

# ENVIRONMENTAL SOCIAL AND GOVERNANCE REPORT 2022





## Dedicated to Sustainability

As a full-service, midstream energy company in the Denver-Julesburg (DJ) Basin, Elevation Midstream is committed to minimizing environmental impact and promoting safety in our operations, working collaboratively with local governments and communities to ensure accountability.

Environmentally conscious and committed to safety and efficiency, we have been a leader in safety performance since our inception and strive to complete our

projects quickly, with the least amount of social and environmental impact. In fact, we instill in our culture a simple premise: no job is so urgent or important that we can't take the time to do it safely.

Proud of delivering innovative, on-time and cost-effective solutions to our clients, we are dedicated to sustainability for future generations and go above and beyond the requirements of compliance to be the best steward and neighbor we can be.



# A Culture of Service and Responsibility

At Elevation Midstream, we say what we mean and do what we promise in a safe and efficient manner. Perhaps most important, we strive to make sure projects are completed quickly with the least amount of social and environmental impact. In this regard, we have been a leader in safety performance since our inception, instilling in our culture a simple premise: no job is so urgent or important that we can't take the time to do it safely.

Proud of our track record of delivering innovative, on-time and cost-effective solutions to our clients, we are dedicated to sustainability for future generations, going above and beyond the requirements of compliance to be the best steward and neighbor we can be.

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## Our Core Values

For producers in the DJ Basin, Elevation Midstream is the best in class midstream company that delivers high quality gathering and processing solutions because Elevation Midstream is committed to collaborating with local governments and communities to insure an accountable and responsive working relationship that is environmentally conscious and prioritizes safety.

**Safety**

**Integrity**

**Accountability**

**Responsive**

**Community Minded**

**Socially Responsible**

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## Our Community-Focused Approach



**John Roberts**  
Chief Executive Officer

Our top priority and the foundation on which we've built the company, is the **safety of our employees and the communities.**

With this report, we are pleased to highlight the improvements we continue to make in our operations, employee engagement, and partnerships that demonstrate our commitment to the environment and health of our community – all reflecting the caring nature of our culture and people.

Our top priority and the foundation on which we've built the company, is the safety of our employees and the communities in which we live and work, knowing that continuous improvement and innovation are key to providing the solutions that meet the needs of our many stakeholders.

Also top of mind are the challenges presented by our fragile environment, and we are committed to doing our part to make this planet and our communities a better place.

Continuing to meet these environmental challenges is important since the natural gas and crude oil we gather for our producer customers are still essential to preserving the quality of life we've come to expect in our society, against the backdrop of geo-political threats to worldwide supply, the serious military conflict in Ukraine being a primary example. So, more than ever,

we provide these vital resources in the most environmentally sustainable way possible.

The key for us is to minimize our greenhouse gas (GHG) emissions and improve the energy efficiency of our operations. This is why we designed our assets with only electric-driven compression, including an electricity-powered substation, which greatly reduces GHG emissions as compared to traditional gas-powered options.

In 2021, we hired Schneider Electric to measure our Scope 1 and 2 emissions, which established our baseline footprint so we can identify problem areas and measure our progress over time. In 2022, we began the detailed calculations and analysis to understand how we can move forward, learning that energy usage in our operations is becoming more efficient as our operations and experience mature.

Preventing accidental spills is a critical responsibility to safeguard the health and safety of our employees and the communities in which we operate – while strengthening the integrity, reliability and efficiency of our assets. In this regard, we use industry-leading operational processes and protocols to reduce the potential for spills at our operations and proactively reduce ecological



Our commitment to our community is also realized through our **charitable donations** and **employee volunteer programs**.

impacts in the rare instance a spill does occur. I'm happy to report that in 2022, there were no spills from our operations or pipelines.

Being a good environmental steward means having a long-term interest in making our facilities the cleanest and safest worksites possible. So in addition to measuring and reducing greenhouse gasses from our business operations, we also measure and find ways to further reduce other gases such as SOX and NOX (sulphur oxides and nitrogen oxides), which produce atmospheric pollutants from energy consumption in industrial processes. An example of fossil fuel usage reduction in 2022 is the installation of solar panels to power lightning in storage areas and at pipeline facilities.

Meanwhile, our commitment to our community is also realized in our charitable donations and employee volunteer programs. In addition to our donations to such organizations as Protect the Game, the Kiwanis Club, Junior Achievement and Ukraine Crisis, our employees volunteered considerable time to a food drive for the Weld Food Bank to help those people in the local community who need a helping hand, especially during the holiday season.

As a result of our responsible actions, we have succeeded as a business and as an ally to our many stakeholders. And we are thankful for their trust. As we continue to help provide the critical energy that our country needs, we are incredibly proud of our special role.

And through our commitment to ESG, we have an opportunity not only to measure and strengthen our impact on our employees, communities, suppliers, and customers, but also to assure our place as the best-in-class midstream company in the DJ Basin.

Thank you for your support and your continued interest in Elevation Midstream.

A handwritten signature in black ink, appearing to read 'John Roberts', with a stylized, flowing script.

John Roberts  
Elevation Midstream, CEO

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## 2022 Highlights

Generated **no EPA-defined hazardous waste** in 2022

**Avoided approximately 40,912 metric tons of CO2 emissions** by using electric compression

**Eliminated more than 750,000 truck miles** in 2022 by transporting oil and water through pipelines. A 25% increase over 2021 truck miles.

Recorded a **TRIR of zero – no recordable injuries** for 2020, 2021 and 2022

Operated oil, gas, or water pipelines with **no reportable leaks in 2022**

Coordinated full-scale **emergency response drill** with City of Brighton Fire Department

Coordinated **full-scale pipeline spill response drill** with Metro Fire, Adams County Fire, and Brighton Fire Departments

Strengthened cyber security posture through **increased training** and **security measures**

Provided over **60 hours of health and safety training** for each employee in 2022



# ESG is a Pillar



We take seriously our responsibility to operate in an ethical and sustainable manner, which guides our Environmental, Social and Governance (ESG) initiatives. Effective ESG management plays an important role in the success of our business – helping us effectively manage risks in our operations and create long-term value for our stakeholders – while contributing to a more sustainable world.

Our experienced and highly trained team complies with – and often exceeds – local, state, and federal regulations to keep the community safe and minimize environmental impacts. We support our local government and community by responding directly to any concerns through one-on-one conversations, open houses, and local government meetings.

“We manage our operations honestly and transparently to build and maintain strong relationships with our clients, employees, local governments, and the community in which we work and live. As an EHS professional I wouldn’t work for a company that did anything less.”

**Liz Klein**, Director, EHS Regulatory Compliance

## OUR ESG COMMITMENTS

As part of our ESG policy, Elevation Midstream is committed to:

- **Minimizing GHG emissions from our operations**
- **Improving energy efficiency across our operations**
- **Promoting a healthy and safe work environment for all employees**
- **Investing in the local communities where we live and work**
- **Reporting transparently on our ESG performance**
- **Building a culture of ethics and compliance for our employees in all aspects of work**

Our Director of Environmental, Health, Safety, and Regulatory Compliance oversees the policy and is responsible for its implementation and enforcement. The company’s Senior Management actively supports and approves the ESG policy, which is reviewed annually and approved by our board of directors.

# Our Capabilities

For producers in the Denver-Julesberg (DJ) Basin, Elevation is an expertly maintained midstream company, with state of the art facilities, that delivers high-quality gathering and processing services. Our operational footprint in the DJ Basin includes more than 50 miles of pipeline wellhead gathering, including systems for oil, gas and water transportation, a compressor station, and a centralized gathering facility.



