible work model, Equitrans conducted a workplace modernization survey in June 2020, whereby 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). With the implementation of workplace personas, the number of employees working in “Other” states has increased, which is reflected in the chart numbers above.

In addition to our employees, Equitrans hires a number of third-party contractors who are responsible for carrying 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; and
- **Systems Analysts:** Research specialized business areas and assist in creating and incorporating Company technology projects.



## Business Strategy

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 to work to position itself for a lower carbon economy. Implementation of our strategy includes continuing to leverage our existing assets, executing on our growth projects (including through potential expansion and extension opportunities), periodically evaluating strategically aligned inorganic growth opportunities (whether within our existing footprint or to extend the Company’s reach into the southeast United States, and to become closer to key demand markets, such as the Gulf of Mexico liquefied natural gas (LNG) export market), and focusing

on ESG and sustainability-oriented initiatives. Additionally, the Company continues to focus on strengthening its balance sheet through:

- Highly predictable cash flows backed by firm reservation fees
- Actions to de-lever its balance sheet
- Disciplined capital spending
- Operating cost control
- An appropriate dividend policy

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

## 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 who 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.

# 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 mitigating our operational impacts on the environment and society. As we move forward, we will continue to build a culture focused on sustainability — further integrating sustainability into our governance, business strategy, and decision-making throughout the organization. Our goal is to be positioned as a long-term, durable business, engaging in sustainable business practices and creating long-term value for our shareholders, employees, customers, and the communities in which we operate.*



## Approach to Sustainability Governance

2-12, 2-14, 2-24, 2-13

We are committed to creating positive, long-term value and emphasizing sustainable performance, as expected by our stakeholders. Consistent with our commitment, we conduct business in a socially responsible and ethical manner, including managing our impact on the economy, the environment, and the communities in which we operate. 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 dedication to sustainability starts at the top with our Board of Directors and continues through our everyday processes and practices.

## Board Oversight

Our Board of Directors, acting through its committees, oversees Equitrans' policies, programs, and strategies regarding corporate social responsibility and sustainability, including ESG matters and related risks and opportunities. The Board reviews key ESG policies and commitments, such as our Climate Policy published in 2021, and regularly receives, directly or through Board committees, updates regarding our sustainability program and pertinent ESG topics, including from our Chief Sustainability Officer (discussed below) and broader management. As part of exercising oversight responsibility, Board members also actively oversee our ESG performance, provide insight on management and process improvements, and review our annual Corporate Sustainability Report. Read more about our Board's structure and oversight responsibilities on the Corporate Governance page of this report.



# Chief Sustainability Officer and Executive Oversight

In 2020, Equitrans appointed a Chief Sustainability Officer (CSO) to reinforce our commitment to sustainability. The responsibilities of the CSO position include the development, oversight, and management of our sustainability program, including the assessment and management 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 the continued development and implementation of Equitrans' sustainability program and the accurate and timely provision of relevant information to stakeholders, reporting regularly to our Board of Directors regarding these matters. To manage our most critical ESG and sustainability topics, our CSO directly oversees our internal, management-level ESG committee and related cross-functional working groups.

## ESG Committee and Working Groups

Equitrans has established a management-level ESG committee and seven ESG working groups to help implement and manage the day-to-day efforts and actions related to our most material ESG and sustainability topics. The CSO and ESG committee outline initiatives to maintain and improve our sustainability program and the ESG working groups develop plans to implement the initiatives.

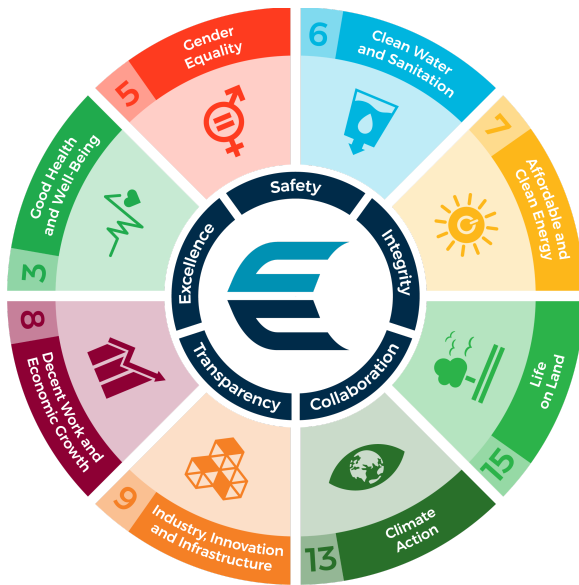
During the implementation process, the ESG committee is responsible for providing oversight and allocating appropriate resources to the ESG working groups. Six of the working groups were developed to align with our primary ESG and sustainability focus areas, as identified in our materiality assessment. The seventh ESG working group is a research and development committee that evaluates new technologies that may enable Equitrans to further incorporate aspects of sustainability into its operations. Our CSO directly oversees these ESG working groups through the ESG committee.



## United Nations Sustainable Development Goal Statement

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

As an energy infrastructure company, we understand that we play a vital role in meeting energy demand, which supports growth and development, in a sustainable manner. Equitrans' [Core Values](#) set the foundation for our Sustainability Framework, which utilizes five pillars (Safety Leadership, Environmental Stewardship, Corporate Governance, Economic Impact, and Stakeholder Engagement) to define our approach to sustainability for our shareholders, business partners, communities, and employees.



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. In addition, we incorporate the SDGs into our annual Stakeholder Engagement and Community Investment Plan. Lastly, Equitrans continues to demonstrate a robust governance structure for implementing our sustainability program, which includes incorporating our vision to focus on the SDGs. While each of the UN's 17 SDGs is worthy of focus, for the short-term we have tiered our objectives to align with 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 focus as applicable. Each year, we will prepare an annual progress summary that outlines actions taken to align our operations with the select SDGs. In 2021, the first progress summary was published covering both 2019 and 2020 operations.

# CSO Message and Our Sustainability Framework



*Sustainable thinking and acting are embedded in Equitrans' culture. Our Sustainability Framework is based on our Core Values, which are the principles that guide our decisions and behaviors. The framework incorporates these values and outlines our approach to sustainable business practices to ensure that we continue to create value for all of our stakeholders — employees, customers, shareholders, and the communities in which we operate.*



## Chief Sustainability Officer Message

2-22

At Equitrans, there is a clear tone that begins at the top — *sustainability is critically important to the world we live in*, but it is also essential to the future growth of our Company. This belief is evidenced in our [Vision, Mission, and Core Values](#); by the inclusion of sustainability metrics in our Company's performance objectives; and, most importantly, is embraced by our employees, who work every day to ensure that we incorporate ESG principles in all we do.

As Chief Sustainability Officer, I am proud of what we have accomplished and, even more so, of our commitment to continual progress. Through the actions and attitudes of our employees, we have established a strong sustainability culture and set the foundation for Equitrans to be a more sustainable business enterprise as we transition to a lower-carbon future.

## Environmental

Climate change poses many challenges for our business and society, and we are actively taking steps to assess our operations and implement actions to mitigate emissions. In January 2021, we issued our [Climate Policy](#), which established a target to reduce our Scope 1 and Scope 2 methane emissions by 50% by 2030.

In 2021, one of our methane reduction projects included the conversion of pneumatic controllers at our compressor stations. The annual scope of emission reductions from this project will be fully realized by the end of 2022, at which time all new equipment will have been operational for one full year. Using our 2019 baseline emissions inventory, we expect the project to result in an annualized reduction of approximately 1,203 metric tons of methane. Additionally, in 2021, we incorporated this methane reduction project into our annual employee performance incentive program, demonstrating our commitment to sustainability for both internal and external stakeholders. For 2022, we have set new employee incentives to achieve a further reduction in methane emissions as we continue our progress toward our 2030 reduction goal.

Further, Equitrans' [Biodiversity Statement](#) details our efforts to balance environmental stewardship with our operational development. In 2022, we are also working on the development and implementation of a formal Environmental Management System — providing assurance to all stakeholders that our environmental impacts are being measured, managed, and improved.



In addition to our CDP Climate Change Questionnaire, in 2022 we will expand our reporting disclosures to include the CDP Water Security Questionnaire. This first-time submission includes data from our comprehensive evaluation of Equitrans' water sourcing, usage, and consumption. Beyond report submissions, our long-term objective is to document and account for the molecules of H<sub>2</sub>O we acquire, use, and discharge — allowing us to consider optimization, mitigation, and reduction opportunities in a more holistic manner and enabling us to better manage the potential risks associated with consumption of this critical resource.

## 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 vision for sustainability also includes a focus on workforce collaboration to engage employees and foster proactive engagement with external stakeholders and communities.

In 2021, we made a concerted effort to formalize and communicate our many social commitments, including the adoption of our new [Supplier Code of Conduct](#), [Human Rights Policy](#), and [Stakeholder Engagement and Community Investment Policy](#). We published our [United Nations Sustainable Development Goals Statement](#), which outlines our aspirations to align our operations with the relevant UN SDGs, and elevated our [Inclusion Program](#) to reinforce our commitment to maintaining a diverse, equitable, and inclusive workplace.

In 2022, we will adopt an Environmental Justice Policy to formalize our commitment to the fair treatment and meaningful involvement of all people — regardless of race, color, national origin, or income — with respect to the development, implementation, and enforcement of environmental laws, regulations, and policies that pertain to our operations.

## Governance

We are deeply committed to conducting business in a fair, honest, and responsible manner, and we understand that business ethics and integrity are immutable. Our [Code of Business Conduct and Ethics](#) fosters the integrity of our leaders, employees, and contractors. Additionally, sustainability aspects are embedded at the highest levels of our organization, with our executive leadership team and Board of Directors being actively engaged in responsibly managing and overseeing emerging ESG issues.

In 2022, we will continue to focus on ESG-related governance, including further enhancing our cybersecurity practices and increasing our internal audit program for sustainability metrics. We are also undertaking a TCFD Readiness Assessment to further expand our ESG platform.

## In Closing...

Sustainability is a continuous improvement process and, as a critical component of Equitrans' social license to operate, is vital for the future of our Company. We are committed to advancing sustainable practices and positioning our Company to thrive in a lower-carbon future, ensuring our operations remain safe and responsible for all generations — today and tomorrow.

Sincerely,

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

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# Five Pillars of Sustainability

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



## Health and Safety Leadership

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



## Environmental Stewardship

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 performance to protect the air, land, and water environments in which we operate and other areas that we could potentially impact.



## Corporate Governance

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



## 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 Impact

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



# Our Stakeholders

*At Equitrans, we recognize that to operate sustainably, we need to engage with our internal and external stakeholders on environmental, social, and governance (ESG) issues. We believe that by doing so, we can obtain feedback that will help us improve our performance and positioning in these areas. Our framework for stakeholder engagement is based on inclusiveness, transparency, and two-way communication. We believe that by engaging with our stakeholders in this way, we will be able to achieve business success and continuity.*



## Identifying and Engaging With Stakeholders

2-28, 2-29

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

support communities through financial and non-financial contributions.

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

Likewise, Equitrans works closely with local governments and communities to ensure we adhere to all regulations and requirements, as well as to maintain our relationships in support of the many organizations in our areas of operation. We communicate with our stakeholders in person, via phone or video calls, and through email for the duration of our project(s). Services to stakeholders are also available, as needed, after completion of a project. We believe our accessibility to stakeholders, and encouragement of stakeholders to engage with us, builds lasting relationships and creates a positive impact in the areas in which we operate. For more information on these efforts, see the [Community Engagement](#) section of this report.

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.

## 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 has the potential to be impacted by our operations or who may have questions regarding our business. Further, in 2022, we will adopt an Environmental Justice Policy to formalize our commitment to the fair treatment and meaningful involvement of all people — regardless of race, color, national origin, or income — with respect to the development, implementation, and enforcement of environmental laws, regulations, and policies that pertain to our operations.

We focus on and identify stakeholders who may face direct impacts from our operations, such as contractors, suppliers, landowners, and municipalities and regulatory authorities that oversee our business and operational activities. We also hold and engage in public events, meetings, and community outreach to ensure our operations are aligned with the communities around us.

### External Stakeholders

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

Equitrans believes external partnerships are beneficial to its business and participates in several important organizations and associations, including the memberships and initiatives listed below:

### Association Memberships:

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

### External Initiatives:

- **API Environmental Partnership:** A voluntary industry trade group that focuses on a systematic approach to reducing emissions of methane and volatile organic compounds (VOCs) by using more efficient and effective technologies — specifically pneumatic controllers and Leak Detection and Repair (LDAR) programs.
- **INGAA Methane Commitment:** A transmission-specific initiative that focuses on methane reduction efforts to minimize emissions from pipelines, compressor stations, pneumatic controllers, and storage wells, while maintaining pipeline integrity and safe operations, and also minimizing adverse customer and community impacts.

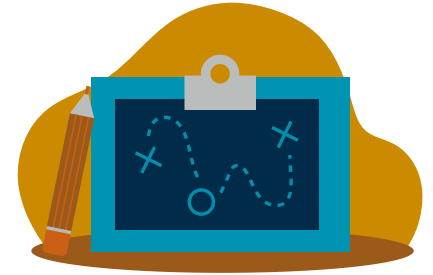


- **ONE Future Coalition:** A group of natural gas companies working together to voluntarily reduce methane emissions across the natural gas supply chain. Together with its member companies, ONE Future is focused on demonstrating an innovative performance- and science-based approach to the management of methane emissions directed toward a concrete 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.

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

# 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 conducted a materiality assessment in early 2022, which, for the first time, included engaging both internal and external stakeholders and leveraging the Global Reporting Initiative (GRI) and the Sustainability Accounting Standards Board (SASB) standards as inputs. The insights were captured by an artificial intelligence tool used for evaluating our materiality assessment, and the results were validated internally. Through the results of our materiality assessment, we are better able to strengthen our ESG-reporting efforts.*



## Our Process and Material Topics

3-1, 3-2

Our Sustainability Framework is designed to help us identify and prioritize the issues deemed as most critical to our business and our stakeholders. Materiality is at the heart of this framework — it helps us focus on the areas where we can most significantly improve performance and also enhance engagement with our stakeholders.

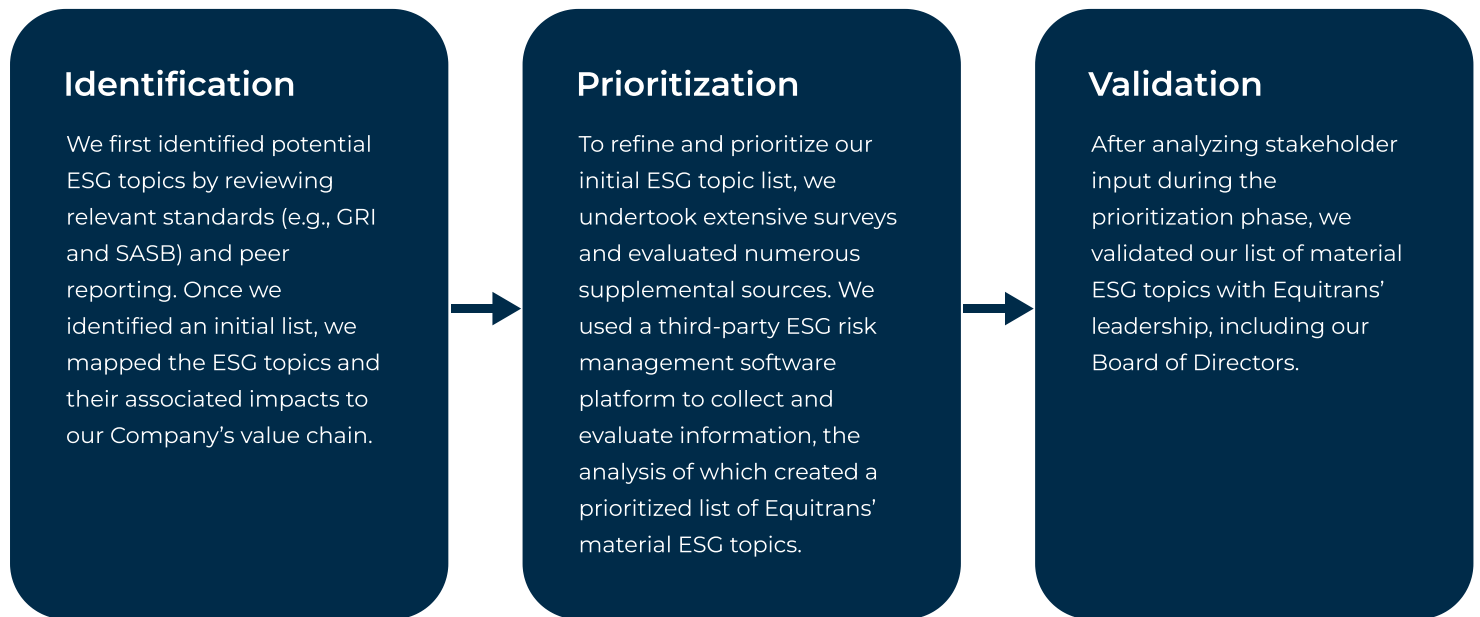
In 2022, Equitrans renewed our 2019 materiality assessment to ensure we are continuing to prioritize the most significant ESG

topics within our business and industry. In doing so, we significantly expanded our sustainability engagement throughout our social value chain. We surveyed nearly 400 employees, as well as our Board of Directors, and engaged more than 300 external stakeholders, including investors, financial institutions, customers, landowners, elected officials, suppliers, and ESG raters & rankers. In addition to conducting extensive stakeholder surveys, we also evaluated supplemental sources from relevant industry associations, agencies, and ESG frameworks, and leveraged both the GRI and SASB standards as inputs to the assessment.

As with our initial 2019 assessment, in 2022 we once again used Datamaran, a third-party ESG risk management software platform, to collect and evaluate information from our stakeholders and key supplemental resources. This evaluation included ranking the importance of each topic, based on stakeholder weightings, to determine the topic's overall 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 is continuing to focus on the most appropriate ESG issues.



# 100% of Equitrans' Board Members responded to the 2021 materiality assessment survey.



At the conclusion of our assessment, we recognized 14 top-tier material ESG topics. As compared to our last formal assessment, this includes the addition of four new topics to our list of top-tier disclosures — Political Engagement, Water Management, Security and Cybersecurity, and Waste Management. For these new topics, we are currently evaluating our management approach and working diligently to enhance our data collection for more detailed reporting.

In 2021, GRI updated and released its “Consolidated Set of the GRI Standards 2021” — which will be required for companies' reporting beginning in 2023. As an early adopter, Equitrans' 2022 CSR utilizes this most recent set of GRI Universal and Topic Standards, as well as GRI's Oil and Gas Sector Standard 2021, and continues to follow SASB Oil & Gas Midstream reporting standards. Based on our 2022 Materiality Assessment, Equitrans' primary material topics are listed below, in alphabetical order, and form the basis for our report:

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

## Expanding Our Sustainability Reporting

In addition to our top-tier ESG disclosures, as identified through the formal materiality assessment, Equitrans also reports 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 five ESG topics, in alphabetical order, as primary disclosures in our report:

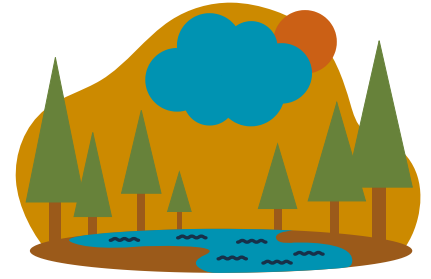
- Diversity and Inclusion
- Economic Impact
- Energy
- Supply Chain Management and Human Rights
- Sustainability Governance

# Forward-Looking Information

This 2022 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," "forecast," "approximate," "expect," "project," "intend," "plan," "believe," "target," "goal," "objective," "seek," "strive," "continue" 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 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 bring in-service certain projects and related targeted in-service dates for such 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; expected annualized emission reductions from a certain methane reduction project undertaken in 2021; 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; 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, 2021, 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 Compliance

*In alignment with our commitment to meet or exceed compliance regulations, it is our goal to always be transparent when interacting with federal, state, and local authorities. Equitrans conducts internal and third-party audits to ensure our construction projects and operational assets are compliant with requirements. We engage in a variety of environmental compliance actions to ensure we are maintaining our Core Values of collaboration and transparency throughout our operations, while also maintaining compliance with all environmental regulations.*



## Managing Environmental Compliance

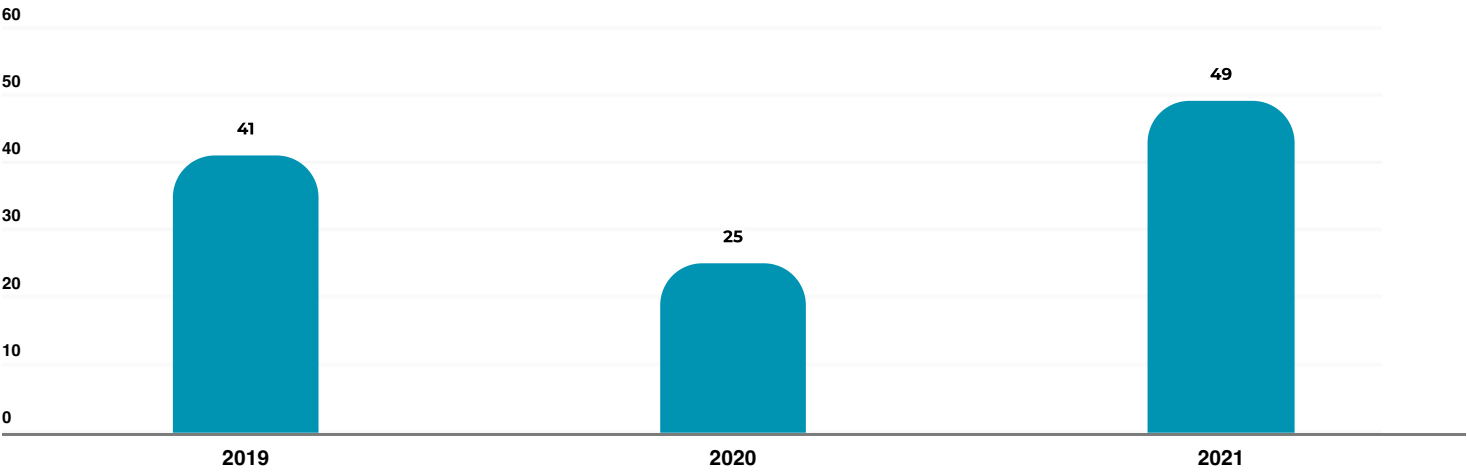
2-27

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

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 commitment, it is important to note that the vast majority of Equitrans' non-compliance incidents or issues are self-reported, which means that if there is a finding of non-compliance, such as sediment escaping the right-of-way or a slip, our environmental team immediately reports the finding to the appropriate regulatory agency. The agency then conducts a comprehensive evaluation to determine if a Notice of Violation (NOV) should be issued and to assess the related penalty amount, if any, for the NOV. This evaluation takes into account three primary factors: impact to the environment; impact to the community; and Equitrans' mitigation response time.

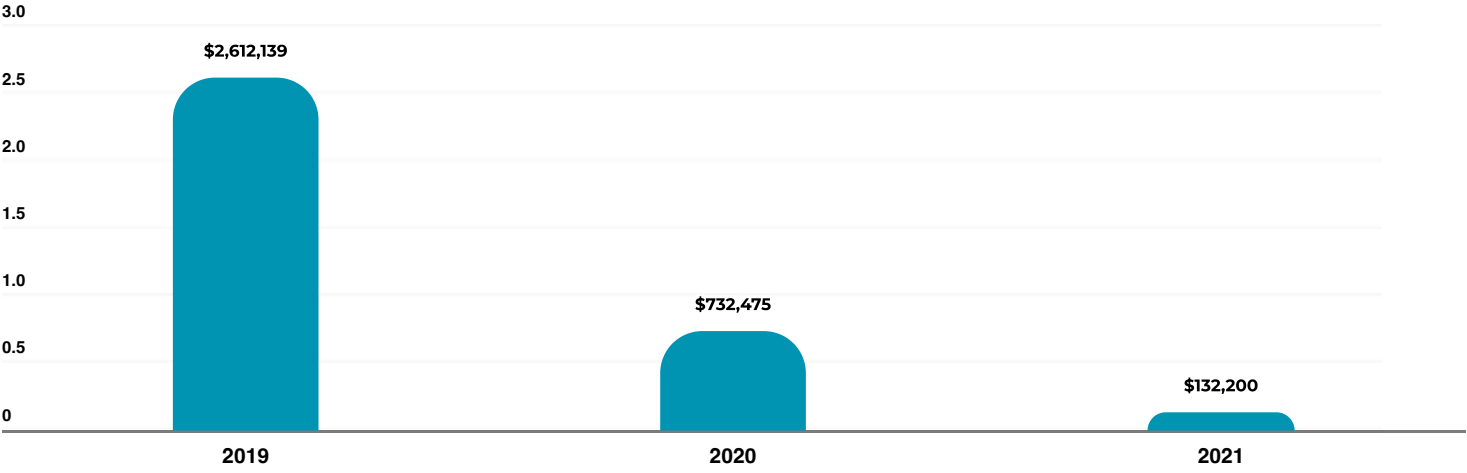
As shown below, there was an increase in the number of NOVs reported in 2021; however, there was a decrease in penalties associated with those NOVs. A total of eight NOVs were administrative in nature and, therefore, did not result in a penalty as there was no impact to the environment or community. In cases where a non-compliance event did result in an impact, the NOV issued and penalty amount assessed was directly related to the level of environmental or community impact, as determined by the agency. In 2021, Equitrans received fewer NOVs associated with slips/slides that impacted waterbodies and a larger number of NOVs associated with high-intensity storm events and ruptures to water pipelines. Our Compliance Improvement Plan, implemented in 2022, is designed to address common non-compliance issues and improve our overall environmental performance.

Environmental NOV<sup>1</sup>s



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

Total Monetary Value of Penalties<sup>1</sup> (Millions of dollars)





# 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 climate change require global efforts to reduce greenhouse gas (GHG) emissions and our business is subject to climate change-related risks. As an energy infrastructure company, we recognize the ongoing developments and risks surrounding climate change, as well as corresponding potential opportunities. As such, we must continue to focus on long-term sustainable performance — working to minimize impacts to the environment and society and aggressively pursuing climate change mitigation targets.*



## Approach to Greenhouse Gas Emissions

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

Equitrans acknowledges that the effects of climate change, and potential developments such as regulatory matters, present pressing challenges to society and risks to our Company, and we are making strides to understand and minimize our impacts and reduce our operational Scope 1 and Scope 2 GHG emissions. We believe that natural gas and its associated infrastructure is, and will remain, a critical component of our nation's energy strategy. We couple that belief with an awareness that working to reduce emissions associated with our operations is, and will remain, the

right thing to do.

We learn more about climate change and its impacts every year, and 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. We have formed an internal multi-disciplinary climate working group to identify cost-effective methods to reduce methane emissions and emissions of other co-benefit pollutants. The working group is evaluating emissions-related data to better identify target areas for emissions reductions and to drive future reduction actions.

Equitrans works to accurately track and transparently report GHG emissions to allow external stakeholders to understand our climate performance. In late 2021, Equitrans completed an internal gap analysis against the Greenhouse Gas Protocol (GHG Protocol) to identify areas to better align with the requirements and recommendations in the GHG Protocol. As a result of this analysis, any changes to our GHG reporting, including the consolidation approach currently used, would be reflected in our 2023 sustainability report.

For Equitrans' 2022 sustainability report, the GHG inventory is developed and reported in accordance with the GHG Protocol requirements, and the emissions presented in this report are disclosed following the operational control consolidation approach. This means that emissions from all assets the Company operates, regardless of who owns the assets, are included in the inventory.



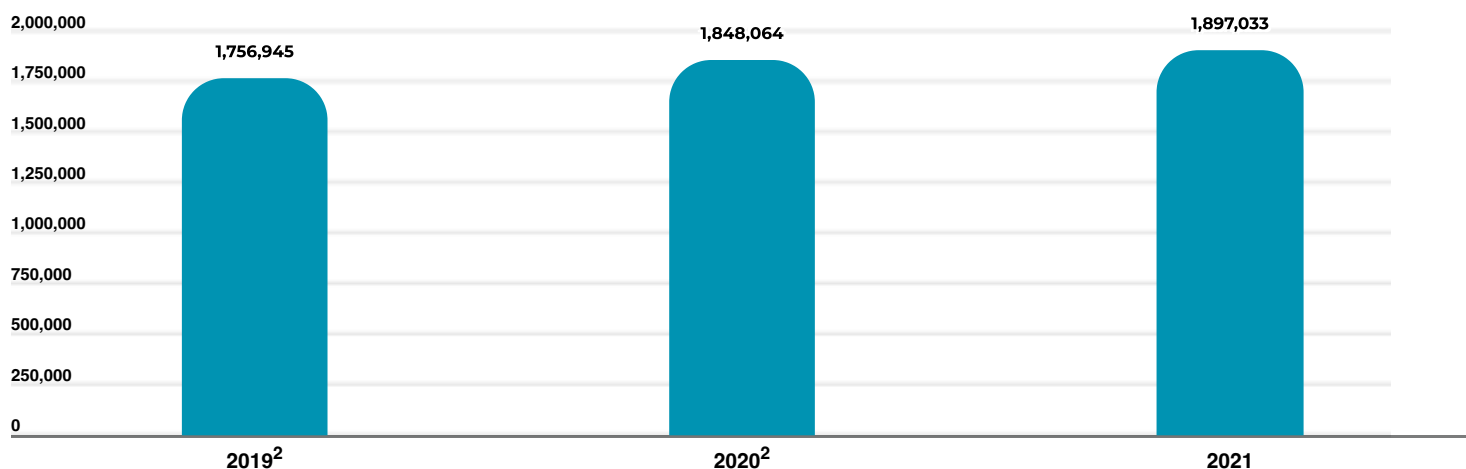
For example, while Equitrans owns a 60% interest in Eureka Midstream, 100% of emissions from the Eureka Midstream equipment are included in the inventory as the Company has operational control of the equipment.