## Facility Overview

- Badger Central Crude Gathering Facility
- Buffalo Centralized Gas Compression Facility



## Gas Gathering and Compression

- 88,000 HP electric compression
- Permitted for 360 MMcf/day throughput
- Gathering Pipeline: 23 miles



## Oil Gathering, Stabilization and Storage

- Permitted for oil throughput of 60,000 bbl/day
- Storage Capacity: 75,000 bbls
- Gathering Pipeline: 17 miles



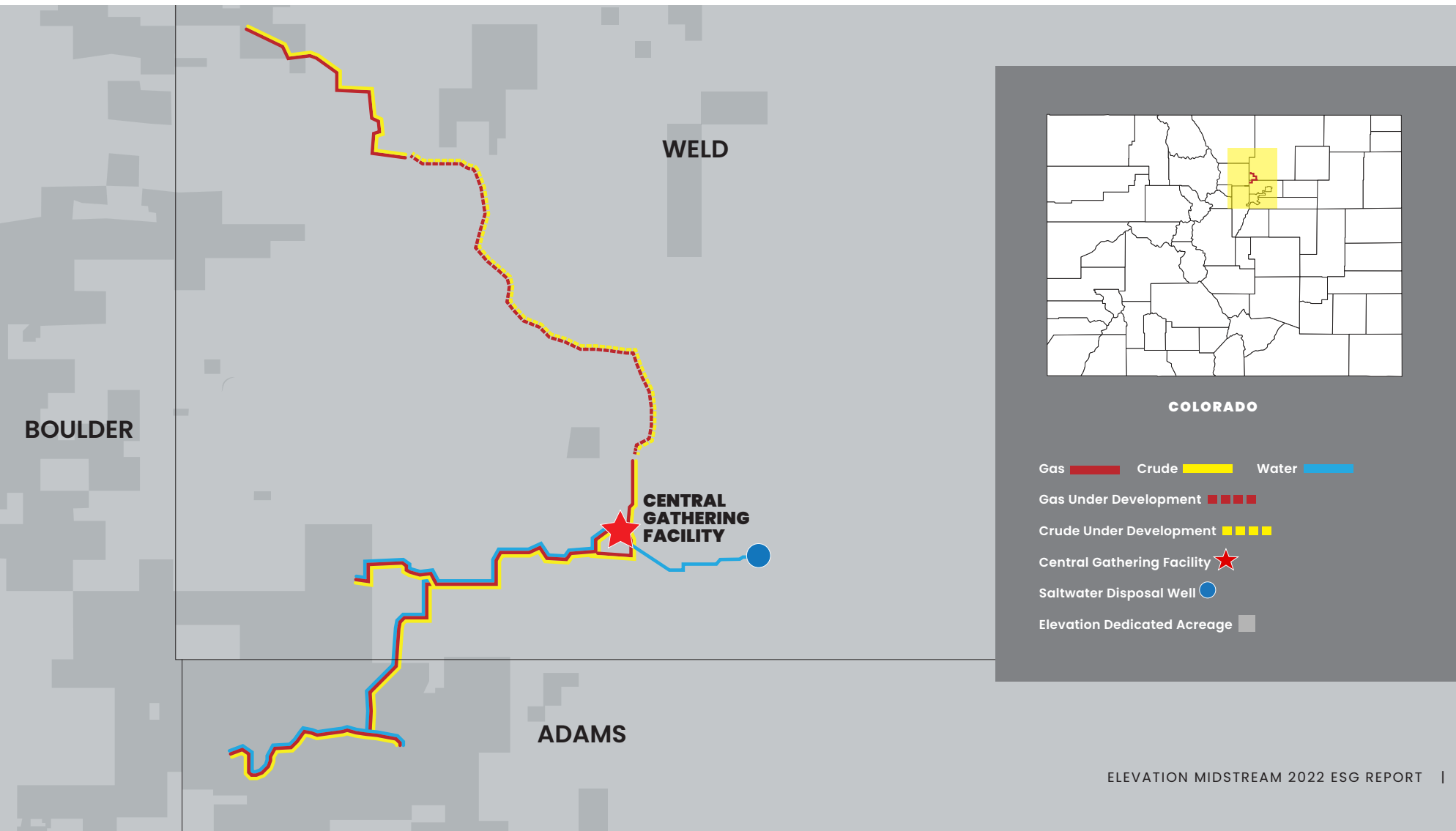
## Produced Water Gathering

- Permitted throughput: 50,000 bbl/day
- Gathering Pipeline: 22 miles



# Area of Operation

Elevation Midstream’s operational footprint in the DJ Basin includes more than 60 miles of pipeline wellhead gathering, including systems for oil, gas and water transportation, a compressor station, and a centralized gathering facility.





PROTECTING THE ENVIRONMENT

**WE RECOGNIZE THE  
FRAGILITY OF OUR  
ENVIRONMENT AND  
ARE COMMITTED TO  
DOING OUR PART.**



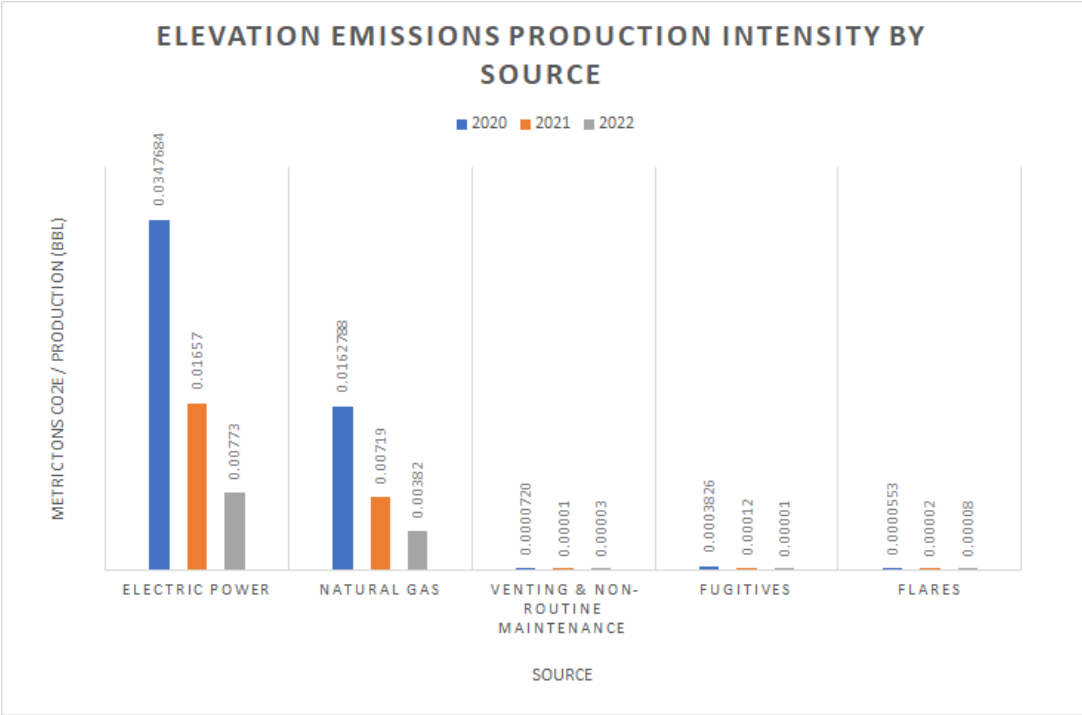


# Protecting the Environment

As an employer, and as a group of good citizens, we are as concerned about climate change as everyone in the country and the world. And so, we are doing our part to reduce emissions by implementing efficiency measures, developing innovative technologies – and in partnership with our industry, the wider business community, government officials, and the community – to address this challenge as best we can. As we respond to climate change, we believe solutions must also address those struggling to access affordable energy and support a growing economy.

Supplies of natural gas will be a critical part of the solution to this global issue.

Oil and natural gas are fundamental resources in our modern society, supplying roughly 70 percent of total global energy demand. As a member of the Colorado Oil & Gas Association (COGA), Elevation works toward developing GHG strategies that acknowledge the critical role our industry plays and as a valuable partner in the fight against climate change, providing constructive technical expertise and knowledge.





We are committed to looking for ways to reduce fossil fuel usage such as using solar panels where applicable.

**Reducing Air Emissions** Our assets are designed and constructed with only electric compression, which eliminates approximately 40,912 metric tons of CO<sub>2</sub> emissions by avoiding the use of gas-fired compression to run our facilities. Elevation remains committed to this design for any future expansions.

#### **ADDRESSING CLIMATE CHANGE AND GREENHOUSE GAS EMISSIONS**

As we work to further reduce our environmental footprint, the company is compliant with all environmental and waste management laws, while managing projects that both decrease air emissions and increase operational efficiencies.

Since the natural gas and crude oil we gather for our producer customers is essential to our modern society, we are committed to providing these products in the most environmentally conscious way possible. This is why we gather and transport crude oil and associated produced water through pipelines, as opposed to trucking, which greatly reduces their carbon footprint.

Elevation continues to look for ways to save natural resources. As an example, solar panels were installed in 2022 at pipeline facilities and storage areas to power lighting in those areas.



## Good Neighbor Case Study

# The Badger Centralized Gathering Facility

Staffed 24-hours a day, 365 days a year by full-time employees, the Badger Centralized Gathering Facility is an example of the precautions Elevation takes to be a good steward of the environment and landscape in our operations.

While the facilities are enclosed with proper fencing to ensure security, vegetative screening and/or landscaping has been installed as a visual barrier for nearby residents, including decorative fencing used as a component of visual mitigation in the area.

The landscaping utilizes vegetated earthen berms and tree plantings to improve residential and street views. Trees, including deciduous canopy and evergreen trees, have been planted on the earthen berms next to the facilities. These were chosen based on feedback from neighbors and because they are hearty, fast growing, and can withstand wind and drought conditions.

Portions of the site remain available for agricultural use. Existing trees were retained where feasible. The revegetation included a plant selection that consists of native and adapted xeriscape species and will prioritize low-water use varieties. And native grass were used on earthen berms and where existing grade is disturbed.

Parking and outdoor storage areas also include a combination of earthen berms, evergreen and deciduous tree planting, and fencing, as appropriate. The landscaping project has been completed as specified in the original landscape plans.

## FIRE ACCESS AND EMERGENCY PREPAREDNESS

After conferring with fire protection districts in the area, Elevation issued a Fire Protection Report to describe firefighting plans that include foam ring installations, delivery systems and an auxiliary foam supplier trailer, a 400-barrel fire water tank, and fire extinguishers in key areas.

Within the facility a continuous fire access road with a minimum width of ten (10) feet has been provided around the active treatment areas, as well as an additional buffer zone within the perimeter fire lane.

## SPILL/STORMWATER IMPACT MITIGATION

The potential to impact surface and ground water is present with any new construction or development. Stormwater runoff quality is being addressed, for example, through the use of retention ponds, revegetation,

and water quality capture, among other techniques, that also contain spills and releases from leaving the facility boundary.

The existing ground water monitoring and sampling at the facility tracks the absence of impacts to ground water. If there is a chemical or oil spill, the potential impact will be removed or minimized through the original design of the facility and implementation of the Spill Prevention, Control and Countermeasure plan, which



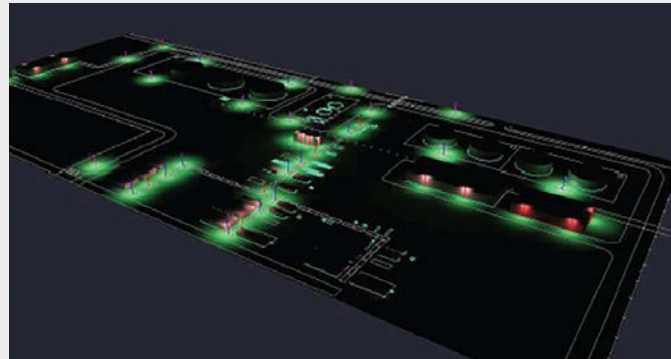
### Good Neighbor Case Study continued

includes secondary containments that are lined and engineered to be impervious.

Each year, Elevation conducts two full-scale response drills, an emergency drill and a spill drill, working with local fire departments — Metro Fire, Adams County Fire, and Brighton. The drills include on-site coordination with the fire departments, deployment of spill booms across open water, and placement of controls at stormwater inlets to prevent the transport of oil spills into the stormwater system. These drills provide an opportunity for first responders to become familiar with our facilities, reducing emergency response times while increasing the safety of our employees and neighbors.

#### COMMUNITY IMPACTS AND MITIGATION

**Traffic** – The nature of Elevation operations greatly minimizes traffic into and out of the facility. With pipeline infrastructure feeding into the facility and carrying product away from the facility, truck traffic will



only be necessary only during times of maintenance or on rare occasions.

**Lighting** – The lighting plan for the Centralized Gathering Facility focuses on reducing light pollution wherever possible. Utilizing feedback from the meetings we have already had with adjacent neighbors, we keep lights focused downward and will use a warm, yellow color bulb versus a cool, bluer color bulb. As depicted in the figures above, the original lighting plan simulation, on the left, was fully implemented as evidenced by the actual lighting conditions at night, on the right.

**Noise** – During planning, Elevation consulted with adjacent neighbors,



and noise is one of the biggest factors they were concerned about, which Elevation is committed to mitigating. Soil berms and trees – strategically planted using data gleaned from a sound study – are the main methods of mitigating sound. Most equipment that could emit noise, including compressors and their electric motors, are enclosed in a sound buffering structure. The fact that we are committed to using electric motors in compression stations is itself significant in mitigating noise. Additional sound mitigation measures drastically reduce sound propagation toward the property boundary and away from neighbors, which includes noise damping devices during pipeline blowdowns.

Also, by orienting compressor coolers so all fans are horizontal instead of vertically positioned, we can drastically reduce the sound that moves toward the property boundary, thus pushing any sound away from neighbors. At the same time, we are also committed to working with the community through continuous and ongoing communication to be sure noise is mitigated to the greatest extent possible.

**Dust** – If dust ever becomes a factor during windy conditions, etc., we spray a fine mist of water that prevents dust from blowing toward our neighbors. The landscaping on the property also assists greatly in preventing soil erosion.



**Eliminating Truck Miles** By using pipelines to transport product, in fact, we reduce truck traffic considerably, saving more than 750,000 truck miles in 2022 alone —which not only reduces truck emissions but also road traffic and potential safety issues.

#### **PROTECTING HABITATS AND NATURAL VEGETATION**

Elevation Midstream carefully manages the impacts of asset construction and operations

where endangered and threatened species and migratory birds may live or have suitable habitat, doing our best to avoid their habitats entirely. In the planning and installation of pipelines, Elevation carefully studies potential pipeline routes and avoids sensitive environments. Elevation hires specialized consultants to evaluate the natural environment to determine the least impactful alignment. We are also committed to regenerating natural vegetation in agreements with landowners.



#### **MAINTAINING ASSET AND PIPELINE INTEGRITY/ SPILL RESPONSE**

In managing our assets, infrastructure and operational processes, we maintain operational integrity and reliability, quickly detect leaks if they occur, reduce the possibility of releases and spills in our operations, and respond urgently to emergencies. We make sure clear protocols and procedures are in place that reduce the potential of accidental spills and mitigate their environmental impact should they occur. Elevation also routinely conducts trainings for our controllers to respond to emergencies, leak detection scenarios, etc.

Our emergency management approach is based on the Incident Command System (ICS) from the

National Incident Management System (NIMS). By utilizing the NIMS structure as the basis for our approach to emergencies, we can respond to all incidents quickly, efficiently and appropriately.