Below are Equitrans' Scope 1, 2, and 3 GHG emissions for 2019, 2020, and 2021 — with a summary of year-over-year comparisons as follows:

- Scope 1 carbon dioxide and nitrous oxide emissions increased due to increased fuel usage related to combustion
- There was a decrease in methane emissions, primarily due to pneumatic device conversions and refined compressor blowdown calculations
- Scope 2 emissions increased, primarily due to the addition of 14 new electricity accounts associated with the installation of rectifiers used for cathodic protection and connecting part of an existing station to the electric grid for the purchase of electricity, which is produced more efficiently versus using on-site generators
- Scope 3 emissions remained primarily the same, with a slight reduction

## Scope 1

### Total Scope 1 Direct Greenhouse Gas Emissions (Metric Tons CO<sub>2</sub>e)<sup>1</sup>



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

2) Based on further refinements in the Company's data sources and inventory modifications, such as removing MVP emission sources, the 2019 and 2020 GHG emissions have been restated and are reflected in the above values

Scope 1 Direct Greenhouse Gas Emissions (Metric Tons CO <sub>2</sub> e) <sup>1</sup>	2019 <sup>2</sup>	2020 <sup>2</sup>	2021
Carbon Dioxide (CO <sub>2</sub> )	1,459,449	1,564,772	1,648,310
Methane (CH <sub>4</sub> )	288,070	273,429	239,337
Nitrous Oxide (N <sub>2</sub> O)	805	855	880
Hydrofluorocarbons (HFC)	8,621	9,008	8,506
Perfluorinated Compounds (PFCs)	0	0	0
<b>Total</b>	<b>1,756,945</b>	<b>1,848,064</b>	<b>1,897,033</b>

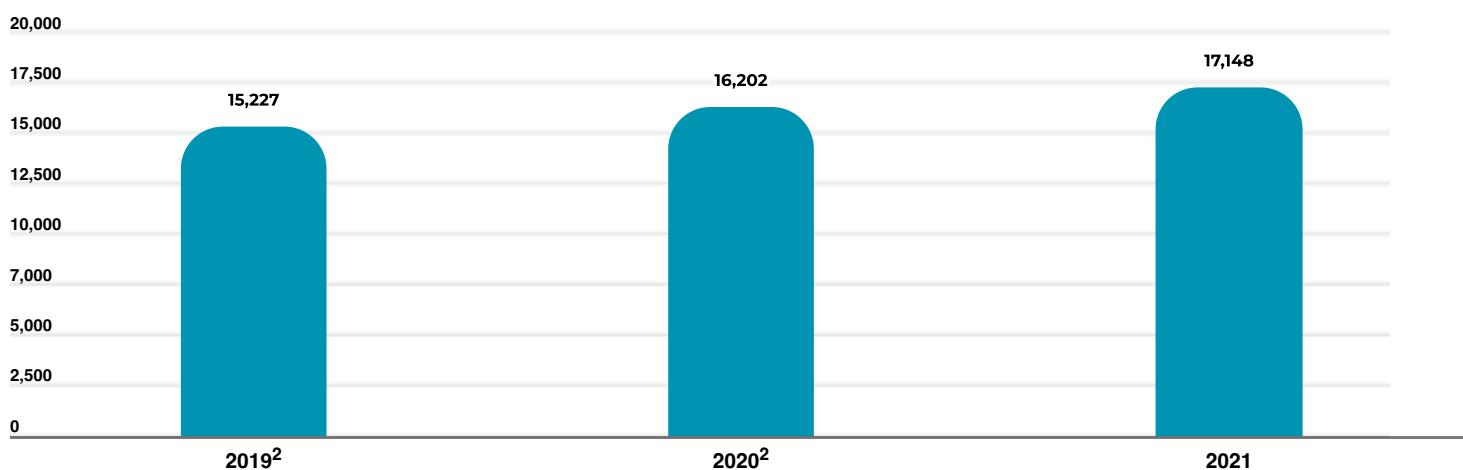
Scope 1 Direct Greenhouse Gas Emissions (Metric Tons CO <sub>2</sub> e) <sup>1</sup>	2019 <sup>2</sup>	2020 <sup>2</sup>	2021
Sulfur Hexafluoride (SF <sub>6</sub> )	0	0	0
Nitrogen Trifluoride (NF <sub>3</sub> )	0	0	0
<b>Total</b>	<b>1,756,945</b>	<b>1,848,064</b>	<b>1,897,033</b>

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

2) Based on further refinements in the Company's data sources and inventory modifications, such as removing MVP emission sources, the 2019 and 2020 GHG emissions have been restated and are reflected in the above values

## Scope 2

### Total Scope 2 Indirect Greenhouse Gas Emissions (Metric Tons CO<sub>2</sub>e)<sup>1</sup>



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

2) Based on further refinements in the Company's data sources and inventory modifications, such as removing MVP emission sources, the 2019 and 2020 GHG emissions have been restated and are reflected in the above values

Scope 2 Indirect Greenhouse Gas Emissions (Metric Tons CO <sub>2</sub> e) <sup>1</sup>	2019 <sup>2</sup>	2020 <sup>2</sup>	2021
Carbon Dioxide (CO <sub>2</sub> )	15,127	16,104	17,051
Methane (CH <sub>4</sub> )	42	42	42
Nitrous Oxide (N <sub>2</sub> O)	58	56	55
Hydrofluorocarbons (HFC)	0	0	0
Perfluorinated Compounds (PFCs)	0	0	0
Sulfur Hexafluoride (SF <sub>6</sub> )	0	0	0
<b>Total</b>	<b>15,227</b>	<b>16,202</b>	<b>17,148</b>

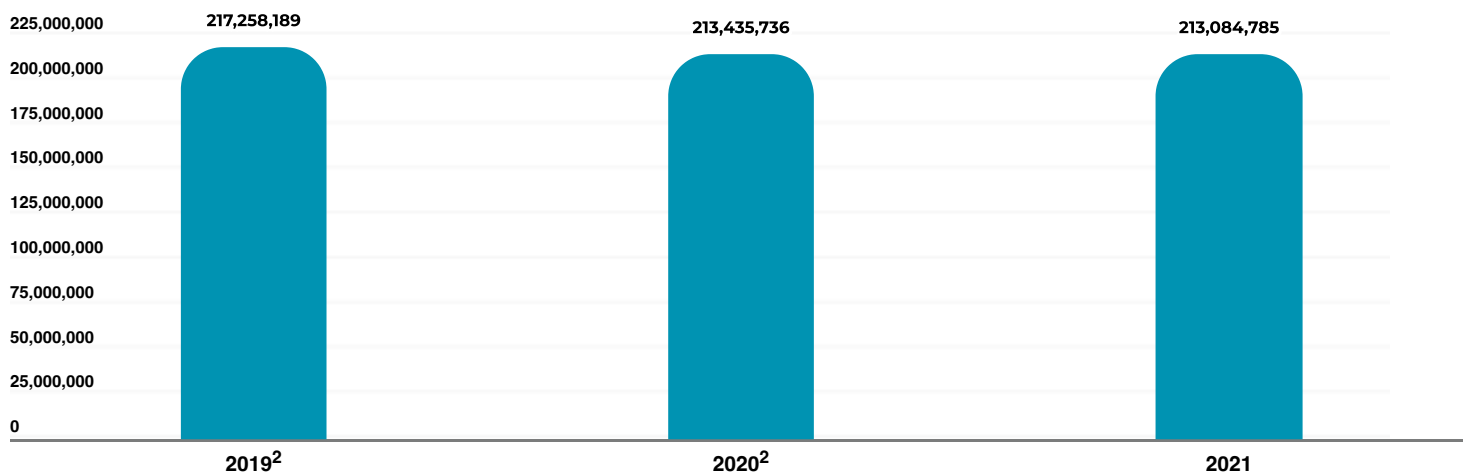
Scope 2 Indirect Greenhouse Gas Emissions (Metric Tons CO <sub>2</sub> e) <sup>1</sup>	2019 <sup>2</sup>	2020 <sup>2</sup>	2021
Nitrogen Trifluoride (NF <sub>3</sub> )	0	0	0
<b>Total</b>	<b>15,227</b>	<b>16,202</b>	<b>17,148</b>

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

2) Based on further refinements in the Company's data sources and inventory modifications, such as removing MVP emission sources, the 2019 and 2020 GHG emissions have been restated and are reflected in the above values

## Scope 3

### Scope 3 Other Indirect Greenhouse Gas Emissions (Metric Tons CO<sub>2</sub>e)<sup>1</sup>



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

2) Based on further refinements in the Company's data sources and inventory modifications, including more accurate throughput accounting for 2019, the 2019 and 2020 GHG emissions have been restated and are reflected in the above values

Scope 3 Other Indirect Greenhouse Gas Emissions (Metric Tons CO <sub>2</sub> e) <sup>1</sup>	2019 <sup>2</sup>	2020 <sup>2</sup>	2021
Carbon Dioxide (CO <sub>2</sub> )	216,941,271	213,152,740	212,802,149
Methane (CH <sub>4</sub> )	114,497	112,482	112,297
Nitrous Oxide (N <sub>2</sub> O)	108,363	106,456	106,281
Hydrofluorocarbons (HFC)	64,058	64,058	64,058
Perfluorinated Compounds (PFCs)	0	0	0
Sulfur Hexafluoride (SF <sub>6</sub> )	0	0	0
Nitrogen Trifluoride (NF <sub>3</sub> )	0	0	0
<b>Total<sup>3</sup></b>	<b>217,258,189</b>	<b>213,435,736</b>	<b>213,084,785</b>

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

2) Based on further refinements in the Company's data sources and inventory modifications, including more accurate throughput accounting for 2019, the 2019 and 2020 GHG emissions have been restated and are reflected in the above values

3) Scope 3 emissions are other indirect emissions that occur in the value chain and include Categories 11 and 13. Our Category 11 emissions assume all gas delivered by Equitrans is combusted. Our Category 13 emissions include only refrigerant leaks from air conditioning units on leased buildings, as Equitrans does not have operational control of refrigeration systems at leased sites.

### Additional Information Regarding Scope 3 Emissions:

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. In general, Equitrans does not assume ownership or title to the natural gas it transports and does not have any relevant contractual relationships with downstream receivers of our customers' natural gas. While our current Scope 3 emissions reporting reflects a good faith estimate of downstream emissions, based on publicly available information from downstream sources related to the use of natural gas transported by Equitrans — it is not yet clear whether such emissions are attributable to companies that transport these products. Certainly, Equitrans has other Scope 3 emissions attributable to our business and operations, such as employee commuting, leased vehicles, and business travel, and we expect to conduct a comprehensive evaluation of these emissions.

Equitrans is currently evaluating Scope 3 emissions under the Greenhouse Gas Protocol's Corporate Value Chain (Scope 3) Accounting and Reporting Standard and is assessing the potential impact of the U.S. Securities and Exchange Commission's proposed regulatory rules set forth in the Request for Public Comment on Proposed Enhancement and Standardization of Climate-Related Disclosures for Investors (*Release Nos. 33-11042; 34-94478; File No. S7-10-22 on March 21, 2022*). We expect to complete our evaluation by year-end 2022.

## Greenhouse Gas Emissions Reduction Aspirations

Through the publishing of our [Climate Policy](#) in 2021, Equitrans announced its primary interim emission reduction targets and broader aspirations. The U.S. Environmental Protection Agency (EPA) specifies that the same quantity of methane has a more significant impact to climate change than an equivalent quantity of carbon dioxide. 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 striving toward interim emission reduction targets of a 50% reduction in Scope 1 and 2 methane emissions by 2030, and a 50% reduction in total Scope 1 and 2 GHG emissions by 2040. Further, we are aspiring toward a net zero Scope 1 and 2 carbon footprint by 2050.

We hold climate change as one of our top concerns, and we will continue to be transparent about our climate journey as we report our emissions to track 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 & 2 Emissions Targets

50%

reduction in Methane by 2030

### Scope 1 & 2 Emissions Targets

50%

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 Standard, 40 CFR 60 Subparts OOOO and OOOOa (Quad Oa), are the only federal oil and gas-specific regulations relevant to our operations.

Quad Oa regulates many of Equitrans' sites — potential affected sources can include reciprocating compressors, pneumatic controllers, storage vessels, and fugitive emission components at compression stations. Leak detection is performed for the entire site using a pre-determined walking path to ensure that all equipment is inspected. We have voluntarily expanded our leak detection program to include compression and dehydration sites that would otherwise not be subject to regulatory leak detection requirements. Other than Quad Oa, none of Equitrans' GHG emissions are under emissions-limiting regulations, as of the date of this report, although additional federal and state legislation and regulations are proposed periodically. 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 provisions that may be adopted.

The EPA mandates companies to report GHG emissions for each facility that emits 25,000 or more metric tons of CO<sub>2</sub>e each year. To satisfy this federal requirement, an annual report is submitted on facility-wide GHG emissions, which must be calculated following the EPA reporting rules detailed in 40 CFR 98 Subpart W. Equitrans identifies and reports emissions to the EPA for all of its facilities that emit 25,000 or more metric tons of CO<sub>2</sub>e.

State regulatory requirements regarding methane emissions are included in air permits from environmental agencies:

- The state of Pennsylvania regulates compressor stations located in the state and requires a Pennsylvania General Permit (GP-5) for certain facilities. The GP-5 includes methane requirements and applies to compressor stations, processing plants, and transmission stations. Equitrans currently has 20 GP-5 permits.
- The states of Ohio and West Virginia mandate the reporting of methane emissions, in addition to criteria air pollutants, to their respective state environmental agencies.

## Equitrans' Voluntary Reduction Efforts

In addition to complying with regulatory requirements, Equitrans is constantly seeking ways to voluntarily reduce our environmental footprint, and collaboration is key for making the most significant impact. As an energy infrastructure company, we recognize the ongoing developments and risks surrounding climate change, as well as corresponding potential opportunities. We must continue to focus on long-term sustainable performance — working to minimize impacts to the environment and society and aggressively pursuing climate change mitigation targets.

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

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



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

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

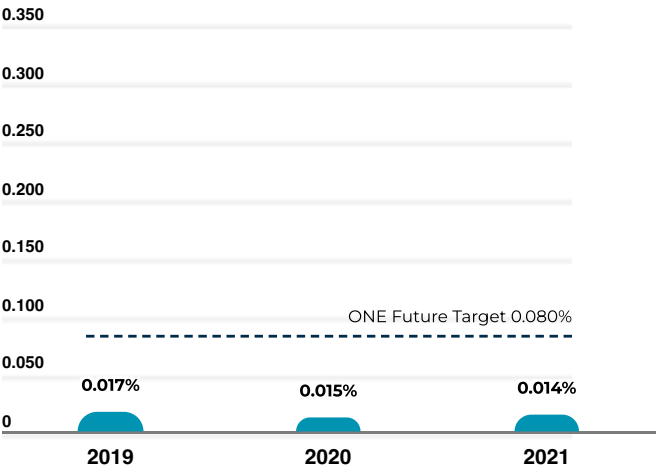
Another method Equitrans utilizes to reduce emissions is hot tapping. This is the process of connecting new pipelines to pressurized pipelines while allowing gas to continue to flow during the procedure. Hot tapping allows gas to remain within the pipe, eliminating the need for the pipeline to be blown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

In 2021, we reinforced our commitment to environmental stewardship by including methane emissions reduction targets for pneumatic devices in the Companywide short-term incentive plan (STIP). The first methane mitigation projects identified by our climate working group involved converting pneumatics at compressor stations from natural gas to air-driven controllers, and replacing high-bleed pneumatic devices with more environmentally friendly, low- or intermittent-bleed controllers at additional locations that were not fully converted to air-driven systems. In total, approximately \$6 million was invested at more than 25 locations to reduce methane emissions. The timely and safe execution of these projects required an extensive level of coordination and collaboration across the organization including project management, engineering, construction, operations, automation, land, safety, and environmental departments, as well as the climate working group.

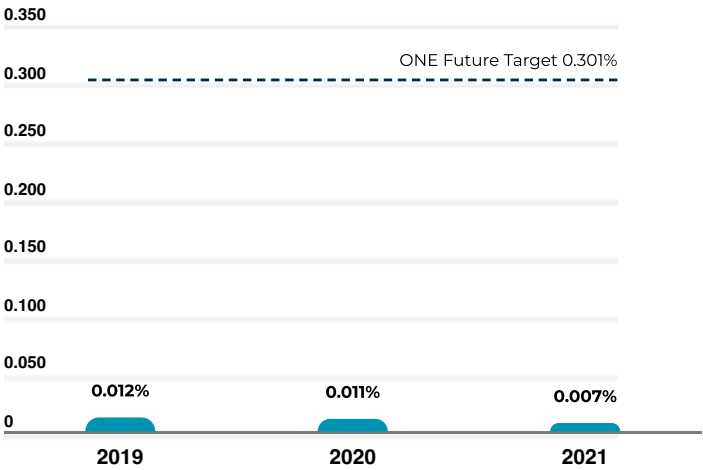
To identify additional activities to reduce methane emissions, we participate in industry groups that strive to limit emissions such as the Interstate Natural Gas Association of America’s Methane Commitment and the American Petroleum Institute’s Environmental Partnership. Another group of which Equitrans is an active participant is the ONE Future Coalition, a group of natural gas companies whose aim is to reduce methane emissions intensity to one percent throughout a company’s value chain by 2025. Since joining the coalition in 2019, Equitrans has achieved a methane intensity below the ONE Future targets.

## ONE Future Efforts — Equitrans’ Methane Intensity Calculation by Segment<sup>1</sup>

### Gathering and Boosting



### Transmission and Storage



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

## Evaluating Our Emissions Performance





Over the years, Equitrans has continued to limit our emissions by updating equipment, employing best practices, and ensuring our equipment remains above industry standards. Equitrans takes part in multiple sector associations dedicated to lowering Company emissions and bettering our environmental footprint.

We developed our 2019 baseline for Scope 1, 2, and 3 GHG emissions with the expectation of using this baseline as the starting point to evidence future emission reductions. Any changes to this baseline will be made in accordance with the GHG Protocol.

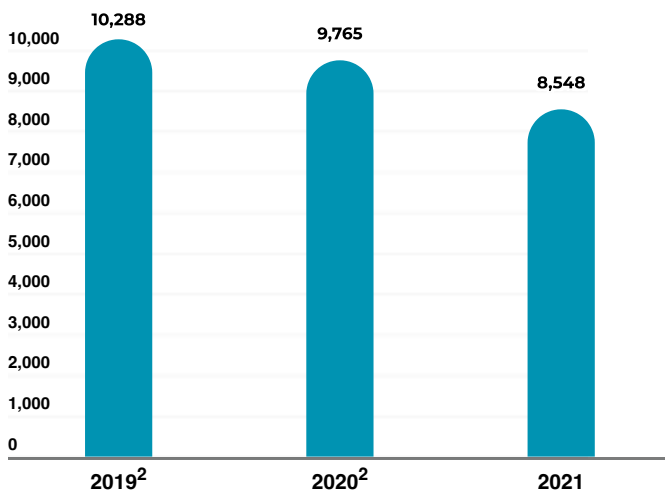
The actions taken to reduce methane emissions (as described above) were implemented during 2021, with the last of the

changes being completed in the fourth quarter. The emissions reductions associated with these changes will not be fully realized until the end of 2022, at which time all new equipment will have been operational for more than one full year. The conversion of certain pneumatic controllers (to either air-driven or low-bleed devices) across Equitrans' operations in 2021 is expected to result in an annualized reduction of approximately 1,200 metric tons of methane. In subsequent years, Equitrans expects to report its ongoing progress toward our 2030 Scope 1 and Scope 2 methane reduction target.

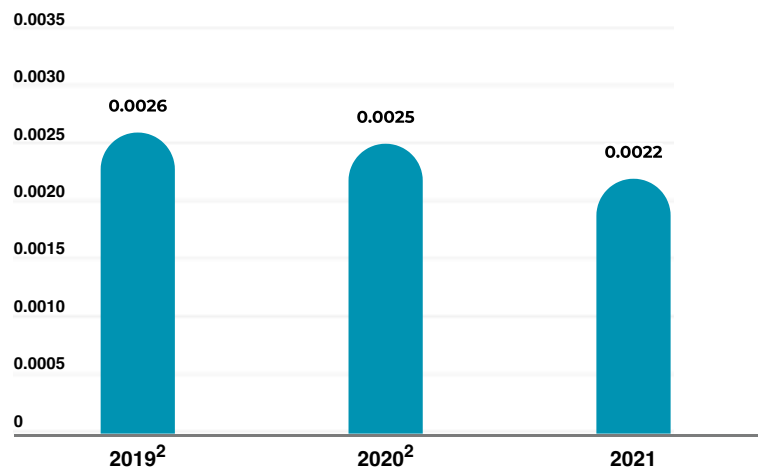
As stated earlier, in 2021, there was a decrease in methane emissions, primarily due to pneumatic device conversions and refined compressor blowdown calculations. In addition, there was a small decrease in methane intensity, primarily due to this decrease in methane emissions. While progress was made in reducing methane emissions from pneumatic devices, they remain one of the largest sources of the Company's methane emissions. Equitrans plans to invest in further pneumatic reductions in 2022 to continue to reduce emissions from this source category.

## Scope 1 Methane Emissions and Intensity Rate

**Methane Emissions (Metric Tons)<sup>1</sup>**



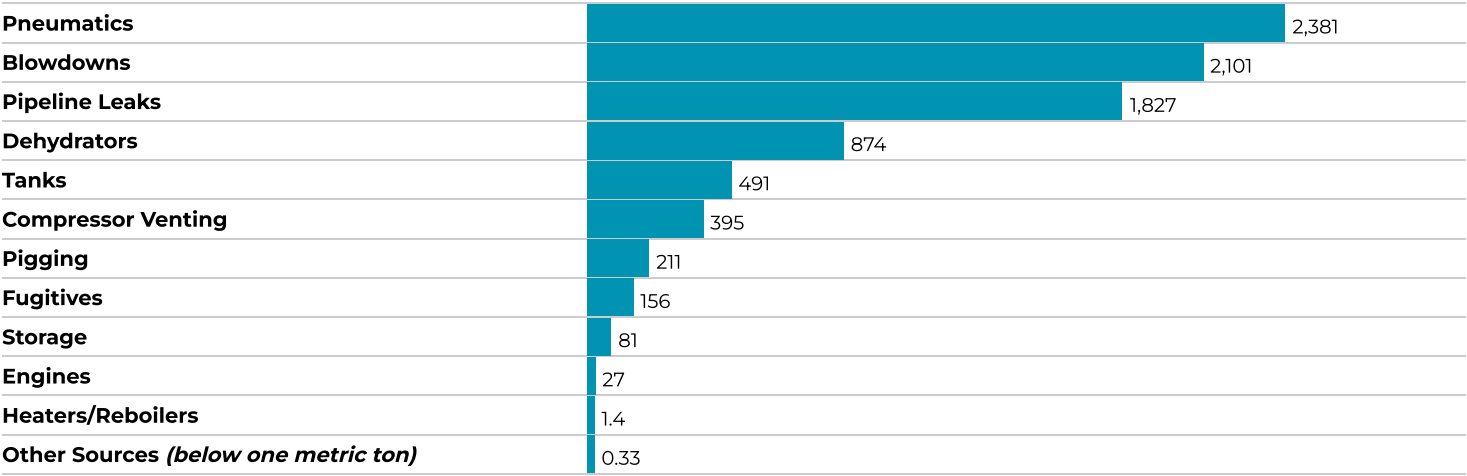
**Methane Intensity Rate (tons/MMscf)<sup>1</sup>**



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

2) Based on further refinements in the Company's data sources and inventory modifications, such as removing MVP emission sources, the 2019 and 2020 GHG emissions have been restated and are reflected in the above values

2021 Methane Emissions Breakdown by Equipment Source (CH4 Metric Tons/Year)<sup>1</sup>



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



# 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

Equitrans understands and acknowledges that our business, while essential to our nation's energy independence and economic growth, has an impact on the environment including the critical issue of our generation — climate change. It is our responsibility to meet the nation's energy demands while conducting business operations in a manner that is safe, reliable, sustainable, and environmentally sound. In the context of maintaining sustainable and environmentally sound gas gathering and transmission operations, our approach is grounded in strategic initiatives to reduce and mitigate, and,

where possible, eliminate air emissions. With this in mind we have established our [Climate Policy](#) to guide our actions as society transitions to a lower carbon future. Additional information can be found in the [GHG Emissions and Climate Change](#) section of this report.

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 as a good steward to the community and environment. We use an emissions inventory reporting process to annually assess the air quality impact of all facilities. Our emissions inventory documents and our compliance with state and federal standards and air quality permits help to maintain our operations in line with the National Ambient Air Quality Standards, which the U.S. Environmental Protection Agency established to protect public health.

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.



# Equitrans voluntarily performs annual LDAR surveys at compressor station 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 to reduce air emissions. For example, Equitrans' Work Management System is designed to assist our Operations team in ensuring equipment maintenance remains on schedule. Routine maintenance of regulated equipment ensures we limit unnecessary air emission releases resulting from faulty equipment. Equitrans' Design and Construction Manual standardizes Equitrans' equipment selection and work procedures. Our engineers utilize our Manual to help design efficient facilities, which further mitigates air emissions.

## Evaluating Our Air Emissions

Equitrans continues to seek out ways to reduce and, where feasible, eliminate air emissions. Our team obtains required construction and installation licenses when starting a new project. After approval, our project staff is in charge of site compliance management and routinely collects, analyzes, and reviews data needed to calculate air pollutant emissions to improve the accuracy of our reporting. We disclose findings of identified gaps and corresponding resolution strategies to relevant regulatory agencies.



Equitrans is committed to providing full transparency regarding our air emissions, and continues to search for additional reduction methods. We detail our greenhouse gas (GHG) emissions performance in the Climate Change section of this report, and the table below displays our air emissions performance during the last three years — with a summary of year-over-year comparisons as follows:

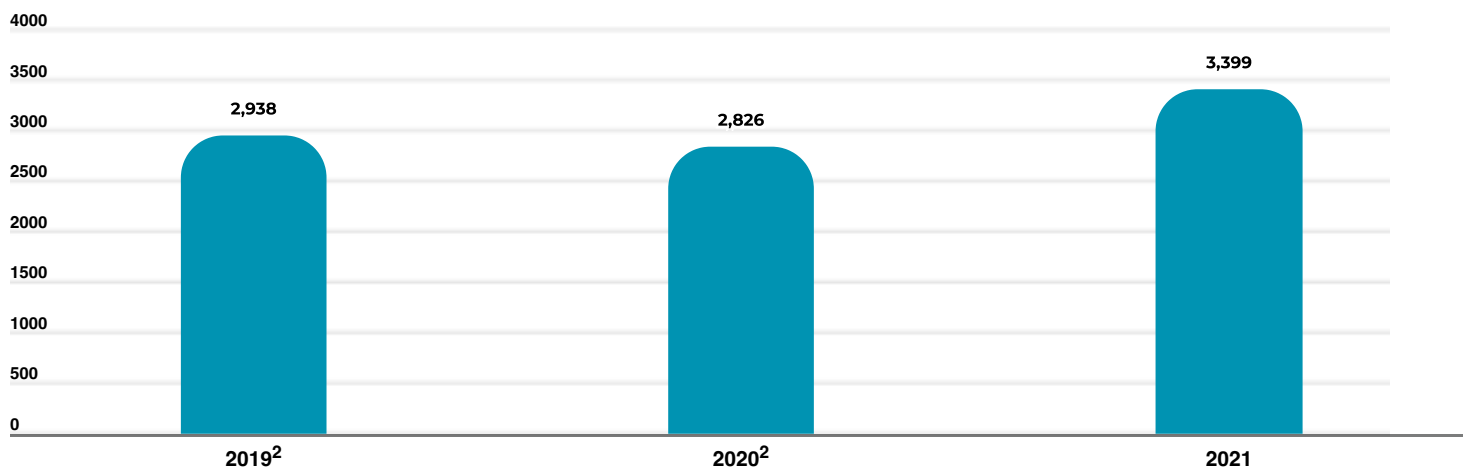
- In 2021, with the exception of sulfur oxides, there was an increase in all air emission pollutants, which was primarily due to additional compression being brought online during the year
- Beyond the added compression in 2021, the VOC and HAP emissions increased due to the implementation of revised tank emission factors developed by the Environmental Protection Agency in Chapter 7 of AP-42: Compilation of Air Emissions Factors
- During the past three years, the emissions for all pollutants except VOC and HAP have decreased or had minimal increases of less than 10%

Air Emissions by Pollutant Type (Metric Tons) <sup>1</sup>	2019 <sup>2</sup>	2020 <sup>2</sup>	2021
Nitrogen Oxides (NOx)	1,497.8	1,396.9	1,536.5
Volatile Organic Compounds (VOC)	642.8	706.3	1,082.8
Carbon Monoxide (CO)	432.2	361.1	369.8
Hazardous Air Pollutants (HAP)	147.5	141.7	178.4
Particulate Matter (PM)	124.2	131.4	137.6
Formaldehyde (HCHO)	80.7	74.5	80.5
Sulfur Oxides (SOx)	13.1	14.4	13.7
<b>Total</b>	<b>2,938</b>	<b>2,826</b>	<b>3,399</b>

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

2) Based on further refinements in the Company's data sources and inventory modifications, such as removing MVP emission sources, the 2019 and 2020 air emissions have been restated and are reflected in the above values

### Total Air Emissions<sup>1</sup> (Metric Tons)



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

2) Based on further refinements in the Company's data sources and inventory modifications, such as removing MVP emission sources, the 2019 and 2020 air emissions have been restated and are reflected in the above values

# Biodiversity and Land Stewardship

*We acknowledge that our activities can and do impact the surrounding landscape, and protecting and preserving the environmental resources near our assets is central to our mission as a Company. From project initiation to completion, and throughout a pipeline's operational lifespan, we continually evaluate the ways in which we identify sensitive environmental areas to preserve biodiversity and minimize our impact on ecosystems. We work with local communities and state and federal agencies to ensure the approaches we use to protect these natural environments are as effective as possible.*



## Managing Ecological Resources

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

Land stewardship is the responsible management of the land. It includes activities such as conservation, sustainable use, and restoration. Land stewardship is crucial because it helps protect the environment, protect biodiversity, and prevent land degradation. 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 Equitrans' relationship with our surrounding communities, reputation, and license to operate. We recognize that our activities affect the surrounding landscape, and we take our responsibility as land stewards seriously. It is our goal to safeguard the biodiversity and overall health of ecosystems throughout our operational footprint and ensure these important resources are preserved and restored to the same condition as we found them, when possible. As a good land steward, we are committed to protecting and preserving natural environments and diligently work to ensure our approaches to preserving natural resources are as effective as possible.

As a member of various industry associations, including the Interstate Natural Gas Association of America and the Marcellus Shale Coalition (MSC), we participate in working groups that focus on site planning, development, restoration, and other topics that foster land protection. Participating in these discussions bolsters our land stewardship efforts by providing guidance on site development, restoration, and other land protection topics. For example, the MSC has multiple workgroups that focus on topics related to habitat restoration, such as the benefits of pollinator seed mixes. Equitrans' transmission and gathering operations are located across Ohio, Pennsylvania, and West Virginia. At present, we operate on nearly 111,000 acres near or within environmentally sensitive or protected areas, excluding the Mountain Valley Pipeline and MVP Southgate projects. Protected areas that may be affected by our operations include federal- and state-owned properties, such as state parks and game lands, as well as county parks and recreation areas.

Prior to the commencement of any 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 and/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.

Equitrans also partners with private companies and organizations to assist with installation of habitat structures to support the specific needs of species, such as bat boxes and fish spawning structures; purchase mitigation credits that are used to offset impacts to streams and wetlands; and purchase native seed mixes to enhance local habitat restoration in sensitive resource areas.

## Proactive Project Planning

We assess and identify environmentally sensitive areas along a planned pipeline route and/or facility footprint during the routing and development phase to minimize environmental impacts on our construction projects. The routing team utilizes a geographic information system (GIS) equipped with current aerial photography, historical landslide mapping, slope modeling, aspect mapping, and terrain visualization, along with publicly available information, to identify environmental features when performing desktop reviews. Once a baseline route is established and landowners have granted survey permissions, crews are deployed to perform field feasibility studies. Equitrans'

environmental team supports our route development team, making adjustments along the way until route confirmation is achieved. During the routing process, the team aims to maximize project efficiencies and minimize overall project disturbance by considering factors from all project disciplines, including biodiversity and environmental functions. In addition to reducing the overall environmental disturbance, routes can be modified for a number of reasons, including avoidance of cultural resources and landowner requests.

Through this process, multiple route alternatives are evaluated from a desktop and field review perspective prior to finalizing the project footprint. The environmental team utilizes field visits, publicly available online resources, and information collected from past projects to identify resources designated as high-quality and exceptional value; potential habitat for rare, threatened, and endangered species; and cultural/historical resources. This information is considered in our project plans — taking steps to avoid where possible, as well as proactively plan activities to minimize, any potential biodiversity and environmental impacts.

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

The environmental team employs specialized consultants to conduct field delineations of streams and wetlands, habitat analyses, and geotechnical studies to identify historical landslides and landslide-prone areas. The consultants also begin to design temporary and permanent measures to control erosion and storm water runoff both during and after construction. The permit preparation phase includes coordinating with appropriate regulatory agencies for pre-application meetings to discuss project plans and identification of potential issues. Through ongoing dialogue, the agencies provide guidance to ensure compliance with regulatory requirements. After plans are finalized and permit applications are submitted, the team coordinates with regulatory agencies to answer questions and address concerns. This coordination continues throughout the review process and engages 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. At the initiation of construction, Equitrans' team members, including on-site contractors, are advised of regulatory requirements and environmental permit conditions that must be adhered to during implementation of the project. Project team members also receive project-specific training on environmentally sensitive areas; proper installation and maintenance requirements for erosion and sediment control (E&SC), using best management practices (BMPs); incident response procedures; and special conditions that apply to sensitive resource areas. Project limits

are clearly defined prior to the start of construction with project-specific flagging and signage to maintain necessary avoidance and awareness. Additionally, we utilize on-site monitors in select sensitive areas to ensure the work being done adheres to the assigned avoidance and mitigation measures.

The potential impacts from erosion and sedimentation during Equitrans' construction activities are generally short-term and temporary in nature. Equitrans works with contractors to minimize both the project footprint and the duration of time disturbed areas remain exposed, implementing temporary stabilization measures within the required timeframes and in many cases, within a shorter timeframe than required by permit conditions.

Prior to earth disturbance activities, and following BMPs, we install appropriate E&SCs that meet or exceed regulatory requirements. These E&SCs are regularly monitored (weekly, at minimum, and post-rainfall events) and maintained throughout construction until adequate vegetation and stabilization is achieved to prevent erosion. For aquatic resources that cannot be avoided along a pipeline route, Equitrans reduces the construction footprint to include the buffer areas (typically 50 feet on each side of the resource); utilizes construction crews that specialize in aquatic resource crossings to further reduce the potential for impacts during pipe installation; installs the pipeline facilities as a separate construction activity; and completes restoration of the buffer areas immediately following installation and prior to returning flow to the stream channel.

During the construction phase, Equitrans tracks all E&SC failures. We consider failures as any instance when erosion and sediment control structures fail to prevent soil erosion and sediment releases to water, resulting in an escape of sediment out of the project's limit of disturbance (LOD). Releases that occurred in 2021 posed minimal and temporary 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 evaluate the root cause of these releases and increase or modify the BMPs in the area, as necessary, to further reduce risk and the potential for repeat events in the future.

## Managing Environmental Impacts

In the event an environmental impact occurs during construction, we take responsibility for implementing the necessary steps to remediate the situation, and do so as quickly as possible. In most cases, these 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 & Response Procedure.

The Spill Reporting & Response Procedure involves several steps. First, field staff (environmental inspectors, construction managers or inspectors, etc.) immediately report data and observations regarding the incident to the environmental coordinator.





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

Our mitigation procedures and measurements are designed to ensure safety in the event of a spill. When a spill or leak occurs, Equitrans properly disposes of and reports all substances released in accordance with federal, state, and local regulations. We track all spills that occur and gather data to identify any trends and long-term items of concern that could require technical solutions from our engineering team. For 2021, our total volume of spills (greater than one barrel) was 5,354 gallons, which included a reportable spill related to an inadvertent return that occurred during horizontal directional drilling activities, resulting in a release of 4,998 gallons of drilling fluid outside of the project's limits of disturbance.

Hydrocarbon Spills <sup>1</sup>	2019	2020	2021
Number of Reportable Spills <sup>2</sup>	0	1	2
Total Reportable Spill Volume (Gallons) <sup>2</sup>	0	99.7	5,147.9
Number of Non-Reportable Spills <sup>3</sup>	8	5	2
Total Non-Reportable Spill Volume (Gallons) <sup>3</sup>	1,021.0	7,118.2	205.8
Volume of Spills in Unusually Sensitive Areas (Gallons) <sup>4</sup>	0	0	0

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

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

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

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

Equitrans regularly evaluates our processes to limit spills, leaks, and releases from our operations. We look for areas to improve and learn from past projects to better mitigate the risk of future spills or leaks. We track data for all spills, leaks, and releases at each of our stations and along all of our pipeline assets, and our operations team reviews our data quarterly to identify patterns and implement solutions to mitigate and avoid future impacts.

When working in areas where previous incidents have occurred, Equitrans take steps to protect and remediate the area. As an example, the Deep Valley stream crossing area had been extensively drilled in the late 1800s and early 1900s, at a time when no environmental controls were used. The proposed pipeline crossing area was heavily contaminated with drill cuttings exhibiting elevated levels of petroleum. To protect the stream and aquatic species from potential long-term impacts from benzene and other contaminants, traditional stream crossing procedures could not be used. The most protective approach available was a phased digging plan — utilizing environmental controls to identify, contain, and remove soil contaminants and engineered backfill materials designed to encapsulate potentially mobile phase contaminants. The project was completed without an environmental or safety incident and post-project stream sampling confirmed that no impacts occurred.

# Habitat Restoration

Equitrans is committed to doing its part to create and maintain healthy ecosystems. We recognize that our operations can and do impact the environment and, to help offset these impacts, we have implemented many programs focused on habitat restoration, land stewardship, and biodiversity. Our habitat restoration efforts focus on repairing or replacing damaged habitats caused by our operations. Equitrans implements methods to safeguard biodiversity assets along the pipeline's right-of-way after being constructed and put into action. We strive to meet or exceed regulatory standards and collaborate closely with property owners to return their property as close as possible to its original condition.

Additionally, we make efforts to accommodate any special requests or preferences of the landowner, such as fencing, seed mixes, tree species, and areas for heavy equipment crossing. We re-establish contours and 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 2021, we disturbed and restored (or stabilized areas of ongoing construction) 1,053 acres of habitat across our operations.

Operational Disturbances <sup>1</sup>	2019	2020	2021
Terrestrial acreage disturbed	2,251	2,555	1,053
Terrestrial acreage disturbed that was restored	100%	100%	100%

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

As an additional means of responsibility and to ensure transparency, in early 2021 we implemented our [NOV Tracker](#) to publicly disclose Equitrans' formal notices of non-compliance and violations. The tracker, which is routinely updated and published on the sustainability page of our website, summarizes our compliance data and allows us to be measured not just by the words we use, but by the actions we take.

## Evaluating Our Approach to Biodiversity and Land Stewardship

Equitrans recognizes the importance of maintaining and enhancing habitats that support biodiversity. Our operational footprint in primarily rural areas means our pipelines traverse intrinsically and economically valuable natural environments. We work diligently to ensure our approaches to protecting these natural environments are as effective as possible. Our approach to land stewardship is based on several factors, including an understanding of how our activities can affect local ecosystems.



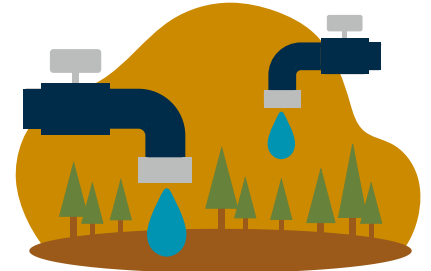
Equitrans evaluates the best locations for our pipelines, facilities, and transport vehicles before, during, and after a project to ensure we are operating in an as environmentally conscious a manner as possible. Our approach also includes dialogue with interested parties, such as landowners, desktop analyses, and, where necessary, the engagement of experts to guide our decisions. Our methods for protecting these habitats are constantly evolving as we learn more about how our activities can affect the local environment. Ultimately, our goal is to not only avoid permanent impacts on biodiversity, but also to restore sites to their previous condition and stabilize areas of ongoing construction.

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

In 2021, we developed a [Biodiversity Statement](#) that details the procedures and best practices Equitrans uses to preserve biodiversity in the areas in which we operate. We place a strong emphasis on restoration efforts after completing a project because we know areas with strong biodiversity are able to adapt and withstand the negative effects of climate change. Equitrans cares about communities and the natural beauty of the land, and we partner with community leaders 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.

# Water Management

*Water is a vital resource for all of us, and its importance to the planet cannot be overstated, including being a critical resource for all species of plants and animals and an instrumental indicator for global weather patterns. 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

Water is important to our operations, and we work diligently to avoid leaks and spills that impact water resources. While Equitrans has three business segments, gathering, transmission, and water services, water withdrawals can be separated into two categories. Water is used for construction, operation, and maintenance of our midstream natural gas gathering and transmission businesses. In addition, Equitrans withdraws and delivers water to our customers in the upstream natural gas sector, as part of the water segment of our business.

Although our water consumption is relatively low for our gathering and transmission businesses, as compared to other operations in the energy or manufacturing sectors, we recognize the importance of preserving this essential resource, regardless of how much or where we withdraw and/or discharge. All water withdrawals and discharges for the Company occur within the Mississippi River Basin, more specifically in our operating areas of Pennsylvania, Ohio, and West Virginia, which provides greater access to and availability of water compared to other areas of the country. According to the World Resources Institute's Aqueduct Water Risk Atlas, all of Equitrans' operating areas are in a low or medium water depletion area, and the majority of the operating areas are in a low or medium water stress area.

The Company operates less than eight miles, or less than 1%, of our total gathering and transmission pipeline miles within a high water stress area, and there are no natural gas facilities, such as compressor stations, located in these areas. Additionally, none of Equitrans' water pipelines or impoundments are situated within any high water stress area, and we have not caused any unpermitted water discharges along Equitrans' natural gas pipelines in this region. As part of our overall focus on minimizing impacts to local water resources, Equitrans takes the issue of water stress areas seriously.



While gas operations represent the majority of the Company's operating revenues, the gathering and transmission segments represent a very small portion of our overall water usage and withdrawals. Water is used for a variety of purposes during Equitrans' day-to-day gas gathering and transmission and storage operations, including for various maintenance, construction, pipeline operation, and compressor station activities. The two most common water uses at compressor stations are cooler fan cleaning and dehydrator flushing, for which the majority of water is obtained from a third party that provides potable water. Water used during cooler cleaning is evaluated after use to determine proper disposal requirements, and is allowed to infiltrate into pervious ground areas where allowed by regulation. Water used to flush the dehydrator lines may interact with impurities or other chemicals and is collected in on-site 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 utilized for gas storage operations, such as plug and abandonment operations and other well maintenance activities, is obtained from and disposed by a third party.

The largest source of water withdrawn and discharged for gas operations is used by the construction team for hydrostatic testing and land restoration efforts. Hydrostatic testing of pipelines is performed using fresh water supplied by a third party, and no chemicals or other materials are added to the water during hydrostatic testing. Following the testing, the water is either directed back to the environment 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 from third-party or municipal sources is used to apply materials to restore vegetation and protect land areas. For both activities, little water is consumed and it is generally returned to the same basin where it was obtained.



The water business segment transports water to upstream natural gas customers for their use in gas drilling and production activities and represents the majority of the Company's water withdrawals and discharges. As of December 31, 2021, the Company's fresh water system included approximately 200 miles of pipeline and 23 fresh water impoundment facilities, which are concentrated in southwestern PA and southeastern OH. The water is withdrawn from the Monongahela River, Ohio River, local reservoirs, regional waterways, and municipal sources. In certain cases, withdrawal permits must be obtained before withdrawing water from surface waters. The amount withdrawn is continuously tracked using water flow meters, and throughputs are reviewed and compared to permit limits on a monthly basis. Water brought into the pipeline system can be temporarily held in impoundments until delivered to customers. As water is withdrawn to deliver to other companies, it is not consumed by Equitrans. Our customers are responsible for obtaining any necessary environmental permits or approvals for the production activity for which they use the water.

During 2021, the Company began construction of a mixed-use water system in Greene County, Pennsylvania to transport produced recycled water. As of the date of this report, the system is targeted for a partial in-service in 2022, with the majority of the system targeted for a 2023 in-service. The mixed-use water system is designed to include 71 miles of buried water pipeline, two water storage facilities with 350,000 barrels of capacity, and two interconnects with the Company's existing Pennsylvania fresh water systems and will provide services to producers in southwestern Pennsylvania. As of December 31, 2021, the Company's mixed-use water system included approximately eight miles of buried pipeline.

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 Storm Water 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.

Equitrans installs sufficient secondary containment for hydrocarbons or other potential water pollutants to prevent those materials from impacting water sources in accordance with federal, state, and local requirements. Further, 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 Public Safety & Emergency Response sections of this report. To improve transparency, Equitrans publishes its environmental notices of violation on its website.



## Evaluating Our Approach to Water Management

Equitrans completed the first Companywide water inventory for its usage during calendar year 2021 and is reporting water management information for the first time in this report. Going forward, we are working to improve and acquire additional water management data to provide additional detail and transparency in future disclosures.

While the revenue from the water services segment of our business is small compared to revenue from our natural gas gathering, transmission, and storage services, it is a key element

when reviewing our water impacts. Our water services are directly linked to our customers' well completion activities and operations, and their related fresh and produced water demands. As a result, our water operating results traditionally fluctuate from year to year in response to producers' well completion activities.

Water flow meters are used to monitor the quantity of water extracted from surface water and municipal sources and for monitoring the quantity of water delivered to customers. For sources of water that Equitrans pays a fee, a second audit meter is used to verify the flow meters' readings. Because impoundments are utilized as storage sites, where water is kept until it is returned to the pipeline and distributed to customers, they are considered to be within the Company's boundary. Water entering and leaving storage sites is not recorded as a withdrawal or discharge. There is no consumption expected for the water services business segment as all water withdrawn is intended to be transported and delivered to customers.

In 2021, the water services segment of our business withdrew approximately 1,119 million gallons of water, with none of the withdrawals coming from water-stressed areas, and discharged approximately 1,121 million gallons of water. The total discharges consist of all water delivered to customers and include estimates regarding reported spills and any water drained from impoundments for use by a third party. During 2021, the quantity of water discharged exceeded the amount of water taken in. The reason for the excess discharges is partially due to two factors: water being stored at impoundments in early 2021 was delivered to customers throughout the year, and one water impoundment was drained for maintenance activities in the fourth quarter. Water consumption for the water services business is not measured; however, water consumption is calculated by subtracting discharges from withdrawals. Since water discharges exceeded withdrawals in 2021, our water segment consumption is being reported as zero gallons. In addition to freshwater, Equitrans transported produced water in our existing water pipeline network for one customer's well pad operations, the amount of which is included in our withdrawal and discharge data calculations.



2021 Water Withdrawals by Source <sup>1</sup>	Water Segment Withdrawals (gallons)	Gas Operations Withdrawals (gallons)
Surface Water	519,281,034	138,000
Groundwater	0	1,400
Third-party Sources <sup>2</sup>	531,860,744	4,053,511
<b>Total Freshwater Withdrawals</b>	<b>1,051,141,778</b>	<b>4,192,911</b>
Produced Water	67,946,632	0
<b>Total Water Withdrawals<sup>3</sup></b>	<b>1,119,088,411</b>	<b>4,192,911</b>

1) Includes 100% of the Eureka Midstream assets; excludes MVP, MVP Southgate, and OVCX 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 is withdrawn for Company operations

2021 Water Discharges by Source <sup>1</sup>	Water Segment Discharges (gallons)	Gas Operations Discharges (gallons)
Surface Water	343,182	0
Groundwater	12,101	2,485,500
Third-party Sources (freshwater)	1,052,264,036	1,570,270
<b>Total Freshwater Discharges</b>	<b>1,052,619,319</b>	<b>4,055,771</b>
Third-party Sources (produced water)	67,946,632	0
<b>Total Water Discharges<sup>2</sup></b>	<b>1,120,565,951</b>	<b>4,055,771</b>

1) Includes 100% of the Eureka Midstream assets; excludes MVP, MVP Southgate, and OVCX projects; for purposes of this report, "third-party discharges" include water delivered to customers and water removed for treatment and disposal by a third party

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

2021 Water Consumption <sup>1</sup>	Water Segment Consumption (gallons)	Gas Operations Consumption (gallons)
<b>Total Water Consumption<sup>2</sup></b>	<b>0</b>	<b>119,269</b>

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

2) Water consumption is calculated by subtracting the total discharges from the total withdrawals; the water segment consumption is reported as zero gallons since discharges exceeded withdrawals in 2021

# 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. Our Vice President of Environmental, Safety & Compliance is responsible for overseeing our upstream and downstream waste management impacts. While waste represents a small portion of our potential environmental impact, we closely track and monitor waste throughout its lifecycle, from generation through disposal, to maintain compliance with all applicable regulatory requirements and to minimize pollution. Proper waste management starts with the accessibility of well-maintained

receptacles, including covered dumpsters and properly labeled drums. It continues with properly labeling containers, maintaining waste storage areas, conducting inspections, and disposing of waste in accordance with all applicable regulations.

Fluids are the largest source of waste from our operations. We use glycol, lube oil, and engine oil to operate and maintain our equipment. We store 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 2021, we conducted 43 internal inspections to ensure we are fulfilling our commitment to rigorous waste management practices.

We also conduct external audits annually at our facilities that contain hazardous waste, non-hazardous waste, or both. Our non-hazardous waste comprises of plant trash, contaminated soils, absorbents, produced water, contaminated water, and oily wastewater. Finally, our hazardous waste includes condensates, which we send for fuel blending and energy recovery. To reduce and minimize negative impacts from waste, we recycle 100% of glycol used in operations using third parties and sell some of our generated condensates which are also used for fuel blending.

Equitrans adheres to all regulations regarding the disposal of waste. We follow the requirements in these regulations to characterize waste and determine the appropriate container type, storage and transportation of containers, 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 maximum storage times. Non-hazardous waste regulations

are generally enforced by disposal facilities that determine acceptance conditions, such as the type and amount of waste, in conformance 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.

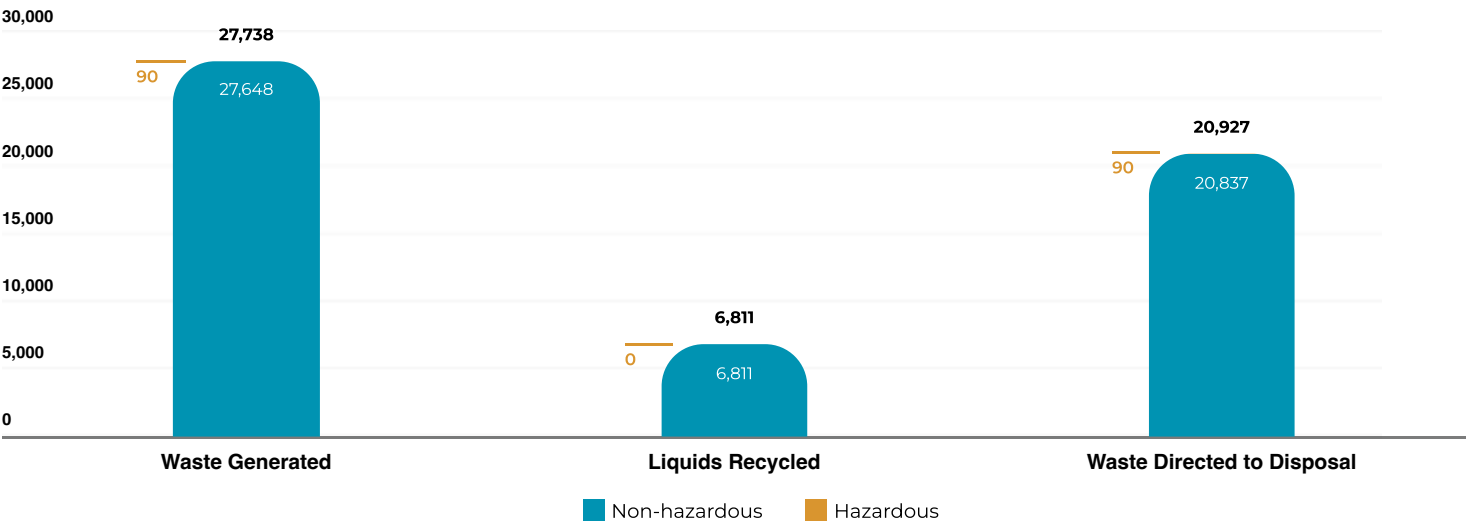
In addition to operational waste, Equitrans is also focused on reducing our office and human generated waste. We are currently in the process of fine-tuning our recycling program at our headquarters office and are looking for opportunities to establish recycling programs and track waste at our other office locations. Where possible, all fluorescent light fixtures have been replaced with LED to simultaneously reduce waste generated and energy used. We are also working with our waste management vendors to explore ways to reduce waste in our cafeteria, including looking for sustainable container options. Through these efforts, Equitrans is demonstrating its commitment to environmental sustainability and responsibility.

## Evaluating Our Approach to Waste Management

With our recent materiality assessment, waste management was identified as an important topic by our stakeholders and this is the first year we are providing full reporting information. Equitrans utilizes an internal, systems-wide waste management database to track performance across our operational sites to evaluate our compliance with regulatory requirements. For 2021, we are proud to report there were zero incidents of non-compliance. Waste is categorized according to its type, location, container, and disposal facility; additional metrics provide a comprehensive overview of our downstream waste flow.

Equitrans has not historically tracked and recorded the amount of municipal waste generated at office facilities. We are in the process of collecting data and measuring our waste footprint across our office facilities, including the amount of recyclable waste removed and expect to report this information in the future. The waste amounts listed below only include waste generated at our operations sites and do not include office locations.

Waste Recycled and Disposed<sup>1</sup> (Metric Tons)



1) Includes 100% of the Eureka Midstream assets; excludes MVP, MVP Southgate, and OVCX projects; with the exception of hazardous wastes, construction wastes are managed by Equitrans' contractors and are not included in the 2021 totals

# 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. 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

We are committed to successfully managing our energy use, adopting efficiency measures, and conserving energy across our asset footprint through implementation of best practices at our offices and facilities, as well as in our field operations, which we believe position us to minimize our carbon footprint, control costs, and contribute to a Company culture that values decreasing environmental impacts.

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. In our owned facilities, we installed energy efficient LED lighting that uses up to 75% less energy than comparable fluorescent bulbs. We regularly evaluate new approaches to optimize and reduce our energy consumption from our facilities, such as replacing older redundant HVAC systems and older boiler units with newer, more efficient units. As the majority of our office-based employees are working remotely, all office HVAC systems are used only when necessary, and lighting levels have been lowered in vacant areas to reduce electricity consumption.

At our field operations, many of our compressor stations along our pipelines generate their own power, utilizing the available natural gas at the site. By generating energy directly from the available natural gas, rather than from gasoline- or diesel-powered generators that require separate fuel deliveries, we are able to more efficiently power our field operations. In 2021, we continued to investigate opportunities to generate cleaner, on-site energy to minimize our environmental impact.

To expand upon the solar panel installations constructed in 2020, we are also installing “solar flowers” at select locations with optimal site characteristics. Solar flowers are solar units shaped as a flower that are designed to rotate toward the direction of the sun to optimize energy generation. In 2021, we installed one additional solar flower at a rectifier, bringing our total to four; and we are investigating future sites at which to install additional units. Further, we are investigating opportunities to partner with a power company to generate electricity at our stations by recovering and using waste heat from compressor equipment.



## 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 2021, our Senior Operations and Maintenance Sustainability Manager worked 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. With the modifications that were implemented, and including the closing of one office and space reduction at another, our office building network as a whole used less energy during 2021, relative to 2020.

While there was a decrease in office electricity consumption in 2021, the majority of electricity consumed by the Company is for our field operations. Operational electricity consumption, and thus Companywide electricity consumption, increased in 2021 due to the addition of 14 new electricity accounts associated with the installation of rectifiers used for cathodic protection and connecting part of an existing station to the electric grid for the purchase of electricity, which is produced more efficiently versus using on-site generators.



Internal Energy Consumption (Gigajoules) <sup>1</sup>	2020 <sup>2</sup>	2021
Electricity Consumption	119,478	137,160
Heating Consumption	5,230	7,380
Cooling Consumption	4,127	4,127
<b>Non-Renewable Sources: Total Consumption</b>	<b>128,835</b>	<b>148,667</b>
<b>Renewable Sources: Total Consumption</b>	<b>-</b>	<b>10.1</b>

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

2) The 2020 data was restated to include refinements and modifications, such as adjusting heating consumption that was incorrectly double counted as both fuel combusted and fuel purchased

# 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.*



## Protecting Our Communities

3-3, 416-1, 416-2

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

We frequently communicate with 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 pipelines 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 pipeline-related educational resources, listening to their thoughts and feedback, and building relationships through group meetings, personal contact, and targeted distribution of print materials. A few examples of the topics we address include:

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

Our engagement helps to increase awareness of the presence of pipelines in local communities, our commitment to public safety, and the general role of pipelines in transporting energy. It is our goal to convey to the public that while pipeline accidents are possible, pipelines are a safe mode of energy transportation. We undertake strong measures to prevent pipeline accidents, and work to anticipate and plan for the management of accidents in the rare instance they occur. It is our belief that a well-informed public, particularly those who are near pipeline routes, enhances the safety measures we employ. Importantly, public awareness of nearby pipelines assists in minimizing the potential for pipeline emergencies or releases due to third-party damage or right-of-way encroachments.