The pipeline spill/release avoidance and minimization tools we use include:

- Cathodic protection on all steel pipelines
- Leak-detection systems on all pipelines
- Robust damage prevention program, including in-house line locators
- Integrity testing
- Biweekly aerial patrols by drones
- Regularly scheduled ground patrols

While our pipelines are new and well maintained to minimize the risk of releases, some spills, however, are unavoidable due to manufacture or material defects. In these cases, the impacts from a spill would be minimized through fast detection and discovery, response and expedited cleanup. We would also promptly notify the appropriate agencies and work closely with them on cleanup and remediation plans so there is no net environmental damage, and the land is returned to original condition.

#### MANAGING AND TRANSPORTING PRODUCED WATER

Our work includes managing and transporting large volumes of produced water by pipeline from

the wellhead to the centralized gathering facility and on to a third-party disposal well. If we did not transport produced water by pipelines, the water would have to be trucked, which increases the risk of spills and adds to traffic volume on roads. Transporting produced water through pipelines is more environmentally sensitive, safe and efficient.

#### ELIMINATING GHG EMISSIONS WITH TANKLESS GATHERING AND ELECTRIC-DRIVEN COMPRESSION

By using a “tankless” gathering system in our pipeline infrastructure we don’t require atmospheric storage tanks at the producers’ gathering facilities. That means there are no associated greenhouse

By having producers put gas directly into the pipeline through electric-driven compression (vs. gas-driven), **we avoided approximately 40,912 metric tons of CO2 emissions** and significantly reduced the facility’s carbon footprint.



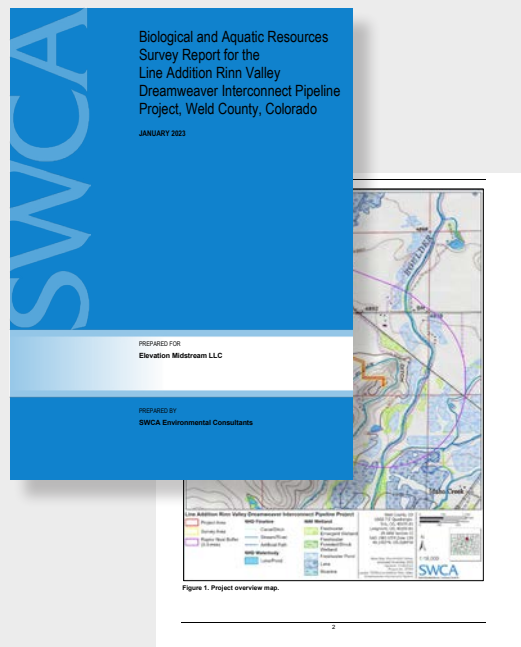
gas (GHG) emissions—a major step towards compliance with increasingly strict environmental regulations. With this system, producers put gas directly into the pipeline through electric-driven compression (versus gas-driven). As a result, we avoided approximately 40,912 metric tons of CO2

emissions while reducing our equipment needs and facility footprint, which tends to lower capital costs.

### MANAGING WASTE

Elevation Midstream manages hazardous and non-hazardous waste through careful chemical

## Environmental/Habitat Assessment of Proposed Pipeline Construction



As an example of our thorough environmental assessments, we contracted with SWCA Environmental Consultants, as we have with other construction projects, to complete a due diligence biological and aquatic resources analysis and field survey for the proposed construction of a pipeline addition to the Rinn Valley Dreamweaver Interconnect Pipeline Project, a crude oil pipeline in Weld County, Colorado. Construction activities started in January 2023. SWCA biologists conducted a field survey in November 2022, to assess the natural conditions of

the survey area and to document general habitat, soils, and aquatic resources, including wetlands and non-wetland waters, vegetation communities, wildlife, and habitat for special-status species within the survey area.

### PROTECTING BALD EAGLE NEST

Two raptor nests were identified within the 0.5-mile buffer during the field survey, which was conducted outside of the nesting season for Colorado raptors. One was a bald eagle nest, which contained two bald eagles at the time of the survey. The other identified nest was inactive.

Ground-based monitoring assessed eagle activity and the condition of the known nest located northeast of the project workspace. During the nest monitoring season, SWCA biologists documented observations of construction activities and observed no evidence of eagle distress or irritation due to construction.





EHS Metrics			
	2020	2021	2022
EHS Metrics	2020	2021	2022
Recordable Injury	0	0	0
Safety Incident	0	1	0
Contractor Incident	0	0	0
Number of Reportable Produced Water Spills	0	0	0
Number of Reportable Oil Spills	0	0	0
Number of Reportable Pipeline Spills	0	0	0
Number of Reportable Gas Releases	0	0	0
Excess Emission Events	0	0	0
Other Reportable Events	0	0	1
Non-Reportable Spills	1	0	0

selection, reduction of waste volume to the greatest extent possible, and waste recycling. In 2020, 2021 and 2022, the company generated no EPA-regulated hazardous waste.

#### MONITORING WITH DRONE SURVEILLANCE

As an industry leader, Elevation Midstream uses drones to patrol and monitor our pipeline operations. While operators have traditionally used fixed wing aircraft to conduct aerial patrols, drone surveillance is the best available technology to help us with such critical tasks as monitoring for leaks and repairing soil erosion. Flying slower and at lower heights, drones provide greater visual

detail, identifying, for example, a pipeline marker that is down. By using drones instead of planes, we also eliminate fuel usage and noise, maintaining a quieter environment for our community.

In 2022, the drones that we use for visual patrols were also fitted with the latest LDAR technology that can detect gas leaks, so the drone patrols collect both visual information and the locations of potential leaks. No leaks were detected in 2022 during these biweekly pipeline drone flights of all Elevation pipelines.



## HEALTH AND SAFETY

**EVERYTHING THAT WE DO  
AT ELEVATION MIDSTREAM IS  
FOCUSED ON SAFEGUARDING THE  
HEALTH AND WELL-BEING OF OUR  
EMPLOYEES, COMMUNITIES AND  
ENVIRONMENT.**





# Workforce Health and Safety

In 2022, each Elevation employee received **60 hours of health and safety** training for an annual total of more than **1,200 manhours**.



Everything we do at Elevation Midstream is focused on safeguarding the health and well-being of our employees, communities, and environment.

Using industry best safety practices, we provide extensive, year-long, hands-on safety training programs that range from emergency response drills in partnership with the Brighton Fire Department to fire extinguisher training to CPR/ first aid training. Our safety assets, protocols and processes include an operations team fully integrated in compliance.

Dedicated safety specialists on staff provide trainings, while certified individuals from outside the company support employees with safety training ranging from forklift operations to Hazardous Waste Operations & Emergency Response (HAZWOPER). Monthly in-person safety meetings also cover such specialized topics as electrical safety, emergency pipeline response and more.

Employees have strong ownership in Elevation Safety Programs. They have an active role in safety meetings and some employees teach some of the safety topics that are specific to their job duties such as Lockout/Tagout or Electrical Safety. While these trainings cover all the necessary OSHA requirements; they also outline specific work examples/situations that apply to

Safety Statistics	Annual TRIR 2020	Annual TRIR 2021	Annual TRIR 2022
Total Recordable Incident Rate (TRIR) – Employees	0	0	0



the training, so that understandable and relatable examples are discussed

Employees are also actively involved in the Management of Change procedures and review of changes of compliance manuals. A Safety Committee also meets periodically to review our compliance manuals, such as the EHS Manual, to suggest changes, clarifications, etc. Additionally, every Elevation employee has the Stop Work Authority policy, which outlines how any employee or contractor can immediately halt any practice they identify as unsafe.

### **PROTECTING THE PUBLIC WITH PIPELINE SAFETY**

System failures occur infrequently along the nation's network of natural gas and liquid pipeline infrastructure. Damage could occur, however, if a third party inadvertently excavates, blasts, or drills within a pipeline right-of-way. This is why an Elevation Midstream representative is present during all excavations near our pipelines.