One of the greatest challenges to safe pipeline operations is potential accidental damage caused by excavation, directional drilling, construction, farming activities, or homeowner activities. To ensure public safety, we urge stakeholders to utilize the “Call 811 Before You Dig” program is available across the United States. By calling 811 before digging, everyone can play an important part in protecting public safety by ensuring that a pipeline is not unintentionally damaged. The national program directly connects a caller to their state's One Call Center where they can report their planned digging project. The One Call Center will then communicate this information to all local underground utilities that mark the locations of their pipelines on the property where the project is taking place. In our home state of Pennsylvania, we are directly involved in the Pennsylvania 811 Safety Day conference as a sponsor. The annual Safety Day provides safety education to the excavation and utility industries through hands-on demonstrations with tools and techniques, as well as discussions on new safety theories.

## Public Awareness

Equitrans knows public education and outreach increases pipeline safety, as well as reduces the chance of third parties creating potential emergencies or accidental releases due to lack of understanding of our operations and right-of-way encroachments. Equitrans' Public Awareness Program works to raise public awareness of pipelines in our communities and improve stakeholders' knowledge about the function pipelines play in transporting energy. We have taken considerable measures to develop stakeholder brochures to identify audience demographics, to include affected public, emergency officials, public officials, excavators, and state One-Call Centers. We offer several communication channels to help stakeholders understand the steps they can take should a pipeline incident occur and to prevent pipeline events through the use of the state's One Call System. Stakeholder communications consist of:

- Pipeline awareness packets mailed to stakeholders
- Business reply cards to measure the understanding of the content in the brochure;
- In-person and webinar meetings
- A self-paced online training platform for stakeholders to allow exposure to pipeline response training and damage prevention efforts (contracted consultant, Paradigm)
- An Emergency Response Portal that provides operators with a secure, cost-effective location from which to publish and distribute their emergency response plans on a secure site to local emergency response officials (contracted consultant, Paradigm)

In an effort to provide operator training sessions to stakeholders during the pandemic, virtual meetings were held to convey the required information and provide effective stakeholder and operator participation. Though somewhat challenging, the virtual meetings were successful and were able to meet regulatory requirements. With the pandemic restrictions being lifted, we expect operator training sessions will be provided both in-person and virtually in 2022.

## Evaluating Our Approach to Public Safety

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

Our telephone and postal surveys use a three-step approach to complete the evaluation process. The first step is the set-up, in which we design the survey with the intent to measure the scope of our public outreach and its effectiveness in conveying desired content, the clarity of the outreach content, and the content's effect on desired safety awareness and behaviors. Next is the execution phase of the process when the surveys are conducted for selected local community members. During the execution phase, we target completing 400 surveys per identified



audience to ensure we obtain a statistically significant sample. Last, during the reporting and analysis phase, we compile the survey results and complete a final report. This final report includes results for each survey question and the three intended measures of the survey outlined in the first step.

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

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



## 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, involve a single individual or many people, be inside or outside the Company, and/or be created by a sudden, tragic, dangerous, and/or volatile issue or event that demands quick action or by an emerging issue that is sustained and does not disappear after a short period. Crises come in many forms,

including operational, natural disasters, and other man-made disasters. Regardless of the crisis, an appropriate and timely response is critical.

Equitrans recognizes that a crisis 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 ensure appropriate information is conveyed to stakeholders as needed.

## Crisis Management Plan

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

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

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

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

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

## **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 crisis plans to ensure we are prepared in the event of an emergency. We conduct training sessions for our incident commanders and crisis coordinators to provide updates on our processes and procedures, reinforce existing protocols, and further prepare for potential incidents and crisis events. Additionally, following an incident, Equitrans pursues a reporting and analysis debrief to identify any safety gaps or further precautionary measures that should be evaluated for implementation. Equitrans also evaluates its designations of CMT personnel on a quarterly basis to ensure appropriate CMT staffing and to verify CMT contact information.

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

Additionally, Equitrans reaches out to landowners and homeowners located along a pipeline right-of-way or near our facilities to inform them of the potential risks our operations could have on nearby homes and to review evacuation plans in case of an emergency. Equitrans provides its hotline number to nearby landowners or homeowners, as well as important contact information for local emergency responders. By keeping local community members informed of our practices, Equitrans demonstrates that safety is our number one priority and is a fundamental requirement for our assets to operate at high standards of integrity.

# Community Engagement

*Our goals are to operate as a socially responsible company and positively contribute to the local communities in which we operate. At the same time, community engagement allows for building relationships and partnerships with those who may be affected by our work, and it is important to us that everyone living or working near one of our pipelines or facilities is confident in our commitment to operating in a safe and responsible manner. We also recognize that public apprehension about natural gas pipelines and their related facilities is an understandable sentiment both locally and nationally. Through our engagement efforts, we demonstrate Equitrans' commitment to a sustainable future and illustrate the critical role that natural gas is playing, and we believe will continue to play, in the clean energy transition.*



## Strengthening Community Partnerships

3-3, 413-1, 413-2

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

## Addressing Community Concerns and Public Perceptions

As part of Equitrans' efforts to build a more sustainable future, we believe it is important to educate the public, all of whom are energy consumers, about the critical role that natural gas plays, and we believe will continue to play, in the transition to a lower-carbon economy. It is equally important to engage with the public on our many sustainability initiatives.

As the energy transition progresses, we must address public concerns and perceptions about natural gas. We understand that we must listen to and act on community concerns to build trust and long-lasting relationships. The public's apprehension about natural gas pipelines and their related facilities is an understandable sentiment locally and nationally. It is important to us, as a



Company, that everyone living or working near one of our pipelines or facilities is confident in our commitment to operating safely and responsibly.

Our government affairs, communications/corporate affairs, land, and construction groups serve as the primary liaison for responding to inquiries from our community stakeholders. Equitrans' engineering team is also available to assist our external outreach teams in addressing specific concerns related to the technical design of a pipeline or facility.

- Our government affairs group builds and maintains relationships with policy stakeholders. Both our government affairs and communications/corporate affairs team frequently engage with civic organizations, elected officials, emergency response personnel, business owners, and residents to foster relationships at the local, state, and national levels. For example, the outreach team working on our Ohio Valley Connector Expansion project (OVCX) emphasized identifying and engaging with environmental justice communities near our facilities. Furthermore, to strengthen our community engagement activities and reduce potential community concerns, Equitrans is developing a formal Environmental Justice Policy, which we expect to publish in 2022.
- In the field, our communications/corporate affairs, land, and construction groups serve as our primary points of contact for landowners and other community members. These group members regularly attend and participate in public municipal meetings in areas where we have ongoing and future projects to establish good working relationships with local communities and to reinforce clear lines of communication for project questions. The input from our local communities increases Equitrans' ability to address specific public needs and mitigate operational risks before they become disputes or hazards.
- As part of our land team, our owner relations group primarily addresses payment or tax-related concerns and also works with other members of the land group to address questions and concerns about our operations. Landowners can contact Equitrans representatives through our Owner Relations phone number (1-888-613-7848) or via email to notify us of any concerns and obtain answers to any questions they may have before, during, or after construction activities.

Additionally, in 2021, we began evaluating the development of a Companywide issues management and resolution tracking system. The objective of the project is to develop and implement a formal process that will identify and manage general concerns, requests, and specific issues — creating a single repository for historical reference, which can be accessed by various departments across the organization. By maintaining a single issues-management system, we will be better able to: deliver on our commitment to accurately resolve concerns/issues in a timely manner, ensure uniformity in our approach to resolving concerns/issues, and help to minimize issues before they become larger concerns or disputes. We expect to identify a technology solution for the new issues management tracking system by year-end 2022, with implementation targeted for 2023.

## Key Topics Raised by Local Stakeholders

Prior to construction, we engage with our local stakeholders to learn of potential issues and diligently work throughout our planning and construction phases to limit potential stakeholder concerns. Once we are granted access to work on a landowner's property, we want to ensure we are operating in a respectful manner that is aligned with the landowner's expectations.

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

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, which assists in identifying potential noise-related issues that may arise. If these studies identify a noise issue, we proactively install sound mitigation measures, where appropriate, to minimize the impact on neighboring properties.

Our use of roads during pipeline construction is another noteworthy example of our efforts to be responsible community stewards. 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 in order to assess any maintenance that may be required either before work begins or after it is finished. We communicate this information to the local municipality, and we work with the municipality's officials to ensure minimal disruption to community members during our use of the roadways. In 2021, Equitrans invested a total of more than \$1,265,000 in roadway repairs and upgrades across its operating areas in Pennsylvania and Ohio.



## Equitrans invested more than \$1,265,000 in local roadway improvements during 2021.



In 2021, at a project level, we saw enhanced stakeholder outreach — additional mailings, community information sessions, individual phone and in-person communications, and open houses to ensure we are engaging with affected landowners, community members, and other stakeholders. 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.

### Investing in Communities

At Equitrans, we believe in investing in our communities, supporting local organizations and giving back to those who need it most. We are committed to being a good neighbor and creating lasting value for our employees, families, and other residents impacted by our operations. Through our Corporate Local Giving and Sponsorship Program, as well as the Equitrans Midstream Foundation, we support a wide range of organizations within these communities. By investing in our local communities, we create a positive impact that extends far beyond our Company, helping to strengthen their foundation for future generations.

#### Corporate Local Giving and Sponsorships

To ensure legality and appropriateness, Equitrans recently implemented a formal structure and internal review process to evaluate and approve or decline each corporate donation or sponsorship request we receive. The primary objective is to ensure all contributions align with our Core Values and confirm that contributions are not made to local authorities having oversight of our current or future operations, which would raise questions of impropriety. Our internal audit team also audits the process, submission requests, and donations on a quarterly basis.





The review process is managed by Equitrans' senior community advisor; and members of the review team consist of a cross-functional representation of employees from across the organization, including legal, human resources, government affairs, and communications/corporate affairs. As part of the review, team members ensure the requests are in line with Equitrans' [Corporate Sponsorships and Local Giving Guidelines](#), which is available for stakeholder reference on Equitrans' website. The team also categorizes each approved request to align with select UN Sustainable Development Goals (SDGs), as applicable. 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.



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

Equitrans places an emphasis on supporting our first responders and local communities. At the onset of the COVID-19 pandemic, we continued to participate in several food drives, donate supplies to local schools, provide necessary medical supplies to county agencies, and provide support to local humane societies.

As we broaden our sustainability investments, we are especially proud of our ongoing partnership with the Upper Mattaponi Indian Tribe. Our multi-year investment will support the sustainability efforts of the Tribe by providing for the acquisition of waterfront land within the historic extent of their territory, allowing the Tribe to establish an indigenous environmental education pavilion and a canoe livery that will support the Tribe's goals of enhancing the financial stability and physical well-being of its members. The investment is also expected to create opportunities for younger generations to remain connected to the waterborne culture that has sustained the Tribe for many years.

In 2021, Equitrans also partnered with the Fairmont State University Foundation for the construction of their new Sustainability Shelter, which 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 also aligns with two of the UN SDGs, Quality Education and Sustainable Cities and Communities. The Fairmont State Foundation honored Equitrans with its "2021 Philanthropic Corporation of the Year" award, which represents the demonstration of outstanding commitment through financial support and engagement of others in activities that support and advance philanthropy at Fairmont State University.



## During 2021, Equitrans' corporate contributions totaled \$555,000 — supporting more than 65 community organizations.

During 2021, Equitrans made supporting contributions totaling roughly \$555,000 (excluding project-related donations). Since our launch as an independent midstream company, our community involvement continues to increase and evolve, including several

broader ESG-related initiatives and concerted alignment with select UN SDGs. This is demonstrated in our 2021 donation total, which was more than double that of our previous year's donations. Corporate sponsorships and donations for the year included programs and organizations such as:

- Fairmont State University Foundation
- NDPonics
- Upper Mattaponi Indian Tribe
- LandForce PGH
- Trout Unlimited
- One Tree Planted
- DigDeep's Appalachia Water Project
- Fill it Forward
- Three Rivers Youth
- WV Game Changers Education Program
- Junior Achievement
- Eastern Gas Compression Association
- Belmont County Agricultural Society
- Washington County Agricultural Association
- Greene County Department of Recreation
- Governor's One Shot, Inc.
- Charity Miles
- Multiple county fairs
- Multiple 4-H and livestock events
- Multiple Volunteer Fire Departments
- Multiple emergency response funds

In support of Equitrans' Inclusion program, our corporate giving program also supported several diversity and inclusion related initiatives, such as:

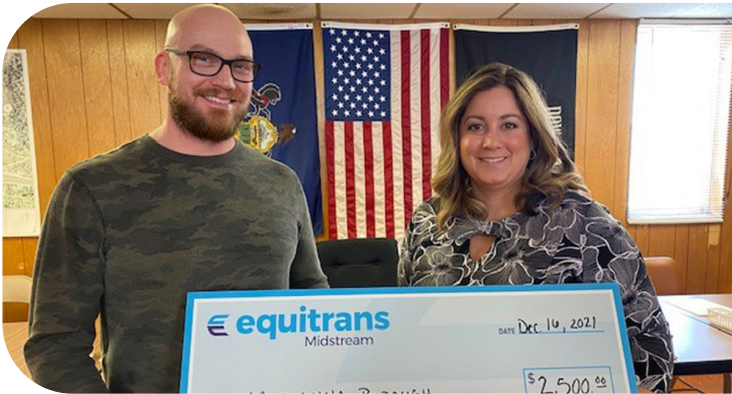
- The Wounded Warriors Project
- PACE Enterprises
- Dress for Success
- Autism Speaks
- WVU LGBTQ+ Center

Our goals are to operate as a socially responsible company and to contribute in a positive way to the local communities in which we operate. We support our employees in volunteer activities that enrich the lives of others, while at the same time enhancing their own experiences, and we encourage our employees to solicit and recommend community outreach programs in which volunteers can contribute and participate. Equitrans utilizes E-Train On-Track to support the engagement of our employees in corporate-sponsored community service initiatives and social employee activities that align with our Core Values of safety, integrity, collaboration, transparency, and excellence.

E-Train On-Track

Formed in 2019, our E-Train On-Track committee consists of employees representing each of Equitrans' regional offices. Committee members meet monthly to evaluate opportunities for volunteering, community service, and employee social activities that are aligned with our Core Values and promote a deeper connection with the communities where we live and work. As pandemic restrictions were starting to be lifted throughout 2021, we are pleased to report that our volunteer events tripled, as compared to 2020. During 2021, the E-Train On-Track committee coordinated 24 events to promote local employee volunteerism and community service. Along with activities at multiple parks, gardens, trails, and recreation areas, a sampling of these events included:

- UPMC Walk for Children's
- Backpack Beginnings
- The Education Partnership
- UPMC Children's Hospital Firearm Safety Outreach
- Habitat for Humanity
- Stuff-A-Bus
- Dress for Success
- Adopt-a-Family
- Toys-for-Tots
- Autism Speaks



Employees also enjoyed participating in a Charity Miles fitness challenge; a Sportsperson's Challenge, with an emphasis on hunting safety; and a special Redhook Compressor Station tour.



## During 2021, Equitrans' participation in volunteer events tripled and employees logged 1,005 hours of volunteer time.

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. In 2021, our employees logged a total of 1,005 volunteer hours through this program.



### Equitrans Midstream Foundation

The Equitrans Midstream Foundation is a legally separate 501(c)(3) entity established in 2018, at which time Equitrans Midstream Company became an independent, publicly traded company. 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.

#### Community Development

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

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

#### Education

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

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

## Environment

The 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 2021, the Foundation contributed an additional \$382,000 in employee matching donations to 501(c)(3) organizations.

Our Foundation made \$532,000 in donations during 2021. Additionally, the Foundation matches employee contributions dollar-for-dollar, from \$100 to \$50,000 annually, and made an additional \$382,000 in employee matching donations to 501(c)(3) organizations. Overall, the Foundation increased its giving by 29% in 2021, compared to the previous year, and by 39% since 2019.

In 2021, the Foundation made grants to a number of non-profit organizations that serve underserved and underrepresented populations in our operating areas. Below are a few of the key programs our Foundation supported in 2021:

- Mountaineer Food Bank Veterans Table
- West Virginia University Foundation
- Children's Hospital of Pittsburgh Foundation
- Intermediate Unit One Education Foundation
- Girl Scouts Western PA
- The Education Partnership
- Junior Achievement of Western PA
- End Distracted Driving (EndDD.org)
- Pittsburgh Symphony, Inc.
- Focus on Renewal StoRox Neighborhood
- Centers for Excellence in Education
- Innovation Works Inc
- Casey Feldman Foundation
- Saltworks Theater Company
- Greater Pittsburgh Community Food Bank
- Beverly's Birthdays
- Dress for Success Pittsburgh
- Big Brothers Big Sisters Greater Pittsburgh
- Penn's Woods West Trout Unlimited

## 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. We believe that by taking a proactive stance regarding stakeholder engagement and community investment, we are better able to enhance and/or build thriving communities, while also achieving our overarching business goals. In doing so, our Core Values of safety, integrity, collaboration, transparency, and excellence are the principles that guide our employees' behaviors and decisions. A few examples of our employees working through our values include:

- Gathering information to help identify local concerns before they inconvenience neighbors



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



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. Our primary means of engagement is through direct communication and relationship building with all involved stakeholders (landowners, community members, elected officials, emergency responders, etc.). Through these personal engagements, we directly learn from stakeholders about positive outcomes and receive recommendations regarding how we can better address community matters.



# 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 by actively pursuing a safe and healthy workplace for our employees and contractors. In turn, we are better able to reduce absenteeism, increase productivity, and create a positive work environment. Our approach to safety involves communicating our expectations and providing the necessary tools and training to be safe and successful. By advancing our proactive occupational health and safety initiatives, Equitrans is creating a positive workplace culture that supports our goal of zero workplace incidents — staying focused to ensure everyone will return home safely at the end of their workday.*



## Safety — Above All Else

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 health and safety approach is simple — we are committed to the safety and well-being of our employees, contractors, and the communities in which we operate. 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.

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. We have a comprehensive Health, Safety, and Environmental (HSE) Policy, to which all employees and vendors must adhere. We also heavily invest in training for our employees regarding health and safety procedures, offering both online and in-person sessions to ensure all of 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 have stringent safety programs in place that meet our policy standards.

As part of our commitment, health and wellness are also essential areas of focus areas Equitrans — helping employees to maintain a work-life balance, stay productive, and be happy at work. By promoting wellness and mental health, employees remain healthy and engaged, which benefits the Company as a whole. Equitrans is committed to promoting wellness and mental health in the workplace and offers a variety of programs to support this goal.



## ZIP Today

We manage safety and environmental stewardship at Equitrans through our Zero Is

Possible — Today (ZIP Today) platform, driven by our HSE team with oversight by 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. As we continue to build a robust safety and environmental stewardship culture, it is important that our employees and contractors remember that their safety takes precedence above all else, a belief that ZIP Today helps to foster.

Since 2018, our commitment to the ZIP Today platform has been transformed into a way of life at Equitrans. Three safety subcommittees within our HSE 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

Equitrans requires all employees to receive training on hazard and potential hazard identification in relation to their specific job requirements — and managers work with employees to keep safety a top priority and 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 deploy 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.

## Risk Assessment

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

## Incident Investigations

For every safety-related incident or observation that transpires, regardless of whether an injury occurred, we carry out a comprehensive incident investigation — the results of which help us to learn and improve. Our investigation process starts with the root cause and what precursors may have led to the incident's occurrence. The front-line supervisor leads the investigation, with assistance from the HSE team, and includes experts familiar with the event and its circumstances. Next, we evaluate and identify solutions to prevent a similar incident from occurring again. This process may involve multiple departments within Equitrans, as the corrective actions identified may encompass multiple functions within the work processes. For each incident in which an injury does occur, we record the nature of the incident, as prescribed by the OSHA Injury/Illness Recordkeeping Guidelines. This record serves as another source of information for our incident investigations. We actively communicate each incident or observation across Equitrans 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 we are dedicated to providing our workers with the tools they require to do their jobs safely and effectively. Our health and safety 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 2021, Equitrans employees completed 4,990 hours of safety education and training.

Upon hiring, every employee participates in Equitrans' New Hire Orientation Program, which includes information on our safety culture, and receives an in-depth safety orientation upon arrival at their work location. Employees attend core safety training annually, as well as monthly training related to OSHA- and Equitrans-specific education tailored to an employee's applicable work responsibilities. Examples of these tailored trainings include: how to investigate incidents, safe driving practices, and how to recognize and control hazards. Employees are required to complete Equitrans-specific 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 committee provides monthly safety tips to employees via postings to our Company intranet and through our monthly HSE ZIP memo — reinforcing specific safety guidance and reminding employees that Zero Is Possible, anytime, anywhere.

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, contractors are required to attend a kick-off meeting prior to work that establishes our expectations and defines roles and responsibilities, the project's emergency action plan, and any potential hazards that may be present at the job site.

## Our Proactive Approach to Employee Safety

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



- **Incident with Serious Potential (ISP)**, which includes events or situations where a behavior or activity may have the potential to cause serious injury or significant property damage
- **Observation with Serious Potential (OSP)**, which includes observations of behaviors, actions or situations that, if allowed to continue, have the potential to cause serious injury or significant property damage
- **Corrected Safety Opportunity (CSO)**, which reflect non-serious hazard reports, deficient procedures or processes, or improvement suggestions that have been corrected and incorporated into our business and operations



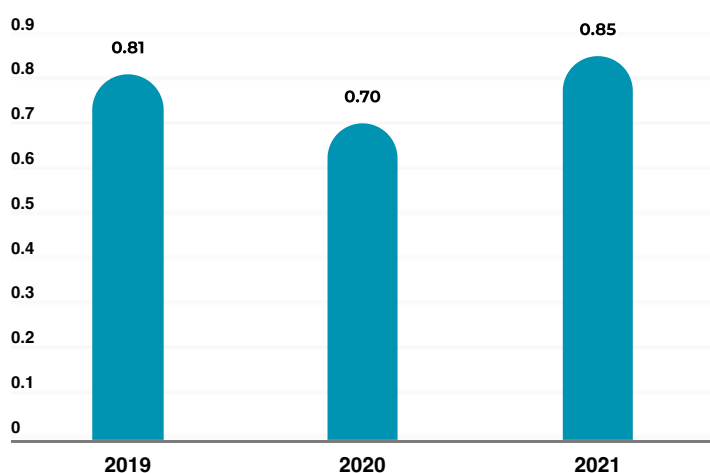
The CSO metric encourages employees to report all safety observations and opportunities for improvement to help increase safety awareness across Equitrans.

As a result of our collective ISP, OSP, and CSO efforts, and with the launch of the Intellex app, we received approximately 852 safety observations in 2021, which is more than four times the number of observations we received and recorded in 2020. This significant increase resulted in opportunities for Equitrans to reduce risk and enhance the safety of our work environment. By increasing our employees' safety engagement, we are ultimately 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 — meaning that **safety is everyone's responsibility**, not only that of the Company's safety department.

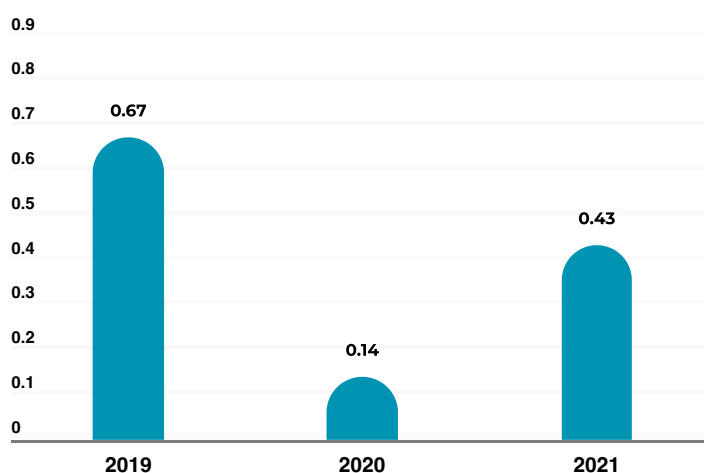
Internal safety metrics are incorporated into Equitrans' Short-Term Incentive Plan (STIP), which aligns employee interests with those of our shareholders and the strategic objectives of our Company. By tracking and evaluating annual safety metrics, and linking them to compensation, we can more effectively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

## Employee Safety Performance

**Total Recordable Incident Rate<sup>1</sup>**



**Lost Time Incident Rate<sup>1</sup>**



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

For 2021, Equitrans' year-over-year data shows an increase in our Total Recordable Incident Rate, primarily due to an increase in slip, trip, and fall incidents. The majority of these incidents were associated with muddy or ice-covered surfaces and the exiting of mobile equipment. Recognizing that improving safety procedures and protocols is a continuous improvement process, we worked diligently to identify potential root causes and provide training and awareness education regarding corrective actions.

## Safety At Home

Equitrans was diligent about protecting its employees' health and safety throughout the pandemic. Our “office safety committee” quickly reimagined their objectives and was re-established as the “home/office safety committee.” The committee consists of employees from different functions across the organization who work to provide important safety tips and reminders for those working in the office or remotely. They also encourage the importance of safety at home, reminding employees that their focus on safety should not stop at the end of their workday — being safe at home or during recreational activities is just as important.

With the implementation of Equitrans workplace personas, a large number of employees are now working remotely on a full- or part-time basis. To promote safe behaviors and activities for our remote workers, the committee created telework checklists; presentations on home office ergonomics; and mental health awareness reminders to ensure safety remained top-of-mind while working remotely.



## Contractor Safety

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

System, Company policies, and best practices. In 2020, we introduced our contractors to Equitrans' ISP program. During the past two years, our contractors have continued to embrace this concept, resulting in significant decreases in our contractors' Days Away Restricted or Transferred (DART) rates.

Before a contractor can begin working on any Equitrans project, they must first comply with all requirements of their Master Construction Services Agreement (MCSA) and be authorized by our 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 HSE team evaluates a contractor's safety record to ensure its alignment with Equitrans' safety focus by using the ISNetworkworld database, an industry-recognized platform for the monitoring and evaluation of contractor safety performance and documentation. Our HSE team utilizes the ISNetworkworld database to evaluate all contractors in the following areas:

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

Additionally, we fully integrate ZIP Today into ISNetworkworld criteria by requiring contractors to maintain a proactive safety culture focused on ISP precursors. This addition of ISPs into our reporting system is aimed at increasing contractor accountability and safety awareness, which aligns with our culture of safety — above all else.

Equitrans' Contractor Safe Work Rules outline our contractor qualifications and management regarding health and safety. All affiliated Equitrans contractors must undergo an ISNetworkworld rating, which is continuously reviewed and updated throughout the



year. Contractors with a rating greater than ‘C’ are permitted to work on Equitrans job sites and facilities. If a contractor has a rating of ‘C’ or below, the contractor has 90 days to improve their rating to an ‘A’ or ‘B’ or submit an Improvement Plan. The Improvement Plan is based on deficiencies identified in their ISNetworld rating. If a rating is not improved to an ‘A’ or ‘B’ or an Improvement Plan is not submitted within 90 days, they are no longer permitted to work on any Equitrans job site or facility.

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

## Evaluating Our Safety Performance

Equitrans has witnessed a substantial change in our employees’ and contractors’ attitudes regarding safety. The introduction of the Intelix 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 seek to protect our most important asset — our people. It is critical that we continually evaluate our safety performance so we can identify what we are doing well, what we can improve, and most importantly, where we are able to develop strategies to keep our employees and contractors safe. Accordingly, we continuously strive for improvement by evaluating and reviewing our policies and standard operating procedures.



As part of our Enterprise Risk Management Process, we utilize a third-party consultant to annually audit our safety program and related procedures, and recommend corrective actions based on our identified safety risks. In addition, we empower our employees to provide feedback on issues regarding occupational health and safety and the development of management methods, including recommendations on safety policies and standard operating procedures based on their own work experiences. If an incident or observation does occur, we utilize our investigation process to identify the root cause. Our policies and procedures are then amended, and educational training is provided to our workforce based on the discoveries. Employees also engage in safety audits and assessments where they provide insight based upon their first-hand knowledge of our operations. To read more about our health and safety culture, please visit the sustainability webpages on our corporate website.

### Year-Over-Year Safety Metrics Summary<sup>1</sup>

Metric	Employee Safety			Contractor Safety		
	2019	2020	2021	2019	2020	2021
Total Hours Worked	1,485,646	1,432,110	1,405,474	9,010,775	3,780,204	4,160,351
Work-Related Total Mileage	5,881,436	4,166,042	4,362,080	16,971,871	16,397,800	15,267,372
Preventable Vehicle Accidents (PVAs)	8	10	2	11	3	1
Total Recordable Incident Rate (OSHA Recordables Rate)	0.81	0.7	0.85	0.42	0.32	0.19

Metric	Employee Safety			Contractor Safety		
Days Away, Restricted or Transferred (DART)	5	3	5	5	2	1
DART Rate	0.67	0.42	0.71	0.11	0.11	0.05
Incidents With Serious Potential for Injury (ISPs)	7	6	3	65	25	6
Fatalities	0	0	0	0	0	0
Fatality Rate	0	0	0	0	0	0
Recordable Work-Related Injuries	6	5	6	19	6	4
Work-Related Ill Health Fatalities	0	0	0	0	0	0
Recordable Cases of Work-Related Ill Health	0	0	0	0	2	0
Lost Time Incident Rate	0.67	0.14	0.43	0.09	0.00	0.05
Near Misses <sup>2</sup>	9	6	2	43	14	4

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

2) In 2019, all safety observations were reported as “near misses” and our Intelix app now classifies near misses and observations separately, therefore, our 2019 totals for near misses have been restated



In 2021, we achieved fewer ISPs, near misses, and preventable vehicle accidents (PVAs) compared to previous years. We believe these improvements are the result of our commitment to continue enhancing and elevating our safety culture through proactive efforts, such as our ZIP Today platform; Companywide use of the Intelix app for reporting ISPs, OSPs, and CSOs; special initiatives such as our Distracted Driving Awareness campaign; and monthly HSE memos for all employees that report our progress and keep safety top-of-mind. 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.

# 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, 201-3, 3-3, 401-1, 401-2, 401-3, 404-1, 404-2, 404-3

We believe that a positive work environment encourages innovative thinking and collaboration. We aim to attract and retain the best talent in the industry — and are committed to providing our employees with a safe, inclusive, and supportive work environment where they can thrive. In managing our culture initiatives, Equitrans' executive team believes it is important to provide employees with opportunities that allow for balance in their work and personal lives.

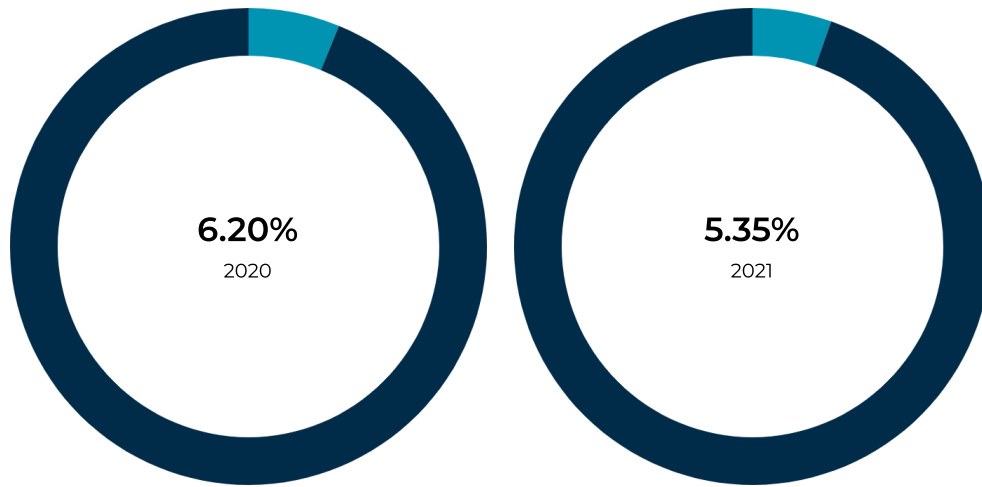
## Person-Centric Work Environment

Recognizing the potential benefits to the Company of a flexible work model, Equitrans conducted a workplace modernization survey in June 2020, whereby office-based employees were asked to select their workplace preferences based on a set of three “workplace personas” (anchor, flex, and remote), in line with the options available for their role as assigned by managers. The results of the survey helped us to understand how and where our employees prefer to work, which was critical for the development of a long-term plan for Equitrans' regional office locations. With the reopening of our offices in April 2022, roughly 61% of office-based employees are working remotely (remote persona), 37% split their time between remote and at an Equitrans location (flex persona), and 2% are working in the office full-time (anchor persona). We expect our workplace modernization model to improve employee satisfaction and retention, expand our talent pool, and create additional flexibility for our employees.

## Workforce Turnover

As a key performance indicator, we track employee turnover to assess our ongoing talent engagement and retention efforts, which we believe are critical elements in determining the effectiveness of our overall workforce management strategies. At year-end 2021, the Company's total turnover rate was roughly 5.4%, which is inclusive of a 4.5% voluntary turnover rate.

### Total Workforce Turnover Rate (2020–2021)



## Workforce Overview

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

Employee Work Locations	2019	2020	2021
Pennsylvania <sup>1</sup>	609	551	514
West Virginia <sup>1</sup>	140	161	186
Ohio <sup>1</sup>	46	46	35
Other U.S. Locations <sup>1, 2</sup>	6	19	31

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; Florida; Illinois; Indiana; Kentucky; Maryland; North Carolina; South Carolina; Tennessee; Texas; and Virginia

Full-Time/Part-Time Employee Breakdown	2019	2020	2021
Full-time: Male	626	597	580
Full-time: Female	173	177	182
Part-time: Male	0	0	0
Part-time: Female <sup>1</sup>	2	3	4

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

## Culture Initiatives

Employees are the lifeblood of any organization. Equitrans recognizes the importance of talent management and has developed an approach that focuses on creating a positive workforce culture that encourages employee input, celebrates successes, and provides opportunities for growth and development. By taking these steps, Equitrans can create a workplace that employees are proud to be a part of, which results in increased productivity and innovation. A positive workforce culture also promotes high employee productivity, retention, and greater safety awareness. Equitrans' workforce culture is further enhanced by a number of cultural efforts specifically planned for 2022, including improving employee capability development and enhancing internal customer service.

### Culture Champions Group

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



## Culture Initiatives: 90% of our employees engaged in a culture initiatives program in 2021.

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### Lunch With Leaders

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

### Virtual Meet-Ups

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

### Coffee Talks

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



## Spotlight — Employee Recognition

In early 2021, we launched a new employee recognition program, which we call Spotlight. Spotlight allows employees to formally recognize one another for doing work that goes above and beyond and for routinely demonstrating our Core Values and dedication to our Company. Employees can simply say thanks to a colleague through a variety of eCards — OR — for more substantial recognition, employees can nominate a co-worker for a monetary award.

## All-Employee Meetings

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

## Feedback 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 an annual feedback and performance review process. We discontinued the use of a rating system to evaluate employees and instead equipped managers with the tools and training to provide each employee with meaningful and personalized feedback. Equitrans prioritizes providing high-quality feedback to all of our employees in order to help them develop and grow.

Using the results of our 2020 culture survey, in 2021 we proactively identified departments having relatively lower engagement scores and offered a 360-degree assessment tool to provide more robust feedback for these department managers. We aligned the assessment tool with the survey's culture dimensions to ensure that managers are well-equipped to understand and manage the needs of employees.



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

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## Development and Training

To encourage employee growth, Equitrans offers a variety of learning opportunities related to leadership, safety, and professional development. In 2021, the Company provided an average of 16.9 hours of training per employee, with the majority of those hours focused on employee and leadership development. Other training categories included information technology/cybersecurity, health and safety, corporate compliance, and specialized technical training as related to specific job functions.

Our leadership and development programs center on our Core Values, comprising three individual training levels that are based on an employee's current position within the Company and leadership experience. Details on each of the programs is 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, and to learn how to be a leader at Equitrans. Topics include executing strategy at the front line; coaching; managing the human side of change; understanding unconscious bias; leading virtually; and targeted selection.
- **BILD:** Is designed for senior managers and directors. Our BILD program focuses on helping leaders at this level to execute through others. The focus areas of this course include managing emotional intelligence; mastering decision dynamics; and translating strategy into results.



In addition, at the heart of our Inclusion Program is our Core Value of collaboration. We are committed to being a reliable partner, inside and out, and we promote inclusion by providing educational resources and trainings on diversity and inclusion topics. Bi-weekly, Equitrans delivers creative inclusion-related content to our employees through Blue Ocean Brain, a specialized eLearning platform. These are micro-learning topics that increase employees' abilities to understand and celebrate our differences. Past topics include allyship; capitalizing on generational strengths; boosting cultural competency; LGBTQ+ awareness and support; psychological safety in the workplace; and the hidden cost of stereotyping. Equitrans also launched a manager-training program to incorporate these inclusion-related themes into everyday work. Our trainings assist Equitrans employees in creating an inclusive and respectful work environment that values differing perspectives and encourages the power of teamwork and accountability.

## Flex-Time and Parental Leave

Equitrans continually searches for new ways to improve inclusion and well-being. While most employees work full-time, we understand a standard 9-5 job does not work for everyone. We offer alternative work schedules where full-time employees work 40 hours a week in a non-standard schedule. Many of our roles do not require employees to be confined to our physical office locations, allowing work to be done virtually from almost anywhere in the continental United States.

In 2021, we changed our Paternity Leave benefit to New Parent Leave to be more inclusive of all Equitrans employees, including full-time and part-time employees who work between 20–35 hours/week. New Parent Leave allows our employees to spend time with their newborn children and is available to all full- and part-time employees. Equitrans also offers a similar Adoption Leave benefit for parents of newly adopted children.

## Health and Wellness Benefit Offerings

Equitrans provides comprehensive health and wellness benefits to its employees and facilitates employee access to healthcare through the offering of a High Deductible Health Plan (HDHP), which includes an annual deductible for each participating employee. Once the deductible is met, the plan pays 90% of eligible in-network medical expenses or 80% for out-of-network medical expenses. Additionally, 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, as well as part-time employees who are scheduled to work between 20–35 hours/week, and their eligible dependents. Coverage is effective on the first day of employment.

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

Equitrans also offers dental and vision insurance for full-time employees, as well as part-time employees who are scheduled to work between 20–35 hours/week employees, and their eligible dependents. For dental insurance, coverage provides comprehensive dental care services with in-network preventive services covered at 100%. For vision insurance, an eye exam once every calendar year is included along with specific allowances for lenses once every calendar year and eyeglass frames once every other calendar year. Contact lenses are covered with specific allowances once every calendar year in lieu of lenses.

Full-time employees and part-time employees who are scheduled to work between 20–35 hours/week 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 employees and part-time employees who are scheduled to work between 20–35 hours/week. Full-time employees and part-time employees who are scheduled to work between 20–35 hours/week are eligible for contributory spouse and child life insurance coverage, and Company-paid business travel accident insurance is provided to full-time employees.

Short-term and long-term disability insurance is available to full-time employees and part-time employees who are scheduled to work between 20–35 hours/week. The duration and amount of the short-term disability payment is determined by the employee's years of service and hours scheduled. The long-term policy provides continuing income at a percentage of salary in effect at the time of disability and is offset by other benefits received due to disability. There is a buy-up option under the long-term disability policy.

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

Our new 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 2021, the Home/Office Safety Committee and Human Resources Department invited Rob Fisher, a consultant on Human and Organizational Performance, to present how mental health and wellness bear critically on human performance. During his presentation, he gave valuable science-based knowledge and several tools to address how to avoid or mitigate errors when the stakes are high. When the task is critical, he further explained that uncertainty and stress increase the probability of making mistakes.

Given the importance of employees' mental health and wellness, we recognize employees are relying more and more on collaborative technology to connect, which means more Microsoft Teams, WebEx, and Zoom meetings. This use of technology, particularly for office-based employees, has led to an excessive amount of back-to-back meetings, often with few or no breaks between — and 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 some of these potential issues, in 2021, Equitrans initiated “Meeting BIBs” or “Built-in-Breaks” — which automatically adjusts the default times when scheduling internal, online 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 reducing the duration of scheduled meetings, employees have time to stand and stretch, grab another cup of coffee/tea/water, or simply have a few minutes to clear their mind before their next meeting, which helps to improve our employees' mental health and prevent burnout during back-to-back meetings.

## Retirement Benefit Offerings

To support employees' financial goals, Equitrans offers retirement provisions for all full-time and part-time employees who are scheduled to work between 20–35 hours/week, including 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.

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

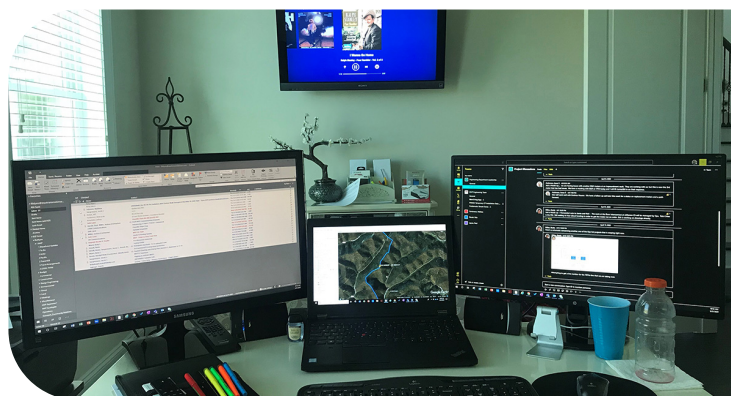
**Retirement Contribution** – This contribution currently equals 6% of an employee's eligible earnings and is made regardless of whether the employee chooses to make a personal contribution to the 401(k) Plan.

**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.

Employees may also be eligible for a catch-up contribution beginning in the calendar year in which they reach age 50, and if their contributions exceed the annual IRS 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





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' 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 contribute their best work. Equitrans evaluates our approach to workforce culture by conducting a regular Culture Assessment. Management reviews assessment results and areas needing improvement with our Board of Directors. We conduct assessments approximately every 18-24 months. Our regular Equitrans' Culture Assessments lead to culture initiatives and employee engagement opportunities. In 2021, our culture survey participation rate was 78%, and we saw double digit percentile

increases across all 48 culture survey questions. We attribute the improvement in our culture scores to the action items we implemented in 2020 and 2021.

Equitrans is constantly working to create an environment where every employee feels valued and respected. We have implemented several talent attraction, engagement, and retention initiatives to develop a workforce culture aligned with our mission, vision, and strategy. For example, we have revamped our employee recognition program, introduced 360-degree management assessments and coaching, and launched an on-demand learning platform. In addition, we have identified areas for workforce culture improvements and opportunities by engaging employees.



# Diversity and Inclusion

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



## Supporting An Inclusive Work Environment

3-3, 405-1, 405-2

Our commitment to diversity and inclusion (D&I) is evident throughout all aspects of our business. We are committed to D&I because we know that our various backgrounds and experiences make us stronger and propels our Company toward innovation and long-term, sustainable success. Equitrans values and respects the well-being and work ethic of all employees involved with our business, regardless of race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, or status as a disabled veteran or veteran of the Vietnam Era. 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 signed 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. Through our Inclusion Program, Equitrans is also focused on advancing our recruitment and retention processes. This includes recruiting, developing, retaining, and advancing employees from a range of backgrounds, including minorities, females, LGBTQ+, veterans, and persons with physical, intellectual, or developmental disabilities.

Our inclusion efforts also take into account leadership education, employee engagement, facility accessibility, and ensuring our policies support an inclusive work environment. The goal of this formal program is to aid Equitrans in being a diverse organization where all employees feel included and are engaged to do their best work each day.

During 2021, our program focused on building awareness of various inclusion-related topics. Each month we highlighted a specific D&I topic, which helped to educate and inform employees of the importance of understanding and supporting an inclusive workplace. We also enhanced D&I awareness through other initiatives, including a *Pronouns Matter Campaign* regarding the use

of employees' preferred pronouns; and hosting eight virtual D&I presentations with special guest speakers, which, collectively, were attended by more than 750 employees.

We also provide employees with other learning opportunities, including access to Blue Ocean Brain, a micro-eLearning platform that promotes inclusion-related content to employees and managers via bi-weekly emails, along with training for managers on how to conduct courageous and often difficult conversations regarding D&I topics. In addition, we required all employees and managers to complete unconscious bias training and, in early 2022, we offered disability awareness training for managers. Enhancing D&I awareness is a process of continuous improvement, and Equitrans is committed to identifying and evaluating new programs, processes, and training opportunities to improve our D&I efforts.

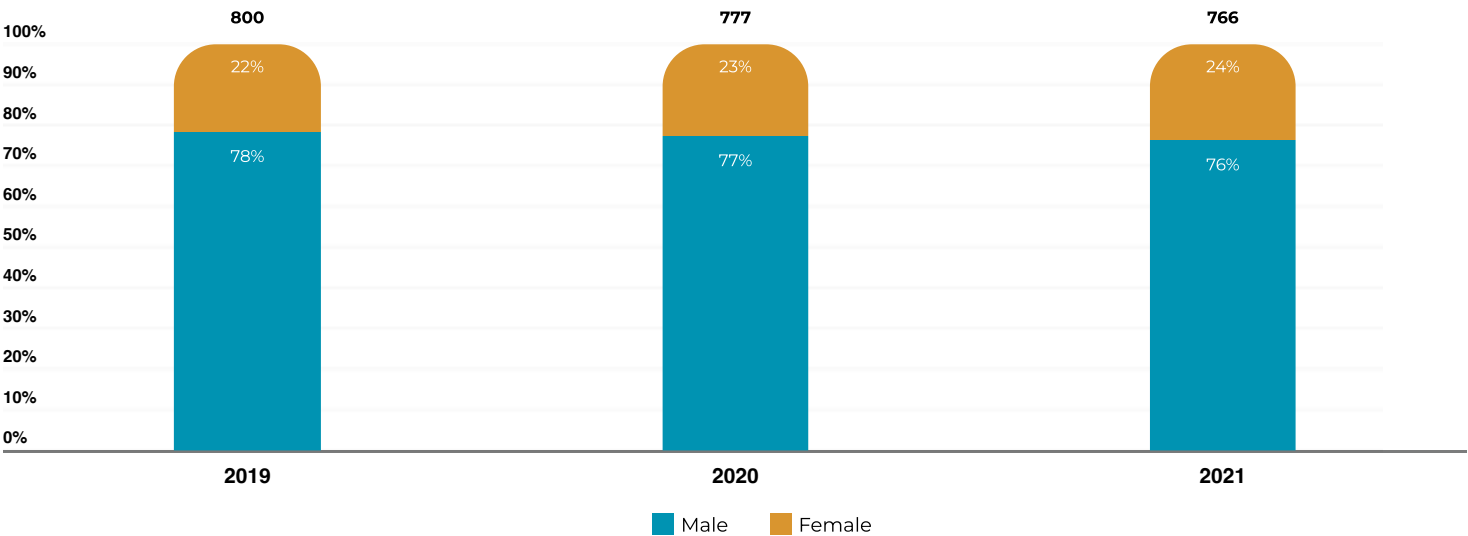


## Our Workforce Diversity

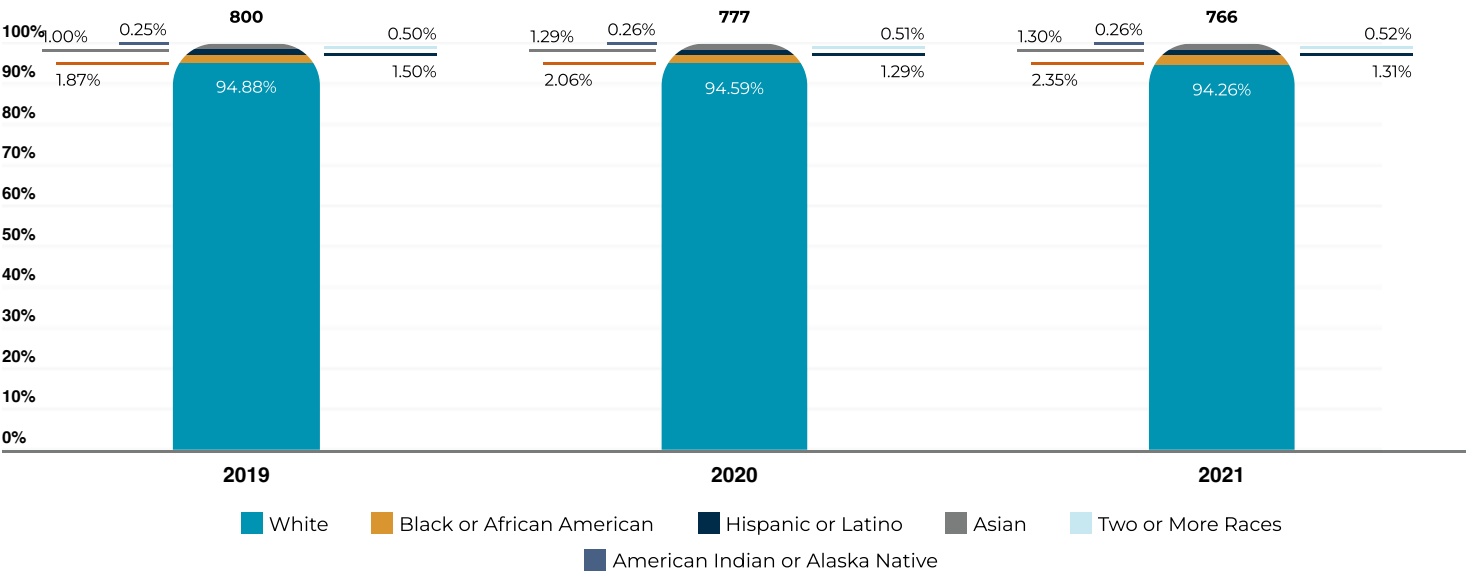
We take pride in Equitrans' ability to create a diverse workforce where every employee feels safe, valued, and respected — and we recognize there is always room for improvement. To hold ourselves accountable and ensure we are always acting with employees' best interests in mind, we manage and measure our improvement through the demographical representation of our workforce. These metrics include gender and ethnicity representation, number of promotions of women and minorities, and number of women and minorities in leadership positions, as well as attendance at inclusion-related educational sessions and participation in online learning content and live inclusion training sessions. With minimal employee turnover in 2021, there was little change in our male to female ratio and manager and demographic breakdowns.

## Employee Demographics

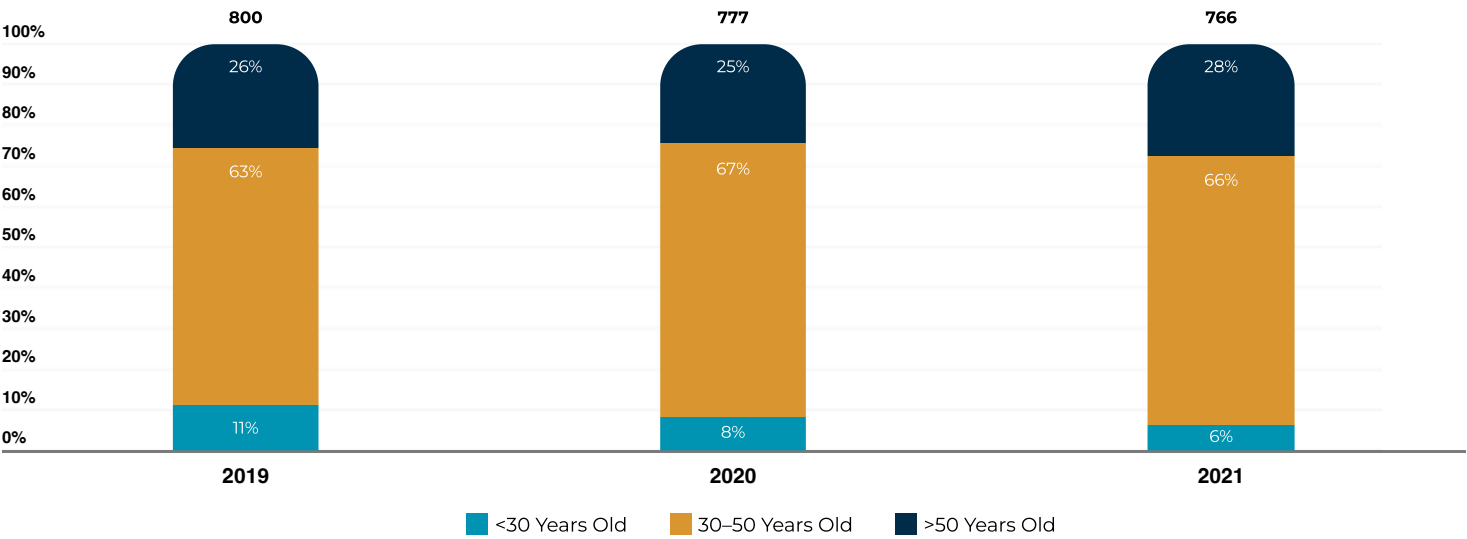
### Employees by Gender



Employees by Ethnicity



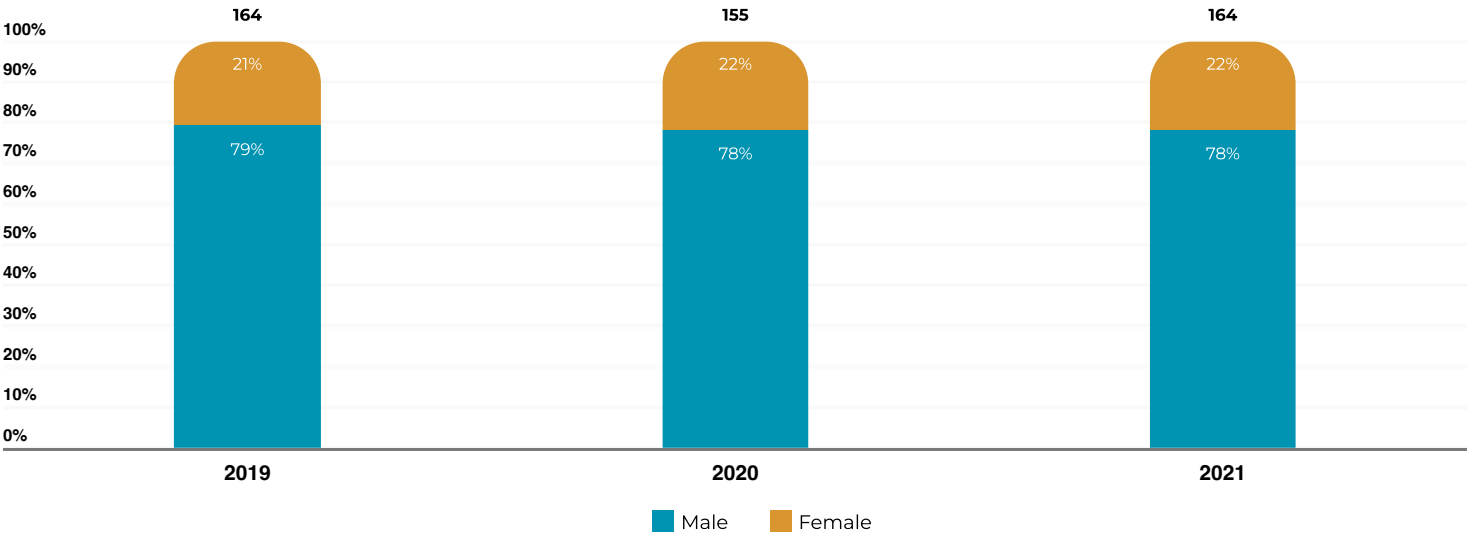
Employees by Age Group



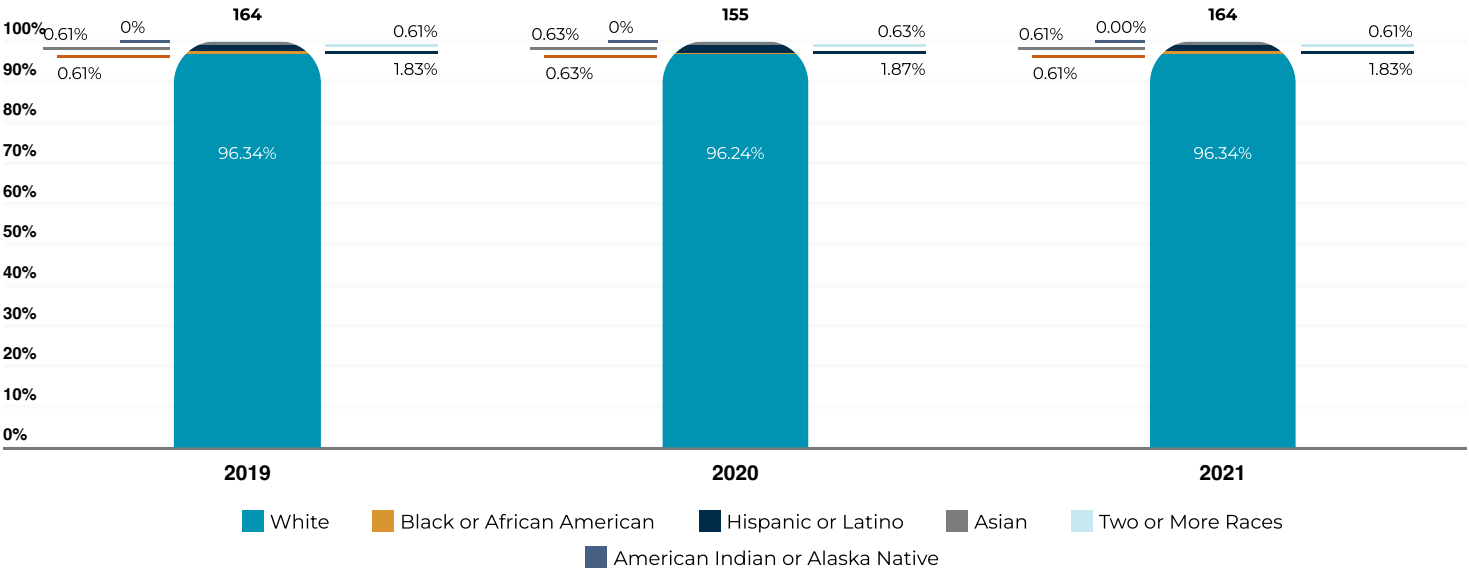
# Manager Demographics<sup>1</sup>

1) For purposes of this report, Equitrans defines "manager" as any employee having one or more direct reports