Our pipeline systems are also monitored 24 hours a day to assess changes in pressure and flow. If there is even the possibility of a leak, the control center notifies field personnel to quickly investigate. Our aerial surveillance and on-the-ground assessments also identify potential dangers and encroachments.

To ensure safety, our pipelines are buried, with markers located throughout pipeline rights-of-way—sites like roads and railroad crossings—to help identify the approximate pipeline location. These markers, which also provide contact information, should never be removed or relocated by anyone other than a pipeline operator.

### **INCREASING CYBERSECURITY**

In 2021, Elevation added additional cybersecurity measures to meet more stringent assessment protocols. These new measures include a new

### **LEADING THROUGH COGA**



As part of our commitment to health and safety, Elevation plays a leadership role in the Colorado Oil & Gas Association (COGA), which is the unified regulatory voice for the oil and natural gas industry in Colorado, supporting advocacy, education, and community partnerships. Spearheading this partnership, Liz Klein, our Director of Environmental Health Safety & Regulatory & Compliance, plays an active role on COGA's Environmental Health Safety & Regulatory and Midstream committees, advising members about key issues, progress, and strategies.



By complying with all Occupational Safety and Health Administration (OSHA) regulations, as well as our own safety manual and procedures, we are confident in our ability to **keep employees and communities safe.**

security monitoring system and other support mechanisms that support more robust field-level measurements.

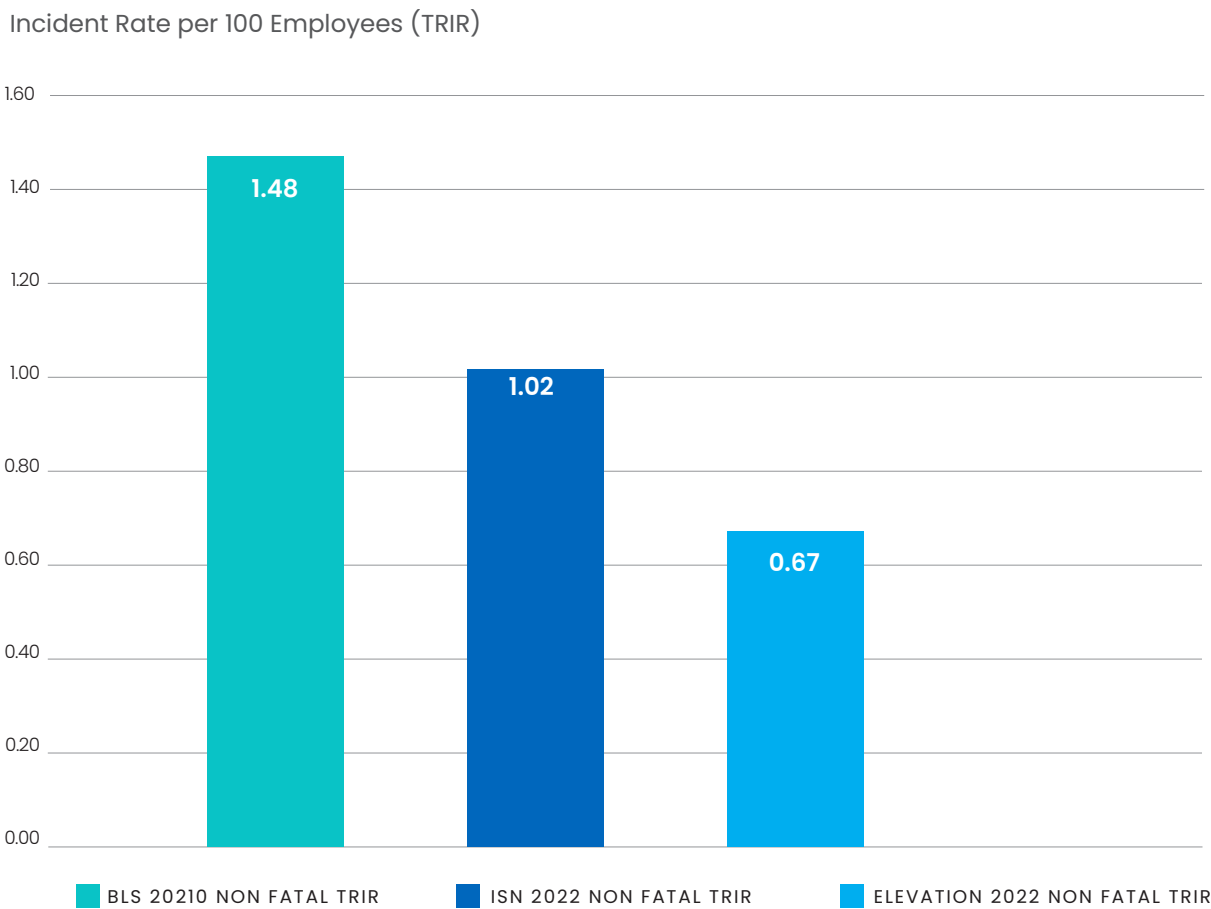
The systems are backed up by a 24/7 security operations center, which immediately identifies and remediates any security issues that arise on the network. To support these efforts, we offer a cybersecurity training program, which is offered at least once a quarter, as well as a mandatory annual cybersecurity training for all employees.

#### **MITIGATING NOISE**

High-pressure gas venting operations from pipelines, known as blowdowns, are known to produce significant noise. This noise can be of concern for people working or living near operations. To alleviate this concern, we installed noise dampening systems/silencers on our pipelines. By suppressing the noise associated with venting high-pressure gas to atmospheric pressure, the equipment significantly reduces the noise associated with pipeline blowdowns.

# Elevation Contractor Safety Statistics Over Time

Average among the top 5 most frequently selected Elevation Contractor NAICS Codes



**Contractor Incident Rate Comparison: On average Elevation contractors non-fatal TRIRs in 2022 were 45% below 2021 industry average and 35% below all ISN 2022 contractor averages**

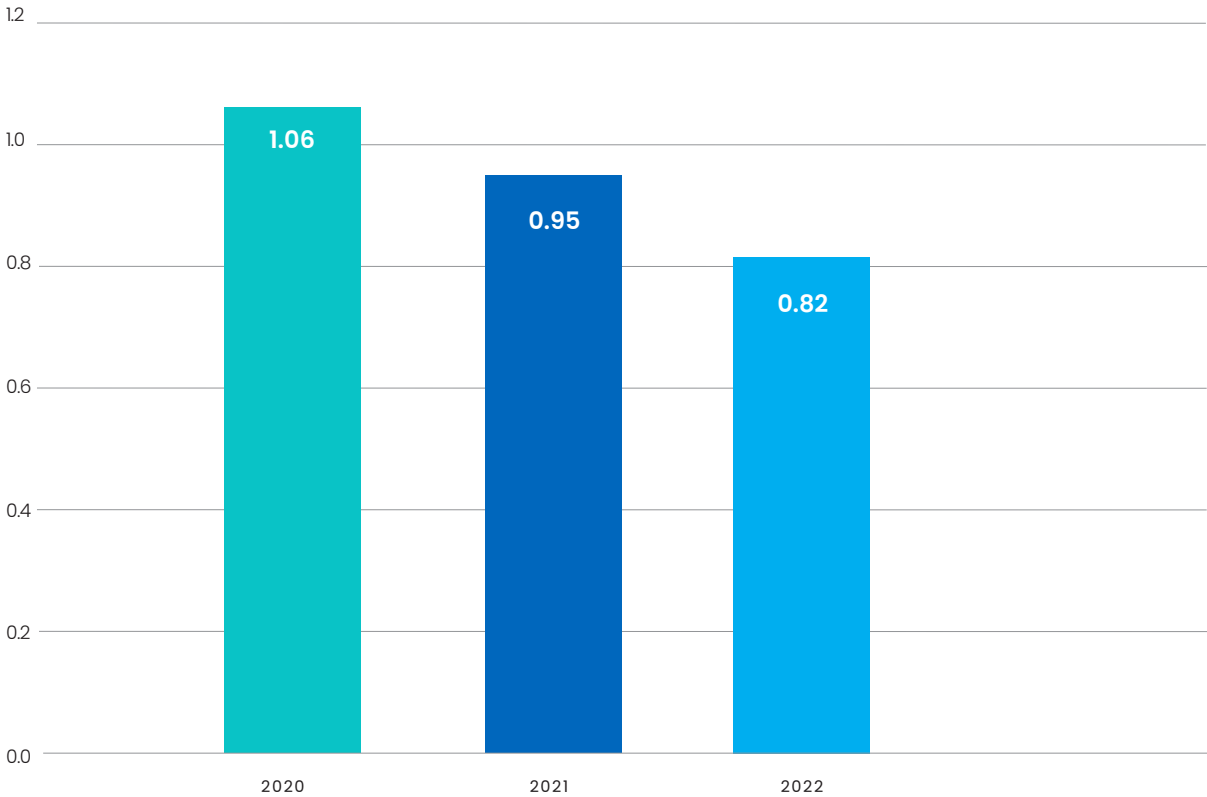
- Top 5 work codes selected by Elevation contractors:**
- 213112 – Support activities for oil and gas operations (11)
  - 23712 – Oil and gas pipeline and related structures construction (6)
  - 23821 – Electrical contractors (4)
  - 81131 – Commercial and Industrial Machinery and Equipment Repair and Maintenance (4)
  - 42383 – Industrial Machinery and Equipment Merchant Wholesalers (3)