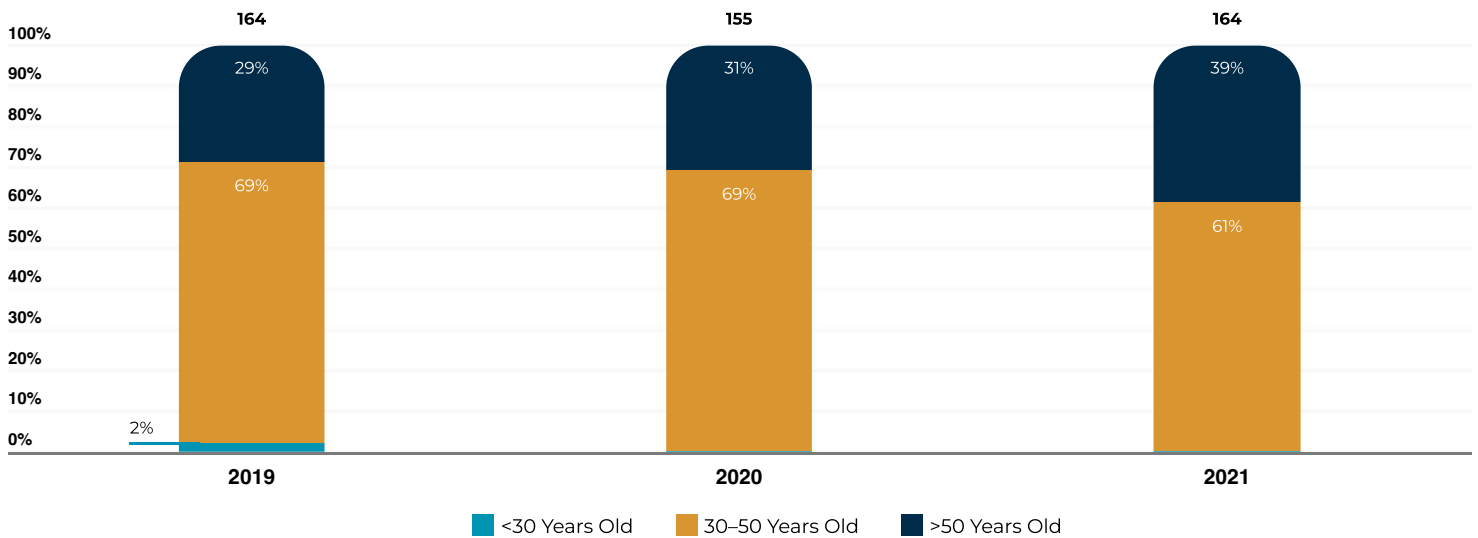
## Managers by Gender



## Managers by Ethnicity



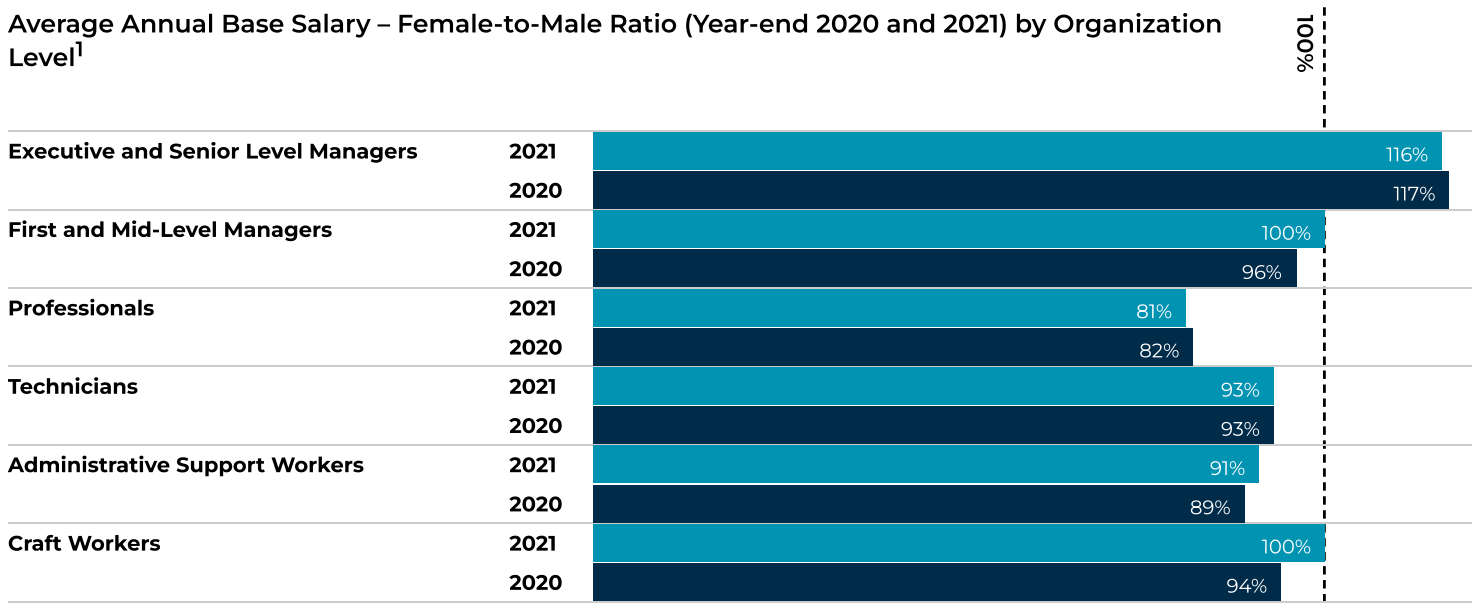
## Managers by Age Group



## Pay and Equity

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

### Average Annual Base Salary – Female-to-Male Ratio (Year-end 2020 and 2021) by Organization Level<sup>1</sup>



<sup>1</sup>) 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 train our managers and employees on diversity and inclusion, routinely inspect our offices to identify potential accessibility gaps, and routinely evaluate and update our policies to ensure they support an inclusive work environment. During 2021, the Company did not receive any reports alleging discrimination.

Equitrans' Inclusion Program increases our ability to track and monitor meaningful metrics and educate employees on D&I. We collect employee data through our human resources information system (HRIS), and we gather specific contractor information

through our contract workforce management system to track the impact of our initiatives. Although we know that we still have work to do to achieve our D&I goals, 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.

We prepare a quarterly Human Resources Scorecard for our Board members that tracks our employee diversity and inclusion metrics, such as gender, ethnicity, age, and diversity initiatives. In 2021, we published a quarterly internal Diversity and Inclusion Dashboard, which is intended as a measure for us to be transparent with employees about our internal demographic information. These include:

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

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

**DIVERSITY  INCLUSION**

# 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 bring value to all of 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. Our investments 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. By tracking our economic impact, Equitrans is better able to understand the benefits we generate for our stakeholders and the communities in which we operate.

Equitrans is proud to have a positive and growing economic impact in the United States and, 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:

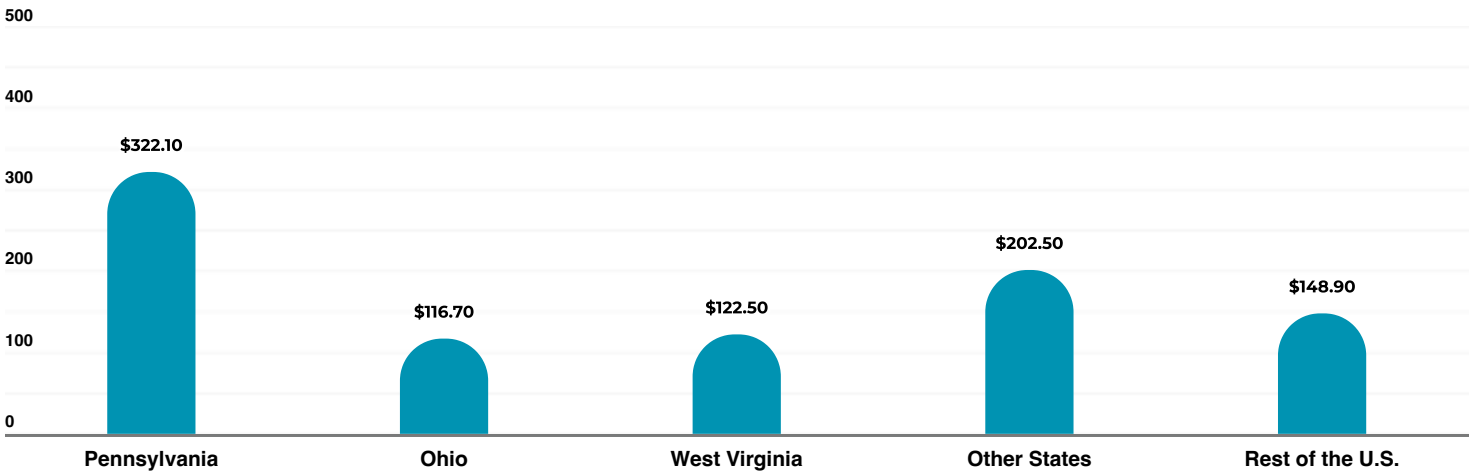
- The number of jobs we create or support
- The wages and salaries generated by our operations
- Taxes and other payments to government
- The amount of goods and services we purchase from local businesses
- The impact of our investments on the development of new businesses and industries

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

# National Economy

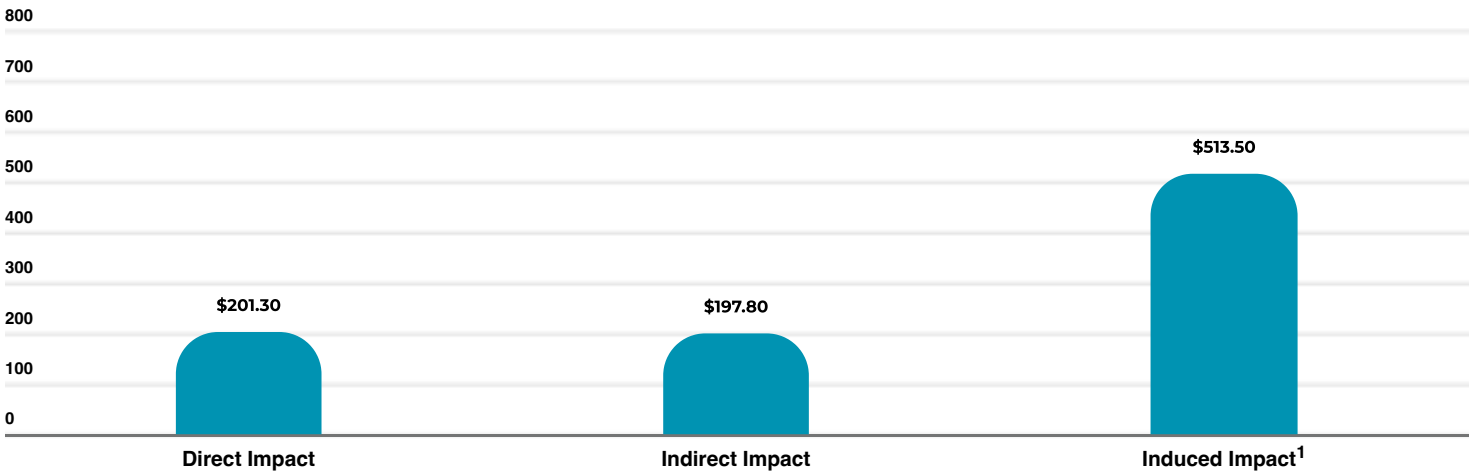
Equitrans contributed \$913 million value-added contributions to the United States Gross Domestic Product (GDP) in 2021, excluding activities related to the Mountain Valley Pipeline, MVP Southgate, and OVCX projects. At 61.5%, the majority of our GDP contributions were related to our operations in Pennsylvania, Ohio, and West Virginia, while approximately 22.2% of our GDP contributions were related to Other States where Equitrans employees are based. The remaining 16.3% was associated with rights-of-way payments (ROW), payments to shareholders, and our business with suppliers that provide the products and services we utilize in our operations.

GDP Contributions by State (Millions) at Year-End 2021



Our direct business activities contributed \$201.3 million to the GDP, while our indirect impact, resulting from our business with contractors and suppliers, contributed \$197.8 million to the GDP. Last, our total induced economic impact, or the personal spending of our employees, contractors, and suppliers, contributed \$513.5 million to the GDP.

GDP Contributions by IMPLAN Category (Millions) at Year-End 2021



1) 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 2021, our business activities supported 9,362 ancillary jobs in 2021, 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 2021
Employees	766
Employee Gross Wages (Millions)	\$160
Capital Expenditures (Millions)	\$286
Rights-of-Way Payments (Millions) <sup>1</sup>	\$32
Dividends, Stock Repurchases, and Distributions (Millions) <sup>2</sup>	\$321

1) Includes 46.8% of ROW payments related to MVP and 47.2% related to MVP Southgate, which represents Equitrans' ownership percentages as of year-end 2021

2) 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 2021
Ancillary Jobs Supported	9,362
GDP Contribution (Millions)	\$913
Ancillary Labor Income (Millions)	\$596
Average Annual Compensation per Ancillary Job Supported	\$63,692
State and Local Tax Revenues Supported (Millions)	\$142
Federal Tax Revenue Supported (Millions)	\$152

Employment Contributions	At Year-End 2021
Direct Employees	766
Direct Contractors	2,320
Induced Employment <sup>1</sup>	5,260
Supplier Employment	1,790

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 2021, excluding taxes related to the Mountain Valley Pipeline, MVP Southgate, and OVCX projects. These generated revenues support state and local governments and public works projects, such as road construction and maintenance, as well as funding for schools. The table below represents the state and local tax revenues generated by Equitrans in 2021.



## State and Local Taxes (at Year-End 2021)

Tax Category (Millions)	Pennsylvania	Ohio	West Virginia	Other States <sup>1</sup>	Rest of U.S. <sup>2</sup>	U.S. Total
Property Taxes	\$22.5	\$6.6	\$19.3	\$6.9	\$4.3	\$59.5
Income Taxes	\$11.9	\$1.5	\$1.6	\$2.1	\$1.9	\$19.0
Sales Taxes	\$24.6	\$5.4	\$6.7	\$6.3	\$4.6	\$47.6
Other Personal Taxes	\$1.4	\$0.3	\$0.3	\$0.7	\$0.4	\$3.1
Taxes on Production and Imports	\$4.1	\$0.4	\$3.1	\$1.1	\$0.8	\$9.5
Other	\$0.2	\$1.1	\$0.3	\$0.8	\$0.7	\$3.2
<b>Total</b>	<b>\$64.7</b>	<b>\$15.4</b>	<b>\$31.3</b>	<b>\$17.8</b>	<b>\$12.7</b>	<b>\$141.9</b>

1) Other States 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, by providing products and services utilized in Equitrans' operations

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 \$152 million in federal tax revenue during 2021, excluding taxes related to the Mountain Valley Pipeline, MVP Southgate, and OVCX 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 2021.

## Federal Taxes (at Year-End 2021)

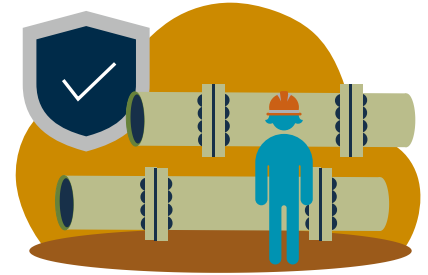
Tax Category (Millions)	Pennsylvania	Ohio	West Virginia	Other States <sup>1</sup>	Rest of U.S. <sup>2</sup>	U.S. Total
Income Taxes	\$29.2	\$3.9	\$4.8	\$9.4	\$6.4	\$53.8
Payroll Taxes	\$43.7	\$9.2	\$7.4	\$12.5	\$9.3	\$82.0
Corporate Taxes	\$0.1	\$0.7	\$0.8	\$1.5	\$1.1	\$4.2
Sales Taxes	\$5.8	\$1.6	\$0.9	\$1.7	\$1.2	\$11.2
Other	\$0.3	\$0.1	\$0	\$0.1	\$0.1	\$0.6
<b>Total</b>	<b>\$79.1</b>	<b>\$15.5</b>	<b>\$13.90</b>	<b>\$25.2</b>	<b>\$18.1</b>	<b>\$151.8</b>

1) Other States 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, by providing products and services utilized in Equitrans' operations

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

# Pipeline Safety and Integrity

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



## Our Approach to Pipeline 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

At Equitrans, the functionality and safety of 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 gas transmission pipeline integrity regulations (DOT 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, a congressional methane mandate was issued to the Pipeline and Hazardous Materials Safety Administration (PHMSA) in 2021 to require pipeline operators to update policies, plans, and procedures to include mechanisms and work procedures that document how methane is being mitigated across our system. This industrywide requirement is above and beyond the rules set forth by traditional environmental regulators.

Equitrans is committed to working with our agencies to embed our environmentally conscious practices into pipeline safety documentation. In 2021, we proactively invested approximately \$3.1 million in related pipeline safety initiatives and \$1.59 million in corrosion prevention activities. The 2021 compliance budget was increased by approximately \$500,000 due to the incorporation of storage integrity management. In addition to traditional in-line inspection and corrosion activities, the budget now accounts for an accelerated well-logging schedule, risk management of storage wells, additional PHMSA audits and inspections, and well remediation costs.



As a result of our continued commitment to meeting and exceeding compliance requirements, we strive to manage the risk and probability of a serious pipeline or storage incident to better protect our workers and local communities. Additionally, we have developed our own detailed internal safety procedures for pipeline design, construction, operation, and maintenance. During these lifecycle phases, we proactively integrate preventive measures to enhance the safety of our employees, contractors, and community members.

## Lifecycle Phases

### Design

During a pipeline's design phase, we take every opportunity to embed safety practices. This process starts with extensively evaluating 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.

We also incorporate external factors in the design phase, as the pipeline itself is not our sole focus. Equitrans proactively optimizes 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 that 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 operational.

Last, before a pipeline is approved and placed into service, we extensively assess the asset to confirm its fitness for service. We test by using regulatorily accepted integrity checks prior to the

introduction of gas into the pipeline, 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 pipeline safety and functionality throughout its entire operation. To ensure this, we monitor pipelines and supporting assets while operating to detect any pipe shifts or potential disturbances. Employees in our state-of-the-art Gas Control Center control, monitor, and analyze our pipelines' natural gas flow 24 hours a day, seven days a week. The Center enables us to quickly identify and respond to any potential issues that may arise, and resolve those issues as soon and as safely as possible.

Equitrans mitigates the risk of corrosion on a pipeline through industry-standard cathodic protection system maintenance, which applies impressed electrical current to the pipeline to inhibit corrosion on our assets. 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 the pipeline. Other corrosion prevention strategies we deploy include routine sampling to quickly identify if corrosion is occurring, as well as flow controls to limit excessive gas velocities within the pipeline, which can often contribute to erosion of the pipe.





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

Another important strategy we leverage to evaluate pipeline safety is maintaining pipeline right-of-way (ROW). In addition to 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 operations are safe, and we have strategies in place to execute this plan. Equitrans' compliance, corrosion, and technical training departments (pipeline integrity) and field operations team's primary responsibilities focus on managing pipeline integrity. The groups evaluate and maintain standard operating policies, procedures, and pipeline construction records. The pipeline integrity department and field operations team oversee the Operator Qualification Program and other relevant trainings for employees and contractors, which empower workers to identify and mitigate potential pipeline integrity risks.

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

To fulfill specific regulatory obligations by government agencies, Equitrans conducts annual audits and inspections required by PHMSA and state pipeline safety agencies. In recent years, PHMSA has conducted focused audits on Storage Integrity Management programs due to prior industry incidents. These very intense, detailed audits emphasize both public safety and environmental impacts of storage methane release. Under PHMSA's direction, Equitrans conducted numerous storage audits from 2018 through 2021 to gauge the strength of our Storage Integrity Management Plan (SIMP) and its adherence to published code. In 2021, the Integrity Team addressed all cited deficiencies to improve the SIMP, and instituted the following enhancements to storage operations:

- Mitigation of risk by changing the frequencies of well surveillance logging from every 15 years to every seven years
- Utilization of Remote Terminal Units on storage wells for 24-hour monitoring by Gas Control
- Development and implementation of storage-specific procedures to standardize storage maintenance and operations activities across the Company
- Dedicating personnel trained specifically for storage operations

To date, Equitrans has remediated all known bare steel transmission pipelines with coated steel pipe to increase integrity and reduce incident risks. Bare steel lacks a protective coating, making the steel more sensitive to environmental impacts, such as corrosion, and requires constant maintenance and assessments to ensure the pipelines remain in good working order. Coated steel has a protective outer layer which makes the pipe more durable, while also requiring less maintenance and increasing cost effectiveness over the long term.



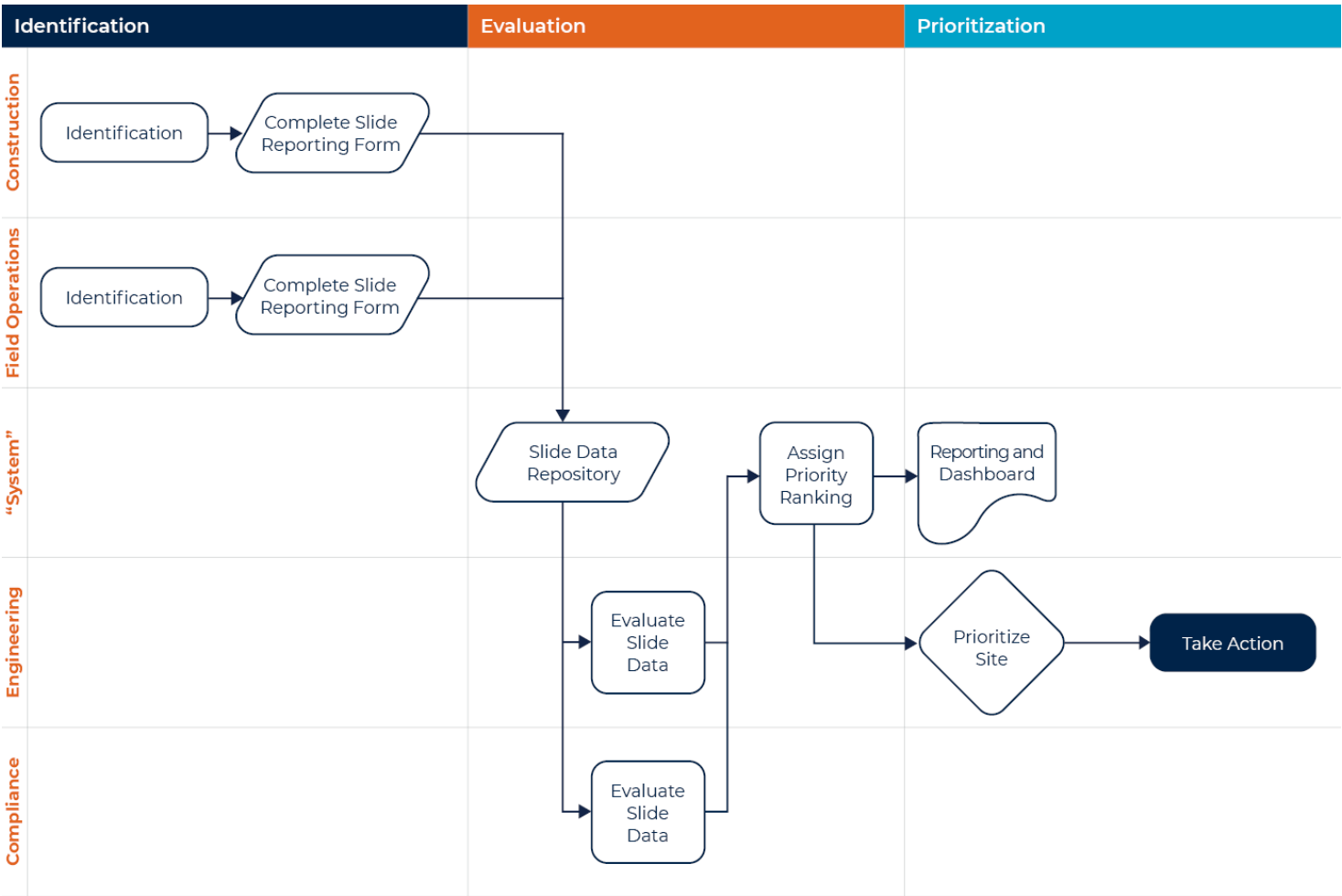
Pipeline Security

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 as well as any potential dangers. We safeguard our assets through meticulous security planning and on-site strategies including fences, building locks, electronic monitoring, and 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, loosening the soil either underground or on top of our pipelines. Prior to commencing construction, Equitrans analyzes the proposed pipeline site with ground and aerial surveys, historical landslide mapping, and soil maps to identify landslide-prone soils — all of which help to minimize the risk of slippage and environment disturbance.

Once in the operational phase, we utilize ground surveys, drones, GIS, and data analysis to monitor soil movement and identify pipeline slips, and our compliance team conducts aerial surveys bi-annually. Engineering teams identify areas where slip risks 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.



Managing Releases

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

Our pipeline integrity team conducts regular inspections of our pipelines to ensure their integrity and identify any potential spills and leaks. In 2021, 16.4% of our natural gas transmission pipelines were inspected per 49 CFR 192 Subpart O requirements for High Consequence Areas (HCA). Further, Equitrans routinely inspects additional miles of non-jurisdictional pipelines, which are not regulated by the DOT, with industry-leading technologies to reduce the overall risk to our communities, stakeholders, and employees. If any areas of concern are identified during inspections, we take immediate action to make repairs and enhancements to maintain integrity of the asset and ensure regulatory compliance.

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

Natural Gas Incidents <sup>1</sup>	2019	2020 <sup>4</sup>	2021
Number of Reportable Incidents <sup>2</sup>	2	0	0
Volume of Reportable Releases (MCF) <sup>2</sup>	19,900	0	0
Percentage Reportable Incidents That Were Significant <sup>3</sup>	0%	0%	0%

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

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

3) 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

4) In 2020, two releases with an unintentional estimated gas loss of three million cubic feet or more were incorrectly classified as reportable; the releases have been restated as not reportable as they occurred at non-jurisdictional facilities

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

## 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, 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 pipeline safety and integrity, and environmental compliance. As a responsible company, Equitrans responds to all agency notifications to keep a record of our due diligence and commitment to compliance. As an additional means of responsibility and to ensure transparency, in early 2021 we implemented our Notices of Violation (NOV) Tracker to publicly disclose Equitrans' formal notices of non-compliance and violations. The tracker, which is routinely updated and published on the Sustainability page of our website, summarizes our compliance data and allows us to be measured not just by the words we use, but by the actions we take. The NOV Tracker includes Pipeline Safety Enforcement Actions, which include NOV's, Notices of Amendment and Warning Letters from state utility commissions and the DOT's Pipeline and Hazardous Materials Safety Administration (PHMSA).

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., Letter of Concern, Warning Letter, or Notice of Amendment). These types of enforcements are typically non-punitive in nature and are utilized by the agencies to create an awareness and 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 is a direct correlation to the increase in enforcement actions. The post-audit interaction between agencies and operators is also changing, with the process now including formal documentation of written findings and improvement opportunities prior to the issuance of an enforcement action. Our pipeline integrity and compliance department strives to achieve zero enforcement actions by any agency and welcomes these opportunities for continuous improvement.

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

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

## Maintaining Pipeline Safety and Integrity

Equitrans utilizes a range of risk mitigation strategies as part of our pipeline asset management operations. In addition to strict adherence to all federal regulations, we require that non-destructive tests (NDT) be performed on all pipeline welds to ensure they meet industry requirements for acceptability. On large projects, we hire NDT auditors as supplemental oversight for additional review and verification. Every welder performing work on our pipelines must hold an Equitrans welder certification to ensure welding follows our procedures and best practices. Completed pipelines are hydrostatically tested significantly above the normal operating pressure to ensure integrity of all components. Data logging software is utilized to record critical data points during testing; this information is reviewed by our engineering team to verify testing meets all specifications and requirements. In 2021, Equitrans installed eight remote terminal devices at our storage facilities to enhance our real-time data gathering capabilities. These electronic devices send hardware data to our operational control systems every three to five minutes.



Additionally, our inspectors verify that contractors building our pipelines 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 our Company's specifications to ensure pipeline construction meets both our standards, as well as those of the federal government. These training modules educate inspectors on Equitrans' best practices and required procedures for pipeline inspections. In addition to focused training efforts, inspectors are routinely audited in the field to ensure projects are being completed following Company and applicable regulatory requirements.

In 2021, Equitrans continued evaluating the requirements of PHMSA's Mega Rule and began to incorporate changes in inspections, along with other actions, to prepare for the additional provisions as 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 requirements
- Expanding integrity management program regulations to gathering lines and other previously non-regulated lines
- Increasing reporting requirements and safety regulations

# Corporate Governance

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



## 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

Equitrans' Board of Directors provides general oversight of the business and affairs of Equitrans, including overseeing our management team's execution of our business strategy to create long-term, sustainable shareholder value in alignment with our Core Values and considering stakeholder interests. During 2021 and continuing in 2022, there are nine members of the Equitrans Board of Directors. In 2021, eight members of the Board were

independent, and beginning with the Annual Meeting of Shareholders in April 2022, seven are independent. Our shareholders elect directors annually. Equitrans' four standing committees assist the Board in its oversight responsibilities and with respect to certain delegated matters, and 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 serves as the Chairman of the Board and as was the case in 2021, the Board, in April 2022, based on a recommendation of the Corporate Governance Committee, reappointed Mr. Karam as the Chairman of the Board for a term expiring at the Board's 2023 annual meeting. The Board believes this structure provides Equitrans and the Board with strong leadership while maintaining appropriate independent oversight of management, with a strong Lead Independent Director in Mr. Robert F. Vagt and a board structure that is, as of April 26, 2022, 77.8% 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 and 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.



See also “Conflicts of Interest and Related Person Transactions,” which is found at the end of the Corporate Governance section of this report.

## Board Committees

Equitrans’ standing committees (Audit, Corporate Governance, Management Development 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 [2022 Proxy Statement](#) filed with the U.S. Securities and Exchange Commission on February 25, 2022, as well as the publicly available Board committee charters and Equitrans’ Corporate Governance Guidelines.

## Audit Committee

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

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

## Corporate Governance Committee

The Corporate Governance Committee is responsible for:

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



## Health, Safety, Sustainability and Environmental Committee

The HSSE Committee:

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

## Management Development and Compensation Committee

The Management Development and Compensation Committee:

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

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

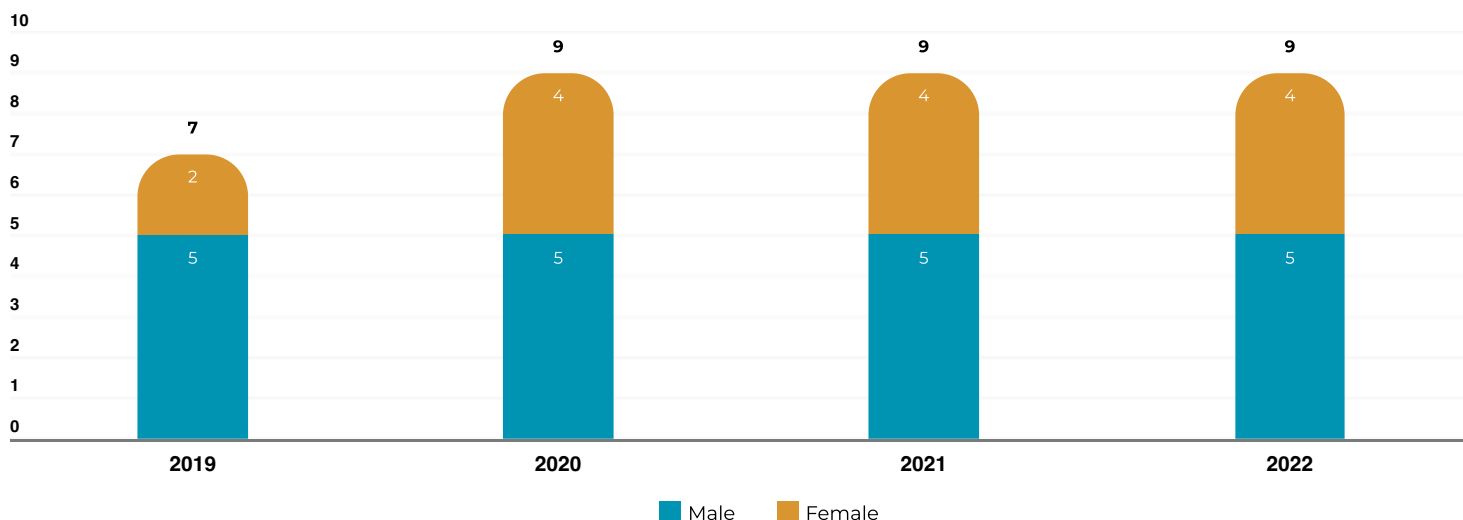
## Board Composition and Diversity

The strength of Equitrans' Board is its diversity of backgrounds and skills. Equitrans' Corporate Governance Committee strives to ensure that the Board consists of individuals from diverse educational and professional experiences and backgrounds who, collectively, are positioned to provide meaningful counsel to management. All of our directors are experienced in relevant sectors such as energy, regulatory, utility, and/or government, and have experience in relevant disciplines. Additionally, the majority of our directors have prior public company board experience. Further, for 2022, 11% of our directors were persons of color.

As of April 26, 2022, our Board was composed of nine directors, the demographics of which are outlined below.

Board Composition and Diversity	2019	2020	2021	2022
Board Size	7	9	9	9
Independent Directors	5	8	8	7
Male Directors	5	5	5	5
Female Directors	2	4	4	4
Current or Former Presidents/CEOs	5	7	7	8

## Board Gender Diversity (Male v. Female Directors)



## Continuing Director Education

Equitrans makes available continued education and development for our Board members to sharpen 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 and working with management, the Corporate Governance Committee also periodically recommends educational and training programs for the Board. Additionally, Equitrans encourages Board members to participate in external educational programs to improve topical knowledge of business affairs, and covers the cost of those programs.

## The Board's Role in Risk Oversight

In addition to general oversight of Equitrans' business, the Board and its standing committees review major business risks and management's mitigation plans, and delegate oversight of certain such risks to relevant Board committees. For example:

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

The role of each of the Board's standing committees in respect of risk oversight is further described on page 13 in our [2022 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, 2021, as supplemented and updated by those risk factors included in our subsequently filed Form 10-Qs.

## Communicating With the Board

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

Stakeholders can direct their communications to Equitrans' Lead Independent Director, Robert F. Vagt, and they may be made anonymously or confidentially. Interested parties may communicate directly with the Lead Independent Director (and with independent directors, individually or as a group, through the Lead Independent Director) by sending an email to [ETRNPresidingDirector@equitransmidstream.com](mailto: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 |

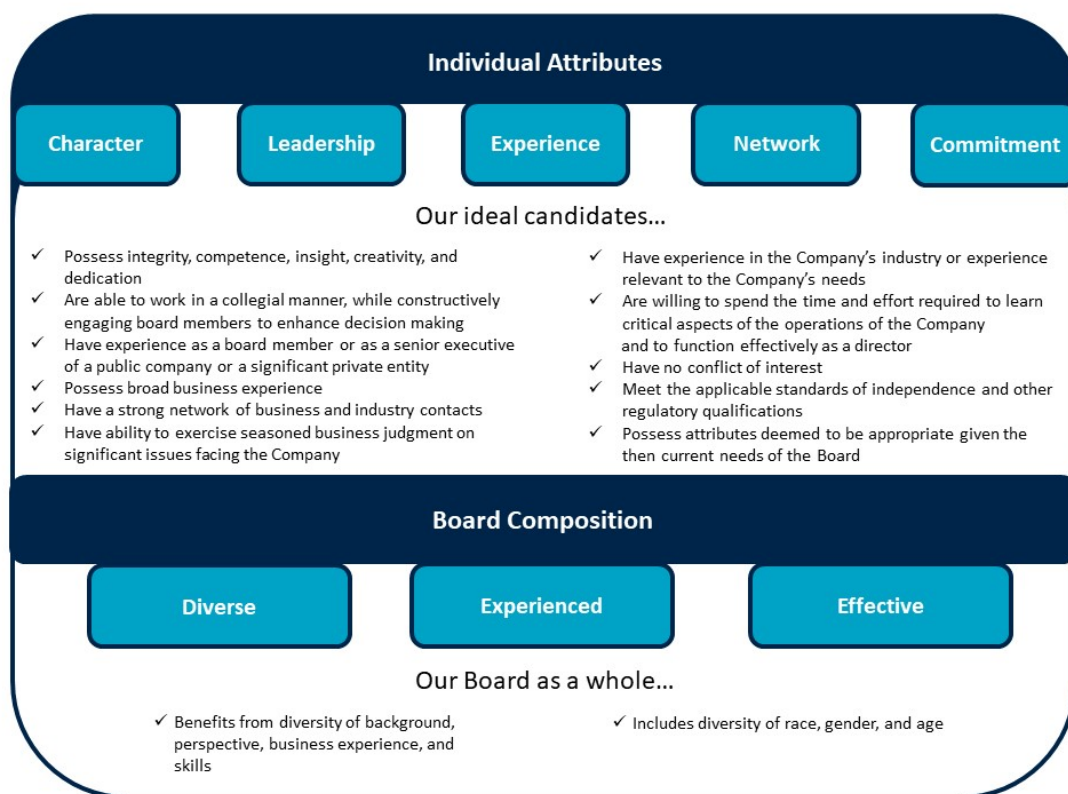
## Investor Relations

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.

## 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, and recommends to the Board for approval the slate of directors to be recommended for nomination for election at the Company's annual meeting of shareholders. The Corporate Governance Committee will consider, in its normal course, submissions from shareholders in making its recommendations for director nominees, subject to compliance with Equitrans' nominating requirements.

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:



## 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 non-employee director compensation and relevant processes beginning on page 22 of our [2022 Proxy Statement](#).

The Management Development and Compensation Committee recommends, and the Board approves, the target total direct compensation for our executive officers by establishing base salaries and setting short-term (bonus) and long-term incentive targets. When appropriate, the Management Development and Compensation Committee also provides certain limited perquisites and other benefits to executive officers and other key employees. For 2021, 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 81 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 Management Development and Compensation Committee, with the Board's approval, reviews the performance metrics for the Company's short-term and long-term incentive programs. The Management Development and Compensation Committee also sets program target and maximum metrics, and related program payouts under the Company's programs for executive

officers and reviews the appropriateness of these for all other Company personnel. After completion of the performance period, the Management Development and Compensation Committee reviews actual performance in comparison to established metrics to determine the amount of short-term and long-term incentive awards earned for each executive officer and for other Company personnel in total.

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

Equitrans has taken deliberate steps to link compensation to, among other things, meaningful safety and sustainability performance goals. Specifically, building upon Equitrans' continued emphasis on safe operations — above all else — and commitment to sustainability, the Management Development and Compensation Committee approved safety- and sustainability-related performance goals in Equitrans' short-term incentive plan, including for 2021, metrics for incidents with serious potential and observations, and annualized reduction targets of pneumatic methane emissions relative to a 2019 baseline level. For 2022, our short-term incentive plan metrics include a safety proactivity rate, submission of the voluntary CDP Water Security Questionnaire, and annualized reduction targets of methane emissions relative to 2019 baseline levels.

At the Annual Meeting of Shareholders of Equitrans held on April 26, 2022, Equitrans' shareholders considered a proposal to approve, on an advisory basis, the compensation of Equitrans' named executive officers (NEOs) for 2021, with more than 97% of votes cast in favor of such proposal.

Details on the compensation of our NEOs are publicly available starting on page 27 of our [2022 Proxy Statement](#).

## **Conflicts of Interest and Related Person Transactions**

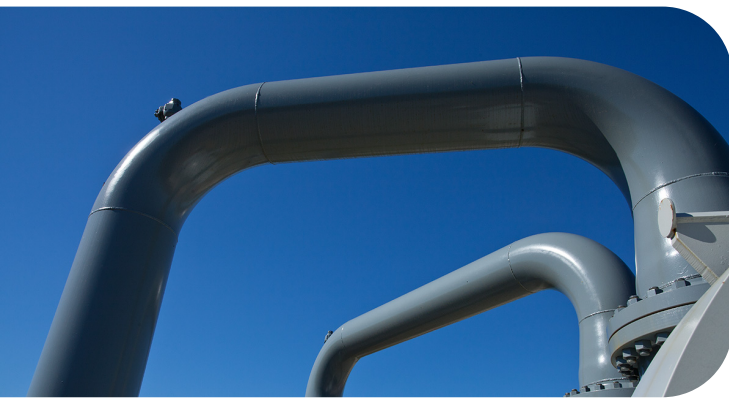
Equitrans strives to operate with transparency and integrity at all levels of our business, and our Board practices reflect this. Our Board has adopted various policies that are intended to instill our Core Values throughout Equitrans and align our corporate conduct with stakeholder interests.

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.

# 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

2-26, 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 of our stakeholders. When Equitrans was founded, one of our first priorities was to create a [Code of Business Conduct and Ethics](#) (Code) to ensure that all aspects of our business adhere to the same high ethical standards. We routinely evaluate our Code, and update it as necessary, to ensure our ethical standards stay relevant as our Company continues to evolve, upholding our promise to our stakeholders.

Equitrans' Code defines our approach to everything we do, including all our values, principles, standards, and expectations. The Code applies to employees, officers, directors, contractors, and suppliers, and outlines our approach to doing business in six main sections:

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

Our Deputy General Counsel, Litigation, Risk, and Compliance directly oversees Equitrans' Compliance Program and reports all Code compliance matters to the Senior Vice President and General Counsel and assists in finding solutions to relevant concerns. At the Board level, the Audit Committee of Equitrans' Board of Directors emphasizes ethics and integrity by overseeing Equitrans' compliance with applicable legal and regulatory requirements and the Code. On a routine basis, the Audit Committee receives reports on compliance investigations and Compliance Program issues to ensure that compliance concerns are adequately addressed at the highest levels in the Company.

Each quarter, our compliance team, with assistance from executive management and human resources, when appropriate, reviews reported incidents and evaluates policy requirements to determine if changes to the Code or our policies are required for improved clarity or to address emerging issues. For example, in 2021, we developed a new Code and Policy Update Approval process that lays the groundwork for adopting new policies or modifying current policies. Recent policy updates include:



- Refreshed the PII (Personally Identifiable Information) Policy to cover COVID-19 data and related medical information
- Revised the "Giving" section of our Gifts and Entertainment Policy to ensure that both giving and receiving gifts/entertainment are emphasized equally
- Replaced our Telecommuting Policy with a new Workplace Modernization Policy, establishing our new workplace structure based on chosen 'workplace personas' (for more information, please see the [Workforce Culture](#) section of this report)

In 2021, we made a significant culture shift to encourage all employees to proactively engage with our legal and compliance teams as a resource for questions and guidance, versus solely for conflict resolution. In response, employee requests for policy guidance have increased by more than 100% since 2020. Additionally, this increase does not account for the informal requests for guidance via phone calls, instant messaging, and informal meetings. This mindset shift has proven to be successful and is expected to significantly reduce compliance mistakes through increased team communication and collaboration.

All new Equitrans employees must complete training on our Code and sign an acknowledgement form on our Code within the first few weeks of employment. Existing Equitrans employees must read and sign an acknowledgement form on our Code annually, as well as complete a refresher training course on our Code biennially. Upon request, the Equitrans Code is available in different languages to ensure all employees, contractors, and suppliers understand the Company's expectations. We expect all employees and third parties with whom we do business to abide by the ethics referenced in Equitrans' Code. Equitrans' Board of Directors, the Company's highest governing body, is required to complete Code of Conduct training every two years. Based on this cycle, our Board will complete this required training in 2022.

In addition to our Code, all Equitrans employees must complete biennial training to refresh their knowledge of Company policies. These online and in-person training sessions ensure an understanding of the Code, as well as other Company policies, including conflicts of interest, preventing workplace violence, sexual harassment, protecting corporate assets, and safeguarding personally identifiable information. Select employees with specific business knowledge must also complete biennial training related to insider trading and antitrust regulations. Specific information related to anti-corruption training, communications, and incidents for 2021 is outlined as follows:

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

Anti-Corruption Training	2021
Total Number of Employees	749

Incidents	2021
Total Number and Nature of Confirmed Incidents of Corruption	0
Total Number of Confirmed Incidents in Which Employees Were Dismissed or Disciplined for Corruption	0
Total Number of Confirmed Incidents When Contracts With Business Partners Were Terminated or Not Renewed	0

Incidents	2021
Public Legal Cases Regarding Corruption Brought Against the Organization	0
Number of Legal Actions Pending or Completed	0

In 2021, we expanded our training efforts to include mini courses for all employees on the topic of insider trading. Additionally, we developed an incentive program to encourage employees to complete their training(s) in a timely manner. When an employee completes a required business ethics and integrity training within 24 hours, their name is entered into a raffle for a small prize. This initiative has proven to be very effective in ensuring employees take action to complete the Company's many important training sessions.

For our network of suppliers, Equitrans developed and published a more robust supplier-specific Code of Conduct in 2021. In addition to echoing the expectations within our Code of Conduct, suppliers must also confirm their commitment to a broader set of social workforce policies within our new [Supplier Code of Conduct](#). Equitrans communicates policy updates to our suppliers and contractors through ISNetwork and several internal contractor liaisons.

## Evaluating Our Approach to Business Ethics

Equitrans encourages all employees with questions, concerns, and feedback related to Equitrans' Code to contact their supervisors, Equitrans corporate compliance, or member of our internal compliance network. The compliance network is a group of employees from Equitrans' health, safety, and environmental (HSE), legal, and human resources (HR) teams.

Members of the compliance network are responsible for facilitating compliance with laws, regulations, and the Code. The compliance network also answers employee and stakeholder questions on the Code and manages misconduct reports.

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

In addition to concerns and misconduct allegations, employees can submit positive feedback and experiences through the Compliance Hotline. In 2021, we upgraded our compliance management software to better manage all compliance processes and operate more efficiently. The new software automates the employee disclosure process (for things like gifts, conflicts, and outside work disclosures) and ensures timely responses to inquiries by tracking disclosed matters from beginning to end.

# 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

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 critical technology assets, requiring companies to display incredible resilience in an ever-changing world.

### 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 trains and licenses drone pilots. In addition to aerial security surveillance, our drone teams support operational needs, such as land surveys and data gathering.

## Security Training

Security guards are stationed 24 hours/day, seven days a week at our headquarters office in Canonsburg, PA, and are also routinely scheduled 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. Equitrans contracts all security guards from a third-party security vendor. We provide all of our security team members and third-party security personnel with formal security training and information on our security standards. Our training program includes the following concepts:

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

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



# 100% of our security personnel receive formal training on Equitrans' safety and security practices.

We also train guards on the legal requirements and technical use of body cameras, as well as techniques for effective and safe protest management. At our operational facilities, our security guards increase overall safety and minimize the risk of serious incidents by providing direct oversight and immediate response to 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.

## Pipeline 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. For pipelines and compressor stations that are in operation, Equitrans continuously gathers information regarding their security. We protect our assets with fences, building locks, electronic monitoring, and 24/7 surveillance at many of our sites.

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





The majority of our pipeline construction projects require us to hire guards during non-work hours and Equitrans' Security Team oversees the security at all construction sites. If theft, vandalism, or other threats are encountered, a combination of roving and static guards along with varying levels of camera coverage will be employed to secure the site. For projects that encounter hostile persons or opposition during construction, we assign security teams to protect workers during the day and static guards to protect equipment during non-work hours. As an example, the Mountain Valley Pipeline project contracted more than 85 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; and barbed wire fencing and access controls, along with high-resolution analytical camera systems, are used when and where deemed necessary. Other sites such as interconnections and metering stations incorporate fencing, cameras, or both, depending on the perceived threat to the specific location.

Our security guards receive safety and security training from their employers. The type of training depends on the location they are operating in and the conditions on the ground. In high-risk areas, some guards have received body camera instruction and executive protection training. In 2021, security guards received 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 overwatch in contentious areas. This new feature to our security program is expected to result in cost savings and enhance our ability to collect information rapidly.

## Office Security

Equitrans uses physical security measures in our offices to protect our employees, information technology infrastructure, and other assets. 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 in Canonsburg, PA 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

Equitrans' security program is intended to reduce the risk of both major and minor incidents, and our security team works diligently to ensure all aspects of our enterprise are safe. For the safety and security of our employees, we recently implemented an overseas travel process that assesses U.S. State Department information and provides travel safety guidance for specific destinations. We track regional, national, and global protests utilizing the Welund database. The HSSE Committee of the Board oversees our approach to physical security.

In 2021, we partnered with the U.S. Transportation Safety Administration (TSA) and began to voluntarily standardize our security measures to better align with emerging federal security expectations and regulations. 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 information technology (IT) strategy, the activities of which are managed by our Chief Information Officer, with assistance from employees and contractors in our IT department. We understand the importance of cybersecurity as it relates to our role in providing critical infrastructure for our nation's economy and national security. Our cybersecurity program is designed to:

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



As a core design principle, Equitrans' cybersecurity philosophy incorporates security requirements into our architecture, processes, and solutions. 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.

As essential components of our technology strategy, we appreciate that cloud and internet services continue to transform the technology landscape. Embracing cloud and internet technologies has improved our resilience and

demonstrated performance improvements, while also ensuring enhanced security controls and visibility. We have integrated our Software-as-a-Service (SaaS) and cloud computing (IaaS, PaaS) implementations into our security operations center (SOC) to provide consistent and holistic security visibility and readiness. To enable our cloud approach, Equitrans built a modern high-performance network to provide secure and resilient connectivity between Internet and cloud services and our field locations.



## Informed by our Enterprise Risk Management Program, we utilize risk-based analysis in decision-making to determine actions and priorities for our cybersecurity program.

### Cybersecurity Program

Equitrans practices proper cyber hygiene through rigorous identity access management, vulnerability management, and asset management programs. These programs reduce the attack surface for adversaries and ensure we are proactively managing 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 restricts lateral movement within our network to only necessary access, further challenging adversaries attempting to do harm.

To support our remote workforce, Equitrans utilizes a scalable, cloud-native architecture to provide secure access for mobile users from anywhere. 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. These technologies combine to protect, secure, and segment Equitrans information while traversing home and public networks.

Informed by our Enterprise Risk Management Program, we utilize risk-based analysis in decision-making to determine actions and priorities for our cybersecurity program. We have strong governance through written policies and implement electronic enforcement as a monitoring tool to ensure compliance and assist in preventing undesired behaviors. Beyond our Data Privacy Policies, additional access restrictions and monitoring are in place for data related to our customers' and landowners' personally identifiable information (PII), and similar protections are in place for commercially sensitive data and systems. Additional

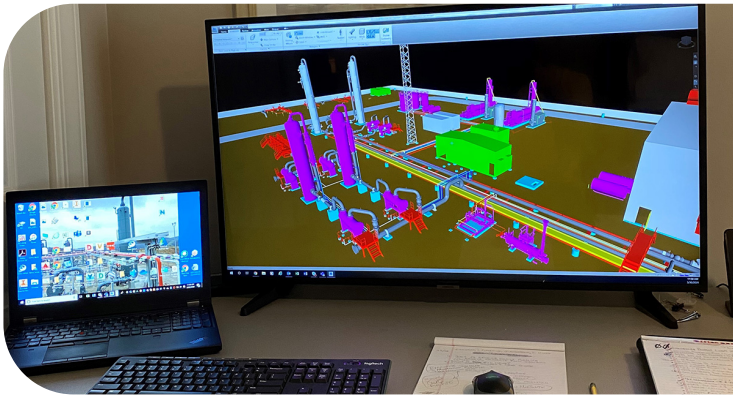
protections are provided via active alerts and monitoring for data movements and with electronically enforced policies such as prohibiting USB storage devices.

Our fault tolerant, highly available architecture is an important part of our continuity plan; however, Equitrans does not solely rely on architecture to ensure continuity. To complement our architecture, we also adhere to a robust Enterprise Data Backup Policy, which includes, among other activities, routine restoration of critical data. In addition, cybersecurity is a critical element of our Crisis Management Plan, and we conduct routine cyber incident drills that include cross-functional participation by our executives, business stakeholders, and legal and security partners.

We prioritize training and cybersecurity awareness for our employees and extend this training to include our service providers and partners. The training and awareness content includes 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

Equitrans' IT group is actively working to comply with relevant TSA security directives. In 2021, Equitrans' CEO participated as a member of the CEO task force for the "100-Day Sprint" — an initiative assembled by the National Security Council (NSC), in partnership with the Department of Energy (DOE) and the Cybersecurity and Infrastructure Security Agency (CISA), to improve visibility, detection and response to cyber threats. Additionally, Equitrans' CIO is a member of the corresponding CIO task force that is responsible for executing on the 100-Day Sprint.



In an effort to expand our Company's knowledge and understanding of the cyber-threat landscape, our CIO is also a member of the TSA Pipeline Security Directives Technical Roundtable, whose insight will help inform renewed security directives and proposed regulations; and a member of the Joint Cyber Defense Collaborative (JCDC) Pipeline plan team, with a directive to establish information sharing standards. Equitrans also expects to participate in the DOE's pilot Cybersecurity Risk Information Sharing Program (CRISP) for Oil and Gas, a similar program of which is already in place for the electricity sector. The Company is currently evaluating its participation in CISA's CyberSentry Program for real-time monitoring and collaboration.



Image credit: N.Hanacek/NIST

Equitrans' cybersecurity program is reviewed and monitored by executive management, with oversight by our Board of Directors, and both groups routinely receive and review cybersecurity updates, assessment results, and audit findings. Our executive management and Board of Directors also receive updates on cyber-risk management throughout the year.

To ensure the effectiveness of our cybersecurity program, we routinely participate in third-party reviews to maintain and enhance the resiliency of our systems. In addition, Equitrans' IT leadership routinely conducts risk quantification and assessment exercises to prioritize our efforts and minimize the risk of cybersecurity activity. By implementing a continuous improvement approach to cyber protection, our program remains flexible and more dynamic, allowing us to adapt to the ever-changing threats within the expanding cyber landscape.



# Supply Chain Management and Human Rights



*Equitrans credits much of its success to the commitment and performance of our supply chain, which includes all third-party providers involved and connected with our Company, such as contractors, vendors, and suppliers. We believe the perspectives obtained through the inclusion of companies of varying backgrounds in our supply chain position the organization as a more effective business, capable of impacting a wider range of communities, and provide greater opportunity to limit the Company's exposure to supply chain disruption. We recognize that a sound, sustainable, and ethical supply chain is important to our business operations, as well as our reputation. Equitrans is committed to working with suppliers who share our values and are dedicated to the same high standards for quality, safety, and environmental responsibility.*



## Our Approach to Supply Chain Management and Human Rights

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

Managing a responsible supply chain is critical to our business success. Our core values guide all that we do, from the way 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 everything we do. We expect the same from our supply chain partners.

When selecting providers, Equitrans involves organizations from the local operating area and seeks groups with diverse ownership backgrounds. We strive to give voice and value to minority and locally owned businesses. We select and manage third-party organizations that believe in and abide by Equitrans' Core Values and demonstrate 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. Additionally, a diverse supply chain helps to drive innovation, safety, and economic value for the minority and local communities in which we engage.

## Supply Chain Integrity and Ethics

Contracts for new suppliers incorporate Equitrans' Code of Business Conduct & Ethics (Code) to ensure our standards and expectations are clear. Our Code details Equitrans' standards on ethical behavior and actions as well as resources to address any Code questions or concerns. Each year, Equitrans sends a compliance letter to refresh select suppliers on Code obligations. In 2021,



Equitrans utilized a total of 963 suppliers and 499 of those suppliers received an annual compliance letter from our legal and compliance team. The list of supplier recipients is based on certain criteria, such as excluding suppliers with spend of less than \$10,000 and/or law firms that must follow their own Code of Conduct as part of their licensing.

Should an instance of non-compliance with our Code occur, Equitrans' Compliance Network undertakes an investigation to identify the root cause. Our Compliance Network responsibilities include ensuring conformity with laws, regulations, and our Code in all areas of our business. Suppliers that are non-compliant with Equitrans' requirements are subject to immediate remedial action or contract termination. In 2021, Equitrans did not terminate any of its contracts with third parties as a result of non-compliance and, as is our practice, we will continue to have an open-dialogue with our suppliers should an issue arise.

In 2021, Equitrans developed and published more robust supplier-specific Code of Conduct. In addition to echoing the expectations in Equitrans' Code, suppliers must now confirm their commitment to a broader set of social workforce policies specific to suppliers. Equitrans communicates policy updates to our suppliers and contractors through ISNetwork, as well as through several internal contractor liaisons. During 2021, Equitrans sent the Supplier Code of Conduct to active suppliers who provided \$10,000 or more in services. A total of 423 suppliers (more than 90%) provided digital acknowledgement of receipt. The small number of suppliers who did not acknowledge Equitrans' Supplier Code of Conduct are each already obligated to comply with similar internal policies, which have been reviewed and determined to meet Equitrans' standards for suppliers.

## Diversity in Our Supply Chain

Equitrans is committed to diversity and inclusiveness throughout our organization, including our supply chain. We recognize that management of a diverse range of suppliers benefits the local community, as well as the viability of the overall economy. As an element of our sourcing practices, Equitrans emphasizes the inclusion of local suppliers, which helps us reduce our environmental footprint and gain valuable insight into the culture of our operating areas. 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.



# Local Suppliers: 59% of our total supply chain budget utilized on local suppliers.

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 will continue to seek opportunities to build on our existing supplier base while establishing new relationships with diverse suppliers.

## 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. We recognize that the nature of our business activities and existing operational footprint do not generally encounter a significant risk of negatively impacting the basic principles of human rights. Regardless, this does not diminish our commitment to respect human rights in all our actions with employees, local communities, customers, and other stakeholders. We work with our business partners to ensure they share our commitment and have similarly rigorous policies and protection measures in place. Equitrans promotes the preservation of human rights through:



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

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

## Evaluating Our Supply Chain Management

Equitrans hires and manages suppliers based on their ability to adhere to Equitrans' Code, Equitrans' Supplier Code of Conduct, regulations, safety, and ESG standards. Suppliers must undergo an extensive onboarding process through an online supplier management database. Our supply chain and safety departments partner to determine Equitrans' scorecard and grading requirements. Suppliers 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.

We maintain a low-risk supplier base that is 99% domestic and, therefore, are required to comply with U.S. labor laws. During the onboarding process, new suppliers receive the master agreement and Supplier Code of Conduct, outlining Equitrans' Human Rights Policy to reinforce our expectations for ethical, legal, and socially responsible business practices. Equitrans does not tolerate non-compliant suppliers. Should Equitrans find a compliance issue, we work diligently with the provider to resolve and re-establish compliance. If a resolution cannot be obtained, Equitrans will terminate the supplier contract. We take our Code, Supplier Code, and safety standards seriously and expect all contractors and suppliers to uphold our Core Values. Equitrans tracks, analyzes, and reviews supply chain data on a routine basis to identify gaps and areas of improvement, and we continue to identify ways to increase diversity in our sourcing activities.