# Contractor Total Recordable Incident Rates (TRIR) Over Time

**Elevation’s contractors’ TRIR has decreased 23% since 2020.**

Incident Rate per 100 Employees (TRIR)



PEOPLE

**OUR PEOPLE RUN THE ORGANIZATION AT EVERY LEVEL. THEIR STRENGTH, COMMITMENT AND DEDICATION ARE THE HEART AND SOUL OF THE COMPANY.**





# Our People

Our people are the heart and soul of this company. We can only operate successfully through their hard work and dedication at every level of the organization. We are fortunate to have assembled such a highly experienced and cohesive team.

To support our people and to maintain our competitive advantage, Elevation offers a complete employee benefits package including:

- Medical, dental and vision insurance
- Flexible spending accounts
- Dependent care flexible spending accounts
- Life insurance
- Paid Time Off (PTO) program
- Short- and long-term disability programs
- An employer-match 401(k) and a bonus plan
- An employee Assistance Program and Teladoc

## ATTRACTING, RETAINING AND DEVELOPING OUR TEAM

To assure employee engagement throughout the company, we encourage regular give-and-take communications as part of our culture – assessing everyday workforce concerns and generating valuable insights about what we do, how we operate and how we can improve what we do.

To deepen our understanding of employee concerns and attitudes, we have scheduled a comprehensive employee survey for 2023.

By maintaining a regular dialogue with employees, we also gain insights about how we can continue to attract and retain high-quality personnel in all areas of our business. We foster an environment where people want to work, learn, and build a career with the experiences and skills they need.



By maintaining an open dialogue with employees, we gain insights about how we can continue to attract and retain high-quality personnel in all areas of our business – a place where **people want to work, learn, and build a career** – which is evidenced by Elevation’s very high employee retention rates.

By providing opportunities for continuous learning – training and “upskilling” – our people have the tools they need to get the job done effectively.

Learning modules range from the technical, such as cathodic protection training for supervisors, and molecular sieve training. We also conduct monthly training sessions to share lessons learned, review operational protocols, and discuss problems and solutions. And we send employees, as needed, for targeted training on key equipment.

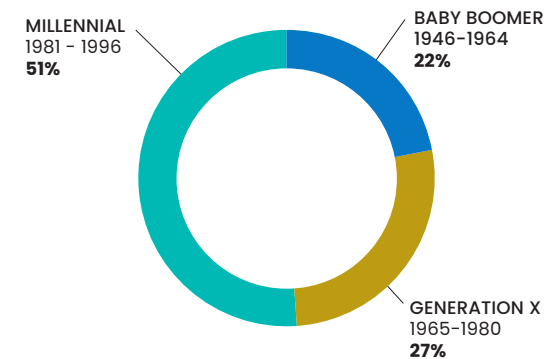
We have in-house staff trained as certified National Association of Corrosion Engineers (NACE) Level 1 technicians to conduct annual cathodic protection surveys and to periodically check the level of cathodic protection on our pipelines. Elevation sent two staff to the NACE training to further their skills and knowledge and receive certification.

We also have all employees participate in the American Heart Association First Aide/CPR training every two years. And we also regularly have employees participate in full scale and table-top drills to respond both to emergency incidents and spills to make certain employees are well prepared to respond to events. We meet in-person with area Fire Departments and invite them to participate in our

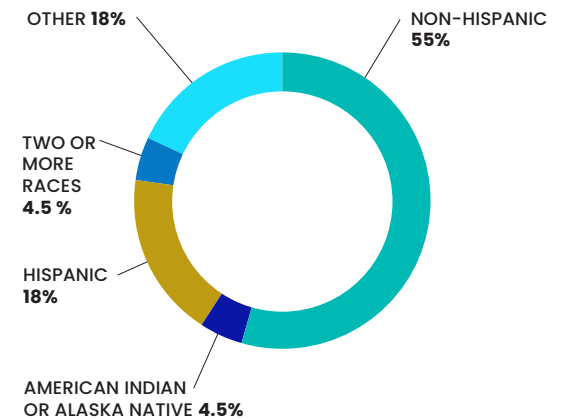
drills to make certain they understand our operations and response to emergencies and spills.

This investment in our employees’ skills and expertise elevates the performance of our team while helping to retain the best people in our industry.

### Generations



### Ethnicity





## COMMUNITY

**WE ARE RESPONSIVE TO THE MEMBERS  
OF THE LOCAL COMMUNITY AND  
WORK TO ADDRESS THEIR CONCERNS  
THROUGH PROACTIVE AND  
TRANSPARENT COMMUNICATION.**



# Community Engagement

With deep roots in our “neighborhood,” Elevation is responsive and **accountable to the people and needs of the community and is committed** to building solid, long-term and trusting relationships.



## ENGAGING WITH OUR NEIGHBORS

Elevation is proud to be directly involved with the community where we live and work, collaboratively addressing concerns and communicating transparently.

With deep roots in our “neighborhood,” we are responsive and accountable to the people and needs of the community and committed to building solid, long-term and trusting relationships that benefit everyone. And we continually seek feedback to stay abreast of public concerns.

In addition to working safely and efficiently to ensure projects are completed quickly and with



the least amount of social and environmental impact, we also support the community through employee volunteerism and monetary contributions to charitable organizations that have a direct, positive impact on the people we live and work with.

## LENDING A HELPING HAND

In Weld County, where we operate 20% of our neighbors will access one of Weld Food Bank's eight direct service programs supported by over 70 nonprofit agency partners. The reasons differ as to why people need our help, but common themes quickly emerge: lost jobs, unexpected medical bills, and increased food costs. In Weld County 1 in 4

children are hungry.

One of the activities we actively participate in is the local Weld Food Bank Thanksgiving food drive. In 2022, Elevation employees took part in the food drive and Elevation Midstream matched all financial donations given. As a result our donations provided over 4,000 meals to Weld County families in need. And employees helped with collecting and transporting non-perishable food items to the donation site.

After the Thanksgiving food drive, Elevation

employees looked for giving opportunities during the Christmas holiday period to support families in need of a helping hand. We aligned with the Volunteers of America Colorado, which gave out over 6,000 gifts and holiday dinner baskets during their Holiday Dinner Basket Give Out event. Through Volunteers of America, Elevation employees contributed over 50 holiday gifts to teenagers in need, and Elevation matched the gifts in-kind.

Additional charitable contributions during 2022 included:

**\$2,500** to Protect the Game

**\$5,000** to the Kiwanis Club of Broomfield

**\$2,500** Junior Achievement–Rocky Mountain

**\$5,000** to the Ukraine Crisis

**\$5,000** Colorado Fire Relief Fund (following the devastating Marshall wildfire last year in Boulder County Colorado)

**SUPPORTING VETERANS**

Our corporate giving and volunteering includes an active donation program involving military veterans. Our contribution to the Protect the Game is a key





example. This organization provides opportunities for U.S. military veterans to train and then be paid to work in youth sports, which helps to build the numbers of qualified youth sports officials in America.

### **MAINTAINING AESTHETIC VALUES FOR OUR NEIGHBORS**

As we noted earlier in this report, we strive to make sure our operational footprint does not interfere with the aesthetic values of our community by installing vegetative screening and landscaping as visual barriers for nearby residents.

To further address the concerns of neighbors — aided by extensive 3D modeling in the planning process — we use earthen berms and tree plantings as part of the landscaping around our facilities to soften residential and street views. Trees are planted on the earthen berms located directly next to the facilities and are of various types including deciduous canopy and evergreen trees. With feedback from surrounding neighbors, these were chosen for survivability in the area, fast growth, and the ability to withstand wind and drought conditions.

### **MITIGATING NOISE**

Noise is understandably a concern among our neighbors, and we continue to be sure noise is mitigated to the greatest extent possible. A main method of sound mitigation is the use of soil berms and trees that are strategically planted based on data from a detailed sound study.

Most equipment that can emit noise, including compressors and their electric motors, are enclosed in a sound buffering structure. The use of electric driven motors is also helpful in reducing noise from operations. During pipeline blowdowns; the noise generated by depressuring the pipeline is greatly reduced and mitigated through the use of noise suppressors on the equipment.





## APPENDIX

**WE ASPIRE TO BE A GOOD  
CORPORATE CITIZEN, LEVERAGING  
BEST INDUSTRY PRACTICES TO  
INTEGRATE SUSTAINABILITY  
THROUGHOUT OUR OPERATIONS.**

# SASB Index

Topic	Code	Accounting Metric	Section Reference	2022	2021	2020	Unit of Measure
Greenhouse Gas Emissions	EM-MD-110A.1	Gross global Scope 1 emissions		22,857	20,892*	21,093*	Metric Tons
	EM-MD-110A.1	Percentage of gross global Scope 1 emissions that are methane		0.17%	0.13%*	0.14%*	
	EM-MD-110A.1	Percentage of Gross global Scope 1 emissions covered under emissions-limiting regulations					
	EM-MD-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Cite in ESG Report	See Page 12 of 2022 ESG Report	See Page 14 of 2020/2021 ESG Report		See Page 14 of 2020/2021 ESG Report
Air Quality	EM-MD-120a.1	Air Emissions:					
		(1) NOx (excluding N2O)		17.8	13.33	18.6	Metric Tons
		(2) SO3		0.12	0.29	0.19	Metric Tons
		(3) Volatile organic compounds (VOCs)		19.16	4.94	9.4	Metric Tons
		(4) Particulate matter (PM)		1.25	0.97	1.34	Metric Tons
Ecological Impacts	EM-MD-160a.1	Description of environmental management policies and practices for active operations	Cite in ESG Report	See Page 13 of 2022 ESG Report	See Page 15 of 2020/2021 ESG Report		See Page 15 of 2020/2021 ESG Report
	EM-MD-160a.2	Percentage of land owned, leased, and/or operated within areas of protected conservation status or endangered species habitat		0	0	0	
	EM-MD-160a.3	Terrestrial acreage disturbed, percentage of impacted area restored		100%	100%	100%	
	EM-MD-160a.4	Number and aggregate volume of hydrocarbon spills:					
	EM-MD-160a.4	Volume of hydrocarbon spills in Arctic		0	0	0	Barrels
	EM-MD-160a.4	Volume of hydrocarbon spills in Unusually Sensitive Areas (USAs)		0	0	0	Barrels
	EM-MD-160a.4	Volume of hydrocarbon spills recovered		0	0	0	Barrels

\*Corrected numbers 2023



# SASB Index

Topic	Code	Accounting Metric	Section Reference	2022	2021	2020	Unit of Measure
<b>Competitive Behavior</b>	EM-MD-520a.1	Total amount of monetary losses as a result of legal proceedings associated with federal pipeline and storage regulations		0	0	0	
<b>Occupational Safety, Emergency Preparedness &amp; Response</b>	EM-MD-540a.1	Number of reportable pipeline incidents		0	0	0	
	EM-MD-540a.1	Percentage of significant reportable pipeline incidents		0	0	0	
	EM-MD-540a.2	Percentage of (1) natural gas pipelines inspected		N/A	N/A	N/A	
	EM-MD-540a.2	Percentage of (2) hazardous liquid pipelines inspected		N/A	N/A	N/A	
	EM-MD-540a.3	Number of (1) accident releases from railtransportation		0	0	0	
	EM-MD-540a.3	Number of (2) non-accident releases (NARs) from railtransportation		0	0	0	
	EM-MD-540a.4	Discussion of management systems used to integrate a culture of safety and emergency preparedness throughout the value chain and throughout project lifecycles	Cite in ESG Report		Reference SASB Guide		
<b>Activity Metric</b>	EM-MD-000.A	Total metric ton-kilometers of (1) natural gas		0	0	0	MBpd NGL Transport
	EM-MD-000.A	Total metric ton-kilometers of (2) crude oil		15,911	7,792	3,442	MBpd Crude Volume Throughput
	EM-MD-000.A	Total metric ton-kilometers of (3) refined petroleum products transported, by mode of transport		0.063	0.055	0.043	Bcfpd Residue



# EIC / GPA Midstream

Metric		Unit	Latest Year 2022	Previous Year 2021	Previous Year 2020	Comments, Links, Additional Information, and Notes
Activity						
1.1	EBITDA	US \$	Confidential	Confidential	Confidential	
1.2	Gross Throughput	BOE	Confidential	Confidential	Confidential	
1.3	Mile of Pipeline	mile	62	62	62	
Environment						
Hydrocarbon Releases						
2.1	Number of hydrocarbon liquid releases beyond secondary containment > 5 bbl	#	0	0	0	
2.2	Volume of hydrocarbon liquid releases beyond secondary containment > 5 bbl	bbl	0	0	0	
2.3	Hydrocarbon Liquid Releases Intensity per Mile of Pipeline	bbl/mile	0	0	0	
Emissions						
2.4	Total GHG Emissions (Scope 1 + Scope 2) - Total	mt co2e	67,728	68,018*	64,774*	*Corrected Numbers
2.4.1	Scope 1 GHG Emissions - Total (from Schneider)	mt co2e	22,857	20,892*	21,093*	* Corrected Numbers
2.4.1.1	Scope 1 CO2 Emissions - Total	mt	22,857	20,892*	21,093*	*Corrected Numbers
2.4.1.2	Scope 1 Methane Emissions - Total	mt co2e	39.28	26.31	30.99	
2.4.2	Scope 1 GHG Emissions - EPA					
2.4.2.1	Scope 1 CO2 Emissions - EPA	mt co2e	674.77	440.37	640.59	
2.4.2.2	Scope 1 Methane Emissions -EPA	mt co2e	26.85	14.84	19.11	