# Political Engagement

*Regulatory relations and public policy are critical functions for any organization that is subject to government regulation and play an important role in shaping a sustainable future. Being engaged with public policy matters provides Equitrans the ability to have a voice in decision-making processes that could impact the Company. And maintaining close relationships with legislators and regulators is critical for Equitrans to implement new projects, inform future policy that could affect operations, and to ensure our 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 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

We maintain our high standard of integrity while engaging with policymakers on matters that impact Equitrans. We conduct our public policy activities in compliance with all local, state, and federal laws applicable in every operational jurisdiction in which we make political contributions. These laws include federal and state campaign finance laws regarding political spending in support of political parties, politicians, and related institutions. Our political engagement activity is strictly limited to the United States, the only country in which we operate. To assure compliance internally, we developed policies to guide our interactions with lawmakers and regulatory agencies. These governing policies stipulate that no Equitrans employee may engage in lobbying activities on behalf of Equitrans nor use corporate treasury funds for political purposes without explicit permission from the Company's Government Affairs leader or General Counsel.

## Political Spending and Policy Issues

Equitrans supports fair and balanced regulations that benefit both our Company and all its stakeholders. We are dedicated particularly to working with policymakers on opportunities to promote stable investment climates for natural gas transportation and storage. Policies preferred by Equitrans involve the governance of environmental protection, taxes, and natural gas pipelines, as well as expanding the use of natural gas in sectors such as transportation, manufacturing, and electricity generation. In 2021, the Equitrans Political Action Committee (PAC) contributed \$52,300 to local, state, and federal candidates in our service territories. Disclosures and public information for Equitrans PAC contributions and disbursements can be found on [fec.gov](https://www.fec.gov).

In 2021, Equitrans' PAC reduced spending due to state election cycles, with Virginia being the only state in our operating area with major elections. Because Virginia permits corporate donations, our PAC did not contribute to any candidates. We spent \$55,500 on races for the Virginia House of Delegates, Senate, and Attorney General. This corporate spending is consistent with prior election cycles in Virginia.

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**

Our political involvement can help Equitrans achieve its environmental, social, and governance (ESG) business objectives. By helping policymakers and regulators better understand the role of natural gas in the domestic and international economy and clean energy transition, they have the power to shape policies that emphasize natural gas as well as non-fossil fuel-based clean energy. Therefore, it is vital that we continuously evaluate our approach to political involvement to maintain its effectiveness.

The Equitrans PAC Board reviews and approves all PAC disbursements, taking into account a focus on our operating regions, and the advancement of our industry and its related initiatives, including policies governing environmental protection, taxes, and natural gas transportation. The Equitrans PAC Board reviews donations in accordance with the PAC bylaws. While there have been no changes to the PAC bylaws or corporate spending policies, since 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. For 2022, the PAC Board expects to schedule routine meetings to evaluate requests and review past expenditures. 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



## Culture Change Belongs to All of Us

Our goal is to create a workforce culture that is not only aligned with our values, but also inspires employees to be their best selves. Based on the findings of our initial culture assessment conducted in 2020, we implemented several culture enhancing initiatives that were aligned with our mission, vision, and strategy — including redesigning our employee recognition program, introducing 360-degree management assessments and coaching, and launching an on-demand learning platform.

In 2021, we conducted our second culture survey, which had a 78% participation rate and highlighted significant, double-digit percentile increases across all 48 culture survey questions. In conjunction with our Culture Champions Group, we attribute these culture score improvements to the many action items we implemented since conducting our previous assessment.

The survey platform we utilize measures organizations across four areas: Mission, Consistency, Involvement, and Adaptability. While we were encouraged by the results, we also recognize there are areas that require continued focus to improve our culture. Below are a few key highlights from our recent survey:

### Leveraging Our Strengths

- We are very strong in the areas of teamwork and agreement — illustrating strong coordination across departments, the elimination of silos, and alignment with our Core Values, which highlights a strong sense of right and wrong.
- We had positive shifts in how we use our Core Values to guide our decisions & the perceptions of leaders who demonstrate these values.
- We scored near the 95th percentile on most of the safety aspects, something we are very proud of as we continue to elevate our strong safety culture.

### Taking Action

Based on the opportunities for improvement, we are implementing several action items that are linked to three primary focus areas:

- **Customer Focus:** The best way to define Customer Focus is with a question — “When we get a request from a fellow employee, do we treat that request as if it came from a customer?” The success of our Company depends on all employees — from maintaining safe operations, ensuring system reliability, and designing system enhancements to closing our books, scheduling projects, running payroll, and managing our legal and regulatory concerns. As we strive to be a reliable partner inside and out, in 2022 we added *customer service* to our Core Value of Collaboration; and we are implementing initiatives to improve our internal customer service and ensure the timely exchange of information requests.
- **Strategic Direction & Intent:** Employees understand the importance of connecting the dots between our strategy and their day-to-day work. Based on survey feedback, we will continue to publish our quarterly Strategic Priorities Update and schedule all-employee meetings to communicate progress on our Company’s annual priorities and objectives, which helps employees to align their individual objectives. Achieving our Company goals takes teamwork, collaboration, and individual contributions by everyone.
- **Capability Development:** As people leaders, we want to take a more active role in the development of our employees, helping them to understand and explore opportunities for advancement. To support our managers, we rolled out training during 2022 to assist managers in having effective career conversations with employees, encouraging an open dialogue on opportunities for growth and skill development. We also updated our Core Value of Excellence to include *employee capability development* — reinforcing the importance of helping to improve the capabilities of our employees as a competitive advantage.

At Equitrans, culture change belongs to all of us, and each employee plays a vital role in achieving our vision of becoming the premier midstream company in North America. Our employees’ continued commitment to E-Train’s success is demonstrated by staying the course — effectively managing our business and running our operations safely, efficiently, and responsibly.



## Distracted Driving Awareness

Distracted driving is an important safety issue — whether we are traveling for work or transporting friends and family during our personal time. The tragic results of distracted driving can happen to any one of us, anywhere, and at any time. Furthermore, these distractions come in many forms and can be caused by a number of factors, such as driving while using a communications device, tending to others who are in the vehicle, using your vehicle's audio system, or simply observing scenery as we pass it on the road.

In response to an increase in preventable vehicle accidents in 2020, Equitrans' safety team created a *Safe Driving Stand-Up*, whereby supervisors were tasked with encouraging their teams to focus on changing their driving behaviors to better ensure everyone's safety. In 2021, we placed additional emphasis on vehicle driving safety through our Companywide ***Distracted Driving Awareness*** initiative, which included encouraging employees to sign a distracted driving pledge as a symbol of their commitment to drive safely, be in the moment, and remain focused on the task-at-hand.

With more than 500 employees in attendance, Equitrans' Distracted Driving Awareness campaign kicked off with a presentation by Joel Feldman, renowned distracted driver speaker. Mr. Feldman is an attorney from Philadelphia who, despite representing those impacted by distracted driving crashes, frequently drove distracted himself. Following the death of his daughter in an accident caused by a distracted driver, he changed the way he drives and the way he thinks about driving safety. In 2011, he founded [EndDD.org](https://enddd.org) (End Distracted Driving) and spends the majority of his professional time working to educate people about this issue — with the goal to reduce distracted driving incidents of all kinds.

Mr. Feldman shared some very powerful and personal messaging, along with several important reminders that focused on how to change driving behaviors to better ensure one's personal safety, the safety of their passengers, as well as the safety of everyone on the road. In addition, the Equitrans Midstream Foundation expanded these important safe driving messages by partnering with EndDD to bring Mr. Feldman's presentation to four local high schools in our Pennsylvania operating area.

In 2022, our Foundation is pleased to continue its partnership with EndDD by supporting the creation of a nationwide public service campaign geared toward preventing distracted driving among high school students.

Equitrans believes that having a safe-driving mindset should extend beyond the workplace, and we want our employees to be equipped to prevent distractions while driving for both work and personal travel. With safety as our top priority and number one Core Value, the more we share the importance of learning how to NOT DRIVE DISTRACTED, the safer all of us will be.





## Emergency Response and Preparedness

In August 2021, flammable vapors from a tank vent ignited during a late afternoon electrical storm at the Equitrans Twilight Compressor Station, a natural gas gathering facility located in Washington County, Pennsylvania. Upon notification of the incident, the Equitrans crisis team quickly convened — no injuries were reported, and no significant damage occurred.

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

Equitrans' emergency procedures and closing of valves successfully allowed the flame to self-extinguish, and within a short time the tank was fully isolated. The Pennsylvania Department of Environmental Protection was notified, and, as a courtesy, local township officials and the Pennsylvania Public Utility Commission received notification of the incident.

Working together with the crisis team, our operations, safety, and compliance teams determined that the ignition occurred as a result of a lightning strike that ignited vapors from a malfunctioning tank vent. After reviewing and understanding the cause of the incident, operations worked with engineering to identify and inspect similar tank vents, as well as tank grounding, to minimize the risk of similar incidents from occurring in the future.

For more information on Equitrans Emergency Response and Preparedness, please visit: [Public Safety and Emergency Response](#).





## Philanthropy and Volunteerism

Equitrans Midstream supports the development of a sustainable workforce, which we believe is a key element for the long-term success of our Company and our communities. Preparing local students to compete in the workforce is a funding priority of the Equitrans Midstream Foundation — connecting students now with the tools they need to make positive social and economic contributions in the future. Through our E-Train On-Track committee, we also support employee volunteerism and encourage employees to donate their time in support of community-based educational initiatives.

*The Education Partnership* is a local non-profit organization that distributes school and classroom supplies at no cost to students and teachers in need. When the organization approached us with an opportunity to provide assistance and support for Pennsylvania schools, ranging from pre-K through grade 12, we enthusiastically volunteered both our funding and time. In 2021, through a \$32,000 grant to The Education Partnership's Adopt-a-School program, the Equitrans Midstream Foundation purchased essential school supplies for students in three southwestern Pennsylvania schools. Using our Volunteer Paid-Time-Off Program, these funds were amplified by Equitrans employees who volunteered their time to assemble more than 1,230 Power Tools Homework Kits for distribution to the students. A team of employees then attended assemblies at one of the participating high schools to conduct mini-educational sessions to discuss jobs and careers in the energy industry.

During the past two years, the Foundation has awarded \$50,000 to The Education Partnership. By combining proposed funding opportunities with employee volunteerism, Equitrans can provide a greater level of community support, while at the same time encouraging employee involvement and increasing overall engagement. Our work with The Education Partnership is one example of Equitrans' commitment to the communities in which we live and work — delivering positive impacts through both financial support and employee volunteerism.



## Protecting Our Critical Energy Infrastructure

With cyber-attacks on the rise in nearly every industry sector, including those related to oil/gas pipelines, there is a heightened need for teamwork and collaboration to protect our nation's energy infrastructure. We recognize the important joint efforts of pipeline operators, government agencies, vendors, and industry groups in developing solutions to combat the complex challenges of an ever-changing cybersecurity landscape. The formation of this alliance is based on a common goal: *keeping our critical infrastructure safe, secure, and reliable.*

To ensure adequate resources and elevate the criticality of our industry's cyber initiatives, Chief Executive Officers and Chief Information Officers from our nation's major pipeline operators, as well as top leaders from various government agencies are aligned on this priority. In addition, with this level of attention and focus on cybersecurity, responsibility has gone beyond Information Technology personnel. To be truly effective, cybersecurity requires multi-disciplinary leadership involvement from other business functions, such as physical security, emergency management, facilities, legal, and supply chain.

As a natural gas pipeline operator, Equitrans Midstream transports roughly 10% of U.S. natural gas production every day, making it critical for us to know and understand the latest threat intelligence. With the knowledge gained through these industry and government relationships, we are better prepared to implement leading practices designed to counter evolving attack vectors.

*"At Equitrans Midstream, we believe forming a cybersecurity partnership has helped raise the security bar across the industry, resulting in a collective benefit that is beyond what any individual pipeline operator could achieve. By working together on cybersecurity initiatives, we are striving to make the natural gas pipeline sector more secure, while at the same time continuing to provide the critical energy resources on which our nation relies."*

– Carmine Fantini, CIO, Equitrans Midstream

The continued evolution of cybersecurity threats demands a holistic response from industry, government, and suppliers. Equitrans recognizes this reality, and we work diligently every day to enhance our strong public/private sector alliance — strengthening our capabilities to protect our critical energy infrastructure.





## Storage Integrity Management

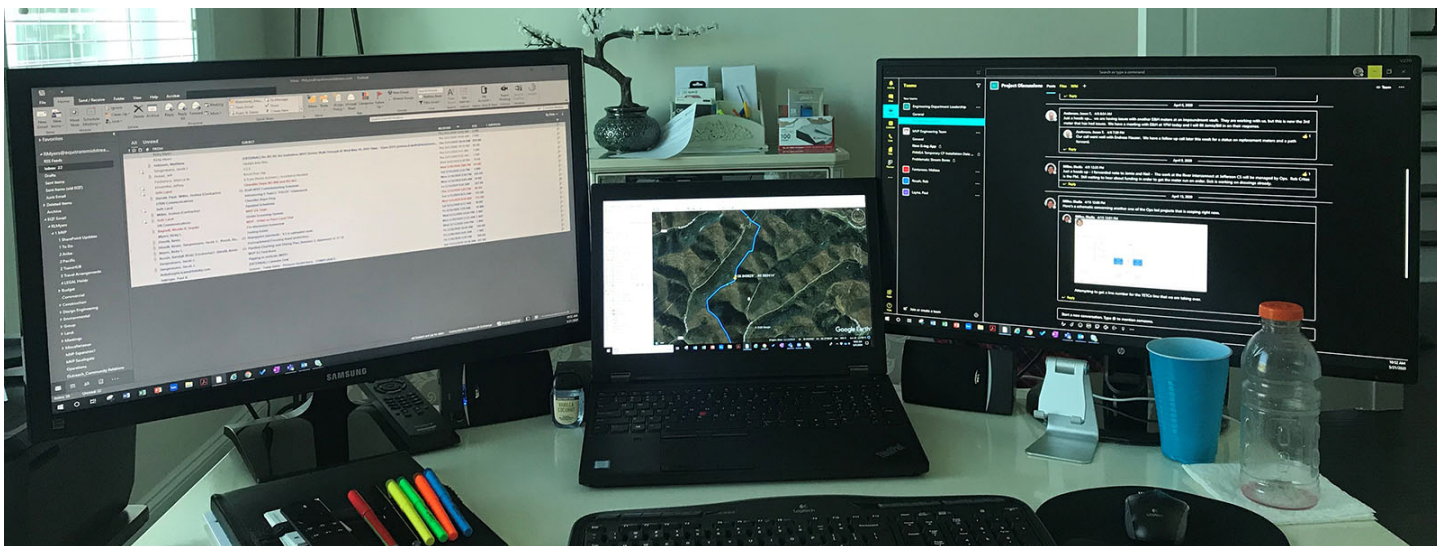
To fulfill specific regulatory obligations by government agencies, Equitrans conducts annual audits and inspections required by the Pipeline and Hazardous Materials Safety Administration (PHMSA) and respective state agencies that oversee pipelines and related facilities. To reinforce the importance of public safety, in recent years PHMSA has conducted focused audits on Storage Integrity Management programs. These very intense, detailed audits emphasize both public safety and the environmental impacts of storage methane release. Among other benefits to the industry, this level of scrutiny provides an opportunity for natural gas pipeline operators to review, improve, and strengthen their programs.

Under PHMSA's direction, Equitrans conducted numerous storage audits from 2018 through 2021 to gauge the strength of our Storage Integrity Management Plan (SIMP) and its adherence to published code. While there were no penalties assessed as a result of these audit activities, Equitrans did receive varying degrees of citations (i.e., Letters of Concern, Warning Letters, and Notices of Amendment) that required us to update our plans, policies, and procedures to enhance our SIMP.

In addition to addressing all cited deficiencies to improve the SIMP, Equitrans instituted the following enhancements to its storage operations:

- Mitigation of risk by increasing the frequency of well-surveillance logging to every seven years, versus the previous schedule of every 15 years
- Utilization of Remote Terminal Units on storage wells for 24-hour monitoring by gas control
- Development and implementation of storage-specific procedures to standardize storage maintenance and operations activities across the Company
- Dedicating personnel trained specifically for storage operations

As with all of Equitrans' pipeline integrity programs, our primary focus is on safety — above all else — for our communities, employees, and pipeline facilities. The continued and enhanced safe operation of our storage assets is merely an extension of Equitrans' overall commitment to safety.



## Workplace Modernization

Recognizing the potential benefits of a flexible work model, Equitrans conducted a workplace modernization survey in June 2020, whereby office-based employees were asked to rank their workplace preferences based on a set of three “workplace personas” (anchor, flex, and remote). The next step in the process was for managers to review all positions in their departments and assign a workplace persona, or personas, to each position, based on the defined requirements of role. The final step was for employees to select their workplace persona based on the persona(s) assigned to their role.

Our workplace modernization activities, however, did not end there. As we and other companies prepared for the new normal of a larger remote workforce, E-Train recognized there would be concerns to address and conflicts to resolve — and our goal was to ensure a smooth transition as overall workplace plans were finalized. To replace our previous Telecommuting Policy, we implemented a new Workplace Modernization Policy, which includes topics such as workplace persona assignment change, relocation approval process, business travel expense protocol, and how to formally request a workplace persona assignment change.

Additionally, to assist our employees with changes related to our return-to-office (RTO), we communicated workspace scheduling information and general tax expectations (for remote employees), and created two RTO Guides:

- The *RTO Guide for Managers* was intended to help managers prepare for working with their teams in the new era of a “distributed environment.” The guide contains key details for managing successfully in a distributed environment, including tips for utilizing shared workspaces; how to determine when it may be most effective for a manager and their team to work in the office; and how a manager can partner with their team to establish best practices and facilitate a collaborative and engaging working environment — ensuring continued performance in line with our Core Value of Excellence. Managers were asked to maintain an inclusive, forward-thinking environment that values the person as a whole instead of focusing on only the work that they produce and were reminded to always place safety first.
- The *RTO Guide for Employees* contained FAQs about workplace personas; tips and recommended etiquette for working in a shared workspace; how to determine when it may be most effective to work in the office; best practices to ensure success; and the importance of keeping safety our top priority.

With the reopening of our offices in April 2022, roughly 61% of office-based employees are working remotely (remote persona), 37% split their time between remote and at an Equitrans location (flex persona), and 2% are working in the office full-time (anchor persona). We expect our workplace modernization model to improve employee satisfaction and retention, expand our talent pool, and create additional flexibility for our employees, while promoting continued business execution.



# Global Reporting Initiative (GRI) Content Index

## UNIVERSAL STANDARDS

GRI Indicator	Description	Location or Direct Response
<b>The organization and its reporting practices</b> ▲		
2-1	Legal Name	Equitrans Midstream Corporation
	Nature or ownership and legal form	<a href="#">2022 10-K pg. 8-11</a>
	Location of headquarters	Canonsburg, Pennsylvania
	Location of operations	<a href="#">Company Profile</a>
2-2	Entities included in sustainability reporting	<a href="#">2022 10-K pg. 251</a>
2-3	Reporting period	January 1, 2021 through December 31, 2021
	Reporting cycle	Annual
	Contact point for questions regarding the report	<a href="mailto:info@equitransmidstream.com">info@equitransmidstream.com</a>
2-4	Restatements of information	Certain historical data presented in this report, such as employee, energy, and emissions data, has been restated relative to prior Company disclosures to reflect further refinement in, among other things, data sources.
2-5	External assurance	The Company is not seeking external assurance for this year's report.
<b>Activities and workers</b> ▲		
2-6	Activities, value chain and other business relationships	<a href="#">Company Profile</a> ; <a href="#">Supply Chain Management and Human Rights</a>
2-7	Information on employees and other workers	<a href="#">Company Profile</a> ; <a href="#">Workforce Culture</a>
2-8	Workers who are not employees	<a href="#">Economic Impact</a>
<b>Governance</b> ▲		
2-9	Governance structure and composition	<a href="#">Corporate Governance</a>
2-10	Nomination and selection of the highest governance body	<a href="#">Corporate Governance</a>
2-11	Chair of the highest governance body	<a href="#">Corporate Governance</a>
2-12	Role of the highest governance body in overseeing the management of impacts	<a href="#">Corporate Governance</a> ; <a href="#">Sustainability Governance</a>
2-13	Delegation of responsibility for managing impacts	<a href="#">Corporate Governance</a> ; <a href="#">Sustainability Governance</a>

2-14	Role of the highest governance body in sustainability reporting	<a href="#">Corporate Governance</a> ; <a href="#">Sustainability Governance</a>
2-15	Conflicts of interest	<a href="#">Corporate Governance</a>
2-16	Communication of critical concerns	<a href="#">Corporate Governance</a>
2-17	Collective knowledge of the highest governance body	<a href="#">Corporate Governance</a>
2-18	Evaluation of the performance of the highest governance body	<a href="#">Corporate Governance</a>
2-19	Remuneration policies	<a href="#">Corporate Governance</a> ; <a href="#">2022 Proxy Statement pg. 10</a>
2-20	Process to determine remuneration	<a href="#">Corporate Governance</a> ; <a href="#">2022 Proxy Statement pg. 10</a>
2-21	Annual total compensation ratio	<a href="#">Corporate Governance</a> ; <a href="#">2022 Proxy Statement pg. 52</a>

### Strategy, policies and practices

2-22	Statement on sustainable development strategy	<a href="#">Our Year in Review: President and COO Letter</a> ; <a href="#">CSO Message and Our Sustainability Framework</a>
2-23	Policy commitments	Although Equitrans does not formally follow the precautionary principle, we assess risks across our operations.
2-24	Embedding policy commitments	<a href="#">Corporate Governance</a> ; <a href="#">Sustainability Governance</a>
2-25	Processes to remediate negative impacts	<a href="#">Corporate Governance</a>
2-26	Mechanisms for seeking advice and raising concerns	<a href="#">Business Ethics and Integrity</a> ; <a href="#">Corporate Governance</a>
2-27	Compliance with laws and regulations	<a href="#">Business Ethics and Integrity</a> ; <a href="#">Environmental Compliance</a> ; <a href="#">Pipeline Safety and Integrity</a>
2-28	Membership associations	<a href="#">Our Stakeholders</a>


### Stakeholder engagement


2-29	Approach to stakeholder engagement	<a href="#">Our Stakeholders</a>
2-30	Collective bargaining agreements	<a href="#">Company Profile</a>

### Material Topics

3-1	Process to determine material topics	<a href="#">Materiality Assessment</a>
3-2	List of material topics	<a href="#">Materiality Assessment</a>

## TOPIC SPECIFIC STANDARDS

GRI Standard	GRI Indicator	GRI OGSS	Description	Location or Direct Response
<b>Economic</b> 				
Economic Performance				
GRI 3: Material Topics	3-3	11.14.1	Explanation of the material topic and its Boundary	<a href="#">Economic Impact</a>
GRI 201: Economic Performance 2016	201-1	11.14.2 11.21.2	Direct economic value generated and distributed	<a href="#">Economic Impact</a>
	201-2	11.2.2	Financial implications and other risks and opportunities due to climate change	<a href="#">CDP Climate Change response C2.1b, C2.2a, and C2.3a; 2021 10-K, p. 38-41</a>
	201-3	N/A	Defined benefit plan obligations and other retirement plans	<a href="#">Workforce Culture</a>
	201-4	11.21.3	Financial assistance received from government	In 2021, 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 are hired in the United States
Indirect Economic Impacts				
GRI 203: Indirect Economic Impacts 2016	203-1	11.14.4	Infrastructure investments and services supported	<a href="#">Economic Impact</a>
	203-2	11.14.5	Direct economic value generated and distributed	<a href="#">Economic Impact</a>

Procurement Practices				
GRI 3: Material Topics	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	3-3	11.20.1	Management of material topics	Business Ethics and Integrity
GRI 205: Anti-corruption 2016	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
	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; Equitrans Code of Business Conduct and Ethics
Environmental 				
Energy				
GRI 3: Material Topics	3-3	N/A	Management of material topics	Energy Usage
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	Not currently reported
	302-3	11.1.4	Energy intensity	Based on the required topic disclosure, this metric is not considered relevant for midstream companies.
Water and Effluents				
GRI 3: Material Topics	3-3	11.6.1	Management of material topics	Water Management
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	3-3	11.4.1	Management of material topics	Biodiversity and Land Stewardship



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	3-3	11.1.1	Management of material topics	GHG Emissions and Climate Change
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
GRI 3: Material Topics	3-3	11.3.1	Management of material topics	Air Emissions
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	3-3	11.5.1	Management of material topics	Waste Management
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

Employment				
GRI 3: Material Topics	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.


Occupational Health & Safety				
GRI 3: Material Topics	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
	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
	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	3-3	11.11.1	Management of material topics	Workforce Culture
GRI 404: Training and Education 2016	404-1	11.10.6	Average hours of training per year per employee	Workforce Culture
	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	3-3	11.11.1	Management of material topics	Diversity and Inclusion
GRI 405: Diversity and Equal Opportunity 2016	405-1	11.11.4	Diversity of governance bodies and employees	Diversity and Inclusion
	405-2	11.11.5	Ratio of basic salary and remuneration	Diversity and Inclusion
Non-Discrimination				
GRI 3: Material Topics	3-3	11.11.1	Management of material topics	Business Ethics and Integrity
GRI 406: Non-discrimination 2016	406-1	11.11.6	Incidents of discrimination and corrective actions taken	Business Ethics and Integrity; Supply Chain Management and Human Rights

Local Communities				
GRI 3: Material Topics	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	Air Emissions; Biodiversity and Land Stewardship; Community Engagement; GHG Emissions and Climate Change; Pipeline 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	Business Ethics and Integrity; Occupational Health and Safety; Supply Chain Management and Human Rights
	414-2	11.10.9	Negative social impacts in the supply chain and actions taken	Business Ethics and Integrity; Occupational Health and Safety; Supply Chain Management and Human Rights
Public Policy				
GRI 3: Material Topics	3-3	11.22.1	Management of material topics	Political Engagement
GRI 415: Public Policy	415-1	11.22.2	Political contributions	Political Engagement
Customer Health and Safety				
GRI 3: Material Topics	3-3	N/A	Management of material topics	Pipeline Safety and Integrity; Public Safety and Emergency Response
GRI 416: Customer Health and Safety 2016	416-1	11.3.3	Assessment of the health and safety impacts of product and service categories	Pipeline Safety and Integrity; Public Safety and Emergency Response
	416-2	N/A	Incidents of non-compliance concerning the health and safety impacts of products and services	Pipeline Safety and Integrity; Public Safety and Emergency Response
Topic 11.8 Asset integrity and critical incident management	306-3	11.8.2	Significant spills (GRI 306: Effluents and Waste 2016 is effective for spills reporting under the Consolidated Set of the GRI Standards 2021.)	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 qualifies for exemptions under, Process Safety Management and Risk Management Plan requirements.
	N/A	11.8.4	List of the organization's tailings facilities	This metric is not considered relevant for midstream companies.



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

NON-MATERIAL DISCLOSURES

GRI Standard	GRI Indicator	GRI OCSS	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 relevant 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 relevant 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 relevant 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 relevant 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	Based on the Company's current materiality assessment, GRI 407 is not considered relevant for reporting purposes.
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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 materiality assessment, GRI 409 is not considered relevant for reporting purposes.
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### Security Practices

GRI 410: Security Practices 2016	410-1	11.18.2	Security personnel trained in human rights policies or procedures	Based on the Company's current materiality assessment, GRI 410 is not considered relevant for 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, and our current materiality assessment, GRI 411 is not considered relevant for reporting purposes.
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### Land and Resource Rights

N/A	N/A	11.16.1	Management of material topics	Based on the Company's current materiality assessment, GRI OGSS 11.16 is not considered relevant for reporting purposes.
	N/A	11.16.2	Locations of operations that contributed to involuntary resettlement	Based on the Company's current materiality assessment, GRI OGSS 11.16 is not considered relevant for reporting purposes.

# 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	<a href="#">GHG Emissions &amp; Climate Change</a>
	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	<a href="#">GHG Emissions &amp; Climate Change</a>
Air Quality	Air emissions of the following pollutants: (1) NOx (excluding N <sub>2</sub> O), (2) SOx, (3) volatile organic compounds (VOCs), and (4) particulate matter (PM10)	EM-MD-120a.1	<a href="#">Air Emissions</a>
Ecological Impacts	Description of environmental management policies and practices for active operations	EM-MD-160a.1	<a href="#">Biodiversity &amp; Land Stewardship</a>
	Percentage of land owned, leased, and/or operated within areas of protected conservation status or endangered species habitat	EM-MD-160a.2	<a href="#">Biodiversity &amp; Land Stewardship</a>
	Terrestrial acreage disturbed, percentage of impacted area restored	EM-MD-160a.3	<a href="#">Biodiversity &amp; Land Stewardship</a>
	Number and aggregate volume of hydrocarbon spills, volume in Arctic, volume in Unusually Sensitive Areas (USAs), and volume recovered	EM-MD-160a.4	<a href="#">Biodiversity &amp; Land Stewardship</a>
Competitive Behavior	Total amount of monetary losses as a result of legal proceedings associated with federal pipeline and storage regulations	EM-MD-520a.1	<a href="#">Pipeline Safety &amp; Integrity</a>
Operational Safety, Emergency Preparedness & Response	Number of reportable pipeline incidents, percentage significant	EM-MD-540a.1	<a href="#">Pipeline Safety &amp; Integrity</a>
	Percentage of (1) natural gas and (2) hazardous liquid pipelines inspected	EM-MD-540a.2	<a href="#">Pipeline Safety &amp; Integrity</a>
	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.



Topic	Accounting or Activity Metric	Code	Location or Direct Response
	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	<a href="#">Occupational Health &amp; Safety;</a> <a href="#">Pipeline Safety &amp; Integrity</a>
<b>Activity Metric</b>	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	<a href="#">Company Profile</a>