## EIC / GPA Midstream

	Metric	Unit	Latest Year 2022	Previous Year 2021	Previous Year 2020	Comments, Links, Additional Information, and Notes
2.4.3	Scope 2 GHG Emissions (from Schneider)	mt co2e	44,890	47,402	43,357	43,357
2.5	Total GHG Emissions (Scope 1 + Scope 2) Intensity per Billion BOE-Mile - Total	mt co2e/Billion BOE-Mile				
2.6	Total GHG Emissions (Scope 1 + Scope 2) Intensity per EBITDA - Total (from Schneider)	mt co2e/\$MM	Confidential	Confidential	Confidential	
2.7	Scope 1 Methane Emissions Intensity per ONE Future Methodology	N/A	N/A	N/A		
2.8	Does the company have a greenhouse gas emissions reduction target?	Yes/No	No	No	No	
2.9	NOx Emissions (from Schneider)	Metric Tons	17.82	13.33	18.6	
2.10	Sox Emissions (from Schneider)	Metric Tons	0.12	0.29	0.19	
2.11	VOC Emissions (from Schneider)	Metric Tons	19.16	4.94	9.4	
2.12	Does the company participate in an external emissions reduction program? Examples include ONE Future, The Environmental Partnership, Methane Challenge, EPA Natural Gas Star	Yes/No	No	No	No	
2.13	% of energy used (direct and indirect) that is renewable energy	%				
2.14	Does the company seek third party data verification for any environmental metrics?	Yes/No	Yes	Yes	Yes	Schneider Electric

### Asset Diversification and Biodiversity

2.15	Does the company participate in any efforts to expand the share of alternative/renewable energy sources in the company's portfolio? If yes, please provide links to ESG reports, webpages and other disclosures as support.	Yes/No	No	No	No	
2.16	Does the company have a biodiversity policy or commitment for new and existing assets?	Yes/No	No	No	No	

# EIC / GPA Midstream

Metric		Unit	Latest Year 2022	Previous Year 2021	Previous Year 2020	Comments, Links, Additional Information, and Notes
Social						
3.1	Total Recordable Incident Rate (TRIR) – employees	#	0	0	0	
3.2	Total Recordable Incident Rate (TRIR) for major growth projects – contractors	#	0	0	0	
3.3	Days away, restricted or transferred (DART) – employees	#	0	0	0	
3.4	Days away, restricted or transferred (DART) for major growth projects – contractors	#	0	0	0	
3.5	Lost Time Incident Rate (LTIR) – employees	#	0	0	0	
3.6	Lost Time Incident Rate (LTIR) for major growth projects – contractors	#	0	0	0	
3.7	Fatalities – employees	#	0	0	0	
3.8	Fatalities – contractors	#	0	0	0	
3.9	Does the company have an indigenous engagement policy or commitment for new and existing assets?	Yes/No	No	No	No	
3.10	% workforce that is female	%	0	0	0	
3.11	% workforce from minority groups (EEOC defined)	%	45	45	45	
3.12	% workforce covered under collective bargaining agreements	%	0	0	0	
3.13	Does the company seek third party data verification for any social metrics?	Yes/No	No	No	No	



# EIC / GPA Midstream

Metric		Unit	Latest Year 2022	Previous Year 2021	Previous Year 2020	Comments, Links, Additional Information, and Notes
<b>Governance</b>						
<b>Diversity</b>						
4.1	% directors that are female	%	0	0	0	
4.2	% corporate officers (VP and up) that are female	%	0	0	0	
4.3	% directors from minority groups (EEOC defined)	%	1	1	0	
4.4	% corporate officers (VP and up) from minority groups (EEOC defined)	%	0	0	0	
4.5	Is any director under the age of 50?	Yes/No	Yes	Yes	No	
<b>Directors</b>						
4.6	% independent directors	%	Confidential	Confidential	Confidential	
4.7	How many directors received less than 80% votes cast in favor when running unopposed in last 5 years?	#	Confidential	Confidential	Confidential	
4.8	Does the company have directors with risk management experience?	Yes/No	yes	yes	yes	
	Compensation					
4.9	Has the company received less than 70% support for Say On Pay in any of the last 5 years?	Yes/No	Confidential	Confidential	Confidential	
4.10	What % of CEO target pay is performance-based?	%	Confidential	Confidential	Confidential	
4.11	What % of CEO target pay is equity-based?	%	Confidential	Confidential	Confidential	
4.12	"Are there any shareholder return metrics (total return, return on invested capital, etc.) in any NEO equity compensation plan?"	Yes/No	Confidential	Confidential	Confidential	
4.13	Is at least 10% of Named Executive Officer (NEO) short-term incentive (STI) or long-term incentive (LTI) linked to E or S metrics?	Yes/No	Confidential	Confidential	Confidential	

## EIC / GPA Midstream

	Metric	Unit	Latest Year 2022	Previous Year 2021	Previous Year 2020	Comments, Links, Additional Information, and Notes
4.14	Does the company tie any amount of pay for all employees to ESG objectives?	Yes/No	Confidential	Confidential	Confidential	
<b>Share Ownership</b>						
4.15	Have any corporate officers or directors made share purchases with personal funds in the last 5 years?	Yes/No	Confidential	Confidential	Confidential	
<b>Board Oversight</b>						
	<b>Which of these data sets are collected and shared with board?</b>					
4.16.1	Voluntary employee turnover company wide and by at least one additional level (e.g. business unit, location, or division)	Yes/No	No	No	No	
4.16.2	% of employees who participate in company sponsored matching gift programs and/or volunteer for corporate sponsored charitable events	Yes/No	No	No	No	
4.16.3	Gender Pay Ratio	Yes/No	No	No	No	
4.16.4	Underlying data from an employee satisfaction survey that is anonymous and at least annual	Yes/No	No	No	No	
<b>Supply Chain</b>						
4.17	Does the company require suppliers to sign off on the code of conduct or equivalent codes?	Yes/No	No	No	No	
<b>Cybersecurity</b>						
	<b>Does the company undertake any of the following to manage cybersecurity risk?</b>					
4.18.1	Mandatory employee training	Yes/No	Yes	No	No	

## EIC / GPA Midstream

	Metric	Unit	Latest Year 2022	Previous Year 2021	Previous Year 2020	Comments, Links, Additional Information, and Notes
4.18.2	Adherence to industry cybersecurity standards	Yes/No	No	No	No	
4.18.3	Ongoing evaluation of the threat landscape	Yes/No	Yes	Yes	No	
4.19	<b>Does the company publish an annual proxy statement? If no, expand for more metrics (click “+” to the left)</b>	Yes/No				
4.19.1	Does the company have an IDR structure?	Yes/No	Confidential	Confidential	Confidential	
4.19.2	What is the ownership structure of the General Partner?	Externally or Sponsor-owned / Wholly owned by the MLP / other	Confidential	Confidential	Confidential	
4.19.3	What % of the Limited Partnership board is elected by unit holders?	%	Confidential	Confidential	Confidential	
4.19.4	What level of detail does the Limited Partnership publicly provide regarding compensation of named executives?	Full, Partial, None	Confidential	Confidential	Confidential	
4.19.5	<b>Does the Limited Partnership have stock ownership guidelines in place for the CEO? If yes,</b>	Yes/No	Confidential	Confidential	Confidential	
4.19.5.1	What multiple of the CEO's base salary is he or she required to own in Limited Partnership units?	x times	Confidential	Confidential	Confidential	
4.19.6	<b>Does the Limited Partnership have stock ownership guidelines in place for directors? If yes,</b>	Yes/No	Confidential	Confidential	Confidential	
4.19.6.1	If directors receive an annual cash retainer, what multiple of such annual cash retainer is he or she required to own in Limited Partnership units?	x times	Confidential	Confidential	Confidential	
4.19.6.2	What multiple of the GP's independent director's annual cash retainer is he or she required to own in Limited Partnership units?	x times	Confidential	Confidential	Confidential	



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